



## Executive Director/Director Non-Key Executive Decision Report

**Author/Lead Officer of Report:** Alex Shilkoff  
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**Report to:** Dawn Shaw, Head of Libraries and Community Services  
**Date of Decision:** March 2018  
**Subject:** Equality and Fairness Grant Awards for 2018/19

Which Cabinet Member Portfolio does this relate to? *Cllr. Cate McDonald*  
Which Scrutiny and Policy Development Committee does this relate to? *Safer & Stronger Communities*

Has an Equality Impact Assessment (EIA) been undertaken? Yes  No

If YES, what EIA reference number has it been given? *212*

Does the report contain confidential or exempt information? Yes  No

If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-

*"The (report/appendix) is not for publication because it contains exempt information under Paragraph (insert relevant paragraph number) of Schedule 12A of the Local Government Act 1972 (as amended)."*

### **Purpose of Report:**

*(Outline the decision being sought or proposal being recommended for approval.)*

To confirm the continuation of grant awards for organisations that were initially offered a one year grant with the option to extend to co-ordinate Equality Hubs

**Recommendations:**

To approve the grant awards as follows:

**Organisations co-ordinating the Age Hub**

Age UK Sheffield: £11,250 for one year (2018-2019)

Sheffield Futures: £3,725 for one year (2018-2019)

**Organisation co-ordinating the LGBT+ Hub**

LGBT Sheffield: £10,000 for one year (2018-2019)

**Organisation co-ordinating the Women's Hub**

Together Women: £10,000 for 2 years (2018-2019 and 2019-2020)

**Background Papers:**

ICM March 2014 –

<http://democracy.sheffield.gov.uk/documents/s13178/Equality%20Hub%20Network.pdf>

September 2016 Grant Aid Cabinet Report.

March 2017 Delegated Powers Report

Lead Officer to complete:-		
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.	Finance: <i>(Insert name of officer consulted)</i> Liz Gough
		Legal: <i>(Insert name of officer consulted)</i> Henry Watmough-Cownie
		Equalities: <i>(Insert name of officer consulted)</i> Ed Sexton
<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>		
2	<b>Lead Officer Name:</b> Alex Shilkoff	<b>Job Title:</b> Community Services Manager: Voluntary Sector Relationships
	<b>Date:</b> March 2018	

## **1. PROPOSAL**

*(Explain the proposal, current position and need for change, including any evidence considered, and indicate whether this is something the Council is legally required to do, or whether it is something it is choosing to do)*

- 1.1 In March 2017 the decision was made to support the Equality Hub Network Sheffield through the Equality and Fairness Grant Fund. 3 organisations were awarded a 3 year grant from 2017-2020 (Disability Sheffield to co-ordinate the Disability Hub, FaithStar Foundation to co-ordinate the BAMER Hub, Sheffield Faiths Together to co-ordinate the Belief and/or Religion Hub), while 4 organisations were awarded a one year grant from 2017-2018 with the option to extend for one year or 2 years (Age UK and Sheffield Futures to co-ordinate the Age Hub, LGBT Sheffield to co-ordinate the LGBT+ Hub, Together Women to co-ordinate the Women's Hub).
- 1.2 Following officer review it has been agreed that the 4 organisations in question (Age UK Sheffield, Sheffield Futures, LGBT Sheffield, Together Women) were operating in line with expectations of the grant agreement and delivering on the outcomes highlighted within their individual grant agreements.
- 1.3 Sheffield City Council seeks to continue grant funding organisations for the purpose of co-ordinating each of the Equality Hubs representing the identified communities of identity (COIs) that make up the Equality Hub Network Sheffield and contribute to an effective overall Equality Hub Network Board and Network; therefore it is essential that we extend the grant agreements for these 4 organisations.
- 1.4 The Equality Hub Network is a consultation and engagement mechanism. It provides opportunities for communities of identities (COIs) and decision makers to discuss issues, work together and effect positive change on equality, diversity and fairness in Sheffield.

## **2. HOW DOES THIS DECISION CONTRIBUTE?**

*(Explain how this proposal will contribute to the ambitions within the Corporate Plan and what it will mean for people who live, work, learn in or visit the City. For example, does it increase or reduce inequalities and is the decision inclusive?; does it have an impact on climate change?; does it improve the customer experience?; is there an economic impact?)*

- 2.1 The purpose of the Equality Hubs is to strengthen the voice and influence of under-represented communities, to work together to further equality and fairness in the city and to improve the effectiveness of the Equality Hub Network. This contributes to fulfilling the Council's statutory obligations regarding equality and also supports the Council's commitment to developing engagement with all of Sheffield's communities.

2.2 Ensuring that the Age, LGBT and Women's Hubs continue will strengthen the voice and influence of the communities of identity they represent and support the council's statutory obligations regarding equality.

**3. HAS THERE BEEN ANY CONSULTATION?**

*(Refer to the Consultation Principles and Involvement Guide. Indicate whether the Council is required to consult on the proposal, and provide details of any consultation activities undertaken and their outcomes.)*

3.1 Consultation was carried out in respect of the proposals agreed by Cabinet in September 2016 for Grant Aid investment in 2017-2020. This 3 year strategy provides the framework within which these grant awards are being made.

**4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION**

**4.1 Equality of Opportunity Implications**

4.1.1 In carrying out any of its functions, the Council needs to be mindful of the Public Sector Equality Duty (PSED) contained in Section 149 of the Equality Act 2010. This is a duty to have due regard to the need to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This includes having due regard to the need to:

- 4.1.2 (a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
- (b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- (c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
- (d) Tackle prejudice; and (e) promote understanding

4.1.3 The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race; religion or belief, sex and sexual orientation. The Equality Hub Network and the subsequent grants were set up as one of the ways to help up meet our Duties under the Equality Act and therefore we believe the actions set out in this report are compliant with and will further the Council's adherence to the PSED.

4.1.4 Overall it is anticipated that the Equality and Fairness Grants will have a significant and overall positive impact on communities across Sheffield that share protected characteristics under the Equality Act 2010. The

Equality and Fairness Grants have been subject to previous EIAs that are still relevant for this award.

#### **4.2 Financial and Commercial Implications**

- 4.2.1 The proposed grant awards are in compliance with the September 2016 Grant Aid Cabinet Report. The total budget available for the Equality and Fairness Grants is £75,000 per year for 3 years. The proposed awards for 2018-19 total £75,000. This is within the available budget.

#### **4.3 Legal Implications**

- 4.3.1 The legal power for the Council to establish, administer and make awards from the various grant funds as described in the September 2016 cabinet report is provided by the general power of competence contained in Section 1 of the Localism Act 2011. Subject to certain statutory restrictions, none of which apply in this case, Section 1 gives the Council "power to do anything that individuals generally may do". Cabinet has approved the establishment of the Equality and Fairness Grant Fund and this proposal is in compliance with that approval.

#### **4.4 Other Implications**

*(Refer to the Executive decision making guidance and provide details of all relevant implications, e.g. HR, property, public health).*

- 4.4.1 Due to all the Equality and Fairness Grant Awards being under £50,000 this is an officer delegated decision in compliance with the leader's schedule of delegations.

### **5. ALTERNATIVE OPTIONS CONSIDERED**

*(Outline any alternative options which were considered but rejected in the course of developing the proposal.)*

- 5.1 The options considered are in line with the September 2016 Cabinet Report. All of the current recipients of the Equality and Fairness Grants are meeting the expectations of the grant agreement and therefore no alternative options were considered.

### **6. REASONS FOR RECOMMENDATIONS**

*(Explain why this is the preferred option and outline the intended outcomes.)*

- 6.1 The organisations that received a one year grant with the option to extend have all been through a successful application process where they had to demonstrate the necessary requirements. Officer review showed that the 4 organisations were meeting all requirements expected of them and therefore the only viable option is to extend these grants.

