

AGENDA ITEM: 6 Page nos. 162 – 192

Meeting	Cabinet Resources Committee
Date	28 March 2011
Subject	Corporate Grants, 2011-12 – (i) Community Advice; (ii) Local Infrastructure Support for the Voluntary Sector / Civil Society & Volunteering; and (iii) Arts Preventive Funding
Report of	Cabinet Member for Customer Access and Partnerships
Summary	This report seeks (a) approval of grant funding in relation to the above-named services in line with the Third Sector Commissioning Framework and (b) the renewal of previous authority to tender a new community advice service in 2011/12.

Officer Contributors	Julian Mauger, Commissioning Manager Ken Argent, Manager, Third Sector Commissioning Team
Status (public or exempt)	Public
Wards affected	All
Enclosures	Appendix A: Community Advice, April – September 2011 and subsequent tender Appendix B: Local Infrastructure Support for the Voluntary Sector and Civil Society & Volunteering Appendix C: Arts Preventive Funding, 2011-12 Appendix D: Equality Impact Assessments
For decision by	Cabinet Resources Committee
Function of	Executive
Reason for urgency / exemption from call-in	Not applicable

Contact for further information: Ken Argent, Manager, Third Sector Commissioning Team, 020 8359 2020

1. RECOMMENDATION

- 1.1 That, subject to the council's Standard Conditions of Grant Aid, the following grants from the 2011/12 corporate grants budget be approved:**
- (a) £239,000 to Barnet Citizens Advice Bureau Service and Barnet Law Service combined to subsidise provision of their services from 1 April to 30 September 2011;**
 - (b) £130,275 to CommUNITY Barnet linked to two new service level agreements (a) for the provision of infrastructure support for the voluntary sector and civil society (£94,628) and (b) for a new Barnet volunteering programme (£35,647);**
 - (c) £83,300 (maximum) to Community Focus to subsidise their courses in 2011/12 from the provision for arts preventive funding.**
- 1.2 That the Cabinet Member for Customer Access and Partnerships be authorised to extend grant (a) above for a short period up to a maximum of £20,000 if the start date for a contract for a new community advice service is for any reason delayed.**
- 1.3 That the Assistant Chief Executive be authorised to finalise terms and conditions in relation to each of the grants at (a), (b) and (c) in consultation with the Cabinet Member for Customer Access and Partnerships.**
- 1.4 That the previous authority to tender a new community advice service (CRC, 30 July 2009) be renewed in order that a procurement process may be carried out to identify a provider of advice services as set out in this report.**

2. RELEVANT PREVIOUS DECISIONS

- 2.1 Cabinet Resources Committee, 22 July 2008 (Decision item 11) - approval of a Third Sector Commissioning Framework.**
- 2.2 Cabinet Resources Committee, 30 July 2009 (Decision item 7) – authorisation of the procurement of a community advice service.**
- 2.3 Cabinet Resources Committee, 17 June 2010 (Decision item 7) – approval of grant funding for arts organisations in 2010/11 and a framework for subsequent years.**
- 2.4 Cabinet Resources Committee, 17 June 2010 (Decision item 9) – approval of a core grant to CommUNITY Barnet for 2010/11 pending decisions on the future procurement of infrastructure support for the voluntary and community sector.**
- 2.5 Council, 1 March 2011 – approval of corporate grants budget for 2011/12.**

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 Barnet's Sustainable Community Strategy espouses a strong civic society as the foundation stone of all other values. The service level agreement with CommUNITY Barnet is consistent with this value. The activities that it carries out and supports with, and on behalf of, the council will be consistent with the strategy and the One Barnet Partnership Plan to be developed as its implementation plan.**
- 3.2 In line with the 'Healthy and Independent Living' priority, the community advice and community arts work will be designed to maximise the independence of those needing greatest support.**

4. RISK MANAGEMENT ISSUES

- 4.1 Grant payments may be stopped and clawed back in the case of poor performance, but cannot be enforced in law in the same way as a contract. However, each of these suppliers is well known locally and represents a relatively low risk.
- 4.2 Council funding of Community Focus is on a new basis that the organisation expects to fulfil, but which will be challenging. The risk is mitigated in that the council will only pay subsidy to Community Focus on the basis of individual attendances completed.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 The service level agreements negotiated in relation to these grants will build in mitigations of the equalities impacts reported for the Cabinet's budget decision on 14 December 2010.
- 5.2 Any organisation providing public sector services will be under scrutiny of the council to ensure that the delivery of services complies with the council's public sector equalities duties as set out in section 7.
- 5.3 All suppliers will be required to carry out client monitoring in relation to protected characteristics as set out in equalities legislation at any point in time.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance and Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 Following consultation, the council on 1 March 2011, on the recommendation of Cabinet, approved budgets as follows, and these are the basis of the grants recommended in this report:

£'000	2010/11 (£)	2011/12 (£)	2012/13 (£)	2013/14 (£)	3-year change
Community Advice	506,000	481,000	417,000	360,000	-28.7%
Arts (Preventive Programme)	87,300	83,300	75,300	67,300	-22.9%
Third Sector Infrastructure	94,628	94,628	87,628	77,628	-18%
Volunteering	35,647	35,647	35,647	35,647	0%

- 6.2 The grants recommended for approval are the full amount of the 2011/12 budget except in the case of community advice, where the grant of £239,000 equates to 50% of the budget for six months' provision (1 April-30 September 2011) less a small amount held back for contract management purposes. The 2012/13 and 2013/14 figures should be regarded as indicative only until the 2012/13 and 2013/14 budgets are set.
- 6.3 In relation to the Third Sector Commissioning Framework, the grants are recommended as 'subsidised activity', and in all cases, being over £50,000, on an exceptional basis on the grounds that the council should support the local voluntary sector through a period of transition and reducing funding. Additionally, the grant in the case of community advice is a larger sum that is on an interim basis only

until such time as a contract can be awarded and mobilised.

- 6.4 The Chief Executive's Service has over the last year reduced the number of organisations with which it has grant-funded service level agreements, in particular those that provide community advice. Merging into one the agreements with Barnet Citizens Advice Bureau Service and Barnet Law Service for April to September 2011 is a further step in this direction, to precede a tender for a single contract early in 2011/12. The reduction in agreements has contributed to a reduction of £43,000 per year in the cost of running the Third Sector Commissioning Team from April 2011.

7. LEGAL ISSUES

7.1 The committee is reminded of the equalities duties under current legislation:

- under section 71(1) of the Race Relations Act 1976
 - (a) to eliminate unlawful racial discrimination;
 - (b) to promote equality of opportunity and good relations between persons of different racial groups;
- under section 49A of the Disability Discrimination Act 1995
 - (a) the need to eliminate discrimination that is unlawful under this Act;
 - (b) the need to eliminate harassment of disabled persons that is related to their disabilities;
 - (c) the need to promote equality of opportunity between disabled persons and other persons;
 - (d) the need to take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons;
 - (e) the need to promote attitudes towards disabled persons;
 - (f) the need to encourage participation by disabled persons in public life;
- under section 76A of the Sex Discrimination Act 1975:
 - (a) to eliminate unlawful discrimination and harassment;
 - (b) to promote equality of opportunity between men and women.

7.2 The committee is also reminded of the duties under the new Equality Act 2010. The Act provides a new cross-cutting legislative framework to update, simplify and strengthen the previous discrimination legislation. The general duty on public bodies is set out in section 149 of the Act. Although this section is not yet in force, it will be when the recommendations in this report are implemented if the committee agrees with them. The council must have due regard to these new duties as set out below in relation to the new protected groups, which are also set out:

“(1) A public authority, in the exercise of its functions, must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular to, to the need to:

- (a) tackle prejudice;
- (b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others, but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

It also covers marriage and civil partnership with regard to eliminating discrimination.”

7.3 ‘Due regard’ as required by legislation is more than ‘regard’. It requires more than simply giving consideration to the issue of disability, race or gender: the law requires a rigorous and open minded approach.

7.4 There is also a statutory Code, namely the ‘Duty to Promote Disability Equality: Statutory Code of Practice’, made by the Disability Rights Commission (now named Equality and Human Rights Commission, EHRC). The code sets out what public authorities need to do to fulfil the general and specific duties. New statutory guidance has been issued in relation to the new duties under section 149 of the Equality Act 2010

7.5 There is also a non-statutory guidance issued by the EHRC on the general duty, including gathering and analysing evidence to inform action, on how public

authorities assess information and make decisions. The Equality and Human Rights Commission has published some non-statutory guidance in relation to the new equality duty. It states that the essence of the new duty remains the same: to have due regard to achieve the three general duty aims. It also states, amongst other matters, that public authorities should:

- have an adequate evidence base for decision making and to consider what engagement needs to be undertaken with people who have an interest in tackling discrimination, advancing equality and fostering good relations;
- analyse the effect of a policy or practice on equality.

7.6 The council is following this code and taking the guidance into consideration in formulating its proposals. The guidelines laid down by the Court in the case of *R (Brown) v Secretary of State for Work and Pension* which also gives decision makers some additional guidance when considering their equality duties are as follows:

- “First, those in the public authority who have to take decisions that do or might affect disabled people must be made aware of their duty to have “due regard” to the identified goals.
- Secondly, the “due regard” duty must be fulfilled before and at the time that a particular policy that will or might affect disabled people is being considered by the public authority in question. It involves a conscious approach and state of mind. ...
- Thirdly, the duty must be exercised in substance, with rigour and with an open mind. The duty has to be integrated within the discharge of the public functions of the authority. It is not a question of “ticking boxes”. ...
- Fourthly, the duty imposed on public authorities that are subject to the section 49A(1) duty is a non-delegable duty. ***The duty will always remain on the public authority charged with it. In practice, another body may actually carry out practical steps to fulfil a policy stated by a public authority that is charged with the section 49A(1) duty.*** In those circumstances, the duty to have “due regard” to the needs identified will only be fulfilled by the relevant public authority if (i) it appoints a third party that is capable of fulfilling the “due regard” duty and is willing to do so; and (ii) the public authority maintains a proper supervision over the third party to ensure it carries out its “due regard” duty. ...
- Fifthly, (and obviously), the duty is a continuing one.
- Sixthly, it is good practice for those exercising public functions in public authorities to keep an adequate record showing that they had actually considered their disability equality duties and pondered relevant questions. Proper record-keeping encourages transparency and will discipline those carrying out the relevant function to undertake their disability equality duties conscientiously. If records are not kept it may make it more difficult, evidentially, for a public authority to persuade a court that it has fulfilled the duty imposed by section 49A(1) ...”

8. CONSTITUTIONAL POWERS

- 8.1 Paragraph 3.6 of Part 3 of the Constitution, as amended, reserves to the Cabinet Resources Committee the power to approve grants to voluntary and community organisations to the value of £20,000 or more.

9. BACKGROUND INFORMATION

- 9.1 Further information as to the work to be commissioned under each service level agreement is presented in the three appendices attached. In each case, finalisation of the service level agreement(s) will be approved by the Assistant Chief Executive in consultation with the Cabinet Member for Customer Access and Partnerships, or, if agreement cannot be reached, alternative measures put in place until such time as they can be and reported to this committee.
- 9.2 The Chief Executive's Service is continuing to reduce the number of its supplier relationships in line with objectives previously reported, resulting in the saving shown in section 6 above.

10. LIST OF BACKGROUND PAPERS

- 10.1 Correspondence with, and data supplied by, the organisations in question.
- 10.2 Anyone wishing to inspect the background papers should telephone 020 8359 2020.

Legal:
CFO:

COMMUNITY ADVICE
(1 April – 30 September 2011 and subsequent tender)

Introduction

In October 2009, this committee approved the procurement of a single Community Advice Service. Market conditions have until now militated against tendering. The intervening period has been used to test various aspects of the specification with suppliers; also to commission an independent assessment of local needs and equalities impacts of intended changes to the service to be commissioned. In line with the objective of reducing the number of funding agreements, all agreements other than with Barnet Citizens Advice Bureau Service (BCAB) and Barnet Law Service (BLS) ended on 31 December 2010.

A Prior Information Notice placed in OJEU in January 2011 suggests the market is still relatively weak, but that a tender has a reasonable prospect of success. Further delay only prolongs the uncertainty among local suppliers who have had to survive on short term funding for some time. It is recommended that we tender a three-year contract (with an option to extend for up to one year) as soon as possible, and that meanwhile a single agreement is negotiated with BCAB and BLS for April to September 2011. Budgets will be as in section 6 of the covering report.

What LBB will fund

The primary aim is to help clients build individual resilience and continue to live independently as far as possible through providing advice on issues centred on welfare benefits and debt, but related issues also.

Prior to the start of a newly commissioned Community Advice Service – target start date 1 October 2011 – our grant funding will continue to fund core services at BCAB and BLS with which the public are most familiar. Owing to reduced funding, outreach at Barnet House and Burnt Oak Customer Centre will end. BCAB will be consolidating the triage system and Lottery-funded Advice Barnet telephone helpline that have been established and there will no major structural change prior to the new contract.

The helpline has enabled BCAB to target our core funds on those who need them most. There has been a significant increase in new clients able to access their services as a result. As telephone access has increased, fewer people need to access the service through queuing at a bureau. Moreover, the new triage system (telephone and face to face) ensures appointments are made for those with more complicated or urgent needs and for more vulnerable clients. As a result, fewer cases are opened and it is claimed that each client receives longer time with advisers. This inevitably pushes up the cost per case opened specifically with LBB funds, even if unit costs fall overall. Tenderers for the new contract will need to balance these factors to optimise value for money. Overall, the result so far appears to be positive on balance.

The new contract from autumn 2011 will fulfil three main functions:

- More clearly focus resources on key client groups at a time when funds are contracting, with welfare benefits and debt as primary issues to be handled
- Add a preventive element to the contract
- Include a second tier service by which social workers and other professionals can

obtain telephone advice on their client's behalf where they consider that is more appropriate.

Diversity

As far as resources permit, the new contract will fulfil the mitigation of equalities impacts as reported to Cabinet in making its decision to reduce funding. Future suppliers will be required to commit to monitoring all protected characteristics under the revised 2010 equalities legislation.

Financial model and performance framework

Funding will be on the same basis as grant funding in recent years until the new contract begins, with performance measured principally on the basis of outputs for client contacts; cases and issues handled; associated client outcomes and client satisfaction. The contract to be tendered for this service from October 2011 is also included in a report to this meeting entitled 'The Procurement Plan', showing contracts to be held and let in 2011/12.

Recommendations (reflected in covering report)

- **Payment of grant of up to £239,000 to Barnet Citizens Advice Bureau Service and Barnet Law Service combined to subsidise their services on the basis set out in this report, the Assistant Chief Executive having authority to finalise terms and conditions in consultation with the Cabinet Member for Customer Access and Partnerships.**
- **Authority is given to the Cabinet Member for Customer Access and Partnerships to extend this grant funding for a short period if the contract start date is delayed for any reason.**
- **That the previous authority to tender a new community advice service (CRC, 30 July 2009) be renewed in order that a procurement process may be carried out to identify a provider of advice services as set out in this report.**

(a) LOCAL INFRASTRUCTURE SUPPORT FOR THE VOLUNTARY SECTOR AND CIVIL SOCIETY & (b) VOLUNTEERING

Introduction

The council and partners have an important role to play in making a reality the government's commitment to shift power away from the state towards people and communities. Concerted action is required to encourage and support people or local communities to take responsibility for tackling issues that goes beyond traditional volunteering initiatives and public sector commissioning whilst maintaining support for voluntary organisations involved in delivering local public sector commissioning requirements.

It is proposed to replace the existing funding arrangements with CommUNITY Barnet from the start of 2011/12 with two new agreements as part of a fresh approach to commissioning infrastructure support and volunteering with these objectives in mind.

The decision to negotiate new agreements with CommUNITY Barnet is based on the funding available and the potential value that CommUNITY Barnet will add through its community leadership and representational roles; its reach throughout the voluntary sector in Barnet; and its experience of partnership working, both within the sector and statutory agencies.

The new agreement for infrastructure support will be aimed at restricting the scope of the work commissioned to fewer work streams on a reduced budget and to shift the emphasis to a more enterprising approach which will enable the development of projects that can be sustained without public sector funding.

The new agreement for volunteering will involve the creation of a new volunteer programme aimed particularly at generating a supply of volunteers for small and new initiatives and capturing volunteers with business and other skills in support of the new infrastructure objectives.

What LBB will fund

(a) Infrastructure Support

The purpose of the new funding agreement is to:

- Define and deliver fewer, more clearly defined priorities on a reducing budget as set out in section 6 of the covering report
- Shift from core funding to commissioned work streams
- Ensure shared clarity of purpose between the council and CommUNITY Barnet.

It is proposed that, under the new agreement, the following work streams will be funded from 1 April 2011:

- Support for the development of bids to the Big Society Innovation Fund and subsequent project development and delivery
 - outreach and community development work with grassroots groups,

- residents' initiatives and local communities;
 - organisational development work with new community groups;
 - practical guidance and support for the detailed planning and delivery of projects/activities and their management;
 - first-step monitoring and reporting
- Building capacity in the voluntary sector to deliver improved public sector services
 - development of new models of service delivery in the areas of public health, community cohesion, community safety, community advice and non-core provision such as leisure and arts, involving co-production and citizen-led models, in response to 'One Barnet' commissioning requirements;
 - supply-side restructuring
 - Leading a transformation in premises/back office arrangements in the voluntary sector to include
 - on-the-ground improvements;
 - promotion of a culture change across the sector;
 - identification of efficiencies and leading on the collective effort to implement them;
 - development of a model for community hubs
 - Creation of a business support panel to provide entrepreneurial, property, back office and funding expertise to citizens and organisations involved in projects under each of these work streams.

The budgetary provision for the agreement is based on the current annual core funding of CommUNITY Barnet on a tapered reduction over three years.

(b) Volunteering

The new agreement will re-focus volunteering work through Barnet Volunteer Centre (BVC), utilising ring-fenced provision for the annual grant to the centre.

The core functions of BVC are to broker, promote and stimulate (increase) volunteering in the borough. The agreement will have as a base requirement tracking of volunteers into opportunities, giving definitive data on the number of people who actually take up volunteering positions, which the current system does not provide. New work streams to be funded will comprise:

- Galvanising people to join with others in civil society projects by way of managing a volunteer programme that will supply volunteers to small and new initiatives, enabling short-term and micro-volunteering
- Developing employee volunteering, linked to the creation of the business support panel referred to above.

Diversity

As far as resources permit, the new infrastructure support agreement will fulfil the mitigation of equalities impacts as reported to Cabinet in making its decision to reduce funding. CommUNITY Barnet will be required to commit to monitoring all protected characteristics under the revised 2010 equalities legislation.

Financial model

Funding will be by way of service level agreements linked to operating plans, to be approved, on the basis of fully costed activity. The agreements will run from 1 April 2011 to 31 December 2014 and will be subject to annual confirmation of budget and satisfactory performance.

Excluded are any funds that may be continued separately by the Children's Service in relation to its separate service level agreement with CommUNITY Barnet.

Performance framework

A set of performance measures will be agreed in relation to each of the work streams, based primarily on the completion of projects, identifying those where CommUNITY Barnet has made a significant impact, and measurable/quantifiable outcomes.

Recommendation (reflected in covering report)

Payment of grant of £130,275 to CommUNITY Barnet in 2011/12 linked to two new service level agreements (a) for the provision of infrastructure support for the voluntary sector and civil society (£94,628) and (b) for a new Barnet volunteering programme (£35,647) on the basis set out in this report, the Assistant Chief Executive having authority to finalise terms and conditions in consultation with the Cabinet Member for Customer Access and Partnerships.

ARTS PREVENTIVE FUNDING, 2011/12

Introduction

The council's objective of moving to a single relationship with a lead provider representing the organisations we fund at the Arts depot building in N12 (CRC, 17 June 2011) has not been realised. Circumstances have now changed, in particular the reduction of local authority funding and consequent withdrawal of core funding for the Arts Depot Trust. This will mean significant change in the next twelve months. It is therefore recommended that the council continues to achieve its objectives through subsidising community arts activity through Community Focus (CF), but with LBB core funding for Community Focus replaced with a new model based on subsidy per person. The programme would be refocused as the Arts Preventive Funding.

What LBB will fund

The primary aim is to help clients build individual resilience and continue to live independently as far as possible through involvement in arts-based activities. Success will be measured by the outcomes framework below. Whereas the council previously made a contribution to CF's overall organisational running costs irrespective of which projects the funds supported, from 1 April 2011 the council will subsidise only the following client groups on an individual basis to attend CF's workshops (and possibly other suitable activities):

- older people (over 55s);
- people with disabilities including sensory impairment;
- people with mental health problems including dementia;
- people with learning disabilities.

Such clients will have accounted for approximately 220 of CF's workshop clients by the end of 2010/11 on latest figures. With funding in 2011/12 at 4.5% less than this year, we cannot both increase throughput *and* widen the range of venues (see below) as both of these have direct cost implications. It is recommended that we opt for the latter as the more important goal.

This change to clearly subsidised client groups will fulfil two main functions:

- Clearer focussing of resources on key client groups at a time when funds are contracting: in future all funds will subsidise these client groups directly as opposed to only about two thirds of the funds previously
- Fulfil the mitigation of equalities impacts as reported to Cabinet in making its decision to reduce funding for community arts, by maintaining client numbers within these groups in 2011/12 as funding reduces.

We can also be clearer with individual clients that the council has subsidised the cost of running their course by around £126 (current estimate).

To date, all activities which have been badged as council-funded have been delivered at CF's base in the Arts depot building. As of 2011/12, at least half of individual attendances funded by the council will be at workshops held in the more deprived wards of Childs Hill,

Golders Green, West Hendon, Hendon, Colindale, Burnt Oak, Edgware and Hale. No more than one third of attendances funded by the council will be at workshops held in the Arts depot building. This will bring courses nearer to people's homes.

Diversity

Clients must broadly reflect the demographics of the borough, particularly with regard to race / ethnicity / faith, as well as clients being older people, etc, as set out above. This will be a key output measure. CF have committed to monitoring all protected characteristics under the revised 2010 equalities legislation. Performance measures will include that clients feel their cultural / social / faith needs are addressed and that client and borough demographics match.

Financial model

Funding will be by way of a grant, but for the first time, based on fully costed activity. CF will be required to confirm the cost basis of relevant courses as part of finalising our agreement and to confirm that no external funding awarded in total or in part on the basis of funding the council's programme will be diverted to other projects. This will also allow us to benchmark costs if similar programmes can be found.

Up to a maximum expenditure of £83,300, the council will pay £126.61 (current estimate) to CF as a contribution to the cost of running the course for each client identified as eligible for subsidy by the council (or other amount such as negotiated). With the average cost of running a workshop being around £290-£300, and the cost to clients being at around £90-£120, this will leave CF having to fundraise to meet the shortfall in each case, something CF are confident they can achieve. On these figures, the council can subsidise up to 660 people through workshops or courses per year, i.e. around 220 per term.

Payment will be on the basis of verified attendances from the client groups at the end of each period (quarter or term). These will need to be documented and available for inspection by the council. In order to assist with set-up costs, subsidy may be paid in advance for each quarter / term based on planned attendances, but will need to be adjusted to actual attendances at the end of the period. All subsidised activities will be badged with the LBB logo, at least for the clients we assist.

Performance management

Success will be reviewed quarterly or termly and will be based primarily on outcomes based on this outcomes framework:

Individual resilience (primary)	People feel more able to cope and deal confidently with challenging life circumstances People feel able to access appropriate support mechanisms where needed People are less likely to need to access statutory services such as health and social care
Employment and Volunteering	Increased number of people raising their employability and being ready for work or volunteering in mainstream settings
Education and Skills	An increased number of people accessing accredited arts education and training opportunities
Other personal attainment	Clients feel workshops have helped them attain their own personal goals or helped them develop skills to do so

User Involvement in Service Design	An increased number of participants are involved in the design, delivery, management, review and development of services
------------------------------------	--

Other key performance measures will be client satisfaction rates and clients feeling activities are hosted in positive and stimulating venues.

Recommendation (reflected in covering report)

Payment of grant of up to £83,300 to Community Focus in 2011/12 to subsidise running of its courses on the basis set out in this report, the Assistant Chief Executive having authority to finalise terms and conditions in consultation with the Cabinet Member for Customer Access and Partnerships.

G:\Grants Unit\Reports 2011-12\CORPORATE GRANTS 2011-12 CRC Mar 2011.doc

Finance and Budget planning 2011 – 2012 - Assessing the equality impact

Directorate: Chief Executive’s Service

Service Area: Third Sector Commissioning Team

Description of change to service: **Reduction in Community Advice Services**

Reduce the overall budget for commissioning advice services by 29% over 3 years. The budget saving that is formally considered under this EIA is the 4.9% cash reduction in Year 1 but in the context of further reductions in Years 2 & 3.

The overall impact is negative on account of the budget reduction, but the proposal is to proceed with the policy as there is need to reduce spending in this area and then - as a necessary consequence - focus resources where the most positive impact can be achieved.

The service will be re-targeted and re-configured on the basis of the needs analysis and equalities impacts reports commissioned in 2010. The basis of need around which tenderers are asked to target the service factors in ethnicity and (old) age as well as other factors driving advice need such as housing, employment, deprivation, etc. The need to better target the service on less budget means that advice will be more heavily focussed on welfare benefits / debt than at present as this is the area where need is highest and which is also judged to be where most preventive impact can be made, e.g. in helping disabled people getting benefit applications ‘right first time’ to avoid delays in payment and the need to appeal. There will be a shift to cheaper communication channels in line with Council policy which is intended to have an overall net positive effect in mitigating some of the effects on protected groups, by freeing up resource to maximise help for those who need most support in terms of effectively bringing their enquiry to an adviser.

Proposed saving:

£’000	2010/11 (£)	2011/12 (£)	2012/13 (£)	2013/14 (£)	3-year change
Community advice	506,000	481,000	417,000	360,000	-28.7%

Assessing the equality impact	Equality Impact of budget proposal
Are there differential service outcomes for different communities? If so, what measures will be put in place to re-dress these differences?	<p>Modelling was carried out before initial budget proposals were made. At that time, a figure of 40% was assumed for budget reduction. In the event 29% (in cash terms) is proposed, of which 4.9% falls in Year 1.</p> <p>Based on the 40% figure, each year an estimated 3769 people – of the order 1% of the Borough’s population - would fail to receive a service where they would previously have done so. In relation to protected characteristics that can be identified, differential impacts would be a higher proportion of women (57%); 50% of the total from BME communities; and 622 people who are disabled. By its nature, the service is accessed more heavily by disadvantaged people with whom groups with protected characteristics tend to have a high correlation. Clearly the impact of the year 1 reduction of 4.9% will be considerably less, but a differential, higher impact on these groups is to nonetheless to be expected.</p>

<p>Will the delivery of any proposed new services or functions change satisfaction ratings amongst different groups of residents?</p>	<p>Based on estimates, the reduction in this service will mean a loss of service to around 1% the population and their families over three years. It is unlikely to have a direct impact on satisfaction of those who do receive the service, but it may be seen as the scaling back of what is (inaccurately) perceived as a universal service.</p>
<p>Does the proposal change Barnet's reputation as a good place to work and live?</p>	<p>Not significantly, particularly as other Boroughs are also planning reductions. Also the Council may be seen to have tried to protect frontline services most amongst those that are grant funded.</p>
<p>Will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?</p>	<p>The diverse communities along with low income groups will be most affected by this proposal, as above. It should be assumed that this impact will be felt over time and that the closer targeting of service will not entirely offset the reduction in service.</p>
<p>How will the new proposals enable the council to promote good relations between different communities?</p>	<p>The need to rationalise suppliers and reduce the contract management requirement means a decision was taken earlier this year to end some smaller grants. This directly affects three ethnic-based organisations and their clients. Although this predates the current budget process by some months, the public may perceive the latest budget reductions as part of the same trend. Hence this should be taken into account when assessing likely perception.</p> <p>Any proposal to exclude or reduce immigration advice in the new contract may compound this. Future immigration advice will need to be focussed on those with greatest need and with complex issues. None of the representations received so far are specifically on this basis, though there is concern that minority ethnic groups and disabled people will be most affected.</p>
<p>How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?</p>	<p>The proposal to reduce the budget for community advice services was included in the consultation on changes to the council's grants programme which forms part of the Council's formal budget consultation.</p> <p>As well as being available to the public on-line, the consultation was distributed to voluntary sector network chairs in order that they could promote it to their constituent organisations and those organisations' users.</p> <p>Consultation responses reflected the Council's own awareness that the budget reduction will inevitably impact on lower income and more vulnerable Barnet residents, including disabled people.</p> <p><u><i>Additional information not directly relating to the decision to reduce the budget.</i></u></p> <p><i>The Council decided in 2009 to procure a single community advice service. During 2010, an equalities study was carried out on the proposed changes to service configuration. With knowledge of impending reductions of government funding to local authorities this process was designed to cover potential budget reductions at a rate of 40% so that the impact of this could be minimised through the drafting of the specification. Local providers and some organisations representing such residents were consulted. In the event, the proposed budget reduction is less but the work is useful.</i></p> <p><i>Consequences of this are now being built into the contract specification that will be tendered this Spring (subject to budget approval). The tender will require the Tenderers to shape their bid around need instead of the current service which is designed to be available to all as far as resources allow. Re-targeting and re-configuration of the service will allow it to focus most heavily on areas of highest need for the service (which correspond broadly with the Borough's pattern of deprivation) and on welfare benefits and debt advice (hence people with low incomes). It will also contain a section on requirements for handling enquiries from people for special needs (primarily people with a disability or mental health issue or not using English as a first language). Although not a direct result of this budget process, the imminent drafting of the specification based on earlier decisions will address – to a degree – the concerns expressed in this budget consultation. Due to the correlation of these groups with people with protected characteristics this may, as set out above, offset some but probably not all of the loss of service to them.</i></p>

Impacts by equalities strand 2011/12

	Affected?	How affected	Mitigation to date
Age	Yes (negative)	<p>(*)The service will be re-targeted and re-configured on the basis of the needs analysis and equalities study commissioned in 2010. The need to better target the service on less budget means that advice will be more heavily focussed on welfare benefits / debt than at present as this is regarded as the area where most impact can be made. ~ In the first quarter of the coming financial year 2011/12, we will start the tendering process for a single contract. The intention is that from later in 2011/12 we will have a single, new contract for three years. The extent of the mitigations listed depends on tenders received and is impossible to forecast at this stage. It should not be assumed that the effect on service for these groups can be offset completely.</p> <p>Older people are disproportionately affected by the reduction in funding as this group requires proportionately more advice than the rest of the population.</p> <p>May be less able to travel or use electronic channels.</p>	<p>(*) While the new specification will (from later in 2011/12) target services more closely at identified need, largely those with protected characteristics, it is not whether or not clear that this can offset the Year 1 reduction caused by the budget reduction. ~ There will be a shift to cheaper communication channels in line with Council policy. This is intended to have an overall net positive effect in mitigating some of the effects on protected groups, by freeing up resource to help more people per unit cost. This allows us to maximise help for those who need most support in terms of effectively bringing their enquiry to an adviser. Tenderers will be supplied with the equalities impacts identified and asked by way of the specification to design the service so as to mitigate these as best they can, within resources available. Protected characteristics will be monitored through performance management of the contract.</p> <p>The mitigation in (*) above is designed to help older people in particular.</p> <p>Age will be built into indexing of wards that determines geographical targeting in the specification from October 2011.</p>

			Home visits are retained in the specification to the extent that resources allow.
Disability	Yes (mostly negative, some positive)	<p>(*) above applies here also.</p> <p>Disproportionately affected by the reduction in funding as this group requires proportionately more advice than the rest of the population.</p> <p>May be less able to travel; may be disadvantaged by more use of electronic channels if face to face advice is unavailable. May benefit if this helps communicate for less mobile or house-bound clients.</p>	<p>(*) above applies here.</p> <p>The mitigation in (*) above is designed to will help disabled people in particular.</p> <p>Home visits / face to face included in specification where required.</p> <p>Some evidence that disabled clients can be empowered by greater availability of electronic access. However a mix of access channels is to be retained to take account of clients' needs.</p> <p>Specification requires availability of BSL where required.</p>
Carers	Yes (mostly negative, some positive)	<p>(*) above applies here also.</p> <p>Disproportionately affected by the reduction in funding as carers will often be obtaining advice for older and disabled people.</p> <p>Greater use of electronic channels may prove useful as a time saving advice for able-bodied carers if time consuming journeys to see advisers can be reduced.</p>	<p>(*) above applies here also.</p> <p>Mitigation is not targeted specifically at the carers but is mitigated in relation to disabled people as above.</p>
Gender reassignment	No client data available. No specific impacts identified but will be affected.	<p>(*) above applies here also.</p> <p>There will be an impact on this group simply through the reduction of service available, though there is no evidence that it will</p>	<p>(*) above applies here also.</p>

		disproportionately affect them. Gender reassignment can be taken into account where it is relevant in advising a client.	
Pregnancy and maternity	No client data available. No specific impacts identified but will be affected.	(*) above applies here also. There will be an impact on this group simply through the reduction of service available, though there is no evidence that it will disproportionately affect them. Pregnancy and maternity can be taken into account where it is relevant in advising a client.	(*) above applies here also.
Race and ethnicity	Yes (predominantly negative)	(*) above applies here also. Disproportionately affected by the reduction in funding as this group requires proportionately more advice than the rest of the population. The increased focus on welfare benefits / debt advice will by implication reduce capacity to deal with other types of enquiries, thus impacting more heavily on BME communities, in particular with regard to immigration / asylum issues but also to some extent housing enquiries. As a guide to general casework, approximately 3.5% of general enquiries analysed relate primarily to immigration and a much higher percentage for specialist law enquiries (est. 36%). May variously benefit or be disadvantaged by more use of electronic channels.	(*) above applies here also. Ethnicity is built into indexing of wards that determines geographical targeting in the specification from October 2011, addressing both impacts at once. Some evidence that increased use of electronic access channels will be helpful. There will be a need to focus resources on the more serious immigration matters especially those which have human rights implications most notably removals from the UK. Specification requires translation / interpretation built in to the new contract.
Religion or belief	No client data available. No specific	(*) above applies here also.	(*) above applies here also.

	impacts identified but will be affected.	There will be an impact on this group simply through the reduction of service available, though there is no evidence that it will disproportionately affect them. Religion or belief can be taken into account where it is relevant in advising a client.	
Gender / sex	Yes (negative)	(*) above applies here also. Women disproportionately affected (57:43) through the reduction in funding, though this may reflect to some degree a choice of which partner (in the case of couples) accesses the service.	(*) above applies here also. Tender to highlight need for safely accessible premises; also to ask for how tenderer will require ability to deal sensitively with people suffering domestic violence.
Sexual orientation	No client data available. No specific impacts identified but will be affected.	(*) above applies here also. There will be an impact on this group simply through the reduction of service available, though there is no evidence that it will disproportionately affect them. Sexual orientation can be taken into account where it is relevant in advising a client.	(*) above applies here also.
Marital status	No client data available. No specific impacts identified but will be affected.	(*) above applies here also. There will be an impact on this group simply through the reduction of service available, though there is no evidence that it will disproportionately affect them. Marital status can be taken into account where it is relevant in advising a client.	(*) above applies here also.

Key equalities actions

- Tenderers will be supplied with the needs data, analysis and mapping which include certain of the protected characteristics as in the text above and asked to target resources as closely as possible to these.
- Tenderers will be supplied with the equalities impacts identified and asked by way of the specification to design the service so as to mitigate these as best they can within resources
- Protected characteristics will be monitored through performance management of the contract.

Updated 9 February 2011

Directorate: CHIEF EXECUTIVE'S SERVICE

Service Area: THIRD SECTOR COMMISSIONING TEAM

Proposed saving: **18% reduction in the £94,628 annual core grant to CommUNITY Barnet over three years. The budget saving formally under consideration in this EIA is a standstill cash position in year 1.**

Description of change to service:

Infrastructure support provided by CommUNITY Barnet

In line with the shift from grants to commissioning, it is proposed to end CommUNITY Barnet's core grant and re-commission new services on a 'full cost recovery' basis. We intend to commission new workstreams that will focus more on the Big Society; enterprising activity; restructuring the supply side where it is meeting public sector commissioning requirements; facilitating a culture change to bring efficiencies through sharing of back offices / community premises; and providing business support for civil society to support these.

Small grants programme

Current small funds for innovation grants (around £26k) are to be rolled up into a much larger innovation fund. However, as a result of fluctuations in external funding, there will still be broadly the same amount of small grants funding (as well as the larger, innovation fund). There is no change planned here, Hence, this has no negative impact and is not considered further here.

Assessing the equality impact	Equality Impact of budget proposal in relation to grant to Community Barney (only)
<p><i>Are there differential service outcomes for different communities? If so, what measures will be put in place to re-dress these differences?</i></p>	<p>The use made of CommUNITY Barnet's services varies between member organisations, with smaller, less developed organisation relying on them more.</p> <p>All local voluntary organisations are potential users of the Council's new commission. The demographics of these are not known but can reasonably be assumed to be well-characterised by the subset that is CommUNITY Barnet's membership. CommUNITY Barnet says about 70% of its membership serves disadvantaged client groups, many working in the health and social care or with carers. On a 25% sample, 40% work with under 25s; 25% work with over 55s; and 37% work with people with disabilities. 17% of the sample serves BME communities; 17 Asian; 51% Jewish communities. It is not clear how these figures overlap but it is reasonable to assume that a reduction in funding over three years would disproportionately affect those parts of the community. A five-year grant from the Big Lottery Fund to Community Barnet does already, to some extent, focus support on the needs of groups from minority and newly arrived communities and smaller groups facing sustainability challenges. This will cover much of the period of the Council's three-year budget reduction.</p> <p>Voluntary organisations will notice differences in the ways that services are delivered in Year 1 (no cash reduction). The intention is that this will stimulate new opportunities for them and ultimately additional benefits for their users.</p>

<p><i>Will the delivery of any proposed new services or functions change satisfaction ratings amongst different groups of residents?</i></p>	<p>The proposed new SLA will aim to make a reality the government's commitment to shift power away from the state towards people and communities. To this extent the recommissioning – rather than the budget reduction - may make this work more visible to residents rather than constituted voluntary organisations.</p>
<p><i>Does the proposal change Barnet's reputation as a good place to work and live?</i></p>	<p>Greater empowerment of local residents to make changes in their local communities may enhance this reputation.</p>
<p><i>Will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?</i></p>	<p>All communities stand to benefit from empowerment under the Big Society agenda. There is no data to show how this change is likely to affect confidence in the Council.</p>
<p><i>How will the new proposals enable the council to promote good relations between different communities?</i></p>	<p>It is likely that award criteria of the Big Society Innovation Fund to be supported by Community Barnet as part of the new funding agreement - as well as other work - will include projects to support community cohesion and bringing communities closer together to help and support one another and co-operate in improving their local neighbourhood. The work is intended to be innovative and so there is no explicit data to show that this will achieve the desired result.</p>
<p><i>How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?</i></p>	<p>The proposed changes already take account of views expressed by chairs of voluntary sector networks through informal consultation. This proposal was included in the consultation on changes to the council's grants programme which forms part of the Council's formal budget consultation. As well as being available to the public on-line, the consultation was distributed to voluntary sector network chairs in order that they could promote it to their constituent organisations and those organisations' users. No particular equalities angles came through in the responses.</p>

PROTECTED CHARACTERISTICS 2011/12

	Affected?	How affected?	Mitigation to date
Age	Yes	<p>All protected groups are potentially affected in positive and negative ways by the changes to the services provided by CommUNITY Barnet on behalf of the Council. It is not possible at this stage to anticipate what those impacts might be. The 'worst case scenario' is that all the impacts are negative and that these affect all protected groups. However, in considering the planned changes, there is no particular negative impact identifiable at this stage. A key factor is the continuity of provider, i.e. CommUNITY Barnet, which has strong local links and good knowledge of voluntary groups working with the client groups under consideration here.</p> <p>In addition, there will be on-going monitoring of impacts of the changes to the programmes (from Year 1 onwards) and of the reduced funding (from Year 2), although this can only be at the level of organisations running projects or providing services; and as far as possible changes can be made to the programmes to mitigate any negative impacts arising.</p> <p>As noted above, there is now expected to be no noticeable change to the small grants programme in Year 1. At this stage there are also no changes planned for subsequent years.</p>	
Disability	Yes	As above	
Carers	Yes	As above	
Gender reassignment	Yes	As above	
Pregnancy and maternity	Yes	As above	
Race and ethnicity	Yes	As above	

Religion or belief	Yes	As above	
Gender / sex	Yes	As above	
Sexual orientation	Yes	As above	
Marital status	Yes	As above	

Key equalities actions

- Work with CommUNITY Barnet to ensure that groups serving communities or users with protected characteristics are included from the outset of the SLA
- Monitor access to support, funds, etc of projects or individuals serving these groups.

Updated 9 February 2011

Finance and Budget planning 2011 – 2012 - Assessing the equality impact

Directorate: Chief Executive's Service

Service Area: Third Sector Commissioning Team

Proposed saving: Reduction to the community arts programme by £20,000 per annum by 2013/14

£'000	2010/11 (£)	2011/12 (£)	2012/13 (£)	2013/14 (£)	3-year change
Arts (preventive programme)	87,300	83,300	75,300	67,300	-22.9%

Proposal: CRC decided in 2009 to withdraw Community Focus's core grant and re-commission an outcome-based Preventive Programme targeted mainly at older people, disabled people and people with mental health problems; also that the programme be delivered across the Borough and not just in the artsdepot building. The contract was tendered but not awarded. The latest proposal reduces the budget by 23% over three years. The budget reduction formally under consideration in the EIA here is the 4.6% cash reduction from 2010/11 to 2011/12.

The proposal is to proceed with the policy on a grant-funded basis despite the potential adverse impacts on all groups as there is need to reduce spending in this area. This will go ahead on the basis of re-targeting as described below.

Assessing the equality impact	Equality Impact of budget proposal
Are there differential service outcomes for different communities? If so, what measures will be put in place to re-dress these differences?	<p>CF's user figures for 2009/10 show over 300 registrations per term (three terms per year). For 2009/10 (first 11 months data):</p> <ul style="list-style-type: none"> • 30% came from residential homes or day centres in Barnet • 15% came from community care assessment and support plan, i.e. independent living. • 20% were older people (of whom 15% have Alzheimer's or other mentally debilitating illness) • 33% were able-bodied but Community Focus believes that some of these have undisclosed needs • 2% were people with English as their second language. <p>Also:</p> <ul style="list-style-type: none"> • Outreach (Youth Focus, Family Focus, Innovation Project, Film Focus project, Deaf and Disabled Artist in residence) Direct participation = 380 people per year. <p>1140 people viewing CF films at Phoenix Cinema.</p> <p>Due to the proposed budget reduction, there will be a small Year 1 reduction in programming for CF's existing clients, i.e. older, disabled and generally disadvantaged people. The Council intends to more closely focus its subsidy on older people, disabled people and people with mental health problems; and widen it out across the Borough so that the residents on the more deprived west side of the Borough who cannot or do not want to travel to N12 can more easily access the service. Owing to the restructuring of the subsidy, it is expected that re-focusing will increase the number of older and disabled users, so as to more than offset those within these groups who will not take part due to the 4.6% budget reduction.</p>

<p>Will the delivery of any proposed new services or functions change satisfaction ratings amongst different groups of residents?</p>	<p>The proposal is that the new programme is focussed more closely on older and disabled people and those with mental health problems which may bring increased satisfaction from these groups and their carers.</p> <p>It is possible that introducing the programme to venues in the west of the Borough will disproportionately benefit deprived communities and BME communities in view of the demographics of those areas and thus increase satisfaction amongst those groups; but also decrease it amongst those nearer N12. We cannot be assured of this, as some users do like and benefit from CF's current premises. There is no specific data as to how this affects different groups of residents.</p>
<p>Does the proposal change Barnet's reputation as a good place to work and live?</p>	<p>There is no evidence to show a likely effect one way or another.</p>
<p>Will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?</p>	<p>The change should give any detailed scrutineers confidence in our value for money arrangements and the effort of protecting frontline service for vulnerable people as much as possible, but the change in confidence will be small and influenced by much wider patterns of change.</p>
<p>How will the new proposals enable the council to promote good relations between different communities?</p>	<p>The changes are small, taken in the wider budget context. There is no evidence to suggest this will affect relations for better or worse.</p>
<p>How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?</p>	<p>This proposal was included in the consultation on changes to the council's grants programme which forms part of the Council's formal budget consultation. As well as being available to the public on-line, the consultation was distributed to voluntary sector network chairs in order that they could promote it to their constituent organisations and those organisations' users.</p> <p>There is no change to the proposal to reduce funding by 4.6% as a result of the consultation. Concerns about reducing the services to marginalised people have confirmed the Council in its intention to more closely focus the service on older people, disabled people and people with mental health problems; and widen it out across the Borough so that the residents on the more deprived west side of the Borough who cannot or do not want to travel to N12 can more easily access the service.</p>

Protected characteristics – 2011/12

	Affected?	How affected	Mitigation to date
Age	Yes.	Disproportionately affected by the reduction in funding as this is a key client group.	<p>New SLA will focus subsidy 100% on older people, disabled people and people with mental health problems which will more than offset the loss in funding.</p> <p>Increasing the number of venues across the Borough should allow more people to access the service easily where they have restricted mobility or limited transport.</p>
Disability	Yes.	Disproportionately affected by the reduction in funding as this is a key client group.	<p>New SLA will focus subsidy 100% on older people, disabled people and people with mental health problems which will more than offset the loss in funding.</p> <p>Increasing the number of venues across the Borough should allow more people to access the service easily where they have restricted mobility or limited transport.</p>
Carers	Yes.	Yes affected by small reduction in numbers of people that can attend courses. by association. Affected disproportionately as older and disabled people are a key client group as above.	<p>New SLA will focus subsidy 100% on older people, disabled people and people with mental health problems which will more than offset the loss in funding.</p>

			Increasing the number of venues across the Borough should allow more people to access the service easily where they have restricted mobility or limited transport.
Gender reassignment	No client data available. No specific impacts identified but will be affected.	While there is no user data available on this group, it can be assumed that there will be a small loss of service due to reduced funding, in line with other sections of the population.	
Pregnancy and maternity	No client data available. No specific impacts identified but will be affected.	While there is no user data available on this group, it can be assumed that there will be a small loss of service due to reduced funding, in line with other sections of the population.	
Race and ethnicity	No client data available. No specific impacts identified but will be affected.	<p>Ethnic breakdown on users for April 2010 – February 2011 shows a breakdown broadly similar to the Borough demographic. It can be assumed that there will be a small loss of service for all ethnic groups due to reduced funding.</p> <p>The Council is negotiating that at least half of the programme be delivered in eight wards including Burnt Oak and Colindale in the west of the Borough that have higher proportions of BME population than those areas surrounding artsdepot. Depending on uptake, this may slightly favour access by BME communities over, say, white British residents, but not to a large degree. The impact needs to be seen in the context of much improved access by older and disabled people.</p>	
Religion or belief	No client data available. No	While there is no user data available on this group, it can be assumed that there will be a small loss of service due to	

	specific impacts identified but will be affected.	reduced funding, in line with other sections of the population.	
Gender / sex	No client data available. No specific impacts identified but will be affected.	While there is no user data available on this group, it can be assumed that there will be a small loss of service due to reduced funding, in line with other sections of the population.	
Sexual orientation	No client data available. No specific impacts identified but will be affected.	While there is no user data available on this group, it can be assumed that there will be a small loss of service due to reduced funding, in line with other sections of the population.	
Marital status	No client data available. No specific impacts identified but will be affected.	While there is no user data available on this group, it can be assumed that there will be a small loss of service due to reduced funding, in line with other sections of the population.	

Key equality actions

- New Service Level Agreement will be refocused entirely on older and disabled people and people with mental health problems
- Continue to negotiate widening of programme to west of Borough venues
- The new SLA will be monitored against protected characteristics.