

**London Councils Grants Scheme
(LCGS) Budget 2022 - 2026
Equality Analysis**

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).

2. Proposed change

Directorate	Assistant Chief Executive Directorate
Title of proposed change	London Councils Grants Scheme (LCGS) Budget 2022-2026
Name of Officer carrying out Equality Analysis	Shujah Iqbal

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/anticipated outcomes. What is meant to achieve and how is it seeking to achieve this? Please also state if it is an amendment to an existing arrangement or a new proposal.

2021/22 is the final year of the current 2017/22 pan-London grants programme, and this is now being followed by a new programme for 2022-26 which will commence from April 2022.

A paper (on 7th February 2022) will seek Cabinet approval to approve 2022/23 budget for the new grants programme for 2022-26, and Croydon Council's contribution to the Scheme. This is a mandatory requirement for all 33 London Councils whose residents all benefits from the provisions.

Cabinet is recommended to agree the recommendation of the London Councils Leaders Committee to:

- a. Approve the London Councils Grants Scheme budget for 2022/2023 of £6.668m.
- b. Agree Croydon Council's 2022/23 contribution to the London Councils Grants Scheme budget amounting to £287,809. This amounts to an increase of £78 compared with the Council's net contribution to the Scheme in 2021/22.

Under Section 48(3) of the Local Government Act 1985 and Regulation 6(8) of the Levying Bodies (General) Regulations 1992, member authorities are required to contribute financially to the LCGS in proportion to their respective populations. Each member authority is required to consider a budget proposed by the Leaders Committee of London Councils annually for the forthcoming year. A 2/3 majority of the member councils are required to approve the budget by 1 February each year.

The delivery of the new grants programme retains the principles underpinning the current programme and focus the available resources on residents with the highest needs.

In December 2021, the [London Councils Grants Committee](#) made a series of new grant awards which will commence as of April 2022. This was the culmination of extensive consultations over 2020 and 2021, on what the new scheme priorities should be.

In response, a strong mandate was received from both councils and local voluntary and community sector service providers in continued support of the existing programme and priorities:

- Combatting homelessness
- Tackling sexual and domestic violence

These align with the following Croydon Council priorities for 2021/24:

- We will focus on tackling ingrained inequality and poverty in the borough.

(N.B. Due to Brexit, a former pan-London grants programme priority on 'Tackling Poverty through Employment', was closed in 2020, as this had been European Social Fund match-funded.)

3. Impact of the proposed change

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

Table 1 – Positive/Negative impact

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
ALL	<p>In reaching decisions for the implementation of any future grants programme, the London Council's Borough Grants Committee was required to have due regard to its obligations under the Equalities Act 2010, particularly the Public Sector Equalities Duty.</p> <p>London Councils' funded services provide support to people within all the protected characteristics (Equality Act 2010), and targets groups highlighted as particularly hard to reach or more affected by the issues being tackled. Funded organisations are also required to submit equalities monitoring data, which can be collated across the grants scheme to provide data on the take up of services and gaps in provision to be addressed. The grants team reviews this data annually.</p> <p>In July 2020, Grants Committee agreed that the 2017-2021 Grants Programme would be extended to March 2022, to allow time to develop a new prospectus that reflects a London recovering from the consequences of Covid-19 and lockdown. To develop the new programme (starting April 2022), an extensive consultation had been undertaken in Spring 2020 with all 32 London boroughs (who in turn consulted with</p>		<p>London Council's Borough Grants Committee briefing papers</p> <p>&</p> <p>Croydon Observatory</p>

	<p>relevant Voluntary & Community sector organisations around local needs and the take up of these services locally).</p> <p>The findings from the consultation demonstrated strong support to continue the current programme's services and existing two priorities into the new 2022 to 2026 programme which will continue to benefit Croydon residents in need:</p> <p><u>Priority 1 - Combatting Homelessness</u></p> <ul style="list-style-type: none"> • In 2019/2020, Croydon had 1,657 net additional dwellings. This is a 42% reduction on the 2016/2017 figure. • Social housing in Croydon is mainly concentrated in the northern parts and the eastern edge of the borough. <p><u>Priority 2 - Tackling Sexual and Domestic Violence</u></p> <ul style="list-style-type: none"> • The vast majority of residents who suffer from Domestic Violence are female. <p>The consultation highlighted increased multiple, complex needs that required longer-term support, and the requirement for specialist and culturally sensitive support.</p>		
Age	<p><u>Priority 1 - Combatting Homelessness.</u></p> <ul style="list-style-type: none"> • Homelessness in Croydon has increased significantly and affects people of all ages. Latest figures for 2019/2020 show that more than half (56%) of homeless people in Croydon are in the 25-44 years age band • By far the highest proportion of accepted homeless households in Croydon have been made up of lone parents with dependent children. • Two thirds of those accepted as homeless in Croydon are families with children and the consequences of becoming homeless include potentially serious impacts on a child's education, including on attainment and behaviour, as well as on mental and physical wellbeing. The scars this leaves last into adulthood. 	None	As above
Disability	Residents will be able to access services funded under the two priorities	None	As above
Gender	<p><u>Priority 2 - Tackling Sexual and Domestic Violence.</u></p> <p>The vast majority of people who suffer from Sexual and Domestic Violence are female and these services are well used in Croydon.</p> <p>The Croydon population gender split is Female: 51.4% & Male: 48.6% (Source: ONS, Mid-Year Estimates 2019, released June 2020).</p>	None	As above
Gender Reassignment	Residents will be able to access services funded under the two priorities	None	As above

Marriage or Civil Partnership	Residents will be able to access services funded under the two priorities	None	As above
Religion or belief	Residents will be able to access services funded under the two priorities	None	As above
Race	Residents will be able to access services funded under the two priorities. In Croydon, there has been a disproportionately high percentage of homeless people from the Black community, both currently and historically. For 2019/2020, 7 in 10 homeless households in Croydon were made up of residents from the non-White communities.	None	As above
Sexual Orientation	Residents will be able to access services funded under the two priorities	None	As above
Pregnancy or Maternity	Residents will be able to access services funded under the two priorities	None	As above
<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

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:		
Additional information needed and or Consultation Findings	Information source	Date for completion
N/A		

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.3 Impact scores

Example: 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 5 as a guide, for the purpose of this 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 5 as a guide, for the purpose of this example, the Severity of impact score is also 2 (likely to impact)
3. Calculate the equality impact score using table 4 below and the formula **Likelihood x Severity** and record it in table 5, for the purpose of this example - **Likelihood (2) x Severity (2) = 4**

Table 4 – 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

Equality Analysis

Table 3 – 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	1	1	1
Disability	1	1	1
Gender	1	1	1
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	1	1	1
Religion or belief	1	1	1
Sexual Orientation	1	1	1
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 No adverse impact
- Eliminating unlawful discrimination, harassment and victimisation No adverse impact
- Fostering good relations between people who belong to protected characteristic groups No adverse impact

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:

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
Disability	N/A			
Race	N/A			
Sex (gender)	N/A			
Gender reassignment	N/A			
Sexual orientation	N/A			
Age	N/A			
Religion or belief	N/A			
Pregnancy or maternity	N/A			
Marriage/civil partnership	N/A			

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	<p>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.</p> <p>London Councils is proposing a grants scheme budget, which requires a negligible increase in contribution by LBC over 2022-2026</p> <p>The delivery of the new grants programme continues to retain the principles underpinning the current programme and focuses the available resources on residents with the highest needs.</p> <p>The pan London grants scheme priorities align with this Croydon Council priority for 2021/24:</p> <ul style="list-style-type: none"> We will focus on tackling ingrained inequality and poverty in the borough. <p>The LCGS will continue to prioritise combatting sexual and domestic violence, poverty and homelessness. However, it will no longer support worklessness capacity building.</p> <p>The grants programme is focussed on the needs of both inner and outer London, which is critical given that as the second most populous borough, Croydon is the second highest contributor to the LCGS. The approach enables boroughs to tackle high priority need where this may be more effective at a pan-London level.</p> <p>Equality analysis has been completed by the London Councils who are the body who control this grant scheme. The equality analysis for individual services funded by the LCGS is the responsibility of that body.</p>	X
Adjust the proposed change	<p>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</p>	

Equality Analysis

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? Cabinet	Meeting title: Full Cabinet Date: 7 th February 2022	

7. Sign-Off

Officers that must approve this decision		
Equalities Lead	Name: <i>Denise McCausland</i>	Date: 30 November 2021
	Position: Equality Programme Manager	
Director	Name: <i>Gavin Handford</i>	Date:
	Position: Director of Policy, Programmes & Performance	