

# Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

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| <p><b>Name or Brief Description of Proposal</b></p>                 | <p><u>Community Development and Navigation Service for the City of Southampton.</u></p> <p>The proposed Community Development and Navigation tender will put in place a service which benefit the residents of Southampton through increased community based activities and support for individuals to access those activities. Groups and services within the community and voluntary sector will benefit from an additional range of support being provided which helps them to start up projects which are sustainable. Individuals will benefit through improved access to those activities which promote their own wellbeing and independence.</p>  |
| <p><b>Brief Service Profile (including number of customers)</b></p> | <p>The aim of the new service is to develop an approach for the city which results in an increase in community based activity supports people to access that activity an promotes services which help people to live well and independently in the community. We are aiming to promote a culture of self-help and a culture where people help others</p> <p>The proposed service will provide support to communities and CVSE (Community and Voluntary Sector) organisations to develop a range of activities which address local need. This includes addressing loneliness and social isolation. The Community Navigation element of the service will support individuals to make plans which promote their wellbeing and help them access the appropriate support within their local communities and networks..</p> <p>The design of this service has been influenced by a range of local people and organisations.</p> <p>Community activity is provided through a wide range of approaches and organisations in the city. Much of the work is not directly influenced or commissioned by Southampton City Council (SCC) or Southampton City Clinical Commissioning Group (SCCCG), but is</p> |

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|  | <p>generated by local communities, for local communities, with local organisations. There is an opportunity for this activity to increase and for us to build on the wealth of voluntary sector work in the city. In order to do these individuals, groups and organisations need help and support to get started and to grow activities that are already underway. Some of the areas that people need help with include:</p> <p>Funding – help to access funds including applying for small and large grant schemes to help with set up of new activities/support</p> <p>Volunteering – help to recruit and keep Expertise – guidance on forming a group, organisational issues etc.</p> <p>Networking – some support to network and share best practice and resources with other organisations across the city</p>   |
| <p><b>Summary of Impact and Issues</b></p> | <p>If the recommendation is accepted the Council and SCCCg will enter into a contract with an organisation, or with a number organisation working in partnership, to deliver a service supporting community and voluntary groups to set up and sustain community activities.</p> <p>This will result in:</p> <ul style="list-style-type: none"> <li>• A single integrated approach to promoting an increase in community activity</li> <li>• A co-ordinated approach to raising additional funding for community and voluntary groups</li> <li>• An increase in community based activity across the city</li> <li>• An increase in the number of people accessing community activities</li> <li>• A decrease in loneliness and social isolation</li> </ul> <p>The impact on voluntary sector organisations will be:</p> <ul style="list-style-type: none"> <li>• A shift in funding approach from grant funding to delivery of services by contracts for some organisations</li> <li>• A potential loss or reduction in funding for some organisations, though this will be potentially off-set by the opportunity to bid singly or in partnership to deliver this service.</li> </ul> |
| <p><b>Potential Positive Impacts</b></p>   | <p>A re-focusing of council and CCG funding could result in:</p> <ul style="list-style-type: none"> <li>• an increase in external funding being brought into the city,</li> </ul>  |

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|                                    | <ul style="list-style-type: none"> <li>• greater collaboration between organisations, reducing duplication and leading to reduced costs and better services</li> <li>• greater access for individuals to community and voluntary sector resources</li> <li>• a greater focus on prevention and early intervention, dealing with issues before they become entrenched problems, reducing long-term costs</li> <li>• a culture where more people engage in voluntary activities</li> </ul> <p>Developmental impacts include:-</p> <ol style="list-style-type: none"> <li>1. Broadening of the range of CVSE organisations and groups within our communities – providing a greater range of opportunities for our children, adults and older people in the city.</li> <li>2. Promoting greater access to these resources for adults in our city.</li> <li>3. Improvement in the information offering to the city, promoting greater accessibility and reliability.</li> <li>4. Promoting the involvement of business in support community development across the city.</li> <li>5. Promote sharing of information and networking across the city between CVSE organisations and groups <ul style="list-style-type: none"> <li>○ Promoting greater opportunities to apply for funding external to the city.</li> <li>○ Promoting the opportunity to share resources, expertise and funding across likeminded groups and organisations</li> </ul> </li> </ol> |
| <b>Responsible Service Manager</b> | Moraig Forrest-Charde  |
| <b>Date</b>                        | 11/10/18   |

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| <b>Approved by Senior Manager</b> | Carole Binns |
| <b>Signature</b>                  |              |
| <b>Date</b>                       | 30/10/18     |

## Potential Impact

| Impact Assessment        | Details of Impact   | Possible Solutions & Mitigating Actions  |
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| <p><b>Age</b></p>        | <p>No negative impacts are identified as the service will support work across the whole population including older people, children and families and young people. In addition there will be opportunities to target development on areas of greatest need which could include particular age groups.</p> <p>If the service is successful there is an opportunity to bring additional funds into the city which could result in an increase in activity for targeted groups.</p> <p>Loneliness and social isolation affects all ages but there is particular evidence in relation to older people so there is the potential for positive impact for this protected group.</p> | <p>The community navigation element is particularly targeting vulnerable groups who will be assisted to access appropriate services. This includes older people.</p> <p>We will ensure a range of organisations are supported to bid and to be part of the delivery of this service, ensuring those representing protected groups and ages are included.</p> <p>We will ensure bidding information and promotional events are available to all relevant organisations.</p> <p>Additional grant funding will remain available for use with related functions.</p> |
| <p><b>Disability</b></p> | <p>No negative impacts are identified as the service will support work across the whole population which includes people with disabilities.</p> <p>Loneliness and social isolation can affect everyone but people with disabilities can be at particular risk and so there is the potential for positive impact for this protected group.</p> <p>Many of the organisations who will be supported through this approach include those working with people who are living with a disability. There</p>  | <p>The specification will include a requirement to work across the whole population and ensure activities are accessible to all, with reasonable adjustment where required</p> <p>Monitoring information will include information to demonstrate that take up of services and development of services reflect the diversity of the population</p>  |

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|                                       | <p>is a potential positive impact if they are supported to do more</p> <p>If the service is successful there is an opportunity to bring additional funds into the city which could result in an increase in activity for targeted groups.</p>   |   |
| <b>Gender Reassignment</b>            | <p>No negative impacts are identified as the service will support work across the whole population which includes people with a range of specialist needs and diversity issues.</p> <p>Some specialist organisations could be supported through this approach and there is a potential positive impact if they are supported to do more</p> |   |
| <b>Marriage and Civil Partnership</b> | No additional impact identified   |   |
| <b>Pregnancy and Maternity</b>        | No additional impact identified   |   |
| <b>Race</b>                           | <p>No negative impacts are identified as the service will support work across the whole population which includes people from a variety of racial backgrounds</p> <p>Some organisations could be supported through this approach and there is a potential positive impact if they are supported to do more</p> <p>. .</p>                   | <p>The specification will include a requirement to work across the whole population and ensure activities are accessible to all, with reasonable adjustment where required</p> <p>Monitoring information will include information to demonstrate that take up of services and development of services reflect the diversity of the population</p> <p>Support from the service to maintain their work/group through bidding, accessing</p> |

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|                           |  | support from business or collaborating with others.  |
| <b>Religion or Belief</b> | <p>No negative impacts are identified as the service will support work across the whole population which includes people from a variety of religions and beliefs.</p> <p>The faith communities in Southampton represent part of the rich mix of voluntary and community activity and there is a potential positive impact in greater inclusion of these groups in these plans.</p> <p>Some organisations and faith groups could be supported through this approach and there is a potential positive impact if they are supported to do more</p> | <p>The specification will ensure that the service has a requirement within its scope to reach out to faith groups and religious organisations to offer support aimed at supporting their voluntary activities and developing sustainability.</p> |
| <b>Sex</b>                | <p>No negative impacts are identified as the service will support work across the whole population which includes people with specialist needs in relation to gender</p>   |  |
| <b>Sexual Orientation</b> | <p>No negative impacts are identified as the service will support work across the whole population which includes people from the LBGT communities</p> <p>Some who work to support people within the LBGT communities could be supported through this approach and there is a potential positive impact if they are supported to do more</p>   |  |
| <b>Community Safety</b>   | <p>No negative impacts are identified.</p>   | .  |

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|   | <p>There is some evidence that developing community activity and a culture of support in local areas contributes to community safety and to people feeling safe as people ‘look out’ for each other.</p>  |   |
| <p><b>Poverty</b></p>                   | <p>No negative impacts are identified as the service will support work across the whole population which includes people in poverty and on low incomes.</p> <p>People in these circumstances are often socially isolated as they are unable to access costly resource – community activities are traditionally free or low cost and this is a potentially positive impact if there is an expansion of more accessible services and of local services not requiring transport costs.</p> <p>There are a range of voluntary sector services locally who help people with debt and on low incomes. Attracting additional funding into the city has the potential to support these agencies further, subject to local need and priority for any additional resource.</p> <p>Additional volunteering opportunities can present a positive impact in helping people find a route into paid employment</p> | <p>Supporting people living in poverty is a key feature of any this services work and will be embraced as one of the guiding principles within the service specification</p>                                  |
| <p><b>Other Significant Impacts</b></p> | <p>The majority of grant funded organisations will continue to be able to access local grant funding in the same way and it is anticipated that additional funding can be raised through this co-ordinated approach to increase the opportunities in the future.</p>  | <p>All organisations will have an opportunity to bid to deliver these services either singly or in partnership with others.</p> <p>The commissioners will consider a range of partnership options as long</p> |

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|  | <p>It is possible that some organisations who have received grant funding to deliver services which are then specified in the tender will lose funding or face a reduction when the final specification is confirmed.</p> | <p>as contractual requirements can be fulfilled.</p> <p>Any organisation impacted by these changes will be offered an individual meeting with commissioners to address individual issues</p> <p>Organisations will still have the opportunity to bid for grant funding of services not covered in the specification.</p> |
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Definitions of the protected characteristics are available on the Equality and Human Rights Commission website: <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>