

Community and Equality Impact Assessment

As an authority, we have made a commitment to apply a systematic equalities and diversity screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

About the service or policy development

Name of service or policy	An endowment for the social sector in Barking and Dagenham
Lead Officer	Michael Kynaston . Policy Officer (Communities)
Contact Details	

Why is this service or policy development/review needed?
<p>Background</p> <p>This EIA looks at the impact the proposal to transfer the endowment to Barking and Dagenham Giving would have on protected groups under the Equality Act 2010, on socio-economically disadvantaged residents as well as on the wider community.</p> <p>The Council has been on a transformation journey over the last few years, which has seen it develop a new approach to public service leadership, design and delivery. At the heart of this transformation is an ambition to develop a new relationship with the community, founded upon building resilience and enabling residents to fulfil their potential by providing them with opportunities to participate, grow and prosper.</p> <p>In February 2019, Cabinet notably embedded this new approach in the 'Participation and Partnerships' Strategy for the voluntary, community and social enterprise sector, which outlines a new vision to support growth in the sector. The strategy calls for the development of a new support infrastructure for the third sector; to increase collaboration and trust between stakeholders; to stimulate public participation; and to channel more resources to VCSEs.</p> <p>An important milestone was achieved with the commissioning, in July 2019, of BD_Collective. This new collaborative platform for local VCSE organisations aims to work with partners to stimulate new opportunities in the borough, intentionally growing cross-sector partnerships, connecting people, places and projects across Barking and Dagenham.</p> <p>The council has also looked to new ways to help civil society groups gain access to self-sustaining funding streams. This includes a bold approach to spending the proceeds from the Neighbourhood Community Infrastructure Levy (NCIL).</p> <p>In December 2017, Cabinet agreed to designate the entire borough as the 'neighbourhood' for the purposes of allocating NCIL funding, thus creating a balance between distributing NCIL across areas where the impact of growth is greatest but also ensuring that other parts of the borough are not left behind.</p>

In October 2018, Cabinet approved a new NCIL-funded grants programme for the VCSE - the Neighbourhood Fund - and the establishment of a Residents Panel to lead the process and input into decisions on the allocation of grants to the community.

It also agreed to create a legacy for the community by depositing unspent NCIL into an endowment to fund community projects long term. A proposal to establish the endowment as a mechanism that reflects the Council's commitment to partnership working and collaboration, whilst providing a permanent, inclusive and sustainable source of income for the community is currently being developed in application of the 2018 Cabinet decision. The report outlines a number of arguments and recommends Cabinet to support the establishment of the endowment fund as a multi-stakeholder mechanism hosted within Barking and Dagenham Giving's charitable vehicle.

Barking and Dagenham Giving

Barking and Dagenham Giving (BD Giving) is the borough's new place-based giving scheme, an initiative aimed at bringing new resources and approaches together in Barking and Dagenham and creating fairer solutions through addressing structural inequalities and imbalance. After a period of incubation in the council, BD Giving has spun out into a local charity to become an independent platform for local people, businesses, funders and third sector organisations to commit their ideas, energy and resources. It is an ambitious, inclusive and independent convener, passionate about collaborative working and with strong insight into the local priorities. It wants to make a growing economy work for everyone in Barking and Dagenham, and believes that everyone has something to give: time, talent, connections, money and resources.

The platform is build around the three core values of collaboration, inclusiveness and ambition for the borough:

- Collaboration: facilitating collaboration and increasing trust between stakeholders within and across the public, private and third sectors by offering a platform for the giving initiatives that align with BD Giving values
- Inclusiveness: involving people with lived experience and residents facing issues of severe and multiple disadvantage, enabling them to make decisions, grow their sense of agency and be more optimistic about the future.
- Ambition: Increasing and diversifying the resources available to the voluntary and community sector, focusing on changing the system that reproduces inequalities and building resilience within local communities.

Local context

Research carried out by the council and the CVS in 2019 has shown that there are approximately 600 CIOs, registered charities, industrial provident societies and CICs; and other unincorporated organisations in the borough. The largest sector is faith-based organisations, with an income of approximately £7.8 million. Non-faith-based charities represented an income of approximately £12.4 million.

Using a methodology that focuses on charities' area of benefit (AOB), the Centre for London calculations show that Barking and Dagenham have a much lower level of active charities compared to many other London Boroughs, and by comparison, central London boroughs

have between three and four times more charities per head of population that have at least some form of local activity.

The Barking & Dagenham VCSE sector also has a greater proportion of small charities, with an income of under £100,000. 76% of charities based in the borough have an income of less £100,000 and would be considered as micro and small scaled enterprises.

Covid-19 and the national lockdown have also had a significant impact for the social sector. An August 2020 report by Civil Society Consulting on the impact of Covid19 on the voluntary, community and social enterprise sector has shown that many charities have experienced a loss of income, with 40% of organisations surveyed mentioning a budget deficit and see maintaining regular income as their biggest foreseeable on-going challenge.

The availability of long-term non-emergency funding also appears as a key area of concern for local charities, with many expressing anxiety that a lot of funding avenues have stopped with little information on their future viability and/or re-emergence as income sources.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know. What does your research tell you?

Please state which data sources you have used for your research in your answer below

Consider:

- National & local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.
- It is Council policy to consider the impact services and policy developments could have on residents who are socio-economically disadvantaged. There is space to consider the impact below.

The VCSE sector in the borough is delivering a range of services to and with residents. These range from essential support for people with social care needs, through to information and signposting support across faith communities and the wider sector, to activities promoting healthy lifestyles, engaging with our communities through the arts and heritage, and local community groups such as tenants and residents' associations and uniformed organisations. All of these groups and activity make up the variety of the sector locally.

The VCSE strategy ('Participation and Partnerships') outlines the Council's ambition and commitment to strengthen the voluntary, community and social enterprise sector, and to build on some of the work of the sector in addressing inequalities. VCSE organisations are in a unique position, and contribute to help address structural inequalities, e.g. through their frontline activities and commitment toward people with protected characteristics.

Many people are still reliant on the help of service delivery organisations to make ends meet. A number of VCSE organisations provide vital support to residents, many of which present one or more protected characteristics (e.g. DABD, Harmony House,). Some VCSE organisations serve specific groups within the community, such as women's groups (e.g. Excel Women's Centre, Ashiana Network), others organise activities for specific ethnic groups (e.g. Barking and Dagenham Somali Women Association), people living with/or helping others with disabilities (Carers of Barking and Dagenham, PACT), or bridging across age groups (e.g. Company Drinks).

Other organisations offer services, which address problems that disproportionately affect certain groups. Organisations like Lifeline and Faith Action propose Creative English classes to help recipients (often women) build their confidence. The universal support service provided by the Citizen's Advice Bureau help people get advice & information on housing and homelessness, employment, consumer, family, benefits, money, legal and much more.

A lot of these organisations help address local structural inequalities. They also play an important role in our ambition to move from a paternalistic, service-delivery model aimed at 'meeting needs', to a model designed to support individuals, families and communities to grow their own capabilities. Our aim is to harness the collective financial and non financial resources of the public, private and voluntary sectors together with the hope, determination and aspiration of individuals, families and communities to live better lives, in a better place.

The development of a permanent endowment will lay the foundation for strengthening the social sector in Barking and Dagenham. Through careful management and sound investment policies, as well as through Barking and Dagenham Giving's efforts to showcase the work of the social sector and building relationships with funders and philanthropists, this endowment will generate increasing returns for the community and - importantly - provide much needed financial support, both in times of crisis as well as in more normal times.

An endowment for the social sector

In this context, the endowment will be established as a mechanism that reflects the borough's commitment to inclusiveness, whilst providing a transparent and sustainable source of income for the social sector. This will be achieved by embedding the principles of collaboration, participation and sustainability in the governance and operations of the fund, i.e.:

- An inclusive governance arrangement ensuring representation of the Council as well as other key stakeholders(reflecting the diversity of the borough) on the Board and taking responsibility for how the fund is managed, invested, and how decisions concerning the distribution of annual returns are made.
- Procedures for involving the wider community in setting the overall direction of the fund, enabling it to input into the periodical reviews of its investment and distribution policies, as well as reporting mechanisms.
- A careful balance between the needs of current generations with those of future generations. This translates into two practical requirements: (1) to create a permanent fund that will grow over time, e.g. ensuring that annual payout does not exceed the annual return and, (2) to agree on ambitious ethical guidelines and to monitor the investments to ensure that - as a minimum - this money is not funding unsustainable or unethical activities.

Why Barking and Dagenham Giving

BD Giving is pioneering a new place-based giving scheme in the borough. Over the past year, the platform has co-designed and implemented a number of funding initiatives in collaboration with the community to support grassroots organisations that work with those who are most at risk.

One of these initiatives is the Rapid Response Fund, which was aimed to support individuals and voluntary and community groups in Barking and Dagenham who are responding to a need during the Covid-19 crisis to grow their idea, to connect with others, and to make a lasting difference in their community.

Launched at the end of May, the £100k fund has been rapidly oversubscribed with over 45 applications submitted by local groups, equivalent to double the amount of funding available. As a result, the fund closed to new applications on 2 July, a month before the official deadline.

25 projects from a wide range of people and organisations were funded through the Rapid Response Fund, through a process that handed the responsibility for making decisions to a panel of 11 residents. Over half of these projects came from women, and from women-led organisations. Approximately half of projects came from people working with Black, Asian and Minority Ethnic groups, six of which were led by people of colour. Two of the funded projects came from organisations working specifically with disabled people. This shows that the efforts deployed by Barking and Dagenham Giving to co-produce funding opportunities with the community lead to a better distribution across groups and an ability to reach across organisations.

Potential impacts	P o s i t i v e	N e u t r a l	N e g a t i v e	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
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Local communities in general	X			Strengthening local VCSE organisations will positively impact local communities, providing them with the support and means to meet their needs and those residents with protected characteristics	Efforts will be deployed to involve the wider community and people with protected characteristics in setting the overall direction of the fund, enabling it to input into the periodical reviews of its investment and distribution policies, as well as reporting mechanisms.
Age	X				
Disability	X				
Gender reassignment	X				
Marriage and civil partnership	X				
Pregnancy and maternity	X				
Race (including Gypsies, Roma and Travellers)	X				
Religion or belief	X				
Sex	X				
Sexual orientation	X				
Socio-economic Disadvantage	X			A core value of BD Giving is to involve people with lived experience and residents facing issues of severe and multiple disadvantage, enabling them to make decisions, grow their sense of agency and be more optimistic about the future.	

Any community issues identified for this location?		X			
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2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation, please include:

- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

The direction proposed in this document is the result of an ongoing consultation with the social sector, notably through the work of the Council's Participation and Engagement Team, in developing the council's new approach to the social sector in Barking and Dagenham.

The Participation and Engagement Team, within the wider Policy and Participation team have been working on a number of strategic initiatives in the last two years, alongside colleagues in the council and the VCS sector locally. One of the key responsibilities of the team is to manage relationships with the sector and to act as a bridge between VCSE locally and the Council, as well as funders.

The commitment of the council through resourcing the Participation and Engagement Team to build relationship with the sector has contributed to shaping this proposal:

- The community response to traumatic events (London Bridge attacks, Covid-19,...)
- Strategic relationships with local VCS organisations, commissioning the infrastructure support and supporting the engagement of the Council where required;
- A number of interventions which constitute components of an emerging local giving model, such as: the launch of a local crowdfunding platform with associated small grants fund (Apr 2017); the establishment of the first local lottery in London (Oct 2017); the recruitment of a citizen panel to manage the allocation of the Neighbourhood Community Infrastructure Levy (NCIL) spend (December 2018);
- A wide range of engagement activities across the community including BigConversation events and focus groups to inform our cohesion approach; Human Library, the first community cohesion hackathon, belief in Barking and Dagenham, etc.;
- The adoption in February 2019 of the Voluntary, Community and Social Enterprise Strategy for Barking and Dagenham.
- The commissioning, in July 2019, of BD_Collective.
- The development and launch of Barking and Dagenham Giving.

Following the establishment of the endowment with its own Board of Directors, mechanisms will be put in place to ensure ongoing community engagement. For instance, it might operate like a community-owned unit trust, managed by a subcommittee appointed by the Board, which would include professional fund managers, and could be monitored by an independent

Ethical Advisory Board made of residents. Barking and Dagenham Giving will facilitate the mechanism to involve the public in decisions concerning the management, investment and distribution of funding.

In addition, an MoU would be signed by Barking and Dagenham Giving and the Council to ensure that consultation and reporting requirements are met in accordance with the CIL Regulations. This MoU will be agreed by the Director of Policy and Participation, in consultation with the Director of Law and Governance and the Deputy Leader of the Council, on behalf of the Council, in collaboration with the social sector. This MoU will be reviewed and refreshed on an annual basis, with reporting on how CIL funds are being spent on areas that will help achieve the goals of the Borough Manifesto.

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Produce an impact report on the performance and activities of the endowment, including a focus on community and equality impact	Annually	Barking and Dagenham Giving

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the wider community.

Take some time to summarise your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

Implications/ Customer Impact

The proposal supports the Council's commitment to work with VCSE organisations to improve residents' outcomes by 2022, as expressed in the VCSE strategy, the Corporate Plan and the Strategic Performance Framework for 2020-2022., looking in particular at building the sector's capacity.

These goals will work towards achieving our vision for a strong VCSE. Practically, our vision for a strong VCSE means there are many ways in which individuals' ideas, projects and concerns can develop, flourish and be addressed. It also means a dense network of organisations shaping and delivering essential services and support, helping people grow in life and seize opportunities, bridging residents' capabilities and needs with donors, challenging the status quo, and being part of the fabric of the place.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Mark Tyson	Director of Strategy and Participation	