

Agenda No 11

AGENDA MANAGEMENT SHEET

Report Title: Support of the Voluntary and Community Sector
2024/25

Name of Committee: Cabinet

Date of Meeting: 4 December 2023

Report Director: Chief Officer - Communities and Homes

Portfolio: Communities and Homes

Ward Relevance: All Wards

Prior Consultation: Warwickshire Community and Voluntary Action
(WCAVA)
Grants Working Group
6 Community Associations (CA) – Brownsover CA,
Benn Partnership Centre, Overslade CA, Newbold
on Avon Community Partnership, New Bilton CA,
Long Lawford CA
Rugby Foodbank

Contact Officer: Mary Jane Gunn
Communities and Projects Manager
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Public or Private: Public

Report Subject to Call-In: Yes

Report En-Bloc: No

Forward Plan: Yes

Corporate Priorities: This report relates to the following priority(ies):
 Rugby is an environmentally sustainable place,
where we work together to reduce and mitigate the
effects of climate change. (C)
 Rugby has a diverse and resilient economy that
benefits and enables opportunities for all residents.
(E)
 Residents live healthy, independent lives, with
the most vulnerable protected. (HC)
 Rugby Borough Council is a responsible,
effective, and efficient organisation. (O)
[Corporate Strategy 2021-2024](#)
 This report does not specifically relate to any
Council priorities but

Summary:

This report sets out proposals for the council's continued funding of the local voluntary and community sector for 2024/25.

Outside of the scope of this report are the formal 2-year commissioned contracts held with both BRANCAB and WCAVA. These contracts run to 31 March 2025, with an option to extend for a further 2 years.

Financial Implications:

The financial implications are set out in section 3 of this report.

Risk Management/Health and Safety Implications:

Officers will continue to work closely, and in a timely way, with all funded organisations and service providers to review the progress they are making towards the activities outlined in their grant agreements and contracts.

Payments will continue to be made by quarterly instalments, following review meetings and confirmation of satisfactory progress.

An annual health check of the governance arrangements of each of the community associations is conducted to ensure the protection of public funds.

The proposed ringfenced reserve of £10,000 for funding projects, unable to attract funding from elsewhere, is a means of ensuring that high quality projects, by organisations with the appropriate governance arrangements in place, and that will help deliver the councils priorities, can potentially still progress.

Environmental Implications:

The Climate Change and Environmental Impact Assessment (appendix 1) identified no specific issues

Legal Implications:

The Council has a wide power within section 2 of the Local Government Act 2000. This is known as the "wellbeing power" and seeks to promote or improve the economic, social, and environmental wellbeing of the Council's area. This includes the power to provide financial assistance to achieve this purpose.

In addition to the "wellbeing power" the council is also able to utilise the General Power of Competence under the Localism Act 2011. This

represents a more recent statutory power and further strengthens the ability of the Council to provide financial assistance as set out within this report.

The Community Associations will enter into an appropriate grant agreement, which includes a specification as to what activities and initiatives the funding will support (appendix 2).

Equality and Diversity:

An Equality Impact Assessment has been carried out and is attached as appendix 3 to this report.

Options:

1. Approve the recommendations.
 - Clear budgetary requirements in preparation for budget setting 2024/25
 - Providing surety for the community associations and Foodbank in 2024/25 (subject to budget setting)
2. Do not approve the recommendations.
 - Reconsider these proposals, there would be no certainty for community associations and the Foodbank in 2024/25.
 - There would be uncertainty ref budget setting for 2024/25.

Recommendation:

IT BE RECOMMENDED TO COUNCIL THAT -

- (1) the grant funding of the community associations and Foodbank, as detailed in table 1.0, be considered as part of budget setting for 2024/25;
- (2) delegated authority be given to the Chief Officer of Communities and Homes and the Chief Officer of Legal and Governance to determine the final grant terms;
- (3) a ringfenced reserve of £10,000 be set aside for funding projects, which are in the interests of the Council to see delivered, that are unable to attract funding from another source. WCAVA, in consultation with the Communities & Projects Manager, will refer potential projects for consideration by the Grants Working Group; and

(4) further work be undertaken in 2024/25 to develop proposals for the future funding of the voluntary and community sector.

**Reasons for
Recommendation:**

The recommendations present an opportunity for the council to continue to support the local voluntary and community sector.

The proposed devolving of a modest budget to community associations to support the establishment of smaller groups at a very local level, is a means of helping to increase capacity of the much valued local voluntary and community sector and is in response to insight offered by consultation with the Grants Working Group in August 2023.

Cabinet - 4 December 2023

Support of the Voluntary and Community Sector 2024/25

Public Report of the Chief Officer – Communities and Homes

Recommendation

IT BE RECOMMENDED TO COUNCIL THAT -

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- (2) delegated authority be given to the Chief Officer of Communities and Homes and the Chief Officer of Legal and Governance to determine the final grant terms;
- (3) a ringfenced reserve of £10,000 be set aside for funding projects, which are in the interests of the Council to see delivered, that are unable to attract funding from another source. WCAVA, in consultation with the Communities & Projects Manager, will refer potential projects for consideration by the Grants Working Group; and
- (4) further work be undertaken in 2024/25 to develop proposals for the future funding of the voluntary and community sector.

1. Executive Summary

- 1.1 The reports outlines proposals for the financial support of the voluntary and community sector in Rugby to be considered as part of the budget setting process for 2024/25.
- 1.2 The report does not cover the funding for BRANCAB and WCAVA as these are contractual, having gone through a formal procurement process. These contracts went live on 1 April 2023, and are for two years, with an option to extend for another 2 years.
- 1.3 The proposed continued investment, including an uplift to allow for inflation, in the work of the community associations is recognition of the valued work that they do and how this supports wider objectives in terms of localised approaches to Levelling Up.
- 1.4 However, new for 2024/25 is the proposed fund of £1,000 for each of them to administer, in consultation with Ward Members, to support small grassroots

voluntary and community organisations. This is an opportunity for the community associations to nurture smaller groups and in doing so develop additional capacity to deliver projects in their localities. It also redefines the council's role as that of an enabler, providing the modest funding to support this.

- 1.5 Further evidence of the enabling role of the Council is the ringfenced reserve of £10,000 that is recommended for 2024/25, to be set aside for funding projects, which are in the interests of the Council to see delivered, that cannot attract funding from another source. The referral mechanism for this will be via WCAVA, in consultation with the Communities & Projects Manager, with the referrals being determined by the Grants Working Group.
- 1.6 A recommendation has been made to continue the funding of the Foodbank at 2023/24 levels but with an uplift to allow for inflation during 2024/25. This is in response to the sustained increased demand for the support that they provide.
- 1.7 Finally, the report also commits to further develop the council's VCS offer beyond 2024/25, not least by using the opportunities afforded by horizon scanning to identify innovation within the sector and what works well elsewhere.

2. Background

- 2.1 The Council has a long-established track record of supporting the local voluntary and community sector. The support offer has evolved over time, to take account of new opportunities, including the introduction of the Rugby Lotto, and increased support to enable groups to become self-sufficient in securing funding for project delivery.
- 2.2 A key means of achieving this is via the Council's commissioned contract for community infrastructure support, delivered via WCAVA, with an important part of their role being to support the sector in identifying and following up on funding opportunities and, just as importantly, to develop the robust governance arrangements needed by community groups to be seen as 'grant ready' by would be funders.
- 2.3 Whilst outside of the scope of this report, it should be noted that the council has been successful in securing UK Shared Prosperity Fund (UKSPF) and has allocated £50,000 for 2023/24 to support community organisations and voluntary organisations in delivering community measures to reduce the cost of living, including through measures to improve energy efficiency, combat fuel poverty and climate change. The allocation of UKSPF funds will be overseen by the Local Partnership Group, established specifically for this purpose.

3. Proposed funding for 2024/25

- 3.1 Table 1 sets out the current funding for 2023/24, and the proposed arrangement for 2024/25. It should be noted that the consumer price index (CPI) is assumed at the September 2023 rate of 6.7%. Any increase will be applied using the rate which will be confirmed in February 2024.
- 3.2 Included within the 2024/25 funding proposal is a £1,000 micro grant assigned to each community association to administer in consultation with local Ward Members (see section 4.5).

Table 1.0 Current and proposed funding for the VCS in 2024/25

VCS Organisation	2023/24 Available Funding	6.7% CPI Increase	2024/25 Micro-grant	2024/25 Movement in Reserve	2024/25 Proposal
	£	£	£	£	£
New Bilton CA	7,500	503	1,000	-	9,003
Benn Partnership	7,500	503	1,000	-	9,003
Newbold upon Avon CA	7,500	503	1,000	-	9,003
Overslade CA	7,500	503	1,000	-	9,003
Brownsover CA	7,500	503	1,000	-	9,003
Long Lawford CA	7,500	503	1,000	-	9,003
Rugby Foodbank	8,000	536	-	-	8,536
Total	53,000	3,554	6,000	-	62,554
Reserve	15,000	-	-	(5,000)	10,000
Grand Total	68,000	3,554	6,000	(5,000)	72,554

4. Supporting communities to deliver projects

- 4.1 New for 2023/24, and in lieu of a community grants programme, was the creation of a ring-fenced reserve of £15,000 set aside for funding projects, delivering in the interests of the Council, that were unable to attract funding from other sources.
- 4.2 The reserve is there as a safety net and is not intended as a grants pot for groups apply to. It is something for WCAVA to offer as a potential funding solution, in the absence of other identifiable funding opportunities.
- 4.3 At the time of writing, there has been no call on this reserve so far for 2023/24. It is therefore proposed that the reserve for suitable projects be retained at a reduced level of £10,000 for 2024/25.
- 4.4 A consultation with the Grants Working Group, undertaken in August 2023, highlighted that the core challenge faced by the local VCS is the inability of small groups to obtain startup / incubator funding to allow them to become established and develop so that they can attract grant from alternative funding sources or just to carry out simple projects. It is such groups that

would potentially benefit from micro grants, of less than £300 to do meaningful activities at a very local level.

- 4.5 In response to this feedback it is proposed to devolve £1,000 to each of the community associations listed in table 1 to utilise, in consultation with Ward Members for micro grants (not more than £300) to help with small group development / projects.

5. Support for Community Associations

- 5.1 The six Community Associations in the most deprived Wards (see table 1.0) are supported through a grant funding agreement with RBC, each receiving £7,500 for 2023/24.
- 5.2 This financial support is a means of the council enabling the Community Associations to support localised approaches to Levelling Up and tackling issues within their communities.
- 5.3 There is an emphasis on issues that impact on the key determinants of health such as being in work, accessing services and combatting loneliness.
- 5.4 This amount has not increased for several years, and for 2024/25 it is proposed that each group have an uplift in grant funding to reflect inflation, in line with the consumer price index to reflect both their increased costs and activities. As the inflation figure will not be confirmed until February 2024, the proposals outlined in table 1.0 have assumed 6.7%.

6. Support for the Foodbank

- 6.1 Financial support for the Foodbank was significantly increased in 2023/24 to reflect the “perfect storm” they were facing of increases in costs of utilities and food, a potential drop in donations and increased demand for their services.
- 6.2 In 2022/23, the Foodbank saw a 34% increase in demand for their services (from 2021/22).
- 6.3 In 2022/23 the Foodbank distributed 7,394 emergency food parcels for adults and 2835 food parcels for children. In the first two quarters of 2023/24 the Foodbank have provided 1549 food parcels with 2099 adults and 1234 children supported, this represents a 20% increase on the same period last year.

7. Conclusion

- 7.1 The proposals reflect the Council’s enabling role in supporting the voluntary and community sector in Rugby during 2024/25 as well as a commitment to continue to develop proposals for future support of the sector beyond then, supported by learning from horizon scanning and understanding best practice.

Name of Meeting: Cabinet

Date of Meeting: 4 December 2023

Subject Matter: Support of the Voluntary and Community Sector 2024/25

Originating Department: Communities and Homes

DO ANY BACKGROUND PAPERS APPLY YES NO

LIST OF BACKGROUND PAPERS

Doc No	Title of Document and Hyperlink

The background papers relating to reports on planning applications, and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No	Relevant Paragraph of Schedule 12A

Rugby Borough Council

Climate Change and Environmental Impact Assessment

RBC - Support for the Voluntary and Community Sector (VCS) 2024/25

CONTEXT

In 2019 the UK Parliament set a commitment in law to reach net zero carbon emissions by 2050. Achieving this target will require considerable effort with public bodies, private sector organisations, the third sector and individuals working together to take action. Rugby Borough Council declared a climate emergency in 2019, in doing so committed to:

- To move the Council's operations towards Carbon Neutrality by 2030.
- To establish action to tackle climate change as a key driver of all decision-making.
- To provide community leadership in reducing the impact of Climate Change.
- To take action to mitigate the impact of climate change on a Borough wide basis and beyond, through adaptation.

The Council's Corporate Strategy (2021-24) [link](#) sets ambitious outcomes in relation to Climate Change. These ambitions must now be progressed through the decisions which the Council makes.

It is therefore important that Rugby Borough Council gives due regard to climate change when making decisions. In the context of the Council's business, Climate Change includes carbon emissions, biodiversity, habitat loss and environmental destruction. When putting forward recommendations for decision, officers must assess how these recommendations are likely to influence our climate change commitments by completing the following Climate Change and Environmental Impact Assessment.

A copy of this Climate Change and Environmental Impact Assessment, including relevant data and information should be forwarded to the Deputy Executive Director.

SECTION 1: OVERVIEW

Portfolio and Service Area	Communities & Homes
Policy/Service/Change being assessed	Support for the Voluntary & Community Sector in Rugby
Is this a new or existing Policy/Service/Change?	No
If existing policy/service, please state date of last assessment	Environmental Impact Assessments were introduced as standard for all decisions following the last review of the VCS. The last Environmental Impact Assessment of this service area was November 2022.
Ward Specific Impacts	None
Summary of assessment Briefly summarise the policy/service/change and potential impacts.	The report sets out proposals for the funding of the voluntary and community sector for 2024//25
Completed By	Mary Jane Gunn, Communities & Projects Manager
Authorised By	Michelle Dickson, Communities & Homes
Date of Assessment	27 September 2023

SECTION 2: IMPACT ASSESSMENT

Climate Change and Environmental Impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
Energy usage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Fleet usage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sustainable Transport/Travel (customers and staff)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sustainable procurement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Community leadership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Will build the capacity of community leaders through delivery of local services		Mary Jane Gunn	2024/25
Biodiversity and habitats	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Adaptation/Mitigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Impact on other providers/partners	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Will support a number of partners & stakeholders to deliver local services		Mary Jane Gunn	2024/25

SECTION 3: REVIEW

Where a negative impact is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review date	February 2025
Key points to be considered through review	Has positive impact been achieved/evidenced?
Person responsible for review	Mary Jane Gunn Communities and Projects Manager
Authorised by	Michelle Dickson, Chief Officer, Communities & Homes.

Support of the Voluntary and Community Sector

Cabinet Report 4 December 2023

Appendix 2

Grant Agreement for the Community Associations 2024-25

1.0 Objectives:

The grant funding from the council will be awarded to support the community association in meeting the following objectives:

1. Understanding the needs of the community they support
2. Enabling people to take an active role in their community
3. Providing / enabling activities and services which contribute to improved living standards:
 - the well-being of the community
 - tackling issues of isolation and loneliness
 - supporting more vulnerable groups
 - tackling social and digital exclusion
 - tackling issues of financial exclusion
 - working collaboratively with other partners and agencies to deliver the above, avoid duplication as well as ensure the best use of resources
4. Provide activities which recognise Rugby Borough Council's Corporate Strategy 2021-24:
 - Rugby is an environmentally sustainable place, where stakeholders work together to reduce and mitigate the effects of climate change
 - Rugby has a diverse and resilient economy, which benefits all residents
 - Residents are able to live healthy, independent lives, with the most vulnerable protected
 - Rugby Borough Council is a responsible, effective, and efficient organisation

2.0 Grant payment triggers:

Payments will be triggered by the following:

- Completion of an annual, light touch, organisational health review in respect of governance, required policies and insurances. An instalment equivalent to 20% of the annual SLA payment will be triggered by completion of this review
- Engagement in quarterly review meetings with officers of the Communities and Projects Team, to discuss progress in achieving the objectives outlined in 1.0. The completion of each review meeting will trigger SLA payment

Appendix 3 EQUALITY IMPACT ASSESSMENT (EqIA)

Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published online.
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:

Corporate Equality & Diversity Team

Equality Impact Assessment

Service Area	Communities & Homes
Policy/Service being assessed	Support for the Voluntary and Community Sector in Rugby 2024/25
Is this a new or existing policy/service?	No
If existing policy/service, please state date of last assessment	10 November 2022
EqlA Review team – List of members	Mary Jane Gunn Tracy Southam (WCAVA)
Date of this assessment	27 September 2023
Signature of responsible officer (to be signed after the EqlA has been completed)	

A copy of this Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Team.

Details of Strategy/ Service/ Policy to be analysed

Stage 1 – Scoping and Defining

(1) Describe the main aims, objectives, and purpose of the Strategy/Service/Policy (or decision)?

The report sets out proposals for the funding of the voluntary and community sector for 2024/25.

The proposed funding can be summarised as follows:

That the 6 Community Associations in our most deprived Wards (Benn, New Bilton, Overslade, Long Lawford, Brownsover, Newbold upon Avon) who we support through a Service Level Agreement, receive an inflationary increase in 2024/25 linked to the consumer price index.

That a discretionary fund of £1000 each is placed at the disposal of the 6 Community Associations in our most deprived wards to offer micro grants (less than £300) to small grassroots organisations. The community associations will be supported by their ward councillors in dispersing these funds.

That the Foodbank, whose funding was increased from £2000 pa in 2022/23 to £8000 in 2023/24 receives an inflationary increase in 2024/25, linked to the consumer price index.

That it is noted that the funding of Warwickshire Community and Voluntary Action (WCAVA) and Bedworth, Rugby, and Nuneaton Citizens Advice Bureau (Brancab) have funding in place for 2024/25 (with an option to extend for a further 2 years)

In addition, following consideration by the Grants Working Party, the Community Grants Programme in its traditional format be discontinued as the micro grants referred to above and additional community grants from UK Shared Prosperity Fund (UKSPF) can better meet the needs of the VCS in Rugby.

<p>(2) How does it fit with Rugby Borough Council's Corporate priorities and your service area priorities?</p>	<p>The proposed funding will:</p> <ul style="list-style-type: none"> - Assist Rugby to be an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change - Support Rugby in having a diverse and resilient economy that benefits and enables opportunities for all residents - Support residents in living healthy, independent lives, with the most vulnerable protected.
<p>(3) What are the expected outcomes you are hoping to achieve?</p>	<p>The proposals will provide an opportunity for the council to work closely with the voluntary and community sector to help achieve its corporate objective of enabling our residents to lead healthy, independent lives, as well as to encourage increased collaborative working in the sector.</p>
<p>(4) Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • Customers • Employees • Wider community or groups 	<p>The proposed funding will be focused on supporting residents and helping them avoid crisis.</p> <p>Our employees will monitor the contracts and SLA's and work collaboratively with the organisations we support.</p> <p>Wider community groups will benefit from the infrastructure support needed by them to ensure good governance and development.</p> <p>This proposal offers our Community Associations surety of funding to help them provide much needed core services in our priority areas in terms of deprivation.</p>
<p><u>Stage 2 - Information Gathering</u></p>	<p>As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, e.g., service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional, and local data sources).</p>

(1) What does the information tell you about those groups identified?	Our information tells us that there is increased demand for advice services, for support for community infrastructure and for the support of the community associations in our priority wards.
(2) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement? If yes, what were their views and how have their views influenced your decision?	<p>We have quarterly meetings with our Community Associations who report to us on the activities they are delivering to support residents in their localities.</p> <p>We receive quarterly monitoring reports and have quarterly monitoring meetings with Brancab and WCAVA.</p> <p>We monitor and support the Foodbank through the Rugby Homeless Forum and our regular contact with them.</p>
(3) If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.	N/A – See above.

Stage 3 – Analysis of impact

<p>(1) Protected Characteristics From your data and consultations is there any positive, adverse, or negative impact identified for any particular group, which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	RACE N	DISABILITY N	GENDER N
	MARRIAGE/CIVIL PARTNERSHIP N	AGE N	GENDER REASSIGNMENT N
	RELIGION/BELIEF N	PREGNANCY MATERNITY N	SEXUAL ORIENTATION N

<p><u>(2) Cross cutting themes</u></p> <p>(a) Are your proposals likely to impact on social inequalities e.g., child poverty, geographically disadvantaged communities? If yes, please explain how?</p> <p>(b) Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes, please explain how?</p>	<p>Our proposals will impact on child poverty and geographically disadvantaged communities, by supporting residents.</p> <ul style="list-style-type: none"> - To access very local support offered by their community associations who are best placed to understand and meet local needs. - To access high quality advice services provided by BRANCAB through a range of channels ensuring that all residents can maximise their incomes, tackle debt and access support. - To ensure that local organisations have great governance structures and effective mechanisms for attracting grant funding. Thus, increasing delivery of local services to meet local needs.
<p>(3) If there is an adverse impact, can this be justified?</p>	<p>N/A</p>
<p>(4) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4)</p>	<p>N/A</p>
<p>(5) How does the strategy/service/policy contribute to the promotion of equality? If not, what can be done?</p>	<p>Equality will be promoted by:</p> <ul style="list-style-type: none"> - Advice services being free to access with a variety of channels open including delivery from community venues, by phone, by email and in person. - Monitoring of the advice service will understand that beneficiaries are reflective of the population in the Borough, underrepresented groups will be identified, and measures put in place to target service delivery to them. - Support for the Community Associations is targeted on our most deprived wards
<p>(6) How does the strategy/service/policy promote good relations between groups? If not, what can be done?</p>	<p>Our proposals will foster a collaborative approach between different sectors of the voluntary and community sector, focussing on support and enabling the sector rather than giving out small amounts of grant funding will reduce competition between small community organisations.</p>

(7) Are there any obvious barriers to accessing the service? If yes, how can they be overcome?

None identified.

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required, then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

(2) Review and Monitoring
State how and when you will monitor policy and Action Plan

The Communities & Projects Team will monitor all contracts and service level agreements and ensure data is collected to help identify impact.

Please annotate your policy with the following statement:

An Equality Impact Assessment on this policy was undertaken on 27 September 2023 and will be reviewed in September 2024