

SSA Equality impact and needs analysis

Directorate	Chief Executive's Group
Service Area	Community and Partnerships
Service/policy/function being assessed	Ward-based Budgets/Local Area Budgets
Which borough (s) does the service/policy apply to	Richmond
Staff involved	Matt Maher, Head of Community and Partnerships / Harriet Steele, Senior Project Officer (Voluntary Sector)
Date approved by Policy and Review Manager	22.10.19 Clare O'Connor

Summary

Key findings of the EINA

There are currently two existing funds that allow residents to apply for grants, to make changes in their community; **Civic Pride Fund**—small grants for projects within Richmond Upon Thames that benefit local people and those who work in the Borough. Open to individuals, informal groups, or constituted groups to apply for up to £5,000 (£1,000 for individuals and informal groups) for projects which meet the priority areas. The priority areas include:

- Building capacity in our community
 - A borough to be proud of
 - Town and Neighbourhood Centre Initiatives
 - Sport Initiatives
- This is a rolling programme and applications can be accepted at any time. The annual budget for Civic Pride is £100,000.
2. **Community Fund**—larger grants for infrastructure projects or programmes that can only be applied for via a community group. For example; refurbishment of a Scout Hall, extensions to existing community buildings, and feasibility studies for projects such as cycling lanes. For the purpose of this fund, the Borough has been split into three areas—east, west, and Ham and Petersham. In Richmond, 15% of the Community Infrastructure Levy is to be spent locally. In areas where there is a Neighbourhood Plan this amount increases to 25%. The current pots are; East Area: £347, 408, West Area: £191, 052, and Ham and Petersham Neighbourhood Area: £45, 500. The Community Fund applications are open once a year.

The Council is seeking to create a third option for residents to make changes to their community, called the 'Ward-based Budget' or 'Local Area Budget' (known from now on as the Local Area Budget), which is open to individual residents or groups to apply for and can be used for addressing local priorities. The fund can be spent on one project or several smaller projects. This new fund would be split to a ward level (18 wards) and each Ward would be able to access up to £10, 000.

The Council's Resident's Survey 2017 highlighted that the Council's current engagement is not representative of the Borough profile and there are gaps where communities are not currently involved with the Council.

For this new fund Ward Councillors will work alongside the community in identifying priorities and opportunities for change within their local area and encourage new ideas for local improvements.

Officers in the Community and Partnerships team have identified that there are similarities between the Local Area Budget and Civic Pride. It may be difficult to show the community how these two funds differ. A way to mitigate this issue is to shape the Local Area Budget with key differences and focus on these when promoting the new funding. In addition the programme will involve outreach to engage seldom heard groups and ensure they are able to contribute to local priorities and be informed of the different types of funding (local vs borough -wide). There will be targeted engagement with young people, and one of the key measures of the whole programme is the monitoring of uptake of the fund by local people, which will include monitoring of their characteristics based on the equality measures. Further engagement action will take place if any groups are under-represented either overall for the borough or for a particular ward.

1. Background

The Finance, Policy, Performance and Resource Overview and Scrutiny Committee on 31 October 2018 endorsed the Community Engagement Programme and Strategy. This included the development of proposals for a Local Area Budget, where local people can have direct influence over how funds are spent in their area.

Councillors, alongside residents, will have a key role in identifying priorities for their local area and encouraging new ideas for local improvements. The Neighbourhood Community Infrastructure Levy (NCIL) was identified as a possible funding stream for the Local Area Budget, alongside a proportion of the Civic Pride Fund.

The Council is committed to delivering Local Area Budgets that will create a new conversation between Ward Councillors and residents, enabling increased ownership and involvement from both parties, at a ward level. The aim is that these budgets can be used on a variety of local projects with an emphasis on community benefit and meeting local priorities.

Ward Councillors will take the lead in gathering intelligence on local priorities for their area, which will both inform the priorities for the Local Area Budget, and the Community Conversation for each Ward. Engagement with the community is imperative in making sure that the Local Area Budget expenditure is reflective of the priorities of the local community.

The new funding would also promote a new partnership between residents and Ward Councillors where, together, they can influence how the fund is spent in the local area. It should seek to achieve the following principles:

- Connecting with all local communities and enabling Ward Councillors to respond to local priorities.
- Steering resources in local areas and encouraging people to work together.
- Empowering local people to improve their area and develop solutions.
- A renewed focus on ward areas for the delivery of Council services.

Each ward will be allocated a Local Area Budget of up to £10,000 to spend on one or more local projects.

The Local Area Budgets will be launched in April 2020. This will allow time for available NCIL to top up. The Local Area Budget will be promoted alongside the Community Fund (NCIL) and the Civic Pride Fund, to provide a cohesive and complementary offer to the local community.

2. Analysis of need and impact

Protected group	Findings
Age	<p>0–15 age group (DataRich, 2019)</p> <ul style="list-style-type: none"> - The average population in this age bracket for Richmond Borough is 20.7%, which is slightly higher than the average for England—19.2% - The three Wards with the lowest percentage of this age group are; South Twickenham (17.8%), South Richmond (17.9%), Twickenham Riverside (18.2%) - The three Wards with the highest percentage of this age bracket are; East Sheen (25.9%), St Margaret’s and North Twickenham (24.9%) and West Twickenham (22.1%). <p>16–64 age group (DataRich, 2019)</p> <ul style="list-style-type: none"> - The average population in this age bracket for Richmond Borough is 63.7%, which is slightly higher than the average for England—62.4% - The three Wards with the lowest percentage of this age bracket are; Hampton (58.9%), East Sheen (58.9%) and Hampton North (59.8%). - The three Wards with the highest percentage of this age bracket are; South Twickenham (69.1%), Twickenham Riverside (67.9%) and South Richmond (66.5%). <p>65 and over (DataRich, 2019)</p> <ul style="list-style-type: none"> - The average population in this age bracket for Richmond Borough is 15.5%, which is lower than the average for England—18.4% - The three Wards with the lowest percentage of this age bracket are; St Margaret’s and North Twickenham (8.9%), West Twickenham (12.9%) and South Twickenham (13.1%). - The three Wards with the highest percentage of this age bracket are; Hampton (20.6%), Hampton North (19.9%) and Teddington (17.7%). <ul style="list-style-type: none"> • East Sheen, St Margaret’s and North Twickenham, and West Twickenham have the highest population of the youngest people (DataRich, 2019). • South Twickenham, Twickenham Riverside and South Richmond have the highest population of working-age people (DataRich, 2019). • Hampton, Hampton North and Teddington have the highest population of the oldest people (DataRich, 2019).
Disability	<p>Day-to-day activities limited:</p> <ul style="list-style-type: none"> - a lot (DataRich, 2019): - 4.9% or 9137 people across Richmond. - The three Wards with the lowest percentage are; St Margaret’s and North Twickenham (2.9%), South Twickenham (3.2%) and East Sheen (3.5%). - Three Wards with the highest are; Hampton North (7.2%), Heathfield (6.8%), and Ham, Petersham and Richmond Riverside (6.7%). - a little (DataRich, 2019): - 6.6% or 12 310 people across Richmond. - The three Wards with the lowest percentage are; St Margaret’s (5.3%), South Twickenham (5.5%) and East Sheen (5.6%). - The three Wards with the highest percentage are; Heathfield (8.5%), Hampton North (8.4%) and Whitton (8.3%). - not limited (DataRich, 2019): - 88.5% or 165 543 people across Richmond. - The three Wards with the lowest percentage are; Hampton North (84.4%), Heathfield (84.7%) and Whitton (85.5%). - The three Wards with the highest percentage are; St Margaret’s and North Twickenham (91.8%), South Twickenham (91.3%) and East Sheen (90.9%). - Majority of the Richmond Borough population are not recognised as disabled. <p>Unpaid Carers (DataRich, 2019):</p> <ul style="list-style-type: none"> - 91.5 % of people in Richmond Borough do not provide unpaid care.

	<ul style="list-style-type: none"> - Twickenham Riverside (93.2%), Mortlake and Barnes Common (92.9%) and South Richmond (92.8%) have the highest percentage of people not providing unpaid care. - Hampton, Hampton North, Heathfield and Whitton have the highest percentage of people providing unpaid care, between one hour and over 50 hours a week. <p>Working-age population that are disabled (DataRich, 2019):</p> <ul style="list-style-type: none"> - EA Core disabled: 11.4% - Work limiting disabled: 8.4% <p>Economic activities (DataRich, 2019):</p> <ul style="list-style-type: none"> - Employed: 49.5% - Unemployed: 2.9% - Economically inactive: 47.6% - 91% of adults (aged 18–24) in contact with secondary mental health services who live in stable and appropriate accommodation. - 67.3% of adults (18–24) with a learning disability who live in stable and appropriate accommodation. <ul style="list-style-type: none"> • Health and Deprivation Rank (2015) 150.
Gender (sex)	<p>Richmond Borough</p> <p>Female (DataRich, 2019):</p> <ul style="list-style-type: none"> - 51.39% across Richmond - Aged 0–15: 20.06% - Aged 16–64: 63.29% - Aged 65+: 16.65% - Life expectancy at birth, all ages: 85.9 years - Healthy life expectancy all ages: 70.0 years - Death from drug misuse: 0 - Admission for alcohol related conditions: 348.06 - Emergency hospital admission for self-harm: 221.475 - Suicide rate: 4.481 - Unemployment rate for 16+ years (2017): 2.7% - Annual gross pay for full-time work (2018): £35 272 - Resident full-time weekly pay: £669.6 - Workplace full-time weekly pay: £560 <p>Male (DataRich, 2019):</p> <ul style="list-style-type: none"> - 48.61% across Richmond - Aged 0–15: 21.97% - Aged 16–64: 63.91% - Aged 65+: 14.12% - Life expectancy at birth, all ages: 82.3 years - Healthy life expectancy all ages: 69.9 years - Death from drug misuse: 4237 - Admission for alcohol related conditions: 605.025 - Emergency hospital admission for self-harm: 61.231 - Suicide rate: 10.67 - Unemployment rate for 16+ years (2017): 4.2% - Annual gross pay for full-time work (2018): £48 553 - Resident full-time weekly pay: £899.9 - Workplace full-time weekly pay: £674 <p>Ward (DataRich, 2019):</p> <ul style="list-style-type: none"> - St Margaret’s and North Twickenham, and East Sheen have the highest percentage of people aged 0–15. This breaks down to 1,532 females and 1,629 males in St Margaret’s and North Twickenham, and 1,426 females and 1,471 males in East Sheen. - St Margaret’s, North Richmond and Kew has highest percentage of people aged 16–64. This breaks down to 5,791 females and 5,751 males in St Margaret’s and North

	<p>Twickenham. This breaks down to 5,130 females and 5,037 males in North Richmond. 5,127 females and 5,058 males in Kew.</p> <ul style="list-style-type: none"> Hampton and Hampton North and Teddington have highest percentage of people aged 65+. This breaks down to 1,264 females and 1,045 males in Hampton. 1,151 females and 919 males in Teddington. 1,142 females and 947 males in Hampton North.
Gender reassignment	This data is not currently collected via the Census.
Marriage and civil partnership	<p>Richmond (DataRich, 2019):</p> <ul style="list-style-type: none"> Widowed: 5.41% Single: 36.74% Separated: 2.20% Married: 47.3% Same-sex Civil Partnership: 0.40% Divorced: 7.91% <p>Ward (DataRich, 2019):</p> <ul style="list-style-type: none"> Ham, Petersham and Richmond Riverside have the highest percentage of widowed people (7.52%). South Richmond has the highest number of single people (6.73%). Mortlake and Barnes Commons has the highest number of Separated people (6.59%) Kew has the highest number of married people (6.31%). Ham, Petersham and Richmond Riverside have the highest percentage of divorced people (7.06%). Twickenham Riverside have the highest number of people in a Civil Partnership (10.23%).
Pregnancy and maternity	<p>Richmond (DataRich, 2019)</p> <ul style="list-style-type: none"> General fertility rate: 64.57% Teenage birth rates 15–17 yrs. (2016): 10.4 Teenage birth rates 13–15 yrs. (2016): 2.3 2.6% women who smoked at time of delivery <p>Ward</p> <p>No information exists at a Ward level for this category.</p>
Race/ethnicity	<p>Richmond</p> <p>Ethnic makeup of Richmond (DataRich, 2019):</p> <ul style="list-style-type: none"> White British: 71.4% or 133582 people White Irish: 2.5% or 4766 people Gypsy: 0.1% or 95 people Other white: 11.9% or 22282 people White and Black Caribbean: 0.7% or 1250 people White and Black African: 0.4% or 731 people White and Asian: 1.5% or 2857 people Other mixed: 1% or 1942 people Indian: 2.8% or 5202 people Pakistan: 0.6% or 1163 people Bangladeshi: 0.5% or 867 people Chinese: 0.9% or 1753 people Other Asian: 2.5% or 4622 people Black African: 0.9% or 1643 people Black Caribbean: 0.4% or 840 people Other Black: 0.2% or 333 people Arab: 0.6% or 1172 people Any other ethnic group: 1% or 1890 people <p>Country of birth (DataRich, 2019):</p> <ul style="list-style-type: none"> UK: 75.7%

	<ul style="list-style-type: none"> - Ireland: 1.8% - Other EU: 6.8% - Other countries: 15.7% <p>Resident of country of birth (DataRich, 2019):</p> <ul style="list-style-type: none"> - UK: 76.1% - EU: 8% - Non-EU: 2% - Asian: 5.5% - African: Sub Saharan: 3% - Africa: North: 0.5% - North America: 1.5% - Central and South America: 1% - Oceania: 2.5% <ul style="list-style-type: none"> • In particular, Heathfield and Whitton wards have higher proportions of BME populations, mainly from Asian groups. • Richmond has one authorised socially-rented travellers' site in Hampton North. The 2011 Census reported that 95 people considered themselves to be Gypsy or Irish travellers, though it is possible that this under-represents the total actual number of people in this group.
Religion and belief, including non-belief	<p>Richmond (DataRich, 2019):</p> <ul style="list-style-type: none"> - Buddhist: 0.8% - Christian: 55.3% - Hindu: 1.6% - Jewish: 0.80% - Muslim: 3.3% - Non-religious: 28.4% - Other religion: 0.5% - Religion not stated: 8.50% - Sikh: 0.80% <p>Like the BME communities in which they are most common, the Muslim, Hindu and Sikh communities in Richmond are highly concentrated in Heathfield and Whitton wards.</p>
Sexual orientation	<p>Given personal sensitivity regarding sexual orientation, limited reliable information is available on the numbers of LGB, and estimates are likely to under-estimate true numbers. Beyond Richmond, surveys found that 1.5% of the national population and 2.5% in London consider themselves LGBTQI+ (DataRich, 2019); and a government report estimated that between 5% and 7% of the population in England and Wales is LGBTQI+ (DataRich, 2019). A conservative estimate (5%) equates to 9,500 people in Richmond. However, some local organisations suggest an estimate of 10%, equating to 19,000 people, is more realistic.</p>
Across groups i.e. older LGBT service users or BME young men	

Data gaps.

Data gap(s)	How will this be addressed?
As this is a new grant, steps will be taken to monitor the uptake of the fund by local people, which will include monitoring of their characteristics based on the equality measures. Further engagement action will take place if any groups are under-represented either overall for the borough or for a particular ward.	Projects will be monitored to ensure there is a representative spread of projects to meet the needs of local people.

3. Impact

Protected group	Positive	Negative
ALL	The additional engagement and support from ward Councillors and the Community Engagement team will help to identify local people that would not have considered developing their own ideas, or being put in touch with others, to develop projects and submit applications for funding. The programme is focused on helping local people to take action and identify the tools they need to do this – this will form part of the ongoing evaluation of the programme, with new actions and interventions undertaken by Council officers and RCVS to support local people. This will impact positively on all equality groups.	<ul style="list-style-type: none"> - The budget for the Civic Pride Fund will be reduced by £50,000. This may have an impact on all groups with protected characteristics as the fund seeks to make decisions within 8 weeks, and the Local Area Budget decision making is over a much longer time period. Therefore, small community projects that want to be delivered after the 8 week decision period (e.g. a Christmas event) may have to wait much longer because they will have to apply under the Local Area Budget. To mitigate this, there will be much more focused effort on communicating the different grant programmes and timelines. Prospective applicants will also be referred to Richmond CVS and the Town Centre team on other possible sources of funding
Age	<p>The Local Area Budget is open to any individual aged 18 and over and seeks to encourage residents who don't currently engage with the Council to do so, by enabling them to make changes in their community. It also aims to foster better working relationships between Ward Councillors and residents.</p> <p>Young people aged 13 and over are also able to apply, but must do so in partnership with a responsible adult aged 18 and over or an organisation that is able</p>	<ul style="list-style-type: none"> - The Local Area Budget has the potential to be classed the same as Civic Pride and potentially only attract those members of the community that the Council regularly hears from. - According to the Resident's Survey 2017, '61% of residents aged 65+ are likely to apply for Council Services online and 34% are unlikely to do so. This suggests that Council will need to continue to signpost offline methods of applying for services and benefits for older residents' (BMG Research, 2017). With this in mind, the Council will need to ensure that the

	<p>to verify the project that will be delivered and hold the funds.</p> <p>The fund will be promoted to this protected group via the outreach programme. A plan has been proposed to promote these community funds to the 13–17 age group by highlighting their applications will be prioritised above applications from people aged 18+ and this will hopefully encourage further engagement from this seldom heard group.</p> <p>Projects will be monitored to ensure there is a representative spread of projects for younger and older residents, in particular in wards where there are high numbers of older or younger residents.</p>	<p>application process for the Local Area Budget is accessible to all members of the community with offline and on-line application methods.</p>
Disability	<p>4.9% of Richmond (9137 people) have a disability that can limit their day-to-day activities.</p> <p>As the Local Area Budget is a fund for individual residents to make changes in their community, potentially members who are disabled could put forward applications to improve or add some kind of infrastructure that improve accessibility for local people.</p> <p>The fund will be promoted to this protected group via the outreach programme and projects will be monitored to ensure projects supporting disabled residents are being put forward.</p>	<p>The Richmond Resident’s Survey 2017 notes that ‘non-access to the internet is significantly higher among residents where there is a disability in the household (31%) compared to where there is not (5%)’ (BMG Research, 2017). Similarly for people aged 65+ there is a significant percentage of the Richmond Borough community not able to access the internet for various reasons. This could put this protected group at a disadvantage when applying for the Local Area Budget if applications are strictly available online. The recommendation is to use both offline and online methods and refer applicants to the support service offered by Richmond CVS, so that people e.g. with communication difficulties can be supported to make an application.</p>
Gender (sex)	<p>In terms of community based projects such as day-time activities around health and wellbeing there can be a tendency for these to be favoured more by women than men. Through the Community Conversations there is an opportunity to focus more on listening and understanding particular issues faced by men such as around isolation and loneliness in old age. This can then become a particular focus in terms of the design of local services and be monitored simply by the beneficiary profile of each funded project.</p>	
Gender reassignment	<p>Additional research will be undertaken e.g. through surveys if there is evidence anecdotally that this group is being</p>	

	<p>discriminated against or being disadvantaged in their access to funding.</p> <p>The Fund will be promoted via outreach and online communications, giving examples of different types of project that can be developed, using examples from other areas in the country.</p>	
Marriage and civil partnership	<p>Additional research will be undertaken e.g. through surveys if there is evidence anecdotally that this group is being discriminated against or being disadvantaged in their access to funding.</p>	
Pregnancy and maternity	<p>Additional research will be undertaken e.g. through surveys if there is evidence anecdotally that this group is being discriminated against or being disadvantaged in their access to funding.</p>	<p>There is limited information for Richmond Borough as a whole, and no information at Ward level for this protected group.</p> <p>The lack of data shows an absence of engagement with the Council, potentially meaning we are not hearing from this part of the community and won't hear from them regarding the Local Area Budget. This will be mitigated against via the outreach work accompanying the fund.</p>
Race/ethnicity	<p>People who are from a non-white British background have been identified in the Resident's Survey as 'seldom heard' residents. A new community fund that is open to individuals could foster new relationships in the community by encouraging all members to make improvements to their Wards e.g. putting on specific cultural events that help the broader community learn about their BAME neighbours, or increasing awareness of local services and developing strategies for all local people to feel involved and welcome.</p> <p>The Fund will be promoted via outreach and online communications, giving examples of different types of project that can be developed, using examples from other areas in the country.</p> <p>The projects funded will be monitored to ensure projects from BAME residents are coming through in particular in wards with high % of BAME residents.</p>	<p>As reflected in the Richmond Resident's Survey 2017, people identifying as BAME or from a non-white British background do not actively engage with the Council. This could be due to a variety of reasons. As this group is already seldom heard they could potentially feel less inclined to apply for the Local Area Budget and therefore fail to see changes they want in the community.</p>
Religion and belief, including non-belief	<p>Council services should develop the evidence base on religion and belief discrimination where appropriate to inform future provision. Due to the large number of people choosing not to disclose their belief/non-belief on Council</p>	

	monitoring forms it is difficult to draw conclusions on the impact.	
Sexual orientation	<p>Any estimates of the lesbian, gay and bisexual population are likely to be under-estimates. Some people still feel that being open about their sexuality puts them at risk of harassment or discrimination.</p> <p>Additional research will be undertaken e.g. through surveys if there is evidence anecdotally that this group is being discriminated against or being disadvantaged in their access to funding.</p> <p>The Fund will be promoted via outreach and online communications, giving examples of different types of project that can be developed, using examples from other areas in the country. It will also be promoted via the Richmond LGBTQI+ forum.</p> <p>The projects funded will be monitored to ensure projects from LGBTQI+ residents are coming through.</p>	

4. Actions

Action	Lead Officer	Deadline
<p>The Resident's Survey identified that there are gaps within a community where certain groups are not currently involved with the Council.</p> <p>To mitigate this the Outreach Initiative programme has been created to seek fairer representation to include the voices of those who have been less heard and consider new ways of engaging residents. Engagement actions will be tailored according to the needs of each group, such as language, location and visual resources.</p>	Kathryn Thomas and Charles Austin	TBC
<p>In the past there have been limited applications for the Civic Pride Fund from people aged 13-17 in the Borough. It is predicted that this could also be the case for the Local Area Budget.</p> <p>A plan has been proposed to promote these community funds to the 13-17 age group by highlighting their applications will be prioritised above applications from people aged 18+ and this will hopefully encourage further engagement from this seldom heard group.</p> <p>The effectiveness of this will be monitored through the reporting on beneficiary profiles. If they are underrepresented there will be targeted action to promote the fund including through partners such as Achieving for Children youth service, community groups and schools and colleges.</p>	TBC	TBC

The whole programme of Community Conversations and Local Area Budgets will be reviewed and evaluated at 6 monthly intervals against the programme objectives of engaging with the seldom heard. Further actions will then be implemented further to the outcome of this analysis.	Community Engagement Manager	October 2020 and 6 monthly thereafter
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5. Consultation.

Consultation has taken place with Ward Members and Voluntary Sector groups, but we plan to revisit this in the new year once proposals have been progressed further.

No direct contact has been made with the LGBT forum at this stage, but they will be consulted in the new year once proposals have been progressed further.

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