

Equality Analysis Form

A review into how the council spends with the Voluntary & Community Sector (VCS)

1. Introduction

1.1 Purpose of Equality Analysis

The Council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the Council does. We are committed to making Croydon a stronger, fairer borough where no community or individual is held back.

Undertaking an Equality Analysis helps to determine whether a proposed change will have a positive, negative, or no impact on groups that share a protected characteristic. Conclusions drawn from Equality Analyses helps us to better understand the needs of all our communities, enable us to target services and budgets more effectively and also helps us to comply with the Equality Act 2010.

An equality analysis must be completed as early as possible during the planning stages of any proposed change to ensure information gained from the process is incorporated in any decisions made.

In practice, the term '**proposed change**' broadly covers the following:-

- Policies, strategies and plans;
- Projects and programmes;
- Commissioning (including re-commissioning and de-commissioning);
- Service review;
- Budget allocation/analysis;
- Staff restructures (including outsourcing);
- Business transformation programmes;
- Organisational change programmes;
- Processes (for example thresholds, eligibility, entitlements, and access criteria).

The impacts and mitigating actions will be reviewed and updated following 121 meetings with VCS organisations and feedback from the Community Fund survey.

2. Proposed change

* For this exercise, the VCS is defined as the following; charities (registered and unregistered), community groups, community interest companies, friendly societies, social clubs, some sports clubs, churches/other faith groups and voluntary organisations. Academies are excluded because they were set up by the public sector, are totally funded by the government and are subject to same regulatory regime. Likewise, faith schools have been excluded.

Directorate	Assistant Chief Executive
Title of proposed change	A review into how the council spends with the Voluntary & Community Sector (VCS), including the Community Fund
Name of Officer carrying out Equality Analysis	Gavin Handford, Programme lead & a cross-directorate programme group overseeing the spending review

2.1 Purpose of proposed change (see 1.1 above for examples of proposed changes)

Briefly summarise the proposed change and why it is being considered. Please also state if it is an amendment to or a new proposal.

As the council updates its Medium-Term Financial Strategy (MTFS) and under the council's operating model, the council is under a legal obligation to remain within a financially sustainable budget. The Executive Mayor has triggered a full review of all Council spending and including a review of Voluntary & Community Sector (VCS*) and the outcomes this spend achieves. As a result, a review of VCS spend across the council over 2021/2022 has identified that approx. £23Million was spent with VCS organisations.

While the council is committed to reviewing all areas of expenditure and contracts the council is mindful that partnership with the VCS is essential to achieve the priority outcomes set out in the Corporate Plan and a key aim of the strategy is to ensure that the support that is given to the sector is focused more effectively on those VCS organisations that are supporting priority outcomes. Owing to the challenging financial situation, the council budget can no longer afford to provide rent subsidy and discretionary rate relief and both schemes will cease at the end of the financial year as agreed through the 2021/22 Budget setting process. At the same time, the Community Fund reaches the end of its 3-year contract period on 31/03/2022 and will not be recommissioned for the same reason.

The on-going financial challenges faced by the council set the context for a strategic shift in the council's relationship with the VCS sector, focussing on statutory service delivery, the provision of general information & advice, and working in partnership with the sector to build strong local consortia and support it to access and generate alternative sources of funding.

Going forward, not only funding support, but also the allocation of council community assets will take account of the degree to which the work of the VCS organisation in question supports the council's priority outcomes and statutory duties. Policies will be developed and consulted upon that implement this principle. Relevant teams from across the council teams have fed into the review, which considers ongoing conversations with the VCS sector, formal contract monitoring and an extensive VCS consultation that was also carried out with the sector in 2021 on future funding reductions. This proposal is to:

1. Cease providing rent subsidy and discretionary rate relief on 31/03/2023.
2. Not recommission the Community Fund 3-year outcome-based funding, when this comes to an end on 31/03/2023.
3. Continue funding statutory service provision.
4. Support work to scope out alternative provision and/or secure alternative funding for an information and advice service focused on money and debt.
5. Provide council support through officer capacity and other initiatives such as maintaining a comprehensive VCS offer online.

3. Impact of the proposed change

* For this exercise, the VCS is defined as the following; charities (registered and unregistered), community groups, community interest companies, friendly societies, social clubs, some sports clubs, churches/other faith groups and voluntary organisations. Academies are excluded because they were set up by the public sector, are totally funded by the government and are subject to same regulatory regime. Likewise, faith schools have been excluded.

Important Note: It is necessary to determine how each of the protected groups could be impacted by the proposed change. Who benefits and how (and who, therefore doesn't and why?) Summarise any positive impacts or benefits, any negative impacts and any neutral impacts and the evidence you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic.

Where an impact is unknown, state so. If there is insufficient information or evidence to reach a decision you will need to gather appropriate quantitative and qualitative information from a range of sources e.g. Croydon Observatory a useful source of information such as Borough Strategies and Plans, Borough and Ward Profiles, Joint Strategic Health Needs Assessments <http://www.croydonobservatory.org/> Other sources include performance monitoring reports, complaints, survey data, audit reports, inspection reports, national research and feedback gained through engagement with service users, voluntary and community organisations and contractors.

3.1 Deciding whether the potential impact is positive or negative

Overall Impact

Under these new proposals, some VCS organisations who are currently funded will no longer receive funding from Croydon Council. The full extent of the changes will involve the following;

1. The council will cease to provide rent subsidy and discretionary rate relief on 31/03/2023. Over the 2020-2023 period the council committed £4million financial support to the VCS by way of Rent relief and Rate relief subsidies. Although the relevant VCS organisations have been served with a 1-year notice period.
2. The council will not recommission the Community Fund 3-year outcome-based funding, which comes to an end on 31/03/2023. Since 1st April 2020, the council committed 2.6 million per year over 3 years until 21st March 2023. The natural end of these contracts will impact on the Croydon residents who access these services and the VCS provider organisations. While it should not be assumed the current Community Fund providers would have been successful in a new commissioning round, not recommissioning a Community Fund will mean the loss of a funding opportunity for the local VCS sector as a whole.
3. Council funding will continue for statutory service provision.
4. The council will provide support through officer capacity and other initiatives such as maintaining a comprehensive VCS offer online to assist the VCS sector to bring in additional income including; hosting funding opportunities and signposting to crowdfunding.

While it should not be assumed the current Community Fund providers would have been successful in a new commissioning round, the natural end of the current Community Fund contracts, and not recommissioning another round, will mean the loss of a potential funding opportunity for local VCS groups.. The appendix sets out where the end of each of the current contracts is likely to have a negative impact on protected characteristics.

Each organisation affected by the end of the Community Fund contract term has been contacted and offered 1:1 discussions with officers to discuss exit planning and agree any mitigations needed to address the impacts identified. An online survey has also been provided seeking feedback on the shape of the council's future support offer.

The impacts will be reviewed and updated following 121 meetings with VCS organisations and feedback from the Community Fund survey.

Table 1 – Positive/Negative impact

* For this exercise, the VCS is defined as the following; charities (registered and unregistered), community groups, community interest companies, friendly societies, social clubs, some sports clubs, churches/other faith groups and voluntary organisations. Academies are excluded because they were set up by the public sector, are totally funded by the government and are subject to same regulatory regime. Likewise, faith schools have been excluded.

For each protected characteristic group show whether the impact of the proposed change on service users and/or staff is positive or negative by briefly outlining the nature of the impact in the appropriate column. If it is decided that analysis is not relevant to some groups, this should be recorded and explained. In all circumstances you should list the source of the evidence used to make this judgement where possible.

Protected characteristic group(s)	Positive impact	Negative impact	Source of evidence						
<p>Age (including Carers of young/older people)</p>	<p>The Council becoming a financially sustainable organisation will have a positive impact on people of all ages by allowing it to continue to provide a range of statutory services for people of all ages delivering measurable outcomes and benefits for residents.</p> <p>The council will continue to commission statutory services, offering and supporting local VCS organisations in the borough the opportunity to deliver important services for local people across all protected characteristics.</p> <p>The proposed support through officers capacity to signpost and support the VCS to bring in additional external income could increase the amount of funding successfully bid for by local VCS organisations.</p> <p>Statutory services will continue to be provided throughout.</p>	<p>It is anticipated that the proposed changes to VCS funding will negatively impact on the ability of VCS groups to provide some services that are received by residents of all ages. In addition, these changes may negatively impact on people with eligible support needs which will need to be assessed and considered to ensure eligible support needs are met.</p>	<p>390,800 was the Croydon Population by broad age group for Croydon (2021 census). The proposed changes will impact on the ability of VCS groups to provide services that are received by their affected service users of ALL ages.</p> <p>Croydon Population by broad age group for Croydon</p> <table border="1" data-bbox="1236 491 1803 632"> <tr> <td>Persons aged 0-14</td> <td>19%</td> </tr> <tr> <td>Persons aged 15 – 64</td> <td>64 - 67%</td> </tr> <tr> <td>Persons aged 65+</td> <td>14%</td> </tr> </table> <p>Source: ONS, Census 2021.</p> <p>The regular contract monitoring feedback with the affected VCS organisations. These conversations are discussing each of the affected contracts and will help to inform exit planning..</p>	Persons aged 0-14	19%	Persons aged 15 – 64	64 - 67%	Persons aged 65+	14%
Persons aged 0-14	19%								
Persons aged 15 – 64	64 - 67%								
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<p>Disability</p>	<p>As above.</p>	<p>These proposed changes to VCS funding may</p>	<p>Long-term health problem or disability in Croydon</p>						

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		negatively impact on the ability of VCS groups to provide services that are received by disabled people in Croydon. The loss of service provision may place an additional financial burden upon them and their carers and family members if applicable.	<table border="1"> <thead> <tr> <th>Disability category</th> <th>Numbers</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Day-to-day activities limited a lot</td> <td>24,380</td> <td>6.7%</td> </tr> <tr> <td>Day-to-day activities limited a little</td> <td>28,733</td> <td>7.9%</td> </tr> <tr> <td>Day-to-day activities not limited</td> <td>310,265</td> <td>85.4%</td> </tr> <tr> <td>Total of all categories.</td> <td>363,378</td> <td>100.0%</td> </tr> </tbody> </table> <p>Source: ONS, Census 2011, Table QS303UK.</p>	Disability category	Numbers	Percentage	Day-to-day activities limited a lot	24,380	6.7%	Day-to-day activities limited a little	28,733	7.9%	Day-to-day activities not limited	310,265	85.4%	Total of all categories.	363,378	100.0%
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Sex	As above.	<p>The proposed changes may negatively impact on the ability of VCS groups to provide targeted services that are received by people of all genders in Croydon.</p> <p>A number of the Community Fund providers have a focus on a particular sex, for example in tackling violence against women and girls. This is a priority, however, for the Safer Croydon Partnership, which invests funding, including external funding from MOPAC to improve community safety in Croydon.</p>	<p>Population by Sex in Croydon</p> <p>Male : 48.6% Female : 51.4%</p> <p>https://www.croydonobservatory.org/1-age/</p> <p>Source: ONS, Mid Year Estimates 2019, released June 2020.</p>															

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Gender Reassignment	As above.	There is not expected to be any specific negative impact on this specific group.	Census 2021 for Gender Reassignment is not yet available on the Croydon Observatory. Data was not available from previous census data. https://www.croydonobservatory.org/3-gender-reassignment/
Marriage or Civil Partnership	As above.	There is not expected to be any particular negative impact on this specific group.	There are detailed tables on Marriage or Civil Partnership on the Croydon Observatory, however, the Census 2021 data has not yet been released. There are currently: <ul style="list-style-type: none"> • 112,821 people in Croydon that are single and have never been married • 122,013 people in Croydon that are married • 976 that are registered in a same-sex civil partnership (524 are male and 272 are female) • 9,822 people that are separated but still legally married or in a civil partnership • 23,202 people that are divorced or who have had a civil partnership legally dissolved • 15,614 people that are widowed https://www.croydonobservatory.org/4-marriage-and-civil-partnership/ Source: ONS, Census 2011
Religion or belief	As above.	The proposed changes may negatively impact on the ability of VCS and faith groups to provide targeted services that are received by both those that have faith and those that have none.	There are detailed tables on Religion and belief on the Croydon Observatory, however, the Census 2021 data has not yet been released. In summary: <ul style="list-style-type: none"> • 205,022 people identify as Christian in Croydon • 72,654 identify as having no religion • 29,513 identify as Muslim • 21,739 identify as Hindu • 2,381 identify as Buddhist • 2,153 identify as having another religion (not specified) • 1,450 identify as Sikh

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			<ul style="list-style-type: none"> 709 identify as Jewish <p>https://www.croydonobservatory.org/7-religion-and-belief/ Source: ONS, Census 2011</p>
Race	As above.	The proposed changes may negatively impact on the ability of expert VCS groups to provide their targeted services to our diverse communities and are tailored to the cultural requirements of our diverse local communities.	<p>There are detailed tables on race on the Croydon Observatory, with population projections by ethnic group. However the Census 2021 data has not yet been released.</p> <p>The latest data on projected population shows that in 2021:</p> <ul style="list-style-type: none"> White: 185,118 Black: 95,992 Asian: 79,891 Mixed: 31,468 Other: 9,204 <p>https://www.croydonobservatory.org/6-race/ Source: GLA 2015 Round of Demographic Projections – long-term migration scenario.</p>
Pregnancy or Maternity	As above.	The proposed changes may negatively impact on the ability of VCS groups to provide targeted services.	<p>Census 2021 for Pregnancy or Maternity is not yet available on the Croydon Observatory.</p> <p>https://www.croydonobservatory.org/5-pregnancy-and-maternity/</p> <p>However, ONS data on births shows that the number of births between 2011 and 2020 ranged from 5,252 to 5,884. There has been a downward trend since 2017.</p> <p>Source: ONS Births (November 2021)</p>
Sexual Orientation	As above. The council anticipates that Public Health will be commissioning sexual health services that will include specific outcomes form LGBTQ equality	The proposed changes will negatively impact on the ability of domain expert VCS groups to provide their targeted services to our diverse communities and are tailored to the unique	<p>Census 2021 data for Sexual Orientation is not yet available on the Croydon Observatory.</p> <p>Sexual orientation was not captured for the 2011 Census. Based on ONS estimates, across London it was estimated that 2.6% of the population in 2014 identified themselves as gay, lesbian or bisexual. This was higher than the national average of 1.6%. The</p>

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		requirements of our diverse local communities.	<p>ONS produced its Integrated Household Survey for the calendar year of 2014 with its mid-year population estimates.</p> <p>By applying the London average to the Croydon population it was estimated that there were about 9,800 people in Croydon who would have identified as being gay, lesbian or bisexual.</p> <p>https://www.croydonobservatory.org/9-sexual-orientation/</p>
<p>Important note: You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.</p> <p>When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics. Please use table 4 to record actions that will be taken to remove or minimise any potential negative impact</p>			

3.2 Additional information needed to determine impact of proposed change

Table 2 – Additional information needed to determine impact of proposed change

<p>If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table. Please use the table below to describe any consultation with stakeholders and summarise how it has influenced the proposed change. Please attach evidence or provide link to appropriate data or reports:</p>		
Additional information needed and or Consultation Findings	Information source	Date for completion
<p>The quality of monitoring across the organisations has been consistent. However, unfortunately, the opportunity was not taken when contract was let out to mandate equality monitoring KPI's upon the funded VCS organisations as part of their mandatory contract performance regime to the council.</p> <p>As a result, the council do not have any records on of the protected characteristics of the beneficiaries of those who have benefited from the delivery of VCS organisations.</p> <p>Each organisation affected by the end of the Community Fund contract term has been contacted and offered 1:1 discussions with officers to agree any mitigating steps needed to managed the end of contracts.</p>	<p>Community Fund monitoring reports</p> <p>The data was provided by organisations in receipt of Community Fund for 2020/2023 as part of the regular monitoring process.</p>	<p>December 2022</p>

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/assistant-chief-executive-directorate/communications-and-engagement/consultation-2>

3.3 Impact scores

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An Example to illustrate: If we are going to reduce parking provision in a particular location, officers will need to assess the equality impact as follows;

1. Determine the Likelihood of impact. You can do this by using the key in table as a guide, for the purpose of this an example, the likelihood of impact score is 2 (Likely to impact)
2. Determine the Severity of impact. You can do this by using the key in table 1 as a guide, for the purpose of this an example, the Severity of impact score is also 2 (Likely to impact)
3. (Likely to impact)
4. Calculate the equality impact score using table 1 below and the formula **Likelihood x Severity**
5. Thus, for the purpose of this example - **Likelihood (2) x Severity (2) = 4**
6. Finally, when completing your actual **impact scores** for an actual Equality Analysis you will need to record it into table 2 below.

Table 1 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key

Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

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Table 3 2 – Impact scores

Column 1 PROTECTED GROUP	Column 2 LIKELIHOOD OF IMPACT SCORE Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 3 SEVERITY OF IMPACT SCORE Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 4 EQUALITY IMPACT SCORE Calculate the equality impact score for each protected group by multiplying scores in column 2 by scores in column 3. Enter the results below against each protected group. Equality impact score = likelihood of impact score x severity of impact score.
Age	3	2	6
Disability	2	2	4
Gender	2	2	4
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	2	2	4
Religion or belief	1	1	1
Sexual Orientation	2	2	4
Pregnancy or Maternity	1	1	1

4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council’s ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

Advancing equality of opportunity between people who belong to protected groups

Eliminating unlawful discrimination, harassment and victimisation

Fostering good relations between people who belong to protected characteristic groups

Important note: If the proposed change adversely impacts the Council’s ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in section 5 below.

5. Action Plan to mitigate negative impacts of proposed change

Important note: Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative impact identified in Table 1. Attach evidence or provide link to appropriate data, reports, etc:

The mitigating actions will be updated following 121 meetings with VCS organisations and feedback from the Community Fund survey which will inform the future VCS support offer from the Council.

Table 4 – Action Plan to mitigate negative impacts

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
All	It is anticipated that the proposed changes to VCS funding will negatively impact on the ability	The Council will continue to provide the following support to all VCS organisations:	Multiple services within the Council	Ongoing

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
	of VCS groups to provide some services that are received by residents.	<ul style="list-style-type: none"> • Readiness to bid for upcoming commissioning and tendering opportunities in accordance with the procurement pipeline • Community Asset Transfers • Officer time to partner, signpost and support external funding bids – bringing new money into the borough e.g. Borough of Culture. • Other in kind/officer time support • Review of Social Value policy to target commitments to support local, shared priorities <p>This will support VCS organisations to provide support across all protected characteristics.</p>		
Disability	Some disabled people may be less able to access the support they need impacting on their inclusion.	<p>The council will communicate with affected VCS organisations to explain the changes and will offer 121 surgeries to discuss alternatives funding sources and sign-posting to alternative provision or services for vulnerable service users.. It is providing individualised guidance as follows:</p> <ul style="list-style-type: none"> *Signposting them to alternative sources of funding and relevant services to help alleviate the impact of the changes *Statutory services will continue to be funded. 	The council, VCS & all system partners	September 2022 – ongoing
Race	The proposed changes will negatively impact on the ability of domain expert VCS groups to	The council will communicate with affected VCS organisations to explain the changes and will offer 121 surgeries to discuss alternative	The council, VCS & all system partners	2022 – ongoing

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.

Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
	<p>provide their targeted services to some minority ethnic groups with diverse cultural requirements. This might reduce upon the ability of their beneficiaries to access tailored support which will impact on inclusion.</p>	<p>funding sources and sign-posting to alternative provision or services for vulnerable service users.</p> <p>A partial mitigation to a reduction in the council’s ability to make new VCS investments, has been its recent efforts to galvanise Social Value commitments from prospective suppliers. In addition, the council and its delivery partners will continue to work closely with the local VCS to find place-based solutions for solve local challenges.</p> <p>https://www.croydon.gov.uk/planning-and-regeneration/planning-policy/get-involved-croydons-planning/neighbourhood-planning/neighbourhood-areas</p> <p>As part of its wider systemic change the Council has introduced Equalities & George Floyd Race Matters Pledges that were signed by stakeholders across the private, public and VCS sectors encouraging more private and public sector organisations to address race inequalities.</p> <p>https://www.croydon.gov.uk/community-and-safety/equality-and-diversity/croydon-equalities-pledges/george-floyd-race-matters-pledge</p> <p>The council is embedding these principles into responsible fiscal planning, its strategies,</p>		

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
		actions, and behaviours. It will continue to work in partnership with local people including council staff, residents, local businesses, and VCS groups to listen to lived experiences in order to build back better.		
Sex (gender)	The proposed changes may negatively impact on the ability of VCS groups to provide targeted services that are received by people of all genders in Croydon.	<p>The council will communicate with affected VCS organisations to explain the changes and will offer 121 surgeries to discuss alternative funding sources and sign-posting to alternative provision or services for vulnerable service users.</p> <p>A part mitigation to a reduction in the council's ability to make new VCS investments, has been its recent efforts to galvanise Social Value commitments from prospective suppliers that seek to address local challenges.</p> <p>The council and our local partners remain resolute in our opposition to any gender-based violence. We will use our resources and change what we do to actively dismantle sexist, gender biased structures and challenge gender inequality. We will work in partnership with women, men and allies including council staff, residents, VCS and other delivery partners to directly shape our stance through their lived experiences and diverse perspectives. E.g., Our dedicated council customer service staff engage have the relevant training and</p>	The council, VCS & all system partners	2022 – ongoing

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
		treat affected residents with a high degree of sensitivity as required.		
Gender reassignment	The proposed changes may negatively impact on the ability of VCS groups to provide targeted services that are received by people in Croydon.	The council and our local partners remain resolute in our opposition to any gender reassignment-based discrimination. We will use our resources and change what we do to actively dismantle sexist, gender biased structures and challenge gender inequality. We will work in partnership with women, men and allies including council staff, residents, VCS and other delivery partners to directly shape our stance through their lived experiences and diverse perspectives. E.g., Our dedicated council customer service staff engage have the relevant training and treat affected residents with a high degree of sensitivity as required.	The council, VCS & all system partners	2022 – ongoing
Sexual orientation	The proposed changes may negatively impact on the ability of VCS groups to provide targeted services that are received by people in Croydon.	The council and our local partners remain resolute in our opposition to any gender reassignment-based discrimination. We will use our resources and change what we do to actively dismantle sexist, gender biased structures and challenge gender inequality. We will work in partnership with women, men and allies including council staff, residents, VCS and other delivery partners to directly shape our stance through their lived experiences and diverse perspectives. E.g., Our dedicated council customer service staff engage have the relevant training and	The council, VCS & all system partners	2022 – ongoing

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
		treat affected residents with a high degree of sensitivity as required.		
Age	<p>The proposed changes to VCS funding may negatively impact on the ability of VCS groups to provide services that are received by residents of all ages.</p> <p>These changes may also negatively impact VCS service users of all ages and place an additional financial burden upon them and their carers.</p>	<p>The council will communicate with affected VCS organisations to explain the changes and will offer 121 surgeries to discuss alternative funding sources and sign-posting to alternative provision or services for vulnerable service users.</p> <p>The council will continue to negotiate place-based initiatives with its delivery partners to best support to the VCS and enable vulnerable residents all ages to maximise their wellbeing and maintain a good quality of life.</p> <p>e.g., the council is committed to provide best fit place-based solutions. E.g., CYTO – Croydon Youth Theatre Organisation, – were recently awarded a long lease to help them secure a permanent home at the Shoestring Theatre in South Norwood. Such in kind support can also really help VCS organisations to secure further funding from other sources.</p> <p>Another mitigation to a reduction in the council’s ability to make new VCS investments, has been its recent efforts to galvanise Social Value commitments from prospective suppliers.</p>	The council, VCS & all system partners	2022 – ongoing
Religion or belief	There is potential to alienate religious or belief groups if proposed changes could negatively impact on the ability of VCS/ faith groups to	The council is committed to holding regular meetings with the faith sector and is involved in wider engagement with such stakeholders	The council, VCS & all system partners	2022 – ongoing

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.

Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
	continue to provide some targeted services which their congregations have come to rely on.			
Pregnancy or maternity	The proposed changes may negatively impact on the ability of VCS groups to provide targeted services that are received by women who are pregnant or women on maternity/ men on paternity to meet the changing needs of growing families.	Future service plans for Croydon will need to address this	The council, VCS & all system partners	2022 – ongoing
Marriage/civil partnership	There is not expected to be any particular negative impact on this specific group.	Regular meetings and wider engagement with stakeholders We will communicate with affected VCS groups to explain any significant changes affecting them and their beneficiaries.	The council, VCS & all system partners	2022 – ongoing

6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter **X** in column 3 (**Conclusion**) alongside the relevant statement to show your conclusion.

Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	

Equality Analysis

Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	X
Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	
Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet		Meeting title: Date:

7. Sign-Off

Officers that must approve this decision		
Equalities Lead	Name:	Date:
	Position:	
Director	Name:	Date:
	Position:	

Appendix: Community Fund contracts summary

Contract	Age (including Carers of young/older people)	Disability	Sex	Gender Reassignment	Marriage or Civil Partnership	Religion or belief	Race	Sexual Orientation	Pregnancy or Maternity
Croydon Citizens Advice Bureau: Info & Advice, £333k p.a.		✓	✓		✓		✓	✓	✓
Whitgift Foundation Carers Information Service	✓	✓							
Asian Resource Centre Croydon/BME Forum/ Croydon Voluntary Action/ Croydon Neighbourhood Care Association: 4 partners VCS infrastructure support	✓	✓					✓		
Croydon Neighbourhood Care Association: Care group support	✓	✓	✓						
Metro: HIV Living Service	✓							✓	
Mind in Croydon: Active Minds project	✓								
Whitgift Foundation: Health and wellbeing service for carers, £40k p.a.	✓	✓							
The Family Centre: Café, lunch club etc, £30k p.a.	✓								

Equality Analysis

Contract	Age (including Carers of young/older people)	Disability	Sex	Gender Reassignment	Marriage or Civil Partnership	Religion or belief	Race	Sexual Orientation	Pregnancy or Maternity
Asian Resource Centre: 5 partner programme, £40k p.a.	✓						✓		
Croydon Mencap: Volunteering Buddies	✓	✓							
7 'Lunch Club' contracts (accepting all undertake other activities too). Upper Norwood Association for Community Care/Croydon African Caribbean Family Organisation/Shirley Neighbourhood Care Scheme/Addiscombe Neighbourhood Care/Westbury Community Project/Purley and Coulsdon Club for the Elderly/South Norwood and Woodside Community Association,	✓								
Croydon Vision: range of activities for members		✓							
Contact - Selsdon Churches	✓					✓			

Equality Analysis

Contract	Age (including Carers of young/older people)	Disability	Sex	Gender Reassignment	Marriage or Civil Partnership	Religion or belief	Race	Sexual Orientation	Pregnancy or Maternity
Neighbourhood Care: Information partnership of local churches									
New Addington Good Samaritans, range of activities	✓								
Croydon Neighbourhood Care Association: Befriending service	✓								
Age UK: Memory Tree Café	✓	✓							
Purley Cross Community Information Centre: Information hub	✓								
Play Place (East): Educational/sports activities	✓								
Play Place (South): Educational/sports activities	✓								
Reaching Higher: Early intervention programme	✓								
Metro: Young people LGBTQ Support	✓			✓				✓	
Generating Genius: STEM subjects promotion	✓								
Duffus Cancer: Young people support	✓								

Equality Analysis

Contract	Age (including Carers of young/older people)	Disability	Sex	Gender Reassignment	Marriage or Civil Partnership	Religion or belief	Race	Sexual Orientation	Pregnancy or Maternity
Croydon Drop-In: Talk bus	✓								
Bromley & Croydon Women's Aid: BAME women support service			✓						
Rape & Sexual Abuse Support Centre: DASV support			✓						
Metro: Hate Crime support			✓			✓	✓	✓	
Croydon BME Forum: Serious youth violence forum	✓						✓		
CAYSH: Volunteering mentoring programme	✓								