

Grants to Voluntary Organisations 2013/14 to 2015/16

Equality and Safety Impact Assessment information for individual applicants

As part of their application organisations were asked to provide information on the impact of not awarding the full grant they requested. They were asked for details of the impact on the organisation and service users and specifically the impact on equalities (questions 2.8 and 2.9 of the application form).

On 08 January 2013 applicants were advised of their recommended grant and invited to update the impact information.

A Cumulative Impact Assessment has also been completed and is included with the Grants to Voluntary Organisations 2013/14 to 2015/16 report to Cabinet, 19 February 2013, as appendix 4.

Contents

	Page
a space arts	3
Aeronautica (Solent Sky)	4
Age Concern	5
Ansbury	6
Art Asia	7
Be Your Best Foundation	8
Breakout Youth	9
City Eye	11
City Reach Youth Project	13
CLEAR	14
Communicare	16
Community Languages Trust	18
Community Playlink	20
The Conservation Volunteers	21
Co-operatives Southampton	22
EU Welcome	23
Family Lives	25
Groundwork Solent	26
Hampshire Schools Sports Federation	27
Hampshire and Wight Maritime Trust for Archaeology	28
The Millennium Third Age Centre	29
Mount Pleasant Media Workshop	31
No Limits	32
Oasis Academy	34
Pre-School Learning Alliance	35
The Prince's Trust	36
QEII Silver Jubilee Activity Centre	37

Grants to Voluntary Organisations, 19-Feb-13, Member's Room Document

Rainbow Children's Trust.....	38
The Rainbow Project.....	39
Relate Solent	40
Saints Foundation.....	42
The Salvation Army	44
SCRATCH	45
SoCo Music Project	46
Solent Credit Union.....	48
Solent Sea Rescue Organisation.....	49
Southampton Action for Employment (SAFE).....	50
Southampton Advice and Representation Centre.....	52
Southampton Amateur Gymnastics Club.....	54
Southampton Centre for Independent Living	55
Southampton Children's Play Association	56
Southampton Citizen's Advice Bureau.....	57
Southampton Diving Academy.....	59
Southampton Nuffield Theatre Trust.....	60
Southampton Rape Crisis and Sexual Abuse Counselling Service	61
Southampton School Sports Association.....	63
Southampton Sight	64
Southampton Trampoline Club	65
Southampton Voluntary Services.....	67
Southampton Voluntary Services – Shopmobility	68
Southampton Women's Aid	70
Street Pastors	72
the Environment Centre.....	74
The Society of St James.....	75
Turner Sims	77
TWICS (Training for Work in Communities).....	79
Voice FM Radio Ltd	82
Workers Educational Association (WEA) Southern Region	83
Weston Adventure Playground	84
Weston Church Youth Project.....	85
Wheatsheaf Trust	86
Women's Wisdom.....	88
Youth Options	90

a space arts

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Less or no funding will eventually result in slower growth of the creative communities in the city. The artists in the studios would not have the opportunity in Southampton to develop their business and add to participation in and across communities.</p>	

Aeronautica (Solent Sky)

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to a reduction in museum services offered to schools, colleges, universities, adult education and senior groups.	
Disability	Reduced or no funding could lead to a reduction in museum services offered to disability groups and other interest groups.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Solent Sky is the only public museum covering the county's and the Solent area's aviation heritage.</p> <p>If the museum was unable to secure the requested funding it would undoubtedly mean a reduction in the service Solent Sky offers to the public.</p>	

Age Concern

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding will mean we are unable to engage with older BME people who have suffered from a number of cuts to services over the past few years.	
Disability	Reduced or no funding will mean we are unable to engage with older BME people who have suffered from a number of cuts to services over the past few years.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Reduced or no funding will mean we are unable to engage with older BME people who have suffered from a number of cuts to services over the past few years. It would also reduce support for the development of small BME groups which equips them with the necessary skills to fundraise and manage their own affairs.	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	If we do not engage with older BME people we will be unable to provide information, advice and signposting services to them. Our experience in this field is valuable and we wish to retain our member of staff who holds this expertise.	

Ansbury

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could mean this facility to support young people in transition post 16 to make informed, key decisions about their progression in learning will not be available to Southampton school pupils.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

Art Asia

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>Our roots are in the South Asian arts and culture. We have enjoyed the support of the council for a number of years in promoting South Asian arts in the city. Loss of all or a part of this funding could have a severe negative effect on the work that we carry out. The cultural diversity work we provide for all the community could be severely affected.</p>	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Reduced or no funding could put further pressure to reduce the numbers of staff and this would reduce the amount of programming in the city. Working with other arts organisations contributes to partnership programming and has a beneficial effect on community cohesion. If the Mela were to be reduced in size or if we were forced to cancel it due to the withdrawal of SCC funding, this would itself be a huge blow and would be a great loss to the city, in artistic, cultural and community terms.</p>	

Be Your Best Foundation

Updated: 09 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>Without funding from the council Southampton schools will no longer automatically receive places at the Rock Challenge event and will have to attempt to gain entry through the first-come, first-served basis as with any schools wanting to participate who are based outside the city. This will reduce their chance of entry in the event.</p> <p>Participating in the Rock Challenge can lead to improved school attendance, and better prepared school leavers with an increased employability chance.</p> <p>BYBF believe this could potentially affect a number of other categories as well as age.</p>	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Breakout Youth

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to at least 40 young LGBT people (and a potential 400 or more) not having access to a safe and friendly local facility that provides them with essential support and advice on a range of issues that for them are potentially life threatening or life diminishing. If this service was not available those young LGBT would be far more vulnerable in terms of victimisation/bullying/trafficking and this increases the potential for them becoming involved in drugs/alcohol misuse, crime, becoming homeless and putting a greater strain on the various health and social services.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation	Reduced or no funding could lead to at least 40 young LGBT people (and a potential 400 or more) not having access to a safe and friendly local facility that provides them with essential support and advice on a range of issues that for them are potentially life threatening or life diminishing. If this service was not available those young LGBT would be far more vulnerable in terms of victimisation/bullying/trafficking and this increases the potential for them becoming involved in drugs/alcohol misuse, crime, becoming homeless and putting a greater strain on the various health and social services.	

Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

City Eye

Updated: 25 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>One of our core client groups are people considered to be vulnerable because of age (predominantly young people but also the elderly). It is frequently the case that these groups are also less able financially to support their own engagement and indeed often might not consider participating in an activity unless it was made financially accessible to them. Our ability to offer our services at subsidised rates to other organisations and groups working with particular sections of the community would be greatly hindered.</p> <p>Our film and video activity would need to be priced on a full cost recovery basis which would certainly place it beyond the reach of many young people and elderly people, both groups and individuals.</p>	
Disability	<p>Two of our core client groups are mental health service users and people with disabilities. It is frequently the case that these groups are also less able financially to support their own engagement and indeed often might not consider participating in an activity unless it was made financially accessible to them. Our ability to offer our services at subsidised rates to other organisations and groups working with particular sections of the community would be greatly hindered.</p> <p>Our film and video activity would need to be priced on a full cost recovery basis which would certainly place it beyond the reach of many mental health service users and people with disabilities, which is one of our core client groups.</p>	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		

<p>Race</p>	<p>One of our core client groups are people from ethnic minority groups. It is frequently the case that these groups are also less able financially to support their own engagement and indeed often might not consider participating in an activity unless it was made financially accessible to them. Our ability to offer our services at subsidised rates to other organisations and groups working with particular sections of the community would be greatly hindered.</p> <p>Our film and video activity would need to be priced on a full cost recovery basis which would certainly place it beyond the reach of many people from ethnic minority groups which is one of our core client groups.</p>	
<p>Religion or Belief</p>		
<p>Sex</p>		
<p>Sexual Orientation</p>		
<p>Community Safety</p>		
<p>Poverty</p>	<p>Reduced or no funding could lead to us having to increase our charges, impacting on the ability of many people within the community to participate in our activities. Many people we engage with are on low incomes.</p>	
<p>Other Significant Impacts</p>	<p>Reduced or no funding could affect staffing levels as 85% of our costs are staff salaries. Staff are already employed on salaries below the city average. Without SCC funding it may not be possible to deliver Southampton Film Week, because it is critical in enabling the organisation to draw in funding from other funds, e.g. Creative England, BFI and Arts Council. Our credibility as a community based film and video facility would be jeopardised and in turn would hinder opportunities to raise further funds.</p>	

City Reach Youth Project

Impact Assessment	Details of Impact	Possible Solutions
Age	The impact of reduced or no funding on communities, families, children and parents, would be that they would have no where safe or secure to send their children in the area. There would be no referral point for agencies to refer young people to. There would be no positive activities for young people to take part in after school, weekend or school holiday periods.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	Reduced or no funding of this young people's service could lead to an increase in anti social behaviour, juvenile nuisance and crime.	
Poverty		
Other Significant Impacts	The total closure of the youth project and its work across three communities in the inner city would be a distinct possibility.	

CLEAR

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	100% of our clients would be of ethnic and national origins. Reduced or no funding could mean 50 learners and 32 children would no longer be able to access learning English/creche in the city.	
Religion or Belief	A high proportion of our clients are Muslim (around 60%) and so there could be a negative effect on Religion and belief.	
Sex	We have a high proportion of women who access English and volunteering opportunities and so there may be an impact under the Sex characteristic also.	
Sexual Orientation		
Community Safety		
Poverty	There will be a drift into poverty for many clients as our services diminish at a time of major benefit changes.	
Other Significant Impacts	In the first year we would have to reduce the number of staff involved in the advice service, with a probable consequence of reducing our opening hours. The likely reduction would be 35% of our opening capacity, which would mean 770 fewer user visits. This would put limitations on our service delivery, and would lead to some clients being unable to access the advice that they need, whilst others will seek to find help elsewhere and consequently put pressure on other advice services in the city.	

Work in progress

Communicare

Impact Assessment	Details of Impact	Possible Solutions
Age	78% of clients are over 65 years of age and 58% are over 80. Reduced or no funding could lead to an increase social isolation for older people, which in turn could lead to more people experiencing depression and anxiety-related conditions.	
Disability	Loss of funding could have a detrimental impact on these clients with disabilities, around 60% of our clients, including some who are house-bound due to physical disabilities such as immobility, deafness or sight impairment. The impact could be reduced services for weekly shopping and assisting with GP appointments where the client has hearing difficulties to taking house-bound clients out in their wheel chair to help combat feelings of isolation and confinement.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Reduced or no funding could lead to a reduction in the hours of part-time staff and delay recruitment thereby reducing the quality and flexibility of the service. Reducing this low cost service whose principles rest on the value of preventative rather than reactive care could prove detrimental	

	to the wellbeing of existing and potential clients and could result in an increase in funded care.	
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Work in progress

Community Languages Trust

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could impact children and young people as all the students attending language classes are aged under 19. They are not in a position to take action to ameliorate the impact of a loss of services, for example, they cannot usually buy resources or make alternative arrangements to learn community languages free or at a reduced cost.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Reduced or no funding could lead to a reduction in staff training which could have a detrimental impact on the BME communities who use the classes to maintain their linguistic and cultural heritage and promote community cohesion. All of the students in classes are from BME communities in Southampton. See also EIA on Community Languages Service (Feb 2011)	
Religion or Belief		
Sex	The majority of volunteer teachers at the language classes are women. Reduced or no funding could lead to fewer opportunities to develop skills and improve their employability. A higher proportion of the students in classes are also female. Communities feel confident that the classes are a safe environment with good quality teaching and high levels of examination success. If the classes close or are less successful academically it is possible that girls from some very protective / restrictive communities will not be able to access classes elsewhere.	

	Many female students eventually become voluntary teachers which is an important progression for their employability and independence.	
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Reduced or no funding would mean key elements of community languages provision in Southampton will not be delivered and this will have a detrimental effect on the service (through class attendance and exam attainment). If this grant is refused, the Trust may not be able to make any tangible contribution to the running of the service and in the long run both the service and the Trust could close.	

Work in progress

Community Playlink

Updated: 17 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	Less than requested funding could reduce access to our comprehensive toy library service for families of 5-14 year olds which provides good quality play and learning opportunities and helps them towards early learning goals when they get to school. Services would need to retract to the most used venues.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Staffing levels may have to be reduced.	

The Conservation Volunteers

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	Reduced or no funding for the Green Gym could have a negative impact on people considered as vulnerable adults or with mental distress.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	Reduced or no funding for the Green Gym could have a negative impact people with lower incomes as the project is focused on and has outputs and outcomes related to people living in the five wards with the highest level of multiple deprivation in Southampton.	
Other Significant Impacts	If partial funding was offered It would be difficult to provide the level of support needed to enable the Green Gym to become a locally managed community group.	

Co-operatives Southampton

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	There is evidence that co-operatives have higher proportions of people with disabilities in Board-level positions. A reduced level of activity would therefore result in these positions not being created and therefore unavailable to be filled by people with the above characteristics.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	There is evidence that co-operatives have higher proportions of members of ethnic minorities in Board-level positions. A reduced level of activity would therefore result in these positions not being created and therefore unavailable to be filled by people with the above characteristics.	
Religion or Belief		
Sex	There is evidence that co-operatives have higher proportions of women in Board-level positions. A reduced level of activity would therefore result in these positions not being created and therefore unavailable to be filled by people with the above characteristics.	
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Southampton could fall behind other areas in the number and quality of co-operative businesses established, missing opportunities for improved employment, housing and environment.	

EU Welcome

Updated: 16 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Reduced or no funding could lead to the closure of the organisation leading to people from EU countries losing a support system. The impact could be a knock on effect on homelessness, health services and advice services.	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	An impact of not/reduced funding could be a potential increase of crime and ASB from and against people from EU countries as we provide advice and support to individuals and agencies on cultural differences that could impact on crime and ASB.	
Poverty	Reduced or no funding could lead to the closure of the organisation which could lead to people from EU countries struggling with finding work and accessing benefits.	
Other Significant Impacts	See below.	

Other Significant Impacts

If this funding request fails it is likely that the project will cease on or soon after 31 March 2013. We have applied to numerous grant-making bodies for assistance but historically our principle source of funding has been SCC. At present we have no other committed funding for 2013/14. This would have the following impact:

1. Our 3 weekly drop ins would cease meaning that EU clients with limited English would have nowhere to go for help in issues concerning housing, employment, benefits, health, police and law issues, family crises etc
2. We would not be available to support the Two Saints Day Centre and the Homeless Prevention Team with their EU clients. This would inevitably necessitate the use of expensive and limited translation services
3. SCC Housing and Money management would lose our support with EU clients
4. Job Centre Plus would not be able to send relevant clients to us for help with CV writing and job advice
5. Our work with Hampshire Constabulary would cease. We act as liaison between the police and EU communities providing information which promotes good community relations and helps prevent hate crime. Therefore and in view of budget cuts across all statutory agencies which has contributed to a shortage of funding availability and thus the gradual disappearance of many third sector agencies who in the past have acted as a safety net for many minority groups in our communities, added to this the expected reduction in various Benefits which are yet to filter through into people's every day lives, it is a belief that there is a potential likelihood for issues related to 'Hate Crime' and ASB's to increase thus increasing the potential for Community Tensions to also increase in the future.
6. Our knowledge of the new benefits system would be lost. This will mean more non English speaking clients attending Gateway
7. Our work helping families access SureStart services will end, as will our own play group for EU families. We also help families understand the local school admission system and send out consistent messages re school attendance.
8. No other organisation runs regular evening drop ins supporting those from EU countries who work throughout the day
9. We regularly support the Council and clients in issues of anti-social behaviour making sure clients understand the implications of their actions. Our work therefore prevents tensions. With no funding this will cease
10. Annually we see over 3,000 clients. If EU Welcome ceases to operate it would leave a large gap in support available for these people.

Family Lives

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could result in less support for children and young people and their families who experience multiple problems, leading to less support for people facing barriers to employment because of their caring role, and fewer people understanding the range of services available to support them.	
Disability	Reduced or no funding could lead to less support for parents/carers experiencing mental illness and stress as a result of the multiple problems they are facing.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Reduced or no funding could lead to less support for BAME families (at least 15% of families in the project) rendering their situation more unequal in the city.	
Religion or Belief		
Sex	Reduced or no funding could lead to less support for women within vulnerable families overwhelmed by multiple problems who are experiencing domestic violence and abuse.	
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Groundwork Solent

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Reduced or no funding could lead to a reduction in our development activity which in turn enables us to generate such good leverage and inward investment for Southampton's environmental, social and economic regeneration projects. We could be limited in what we could commit in terms of our own resources to Southampton which could diminish our contribution to partnership working in the city.</p>	

Hampshire Schools Sports Federation

Impact Assessment	Details of Impact	Possible Solutions
Age	Should SCC be unable to fund, or in effect affiliate to the Federation, the possible impact could be that young people from Southampton no longer have access to representative pathways in some sports from city level to regional levels and beyond.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

Hampshire and Wight Maritime Trust for Archaeology

Updated 22 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>Young residents looking for their first job and retired residents are main users of these services and would be disproportionately affected by a reduction in services, which equip them with a range of skills to gain employment; provide a sense of achievement and self worth.</p> <p>In previous years we have noticed an above population-average number of people joining our volunteer programme of advanced years</p>	
Disability	<p>Those unable to work due to illness would be disproportionately affected by a reduction in service, which facilitate their recovery and re-engagement into community life or work.</p>	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

The Millennium Third Age Centre

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could impact on work to improve the employability chances of older residents.	
Disability	Reduced or no funding could impact on work to improve the employability chances of those with disabled people.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>Our projects will promote accessibility; participation; equal opportunities; inclusive communities and value cultural diversity.</p> <p>Non receipt of this Grant will slow down our growth, and importantly, significantly hamper the ambition of our collaborative group to make a bigger difference to the community we wish to serve. There will particularly be an adverse impact on local BME Community in Bevois Valley, which is one of the 10% most deprived wards in the country.</p>	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>This project will help set priorities of greatest need and tackle inequality in the health issues that have been identified in the Joint Health and Wellbeing Strategy.</p> <p>Non receipt of this Grant will slow down our growth, and importantly, significantly hamper the ambition of our collaborative group to make a</p>	

	bigger difference to the community we wish to serve.	
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Work in progress

Mount Pleasant Media Workshop

Updated: 23 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>For many local community groups we help them extend their reach into communities and maximise the benefits that they offer. We deliver consultation as well as design, and provide project management in implementation of commissioned activities. As far as we know our service is unique in that no other voluntary sector organisation in the city offers the same level of support in this specific field, or the combination of services that we offer.</p> <p>The Media Workshop will have to close its resource base at Mount Pleasant Junior School and make current staff redundant. Due to the time constraints there will be pressure both financially and physically in winding down the current resource base and office by 31/3/2013.</p>	

No Limits

Updated: 10 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>No Limits provide the only advice/ support service that is open to all young people. Reduced or no funding could reduce assistance for young people in: maximising income, reducing numbers of NEET, preventing homelessness, developing independent living skills, making positive life choices and meeting social welfare needs.</p> <p>Reduced opening hours will impact negatively on these groups of young people.</p>	
Disability	<p>About 8% of young people accessing our advice/support are disabled. The long term impact of a reduction in our services will be more social exclusion experienced particularly by vulnerable groups of young people, and the escalation of mental health issues.</p>	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity	<p>We work with about 300 young parents / young pregnant women a year. Many young parents feel looked down on by older parents and services due to their young age. We support them to access maternity and other services both during pregnancy and when they have their children. Reduced or no funding could reduce the support available.</p>	
Race	<p>About 9% of young people accessing our advice/support are from BME communities.</p>	
Religion or Belief		
Sex		
Sexual Orientation	<p>We are aware that young LGBT people access our drop-in centres and feel comfortable there. Our support of Breakout has enabled the continuation of the local LGBT youth group and set up Breakout Youth as a charity in its own right.</p>	
Community	<p>A reduction in funding would mean less</p>	

Safety	support to victims of crime and less challenging of young people's anti-social and offending behaviour.	
Poverty	A reduction in funds would mean NEET young people remaining NEET for longer as they won't receive support to remove their barriers to education/employment, homeless young people remaining homeless for longer, less income maximisation, less benefit/grant take up, more debt problems.	
Other Significant Impacts	<p>The long term impact of a reduction in our services will be a rise in teen conception and STI's, less voluntary engagement by young people, less education and harm minimisation, young people's substance misuse leading to more misuse, less opportunities for young people to disclose issues about abuse, running away etc leading to more youth at risk, less support for those in care/care leavers and young offenders leading to poorer outcomes.</p> <p>The impact on No Limits of this reduced grant offer will be that we will have to scale back the number of hours that the drop-in centre's are open. To manage the impact of this reduced grant offer and the impact of the cuts to our contracted services we are proposing to cut 3 drop in sessions a week (Saturdays at City No Limits, Friday afternoons at Sholing and one session on Thursday at Shirley). We will not be recruiting to 2 Youth Advice work vacancies and are making a member of our admin staff redundant. Additionally we will use some reserves to fund staff who would otherwise have lost hours or been made redundant.</p>	

Oasis Academy

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	Reduced or no funding could lead to less evening youth work provision which assists with reducing youth ASB.	
Poverty		
Other Significant Impacts	A reduction in services could decrease participation in sport and art based activities which will affect obesity levels and social cohesion benefits.	

Pre-School Learning Alliance

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding would mean a reduction in our volunteering project which supports young people into childcare as a career.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

The Prince's Trust

Updated: 25 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	If our service is not funded it will directly impact local 13 to 25 year old young people by reducing the number of fully funded places we have to offer. We continually strive to strengthen and expand on our referrals network which has the necessary training and experience working in target areas with the aim of encouraging and engaging disengaged young people onto our programmes and providing them with sustained support throughout their stay on the programme.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

QEII Silver Jubilee Activity Centre

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	Reduced or no funding could reduce the availability of services for people who are affected by severe learning disabilities.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

Rainbow Children's Trust

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to families with a child with a terminal or life threatening illness not being fully supported. This could impact on: a family's ability to manage stress; maintaining normality of family life; maintaining parents' emotional stability; enabling quality time between parents/sick child or young person; enabling quality time between parents/siblings.	
Disability	Many of the children/ young people supported are classed as having a disability.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

The Rainbow Project

Updated: 22 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	This project will address the inequalities experienced by vulnerable and disadvantaged young people aged 16-25 years. Lack of funding will reduce the chances of decreasing inequalities experienced by this client group.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Relate Solent

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to reduced support for parents to maintain their relationship and in turn a stable home environment. Stable homes enable children to focus on their studies without the worry and uncertainty that comes from parental relationship breakdown, and thereby improve their academic performance and longer term job prospects.	
Disability	Reduced or no funding could lead to reduced support for parents who have physical or mental health special needs.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	Reduced or no funding could lead to reduced support for people experiencing domestic violence/abuse. We have developed a new holistic way of delivering Domestic Violence/Abuse training to all personnel within our organisation. In many cases we have helped victim survivors bridge to safety and have supported perpetrators to access appropriate help. Where children are involved we have worked closely with Social Services and the Police.	
Poverty	Some of our clients are on low incomes because their health needs mean they are unable to work. Others are retired and on low pension income which does not stretch to counselling costs. Those less able to afford the cost of counselling would be the first	

	to be unable to seek help if bursary support is withdrawn.	
Other Significant Impacts		

Work in progress

Saints Foundation

Updated: 14 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	Less than requested funding could mean the number of activity sessions engaging young people in the west and central areas of the city would be reduced.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		
<p>Other comments Firstly the Saints Foundation is delighted to have been successful in securing funds through the above programme, subject to Cabinet approval in February. We have assessed the impact of not receiving the full amount requested and have forecasted the following two scenarios based on the shortfall which are as follows:-</p> <p>Impact – Option A Secure additional funding of £9,150 per year from an alternative grants provider. This combined funding would lead to an overall shortfall of £11,593. The impact of this would lead to reductions to the holiday courses, awards and publicity/promotion. These reductions have been made in order not to affect the targeted outcomes of the project and the Saints Foundation is confident the project targets can be achieved as set out in the original application.</p> <p>Impact - Option B In the event of an unsuccessful application to an additional organisation, the project would need to reduce the total cost of the project by £39,286 over the three years. This would lead to a removal of Tuesday night sessions and holiday courses, and a reduction in awards and publicity/promotion. We are hopeful of securing the additional funding to deliver Option A and will ensure we continue to keep you informed of developments as they progress.</p>		

Work in progress

The Salvation Army

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>For those residents that engage and are successful in moving on positively there is a higher percentage who will be able to maintain their tenancy and therefore no longer require other services such as In Touch floating support and the Street Homeless Prevention Team which would free their time to be able to act on behalf of clients who do need their services.</p>	

SCRATCH

Updated 23 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	We have no prior knowledge of who will be referred, but past experience shows that a high proportion of the people we help suffer with many forms of disability, especially mental impairments. It is therefore anticipated that not receiving a grant or any reduction in the level of funding would mean many vulnerable people within the city would be without affordable furniture provision.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity	We know that many of the female adults we help are pregnant or have new born babies. It is therefore anticipated that not receiving a grant or any reduction in the level of funding would mean many vulnerable people within the city would be without affordable furniture provision.	
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	Based on the recommended grant SCRATCH would have to increase the cost of the basic furniture package for Southampton residents by a figure of between £10 and £20.	
Other Significant Impacts		

SoCo Music Project

Updated: 23 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	We reach children and young people in challenging circumstances, allowing young people to feel empowered and are more engaged resulting in a more positive impact on society. Without the services we provide children and young people may engage less with education, employment or training. No funding would impact on our ability to reach children in care, young carers, young offenders and NEETs.	
Disability	No funding would impact on our ability to reach young people and adults with learning disabilities, mental health issues and physical disability.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	No funding would impact on our ability to reach people with substance misuse issues.	
Poverty	We provide employability skills and training for economically inactive individuals for adults who may otherwise cause a strain on statutory and 3rd sector services without these services vulnerable adults may experience a lower quality of life; and volunteers will have less opportunities to engage in rewarding roles. Funding would allow us to reach further into the community.	
Other Significant Impacts		

Other comments

Our work also helps students in the city gain valuable work experience, and provides development opportunities for aspiring artists and arts leaders.

Unless SoCo Music Project is supported to increase capacity it will continue to deliver services but in a limited format through project funding. Many gaps are appearing in public services and SoCo Music Project is in a position to provide valuable and innovative services that can help fill those gaps. Core funding over 3 years will allow us to develop as a sustainable organisation working in partnership with the city council and agencies across the city to continue to deliver high quality services. An adult learning officer, a youth projects office and a volunteer coordinator will ensure that programmes are developed in these areas and funding identified. These officers will also have capacity for delivery meaning that provision will also be provided. With officers in these roles SoCo directors will be able to further develop the organisation strategically, dramatically enhancing the cultural offer in the city and the provision available to service users.

Work in progress

Solent Credit Union

Updated: 23 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	Without the funding we could not be able to offer street level access to the high street office branch for disabled users.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Without wanting to be alarmist, we predict 3,500 people would be significantly disadvantaged as a result of this proposed reduction. The specific level of disadvantage is hard to calculate, however, nationally, it is estimated that Credit Union loan interest charge is less than half the cost of other lenders. Therefore, with our estimated revised loan book of £600,000 we would expect local people to be able to spend an additional £100,000 in the local economy if we received the full grant.	

Solent Sea Rescue Organisation

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	A cut in funding would have an impact the rescue services we provide in the Solent as well as on our attendance at numerous local fayres and community events.	

Southampton Action for Employment (SAFE)

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment	Our programme is specifically targeted towards those who face multiple barriers. This will include those who face discrimination, and are often isolated because of some characteristic, such as transgender. The course seeks to positively discriminate in recruitment in order to help those who are least helped elsewhere.	
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Our programme is specifically targeted towards those who face multiple barriers. This will include those who face discrimination, and are often isolated because of some characteristic, such as race. The course seeks to positively discriminate in recruitment in order to help those who are least helped elsewhere.	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	The course targets those who are most needy in the city, including poverty and social exclusion, seeking to help those who can't help themselves to progress. We have found proportionately higher representation of those facing protected characteristics of all categories on the Choices courses than the general population. Colloquially it appears there is often a	

	higher representation through local community recruitment than through statutory agencies.	
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Work in progress

Southampton Advice and Representation Centre

Updated: 16 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	30% of our clients have a disability or long term health condition. A reduction in ensuing access to quality employment advice could lead to residents losing their jobs unfairly.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Around 25 % of our clients are from a minority ethnic community. A reduction in ensuing access to quality employment advice could lead to residents losing their jobs unfairly.	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	Most of our clients have multiple disadvantage and face poverty. A reduction in the provision of a city-wide specialist advice and representation in the fields of Welfare Benefits and Employment Law would largely affect these residents ability to maximise their income.	
Other Significant Impacts	We currently enable our clients to bring in over £600,000 into the city. Any reduction in our service will greatly reduce this significant economic leverage.	
<p>Other comments Whilst we are grateful to have received continued funding, there is a reduction which will in time have a serious impact on our ability to provide a service that will meet current service demand, let alone the anticipated increase from welfare reform.</p> <p>Even if there were short term funding to help over the next few years to try and tackle the volumes of work created by welfare form, it would be appreciated.</p>		

Work in progress

Southampton Amateur Gymnastics Club

Updated: 25 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	A reduction in funding will limit: our development of gymnastics services and ability to support long term, individuals within the specific age group of 4 months to 16 years, throughout their career and assist with a healthy lifestyle choices.	
Disability	A reduction in funding will severely limit our ability to extend our reach in supporting individuals and groups with disabilities to take part in gymnastics.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	It is already looking like this year no grant will have a huge financial impact on the sustainability of the club.	

Southampton Centre for Independent Living

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	We would not fail solely if this grant request fails; however, it would send a powerful negative message about the council's priority for facilitating the voice of Disabled People, users of services and undermine its ability to act as an exemplar in meeting the duties required from the Equality Act.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Our organisation is the only true User-Led Organisation in Southampton, run by and for Disabled People. Failure to fund this grant would weaken our ability to develop and deliver high level strategic direction and guidance on a range of progressive social policy issues. This failure would impact on the availability of high level user-led advice and guidance to the Council and at the moment there is no alternative organisation in Southampton. The lack of such input will dramatically compromise the Council's ability to implement the Personalisation agenda.	

Southampton Children's Play Association

Impact Assessment	Details of Impact	Possible Solutions
Age	If our services were not provided children and young people will not have a safe stimulating environment to be in and boredom and anti social behaviour will rise. This could also impact on disability, pregnancy and maternity, race, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	If our services were not provided children and young people will not have a safe stimulating environment to be in and boredom and anti social behaviour will rise.	
Poverty	We may not be able to offer isolated parents/carers an opportunity to access volunteering and training at a pace that suits them, which could and does lead to paid employment.	
Other Significant Impacts		

Southampton Citizen's Advice Bureau

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>Access to caseworkers will be reduced if the service is cut – these will have a disproportionate impact as many of our services around residential care advice, debt advice, and welfare benefits advice are used by older clients. Key advice areas for older people are related to benefits, debt, housing, relationships and family, finance related; tax and utilities and consumer.</p> <p>Access to debt and welfare benefits caseworkers will be reduced if the service is cut. Younger peoples' key advice needs are benefits and debt, housing and employment.</p>	
Disability	<p>Disabled people require convenient DDA complaint locations to minimise transport and travel issues. Reduced or no funding could impact on our outreach expansion plans that would help meet that need and joint home visit services.</p>	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>BAME groups are reluctant to seek external help for cultural reasons, for example traveller communities. Reduced or no funding could adversely impact effective partnership working, outreach work and referral systems built with community organisations. Our immigration service may have to be reduced, or stopped entirely with a funding cut. This will mean more people have nowhere to go to get Immigration advice.</p>	
Religion or Belief		
Sex	<p>Cuts may mean we have to reduce our hours of operation or reduce access channels disproportionately</p>	

	affecting women who need flexible service delivery.	
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Reduced or no funding could lead to staff redundancies and limit the organisation's ability to provide outreach work throughout the city.	

Work in progress

Southampton Diving Academy

No information given on application form about equalities impact.

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

Southampton Nuffield Theatre Trust

Updated: 25 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	Less funding would mean a reduced matinee performance schedule, these do not increase income but provide a safe and accessible theatre visit to elderly and disabled people.	
Disability	Less funding would mean a reduced matinee performance schedule, these do not increase income but provide a safe and accessible theatre visit to elderly and disabled people. No further BSL interpreted or audio described performances.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	Reduced or no funding could mean no further discounted tickets for those in financial difficulty. No further tickets for NEETs groups.	
Other Significant Impacts	Reduced or no funding could have a domino effect with other funders reducing or ceasing their funding we can no longer provide the service they want.	

Southampton Rape Crisis and Sexual Abuse Counselling Service

Updated: 10 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>A significant number of young people, adults and families will not get help with the damaging impact of sexual violence and abuse in terms of :</p> <ul style="list-style-type: none"> • physical health implications - unattended injury, sexually transmitted infection, unwanted pregnancy (ISVA). • mental health implications - psychological distress and associated difficulties such as substance misuse, self-harm and suicidal ideation (therapeutic services) • feeling confident and supported in reporting crimes of sexual violence and accessing the criminal justice system (ISVA) 	
Disability	<p>Last year 15 % of our counselling clients recorded some form of physical illness or disability and 5% a learning disability.</p> <p>Reduced capacity at SRC to support these cases will lead to increased demands on G.P.s and statutory sexual and mental health providers (e.g. 50% of female statutory mental health service users have experienced sexual abuse – Dept of Health).</p> <p>Reduction in funding will inevitably result in fewer clients from diverse groups to access our services as we will not have the resources to engage in pro-active outreach work or bring in the additional resources for things such as bus fares or interpreters that can make it possible for someone to access our service who really needs it.</p>	
Gender Reassignment		

Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>Reduction in funding would inevitably result in fewer clients from diverse groups accessing our services as we would not have the resources to engage in pro-active outreach work or bring in the additional resources for things such as bus fares or interpreters that can make it possible for someone to access our service who really need it.</p> <p>Last year 14 % of SRC service users were from BME communities</p>	
Religion or Belief		
Sex	<p>Reduction in funding would inevitably result in fewer female clients accessing our services as we would not have the resources to engage in pro-active outreach work.</p>	
Sexual Orientation		
Community Safety	<p>Reduction of vital Star Project preventative education is likely to lead to</p> <ul style="list-style-type: none"> • Further increase in sexual violence and offending behaviour in a city that already records high levels of sexual violence when compared to similar cities (see Southampton Police data) 	
Poverty		
Other Significant Impacts		

Southampton School Sports Association

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to no school extra curricular sport of any kind. These sporting activities are educationally holistically and encourages lifelong learning and the development of responsible attitudes which promotes independent living and creates a healthy active blueprint to be continued into adulthood.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Southampton Sight

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could mean children with sight loss and children caring for family members with sight loss not having access to the full range of services and support available to them to insure that they are able to live independently which, this could result in them becoming dependant adults.	
Disability	Reduced or no funding could mean children with sight loss and children caring for family members with sight loss not having access to the full range of services and support available to them to insure that they are able to live independently which, this could result in them becoming dependant adults.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Southampton Trampoline Club

Impact Assessment	Details of Impact	Possible Solutions
Age	<p>Reduced or no funding could lead to an increase in membership fees for the trampoline club, affecting children from disadvantaged backgrounds and families with multiple children. We already do our best to support these children, not only with low fees, but also in shared transport to competitions, free competition kit, help with their Governing Body Membership and, in some extreme cases, waiving training fees in return for extra little jobs around the club. The grant is really the lifeline that enables us to operate successfully at all levels without disadvantaging children from low income families.</p>	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	<p>Reduced or no funding could lead to an increase in membership fees for the trampoline club, affecting children from disadvantaged backgrounds and families with multiple children. We already do our best to support these children, not only with low fees, but also in shared transport to competitions, free competition kit, help with their Governing Body Membership and, in some extreme cases, waiving training fees in return</p>	

	<p>for extra little jobs around the club. The grant is really the lifeline that enables us to operate successfully at all levels without disadvantaging children from low income families.</p>	
<p>Other Significant Impacts</p>		

Work in progress

Southampton Voluntary Services

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Reduced or no funding could lead to staff reductions and jeopardise our overall financial sustainability. We work with people across all the protected characteristics. Depending on which work was ended due to reduced funding it could impact on one or more protected characteristic disproportionately.</p>	

Southampton Voluntary Services – Shopmobility

Impact Assessment	Details of Impact	Possible Solutions
Age	Funding cuts could have a disproportionately negative effect on our customers many of which are over pensionable age and some are frail and suffering from additional health issues. We are supporting some customers who are now in their nineties and still wish to enjoy all the city has to offer. Regardless of which, they require a service like ours to enable them the freedom to carry out their day to day activities.	
Disability	Funding cuts would have a disproportionately negative effect on our customers the majority of which have severe disabilities that have a substantial and long term affect on their ability to carry out day to day activities, which limit their opportunities to move freely around our city centre. Some have lost limbs and others have lost the use of limbs due to illness. Some have a disability according to the acts definition and others may have a perceived disability. Regardless of which, they require a service like ours to enable them the freedom to carry out their day to day activities.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		

Other Significant Impacts	No funding could lead to the service supporting disabled people in the city to close and 3 staff losing their jobs.	
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Work in progress

Southampton Women's Aid

Updated 23 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	Reduced or no funding could have an adverse impact for service users with mental health impairment (between 50% and 60% of women who are mental health service users have experienced domestic violence) who use support to deal with the issues of domestic abuse this will be reduced.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex	<p>If this work was not funded the independence so valued by the women would be removed. This would lead to some women unable to come forward to seek help and, therefore, continuing to live in an abusive relationship, possibly until their situation becomes extremely high risk.</p> <p>We ask the council to give serious consideration to the possibility of a disproportionately negative effect on women as recent research and reports indicate reductions in funding to services nationwide are already disadvantaging women and increasing inequality between men and women in all areas.</p>	
Sexual Orientation		
Community Safety	The proposed reduction in requested funds for this project will put pressure on our outreach services which are already overstretched. In addition to this we have heard that there are proposed cuts to domestic violence services from supporting people. This	

	would mean that Stonham would not be able to provide an outreach service. If the funds we have requested here are reduced we will have to reduce staff hours and will not be able to help the numbers of women we currently support and will certainly not be able to provide any additional support needed due to Stonham losing their outreach services.	
Poverty		
Other Significant Impacts		

Work in progress

Street Pastors

Updated: 23 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety	<p>Less than requested funding could slow down our expansion into youth and community contexts. This could lead to less support for young people who suffer repeat victimisation in parks and public places and an increase in fear of ASB amongst communities. But we remain optimistic and committed to our goals.</p>	
Poverty		
Other Significant Impacts		

Supporters of the Warren Centre

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to less support for parents in developing the skills to support their children's learning and development through parenting groups and workshops for families.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	Reduced or no funding could lead to fewer people becoming engaged in learning to develop higher levels of skill and employment.	
Other Significant Impacts	Reduced or no funding could lead to less support for tackling health inequalities by raising awareness about health and well being through our healthy lifestyles programme, cookery classes, fitness classes and one to one information, advice and guidance.	

the Environment Centre

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Reduced or no funding could lead to withdrawal of our free phone advice line which offers advice, guidance and practical support to Southampton residents, particularly those who are vulnerable, on increasing their energy, waste and water efficiency, saving money and keeping warm.</p> <p>Whilst we are confident we will continue to operate we have to consider the possibility that a lack of core funding will ultimately lead to the organisation being forced to seek alternatives and potentially concentrate more of our efforts outside the city. This could include loss of key staff.</p>	

The Society of St James

Impact Assessment	Details of Impact	Possible Solutions
Age	37% of our volunteers have children that they live with, while another 8% have child access. The volunteering project provides a sense of stability not just for our volunteers but also for their children, as it helps them to fill the gap that drugs and crime have left in their lives with positive activity. Reduced or no funding could lead to the project closing.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Our volunteering project has high participation amongst BME communities. BME communities may be at risk of drug use because they often live in disadvantaged and deprived areas, where drug markets thrive. By providing peer support from ex drug-users (including a high proportion from BME communities), the project is providing exactly the kind of service that BME communities highlighted to the UKDPC. Since the service is meeting such a clear need amongst BME groups, closure would have a particularly negative effect upon racial minorities in Southampton.	
Religion or Belief		
Sex	Our project plays a crucial role in meeting the needs of women in the city. Amongst our volunteers, 80% of whom have had prior drug or alcohol abuse, 48% are women; the project is therefore engaging with a higher proportion of women than average drug treatment services. This engagement is particularly crucial in Southampton, where drug and alcohol	

	use is a significant issue amongst women. Reduced or no funding could lead to the project closing.	
Sexual Orientation		
Community Safety	The project helps to encourage our volunteers to stay away from drugs and crime and instead contribute positively to our city by supporting others to overcome addiction. It also helps them to get back into employment. Reduced or no funding could lead to the project closing.	
Poverty		
Other Significant Impacts	Many amongst our volunteers are from vulnerable client groups (80% had prior drug and/or alcohol use, and 48% had previous involvement with the criminal justice system) and so might otherwise struggle to find volunteering opportunities. Reduced or no funding could lead to the project closing.	

Work in progress

Turner Sims

Updated: 22 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding would result in a delay to or cancellation in our outreach programme which offers unique experiences for young people in the city, both those with acknowledged skills and those for whom the arts offers the chance to boost confidence and self esteem.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		
<p>Other comments</p> <p>Whilst the sum being requested is small relative to TS's turnover the value for money which it represents is significant. Investment from SCC whether at the current level (£7,000 in 2012-13) or that requested (£10,000 per year from 2013-14) acknowledges the key role which TS plays in the city's cultural life. It consequently strengthens our applications to and negotiations with other funders and stakeholders, helping to unlock more investment, and bring more creative opportunities to residents in Southampton.</p> <p>Support of our promoted concerts and outreach work also enables us to highlight SCC's investment at a regional and national level. Through activities such as the acclaimed 'Southampton's Musical Alphabet' weekend in March 2012, or our pioneering work with Southampton Music Services and Southampton Music Hub, TS has brought much positive national media coverage to the city, profiling not only the projects themselves but SCC itself.</p> <p>The withdrawal of funding, and therefore perceived endorsement of the work we deliver, puts the opportunities for delivering planned activity, securing external funding and profiling local investment at immediate risk.</p>		

Work in progress

TWICS (Training for Work in Communities)

Updated: 09 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age	21% of our learners were in the 60 to 74 age group. A reduction in funding would mean that we would only be able to offer a community training service to those easy to reach which would most likely be those people and communities that do not really need our support and training. A withdrawal of funding would mean the closure of the organisation.	
Disability	26% of our learners self-declare a disability. A reduction in funding would mean that we would only be able to offer a service to those easy to reach which would most likely be those people and communities that do not really need our support and training. A withdrawal of funding would mean the closure of the organisation.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	Of the 800 people we have engaged with or trained during the last year 20% have come from ethnic communities. A reduction in funding would mean that we would only be able to offer a service to those easy to reach which would most likely be those people and communities that do not really need our support and training. A withdrawal of funding would mean the closure of the organisation.	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		

Poverty		
Other Significant Impacts	If core funding was reduced we may only be able to provide a skeleton service. If funding is withdrawn we may have to close.	

Work in progress

Unity 101 Community Radio

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>Reduced or no funding could result in a reduction in face to face community contact time, as a result agencies will find it difficult to reach out to the BME community. It could also result in a less equipped and robust BME voluntary sector able to come together to air views and to build a strong response to local issues.</p> <p>The community radio has become an integral part of the BME community, the community rely on the station for their daily news and to be kept up-to-date on what's happening. The wider impact will result in more isolation within the BME sector and lead to greater long term inequalities as services are lost or not fully utilised.</p>	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Voice FM Radio Ltd

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could lead to the closure of the station and young people will miss out on exciting media opportunities that develop their skills and enable them to have a voice across the city.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts		

Work in progress

Workers Educational Association (WEA) Southern Region

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	<p>More than 98% of our learners do not have English as their first language or are on income related benefit or have a qualification that is below level 2. Reduced or no funding could lead to a reduction in support for these clients through the initial stages of personal development and qualification and they could miss out on opportunities that are available.</p>	
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	<p>More than 98% of our learners do not have English as their first language or are on income related benefit or have a qualification that is below level 2. Reduced or no funding could lead to a reduction in support for these clients through the initial stages of personal development and qualification and they could miss out on opportunities that are available.</p>	
Other Significant Impacts		

Weston Adventure Playground

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could reduce our ability to provide a safe and stimulating play opportunities in a supervised playground for the use of 5 – 14 year olds.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Tony Hill checking if there is a legal charge from Big Lottery on the playground	

WORK IN PROGRESS

Weston Church Youth Project

Impact Assessment	Details of Impact	Possible Solutions
Age	Reduced or no funding could mean there would be no provision for young people over 14 in Weston. Without projects such as ours in areas of urban deprivation there are few opportunities for young people to be involved in positive activities which help them to show the positive contribution young people make to society.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	Reduced or no funding may lead to the loss of staff.	

Wheatsheaf Trust

Updated: 14 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability	We have an emphasis on clients who have particular barriers to finding jobs (including those with disabilities). A reduction or no funding could mean that we would have to be constrained by our contractual expectations rather than being able to exceed them, particularly in providing extra support to those in the groups identified who need it.	
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race	We have an emphasis on clients who have particular barriers to finding jobs (including those from BME communities). A reduction or no funding could mean that we would have to be constrained by our contractual expectations rather than being able to exceed them sometimes, particularly in providing extra support to those in the groups identified who need it.	
Religion or Belief		
Sex	We have an emphasis on clients who have particular barriers to finding jobs (including women). A reduction or no funding could mean that we would have to be constrained by our contractual expectations rather than being able to exceed them sometimes, particularly in providing extra support to those in the groups identified who need it.	
Sexual Orientation		
Community Safety		

Poverty		
Other Significant Impacts		

Work in progress

Women's Wisdom

Updated: 10 January 2013

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity	<p>Without additional funding the service would only remain available to local mothers who are attending our nurseries due to rental of suitable rooms and travelling implications. The funding will enable vital access to mothers who are presently beyond the scope of our current work.</p>	
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty	<p>Women's Wisdom is passionate about making enterprise accessible. If this funding is not secured then there is a strong chance that those that are disadvantaged through deprivation or education will not get the same opportunities as those that are more financially stable and educated to a level that enterprise and self-employment come easy. This project would ensure that unemployed people will access solid information and practical support that will make self-employment a realistic option that could transform their life and the lives of their families, which will also impact on attitudes that influence their life choices again making self-employment the preferred</p>	

	option rather than being an inherent benefit claimant.	
Other Significant Impacts		

Work in progress

Youth Options

Impact Assessment	Details of Impact	Possible Solutions
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Community Safety		
Poverty		
Other Significant Impacts	<p>Reduced or no funding could impact on families in the Thornhill area who have engaged with us over time and often come back several years later when issues arise that they are struggling to deal with, as they know that they will be given relevant support and information even though they no longer work with the project. It could also result in staff redundancies.</p>	