

APPENDIX D

**QUALITY IMPACT
ASSESSMENT**

&

**IMPACT
ASSESSMENT**

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Crossroads Care Attendant Scheme
Grant 2010/11	£146,597
Proposed reduction 2011/12	Reduce the corporate funding from £146,597 to £135,000

Directorate or organisation responsible (and service, if it is a policy)

DCEO

Date of assessment (DD/MM/YY)

1st Dec 2010

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Inga Spencer, European Programme Manager
Sarah Johnstone, Grants Officer

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The corporate grants provided a grant of £164,597 in 10-11 to Crossroads to provide respite breaks for carers and their cared for.

Respite covers:

- Respite at home 24 hours per day, 7 days per week.
- Escort to & from medical appointments/day centre/school
- Check Calls
- Light Household duties
- Personal Care
- Shopping

- Medication
- Outings
- Provide companionship/conversation
- Food Preparation
- Stimulate mental awareness
- Waking overnights
- Cover for short holiday break (new service 2010/11)

The grant was used to pay for the core running costs of the organisation including administrative and management staff salaries, accommodation costs, rent etc

A.2) List any key policies or procedures to be reviewed as part of this assessment

A.3) What is the intended benefit of the service, function or policy?

Respite breaks to enable carers and their cared for to continue to live independently

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

Breaks are provided to 190 carers and 185 people with care needs in Hillingdon.

People with care needs are 100% disabled.

11% ethnic minority

A.5) Who are the stakeholders? What is their interest? Eg PCT, Voluntary and Third Sector, other local authorities, cabinet members etc.

Carers, & their Cared for in Hillingdon

Leader of the Council – has overall responsibility for funding decisions,

Cabinet Member for Adult Social Care, Health & Housing has interest in provision of services for carers

Cllr John Major – Carers Champion.

Cabinet Member for Improvement, Partnerships and Community Safety – has responsibility for grant funding decisions,

Crossroads and other voluntary sector agencies engaged in caring sector such as Hillingdon Carers, Rethink etc

A.6) State why the service, function or policy is / is not relevant to equality

100% cared for have a disability

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? X
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Identify which equality aspects or community issues are relevant to the assessment:
Y/N

Age		Sex	
Disability	X	Sexual Orientation	
Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	
Race/Ethnicity			
Religion or belief		Other – please state	

Any other (such as Human Rights, socio-economic factors eg. people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

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If the outcome of Step A is that the service/policy or function is not relevant to equality, DO NOT PROCEED.

Please obtain a signature from the accountable person below:

Accountable person (Head of Service or Director):

Name: _____

Signature: _____

Date: _____

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

According to the 2001 census there are 1,245 people in receipt of disability living allowance in Hillingdon.

36,000 people in Hillingdon have a limiting long term illness.

In the last census 2001, 23,118 people and 687 children identified themselves as carers in Hillingdon.

According to the Hillingdon Carers strategy for 2008-11, that the value of economic contribution from carers in Hillingdon is estimated to be £329,900,000 – up from £209,800,000 in 2002.

Joint Carers Strategy for Hillingdon 2008-11 cites that over 4,000 carers provide over 50 hours of care work a week.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES

B.3) Who was consulted or engaged? What was their equality profile? What were the findings?

Crossroads

8 November 2010 a letter was sent to Crossroads informing them of the intention to reduce the funding for 11/12. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Crossroads provided a written response on the 19th November 2010 which is attached to this document. In summary:

- The organisation has been streamlined and structural efficiencies made
- The grant pays for core costs therefore any reduction would impact on the whole service
- Significant savings are achieved for the Council by reducing the need for people to access expensive medical and social care services

B.4) Describe other research, studies or information to assist with the assessment.

Finances

The organisation uses the corporate grant solely for support costs at £146,000 p.a. The organisations total expenditure is £337,670 (expected for 10-11) and makes approx £98K pa from charging.

Adult Social Care Health and Housing retendered for their carers respite care grant in 10-11. Two thirds was won by another organisation, Anara who are now providing respite care in the borough. Crossroads retained a third element for frail and elderly care givers (approx £95K). Crossroads has also lost their PCT funding the previous year.

However the group's accounts show a large surplus achieved of £70k in 2009 followed by a small deficit of £7K in 2010. The accounts for Mar 2010 show unrestricted reserves stand at £208,267, which is over 6 months running costs. Their accounts also show that expenditure is decreasing, indicating a shrinkage of the organisation since Anara took part of the contract.

Accounts department assess that they should be able to absorb a small reduction in funding with these reserves.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify in the action plan what action you need to take to address this impact or mitigate against it.
Carers and their disabled cared for	<p>The reduction of this corporate grant may result in the group being unable to fund its current core staffing structure and meet its current running costs, which may impact on the quality of respite care received by its client group</p> <p>However, Crossroads could consider using unrestricted reserves to cover the £11,597 reduction in grant for 2011-12. It could also explore sharing office space once its lease has run out. The group has a small core staff and therefore the £14K approx office accommodation costs are disproportionate.</p> <p>The group is also exploring other measures to make savings including mergers with other crossroads groups outside the borough or other carers groups within Hillingdon.</p> <p>These measures, along with the growing use of charging carers for respite should ensure a reduced impact on service users.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.

D) Conclusions and Action Planning

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the council's overall savings targets.

Signed: Head of Service or Director.

Name: _____

Signature: _____ Date: _____

19 November 2010

Ian Edwards,
Head of Partnerships
Deputy Chief Executive's Office,
London Borough of Hillingdon,
3E/03, Civic Centre,
High Street,
Uxbridge UB8 1UW

Dear Ian,

Thank you for your recent letter concerning our application for Hillingdon Corporate Grant 2011/12, and the opportunity to provide additional information prior to a final decision by Cabinet. I must say at the outset that we recognise and appreciate the difficult decisions that Cabinet has to take. I have therefore spoken to our Chair, Pauline Irons and there are a number of points that we would like to offer in response to your letter.

1. Efficiency savings

As a charity, Crossroads Care Hillingdon is very aware of the need to balance its budget and to respond to and optimise its funding circumstances. In response to our changed financial circumstances this year, we introduced a programme of efficiency savings from 1st April 2010. These included but were not limited to:-

- o A reduction in Care Support Workers (1 redundancy and 3 TUPE),
- o CEO post made redundant (due to slimmer organisation),
- o Restructuring of remaining office/management staff,
- o Pay freeze,
- o Removal of ancillary travel time payments,
- o Reduction in a number of smaller office-based costs.

All the above measures have been undertaken whilst very strictly preserving our reputation for quality and service. We are continuing to monitor our costs and to seek further savings where possible, but are limited as the majority of our costs are staff related.

2. Sharing Common Services

This topic has been discussed several times by our Board under a number of guises:-

- o You may or may not be aware that our National Organisation, the Crossroads Association, is currently in discussions with the Princess Royal Trust for Carers (PRTC) about potential collaboration/merger. Hillingdon Carers is affiliated to the PRTC. At a Hillingdon level we work extensively with Hillingdon Carers (e.g. Carers Conference in June) and have scheduled further conversations to explore common ground between us. For your information, a major potential area of sharing, namely office space, is not feasible for us until our current rental contract expires.
- o We already share common services with both the national Crossroads Association (e.g. policies & procedures, HR, insurance, etc.) and also other neighbouring Crossroads schemes (e.g. training, service provision etc.). At the encouragement of Crossroads Association and in response to the changing business environment, we are now exploring suitable shared opportunities at a broader level with our Crossroads neighbours. This is very much work in progress.

3. Impact of a reduced grant

As you are aware, Crossroads Care Hillingdon has been supported by Hillingdon Council for 30 years. Regarding the Corporate Grant, which we have benefited from for several years, this essentially covers a key proportion of our overheads enabling us to operate and concentrate on our services to Hillingdon. Any reduction directly impacts this capability especially as the bulk of our remaining costs are staff and service related and hence not easy to cut any more than we already have this year without undermining our services to the people of Hillingdon. We would like to do more and had hoped that the tender agreement that we have with Social Services would present more opportunities, but to date very few referrals have been received (fewer than in previous years).

We are a highly professional and well-trained organisation, able to offer a very real service for the health and well-being of individuals in Hillingdon. We are very aware of the strong role we play in preventing people of all ages, disabilities and circumstances from having to call on medical services, care home support and other expensive services. Not least of all we enable people to stay in their own homes and carers to be relieved of the stress of their tasks which otherwise carries its own medical inferences.

In conclusion, we believe that we are already following a good programme of efficiencies and are willing to consider any further opportunities in this area, but there are limits without severe impact on service scope or quality. Crossroads Care Hillingdon would like to bring its existing services (and more besides) to as many people in Hillingdon as need our help and to work alongside Hillingdon Council as a quality service provider. Full support via the corporate grant will enable us to continue our valuable work.

Yours sincerely,

Mrs Carole Henderson,
Chief Officer,
Crossroads Care Hillingdon

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	DASH (Disablement Association Hillingdon)
Grant 2010/11	£100,021
Proposed reduction 2011/12	Reduce the corporate grant funding by £15,021 to £85,000 for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO

Date of assessment (DD/MM/YY)

29 Nov. 10

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Inga Spencer, European Programmes Manager
Sarah Johnstone, Grants Officer
Vicky Trott, Senior Policy Officer

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the Council provided a corporate voluntary sector grant of £100,021 to DASH

The grant is used as a contribution towards staff and running costs (10/11 breakdown – management staff £20,700, admin & other staff including DDA Advisor £63,700, running costs £15,621).

The aims of the service as outlined below are taken from the Corporate grant application submitted by DASH for 2011-12.:

- Information, advice and representation on disability issues
- Direct Payments support
- People First
- DDA advice and representation
- DLA and other form filling
- Disability awareness training
- Independent living advice
- Drop ins
- Activities4all group planning and arranging activities and outings
- Sports activities
- Hillingdon centre for Independent Living trusted assessors
- Transition Support
- Outreach to hard to reach groups
- School assemblies
- Support to Crown Centre for the deaf to establish new BSL training courses
- 'Running' an Allotment

DASH employs a Chief Officer and staff to deliver the various services provided. Many of the staff have a disability or long term condition. The organisation has 30 active volunteers (some are disabled) who assist with various tasks, examples include; running gardening club, providing disability training, running craft group, interpreters, befrienders. In addition 25/30 regular volunteers from Brunel work on the allotment.

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the service is taken from the 2011-12 Corporate Grants funding application:

All the services and activities delivered by DASH are aimed at people with physical, sensory or learning disabilities primarily 18+ but some of their sports activities are open to 14+. DASH also promotes disability awareness within schools and the wider community for the benefit of disabled people generally.

DASH supported 1155 unique clients plus 3,650 visits and telephone calls. Disability Awareness training was delivered to 1,200 local school children.

The overall aim is to improve services for disabled people in the borough.

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

Service/Activity	When e.g. Weekly	No of clients (total for year)	%of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Ongoing Cases (Direct payments Disability Discrimination and access)	Monthly	716	100%	100%	40%
Drop ins	Weekly	239	100%	100%	57%
Sports activities	Weekly	200	100%	95%	Not monitored
School assemblies and DDA	Monthly	Over 1,200 children	N/k	100%	Not known
Telephone and visits to office	Daily	3,650	All either disabled or carers or professionals	98%	Not monitored

A.5) Who are the stakeholders? What is their interest?

Leader of the Council – has overall responsibility for funding decisions,

Cabinet Member for Adult Social Care, Health & Housing has interest in provision of services for disabled residents.

Cabinet Member for Improvement, Partnerships and Community Safety – has responsibility for grant funding decisions,

DASH work in partnership with a number of local voluntary sector organisations, in particular the Crown Centre for the Deaf is a major stakeholder.

The decision to reduce this grant funding for DASH is relevant to equality in that the money supports a specific equalities group in the community, namely disabled residents and a high proportion of these residents are from a BAME background.

How relevant to equalities is it? Y/N	Not relevant?	Low?	Medium?	High?
				Y

Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age		Sex	
Disability	Y	Sexual Orientation	

Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	
Race/Ethnicity	Y		
Religion or belief		Other – please state	

Any other (such as Human Rights, socio-economic factors e.g. people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

None identified

If the outcome of Step A is that the service/policy or function is not relevant to equality, DO NOT PROCEED.

Please obtain a signature from the accountable person below:

Accountable person (Head of Service or Director):

Name: _____

Signature: _____ Date: _____

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

According to Hillingdon's Strategic Needs Assessment 2009-14, accurate data about the number of disabled people in Hillingdon is unlikely to be available before the results of the 2011 census are known. However the 2001 census did identify that there were 36,000 people in Hillingdon who considered that they had a limiting long-term illness and 45% of these were older people. Only 1,245 people are in receipt of disability allowance (Feb 09).

Local aspirations and national policy drivers as set out in Putting People First require that more people should be able to live independently in their own home for as long as possible with choice and control over the services they receive. This requires that appropriate support be put in place.

Ethnic Group Population Projections 2011 which are produced in the GLA's London Plan anticipate a BAME population of 81,100 (31%) in Hillingdon by 2011.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO if no, please explain why

B.3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to DASH informing them of the intention to reduce the funding for 11/12. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Response:

DASH has provided a written response dated 15th November, which is attached. Summary: The organisation states that this level of reduction in funding will result in cuts in services - 'whilst we fully appreciate the need for efficiency savings we feel that our saving will be to offer more for the same and to continue to seek additional sources of funding and income to increase the opportunities we can offer disabled people in Hillingdon'

B.4) Describe other research, studies or information to assist with the assessment.

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

The Council has a public duty to have due regard to the need to eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006).

The Council has a public duty to have due regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000);

The Council intends to continue to fund DASH at a reduced level of £85,000 in 11/12.

The organisation's anticipated income for 2011-12 is £514,340, in addition to the Corporate Grant also have 2 contracts with LBH to deliver specific services. The first one is Side by Side Advocacy valued at £116,000 in 11/12. The second one is the Direct Payments contract which is due to end in Mar 11. However DASH anticipates that this contract will be extended for one year at £190,000 (although this is not confirmed).

Income of £15,500 is anticipated from the PCT, and income in the region of £10,000 is expected from traded income & local fundraising. DASH has confirmed grants totalling £80,000 from the Lottery and various Trusts.

The end of year 2009-10 accounts show that DASH is holding unrestricted

balances of £138,739 (which includes £30K designated for sport & activities development) and restricted balance of £26,536.

DASH is expanding some of its chargeable services such as money management for people in receipt of individual budgets and providing school assembly 'disability talks'.

The organisation is working in partnership with other key local voluntary sector organisations e.g. sharing an advocacy manager with Age UK and working towards sharing premises in the north of the borough. DASH supports the work at the Crown Centre for the Deaf.

DASH is represented at many boards and forums e.g. Wellbeing Board, Direct Payments Forum.

The BIG Lottery funding pays for a cohesion worker, who has been very active working with different community and faith groups with an aim to aid integration of disabled people in all communities.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify in the action plan what action you need to take to address this impact or mitigate against it.
Disabled residents (high proportion of service user from a BAME background)	<p>The reduction of this corporate grant may result in the group being unable to fund its current staffing structure and meet its current running costs, which may impact on disabled residents.</p> <p>However DASH receives income from other sources which could be used for this purpose, and the unrestricted reserves also contains a designated fund of £30,000 (earmarked for sports & activities development) but could be used for any purpose. DASH receives significant contract funding from LBH ASCHH £116K confirmed and £190K anticipated (extension of Direct Payment contract), and there may be scope to cover some additional core staff within these contracts.</p> <p>Additionally, the service delivery models could be explored with a view to achieve efficiency savings and maintain services.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.

D) Conclusions and Action Planning

The recommendation to reduce this corporate grant is justified on the grounds that the Council needs to adjust its level of spending in response to a considerable reduced level of financial support available from Central Government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the Council's overall savings targets. In order to meet the shortfall, DASH has several options to explore including; introducing more chargeable services, review how ASCHH contracts are delivered (efficiency), seek external funding and there may be scope to use some unrestricted designated reserves.

Signed: Head of Service or Director.

Name: _____

Signature: _____ Date: _____

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon AIDS Response Trust (HART)
Grant 2010/11	£20,000
Proposed reduction 2011/12	By £5,000 to £15,000 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO

Date of assessment (DD/MM/YY)

18/11/11

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Inga Spencer, European Programmes Manager
Sarah Johnstone, Grants Officer

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the council provided a corporate grant of £20,000 to HART

The aims of the service as outlined below are taken from the 2011-12 Corporate Grants funding application:

Support to all those affected by HIV/AIDS including families and carers through a one stop shop approach. Activities include:

HIV support service. Befriending, advocacy, hospital and home visits, daily drop-in, once a week lunch, therapies, welfare and benefits advice, treatment information, peer support, social worker surgery, social events, women's group, workshops,

domestic support, emotional support, transport, liaison with providers of clinical services, fundraising, financial support, minimal ad-hoc housing support. Free Baby Milk to positive mothers on a low income.

A.2) List any key policies or procedures to be reviewed as part of this assessment

A.3) What is the intended benefit of the service, function or policy?

Provision of a confidential one stop shop for people affected by HIV/AIDS

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

All those affected by HIV/AIDS including families and carers, resident in Hillingdon & Harrow.

As outlined in HART's 2011-12 application:

Service/Activity	When eg. Weekly	No of clients (total for year)	%Of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Drop- In	3 days week	2123	100%	97%	65%
Complementary Therapies	4x week	780	100%	97%	65%
Welfare Benefits and Advocacy	4 days week	145	100%	95%	65%
Emotional Support	Daily	1600	100%	97%	65%
Home/Hospital visits	As needed	40	100%	97%	65%
Support Groups	Bi-monthly	65	100%	97%	65%
Social Events	8 per year	96	100%	97%	65%
Referrals	As needed	84	100%	97%	65%

A.5) Who are the stakeholders? What is their interest? Eg PCT, Voluntary and Third Sector, other local authorities, cabinet members etc.

Leader of the Council – has overall responsibility for funding decisions,

Cabinet Member for Improvement, Partnerships and Community Safety – has responsibility for funding decisions,

Adult Social Care Health & Housing – make referrals to the service and fund £29K via Health and Sensory Team

Cllr Seaman-Digby – Board of Trustees

Harrow Council – 3% of clients come from the borough of Harrow

HART is a member of the Health and Social Care Forum and the Sexual Health Strategy Group

HART partners with Social Services to provide seamless social care and support to HIV-positive people in the borough.

HART partners with the Tudor Centre, Hillingdon Hospital to provide mutual support to those accessing both services.

HART is a third party homophobic crime reporting partner, sitting alongside the community safety team. HART regularly consults with LBH housing services on client specific issues and strategies.

A.6) State why the service, function or policy is relevant to equality

HIV/AIDS is a disabling progressive disease
 Clients users are predominately from BME communities

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age		Sex	
Disability	Y	Sexual Orientation	
Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	
Race/Ethnicity	Y		
Religion or belief		Other – please state	

Any other (such as Human Rights, socio-economic factors eg. people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

If the outcome of Step A is that the service/policy or function is not relevant to equality, DO NOT PROCEED.

Please obtain a signature from the accountable person below:

Accountable person (Head of Service or Director):

Name: _____

Signature: _____ Date: _____

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

HART is the only HIV support group in the London Borough of Hillingdon.

HART has case files for 260 users to the service in the last 12 months. They benefit from multiple services supplied at the Centre. Taken from HART's 11-12 application form:

- HIV support service, including emotional and domestic support
- Befriending
- Advocacy, liaising with providers of medical and other services
- Home and hospital visits, transport
- Peer support, women's groups etc
- Legal, welfare benefits and social work advice
- Daily drop-in, treatment information
- Lunch club, social events
- Alternative therapies
- Free baby milk, financial support
- Psychology workshops.
- Referrals to Food-chain and local free grocery provision to address nutritional poverty.

HARTs membership continues to grow year on year. Number of new referrals increase as do the number of members who continue to access our services. Members needs continue to be complex and very varied and often identified by statutory bodies at a time of crisis. This is very commonly when HART receives a referral. Our task is to assess presenting needs and provide appropriate, swift and flexible services in response. Where needs cannot be met by HART then signposting and liaison with other agencies is appropriate.

HARTs approach to supporting members is to deliver a case-work approach in the first instance and then where possible move onto ongoing support, including peer support, both approaches in collaboration with other service providers including social services, Hillingdon hospital, housing department, benefits agency, etc.

Complementary therapies are an ongoing service at HART, both in the therapy centre and at home for those clients whose disability makes it very difficult to access the centre. Massage, Reiki, Indian Head Massage, Reflexology are provided 4 times a week.

Anecdotal knowledge indicates that numbers of affected people are increasing. This is supported by Health Protection Data Agency. The agency data records that of infected people accessing treatment 26,906 are resident in London (44%).

According to HPA data, preliminary estimates of the HIV-related life-time costs for diagnosed individuals range between £280,000 and £360,000 in the UK. Preventing the infections acquired in the UK, and subsequently diagnosed during 2008, would therefore have reduced future HIV-related costs by £1.1 billion.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES

B.3) Who was consulted or engaged? What was their equality profile? What were the findings?

8 November 2010 a letter was sent to HART informing them of the intention to reduce funding. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Response:

HART provided a letter dated 12th Nov, outlined the changes in the sector that they have responded to, their role and function in the borough in providing a one stop shop and their links with national and local statutory agencies. They assess that any cuts will force a service reduction.

B.4) Describe other research, studies or information to assist with the assessment.

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

The Council has a public duty to have due regard to the need to eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006).

The Council has a public duty to have due regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000);

The Council wishes to reduce the funding to HART in 11-12 from £20,000 to £15,000.

HART have been funded by the Council for a number of years, both by corporate grants and Adult Social Care Health and Housing. The total amount was £49,103 in 10-11. The expected expenditure of 10-11 is £111K for Hillingdon.

Bank statements show cash in the bank at £45k on 31.08.10. Accounts show unrestricted reserves at £55K in Mar 10. The organisation has benefited from a small surplus the last two years, owns the freehold of the operating building and has restricted funds for the use of the building.

The group was given a funding uplift two years ago to £20K on condition that it raised external funds on the back of its core funding. Previously, the organisation has received a corporate grant of £10K. The funding is used for an administrator which allows specialist staff to deal more effectively with more complex matters and not be steered towards administrative duties.

C) Assessment

The purpose of this element is to determine whether there is, or is likely to be, a direct or indirect differential impact upon any equality group(s).

If an adverse impact is identified then the lead officer must consider whether the authority is acting within the law and take appropriate steps. In the case of adverse impact, even if it is not unlawful, there is a need to consider how this can be addressed.

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify in the action plan what action you need to take to address this impact or mitigate against it.
People affected by HIV/AIDS	The cut could impact on service users if either there was a reduction in quality or quantity of service users accessing the Centre. However, this proposed cut represents less than 4% reduction in total income and due to the levels of unrestricted reserves held, HART could probably absorb the reduction without a loss of service. The accounts department assessment indicates they do not need the full grant received in 10-11 for 11-12.

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.

D) Conclusions and Action Planning

The recommendation to reduce this corporate grant is justified as the Council expects voluntary sector organisations to introduce efficiency savings in order to meet the Council's overall saving targets. In order to meet the £5K shortfall, HART has options to explore other potential funding avenues, rationalise and prioritise their activities and use some unrestricted reserves.

Signed: Head of Service or Director.

Name: _____

Signature: _____ Date: _____

HILLINGDON AIDS RESPONSE TRUST

40 New Windsor Street

Uxbridge

Middlesex

UB8 2TU

Telephone: 01895 813874

Fax: 01895 238395

Hillingdon AIDS Response Trust Ltd is a Registered Charity No: 1042403 And
a company limited by guarantee in England No. 2930561

Ian Edwards
Head of Partnerships, Business
& Community Engagement
London Borough of Hillingdon
Civic Centre
High Street
Uxbridge
Middlesex
UB8 1UW

12 November 2010

Dear Mr Edwards,

Re: HART proposed funding cut

HART supports people affected by HIV in a community setting and has done since 1988. Our users come from many different backgrounds but the predominant communities are suffering poverty, isolation and social exclusion. A high number are from Black African and other ethnic minority communities which reflect the diverse cultural and racial demography of Hillingdon.

In this time HART has mapped the pandemic from early days of severely limited treatment to the current situation of combination therapies. We work with all sections of our community across all socio - economic groups, especially with those who are disadvantaged ; increasingly we are engaging with young children, older people and families. We are also increasingly encountering referrals from people who have a late diagnosis which often presents a more complex and complicated prognosis.

Whilst the health outcomes of HIV have changed dramatically, it remains a serious life -limiting condition with a rigorous pharmaceutical regime of powerful drugs. The type of support people now require may have shifted but the needs remains on a long term basis. We have a firm ethos of joint work with our partners in Health and Social Care. We also promote the development of the third sector through both local and regional networking. We work to both national and local governmental strategy. We aim to support both sexual health and mental health strategies within a framework of community development and support for people living with long term conditions.

Our core services are provided **free of charge** to all service users and delivered in partnership with health and social care services. We meet regularly in order to identify how we can offer the most effective interventions for our service users through joint working initiatives. Our referral pathways maximise third sector resources and community organisations reducing the burden for statutory organisations.

We provide:

Drop in facilities
Social care support
Peer support
Benefits advice
Hardship funding
Access to grant making charities
for individuals
Partnership work with Health and
local councils
Training and courses
Complementary therapies

IT and internet access
Lunches Home visits Women's
groups Mums and tots group
Educational resources Work
with Gay Men Regular weekly
meals Visiting health and
social care practitioners

We do all this for the community of Hillingdon for a total of £ 49,103 Council funding. The value for money we offer, the level of service delivery we provide and the quality of our output is outstanding.

Any cuts will force our services to be reduced, possibly significantly. This will inevitably impact on the services we provide to Hillingdon residents. One of our considerable strengths is that we have remained an independent community resource, developed by our members and specialising in a long term condition which is affecting an increasing number of Hillingdon residents. We are one of the few truly membership and community driven independent organisations in the borough.

We currently have nearly 400 people within the borough on our member base and this is growing weekly.

Yours sincerely



Chris Collins
HART Chair of Trustees

*" HART has been a lifeline for me... a second home. I don't know what I would have done without it. I don't think I would still be here." **Hart Member Quote.***

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon Community Transport
Grant 2010/11	£38,500
Proposed reduction 2011/12	Reduce the corporate grant funding by £6,500 to £32,000 for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO

Date of assessment (DD/MM/YY)

25 Nov. 10

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Inga Spencer, European Programme Manager
Sarah Johnstone, Grants Officer

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the Council provided a corporate voluntary sector grant of **£38,500** to Hillingdon Community Transport (HCT).

The grant is solely used as a contribution towards 3 core staff salaries (General Manager £25,500, Operation Co-ordinator £5,720, Reception /Administrator £7,280).

The aims of the service as outlined below are taken from the Hillingdon Community Transport's 2011-12 Corporate Grants funding application:

The organisation aims to provide an affordable, fully accessible transport service that is available to all bona-fide community groups based in and serving the residents of LB

Hillingdon. Limited access is available to some individual disabled members. Transport services are also provided on contract basis to local clubs, Social Services, PCT, Hillingdon Special Needs School. HCT also run a driver training programme to the nationally recognised MIDAS standard.

Approximately 20 volunteers assist paid staff to run the service mainly driving, and the current registered membership 10/11 stands at 30799.

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the service is taken from the 2011-12 Corporate Grants funding application:

These affordable transport services are available to all community groups and non-profit organisations serving the residents of LBH, and some disabled individual members. A significant proportion of users have disability (and a high number of the users are elderly). All the vehicles are designed to cater for this equality group.

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

Service/Activity	When e.g. Weekly	No of clients (total for year)	%of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Transport services	Apr 09- Mar 10	21,077 passengers carried	19.3%	99.9%	32.7%

A.5) Who are the stakeholders? What is their interest?

Leader of the Council – has overall responsibility for funding decisions.

Cabinet Member for Adult Social Care, Health & Housing has interest in provision of services for disabled residents.

Cabinet Member for Improvement, Partnerships and Community Safety – has responsibility for grant funding decisions.

A number of local Voluntary & Community groups use HCT's services to transport their members to activities, meetings etc.

A.6) State why the service, function or policy is / is not relevant to equality

The decision to reduce this grant funding for Hillingdon Community Transport is relevant to equality in that the money supports a significant number of disabled residents. A high proportion of users are from a BAME background, which also makes this decision relevant to ethnicity.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
---------------------------------------	---------------	--	------	--	---------	--	------------

Identify which equality aspects or community issues are relevant to the assessment:
Y/N

Age	Y	Sex	
Disability	Y	Sexual Orientation	
Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	
Race/Ethnicity	Y		
Religion or belief		Other – please state	

Any other (such as Human Rights, socio-economic factors e.g. people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

None identified

If the outcome of Step A is that the service/policy or function is not relevant to equality, DO NOT PROCEED.

Please obtain a signature from the accountable person below:

Accountable person (Head of Service or Director):

Name: _____

Signature: _____

Date: _____

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

According to Hillingdon's Strategic Needs Assessment 2009-14, accurate data about the number of disabled people in Hillingdon is unlikely to be available before the results of the 2011 census are known. However the 2001 census did identify that there were 36,000 people in Hillingdon who considered that they had a limiting long-term illness and 45% of these were older people. Only 1,245 people are in receipt of disability allowance (Feb 09).

Local aspirations and national policy drivers as set out in Putting People First require that more people should be able to live independently in their own home for as long as possible with choice and control over the services they receive. This requires that appropriate support be put in place.

Ethnic Group Population Projections 2011 (produced in the GLA's London Plan) anticipate a BAME population of 81,100 (31%) in Hillingdon by 2011.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO if no, please explain why

B.3) Who was consulted or engaged? What was their equality profile? What were the findings?

8 November 2010 a letter was sent to the Hillingdon Community Transport informing them of the intention to reduce the funding for 11/12. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Response:

HCT has provided a written response dated 18th November, which is attached.

Summary: According to HCT, they would need to increase their charges by nearly 12% (10% LBG & other grant cut 1.7%) plus inflation to maintain the service.

They have put an alternative proposal forward:

"We accept that everyone must play a role in helping our local Councils' make savings where possible. Therefore we would like to ask you and the Council to consider making this reduction over a period of three years (£2500; 2000; 2000), meaning that in year one we could limit the increase to our members to 3.7% (LBH) + the 1.7% (BSOG) giving a total year one increase of 5.4% plus whatever inflation may throw at us"

B.4) Describe other research, studies or information to assist with the assessment.

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

The Council has a public duty to have due regard to the need to eliminate unlawful

discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006).

The Council has a public duty to have due regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000);

The Council intends to continue to fund Hillingdon Community Transport at a reduced level of £32,000 in 11/12.

The organisation's anticipated income for 2011-12 is £216,770, in addition to the corporate grants HCT expects to generate income through Group hire contract work about £53K and £100K earned income from providing transport and subscriptions. Additional funding is generated through providing MIDAS training and small grants totalling £25K+.

The end of year 2009-10 accounts show that the HCT is holding unrestricted balances of £54,000 (not including fixed assets) and restricted balance of £41,250.

The demand (and ability to generate income) for HCT's transport service may reduce following cuts to other voluntary sector groups, who may not be able to continue to use the service. Their income fell by 24% last year.

The capital funding for the mini buses is secured from external sources.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify in the action plan what action you need to take to address this impact or mitigate against it.
<p>Disabled residents (high proportion of service user older residents).</p> <p>Residents from BAME background</p>	<p>The reduction of this grant may result in HCT having to increase the transport charges by about 10% next year. This increase is likely to be passed on to users of the service. These equality groups and individual members may have difficulties in meeting the increased cost, and they may be unable to continue to use the service leading to isolation in particular for disabled elderly users. HCT has put forward a proposal to introduce the cuts over 3 years to minimise the impact on charges.</p> <p>However HCT could review the delivery model of the service with an aim to identify efficiency savings. They also have options to seek additional external funding through grants and contract work.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how they may be affected</i>) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.

D) Conclusions and Action Planning

The recommendation to reduce this corporate grant is justified on the grounds that the Council needs to adjust its level of spending in response to a considerable reduced level of financial support available from Central Government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the Council's overall savings targets. Hillingdon Community Transport also has the option to increase charges, seek external funding and more contract work.

Signed:

Name: _____ Position: _____

Signature: _____ Date: _____

Signed: Head of Service or Director.

Name: _____

Signature: _____ Date: _____

Hillingdon Community Transport Ltd.

'Block B' Harlington Road Depot, 128 Harlington Road, Hillingdon, UB8 3EU.

Phone: 01895 250070

fax: 01895 277775 e-mail jreid@hillingdon.gov.uk Ian Edwards Head of Partnerships London Borough of Hillingdon 3E/ 03, Civic Centre High Street Uxbridge, UB81UW

18th November 2010

Dear Ian,

I had a meeting with HCT Trustees to discuss your letter dated 8th November 2010, and the implications this will have both on HCT in terms of maintaining the level of service delivery to our members and the impact of passing on this funding reduction to them by way of an increase in our charges.

Before discussing their response I would also like to include a central Government cut which was announced in the spending review to cut the Bus Service Operators Grant (BSOG) by 20% which equates to £1500 in our case, so our thinking is that we are looking at a loss of £8000 in total as a result of Government cuts.

To start with we looked at how much mileage charges would have to be raised by based on 2009/10 usage data firstly to replace the LBH loss of £6500 and then to include the £1500 of BSOG cut. This is before we consider what inflationary increases we will have to allow for as our suppliers will not be holding back their charges.

To recoup £6500 in year one would require an increase of 9 pence per mile or 10% with BSOG adding a further 1.7% giving a total increase of 11.7% before inflation.

Bearing in mind every organisation is going to face their own funding problems and that many of our membership currently receive some funding from LBH so we think this could be quite devastating blow and could have a resulting impact of their having to reduce transport usage and therefore limit their members ability to attend and take part in the activities and services available to them therefore adding to residents social exclusion.

We accept that everyone must play a role in helping our local Councils' make savings where possible. Therefore we would like to ask you and the Council to consider making this reduction over a period of three years (£2500; 2000; 2000), meaning that in year one we could limit the increase to our members to 3.7% (LBH) + the 1.7% (BSOG) giving a total year one increase of 5.4% plus whatever inflation may throw at us.

Year's two and three would be hopefully limited to 3% per year before inflation and at the same time HCT itself will be looking at ways to try and reduce its running costs which could mean a lower increase in year two and three for our members?

We look forward to hearing from you in the near future and if you would like to meet with myself and the Trustees please let me know, likewise if you require further information.

John Reid

Yours sincerely,

General
Manager

A handwritten signature in black ink, appearing to read 'John Reid', written over a horizontal line.

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon Refugee Support Group.
Grant 2010/11	£12,000
Proposed reduction 2011/12	To cease the corporate grant funding for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO, Partnerships Team

Date of assessment (DD/MM/YY)

November 2010

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Inga Spencer, External Funding Officer
Sarah Johnstone, Grants Monitoring Officer
Vicky Trott, Senior Policy Officer
Fiona Gibbs, Stronger Communities Manager

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the council provided a corporate grant of £12,000 to the Hillingdon Refugee Support Group (HRSG).

Over half of the money from the corporate grant is used for management and staff costs and the remainder on accommodation, administration and service delivery costs.

The services that the group provide as outlined below, are taken from the HRSG 2011-12 corporate grants funding application:

1. Provide practical support e.g. donations of food and clothing to refugees and asylum seekers, specifically those aged 16-21 years.
2. Work in partnership with London Borough of Hillingdon Social Services Asylum Team, Brunei University, YMCA Tumbler Youth Project and other voluntary agencies to identify more ways of supporting asylum seekers and identify gaps in social welfare provision.
3. Recruit, provide training and coordinate volunteers to provide friendship to young unaccompanied asylum seekers and refugees.
4. Develop new projects in response to identified needs
5. Produce and disseminate information on our work and on local refugee and asylum issues to local churches, faith groups, supportive individuals and agencies through a quarterly Newsletter.
6. Fundraise for social, educational, recreational and welfare activities, particularly during the long summer holidays.
7. Source external funding, gifts of clothing and daily living equipment and distribute according to identified need.
8. Raise awareness in the wider community to ensure a positive representation of refugees and asylum seekers
9. Provide a befriending service to address the needs of young unaccompanied minors in Hillingdon whose lives have been affected by political violence and displacement and to aid them to overcome their difficulties and develop their lives and hence aid their integration into society.
10. Provide a daily drop in to the office to further assist young people with; volunteer placements; making phone calls to solicitors, home office; CV and letter writing; budgeting ;referrals; miscellaneous support.

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the corporate grant is to support the HRSG to provide the activities as outlined in A.1.

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

The following is a summary of the number and types of clients who attend the HRSG and the activities they undertake, taken from their 2011-12 corporate grant funding application:

Service/Activity	When eg. Weekly	No of clients (total for year)	% of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Enquiries, referrals, information, liaison	Daily	300	None Recorded	100%	100%
weekly Bhump Drop In	Weekly	248	None Recorded	100%	100%
Seasonal Events i.e. residential activities and summer day	Seasonal And weekly	344	None Recorded	100%	100%
Liaison with vol.refugee orgns. And LBH agencies	As required	11 agencies	None Recorded	80%	70%
Distribution and collection of toys and presents for refugee children and teenagers	Annual	456	None Recorded	100%	100%
Recruitment, training, management and support for volunteer befrienders of Bhump Project	On going	31	None Recorded	100%	95%
Computer classes/ photo shop	Ongoing	32	None Recorded	100%	100%
Cooking class	Weekly	96	None Recorded	100%	100%
Football- seasonal	Seasonal	45	None Recorded	100%	100%

648 users during 2009-10

- Unaccompanied Asylum Seeking Children ("UASC") specifically those aged 16 - 21 yrs in the London Borough of Hillingdon.
- UASC discharged from the care of Social Services ("Care Leavers"), those whose cases have been closed
- Young unaccompanied asylum seeking mothers and their babies
- Support agencies in Hillingdon through networking and collaboration

The activities and services are provided to almost 100% of Hillingdon residents of which almost 100% are from a minority ethnic group.

A.5) Who are the stakeholders? What is their interest?

- Leader of Hillingdon Council – overall responsibility for grant funding decisions
- LBH Cabinet Member for Improvement, Partnerships and Community Safety – responsibility for grant funding decisions
- LBH Cabinet Member for Social Services, Health and Housing – interest in health promotion
- Cabinet Member for Education and Children’s services – interest in UASC
- Director of Public Health
- HRSG members and users

A.6) State why the service, function or policy is / is not relevant to equality

The decision to cease the grant funding to HRSG is relevant to equality in that the corporate grant supports the organisation to conduct outreach and support work for young asylum seekers and refugees; all clients are from BAME backgrounds, are young and the group also specifically assists mothers and their babies. Supporting refugee and asylum seeking children also positively contributes to community cohesion and safety.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age	Y	Sex	Y
Disability		Sexual Orientation	
Gender reassignment		Community Cohesion	Y
Pregnancy or maternity		Community Safety	Y
Race/Ethnicity	Y		
Religion or belief		Other – please state	

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data

In 2009, 3,175 Unaccompanied Asylum Seeking Children (UASCs) applied for asylum in the United Kingdom, 26 per cent less than in 2008 (4,285). Of these applications, 255 were made at port and 2,915 in-country. (Home Office Immigration and Asylum Statistics 2009)

The number of unaccompanied asylum seekers looked after by the London Borough of Hillingdon has fallen from 300 in March 2006 to 124 in March 2009. (JSNA refresh 2010)

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO

B.3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to the Hillingdon Refugee Support Group informing them of the intention to cease funding. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

The response is attached in Appendix A

Summary of key points:

“Hillingdon Refugee Support Group is a unique organisation, meeting the needs of young unaccompanied refugees, aged 16 to 21. No other voluntary organisation works exclusively with these young people in Hillingdon.

The Council's tangible connection with our organisation gives our applications credibility and weight and we are fearful that without such support our ability in the future to raise much needed income will be severely prejudiced.

*We are very mindful of the constraints under which the Council is having to operate but would respectfully ask if Members would consider **reducing our grant for 2011/12 to £6,000** so that together the Council and HRSG can continue to demonstrate a powerful and effective partnership working together for the betterment of young people.”*

B.4) Describe other research, studies or information to assist with the assessment.

Financial Context

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

Legal Context

The Council has a public duty to have due regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000) and eliminate sex discrimination and promote equality of opportunity between women and men (Gender Equality Duty 2007).

Financial Status of group

The group has unrestricted balances of £2,867 and restricted balances of £56,547. The corporate grant for co-ordinator salary is included in restricted funds.

In response to the consultation, the group are requesting 50% of the corporate grant for 2011-12 - £6k.

There is no evidence to suggest that without this money the group would be unable to continue.

Other background information about the group

The organisation is unique in that it works exclusively to meet the needs of unaccompanied refugees and asylum seekers in Hillingdon by providing educational, emotional and social support, which in turn helps the young people to achieve a greater degree of integration, builds stronger communities and reduces tensions.

The corporate grant application for 2011-12 provides the following information:

“A brief summary of how our project has progressed over the past year, concentrating on the outcomes.

- ◆ *800 young people develop a supportive network, new skills and friendship by the end of the project.*
- ◆ *800 young asylum seekers have greater access to social and leisure opportunities and achieve a greater degree of integration in the community by the end of the project.*
- ◆ *Support and training to 800 young people involved at all project stages enables young people to reach their full potential by the end of the project.*
- ◆ *Enhance the development of knowledge and understanding of diverse cultures amongst 800 asylum seekers by the end of the project.*
- ◆ *Reduce the sense of isolation and alienation for 800 young asylum seekers in Hillingdon and improve their integration into British society by the end of the project.*

The young people have during the last year been made aware of the leisure opportunities locally. We have organised activities at local council leisure facilities e.g. swimming lessons, football, and ice-skating and also have arranged for young people to have Leisure Link cards that provide cheaper access to London Borough of Hillingdon swimming and gym facilities.

We have held residential courses where the young people have participated in activities specifically designed and demonstrably assisted in the young people developing greater self reliance, a deeper understanding of peer group relationships, a sense of independence and an appreciation of others concerns and wishes, increased confidence and team working skills

The training of volunteers has progressed well, with all of the volunteers having attended the required structured befriender training, which is organised by the British Red Cross. Our policy of offering a programme of continual recruitment has worked exceptionally well. As a team, the BHUMP staff and the volunteers have bonded into a cohesive unit and the fostered team spirit has enabled us to offer a continuity of support when individuals by necessity leave the team (exam etc).

All of the activities have helped the young people to grow towards their full potential and the different opportunities have enabled them to step forward into leadership, learning essential skills and gaining experience that transfers to their lives.

Our plans for the future are to continue being committed to providing and responding to the needs of young vulnerable asylum seekers and refugees specifically those aged 16-21 in the London Borough of Hillingdon together with our partners.”

Other background information to support the assessment

The Asylum Service in Education and Children’s Services has a long established collaboration with HRSG; the council has a partnership agreement with HRSG, Brunel University and Red Cross to deliver a peer befriending group for unaccompanied asylum seeking children (BHUMP) which also provides a range of activities for young people.

The corporate grant fund is the only financial support given by the council to this group.

Other support for this group in Hillingdon is provided by Refugee in Effective and Active Partnership (REAP); an independent organisation that empowers refugees and asylum seekers to reach their full potential and rebuild their lives within the UK, based in Hillingdon at Key House.

REAP work with other agencies to provide advice and support services for refugees, asylum seekers, their communities and organisations that support them. They respond to policy developments to ensure that the needs of refugees and asylum seekers are considered at the highest level.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify what action you need to take to address this impact or mitigate against it.
BAME/young people /women	There is no evidence at this time to suggest that ceasing the corporate grant fund would have an adverse effect on the

	<p>users of the group. This would need to be monitored over time.</p> <p>The council will continue to provide support to the group in its applications for funding, for example by way of references, as outlined as a concern in their consultation response letter.</p>
--	---

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.
	None identified

D) Conclusions and Action Planning

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

There is no evidence to suggest that this action would result in any adverse impact on the group or users. There is also another group in the borough that provides services for asylum seekers and refugees, REAP, as mentioned in section B4.

Signed:

Name: _____

Position: _____

Signature: _____

Date: _____

Thursday 18th November 2010

Dear Mr Edwards

Hillingdon Corporate Grant 2011/12

Thank you for your letter dated 15th of November 2010 in which you advise us that it might not be possible for the Council to continue to fund our organisation from April 2011.

As you might expect, we are very concerned that this might be the case and in response to your kind invitation to make comment on the proposal, we would like to draw attention to the following points.

Hillingdon Refugee Support Group is a unique organisation, meeting the needs of young unaccompanied refugees, aged 16 to 21. No other voluntary organisation works exclusively with these young people in Hillingdon.

They have no known relatives here, or indeed may not have any still alive in their country of origin and they will have often witnessed the slaughter of close family members. They have, therefore no family advocates in the UK.

We have a long and strong record of working in partnership with the Hillingdon Asylum Team and have been well known to the borough's Social Services since our inception in 1996 when we commenced our work with young asylum seekers and refugees. Since that time, many have returned to their own countries, or, given leave to remain, have become useful and valued members of society.

Our mission is to support the young people, whether educationally, emotionally or socially and over the past fourteen years we have worked closely with Social Services to respond appropriately to their needs. Currently we provide a weekly respite and befriending service where budgeting, money management, cooking, self-confidence, self-reliance, educational and recreative needs are met through a peer led programme of activities. In addition we give material support to young refugee mothers and their babies.

We provide volunteering opportunities enabling the community and refugees to adapt, understand, and benefit from each other. This aids in achieving a greater degree of integration between refugees and youth in the borough, highlighting problems/issues affecting asylum seekers, thus reducing tensions and achieving the outcome of stronger communities with more active citizens working together to tackle community Issues.

HRSG has always striven to obtain the majority of its funding externally and have been successful in doing so through organisations such as the Paul Hamlyn Foundation, City Parochial Trust and the Big Lottery. However key to successful bidding has been the practical and financial recognition given by the London Borough of Hillingdon to our organisation, in the form of grant aid and professional advice from your staff.

The Council's tangible connection with our organisation gives our applications credibility and weight and we are fearful that without such support our ability in the future to raise much needed income will be severely prejudiced.

We are very mindful of the constraints under which the Council is having to operate but would respectfully ask if Members would consider reducing our grant for 2011/12 to £6,000 so that together the Council and HRSG can continue to demonstrate a powerful and effective partnership working together for the betterment of young people.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'Daniel', written in a cursive style.

Rev Daniel Ndale Chairman

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon Shopmobility
Grant 2010/11	£22,129
Proposed reduction 2011/12	Reduce the corporate grant funding by £3,129 to £19,000 for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO

Date of assessment (DD/MM/YY)

23 Nov. 10

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Inga Spencer, European Programme Manager
Sarah Johnstone, Grants Officer

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the Council provided a corporate voluntary sector grant of £22,129 to Hillingdon Shopmobility.

The grant is solely used as a contribution towards the Co-ordinator's salary.

The aims of the service as outlined below are taken from the Hillingdon Shopmobility 2011-12 Corporate Grants funding application:

Hillingdon Shopmobility's service delivers use of mobility equipment (mainly electric scooters) to registered customers 6 days per week from 9.15-4.45 Monday to Saturday from their office base in the Chimes car park Uxbridge. The organisation employs a Co-ordinator and some part time staff plus 6 regular volunteers assist with admin and service delivery.

Shopmobility also runs a Holiday Hire Service of equipment to registered customers, provides an assisted shopping service to customers who require it, attends outside events and organises the annual Christmas Shopping Event.

The organisation provides a unique local service to residents with limited mobility.

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the service is taken from the 2011-12 Corporate Grants funding application:

Hillingdon Shopmobility gives local disabled people the chance to access the shopping, leisure and business facilities in Uxbridge with complete ease and independence. It gives people the chance to be part of their own community, able to shop for themselves, thus raising their self-esteem and confidence. The service makes a positive impact on the local economy. A recent survey has shown average spend of £50 in the town centre per Shopmobility visit - totalling about £238,000 for local retailers.

Residents aged 5+ with limited mobility are able to benefit from the service. This includes the elderly and disabled as well as those suffering from short-term conditions. Carers also benefit as the service provides independence for the 'cared for' person. By offering leaflets in different languages, giving talks to Groups, putting the information on the website Hillingdon Shopmobility aims to ensure the service is publicised to all who may need it.

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

Service/Activity	When eg. Weekly	No of clients (total for year)	%Of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Loan of scooters, wheelchairs & power wheelchairs to access the shops in Uxbridge	Daily	4756	80%%	70%	8%
Holiday Hire Service	Weekly	55	90%	100%	2%

A.5) Who are the stakeholders? What is their interest?

Leader of the Council – has overall responsibility for funding decisions,
 Cabinet Member for Adult Social Care, Health & Housing has interest in provision of services for disabled residents.
 Cabinet Member for Improvement, Partnerships and Community Safety – has responsibility for grant funding decisions,

A.6) State why the service, function or policy is / is not relevant to equality

The decision to reduce this grant funding for Hillingdon Shopmobility is relevant to equality in that the money supports a specific equalities group in the community, namely disabled residents, and a high proportion users are elderly.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age	Y	Sex	
Disability	Y	Sexual Orientation	
Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	
Race/Ethnicity			
Religion or belief		Other – please state	

Any other (such as Human Rights, socio-economic factors eg. people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

None identified

If the outcome of Step A is that the service/policy or function is not relevant to equality, DO NOT PROCEED.

Please obtain a signature from the accountable person below:

Accountable person (Head of Service or Director):

Name: _____

Signature: _____ Date: _____

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

According to Hillingdon's Strategic Needs Assessment 2009-14, accurate data about the number of disabled people in Hillingdon is unlikely to be available before the results of the 2011 census are known. However the 2001 census did identify that there were 36,000 people in Hillingdon who considered that they had a limiting long-term illness and 45% of these were older people. Only 1,245 people are in receipt of disability allowance (Feb 09).

Local aspirations and national policy drivers as set out in Putting People First require that more people should be able to live independently in their own home for as long as possible with choice and control over the services they receive. This requires that appropriate support be put in place.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO if no, please explain why

B.3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to the Hillingdon Shopmobility informing them of the intention to reduce the funding for 11/12. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Response:

Hillingdon Shopmobility has provided a written response dated 16th November, which is attached.

Summary: The organisation has already reduced staff hours and increased volunteer hours and made efficiency savings. If Shopmobility were to close one day a week, costs would be reduced by £6,427 per year.

B.4) Describe other research, studies or information to assist with the assessment.

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

The Council has a public duty to have due regard to the need to eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006)

The Council intends to continue to fund Hillingdon Shopmobility at a reduced level of £19,000 in 11/12.

The organisation's anticipated income for 2011-12 is £83,900, including £10,000 contribution from the Uxbridge shopping centres and £24,000 from the National Lottery. About £27,000 is expected from subscriptions/sponsorships, local fundraising small grants and traded income.

The end of year 2009-10 accounts show that the Shopmobility is holding unrestricted balances of £37,393 and restricted balance of £10,495.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify in the action plan what action you need to take to address this impact or mitigate against it.
Disabled residents (high proportion of service user older residents)	<p>The reduction of this grant may result in the group being unable to pay the full salary of the Co-ordinator . However the organisation has other income which could be used for this purpose, and they could introduce/increase charges. Additionally the end of year accounts shows healthy unrestricted reserves, which could meet some of the shortfall from the small reduction of corporate grants funding (£3,129).</p> <p>If the group were to reduce the working hours of the Co-ordinator, this could lead to reduced opening hours of the service. This could potentially affect disabled residents ability to access shops and facilities in Uxbridge. Although there is no evidence to support that the organisation would need to pursue this option immediately.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how they may be affected</i>) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.

D) Conclusions and Action Planning

The recommendation to reduce this corporate grant is justified on the grounds that the Council needs to adjust its level of spending in response to a considerable reduced level of financial support available from Central Government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the Council's overall savings targets. Shopmobility has options to introduce/increase charges to meet the shortfall, seek external funding and there may be scope to use some unrestricted reserves.

Signed: Head of Service or Director.

Name: _____

Signature: _____

Date: _____

**Unit 301 Chimes Shopping Centre
Uxbridge
UB81GD
Tel 01895 271510
www.hillingdonshopmobility.org.uk**

Ian Edwards
Head of Partnerships
Deputy Chief Executive's Office
London Borough of Hillingdon
3E/03 Civic Centre
High Street
Uxbridge
UB8 1UW

16th November 2010

Dear Ian

Thank you for your letter of 5th November. Whilst I fully appreciate that cuts must be made across the board, I detail below for your consideration the impact any cut in our grant would have on the current level of service we offer.

Over the last year, we have reduced costs considerably by reworking staffing schedules for better coverage, which has included one member of staff giving up her paid post and volunteering two days per week instead. There is no more capacity to reduce paid hours further as staff have not only accepted no pay rise this year but are also providing volunteer matching hours as well.

In order to reduce costs further, we have negotiated a new printing deal and reviewed our energy costs. In addition to this, we have suffered a considerable loss to the level of funding we receive from the Mall Pavilions Shopping Centre.

Nearly 6,000 visits were made to Hillingdon Shopmobility last year, 75% by local people, and if we face further funding cuts then we would have to consider reducing the number of days we open. This would have a severe impact on the local economy as disabled people would not be able to shop, volunteer, take up training courses or community activities in their own locality. Last year we surveyed customers visiting the Mall Pavilions and over a 3 month period, customers spent £57,500 - this would be considerably more if the spend in the Chimes had been taken into account.

If we have to reduce opening hours, customers would be forced to go to other shopping centres taking much needed revenue away from Uxbridge.

A Company Limited by Guarantee, registered in England and Wales, Registration Number 4572270, Registered Charity Number 1098143 Registered office as above.

If Shopmobility were to close on one day per week, costs would be reduced by around £6,427 per year but would mean that 1,300 people would not be able to come into Uxbridge to use the scheme.

I do hope, given the above information, that the council's decision to reduce the grant for the forthcoming year for Hillingdon Shopmobility will be reconsidered.

Yours sincerely

Sue Johnson CMgr MCMI Co-
ordinator Hillingdon Shopmobility

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon Asian Women's Group
Grant 2010/11	£7,900
Proposed reduction 2011/12	The decision to cease the corporate grant funding for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO, Partnerships Team

Date of assessment (DD/MM/YY)

November 2010

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Inga Spencer, External Funding Officer
Sarah Johnstone, Grants Monitoring Officer
Vicky Trott, Senior Policy Officer
Fiona Gibbs, Stronger Communities Manager

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the council provided a corporate grant of £7,900 to the Hillingdon Asian Women's Group (HAWG).

The corporate grant predominantly pays for staff management costs.

The services that the group provide as outlined below, are taken from the HAWG 2011-12 corporate grants funding application:

"Main activities of the Hillingdon Asian Women Group are following:

- *Employment and Communication Skills (20 w/k) run twice a week - 6 hours per w/k*
- *CLAIT Level 1 - Twice a week - 6 hours per w/k*
- *Advance English & Basics IT (10 weeks) - once a week 2 hours per w/k*
- *Personal Development - Self Esteem for parents (8 w/k) once a weeks 6 hr per w/k*
- *Advice and general Information - Fortnightly - 2 hours*
- *Customer services (5 workshop) once a w/k 4 hr per w/k*
- *Health & Safety - Day workshop (full day)*
- *Cancer awareness (10 workshops) 4 hr per w/k*
- *Fundraising event - Monthly - 6 hr per month*
- *Health Workshops & Talks -once a month - 2 hours*
- *Yoga - once a w/k .one and half hours*
- *Management & Staff training and support*
- *Celebration i.e Diwali, Eid, Vaskhi, Christmas and new year"*

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the corporate grant is to support the HAWG to provide the activities as outlined in A.1.

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

The following is a summary of the number and types of clients who attend the HAWG and the activities they undertake, taken from their 2011-12 corporate grant funding application:

Classroom Assistant training		45	3%	100%	100%
Unemployment and Communication Skills		38	5%	100%	100%
		35	5%	100%	100%
Basic IT Skills		36	3%	100%	100%
CLAIT Level 1		10	2%	100%	100%
Yoga		50-55	38%	100%	100%
Personal development - Self esteem for parents		15	5%	100%	100%
Advice surgery (fortnightly)		57		100%	100%
Health workshops & Talk e.g STROKE, Healthy Heart, Healthy eating , DA/, Mental Health issues, Counselling		55-62		100%	100%
		45-47			
Customer services, health & Safety / Food Hygiene				100%	100%
Monthly fundraising event		45-50		100%	100%
Trips & outing	Yearly	135-140			

The activities and services are provided to 100% BAME residents of Hillingdon with of which on average 4% of those have a disability (Apart from Yoga)

A.5) Who are the stakeholders? What is their interest?

- Leader of Hillingdon Council – overall responsibility for grant funding decisions
- LBH Cabinet Member for Improvement, Partnerships and Community Safety – responsibility for grant funding decisions
- LBH Cabinet Member for Social Services, Health and Housing – interest in health promotion
- Director of Public Health
- HAWG members and users

A.6) State why the service, function or policy is / is not relevant to equality

To cease this grant funding is relevant to equality in that the money supports a specific group based on ethnicity and gender; Asian women. There is also a

relevance to community cohesion in that the group supports activities to improve integration.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age		Sex	Y
Disability		Sexual Orientation	
Gender reassignment		Community Cohesion	Y
Pregnancy or maternity		Community Safety	
Race/Ethnicity	Y		
Religion or belief		Other – please state	

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data

The Asian population makes up the largest percentage of BAME people in the borough; 14% in 2008 (Hillingdon Profile http://www.hillingdon.gov.uk/media/pdf/p/m/Hillingdon_profile_brochure_Hillingdon_profile_brochure.pdf) with projections of an increase to 22% by 2016.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO

B.3) Who was consulted or engaged? What was their equality profile? What were the findings?

8 November 2010 a letter was sent to the Hillingdon Asian Women's Group informing them of the intention to cease funding. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

At the request of HAWG, the Head of Partnerships met with representatives of the organisation at their premise on 11th November. Two further meetings have been held to discuss the future of women's services to which HAWG were invited.

The response to the consultation letter is attached in Appendix A

Summary of key points:

*"If funding is withdrawn, the impact would be that the organisation will close because **one and only paid worker** Kiran Dhanjal (coordinator) is paid partly through the funding given by LBH and is the only qualified worker in the centre and along with the help of 10 volunteers provides services to the clients. Kiran is the **pivotal staff member of HAWG**. If funding is withdrawn the network would breakdown and the centre would not be able to function.*

The Hillingdon Asian Women's Group is unique in providing these services to women across the London Borough of Hillingdon many of whom have cultural and language barriers which prevent them accessing similar services elsewhere. The services offered at the centre equip women with the skills and confidence to enable them to access main stream services and integrate effectively into local society.

We are currently the only Asian support group in the borough; we also have French, Italian, Nepalese, Polish and Nigerian clients whom we assist in developing further."

B.4) Describe other research, studies or information to assist with the assessment.

Financial Context

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

Legal Context

The Council has a public duty to have due regard to the need to:

- eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000);
- eliminate sex discrimination and promote equality of opportunity between women and men (Gender Equality Duty 2007);
- eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006)

Financial Status of group

The group has not outlined in their corporate grant fund application how they intend to fund the group in 2011-12; there are no references to applications for other funding.

The group has unrestricted funds of -£2,356 and restricted balances of £8,831 in March 2010..

Other background information about the group

The corporate grant application for 2011-12 provides the following information to evidence how the group contributes towards the community cohesion and integration agenda and other groups they work with:

“We encourage positive relationships between different ethnic backgrounds We focus on socio-economic well-being and empowerment by providing a range of training to develop skills to contribute meaningfully in communities and feel they have a stake. We develop English skills amongst our members as it is central to facilitating social inclusion of non-English speakers, and positive relationships between them and other groups.

We provide training / course for the communities need and demands for members. In our organisation many different faith women attending course and training The group has been actively involved in community cohesion through the delivery of their activities in addition to a couple of specific initiatives. General activities are aimed to increased BME women skills and ability to gain employment in the UK and raise them out of poverty. One of the major issues for BME women is isolated and the activities that the group runs are about the getting women engaged in skills and hobbies that will enable them to fully participates in the community.

Working with partnership with different agencies the group has managed to bring a range of services to their clients such as bell farms parenting classes, ASDAN customer services & Healthy & safety, Community cancer centre cancer awareness workshop, Asian Women Resource Centre Advice/ information, Domestic Violence, counselling service from EACH from Hounslow, legal drop in session with solicitor, the group accesses trainers from educational establishment whom they pay to provide ESOL& IT training. Health workshop - Healthy Hillingdon, Stroke association, BAA learner centre customer service training

Partnership - maintaining independence -The group is well know in the borough and has successfully established relationship with number of partners. It plays an active part at a strategies level through connecting communities as well as the aforementioned preventing extremis programme. It is represented Equal opportunities forum, Domestic Violence forum, MARC forum, Hayes development forum, Health & social care forum, Hillingdon Home forum, ethnic worker and peer group and sure start, Home start

The group work closely with local and regional capacity builders such as the Ground work Thames valley providing training for trustee, supporting reviewed business plan, confederation of Indian organisation who provide training and courses for trustee, support organisational development adviser policy reviews. We have also working with HAVS small group development adviser, Advice UK, LASA and 1999 trust in order to strengthen the organisation.”

Other background information to assist the assessment

The HAWG has received business support and advice from Hillingdon Association of Voluntary Services (HAVS) and the Partnerships Team at the council, as well as training and capacity building through the Connecting Communities Forum.

It is unclear how sustainable this group will be in the long term; there is no evidence of a long term business plan or funding strategy to support the continuation of the group, despite the support as outlined above.

There is a lack of evidence of how the group has increased integration and true engagement and involvement in broader networking activities.

There are two other Asian Women's group in the borough, EKTA and Hillingdon Asian Women's communication services, both based in Yiewsley; they offer similar services to HAWG and are not funded by a corporate grant.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (how they may be affected) and identify what action you need to take to address this impact or mitigate against it.
Asian Women	The decision to cease funding to this group would more than likely result in the closure of the group. This could have a direct adverse impact and affect on the users of the group, who are Asian Women. There is however no direct evidence to suggest that this would be the case as there are generic services provided for women in the borough and any potential negative impact would need to be monitored over time.

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (how they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.
	None identified

D) Conclusions and Action Planning

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

The group has been given support and guidance over many years and there are concerns regarding the long term sustainability of the group, with or without this corporate grant.

Through the corporate grant funding we will continue to fund generic women's services with the expectation that there will be wider engagement and involvement of the many diverse women's groups and communities to improve access to services and support networks for all women in the borough.

Signed:

Name: _____ Position: _____

Signature: _____ Date: _____

Hillingdon Asian Women Group
Unit 4, Sandow Crescent, Hayes, Middlesex UB3 4QH
Tel./Fax 0208 561 0231
Email [hillingdonawg\(S\).btinternet.com](mailto:hillingdonawg(S).btinternet.com)
(Registered Charity No -1122331)

Ian Edwards
London Borough of Hillingdon
3E/03
Civic Centre
High Street
Uxbridge
UB8 1UW

19th November 2010

RE: Hillingdon Corporate Grant 2011/12

Dear Sirs,

The purpose of writing this letter is to highlight the importance of the grant London Borough of Hillingdon provides to Hillingdon Asian Women's Group. The **Hillingdon Asian Women's Group** is a Foundation organisation within the borough of Hillingdon for women's development and integration including:

- Information
- Advice
- Skills development
- Promote greater awareness
- Signposting to relevant parties i.e. housing & benefits
- Domestic violence support offered through workshops held at the centre and where required referrals made to Hillingdon victims support and MARAC.
- Mental health support and referrals to HESA centre and Hillingdon Mind
- HAWG works with One Stop Shop , CAB Uxbridge & Job Centre Plus
- Social activities held such as coffee mornings, Khushi project (yoga classes run weekly), brainstorming sessions to allow clients to express their aspirations.

The group has been running since 1986, under social services. In July 1999, the project became independent and became a registered charity. The group has expanded since it initially opened, offering its services to benefit some of the neighbouring boroughs **as well**. Since 1999 we have annually received funding of only **£7,900.00 from Borough of Hillingdon**.

The centre's main clients are women from the age of 20 and above. In extreme circumstances, we have helped a number of clients who are aged 18 who do not have a support network within the UK.

The group aims to:

- Respond to the needs and aspirations of the women who come to the centre.
- Relieve poverty, sickness and distress through advice, information and counselling.
- To educate and train in order for individuals to find employment.
- To assist in the provision of facilities for recreation and leisure time with the interest of social welfare with the objective of improving the conditions and quality of life of our clients.

If funding is withdrawn, the impact would be that the organisation will close because **one and only paid worker** Kiran Dhanjal (coordinator) is paid partly through the funding given by LBH and is the only qualified worker in the centre and along with the help of 10 volunteers provides services to the clients. Kiran is the **pivotal staff member of HAWG**. If funding is withdrawn the network would breakdown and the centre would not be able to function. Without a qualified worker, it would not be possible to provide the following services:

- Women Into Employment Training
- English language skills
- Classroom assistant training
- Skills for Life training
- Drug and alcohol abuse (one to one counselling)
- Domestic violence workshop
- Parenting skills training
- Health workshop and advice
- Training of volunteers to run cancer awareness

The Hillingdon Asian Women's Group is unique in providing these services to women across the London Borough of Hillingdon many of whom have cultural and language barriers which prevent them accessing similar services elsewhere. The services offered at the centre equip women with the skills and confidence to enable them to access main stream services and integrate effectively into local society. We provide formal training in a supported, informal environment in order to assist women to gain or update their skills and enhance their opportunities of gaining employment. The women are able to feel at ease at the centre and are more likely to return to complete courses. We also give support and advice on a range of subjects such as immigration, integrating within new communities and environments and if needed signpost the client to relevant agencies.

We are currently the only Asian support group in the borough; we also have French, Italian, Nepalese, Polish and Nigerian clients whom we assist in developing further.

We have applied for Home office funding together to run the citizenship course.

The Asian Women's Group has a partnership with each of the following:

- The Women's resource centre
- ASDAN

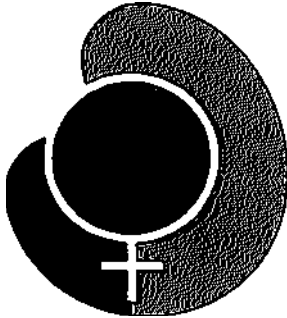
Thames Valley Water
Each Pukaar (Hounslow)
Hagum
Community Cancer Centre (Hillingdon)
Hillingdon Link
Mental Health Helpline Partnership
Community safety Team
Uxbridge College
Sahan Women's Centre

On behalf of Hillingdon Asian Women's Group I would like to take this opportunity to thank London Borough of Hillingdon for their continued help and support over the past 11 years, however it is essential that the HAWG is provided with funding on a continued and improved funding basis to enable it to continue providing the services to its clients as it currently does and to be able to enhance those services over the coming period of time.

I look forward to working together with you in order to enhance the services proving by HAWG and in this respect I would appreciate additional funding being provided by LBH.

Kind regards

Shahnaz Noor
(chairperson) For & on
behalf of HAWG.



Hillingdon Women's Centre
Open to all Women

Exports in Voluntooring

2nd December 2010

Dear Sirs

Hillingdon Women's Centre are writing to you to express their desire to work towards becoming a partnership with Hillingdon Asian women's Group and the Hillingdon Somali Women's Group in the near future.

We would expect strong support from each other in the work that we do

as individual organisations and to work together as an equal partnership. We would want to recognise each others strengths, and aid the development of each others organisations, with reference to our weaker aspects, in a women only supportive partnership. We would expect to learn a great deal from the development of this partnership.

As a group we would wish to achieve a co-ordinated delivery of diverse services for women from all wards of the London Borough of Hillingdon.

HWC would potentially like to share each others venues to deliver the following:

- a) Domestic violence support
- b) Legal advice
- c) Computer training
- d) Workshops and courses e.g. What about me, increased employability via volunteering for women who have or are experiencing isolation, depression, mental ill health or domestic violence.

We would support women from ethnic groups to achieve increased access to and targeted outcomes from local services.

We would value the chance to explore savings and efficiencies from areas such as joint purchasing, accountancy and other back office functions.

Hillingdon Women's Centre, 333 Long Lane, Hillingdon, Middx UB10 9JU
Tel: 01895 259578 Fax: 01895 810 994
Email: hillingdonwomen@aol.com Website: hillingdonwomenscentre.org.uk
Charity No: 801433 Company No: 2009021

We look forward to developing this potential partnership with the other two groups, utilising the best support we can engage, to ensure that it is a partnership that is sustainable and long lasting. After this potential partnership work is completed between the three organisations, we hope to further develop a network with other women's organisations in the borough.

The network could explore opportunities to work on specific projects with local voluntary sector and statutory bodies to deliver elements beneficial to our members and women in the wider community.

As a partnership we could explore opportunities that may develop from the proposed changes to the local health and social care structure including health prevention and promotion and working with GP's.

This would position the partners to take advantage of opportunities that become available from the advent of the "Big Society"

Kind regards

Jill Lynch
Centre Co-ordinator
On behalf of Hillingdon Women's Centre

Hillingdon Women's Centre, 333 Long Lane, Hillingdon, Middx UB10 9JU
Tel: 01895 259578 Fax: 01895 810 994
Email: hillingtonwomen@5.aol.com Website: hillingtonwomenscentre.org.uk
Charity No: 801433 Company No: 2009021

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon Somali Women's Group
Grant 2010/11	£19,500
Proposed reduction 2011/12	The decision to cease the corporate grant funding for the in 2011-12.

Directorate or organisation responsible (and service, if it is a policy)

DCEO, Partnerships Team

Date of assessment (DD/MM/YY)

November 2010

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

N/A

Names and job titles of people carrying out the assessment

Inga Spencer, External Funding Officer
Sarah Johnstone, Grants Monitoring Officer
Vicky Trott, Senior Policy Officer
Rob Mackenzie-Wilson, Policy Officer
Fiona Gibbs, Stronger Communities Manager

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy?
What does it provide and how does it provide it?

In 2010-11, the council provided a corporate grant of £19,500 to the Hillingdon Somali Women's Group (HSWG).

The corporate grant predominantly pays for the part-time co-ordinator salary.

The aims of the group as outlined below are taken from the HSWG 2011-12 corporate grants funding application:

“HSWG is a women-led charity that provides the following main services and activities for the local Somali families as well as women of other ethnic communities that use our services;

- **IT courses:** *we were also able to provide basic computing courses to adult female students in partnership with GLE This is self help project and helps a deprived community to develop IT skills for job search, cv. writing, practising English writing etc. We want improve literacy, Increase communication skills, IT skills and create opportunities towards employment.*
- **ESOL courses** *for women that run's twice a week. The demand for ESOL lessons is still high although the home office is no longer funding. HSWG is providing this training for free on first come first serve basis. Most of these students move to higher level English classes to colleges. The Esol students participate during the lessons some activities. This encourages different communities to understand each other and tackle common issues facing them. Language is everything and without providing training to our target students they cannot function properly and integrate into the main society. It is discouraging the government wants speaks of integration and community cohesion while not support the key to integration process. So this self-help Esol classes is a cost effective way for the community as well as the local authority in investing the community.*
- **Saturday Cultural School** *for Somali children. Identity is important to today's youth this is clearly shown by youth gang culture around London. So this cultural activity is diverting youths attention to a positive identity. Children are taught good manners, how to stay out of trouble and how to contribute to the society in a positive way.*
- **Revision Support Club** *for secondary school students. The centre is valuable asset for school children to get extra support in subjects they are underachieving.*
- **Translation and interpreting** *for the Somali service users. A substantial part of all our services includes oral and written interpretation and translation support in several ethnic languages such as Somali, Arabic and Swahili. We have now been delivering these services on a more structured basis with appointment-based sessions. All records of assisted clients are kept for Management Information and other assessments.*
- **Advice, advocacy and outreach.** *Due to increasing demand, we have currently broadened this service to become a core function of our organisation that entails setting up case working for individual clients, through increased surgery sessions and forging closer liaison with the mainstream service providing agencies. Many clients have communication problems and they come to the centre to get help in many areas of the main services including housing, benefits, utilities, employment and many activities of daily living. The surgeries has improved access on issues by helping clients who need interpreting and translation thereby bridging the gap created by language barrier.*
- **Youth projects;** *The organisation undertakes Youth activities which*

now comprise both boys and girls. Activities include customer service training, fitness club .summer holiday activities and football clubs. This strengthened the youth projects through intensifying access to information, support and training for employment and careers advice as well as overcoming the wide range of barriers and isolation the youth generally face. The disadvantage youth has many barriers in accessing youth activities around the borough and country wide. We aiming to minimise these barriers so many youth can participate and take advantage of available facilities.

- *Summer activities for families. The organisation provides summer activities for families . This created opportunities and information about the services they can access through the organisation. The families expressed their appreciation of the project and have encouraged us to continue providing similar excursions including some educational oriented ones in the future. Due to the sharp rise of the numbers of Somali families settling in the borough.we have registered a relative increase of members who join trips. Unfortunately we are finding difficult to accommodate all those who turn up for the summer activities due to lack of resources”*

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the corporate grant is to support the HSWG to provide the activities as outlined in A.1.

The intended benefits of the grant for the group as outlined below are taken from the HSWG 2011-12 Corporate Grants funding application:

“The grant created job opportunity by employing part time coordinator. This has effect on the national employment policy by reducing unemployment numbers.

The community gets services which are essential to them. The grant covers service provision gap that exists within the local services.

The services are free for all clients and include interpretation and translation support.

Women benefit in terms of gaining better skills from the Basic Skills courses where as children gain a lot from the learning support provided them through the study club in improving their overall educational achievement as well as the promotion of their cultural and mother-tongue skills through the cultural classes they receive in the evenings.

The youth activities are becoming popular for the service users families.

The elderly clients benefit by receiving advice and advocacy support with their housing, welfare, health and other needs inclusive of help with filling in application forms, telephone and mail correspondence as well as liaison with other agencies on their behalf.

A.4) Who are the users or beneficiaries of the service, function or policy?
What is their equality profile?

The following is a summary of the clients who attend the HSWG and the activities they undertake, taken from their 2011-12 Corporate Grants funding application:

“The main beneficiaries of our services are members of the local BAME Community in Hillingdon and in particular mothers and children. These beneficiaries are particularly vulnerable to poverty, discrimination, isolation and exploitation.

We have recorded 673 service beneficiaries from last year.”

Service/Activity	When eg. Weekly	No of clients (total for year)	%Of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
ESOL language courses	Weekly	50	5%	100%	100%
Computer IT	weekly	30	5%	100%	100%
Advice, guidance and	weekly	158	5%	100%	100%
Customer service training	weekly	10	0	100%	100%
Tribal training (Back to employment)	monthly	40	0	100%	100%
Home work club	Weekend/evenings	20	0	100%	100%
Cultural school	Weekend/evenings	120	0	100%	100%
Youth projects! trips,	yearly	95	0	100%	100%
Other services drop in for telephone help, internet, letter reading,	weekly	150	8%	100%	95%
Total		673		100%	

The services are provided to almost 100% BAME residents, about 5-8% of whom have a disability.

A.5) Who are the stakeholders? What is their interest?

- Leader of Hillingdon Council – overall responsibility for grant funding decisions
- LBH Cabinet Member for Improvement, Partnerships and Community Safety – responsibility for grant funding decisions
- LBH Cabinet Member for Social Services, Health and Housing – interest in health promotion
 - Cabinet Member for Education and Children’s Services – interest in provision of services for children
- HSWG members and users – access services

A.6) State why the service, function or policy is / is not relevant to equality

The decision to cease the grant funding to HSWG is relevant to equality in that the corporate grant supports the organisation to conduct outreach and support work with specific ethnic groups in the community, namely Somali and BAME residents. Main provisions and activities are also to young people and mothers, and there is a relevance to community cohesion and community safety in the respect of improving how different groups in the borough interact and understand each other. There is also quite a high percentage of those who access the services with a disability.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age	Y	Sex	Y
Disability	Y	Sexual Orientation	
Gender reassignment		Community Cohesion	Y
Pregnancy or maternity		Community Safety	Y
Race/Ethnicity	Y		
Religion or belief		Other – please state	

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data

Between January – April 2010 The London Borough's of Hillingdon and Hounslow jointly commissioned a study to understand current issues and service barriers for Somali communities. The report titled '*Understanding Somali Communities in Hounslow and Hillingdon*' aimed to explore the local realities of life as a Somali in West London, understand the challenges the community face and how they are overcoming these currently, and identify what services and activities might support the community going forward.

The study's demographic information states that in 2001 there were a minimum of 2,184 first generation Somalis living in Hillingdon and Hounslow and that this figure is likely to have risen by 20% to the present day. Somali communities live in the most deprived areas of the two boroughs' such as Cranford and Hayes. Overall, the Somali community is dominated by females over males with a large proportion of young Somalis between the ages of 0-15. The community has one of the lowest educational attainment rates in the boroughs' but in recent years there are signs of improvements in performance. Low education attainment was felt to be linked to poor English language skills and lack of parental support i.e. absent fathers, poor knowledge of English to understand homework and the educational system.

In conducting qualitative interviews and workshops the study aimed to understand the views of Somalis around the areas of identity, social networks, education, employment and training, social life and crime and safety. The study found that while young Somalis are proud of their background, they are essentially the same as any other young person and want to be treated as such. In terms of older Somalis the study identified that specific services are required to help them support and protect their children, including:

- English language lessons
- Support to better understand the education system and how they can support their children in it
- Parenting support to help them understand how the British culture might lead to the needs for different parenting mechanisms
 - Outreach to help Somali parents understand the potential role of youth clubs and mainstream youth services to support their children

In 2010, Somali was the third largest after English and Panjabi of the first language to which pupils in Hillingdon are exposed to. This amounts to 4.2% of the school population or 1,863 individuals. (January 2010 School Census data)

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO

B.3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to the HSWG informing them of the intention to cease funding. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

At the request of HSWG, the Head of Partnerships met with representatives of the organisation at their premise on 17 November. Two further meetings have been held to discuss the future of women's services to which HSWG were invited.

The response is attached in Appendix A

Summary of key points:

"HSWG offers the following services to the residents of Hillingdon Borough: Advice and information on; Housing benefits and council tax issues, Locata scheme registrations as well as dealing with residents who rent from private landlord and housing repairs. Without funding to HSWG, these residents will not have access to these services due to language barriers, lack of proper knowledge of services offered by the council and how to access them. Hillingdon will not save any money by cutting the small grant given to us. In fact the assumed saving will do more harm to residents and the council will have to face the cost of providing access to services.

HSWG offers these courses (ESOL and IT Skills for life) for free to the residents of Hillingdon with support from bilingual staff. These learners cannot access the college level education without these courses run by HSWG as they are a platform to the levels in college, for example, learners of pre-entry level will not be offered a place in college as they start all their course from entry level 1.

We provide about 100 training places per year for free. If the council or the local authority is to deliver these skills the real cost will be again much higher.

...this is a much needed service provided by HSWG to the residents which mainly constitutes of single mothers. They are able to prepare CVs, do a job search, get help with interview techniques and letter writing. References are also provided for members, which goes along way in the job market. These courses are offered for free to all the communities within Hillingdon. HSWG also signposts and gives referrals to resident with regards to other services not offered, including: mental health, other health issues, domestic abuse, amongst many others.

We believe this is a good value for money for the council. We are doing so much services for less and it looks like there will be more demand within the current economic climate. Hillingdon Somali women's group acts as a gate keeper for Hillingdon council and you never know what will happen once the gate keeper is no longer there."

B.4) Describe other research, studies or information to assist with the assessment.

Financial Context

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

Legal Context

The Council has a public duty to have due regard to the need to:

- eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000);
- eliminate sex discrimination and promote equality of opportunity between women and men (Gender Equality Duty 2007);
- eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006)

Financial Status of group

38% of the anticipated income for the group is from the corporate grant fund. The group has applied for a £12k grant from the Paul Hamlyn foundation which is not confirmed and the balance of the income is anticipated to come from membership fees and other undisclosed income.

The funding applications states that the group is applying for funding amounting to £45k although this is not confirmed.

The group has restricted balances of £1782.30 and -£1,160 in unrestricted funding.

Other background information about the group

The corporate grant application for 2011-12 provides the following information to evidence how the group contributes towards the community cohesion and integration agenda:

- *"We are a member of connecting community forum and HAVS. We share the Connecting Communities Forum members our concerns, ideas, our work and what we do to improve community cohesion. We regularly attend community workshops, neighbourhood evening meetings and meetings organised by local councillors, Safer Neighbourhood teams and mps.*
- *The centre was established though a community initiative. Without the community engagement the centre wouldn't be running for many years. Our community own the centre, they are part of the decision making process and provide valuable input. They are engaged in issues that*

are facing the general community; we consult and participate common causes of the community.

- We have partners who we share services, information and strategic planning of our community needs and discuss any issues that can cause conflict between the different community groups.
- Esol classes are attended by people from various nationalities. The Esol students participate during the lessons some activities. This encourages different communities to understand each other and tackle common issues facing them.
- Different communities use the Hayes centre for meetings, small discussion groups and acts as centre point. Those who use the centre include the Eritrean people, the Bangladesh community, the Pakistani, Afghanistan women and of course the Somali community.
- We are in partnership with several organisations around the borough together we are create and promote an atmosphere of respect, tolerance and sense of one community.”

Other background information to support the application

There are other voluntary and third sector groups in the borough that provide support and advice specific to the Somali community or refugee and asylum seeker support groups that include the Somali Community.

1) Those Somali specific groups include:

SAHAN Centre, Hayes

“Provide essential skills for Somali and Afghan women to enable them to acquire employment and further training and empower them and improve their standard of living”

West London Somaliland Organisation, Hayes

“West London Somaliland Community (WLSC) is a community organisation which is initiated by concerned professionals who intend to serve their community. WLSC consists of the different age groups of the Somaliland community. WLSC, guided by the principles of representation, accountability, participation, equality, dialogue and respect, intends to serve those who most need assistance and support i.e. parents, children and young people.

Vision: *Our vision is to make West London Somaliland Community a successful organisation which addresses key issues concerning Somaliland community including education, family matters, sports and youth activities, and meaningful integration in the mainstream society. We are committed to seeing our community to be successful citizens in this country.*

Mission: Our mission is to empower Somalilanders in West London to enable them to participate meaningfully in the society as proud citizens, knowing their rights and responsibilities. We also strive to promote community cohesion.”

The council does not provide corporate grant funding to any of the

above groups.

2) Other groups that provide support to refugees and asylum seekers which include the Somali community include:

Tageero, Hayes

“A non-profit making registered charity organisation based in the London Borough of Hillingdon. It was established in 2003 to promote the interest of Refugees and Asylum Seekers in West London, to provide services that will facilitate access to health services, employment, housing, training and education and empower for refugees and asylum seekers.

Our Mission

To provide a range of free and high quality services who reflect the needs and aspiration of service users. These services include employment support, advice and information, mental health support, youth services and community development projects.

We do this by:

- Advance the views, needs and ambitions of people with experience of mental distress*
- Promoting inclusion by challenging discrimination*
- Inspiring the development of equal and quality services, which reflect expressed need and diversity*
- Influencing policy through campaigning and education”*

HAYA Horn of Africa Youth Association, Hayes

“Aims:

Encourage and assist young people in communities to take initiatives, which will improve the quality of their lives and those of other young refugees.

Create opportunities and networks for young people, their communities, refugee community organisations, mainstream youth service providers, policy makers and funders to meet, exchange knowledge, share resources, and develop ways of working together for the benefit of young people.

Create support and activities to give young people better opportunities to have successful career.

Research the issues for young Somalis and other Refugees, identify good practice, disseminate information and knowledge, and find ways to influence policy and practice for young refugees.

Our mission:

HAYA is dedicated to breaking down isolation and combating alienation and despair amongst young refugees by supporting opportunities for their development.

We aim to create an environment of friendship and belonging where young refugees gain strength and power, collectively and as individuals, through creative learning.”

Where a need is identified, some schools in the borough offer parenting support initiatives to engage and work with Somali parents, for example Yeading Junior School and Minet Primary School. The schools have Somali teaching assistants employed within the school which enables the

school to provide further support to Somali children and their families.

ESOL classes are also provided by Hillingdon Adult Education, within some of the borough's children's centres and by Refugees in Effective and Active Partnerships (REAP) who are based at Key House in Yiewsley.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify what action you need to take to address this impact or mitigate against it.
Somali women	<p>The decision to cease provision of the corporate grant to this group may result in the group being unable to fund the coordinator's post, which may result in the group being unable to continue its activities and services. This could have a disproportionate effect on Somali women.</p> <p>There is however no direct evidence at this time to suggest that this would be the case as there are generic services provided for women in the borough and any potential negative impact would need to be monitored over time.</p> <p>The council is also exploring the development of a women's network which could continue some of the activities as provided by the HSWG</p>
Community cohesion and safety	<p>If the group is unable to continue, this could also have an adverse impact on community cohesion and safety there are some concerns around community tensions regarding Somalis and the wider population in the Hayes area.</p> <p>There is however no direct evidence at this time to suggest that this would be the case and any potential negative impact would need to be monitored over time.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.
	None identified

D) Conclusions and Action Planning

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

Through the corporate grant funding we will continue to fund generic women's services with the expectation that there will be wider engagement and involvement of the many diverse women's groups and communities to improve access to services and support networks for all women in the borough.

Signed:

Name: _____

Position: _____

Signature: _____

Date: _____

Appendix A



57 Violet Avenue Hillingdon Middlesex UB8 3PR

Tel-Fax (Office): 01895 437917 (Learning Centre) 0208 5738225

E-mail: contact@hswg.org

Ian Edwards
Head of partnerships, LBH
3E/03, Civic Centre
High Street,
Uxbridge, UB8 1UW

22 November, 2010

Dear Ian Edward,

RE: The Impact on Hillingdon residents as a result of grants cuts.

Hillingdon Somali Women's Group (HSWG) provides a lot of services to the residents Hillingdon. HSWG is delivering services for Hillingdon council for voluntary basis.

Service Areas;

Advice and information to residents

HSWG offers the following services to the residents of Hillingdon Borough:
Advice and information on; Housing benefits and council tax issues, Locata scheme registrations as well as dealing with residents who rent from private landlord and housing repairs. Without funding to HSWG, these residents will not have access to these services due to language barriers, lack of proper knowledge of services offered by the council and how to access them. Language is everything and this is major problem for the resident of Hillingdon who need our services in accessing these services. How much will it cost the council to provide these services to about 800 residents once they are unable to access it through HSWG? Each of these require language line services, help filling in the appropriate forms and not to mention the travel cost incurred by the residents who are already in a poor financial situation as well as appointment cost and time incurred by the council as a result of these residents having no other service provider. If the council's first priority is the residents, it doesn't seem to apply in this case. HSWG provides these services to support the residents as well as save time and money for the council.

None saving for Hillingdon Council;

Hillingdon will not save any money by cutting the small grant given to us. In fact the assumed saving will do more harm to residents and the council will have to face the cost of providing access to services. If HSWG is no longer there for these residents the council has a duty to provide the services. The council will have to make appointments for each client we provide advice. The total cost for roughly 800 clients in real terms will be much higher.

ESOL & IT Skills for Life courses.

Since the new migrants in Hillingdon are increasing there is a vital need for these courses if residents are to integrate into the wider community. HSWG offers these courses for free to the residents of Hillingdon with support from bilingual staff. These learners cannot access the college level education without these courses run by HSWG as they are a platform to the levels in college, for example, learners of pre-entry level will not be offered a place in college as they start all their course from entry level 1. These courses are steps toward independence, communication, access to employment, even further education. Without these services offered by HSWG, the residents will be trapped in a vicious cycle of poverty and unemployment. The training offered by HSWG saves the council the cost of providing these services.

No savings;

We provide about 100 training places per year for free. If the council or the local authority is to deliver these skills the real cost will be again much higher. Both the residents and the council will lose if the grants are cut from HSWG. The opportunity cost for the council will be tremendous and it saves money if the council gives the small grant to HSWG and deliver these vital services. The outcome will be if every one is better off.

Back to employment courses.

With the current economic environment and as things are set to get worse, this is a much needed service provided by HSWG to the residents which mainly constitutes of single mothers. They are able to prepare CVs, do a job search, get help with interview techniques and letter writing. References are also provided for members, which goes along way in the job market. These courses are offered for free to all the communities within Hillingdon. HSWG also signposts and gives referrals to residents with regards to other services not offered, including: mental health, other health issues, domestic abuse, amongst many others. How much would it cost the council to run these types of course? In terms of staff cost, material cost and facility cost?

The Somali community is one of the most deprived ethnic groups in Hillingdon, with the highest unemployment rate due to lack of education or qualifications. The Somali people of Hayes are near dependants on the work of HSWG just because they are not comfortable with the work done by other services and government related branches. The effort we make to help our fellow Somalis and other BAME members is enormous. People who cannot make their financial or even housing problems known to those who can help them, need someone local they can turn to. And who better than HSWG. Imagine if we were to have all grants cut, then the Somali community within Hayes would be lacking so much. The elderly, or the single mothers and such that we work with, who can't see other service providers because of language problem, will not have anyone to help them with tasks they need. Going back to the issue of trust, I feel that it would be better for the Somali community to have a group of people they can identify with. It would be a great comfort to know that HSWG is funded by the local authority and supported by them.

Summary

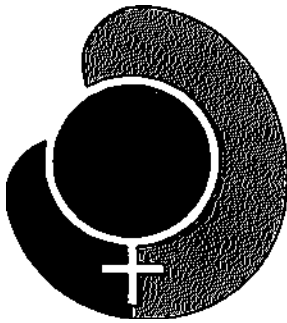
As you can see from the above important services for Hillingdon residents HSWG is doing a lot of council services for the community. This is pure service delivery on behalf of Hillingdon council. Our centre is easily accessible to the residents of south of Borough. Our service users prefer to use us as a good point of access to services. HSWG fills a vital services gap for Hillingdon residents. Hillingdon Somali Women's group covers community need of about 800 residents per year see section 5 for the list of activities. These activities cost the council only £19500 per financial year. This is about £27 per year per resident or £0.07 per day per person to access services. The council should have paid at least £30 for single information and support given to a client in accessing services per single appointment. We believe this is a good value for money for the council. We are doing so much services for less and it looks like there will be more demand within the current economic climate. Hillingdon Somali women's group acts as a gate keeper for Hillingdon council and you never know what will happen once the gate keeper is no longer there.

The timeframe given to HSWG is too short to be able to adjust and form stable partnerships with other women groups. Furthermore there are no grantees we will get external funding in during this timeframe.

Yours Sincerely.

Mrs Rukiya Farra

Chair



Hillingdon Women's Centre **Open to all Women**

Exports in Volunteering

2nd December 2010

Dear Sirs

Hillingdon Women's Centre are writing to you to express their desire to work towards becoming a partnership with Hillingdon Asian women's Group and the Hillingdon Somali Women's Group in the near future.

We would expect strong support from each other in the work that we do as individual organisations and to work together as an equal partnership. We would want to recognise each others strengths, and aid the development of each others organisations, with reference to our weaker aspects, in a women only supportive partnership. We would expect to learn a great deal from the development of this partnership.

As a group we would wish to achieve a co-ordinated delivery of diverse services for women from all wards of the London Borough of Hillingdon.

HWC would potentially like to share each others venues to deliver the following:

- e) Domestic violence support
- f) Legal advice
- g) Computer training
- h) Workshops and courses e.g. What about me, increased employability via volunteering for women who have or are experiencing isolation, depression, mental ill health or domestic violence.

We would support women from ethnic groups to achieve increased access to and targeted outcomes from local services.

We would value the chance to explore savings and efficiencies from areas such as joint purchasing, accountancy and other back office functions.

We look forward to developing this potential partnership with the other two groups, utilising the best support we can engage, to ensure that it is a partnership that is sustainable and long lasting. After this potential partnership work is completed between the three organisations, we hope to further develop a network with other women's organisations in the borough.

The network could explore opportunities to work on specific projects with local voluntary sector and statutory bodies to deliver elements beneficial to our members and women in the wider community.

As a partnership we could explore opportunities that may develop from the proposed changes to the local health and social care structure including health prevention and promotion and working with GP's.

This would position the partners to take advantage of opportunities that become available from the advent of the "Big Society"

Kind regards

Jill Lynch
Centre Co-ordinator
On behalf of Hillingdon Women's Centre

Hillingdon Women's Centre, 333 Long Lane, Hillingdon, Middx UB10 9JU
Tel: 01895 259578 Fax: 01895 810 994
Email: hillingtonwomen@5.aol.com Website: hillingtonwomenscentre.org.uk
Charity No: 801433 Company No: 2009021

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Hillingdon Autistic Care and Support
Grant 2010/11	£26,266
Proposed reduction 2011/12	Reduce the corporate grant funding by £1,266 to £25,000 for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO

Date of assessment (DD/MM/YY)

29 Nov. 10

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Inga Spencer, European Programmes Manager
Sarah Johnstone, Grants Officer

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the Council provided a corporate voluntary sector grant of £26,266 to Hillingdon Autistic Care and Support (HACS).

The grant is used as a contribution towards staff and other core costs.

The aims of the service as outlined below are taken from HACS 2011-12 Corporate Grants funding application - summary:

HACS provides a range of services to support individuals affected by Autistic Spectrum Conditions (ASC) and their families. Examples of services/activities include:

Advocacy & support

Support with Special Educational Needs

After School activities / play schemes

Family services eg. family workshops

Conferences, newsletter, resource library

30+ volunteers assist the staff to deliver the service.

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the service is taken from the 2011-12 Corporate Grants funding application:

All members of the family affected by ASC benefit from HACS activities, and during the last year the organisation has assisted 381 unique clients.

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile? Summary

Service/Activity	When eg. Weekly	No of clients (total for year)	%Of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Play schemes	School holidays	55p/day	100%	85%	30%
Youth clubs	Weekly/ fortnightly	110 p/year	100%	90%	20%
Monthly support meetings	Monthly	220	10%	92%	12%

A.5) Who are the stakeholders? What is their interest?

Leader of the Council – has overall responsibility for funding decisions,

Cabinet Member for Education & Children's Services has interest in provision of services for disabled residents.

Cabinet Member for Improvement, Partnerships and Community Safety – has responsibility for grant funding decisions,

HACS are involved in local partnerships and are relevant to schools (SEN assessments)

A.6) State why the service, function or policy is / is not relevant to equality

The decision to reduce this grant funding for HACS is relevant to equality in that the money supports a specific equalities group in the community, namely disabled residents.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment:
Y/N

Age		Sex	
Disability	Y	Sexual Orientation	
Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	
Race/Ethnicity			
Religion or belief		Other – please state	

Any other (such as Human Rights, socio-economic factors eg. people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

None identified

If the outcome of Step A is that the service/policy or function is not relevant to equality, DO NOT PROCEED.

Please obtain a signature from the accountable person below:

Accountable person (Head of Service or Director):

Name: _____

Signature: _____

Date: _____

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

According to Hillingdon's Strategic Needs Assessment 2009-14, accurate data about the number of disabled people in Hillingdon is unlikely to be available before the results of the 2011 census are known. However the 2001 census did identify that there were 36,000 people in Hillingdon who considered that they had a limiting long-term illness and 45% of these were older people. Only 1,245 people are in receipt of disability allowance (Feb 09).

Local aspirations and national policy drivers as set out in Putting People First require that more people should be able to live independently in their own home for as long as possible with choice and control over the services they receive. This requires that appropriate support be put in place.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO if no, please explain why

B.3) Who was consulted or engaged? What was their equality profile? What were the findings?

8 November 2010 a letter was sent to the HACS informing them of the intention to reduce the funding for 11/12. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Response:

HACS has provided a written response via e-mail dated 10th November, as follows:

“With reference to your email and the attached letter (original received in the post today), on behalf of the Director and Trustees from Hillingdon Autistic Care and Support we acknowledge that with the present climate and constraints within the council to prioritise funding to statutory services, Corporate Grants would be affected.

We therefore **accept your decision to reduce the amount to £25,000** and the shortfall from previous years grant funding will be met by further fundraising within the charity and grant applications to other providers. We will endeavour to make sure that the impact of the above will not affect the services that we provide to those residents within the Hillingdon Borough”

Education and Children's Services were invited to comment:

“HACS offer a very effective service to young people with autism both in their own right and in partnership with the Council's youth and connexions service...” They did not comment on the funding recommendation.

B.4) Describe other research, studies or information to assist with the assessment.

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

The Council has a public duty to have due regard to the need to eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006)

The Council intends to continue to fund HACS at a reduced level of £25,000 in 11/12.

The organisation's anticipated income from various sources for 2011-12 is £106,000 plus Lottery funding for a post.

The end of year 2010-11 accounts show that HACS is holding large unrestricted reserves of over £146,000 which equates to over a year's total expenditure. Restricted reserves of £63,000 for specific projects.

C) Assessment

The purpose of this element is to determine whether there is, or is likely to be, a direct or indirect differential impact upon any equality group(s).

If an adverse impact is identified then the lead officer must consider whether the authority is acting within the law and take appropriate steps. In the case of adverse impact, even if it is not unlawful, there is a need to consider how this can be addressed.

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify in the action plan what action you need to take to address this impact or mitigate against it.
Disabled residents	The reduction of this grant is unlikely to affect services to disabled residents. HACS hold large unrestricted reserves and the organisation have confirmed in writing that the small funding reduction will be met from other sources.

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.

D) Conclusions and Action Planning

The recommendation to reduce this corporate grant is justified on the grounds that the Council needs to adjust its level of spending in response to a considerable reduced level of financial support available from Central Government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the Council's overall savings targets. HACS has confirmed that they will be able to meet the shortfall from other sources.

Signed: Head of Service or Director.

Name: _____

Signature: _____ Date: _____

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Chinese School, Hillingdon
Grant 2010/11	£3,000
Proposed reduction 2011/12	The decision to cease the corporate grant funding for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO, Partnerships Team

Date of assessment (DD/MM/YY)

November 2010

Date next assessment due

N/A

Names and job titles of people carrying out the assessment

Inga Spencer, External Funding Officer
Sarah Johnstone, Grants Monitoring Officer
Vicky Trott, Senior Policy Officer
Fiona Gibbs, Stronger Communities Manager

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the council provided a corporate grant of £3k to the Hillingdon Chinese School (HCS).

The corporate grant contributes to the rent of rooms every Saturday at Haydon School where the group meets.

The aims of the school as outlined below are taken from the HCS 2011-12 Corporate Grants funding application:

“The Hillingdon Chinese School is a voluntary organisation and the organisation is run entirely by volunteers. The School operates every Saturday during term time from 10.15 am to 14.00 running Chinese language classes, Homework Club and ESOL classes for the local Chinese community and local residents.

The HCS also provides training and educational programmes for volunteers, students, and local residents. In addition, they provide support work, advice and information and learning initiatives to refugees, asylum seekers in particular young people.

They run regular ESOL classes to the newly arrived, elderly and women's groups. Other educational programmes include Adult Mandarin Classes, Health workshops, training and child care courses. They also provide Drop In centre, providing translation, interpreting, referrals, outreach work and family support to the local Chinese Community.”

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the corporate grant is to support HCS to enable them to run the school.

The intended benefit of the group as outlined below is taken from the HCS 2011-12 Corporate Grants funding application:

“The activities will benefit local residents, refugees & asylum seekers, unaccompanied minors, local children and their families, lone parents, low income families, disadvantage children and children with disabilities, newly arrived Chinese Community who speaks very little English, women with young children and elderly people.

In addition, local residents who have interests in learning Chinese language, help with integration, local school children i.e. Haydon Secondary School students. The school organised a trip to China in 2006 and as a result, lots of students develop an interest to learn Chinese language.

The ESOL classes and Homework Club greatly improve Children's learning ability and potential. We have developed special Training courses for women and young people to improve their life skills and job opportunities. Training such as IT courses, Food Hygiene, Childcare, Life-skills, enables the Chinese community to gain access to recognised qualifications, further training and employment.”

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

The following is a summary of the clients who attend the HCS and the activities they undertake, taken from their 2011-12 Corporate Grants funding application:

Service/Activity	When eg. Weekly	No of clients (total for year)	%Of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Chinese language classes	Weekly	70-90	1%	75%	85% Chinese 10% White
ESOL classes	Weekly	20-25	0%	80%	100 Chinese
Homework club	Weekly	12	0%	100%	100% Chinese
Training & educational programme	12-15 times a year	55	0%	90%	90% Chinese 10% others
Advice & information, translation, referral, support	Weekly	40-60	1%	70%	85% Chinese 15% others

The activities are predominantly provided to Chinese residents and 1% have a disability.

A.5) Who are the stakeholders? What is their interest?

- Leader of the Council – overall responsibility for grant funding decisions
- Cabinet Member for Improvement, Partnerships and Community Safety – responsibility for funding decisions
- Cabinet Member for Education and Children’s Services – interest in provision of services for children
- Hillingdon Local Education Authority – in the fact that the decision affects a school, children who use the group and parents of these children.
- Director, Education and Children’s Services – interest in provision of services for children

A.6) State why the service, function or policy is / is not relevant to equality

The decision to cease the grant funding for HCS is relevant to equality in that the money supports a specific ethnic group in the community, namely Chinese. Main provisions are also to young people and there is a relevance to community cohesion in the respect of improving how different groups in the borough interact and understand each other.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment:
Y/N

Age	Y	Sex	
Disability		Sexual Orientation	
Gender reassignment		Community Cohesion	Y
Pregnancy or maternity		Community Safety	
Race/Ethnicity	Y		
Religion or belief		Other – please state	

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data

In 2006, the Chinese population in Hillingdon was 3.31% of the total BAME population. This relates to 2,200 individuals.

The projections show a 4% increase from 2,400 in 2011 to 2,500 in 2016.

These figures are small however when compared to other BAME groups in the borough, for example the 2011 projections for the Indian and black African populations are 40% (32,100) and 12% (9,600) of the total BAME population respectively.

(Figures taken from the GLA Ethnic population projections, published April 2010)

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO

B.3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to the HCS informing them of the intention to cease funding. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

The response is attached in Appendix A

Summary of key points:

“We have been lucky enough to receive a grant from the Local Authority every year in part payment of our rent. The remainder of our rent is met through school fees from the students, donations and our own fund-raising activities. To realise 100% of the rent through the school fees would require the fees to rise by 100% which would make our service too expensive and unacceptable to the students. We would therefore have to consider the future of the school and the obvious ramifications.”

“Whilst the Council makes its deliberations we would like the members to recognise that China has become a major player within the global economy and the UK is keen to redress the trade imbalance between the two countries. Through its students and teachers the school has many contacts with businesses and educational establishments within China and is eager to assist the Council with any endeavours that would benefit Hillingdon and its residents.

Hillingdon Chinese School recognises the seriousness of the recent Government spending review and the unpleasant situation the Council now finds itself in but respectfully asks that Hillingdon Council reconsiders its proposal to cut our funding of £3000.”

Education and Children’s Services were asked to comment:

They do not work with the group and made no comment on proposed reduction.

B.4) Describe other research, studies or information to assist with the assessment.

Financial Context

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

The Council does not provide corporate grant funding to any other supplementary school in Hillingdon.

Legal Context

The Council has a public duty to have due regard to the need to eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000).

Financial Status of group

The School’s anticipated income for 2011-12 is £9,850 of which £3,000 is from a Trust and £3,200 is from subscriptions/membership fees, on which the group relies. The end of year 2010-11 accounts show that the HCS is holding 1 year's expenditure in balances.

Other background information about the group

According to the HCS’s application, they are working closely with a variety of other organisations and schools in the borough:

“We work closely with Hillingdon Education department, social services, young asylum seekers 16-18, and youth offenders’ team to provide help, support, advice and training for young people. We are also working with the Borough's secondary schools, i.e. Haydon School, Duoy Martyns School, Vyners School and Hayes Manor School to provide support to newly arrived, unaccompanied minors Chinese students

including ESOL, GCSE and A Level subjects. We are also working closely with the local primary schools - Hillside Primary School in Pinner, Lady Banks School and Sacred Heart Primary School to provide support to young children from Chinese community as well as adapted children from China. Other Project includes - St. Dominic College in Harrow, to provide Mandarin Class for their 6th form students. We are also in partnership with Heathfield Girls School in Pinner in consultation and assistance to their newly formed GCSE Chinese Language classes.”

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify what action you need to take to address this impact or mitigate against it.
Chinese/ Young people	<p>To cease this grant funding may result in the group being unable to pay for the room rent if the students are not prepared to pay for an increase in subscription fees. This could result in the closure of the group and subsequently the activities they provide. The School however has other income which could be used for this purpose and there is no evidence to suggest that a decision to cease funding would have this effect.</p> <p>If the group were to close, this may affect the integration of Chinese people into mainstream life in the borough for example through ESOL sessions and affect the provision of a formal learning space for Chinese culture for example to young Chinese residents, however there is no evidence to support this.</p> <p>There are other options available for the provision of ESOL training in the borough and other income options available to the group.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and foster good relations in the community.
	None identified

D) Conclusions and Action Planning

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

The council does not provide corporate grant funding support to any other supplementary school in the borough and there are other options open to the users of the group through mainstream services e.g. ESOL provision.

There is also no evidence to suggest that without this funding the group would not continue.

Signed:

Name: _____ Position: _____

Signature: _____ Date: _____

Appendix A

To Mr Ian Edwards
Head of Partnerships
London Borough of Hillingdon
3E/03, Civic Cene
High Street
Uxbridge
UB8 1UW

From Mrs Cheryl Evans
Chair Hillingdon Chinese School
144 Joel Street
Northwood Hills
Middlesex
HA6 1NL

15th November 2010

Dear Ian

Re; Hillingdon Corporate Grant 2011 to 2012

Thank you for your letter dated 8th November regarding Hillingdon Chinese Schools grant application for 2011/12 and for the opportunity to make a pre-decision appeal.

The school opened in 1999 at the Hillingdon Learning and Development Centre with a grant from Hillingdon council, we subsequently moved to Haydon School in 2006.

We have been lucky enough to receive a grant from the Local Authority every year in part payment of our rent. The remainder of our rent is met through school fees from the students, donations and our own fund-raising activities. To realise 100% of the rent through the school fees would require the fees to rise by 100% which would make our service too expensive and unacceptable to the students. We would therefore have to consider the future of the school and the obvious ramifications.

We feel this would be a great shame because the the Hillingdon Chinese Community School offers excellent added value and value for money for the £3000 grant it receives. The school;

- Provides high quality Mandarin and Cantonese language lessons (all our GCSE students attain A or A*).
- Provides students with added value by helping to develop their independence and offering an insight into Chinese culture and history.
- Provides other courses such as Food Hygeine and a basic IT course in an effort to assist Hillingdons Chinese and non-Chinese residents to find paid employment.
- Assists Hillingdons Chinese residents with translations, form filling and signposting of services thereby reducing Council costs.
- Assists Chinese residents to integrate into the community and become positive and valuable members of the local community.

- All teaching staff are voluntary and only receive expenses on a termly basis.
- Our open door policy encourages integration raising cultural awareness and harmony within the Borough.

Whilst the Council makes its deliberations we would like the members to recognise that China has become a major player within the global economy and the UK is keen to redress the trade imbalance between the two countries. Through its students and teachers the school has many contacts with businesses and educational establishments within China and is eager to assist the Council with any endeavours that would benefit Hillingdon and its residents.

Hillingdon Chinese School recognises the seriousness of the recent Government spending review and the unpleasant situation the Council now finds itself in but respectfully asks that Hillingdon Council reconsiders its proposal to cut our funding of £3000.

Kind Regards

Cheryl Evans
Chair Hillingdon Chinese Community School

Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

Name of Organisation	Trinity Homeless Projects
Grant 2010/11	£12,000
Proposed reduction 2011/12	The decision to cease the corporate grant funding for 2011-12

Directorate or organisation responsible (and service, if it is a policy)

DCEO, Partnerships Team

Date of assessment (DD/MM/YY)

November 2010

Date next assessment due (Annually for service planning, 3 years if no change in service, function or policy or if no relevance to equality)

Names and job titles of people carrying out the assessment

Vicky Trott, Senior Policy Officer
Inga Spencer, European Programmes Manager
Sarah Johnstone, Grants Monitoring Officer
Fiona Gibbs, Stronger Communities Manager

Accountable person (e.g. Head of Service, Corporate Director)

Kevin Byrne, Head of Policy & Performance
Fran Beasley, Deputy Chief Executive

Date IA Form approved by accountable person

A.1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

In 2010-11, the council provided a corporate grant of £12k to the Trinity Homeless Projects (THP).

The corporate grant pays for a trainer who provides literacy and numeracy skills training for over 60 people experiencing homelessness.

The aims of the service as outlined below are taken from the THP 2011-12 Corporate Grants funding application:

“Supported Housing: *Nine staffed hostels and move-on accommodation in Hillingdon that provide a safe environment and promotes independent living for over 70 people suffering homelessness every year.*

Supported Training: *Appropriate opportunities for learning and qualifications to those furthest from accessing traditional education for one hundred people experiencing social exclusion every year.*

Supported Employment: *Full-time employment at a living wage for 15 long-term unemployed people every year. Trinity also provides over 70 Employment Pathways every year to give people a chance to gain voluntary work experience. Trinity's shops save over 2,000 tonnes of unwanted domestic furniture from landfill every year whilst offering good quality, affordable furniture to low income families.”*

A.2) List any key policies or procedures to be reviewed as part of this assessment

N/A

A.3) What is the intended benefit of the service, function or policy?

The intended benefit of the corporate grant is to support the THP to provide the training activities as outlined in A1.

The intended benefits of the grant for the group as outlined below are taken from the THP 2011-12 Corporate Grants funding application:

“Trinity form part of the local strategic response to homelessness along with our partners in housing, probation, Drug and Alcohol Teams (DATS) and the Third Sector. Streetworks provides services to all our partners, working closely with staff from these organisations to support clients in accessing training and employment opportunities. Once engaged Streetworks has a proven track record of people achieving qualifications for the first time, which leads to employment. All Streetworks clients have experienced multiple exclusion and face barriers to education and employment.”

A.4) Who are the users or beneficiaries of the service, function or policy? What is their equality profile?

The following is a summary outlining the type of clients who use the services provided by the THP and the activities the group undertakes, taken from their 2011-12 Corporate Grants funding application:

“The client group Trinity supports is very diverse, furthest from the labour market, hardest to reach, the ages range from 16 to 55+ and suffer multiple exclusion including: Homelessness, those at risk from becoming homeless, problematic drug/alcohol use, criminal behaviour, long term unemployment, asylum seeking, leaving social care and mental health problems.

100% of Trinity's residents are unemployed at the point of entry, and over 80% have no traceable work history. Single homeless people are transient and have a chaotic lifestyle and employers will not give a job to an applicant without a home address.

50% of Streetworks clients are problematic drug users. Their lives are often chaotic and dominated by the constant struggle to get money, cope with addiction as well as the physical and mental problems associated with long term addiction. Streetworks work with the local DATS to support clients as part of their 'Aftercare Package of Interventions'.

33% of Streetworks clients are ex-offenders. Streetworks works with probation to support clients as part of their resettlement plan. Ex-offenders face a range of barriers including poor basic skills, low self-esteem, behavioural and health problems. A lack of work history, especially for those leaving prison, and employer discrimination. There is a specific need with ex-offenders to focus on the issue of how to disclose a criminal record to employers.

44% of our residents are asylum seekers. Changes in the funding climate means that asylum seekers are not eligible to claim for English language courses until they have been a resident in the UK for at least three years, or their status has been confirmed. The Refugee Councils response to the Community Cohesion enquiry 2007 states that "access to language classes is key to integration, and believe that asylum seekers should be eligible for funding from the date of their claim".

Trinity supports the hardest to reach people in the London Boroughs of Hillingdon and Hounslow. According to Hillingdon's Supporting People Refreshed Needs Analysis 2008-09, of the 1811 households 366 were identified as one person households however; the report concludes that given agencies data non-priority and/or intentional homeless runs into the hundreds. In Hillingdon alone of 141 being managed by Hillingdon's probation service have accommodation problems and they estimate between 134-245 problematic drug users have a housing need. Last year Trinity received over 400 referrals for accommodation for this client group. Unfortunately, due to a lack of beds Trinity are only able to accommodate 80 people a year.

A snapshot of Trinity's Service Users shows that; two thirds of Service Users are male and one third female. Half of Service users are under 21 and a sixth are over 34 years old. Over half of Service Users are of Black Caribbean or African background and over one third are UK White. Almost half of all Service users have a diagnosed mental health problem, problematic drug or alcohol use and offending history. A small percentage are registered disabled, but almost all are in receipt of Job Seeker's Allowance or Incapacity Benefit.”

Service/Activity	When eg. Weekly	No of clients (total for year)	%of disabled users	% clients who are Hillingdon residents	% of Ethnic minority clients
Housing for single people suffering homelessness	Daily	79	19%	78%	44%
Basic Skills Including: Playing for Success Heavens Kitchen Your Space	Various	38	11%	100%	21%
Advice & Guidance	Weekly	79	19%	78%	44%
Employment Skills Training (including Job	Weekly	79	19%	78%	44%
Customer Services NVQ Level	Weekly	12	30%	60%	30%

A.5) Who are the stakeholders? What is their interest? Eg PCT, Voluntary and Third Sector, other local authorities, cabinet members etc.

- Leader of Hillingdon Council – overall responsibility for grant funding decisions
- LBH Cabinet Member for Improvement, Partnerships and Community Safety – responsibility for grant funding decisions
- LBH Cabinet Member for Social Services, Health and Housing – interest in health promotion and housing
- Director, Adult Social Care, Health and Housing – interest in health and housing
- THP members and users – access services

A.6) State why the service, function or policy is / is not relevant to equality

The decision to cease this grant funding for THP is relevant to equality in that the service users of THP are predominantly male, mainly of Black Caribbean or African background and a large percentage have a diagnosed mental health problem. There is also a relevance to community safety in that about a third of the group's clients are ex-offenders.

How relevant to equalities is it? Y/N	Not relevant?		Low?		Medium?		High? Y
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Identify which equality aspects or community issues are relevant to the assessment: **Y/N**

Age	Y	Sex	Y
Disability – <i>specifically those with mental health problems</i>	Y	Sexual Orientation	
Gender reassignment		Community Cohesion	
Pregnancy or maternity		Community Safety	Y
Race/Ethnicity	Y		
Religion or belief		Other – please state	

STEP B) Consideration of information; data, research, consultation, engagement – evidence of needs, priorities and preferences

B.1) Consideration of information and data - what have you got and what is it telling you?

According to the Hillingdon and Hounslow Supporting People Refreshed Needs Assessment 08-10, there are

- over 1,500 single homeless people 70% who are unemployed
- over 500 offenders with 200 in need of housing
- over 2,000 people with a drug or alcohol problem with 300 in need of housing

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

YES/NO

B.3) Who was consulted or engaged? What was their equality profile? What were the findings?

8 November 2010 a letter was sent to the THP informing them of the intention to cease funding. The group was invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

The response is attached in Appendix A

Summary of key points:

“People experiencing multiple exclusion cost the most to the borough in the provision of; supported housing, welfare benefits, problematic drug and alcohol use, the criminal justice system, policing, antisocial behaviour and crime, especially when these services are required time after time for the same person or people.”

Over ninety percent of the Hillingdon Corporate Grant pays directly for the provision of literacy and numeracy training and qualifications for over 60 people experiencing homelessness. The loss of this grant will result in Trinity's specially trained Tutor being made redundant and the essential training link between over 60 people's chaotic lifestyle and employment being lost."

Supporting People comment: SP currently fund their supported housing. However, as SP do not include training within their priority areas it is not within their remit to support or not, training programmes.

B.4) Describe other research, studies or information to assist with the assessment.

Financial Context

It is predicted that public sector funding will reduce by about 28% over the life of the current parliament. As the Council must give priority to funding statutory services, its ability to make discretionary grants has been reduced requiring the Council to reconsider its Corporate Grants programme.

Legal Context

The Council has a public duty to have due regard to the need to:

- eliminate discrimination, promote equality of opportunity and foster good relations (Race Relations Amendment Act 2000);
- eliminate sex discrimination and promote equality of opportunity between women and men (Gender Equality Duty 2007);
- eliminate unlawful discrimination, eliminate harassment of disabled people that is related to their disabilities, promote equality of opportunity between disabled people and other, take steps to take account of disabled people's disabilities even where that involves treating them more favourably than others, promote positive attitudes towards disabled people and encourage participation by disabled people in public life (Disability Equality Duty 2006)

Financial status of the group

Estimated income for the group is £1.3m for 2011-12, including the £12k corporate grant.

According to Trinity's grant application, the group has unrestricted balances of £169k and restricted balances of £3k. However consolidated accounts for 09/10 shows unrestricted balances of £142K.

Other background information about the group

The THP corporate grant application for 2011-12 outlines the following:

"A survey of ex-Service Users in 2006 showed 70% of ex-Services Users who responded were still in stable accommodation, 23% were in some kind of training and 30% were in employment after leaving Trinity. The survey in 2009 showed 82% in stable accommodation, 53% in training and 72% in employment. Trinity see this as evidence that Trinity's approach is providing a long-term solution to homelessness for some of the most excluded people in West London.

We are committed to service user consultation and recognising achievement and have held 7 Awards evenings and our first Residents Conference. When asked at a recent Residents Conference our clients said:

- *94% agreed that the Training Centre helped with the right sort of courses and training.*

94% said that the level of support that they received from staff was either good or excellent.

97% agreed that by attending the Training Centre would help you get a job.

88% agreed that working at our supported employment project and gaining an NVQ will help them get a better job.

83% rated the training delivered as either good or excellent.

It costs the welfare benefit system £12,376 per year for someone to stay on benefits. We can support someone through training, employment and into independent housing for £1143.00 per year making a significant saving of £11,233; this is without calculating the savings made by tackling substance misuse.”

Other background information to support the application

THP has a contract with Supporting People service in Adult Social Care, Health and Housing which expires in April 2011. In accordance with Standing Orders, Supporting People is market testing the service to provide 23 accommodation based support units for the client group.

THP are a key provider for homelessness support in the borough.

C) Assessment

C.1) Describe any **ADVERSE** impacts (actual or potential):

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) and identify what action you need to take to address this impact or mitigate against it.
BAME men with mental health problems	<p>According to the consultation response, the decision to cease this corporate grant will result in “Trinity’s specially trained tutor being made redundant and the essential training link between over 60 people’s chaotic lifestyle and employment being lost”. Due to the demographic make-up of the client group, this may have a disproportionate effect on BAME men with mental health problems.</p> <p>Trinity provide a bespoke holistic service to homeless unemployed clients of which this training is one element of their support back into independent living. Training support includes each client having a support plan derived from individual skills assessment and feedback from the client.</p> <p>However there are a range of other generic training services in the borough providing the element of skills/employment training. These include Uxbridge College, Hillingdon Adult Education, private providers such as Reed in Partnership who are contracted by Job Centre Plus for training provision and some voluntary sector groups.</p>

C.2) Describe any **POSITIVE** impacts

User Group/Equality Group/Community	Impact (<i>how</i> they may be affected) includes opportunities to eliminate discrimination, promote equality of opportunity and
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	foster good relations in the community.
	None identified

D) Conclusions and Action Planning

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

Whilst the decision will result in the group's trainer being made redundant and the training link lost, the organisation has a projected increase in income for 2011-12 which will come from rental, earned income and local funding.

The provision of training is one element of the holistic approach to supporting the client group.

Signed:

Name: _____ Position: _____

Signature: _____ Date: _____

Appendix A

08 November 2010

Ian Edwards
Head of Partnerships
London Borough of Hillingdon,
3E/03, Civic Centre,
High Street,
Uxbridge, UB8 1UW

Re: Hillingdon Corporate Grant 2011/12

Dear Ian

I am writing in response to your letter of 8th November 2010, inviting me to inform you of the impact of the loss of the Hillingdon Corporate Grant for 2011/12 on our organisation and residents in Hillingdon.

Our track record over previous years shows that we will be working with over 60 people in Hillingdon, almost half the people will have a diagnosed mental health problem, problematic drug or alcohol use and offending history.

People experiencing multiple exclusion cost the most to the borough in the provision of; supported housing, welfare benefits, problematic drug and alcohol use, the criminal justice system, policing, antisocial behaviour and crime, especially when these services are required time after time for the same person or people.

Trinity stops the revolving door of homelessness, addiction and crime, thereby saving the borough significant amounts of money spent on these services, whilst making the borough a better place to live for everyone. A survey of ex-service users conducted by Trinity in 2009 showed 82% in stable accommodation, 53% in training and 72% in employment. Trinity see this as evidence that Trinity's approach is providing a long-term solution to homelessness for some of the most excluded people in the borough.

Over ninety percent of the Hillingdon Corporate Grant pays directly for the provision of literacy and numeracy training and qualifications for over 60 people experiencing homelessness. The loss of this grant will result in Trinity's specially trained Tutor being made redundant and the essential training link between over 60 people's chaotic lifestyle and employment being lost.

I hope you will agree with me that this grant provides long-term positive outcomes for many people that would otherwise cost the borough much more and therefore represents an incredible return on investment for the borough.

Yours sincerely
Steve Hedley
Trinity Homeless Project

Trinity Homeless Projects
Redford House, Redford Way
Uxbridge, Middlesex UB8 1SZ T 020 8797 9500 F 01895 253255 www.trinityhomelessprojects.org.uk

Age UK Hillingdon Impact Assessment

Name of Organisation	Age UK Hillingdon
Grant 2010/11	£229,459
Proposed reduction 2011/12	£9,459 to a grant of £220,000

- 1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The corporate grant supports Age UK Hillingdon to provide a full range of services for older people with moderate to low needs. These include Information drop in, welfare benefits and debt advice, brokerage service, minority ethnic projects, clubs, befriending, shopping service, nail clipping, gardening etc.

The intended benefit of the corporate grant is to support Age UK in carrying out activities as outlined above.

- 2) Did you carry out any consultation or engagement as part of this assessment? **YES/NO?**

- 3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A copy of the response received from Age UK is attached

- 4) Describe any impacts (actual or potential)

In their response Age UK recognise the requirement for Hillingdon Council to make savings and advise that it has been looking at savings both internally and in conjunction with other partners.

There are no negative impacts actual or potential identified.

- 5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the council's overall savings targets.

In addition to the core funding Age UK also undertake a significant range of commissioned services via Adult Social Care and Housing. These services include;

Scheme	Value of contract
Development of volunteering	25,477

A&E support / Home from hospital	26,700 + 3,567
Multi cultural lunch club / Dining clubs	35,315
Service access for BAME community members	55,258
Handyperson scheme	102,918
Aging well service + transport provision	35,074 + 700
Helping Hand service	52,256
Befriending service	21,483
Information and welfare benefits	71,482

Response Letter:

Ian Edwards
Head of Partnerships
London Borough of Hillingdon
3E/03,
Civic centre
High Street
Uxbridge
UB8 1dUW

10th November 2010

Dear Ian

Hillingdon Corporate Grant 2011/12

Thank you for your letter regarding the proposed reduction in our core funding for next year. Our board of trustees met today and have asked me to respond as follows:-

Age UK Hillingdon recognises that Hillingdon Council has already taken steps to make savings through a programme of efficiency and as your partners, we understand the need for this and have also been making savings this year such as moving to less expensive premises, organising group purchases and providing joint services with DASH.

We will continue to work hard to identify further efficiency savings as we go forward into the next financial year with the aim of protecting our service users from any reduction in service or quality.

Although the next few years are likely to be challenging for us all, by working together we will find new ways of delivering services within the budgets we have and continue to deliver a Sustainable Community Strategy for Hillingdon residents.

Yours sincerely,

Heathrow Travel Care - Impact Assessment

Name of Organisation	Heathrow Travel Care
Grant 2010/11	£ 46,952
Proposed reduction 2011/12	£16,952 to a grant of £30,000

- 1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Heathrow Travel-Care provides crisis social work at Heathrow Airport. It is a generic social work service for anyone with social care needs relating to Heathrow Airport i.e. arriving or departing passengers, local rough sleepers and other visitors to the airport with mental or physical health issues, disabilities, difficulties accessing services/support etc and enquirers, families, of those with a need relating to Heathrow.

It takes referrals from on-airport, local, national and international agencies in relation to social care issues with potential to impact Heathrow. Crucially it co-ordinates the provision of emergency planning on behalf of Hillingdon Council who is a Category A responder. They provide various projects including customs and childminding, rough sleepers project, vulnerable people forum, social work advice to consular caseworkers.

Service users are assessed, advised, reconnected or linked with appropriate off-airport services and in the majority of cases, move out of the Borough. For anyone with a local connection, they are advised and assisted to make an appropriate and safe-enough plan.

- 2) Did you carry out any consultation or engagement as part of this assessment? YES

- 3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A response from Heathrow Travel Care on the implications for the service is attached.

- 4) Describe any impacts (actual or potential)

Heathrow Travel Care estimates that a cut of £16,952 in grant will result in a loss of 16 hours of social work care per week (provided by 3 locums) and a possible loss of locum staff.

The letter details scenarios that would potentially impact on LBH and cost the borough money and time in assessing client needs, determining statutory responsibility etc.

The Civil Protection unit and ASCHH were invited to comment. Civil Protection responded very favourably to the organisation which they state

saves the Council money in social care. However, they did not have enough information to evidence whether a reduction would substantially affect their activities. ASCHH were not familiar with this group.

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

The reduction of £16,952 is significant, but their accounts show that they are well placed to absorb a reduction. The accounts department assessment identifies that the Council grant makes up 12% of their total income, that their income has exceeded expenditure and that funding has increased from other sources.

They have unrestricted funds at Mar 10 of £157K and are expecting a surplus this year of another £17K. We therefore believe that they could absorb a reduction in grant this year.

Heathrow Travel Care receive no other funding from LBH although they are anticipating funding of £25K for emergency planning from the borough with match funding from BAA.

Response Letter:

Heathrow travel-care

Room 142, North Wing,
Terminal 3, Heathrow Airport
Middlesex, TW6 1BZ
tel: 020 8745 7495 fax: 020 8745 4161
email: Heathrow Travel Care@baa.com
web: <http://www.heathrowtravelcare.co.uk>

Dear Ian

I am writing in response to the suggested reduction in the grant funding to Heathrow Travel-Care for 2011-12, from the current £46,952 to £30,000 - a reduction of 36%. This letter evaluates the expected impact of this proposed reduction, on London Borough of Hillingdon services and also explains the additional impact on our agency.

Heathrow Travel-Care (HTC) and London Borough of Hillingdon (LBH)

HTC uniquely provides both value for money and added value, to LBH by providing a generic social work service for anyone with social care needs relating to Heathrow Airport i.e. arriving or departing passengers, local rough sleepers and other visitors to the airport with mental or physical health issues, disabilities, difficulties accessing services/support etc and enquirers, families, of those with a need relating to Heathrow.

Service users include: single males and females, families, children and young people, people from ethnic minority groups and people with disabilities, people experiencing the effects of poverty and worklessness, trauma and violence.

Service users are assessed, advised, reconnected or linked with appropriate off-airport services and in the majority of cases, move out of the Borough without impacting on local statutory services. For anyone with a local connection, they are advised and assisted to make an appropriate and safe-enough plan, which may include a referral to a Hillingdon team (for which HTC does as much preparatory work as possible, thereby saving LBH staff time)

Our small team of qualified and vetted social workers are employed, trained, and supervised to statutory standards and our premises (provided by the airport operator) are fully accessible to people with disabilities.

Additionally, we have partnerships for Emergency Planning and Response, with Chapel of St George at Heathrow, British Red Cross and Salvation Army who provide volunteers to train and exercise with HTC and work with us when required. This adds value to LBH by discharging their Category 1 Responder duty of care (CCA 2004)

We have working links with

- Mike Price - Civil Protection
- Bob Miles - Adult Access & Assessment Team, Adult Social Care, Health & Housing
- Zelda Parker - Child-Care Development Team, Child-Care & Early Years Services
- Noreen Rice - North West London Mental Health Trust (Hillingdon)
- Gillian Connolly - Housing Options
- Belinda Norris - Hillingdon Access and Assessment

A funding cut of £16,952 would necessitate losing 16 hours per week of social work time (provided by our pool of 3 regular locums) (who have a combined length of service of 52 years with the agency) would need to take alternative work, if their HTC hours are reduced and they are unable to find a suitable complementary role.

It is most unlikely that we could recruit a new locum for just a few hours each week. The use of locum social workers gives our core service flexibility and enables us to coordinate initial Humanitarian Assistance at Heathrow, thereby assisting LBH to discharge their duties as a Category 1 responder (Civil Contingencies Act 2004).

16 hours of HTC social work can be equated to the outputs below. Impacts on LBH of a reduction of 16 hours per week are also predicted below.

Up to 6 people/families per week (needs below critical) potentially homeless and destitute; assessed, advised, diverted to alternative area/service. **Predicted Outcome for LBH without HTC input:**

- 6 Local Authority staff (from Housing Needs or Social Care Direct) required to do a preliminary assessment of each client/family & record this, in order to refuse them a service on the grounds of non-eligibility.
- 6 people in need of a service in the streets of Uxbridge without access to resources, advice or signposting. This could have a negative impact on crime and safety in the local community.

A proportion of these people may arrive at the Civic Centre out of hours (without HTC planning input) and may be accommodated overnight or for the weekend while an assessment is carried out, then refused services, outcomes as above.

Up to 1 person/family per week (complex case/needs multiple/critical) given preliminary assessment (which may include taking a social and housing history, collecting relevant information with consent, checking documentation, giving generic advice, signposting, contacting family/friends, searching internet, databases and other resources for support options) These cases would come to LBH because person cannot travel elsewhere/chooses to approach locally & no other connection/has LBH connection. Client/s will be sent to Civic Centre with referral letter and offer of further information/support if required. **Predicted Outcome for LBH without HTC input:**

- 1 Local Authority staff (from Housing Needs &/or Social Care Direct) required to do a full assessment of each client (elements of assessment as above) and record this.
 - Client/family may then require practical assistance or follow-up with which HTC would have assisted if we were engaged with them.
 - A proportion of these people may arrive at the Civic Centre out of hours (without HTC planning input) and may need to be accommodated overnight or for the weekend until an assessment can be arranged.
-

As statutory services are both more expensive and pressured than those provided by the voluntary sector, the predicted impact on LBH services is greater than the saving proposed by this reduction. The likely additional negative impact on HTC would have further impacts on LBH over time.

Yours sincerely Sandie Cox - Service Manager, Heathrow Travel-Care

Hillingdon Carers - Impact Assessment

Name of Organisation	Hillingdon Carers
Grant 2010/11	£112,209
Proposed reduction 2011/12	£7,209 to a grant of £105,000

2) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The Corporate grant in 10/11 funded management staff £65,665, other staff £18,590, accommodation and admin £27,955.

Hillingdon Carers provides a range of support services to local carers e.g. Information & Advice, range of different support project (family/older carers/ ethnic minority carers), Wellbeing project, young carers projects. The organisation's target group is local unpaid Carers of people who are ill, disabled, frail or have special needs. 82 active volunteers assist the staff to deliver the various projects.

During last year - 3,744 Adult Cares and 369 Children (as Young Carers) used the service.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A response from Hillingdon Carers on the implications for the service is attached.

4) Describe any impacts (actual or potential)

Hillingdon Carers response letter confirms that this proposed reduction in core grant "will affect management/administrative support for planned development of services and the ability to develop new funding streams. The major impact will therefore be on internal management support and drawing back on plans to identify hidden adult carers and provide additional support of young carers in the north of the borough."

Most of the direct service delivery/support is funded via contracts with LBH (in 10/11 about £283K + £32K LAA reward and the PCT £18K). Many of the services have a high proportion of carers from BAME backgrounds, although no disproportionate impacts have been identified for this client group linked to the reduction in the Corporate grant for 11/12. Hillingdon has gone out to tender to deliver Carers support from 11/12 (see below).

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

The reduction in the corporate grant may result in Hillingdon Carers providing less internal management support and they will have a decreased capacity to develop new services. Although there may be some scope to use some unrestricted reserves to meet the shortfall (£160K at 09/10 end of year).

Hillingdon Carers has submitted a tender for the Carers Support Project contract to deliver carers services in Hillingdon for the next 3 years starting in 11/12. This is a large tender valued at just over £839,000 which is being commissioned jointly by ASCHH (£632,670 adult services) and Children's Services (£206,340). The decision on this tender has been deferred to January 2011, and the outcome has long-term implications for Hillingdon Carers.

Response Letter:

HILLINGDON Luther Boucli House 126 High Street Uxbridge Middlesex UBS
UT

Telephone: 01895 B11206

Fax: 01895 258062

e-mail: office@hillingdoncarers.orcj.uk

www.hillingdoncarers.org.uk

Dear Ian

Hillingdon Corporate Grant 2011/12

Thank you for your letter of Friday 5 November 2010 and also for telling us of the intention to recommend an indicative corporate grant of £105,000 for 2011/12 which is £5,540 below our bid.

Having taken the opportunity to discuss your letter with Trustees of Hillingdon Carers I should like to make the following points:

- Our corporate grant includes an element (£17,740) that funds direct services to carers. We would seek to avoid making reductions to this element because of the adverse impact on our current beneficiaries and because this would jeopardise existing match-funding from NHS Hillingdon.*
- We need to consider the element of our grant that contributes to our premises costs as a fixed cost in the medium term: we have a nil rent rise agreed on a lease for the main part of our premises and one of our leases is under negotiation for review but the outcome is*

currently unclear.

- *We have already made efficiency savings in order to reduce our corporate grant bid to 1.5 % below the amount of grant we are receiving in the current year. In addition we have planned a reduction of 5 to 7% in the expenditure of the organisation for the year 2011/12.*

- ***To accommodate an additional reduction to our core income we would need to focus further savings on staff and office costs that are outside our contracted and funded services - this will therefore affect management/administrative support for planned development of services during 2011/12 and the ability to develop new funding streams.***

- ***The major impact of reducing our income will therefore be on internal management support and drawing back on plans to identify hidden adult carers and provide additional support to young carers in the north of the Borough.***

In the longer term we plan to work with our partners (in particular Hillingdon Age UK and Dash) to identify new ways of creating more social benefit from each unit of funding. However in the shorter term the affects are likely to be a limit to expansion of services and a reduction in management initiatives to improve the lives of carers in Hillingdon.

Yours sincerely

Claire Thomas Chief Executive

Hillingdon MIND Impact Assessment

Name of Organisation	Hillingdon MIND
Grant 2010/11	£70,604
Proposed reduction 2011/12	£600, to a grant of £70,000

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The corporate grant supports Hillingdon MIND to support people with serious and enduring mental health needs with a range of targeted projects responding to user needs. It currently offers housing, counselling, a number of social clubs, activity/health related clubs and BME projects.

The intended benefit of the corporate grant is to support Hillingdon MIND in carrying out activities as outlined above.

2) Did you carry out any consultation or engagement as part of this assessment? **YES/NO?**

3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

MIND have advised that they are able to accommodate the proposed small reduction in grant.

4) Describe any impacts (actual or potential)

There are no negative impacts actual or potential identified; the corporate grant will have a positive effect on those residents in Hillingdon with a mental health problem.

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the council's overall savings targets.

In addition to the core grant MIND have secured a number of contracts from Adult social care and housing

Appropriate Adult	15,150
Asian projects	31,897
Weekend Service	37,084
Befriending service	19,060
Social club coordinator	20,991

Mead house day service	61,575
Sidney House (accommodation)	16,326
Floating Support	38,356
Ivybridge (accommodation)	39,648

Homestart Hillingdon - Impact Assessment

Name of Organisation	Homestart
Grant 2010/11	£ 56,375 £ 20,000 additional from contingency £ 76,375
Proposed reduction 2011/12	£ 11,375

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Homestart coordinate train and organise volunteers who support parents experiencing a range of difficulties and who have a least one child under 5 years old. The objective is to provide a flexible responsive level of support based on individual need and thereby preventing issues escalating to a level where there is a need for statutory intervention.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A response from Homestart on the implications for the service is attached.

Additionally a face to face meeting was held between the Partnerships and Business Engagement Manager, and the Director and Chairperson of Homestart.

4) Describe any impacts (actual or potential)

Homestart detail having to take a radical structural review if the organisation is unable to maintain the present level of income. Homestart is relatively small (four staff) there is only limited scope for making internal savings. The outcome is for a reduced staff level and therefore a reduced capacity for supporting volunteers. As the organisation relies on volunteers to support families, any significant reduction in income will potentially have a disproportional effect on the service the organisation offer to families.

The impact on families is hard to gauge, but potentially without this support some families may face difficulties that will require the intervention of statutory services. If the Council or other agencies need to become involved, that will have financial implications, plus increased levels of stress for the families involved.

The Council committed an additional £20,000 in 2010/11 to ensure that the positive developments the organisation had made in developing and expanding it's services.

5) Conclusions and recommendations

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

The reduction of £11,375 is significant, but not of the scale to require Homestart to reorganise the current structure or significantly reduce the level of service currently available. Officers will continue to work with the organisation during 2011/12 to ensure that the organisation is able to deliver it's current level of service.

Homestart currently receive funding from Education and Children's services £20,000 10/11. This funding is scheduled to end 31st March 2011 and will not be renewed.

Responses Letter:

Home-Start Hillingdon's current financial position and the impact that a reduction in the LBH grant would have on service delivery

Background

Home-Start Hillingdon is currently faced with a significant gap between estimated expenditure of circa £190,000 for next year (April 2011 to March 2012) and confirmed income. At the moment, we are only certain of just over £7,000, which represents the remaining portion of the Early Years grant. We are hoping that the rest of our income will come from:

- the continuation of the LBH grant (currently £77,000),
- PCT grant (£9,420),
- proceeds from fundraising events and donations (circa £10,000), and
- successful grant applications to trusts/charitable foundations etc. (£87,000 required in total).

None of these are certain; we may be fortunate to secure all, or we may face reduced grants or none at all.

Note: The charity holds £27,500 separately as cash reserves. This amount is ring-fenced to cover statutory/ contractual liabilities and other closedown costs in the unfortunate event that we have to close the scheme.

Action Plan

1. We are currently awaiting the outcome of 4 funding applications, including one to Hillingdon Community Trust. We will have submitted a further 10 bids by the end of November 2010 (some of these are for as little as £1k) and a Reaching Communities bid in December.
2. We are also part of a joint Reaching Communities bid, with 3 other Home-Start schemes, based on sharing a staff member who would provide all of the preparatory training for new volunteers. If successful, this would increase our capacity to raise our volunteer numbers and, thus, service provision to families, but would not reduce any deficit.

Possible Scenarios

Scenario A: 90% or more of funding received from LBH but little or nothing from other sources, meaning a likely deficit of some £90 to £100k (assumes Early Years and fundraising/donation income certain)

When would we know this scenario had materialised? Earliest is February 2011.

Impact on service delivery:

The Board would need to consider a radical re-organisation of the scheme covering organisational structures, staff roles, terms and conditions and working practices to

reduce operating costs. This would allow services still to be provided to the users but almost certainly at a significantly reduced level. Based on the increased level of referrals in 2010/11, this is in the context of an anticipated 100% increase in referrals in 2010/11.

Scenario B: *90% or more of funding received from LBH and some successful grant applications but still with a smaller deficit of, say, £30k to £40k*

When would we know this scenario had materialised? March 2011 or later

Impact on service delivery:

Remedial measures could include selective staff redundancy which would reduce our capacity for offering a service.

RADICLE - Impact Assessment

Name of Organisation	Radicle
Grant 2010/11	£9,000
Proposed reduction 2011/12	£9,000, to no grant in 11/12

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Provision of 2 parent and toddler groups for vulnerable families and teenage parents at Nestle's Avenue Children's Centre and Queenswalk residential service. This aims to provide support to 12 parents and 9 children to prevent issues escalating to a need for statutory intervention. The setting for homeless parents provides structured play activities, lunch clubs, training sessions, day trips and events.

The core work of Radicle in the borough was funded through Supporting People for a residential service for 6 teenage homeless parents and their children at Queen's Walk. Nestle's Avenue stay and play was re-located after Dawley Road residential facility (also funded by Supporting People) was closed down and re-developed into a floating support service for homeless parents.

Radicle has lost the tender to a new provider for the residential service at Queen's Walk. However, it intends to continue to provide both toddler groups, pending negotiation with the new provider at Queen's Walk.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A response from Radicle on the implications for the service is attached. It indicates that due to the preventative nature of the service, it would not be cost effective in the long term to the Council to withdraw the grant.

4) Describe any impacts (actual or potential)

Without the grant for the parent and toddler groups, it is hard to imagine that Radicle will maintain a presence in the borough. The toddler groups were a support service to the main residential services, one of which is no longer functioning and one of which is being provided by a new provider in February 2011.

It is not clear whether the new provider would agree to the toddler group. It could also be argued that the Nestle's Children's Centre would be the more appropriate commissioner of the other toddler group service.

Radicle has a presence in other boroughs with a turn-over of £1,265,809 in 09-10. That year it carried a surplus of income over expenditure of £57,455. It is showing negative unrestricted reserves of -£413,235 after putting just under £600K into its pension deficit.

It is hard to gauge the potential impact to families if this service was discontinued but potentially without this support some families may face difficulties that will require the intervention of statutory services. If the Council or other agencies need to become involved, that will have financial implications.

5) Conclusions and recommendations

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

It is very difficult to recommend this funding as Radicle were providing a complimentary service to their residential work which they are no longer providing. It is not appropriate for us to this complimentary service to a new provider without knowing how it fits with their provision.

It is recommended that Nestle's Avenue Children's Centre commission a similar service if required through their Children's Centre budget. This would give them greater control over determining the type of services that they require. Similarly it is assumed that the new provider at Queen's Walk will be able to fundraise for such a group if the need is identified and prioritised by them.

Response Letter:

RADICLE
38 Newark Street
London
E1 2AA

Dear Ian Edwards

Re: Hillingdon Corporate **Grant 2011/12**

I wish to acknowledge your letter of Nov 8th informing us that the Council is considering a cessation of funding to RADICLE in April 2011.

RADICLE has provided two Play and Stay groups for vulnerable families and teenage parents at both Nestle's Avenue and Queens Walk, for a number of years. This service has assisted parents and children in a preventative manner. Staff are able to support families before issues spiraled out of control and necessitated the intervention of social services and health services. Such intervention by Social and Health Services would be at considerably increased costs to the Council.

Thus, whilst it is understandable that costs need to be reduced in the short term, the reality is that ceasing to fund this service which

is run by RADICLE, will, inevitably increase the Council's costs in the longer term.

I should also inform you that RADICLE will cease managing the residential scheme for teenage parents at Queens Walk, South Ruislip, in Feb 2011. The intention is, if funding is forthcoming, to continue to run the Play and Stay groups at both Nestle's Avenue Children's Centre and Queens Walk residential service (after negotiating with the new provider of the service).

I look forward to your response in due course.

General Enquiries: 020 7247 2458 Fax: 020 7247 6921

Registered Office: 38 Newark Street. London, E1 2AA

Website: www.radicle.org.uk, e-mail: headoffice@radicle.org.uk

Registered Charity No 1051409 Company Limited by Guarantee Registered in England & Wales No 3135106

RELATE Impact Assessment

Name of Organisation	RELATE London North West
Grant 2010/11	£13,238
Proposed reduction 2011/12	£1,238

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The corporate grant supports RELATE London North West to provide relationship counselling in order to avert family or relationship breakdown. This includes conflict resolution, family counselling and mediation, and psychosexual counselling.

The intended benefit of the corporate grant is to support RELATE London North West in carrying out activities as outlined above.

2) Did you carry out any consultation or engagement as part of this assessment? **YES/NO?**

3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members. The response from RELATE London North West is outlined below:

“Thank you for your letter dated 8th November regarding the corporate grant 2011/12. Whilst any reduction would be disappointing the fact that you are considering giving us a grant for £12,000 is much appreciated. The reduction in grant means that we would be able to do approximately 50 less supported sessions and that more Hillingdon residents would have to pay the full price of counselling.”

4) Describe any impacts (actual or potential)

The negative impacts of reducing the corporate grant will be the reduction of supported sessions by 50 per year and an increase in full price charges for counselling.

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the council's overall savings targets.

Response Letter:

From: "Tony Buries" <tony.burles@relatelondonnw.org.uk>
To: <IEdwards@hillington.gov.uk>
Date: 22/11/2010 16:24 "
Subject: Hillingdon Corporate Grant 2011/12
Attachments: Ian Edwards.doc

Ian Edwards
Head of Partnerships
Deputy Chief Executive's Office
London Borough of Hillingdon
3E/03, Civic Centre,
High Street
Uxbridge UB8 1UW

November 22nd 2010

Dear Mr Edwards

Hillingdon Corporate Grant 2011/12

Thank you for your letter dated 8th November regarding the corporate grant 2011/12. Whilst any reduction would be disappointing the fact that you are considering giving us a grant for £12,000 is much appreciated. The reduction in grant means that we would be able to do approximately 50 less supported sessions and that more Hillingdon residents would have to pay the full price of counselling.

Yours Sincerely

Tony Buries
Relate London North West

Hillingdon CAB - Impact Assessment

Name of Organisation	Hillingdon Citizens Advice Bureau
Grant 2010/11	£ 300,149
Proposed reduction 2011/12	£ 20,149, to a grant of £280,000

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

CAB is a nationally recognised organisation, providing a range of free advice and support accessible to all sections of the community. Includes face to face generalist advice + more specialist support where required.

2) What is the intended benefit of the service, function or policy?

Benefit of Corporate Grant will be to the Hillingdon CAB service. It is a contribution towards the core costs of the organisation running 3 service bureaux in the borough.

3) Did you carry out any consultation or engagement as part of this assessment? YES

4) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members. The response from Hillingdon CAB is presented in full at the end of this form:

5) Describe any impacts (actual or potential)

The CAB draw attention to the loss of not only the £20,147 proposed from the Corporate grants budget, but also the £25,000 the organisation has received since 2009/10 towards mitigating the effects of the credit crunch. This loss of funding will potentially require the CAB to reduce the amount of front line support to Hillingdon residents. The CAB calculate that the service serves to enable Hillingdon residents to secure significant levels of additional benefits and that this work will potentially be effected if the council reduces the organisations core funding.

Demand for the services has traditionally outstripped the CAB's capacity, and this is likely to be the case for the foreseeable future.

NB The CAB currently receives funding from Adult Social Care and Housing for the provision of information and advice. ASC&H are proposing to re-commission this service at a reduced cost to the Council. Outcome of the review and commissioning process will not be known until 2011.

6) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

Whilst there will be an impact on the CAB service, given the Council's financial position it is not possible to recommend funding at the level previously awarded.

The Credit Crunch funding budget was never intended as an ongoing source of funding. It was only ever a two year initiative. The CAB has been aware of this. The funding the organisation committed has undoubtedly been used to good effect and has resulted improved access to the service.

The CAB has pioneered the use of internet as a means of 'self help' + the introduction of a phone line support. These are positive developments and one way of reducing the pressure on front line services.

It needs to be recognised that even with the proposed reduction the CAB receive by far the biggest grant from the Council. Additionally the Council provides 3 service centres rent free.

The organisation is financially sound, it is professionally run and given the Council's significant financial support has opportunities to secure external funding.

Response Letter:

Ian Edwards - RE: CAB - Council Grant 2011/12

From: "Heather Brown" <hbrown@hillingdoncab.org.uk>
To: "Ian Edwards" <IEdwards@Hillingdon.Gov.UK>
Date: 22/11/2010 11:28
Subject: RE: CAB - Council Grant 2011/12'
Attachments: Reply to Ian Edwards 11 10.doc

Dear Ian,

Please find attached a reply to your letter of 8th November (which can be opened 'read only'). will hand deliver a signed copy to the Civic Centre reception desk just before 2pm today.

Regards,

Heather Brown
Director
Hillingdon Citizens Advice
01895-422404

Dear Ian,

Hillingdon Corporate Grant 2011/12

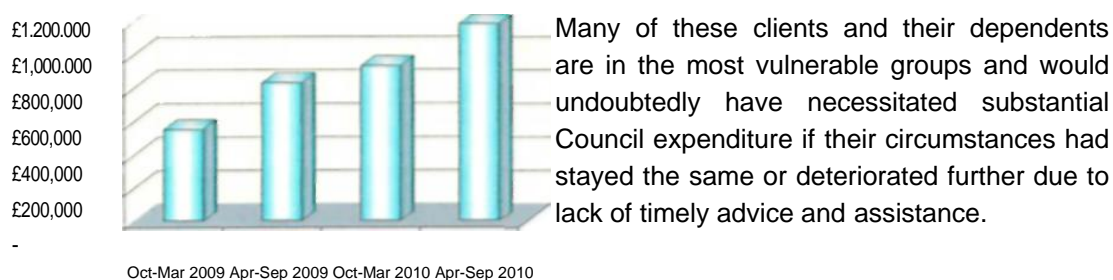
Thank you for your letter received by email on 8th November informing us that consideration is being given to reducing the annual grant to our organisation to £280,000 for 2011/12 (compared with £300,149 in 2010-11).

HECA appreciates the support the Council has given to enable us to respond to the increase in advice needs and the fact that the proposed cut is, taken on its own, one of 6.7%. However, we would like the Cabinet to take into account that if the Leader's extra support for advice during the 'credit crunch' (£25,000 in 2010/11) also comes to an end in March 2011 then the CAB will, in effect, experience **a cut of £45,149 or 15%**.

In 2009/10 we achieved our best results for at least 16 years and our advisers dealt with a 37% increase in the number of enquiries and helped clients deal with a 41% in debt (£16,286,412). Overall we gained clients a record amount in additional income of **£1,757,105** which we hope the Cabinet will see as an excellent return on its funding.

So far this year (in April to September) the **amounts we are gaining for our clients is up a further 34%** and we are heading for a new record in terms of positive outcomes, dealing with 19,914 enquiry issues compared to 16,525 in the same period in 2009.

Overall Financial Gains for Clients



Much of this additional income is not only helping to alleviate poverty in vulnerable families it is also being spent in the local town centres thus aiding their regeneration and also benefiting the whole community.

In addition, information from our **Debt Recording Scheme** shows that the amount of debt clients came to us for assistance with in this six months is **up 21% at £9,975,364** compared with £8,240,900 in the same period last year, providing a clear indication that the worst impacts of the personal debt crisis are far from over.

Our most recent results comparing August to October with the same period last year show enquiry issues brought to us by the public concerning dismissal up 18%, bankruptcy up 27%, Jobseeker's Allowance up 31%, Council Tax arrears up 44%, rent arrears up 80% and actual and threatened homelessness issues up 72%.

The CAB service in Hillingdon is anticipating a further rise in demand for Employment, Debt and Housing advice as public sector cuts take effect in 2011-12 and for Benefit & Tax Credits advice as the Government's legislative programme and related changes in entitlements cause anxiety and confusion in the general public in a period of transition.

As the Council is doing, HECA is similarly committed to ensuring it is delivering value for money and we have already implemented a redundancy programme to reduce paid staffing at Receptionist level from November onwards. As an organisation that has prioritised an

'Access to Advice' strategy for 5 years we already make maximum use of IT and our management and admin ('back-office') teams are small, so a cut of £45k will significantly reduce frontline service delivery by our advisers.

The loss of just one full-time paid Adviser will result in 775 fewer client contacts and 2,650 fewer enquiry issues being dealt with. The financial gains of over £314k that Adviser would have achieved for members of the public will be lost to the borough and help with £508k of debt will also be unavailable leading to costs well in excess of £45k where vulnerable families end up with needs that must be met by statutory services.

We do not believe it is the Council's intention to cut a front line service available to all in the borough and with evidence of increasing need and positive outcomes of benefit to residents, the Council and the local economy effectively by 15% in 2011-12.

Therefore if the Leader's initiative in response to the 'credit crunch' is finishing in March 2011, which for us represents a loss of £25k in itself and is equivalent to 8.3% of our corporate grant in value, then we would ask again that full consideration is given to maintaining our Corporate Grant at its current level so that a valued frontline service is not disproportionately affected at a time when it will be needed more than ever.

Yours sincerely,

**Heather
Brown
Director**

HAVS - Impact Assessment

Name of Organisation	HAVS
Grant 2010/11	£ 106,486 £ 4,000 Participation fund
Proposed reduction 2011/12	£ 16,486 £ 2,000

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

HAVS are the boroughs Council for voluntary service. They provide a range of coordinating and support services to the boroughs voluntary sector, including ICT and Human Resources. HAVS also runs the boroughs volunteering bureaux. Services are provided via a staff team based at Key House, the boroughs voluntary sector resource centre in Yiewsley. HAVS manage Key House on behalf of the Key House Trust.

HAVS also manage the participation fund, which enables those with mobility issues and special needs to access meetings and services.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members. The response from HAVS is included in this report:

4) Describe any impacts (actual or potential)

HAVS are concerned not just about the loss of core funding but also the potential effect the reductions in grant will have on other organisations take up of services.

There is also concern that the funding HAVS receive from other Council departments, namely ASC&H and Education and Children's services will also be reduced or withdrawn.

HAVS confirm that whilst a reduction to the Participation Fund would have an impact that it is possible to absorb the reduction.

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government

Education and Children's services have confirmed that the funding awarded to

HAVS under the former Young Carers grant is under review. The grant was due to end on 31st March 2011. E&C also fund a Workforce development post which is due to end on 30th June 2011.

ASC&H currently provide funding for a Health and Social Care manager funding for this post is scheduled to end on 31st March 2011.

HAVS potentially face having to make reductions in the services they offer to voluntary sector organisations, however the reduction in core funding is recommended as HAVS are not a direct service deliver to Hillingdon residents.

Response Letter :

Hillingdon Association of Voluntary Services

Key House, 106 High Street, Yiewsley, Middlesex UB7 7BQ Tel: 01895 442722 Volunteer Centre: 01895442730 Fax: 01895 442754
Website: www.havs.org.uk

Ted Hill
LLB (Hons) MA
FInstLM. FRIPH MCIPR
Chief Executive

Dear Ian,

Thank you for letters dated 9th November inviting me to detail the impact of the cuts outlined in your letters.

It is recognised that these are difficult times and the impact of the economic down turn experienced over the last two years appears to be deepening in the voluntary sector. When the economic environment starts to get tough, naturally charitable donations are the first things which most people will start to cut back on. Unfortunately as the economy starts to recover charitable donations are one of the last things to be reinstated therefore prolonging the recession for the voluntary sector.

Equally funding form external grant funders becomes increasingly difficult to access as more and more groups apply for their worthy causes.

The impact for local groups with the funding cut you outline for HAVS is in fact a "double whammy" as while groups themselves will see cuts from the Corporate Grant fund the cuts to the support services provided by HAVS is an additional blow.

This approach does appear to be at odds with the thrust and intentions coming from the Coalition Government who see greater emphasis and demand on the voluntary & not for profit sector via the Big Society.

I will not reiterate the content of our original bid which I feel details the value of the work of HAVS other than to say the work of HAVS is well documented and reflected by the level of satisfaction ratings (90%+) This work is also recognised by the number of awards &

nominations for awards received by HAVS, together with the recent Place Survey.

The overall impact of these potential cuts is that these services and support will be lost at a time when it's needed most. HAVS provides real value for money with less than 6% of expenditure spent on governance and there is the hidden impact. There is increasing evidence that links social capital such as knowing neighbours, community spirit etc with volunteering & community cohesion.

As a result of the Big Society initiative it is envisaged that in 5 years time there will be more neighbourhood groups, more people donating regularly to local charities and many local companies supporting local causes. Hillingdon already has one of the best volunteering networks in the country and HAVS succeeded in reaching the LAA Stretch Targets. Clearly this will deteriorate as services provided by HAVS decreases.

A recent survey of MPs by nfpSynergy (June 2010) found that 80% of Conservative MPs and 50% of Liberal Democrat MPs believe that the provision of public services by the voluntary sector will help cut public spending.

Nick Hurd MP & Minister for Civil Society regularly comments that the sector is "the glue that binds the community together", with such cuts we are likely to become unstuck impacting on cohesion and well being within the borough with the most marginalised groups in our society risk becoming even more so.

In the recently published joint Cabinet Office/NAVCA document *Better Together* (Nov 2010) he states:

"But cutting funding to the VCS must not be seen as the easy option. Too often the VCS are disproportionately affected when reductions in public spending are made. This risks damaging the services the sector provide for some of the most vulnerable in our communities. And often these are preventative services which in the long-term can save local public bodies significant sums of money"

Participation Fund: HAVS has already made significant cost savings from this budget which has been enhanced with offers of free use of Council rooms for meetings. Accordingly while a 50% cut would have an impact and reduce the level of networking, forum meetings etc it would be possible to absorb this reduction.

Corporate Core Grant: This would have the greatest impact with the 15% cut biting deep into our core function. We are currently negotiating to retain funding for other services (HR, Children's Services, Health & Social Care, Training, Business Development) from April 2011 but if unsuccessful we are likely to see a reduction in services by some 30% with a 50% cut in staff. The additional £16,000 loss to the core grant would impact on this even further.

HAVS is of course taking action to prepare realistic cost savings for 2011 onwards with greater use of the web and electronic means. However a 15% cut would result in:

- The loss of admin & finance support for groups
- The loss of all staff training (except free training)
- Cuts in our affiliations & therefore networking/information services
- Cuts in publicity for the sector and for a range of other services for groups, services

I do of course understand these are difficult times with hard decisions to be made but this is the wrong time for a cut to the sector and indeed the infrastructure that supports it.

I would urge you to reflect these views to the Cabinet and close by reiterating a quote;


"We should say to every single council in the country, when it comes to looking at your budgets and trimming your budgets, don't do the easy thing - which is to cut money to the voluntary bodies and to organisations working in our communities - look at your core costs, look at how you can do more for less, look at the value for money that you get from working with the voluntary sector"

David Cameron PM 15th September 2010

Thank you for your

Corporate Grants 2011/12

Yours sincerely



Ted Hill
Chief Executive

Victim Support Hillingdon - Impact Assessment

Name of Organisation	Victim Support Hillingdon
Grant 2010/11	£12,000
Proposed reduction 2011/12	£2,000 to a reduced grant of £10,000

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The corporate grant of £12,000 in 10/11 contributes to staff, running costs and some service provision

Victim Support Hillingdon gives free and confidential help to victims of crime, their family, friends and other people affected. This takes the form of support via phone, fact to face at the local office, or at the organisation's out-reach site. During the last year, 9336 Hillingdon clients were referred to the service. These services are generic and open to all borough residents, and 10 active volunteers assist staff to deliver the service.

A number of clients also accessed the Witness Support (court based support). However no borough breakdown has been provided.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A response from Victim Support Hillingdon on the implications for the service is attached.

4) Describe any impacts (actual or potential)

The organisation states that a reduction of £2,000 "would see a reduction of hours we can allocate to vital support work. Support staff play a huge part in providing an effective service to victims of crime in Hillingdon, by answering and making calls to victims, ensuring enough cover if victims come to the office and providing general administration support". They have also identified an impact on the cost to run out reach sites.

Although some of the grant is a direct contribution towards service provision costs – no specific impacts have been identified by the organisation on the direct delivery of support to victims. About half of the users are from a BAME background and no disproportional impact has been identified for this equalities group.

Accounts show that the organisation has achieved a surplus in the last 2 years, which supports the view that the impact is manageable for Victim Support Hillingdon.

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the Council needs to adjust its level of spending in response to a considerable reduced level of financial support available from Central Government.

Victim Support Hillingdon may need to reduce admin support and the availability of out reach locations to cover the shortfall of £2000 in 11/12. Although they have options to seek external funding and continue to identify efficiency savings.

Response Letter:

Ian Edwards
Head of Partnerships
London Borough of Hillingdon

Friday, 19 November 2010

Dear Ian,

Following your letter dated 05th November we appreciate the opportunity to inform you of the impact a possible 16.6% reduction of our grant would have on our service and residents in Hillingdon.

Victim Support is the independent charity for victims and witnesses of crime in England and Wales. In 2009/2010 Victim Support Hillingdon received 9342 referrals. So far in 2010/11 we have received 5560 referrals. We offer emotional support, practical advice & information to all victims in Hillingdon, even if they have not reported the crime to the police.

The £12,000 grant we receive from The London Borough of Hillingdon has been essential in enhancing our core service, and a reduction in this would see a reduction of hours we can allocate to vital support work. Support staff play a huge part in providing an effective service to victims of crime in Hillingdon, by answering and making calls to victims, ensuring enough cover if victims come to the office and providing general administration support.

Victim Support currently receives a grant from the Ministry of Justice (MoJ) and the way in which this is being allocated to each borough is changing. The funds being given to Hillingdon Victim Support will first and foremost need to be spent on premises and a volunteer manager and anything left will be used, in addition to the money from Hillingdon Council, for support/admin staff. Because we foresee a reduction in the MoJ funding, this will mean less allocation per borough so to have a reduction in our grant from Hillingdon as well will almost definitely have an affect on the service we can provide.

Our concern is that the vulnerable and needy residents in Hillingdon will be affected by this possible reduction in our grant, which can be shown in an equality impact assessment we have completed.

We are already looking at ways to cut costs and in the foreseeable future will be merging Victim Support Hillingdon and Harrow into one office; therefore saving on premises costs where we can. Because of this merge with Harrow, we are currently identifying outreach sites within Hillingdon so that we keep a strong presence within the borough. A percentage of the grant money will be used to pay for the time spent providing outreach in these sites. These sites really are essential in making sure our service is accessible to all residents in

Hillingdon. If we do not have the funds to run outreach sites victims may lose the opportunity to visit us and get the emotional support they need.

We will look at other avenues of funding; however fundraising for support/admin work is very difficult as funders usually have specific projects they wish to fund. However, Hillingdon council have always been very supportive in this area and we are very grateful for your continued support of our charity and would request you reconsider the 16.6% possible reduction of our grant.

Kind regards

Faye McGuinness
Senior Service Delivery Manager

Hillingdon Arts Association - Impact Assessment

Name of Organisation	Hillingdon Arts Assoc
Grant 2010/11	£ 27,370
Proposed reduction 2011/12	£ 27,370 Funding to be transferred to Arts Development team in PECS

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The Arts Association use the funding to support the boroughs voluntary arts groups. Part of the grant is used to facilitate the boroughs Arts week.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

At the time of writing the proposed face to face consultation has not yet taken place . It is planned for Week commencing 6th December.

4) Describe any impacts (actual or potential)

The proposal is to transfer the management of the grant to the Arts Development team based in Planning Environment and Community Services. A similar arrangement was successfully managed with the transfer of the Sports development grant.

The proposal is that the Arts Development team would fund both voluntary arts groups and individuals direct. At present the arts association consider applications from organisations not individuals.

Potentially there should be little or no impact in relation to supporting the arts organisations in the borough, but the views of the Arts Association have yet to be received or considered.

5) Conclusions and recommendations

The proposal to transfer the grant currently awarded to Hillingdon Arts Association is recommended.

Hillingdon Federation of Community Associations - Impact Assessment

Name of Organisation	Hillingdon Federation of Community Associations
Grant 2010/11	£ 20,000 Support to individual assoc's £ 23,000 Summer playschemes
Proposed reduction 2011/12	£ 5,000 £ 5,000

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The Federation use the main grant to facilitate a small grants programme, which supports the individual associations that make up the federation. The small grants are to used improve the community centres that are a focal point of individual community association activity.
The summer playschemes grant enables the Federation to run a coordinated programme of playschemes, which provide children with a safe secure environment over the summer holidays.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Responses from the Federation on the implications of the proposal are attached.

Additionally a face to face meeting was held between the Partnerships and Business Engagement Manager, the Chairperson of the Federation and the Playscheme Coordinator.

4) Describe any impacts (actual or potential)

In response to the proposed reduction in the main grant, the Federation acknowledged the constraints on the Council, but asked for the grant reduction to be limited to £4,000.

Whilst not stated the impact of the reduction will be less support to individual community associations.

The impact on the summer playschemes was discussed in detail with the Federation. The response was that the Federation felt able to go ahead with the 2010 playschemes, but that the reduced grant would not allow for a coordinator. The Federation felt that £18,000 would leave a shortfall of £1,000.

Education and Children's Services commented on the importance of the playschemes as the only affordable holiday schemes for disadvantaged families (due to the subsidy received by the Council). A substantial reduction could present a risk that parents on low incomes already will receive a double impact as their benefits are reduced. This would make schemes unaffordable.

5) Conclusions and recommendations

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

The reductions to the Federation will have an impact, but it is potentially manageable. The small grants programme will be reduced, but will still offer support to individual community associations. The summer playschemes programme will be able to continue, but the Federation will need to find a volunteer to organise the programme. If the shortfall of £1,000 can not be met via external fundraising or from the income generated by the scheme, a call on the small grants scheme would not be inappropriate.

Response Letter 1 :

Nigel Cramb - HFCA Playschemes 2011

From: Julie Clifford <JClifford@ageukhillingdon.org.uk>
To: "Nigel Cramb (NCramb@Hillingdon.Gov.UK)"
<NCramb@Hillingdon.Gov.UK>
Date: 26 November, 2010 14:45
Subject: HFCA Playschemes 2011

Dear Nigel,

I have gathered feedback from the Playscheme Managers about the funding cut and it has been agreed to go ahead with a reduced budget.

However, my calculations in running the schemes using 'creative' means to fundraise still bring in a shortfall of £1,000. If you could re-visit the application again and see if we could have a grant of £19,000 I believe we could run the Playschemes again. The post of co-ordinator will be deleted.

Please do not hesitate to contact me if you need any more information or have any questions.

Best Wishes
Julie Clifford - HFCA Playscheme Co-ordinator.

Response Letter 2:

Sarah Johnstone - Fwd: Re: Council Grant 2011/12

From: Ian Edwards
To: Sarah Johnstone
Date: 16/11/2010 14:35
Subject: Fwd: Re: Council Grant 2011/12>>> "John Echlin"

<j.echlin@virgin.net> 11/11/2010 11:16 >>> Dear Ian, I refer to my email of 8th inst, and would reply to your letters dated 11th inst as follows:-

1. HFCA grant Funding 2011/12.

We understand the funding constraints imposed on the Council by government policy, which you explained in more detail at the HAVS AGM several weeks ago. I would formally ask that our grant be reduced by 20% to £16,000, which equates to £800 per Centre/ Association. I await hearing from you when the Council has considered responses from voluntary sector organisations.

2. HFCA Playscheme Grant Funding 2011/12.

As this would appear to be a more problematical subject, I have asked Julie Clifford to enter into discussions with authority to reach agreement with you on this funding stream. You may recall Julie was funded by the Council as the Federation's full time Adviser for 2 1/2 years. In January she took up the roll of Centre Development Officer on behalf of AGE U K at Townfield Centre. She continued to organise and supervise the running of the Playscheme this year with the agreement of AGE UK Hillingdon Branch. She has the knowledge and expertise to be able to discuss with you in depth the likely results of any cut in funding to the viability of the Playscheme.

I expect she will be supported at any meetings by the Vice Chairman Of the Federation, John Thirkettle.

I have asked Julie to contact you to set up the required meeting.

I trust the above is of assistance to you and the Council in completing your deliberations on grant funding for next year.

Kind Regards
John Echlin Chairman HFCA

Hillingdon Narrowboat Association Impact Assessment

Name of Organisation	Hillingdon Narrowboat Association
Grant 2010/11	£6k
Proposed reduction 2011/12	£6k

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Hillingdon Narrowboat Association was awarded a corporate grant of £6k in 2010-11. The association provides residential and day leisure trips on boats, plus training in waterways and narrowboats for community groups, schools, people with special needs, older people's groups, voluntary organisations and youth clubs.

The intended benefit of the corporate grant is to support Hillingdon Narrowboat Association in carrying out activities as outlined above.

2) Did you carry out any consultation or engagement as part of this assessment? **YES/NO?**

3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

The response from the association is attached in appendix A

4) Describe any impacts (actual or potential)

Taken from the response to the consultation letter:

"The effect of this proposal would be to reduce our financial viability to the point where our trustees would have to consider winding up the charity. This would mean the loss of our services to those residents of Hillingdon who are currently benefiting from them and to any potential users in the future.

The receipt of a grant helps offset our administration costs thus enabling us to provide affordable narrowboating for Hillingdon groups and the community. Any significant increase in our charges would result in many groups being unable to use our boats, resulting in a drop in bookings. This, in turn, would have a detrimental effect on our income which would impact on our ability to maintain the council's boats."

Youth service were invited to comment on the proposed funding cut. They indicated that Narrowboats are a partner and that they support the group. The Council owns 2 boats for which they are negotiating the lease on but the Association are advised that they are unable to meet the asking price.

5) Conclusions and recommendations

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government; the association does not provide an essential frontline service and has healthy balances.

Response Letter:

Hillingdon Narrowboats Association

November 2010

Dear Ian.

Hillingdon Narrowboats Association is a company limited by guarantee.

Hillingdon Narrowboats Association /Council Grant 2011/2012

You have invited us to inform you of the impact that a cessation of funding would have on our organisation and on the residents of Hillingdon. The effect of this proposal would be to reduce our financial viability to the point where our trustees would have to consider winding up the charity. This would mean the loss of our services to those residents of Hillingdon who are currently benefiting from them and to any potential users in the future. The receipt of a grant helps offset our administration costs thus enabling us to provide affordable narrowboating for Hillingdon groups and the community. Any significant increase in our charges would result in many groups being unable to use our boats, resulting in a drop in bookings. This, in turn, would have a detrimental effect on our income which would impact on our ability to maintain the council's boats. This would throw doubt on our ability to survive, resulting in the loss of this valuable service to Hillingdon community groups and residents.

The withdrawal of a council paid Project Manager in August 2007 had a considerable impact on our organisation at that time. We are in the process of recovering from this, due mainly to the dedication of our volunteers. However the further loss of council support now will halt and probably reverse this recovery.

Hillingdon's residents have enjoyed the benefit of the council's narrowboats for about forty years. The loss of this facility after all this time just for the want of a relatively modest financial input by the council would be tragic.

Yours sincerely
Laurie Clark. Chairman

Pre-School Learning Alliance - Impact Assessment

Name of Organisation	Pre-School Learning Alliance
Grant 2010/11	£36,604
Proposed reduction 2011/12	No funding proposed for 11/12

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The corporate grant of £36,604 10/11 breakdown; staff £24,300, accommodation £3,200, admin & other costs £4,500, service provision £4,600.

The Pre-School Learning Alliance (Hillingdon Sub-Committee) provides support relating to Early Years Foundation Stage to Alliance member settings. These include full daycare nurseries, baby and toddler groups, Children's Centres and out of school clubs. It is a second tier national organisation and the Hillingdon activities are delivered from the local sub-committee's office located at Queens Walk Learning Centre (rent to the Council £2700 p.a.).

The Alliance aims to improve outcomes for families and children from 0-5 years. They have a presence in the local community and have developed an understanding of very different needs of families and there are strong links with LBH Early Years.

During the last year, 1527 clients attended activities at 28 different member settings. There is a local volunteer committee in place who are responsible for the effective management of Hillingdon activities.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

A response from the Pre-School Learning Alliance on the implications for the service is attached.

Early Years was consulted regarding the proposed cut and has expressed concern regarding the loss of external monitoring to some unregistered playgroups in the borough.

4) Describe any impacts (actual or potential)

As part of the 11/12 grant application, the Alliance has made it clear that the local office would be closed down if the bid was unsuccessful. They have also responded to the consultation and states "our programme is best value at £36,600 for one year, supporting Early Years in meeting its targets, working in partnership and ensuring that the future generation grows up with the best

start in life”.

The Alliance provides 2nd tier support and it does not bring any external funds to support its work relying 100% on the Corporate grant. The accounts last year indicate they made a surplus of £10K, although it is unclear if this just relates to Hillingdon activities. However it is clear that this cut in funding would impact on local provision.

5) Conclusions and recommendations

The recommendation to cease this corporate grant is justified on the grounds that the Council needs to adjust its level of spending in response to a considerable reduced level of financial support available from Central Government.

The Alliance does not provide a front line service and is not a priority for the Corporate Grants programme. The local provision would cease unless other ways of funding the service could be identified.

Response Letter:

From: <Sheila.Kanc@pre-school.org.uk>
To: <IEdwards@Hillingdon.Gov.UK>
Date: 15/11/2010 17:04
Subject: RE: Pre-School Alliance: Council Grant 2011/12
Attachments: lan Edwards Grant 001 .jpg; lan Edwards Grant pg2 001.jpg

Dear Ian,

Thank you for your recent letter, please find attached the Alliance response which I have posted this afternoon First class.

I have ensured you have a response before the required deadline and I look forward to hearing from you more positively in the future once the cabinet have considered their Corporate Grants Programme.

Regards

Sheila Kane

16th Nov 2010

Dear Mr Edwards

Hillingdon Corporate Grant 2011/12

On the 15 September 2010, David Cameron told Local Authorities:
"not to do the easy thing by cutting budgets for voluntary

bodies in their communities". He told his audience at Prime Minister's questions that instead councils should look at core costs and ***'how you can do more for less'***. He went on to say ***'that you should look at the value for money you get from working with the voluntary sector.***

In Hillingdon we support 1527 users of early year's services in the Borough.

What statutory service in Hillingdon will provide this service if our funding is withdrawn?

The Alliance is a key partner in the improvement of outcomes for families and children from birth to five years and with a strong presence in the local communities in Hillingdon we understand the very different needs of families, using best practice to inform and constantly strive to improve the services we are able to offer; providing clear, practical solutions.

London has the highest child poverty rate of the whole country and with this funding we plan to work with the Childcare Development Team in Hillingdon to develop good practice in eight Baby and toddler groups in deprived areas of the Borough which in part would go towards reducing this target, a target which all Local Authorities must work towards reducing and again part of all parties pre-election manifestos.

This programme would include early language skills and good role modelling for parents, to empower them to actively engage with their children. You will be aware that the Government believes that strong and stable families of all kinds are the bedrock of a strong and stable society and they state taking Sure Start back to its original purpose of early intervention, increase its focus on the neediest families and better involve organisations with a track record of supporting families. We have that track record of achieving better outcomes for families.

Our programme is best value at £36,600 for one year, supporting Hillingdon Early Years in meeting its target, working in partnership and ensuring that the future generation grows up with the best start in life.

Yours sincerely

Groundwork Thames Valley - Impact Assessment

Name of Organisation	Groundwork Thames Valley
Grant 2010/11	£ 35,302
Proposed reduction 2011/12	£ 2,302

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Groundwork use the funding from the Council to support a range of programmes that Groundwork Thames valley deliver in the borough, including the Blue Sky project. Funding is used to support the core costs of the programmes.

2) Did you carry out any consultation or engagement as part of this assessment? YES

3) Who was consulted or engaged? What were the findings?

8th November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

Responses from the Federation on the implications of the proposal are attached.

4) Describe any impacts (actual or potential)

In response to the proposed reduction in funding, Groundwork acknowledged the need to reduce the funding, and advise that they will make every effort to continue to address the needs of Hillingdon residents.

No specific impacts indicated in response.

5) Conclusions and recommendations

The recommendation to cease this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government.

In addition to the core grant Groundwork Thames Valley currently manage the LINK Project for the borough. The 2010/11 budget for this scheme is £130,000. Discussions on the cost of administering the LINK project for 2011/12 are ongoing. No decisions as yet on the level of contribution from the Council.

Response Letter:

Groundworks Thames Valley
Tel: 01895832662
Fax: 018795833552
www.groundworks-tv.org.uk

11th November 2010

Dear Ian,

Re: Hillingdon Corporate Grant 2011/12

Thank you for your recent letter regarding our application for grant funding for 2011/12.

We understand the extreme budget pressure that you are experiencing as a result of the restrictions in public sector funding and we are delighted that you are able to continue to support us through this grant. The reduction in the grant to £33,000 is understandable and we will make every effort to ensure that the service we deliver to the residents of Hillingdon continues to address their needs in an efficient manner.

In closing, I would like to say how greatly we appreciate the relationship with Hillingdon Borough Council, and how we will do all in our power to further our joint interests.

Yours sincerely,



Gary Jacobs Executive

London Wildlife Trust Hillingdon Impact Assessment

Name of Organisation	London Wildlife Trust Hillingdon
Grant 2010/11	£12.6k
Proposed reduction 2011/12	£2.6k

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

London Wildlife Trust Hillingdon manages 11 Council owned nature reserves, to maintain and enhance wildlife and encourage public access. The Trust provides advisory groups, works with Green Spaces and leads on a number of joint projects benefiting Hillingdon.

The intended benefit of the corporate grant is to support London Wildlife Trust Hillingdon in carrying out activities as outlined above.

2) Did you carry out any consultation or engagement as part of this assessment? **YES/NO?**

3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

The response from the Trust is attached in Appendix A.

4) Describe any impacts (actual or potential)

Taken from the response to the consultation letter:

“A reduction in Council funding may well lead to a much larger reduction in the funds available for nature reserve management in Hillingdon.

Safe and easy access needs to be maintained, and an inability to do this could lead to pressure for closure of paths or our withdrawal from the sites.

Even where a basic level of access can be maintained, as we would hope, the deterioration in the access standard and in the quality of the wildlife habitat would be costly to reverse.

In particular there are two Sites of Special Scientific Interest (Frays Farm Meadows and Denham Lock Wood) which LWT manages on behalf of the Council, thereby helping the Council to meet its statutory duty”

Comments from PECS:

Manage a number of Hillingdon sites and therefore require these funds to carry out the management objectives set out in agreed management plans Without this money important work needed on these sites would not be completed. *PECS support the £10,000 recommendation*

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the council's overall savings targets.

Response Letter:

Head of Partnerships
Deputy Chief Executive's Office
London Borough of Hillingdon
3E/03 Civic Centre
High Street
Uxbridge UB8 1UW

22 November 2010

Dear Mr Edwards

Grant reduction: potential implications for London Wildlife Trust in Hillingdon and for Hillingdon residents.

Thank you for your letter of 5th November, and for the opportunity to explain the implications for the London Wildlife Trust (LWT) of the grant reduction which is being considered. This response has been prepared in consultation with our Central Office staff who are closely involved with activities in Hillingdon.

We do not wish to be alarmist about the potential effects, and we recognize the across-the-board nature of the cuts which are biting nationally, however there are some very real implications which we want to identify.

First, there is a multiplier effect in that the Hillingdon Council grant enables LWT to attract other substantial funding by covering part of the costs of conservation project staff who can pursue such opportunities. It also provides the 'matched funding' which is often a condition of other funding. A reduction in Council funding may well lead to a much larger reduction in the funds available for nature reserve management in Hillingdon.

This also needs to be seen in the context of a probable reduction in the Council's own Greenspace staff, which is likely to be particularly significant in terms of the service offered to Hillingdon residents. In recent years the partnership has worked well to keep public access available to a high standard, bearing in mind the fact that in many cases the footpaths through the nature reserves form part of Hillingdon's wider network of footpaths. Safe and easy access needs to be maintained, and an inability to do this could lead to pressure for closure of paths or our withdrawal from the sites.

Even where a basic level of access can be maintained, as we would hope, the deterioration in the access standard and in the quality of the wildlife habitat would be costly to reverse.

In particular there are two Sites of Special Scientific Interest (Frays Farm Meadows and Denham Lock Wood) which LWT manages on behalf of the Council, thereby helping the Council to meet its statutory duty. LWT have worked hard to attract additional funding for their management, because the grant from the Council has never been increased to reflect their inclusion in LWT's responsibilities. We have been able to re-establish cattle grazing in the Meadows and to undertake an extensive programme of ditch improvements to assist water level management as well as to benefit endangered wildlife such as Water Voles (for which Hillingdon remains an important stronghold in national terms). In addition, using the grant from the Council as match funding, an extensive stretch of boardwalk has been fundraised for and installed in Denham Lock Wood enabling the public to access and enjoy this unique site in Hillingdon.

Given the recognized significance of these sites, there will be pressure from Natural England to prevent a decline in management standards and a loss of the gains which have been made recently.

The Council grant in no way represents the full cost of management of the Council's land, which is dependent upon other sources which could themselves be jeopardized by a reduced grant. Previous requests for an increase in grant to reflect our increased responsibilities have not been successful, although to some extent the unchanged level of grant despite these additional responsibilities has been offset by an increase in the Council's own direct expenditure on other Reserves. However if the latter is also reduced we shall be affected by the shortfall in both ways.

At the very least, an early return to full funding would be needed if we are to avoid pressure to reduce operations.

It is perhaps worth mentioning, in view of the importance that the Government attaches to the 'Big Society', that LWT activities in Hillingdon have been underpinned by local volunteers ever since we started in the mid 1980s. The volunteer input over the years has been immense and has resulted in greenspaces being saved and managed which might otherwise have been lost to other pressures. However, this volunteer effort has been secured and motivated by the financial commitment of the Council; our volunteers contribute their considerable time, experience and expertise on the basis that this adds value to the necessary financial costs of managing a suite of high quality nature reserves, for which Hillingdon is well-regarded. Though no doubt local volunteers will soldier on as best they can, they are under ever greater pressure and constraints and it will be a great shame if they can no longer be given the level of support they deserve.

Yours sincerely

Roger Taylor
Chairman, Hillingdon Group of London Wildlife Trust
Email: rogertaylorvd@aol.com

Pinner & Ruislip Beekeepers Association Impact Assessment

Name of Organisation	Pinner & Ruislip Beekeepers Association
Grant 2010/11	£950
Proposed reduction 2011/12	£200

1) What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The Pinner & Ruislip Beekeepers Association deal with enquiries from the Council, general public and police about swarms of bees and remove and re-house them. They also promote safe and responsible beekeeping in the borough, training and education as well as early pollination by honeybee (very rare) for local farmers.

The intended benefit of the corporate grant is to support The Pinner & Ruislip Beekeepers Association in carrying out activities as outlined above.

2) Did you carry out any consultation or engagement as part of this assessment? **YES/NO?**

3) Who was consulted or engaged? What were the findings?

8 November 2010 a letter was sent to all voluntary and third sector organisations who have received a corporate grant fund, informing them of the intention for funding in 2011-12. Groups were invited to inform the Head of Partnerships by noon on Monday 22nd November of the impact that this would have on their organisation and residents in Hillingdon so that this may be taken into consideration by Members.

We have not received any response from this group.

4) Describe any impacts (actual or potential)

It is unsure what, if any, impacts the reduction in funding will have on the group as it is a small reduction of a relatively small corporate grant.

Comments from PECS

There are a number of beehives kept on our allotments throughout the borough. It is important that this organisation is supported especially with the decline in the Bee population and they regularly attend local groups where they give talks to borough residents.

5) Conclusions and recommendations

The recommendation to reduce this corporate grant is justified on the grounds that the council needs to adjust its level of spending in response to a considerable reduced level of financial support available from central government and the need for the voluntary and third sector to identify efficiency savings to help contribute to the council's overall savings targets.