Equality Impact Assessment



Changes to the Culture and Communities Grants affecting Horndean Community Association

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Culture, Communities and Business Department:

Services

Date of

assessment:

18/12/2018

Description of current service/policy

The Community Investment Fund supports not-for-profit community based organisations with local governance arrangements in Hampshire. Priority is given to organisations serving communities with high levels of multiple deprivation. It is an annual fund; organisations must apply each year.

Horndean Community Association is a large community association serving the needs of one of the 30% most deprived areas in Hampshire. A high volume and wide variety of projects and activities are targeted to the needs of some of the most vulnerable groups including children and young people, older people, unemployed and those on low incomes. In 2018/19 it was awarded £7700 - 7% of budget.

Geographical impact: East Hampshire

Description of proposed change

Over the next three years the Council will need to reduce its budget by a further £80 million having already reduced it by £480 million since 2008.

It is therefore proposed that Community Associations from 2020/21 onwards can only apply for funding from the Exec Member for Recreation and Heritage, if they have match-funding from their local District Council.

Impacts of the proposed change

Engagement and consultation

Has engagement or consultation been carried out?

Yes

The Association received a letter in December 2018, from the Assistant Director for Community and Regulatory Services, informing of the proposed change. The District Council also received a letter from the Director of Culture, Communities and Business Services, in October 2018 and a subsequent follow-up letter in November 2018, regarding the proposed changes.

Statutory considerations	Impact	Mitigation
Age: Low	There is a risk that District Council funding may not be secured and subsequently a risk that due to reduced funding the organisation may reduce or withdraw its targeted activities for children, families and/or older people.	
Disability: Low	There is a risk that District Council funding may not be secured and subsequently a risk that due to reduced funding the organisation may reduce or withdraw its targeted activities for people with disabilities.	
Sexual orientation: Neutral		
Race: Neutral		

Religion and belief:		
Neutral		
Gender reassignment:		
Neutral		
Gender:		
Neutral		
Marriage and civil partnership:		
Neutral		
Pregnancy and maternity:		
Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Medium	Horndean Community Association is a large community association serving the needs of one of the 30% most deprived areas in Hampshire. There is a risk that District Council funding may not be secured and subsequently a risk that due to reduced funding the organisation may reduce or withdraw services for people on low income or unemployed.	The Council has given fifteen months notice of the need to secure District Council funding. The organisation can apply for alternative one-off Council funding to support its transformation and increase income generation to support these programmes in a more sustainable way, without ongoing reliance on Council funding.
Rurality:		
Neutral		

Any other information

The organisation recruits significant numbers of volunteers (80 approx.) who are supported to develop skills and who are essential to the delivery of services. It works in partnership with many organisations to address social needs especially for older residents and unemployed young people.

It has one month's running costs in free reserves and employs ten members of staff.

The Grade II listed building and grounds is owned by the organisation and the organisation is developing a major capital refurbishment project. It was awarded £11,290 Community Buildings Capital Fund (decision day 14/09/2015).