

Decision Report – Cabinet

Decision date – 10 June

Approval for the Improving Lives to Prevent Demand Fund, Members' Improving Lives Grant Scheme and Somerset Young People's Fund.

Cabinet Member(s): Cllr David Fothergill – Leader of the Council and Cabinet Member for Strategy and Customers and Communities

Division and Local Member(s): All

Lead Officer: Trudi Grant, Director of Public Health

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Seen by:	Name	Date
County Solicitor	Honor Clarke	13/05/2019
Monitoring Officer	Scott Wooldridge	16/05/2019
Corporate Finance	Sheila Collins	29/05/2019
Human Resources	Chris Squire	16/05/2019
Property	Paula Hewitt/ Claire Lovett	21/05/2019
Procurement/ICT	Simon Clifford	20/05/2019
Senior Manager	Trudi Grant	16/05/2019
Commissioning Development Team	Vikki Hearn	15/05/2019
Local Member(s)	All	
Cabinet Member	Cllr David Fothergill, Leader of the Council and Cabinet Member for Strategy and Customers and Communities & Cllr Christine Lawrence, Cabinet Member for Public Health and Wellbeing & Cllr Frances Nicholson, Cabinet Member for Children and Families	DF – 22/05/2019 FN – 29/05/2019 CL – 29/05/2019
Opposition Spokesperson	Cllr Jane Lock Opposition Leader & Opposition Spokesperson for Children and Families. Cllr Amanda Broom, Opposition Spokesperson for Public Health and Wellbeing	AB – 20/05/2019 JL - 30/05/2019

	Relevant Scrutiny Chairman	Cllr Hazel Prior-Sankey for Scrutiny Adults and Health Cllr Leigh Redman for Scrutiny Children and Families Cllr Anna Groskop for Scrutiny Place	AG –17/05/2019 HPZ – 30/05/2019 LR-30/05/2019
Forward Plan Reference:	FP/19/05/08		
Summary:	<p>This decision aims to boost the County Vision of ‘improving lives’ for residents and communities across Somerset. It enables the creation of a £1m Prevention Fund to finance Council work and community projects that prevent issues developing or tackling them early to stop them escalating. In doing so it aims to improve lives whilst reducing future demand on the Council’s services.</p> <p>It includes a sum of £25k to be set aside for elected members of the Somerset Youth Parliament to distribute on initiatives that focus on young people.</p> <p>It also includes a further sum of £125k to provide individual grants of £2k for each County Councillor to support local voluntary and community group initiatives in their area.</p> <p>This ‘Members’ Improving Lives Grant Scheme’ will help communities and neighbourhoods develop activities which encourage people to connect with. For example, projects to reduce loneliness and isolation, provide parenting support, gardening and healthy eating and projects with schools and young people to promote emotional health and wellbeing.</p> <p>The remaining £850k is set aside for specific projects to be approved subject to successful business cases. Bids can be for as much or as little as needed within this limit.</p> <p>Despite the different funds and processes that will be followed, all will have the same aims of preventing need/or the escalation of need in order to reduce future demand on SCC services.</p>		

<p>Recommendations.</p>	<p>That Cabinet is recommended to:</p> <ul style="list-style-type: none"> • Agree £850k to be made available for the Improving Lives to Prevent Demand Fund. • Agree £125k to be made available for the Members’ Improving Lives Grant Scheme based on £2k per Member and £15k for resource to administer the fund. • Agree £25k to be made available for Somerset Young People’s Fund. • Authorise the proposed approach, governance and process for the Improving Lives to Prevent Demand Fund and Members’ Improving Lives Grant Scheme and provide delegated authority to the Director of Public Health following consultation with SLT and Improving Lives Prevention Panel to take officer decisions on the separate bids. • Delegate authority for the Director of Public Health in conjunction with the Director of Children’s Services to approve the governance and decision-making arrangements for the Somerset Young People’s Fund.
<p>Reasons for Recommendations:</p>	<p>Improving lives is the core purpose of the council and so we need to shift the focus of our resources towards preventing need and issues, intervening early and tackling inequalities.</p> <p>The focus needs to be shifted to improving lives at an individual, family and community level as part of a forward-looking system working with partners.</p> <p>The Improving Lives to Prevent Demand Fund will give SCC officers the opportunity to put forward bids that will prevent need/ or the escalation of need in order to reduce future demand on SCC services. The purpose of the fund is to empower services and teams to take responsibility for their areas in modernising their approach to how they enable a preventative culture/model which reduces demand on SCC and demonstrates a financial pay-back over a three-year period. An information pack is available in Appendix A. The Improving Lives to Prevent Demand Fund will support projects which:</p> <ol style="list-style-type: none"> 1. Prevent or reduce demand for SCC services, enabling the initial funding level to be saved through reduced costs within a three-year period. <p>And/or</p> <ol style="list-style-type: none"> 2. Redesign SCC services or processes to improve lives, enabling the initial funding level to be saved through increased efficiency and productivity and within a three-year period.

	<p>And/or</p> <ol style="list-style-type: none"> 3. Improve Lives for Somerset residents and bring additional external money into the County which exceeds the initial investment within three years. <p>Proposals will also aim to demonstrate:</p> <ol style="list-style-type: none"> 4. Innovative thinking 5. Evidence increased prevention value 6. Focus benefits towards particularly vulnerable groups or have a strong focus on addressing health and social inequalities. <p>Whereas the Members’ Improving Lives Grant Scheme is focused around benefiting residents in a member’s own division as part of a place-based approach to Improving Lives. It will support locally led activity which encourages people to connect together, particularly people who find it hard to integrate into their local community. See Appendix B for further information.</p> <p>The intention of the Somerset Young People’s Fund is to support initiatives which improve lives for children and young people which are aligned to the Children and Young People’s Plan and current priority concerns for young people identified by Somerset Youth Parliament’s recently elected Members’ campaigns:</p> <ul style="list-style-type: none"> • The Environment • Youth Voice • Youth Safety and Empowerment. <p>These grants would help build a culture of active youth voice for the future, encouraging participation, nurturing, equality, respect and trust between and within communities. Positive activities offer evidence based, preventative interventions that build self-esteem, confidence and community engagement. (Framework of Outcomes for Young People, Young Foundation 2012)</p>
<p>Links to County Vision, Business Plan and Medium Term Financial Strategy:</p>	<p>Prevention is integral to Somerset County Council’s vision to improve lives. This funding is designed to support the delivery of the Somerset County Council 2019-20 Business Plan at a very local level. Grants should support the priorities of Somerset County Council as seen below:</p> <ul style="list-style-type: none"> • A thriving and productive County that is ambitious, confident and focused on improving people’s lives. • A County of resilient, well-connected and compassionate communities working to reduce inequalities. • A County where all partners work together for the benefit of our residents, communities and businesses and the environment in which we live.

	<ul style="list-style-type: none"> • A County that provides its residents with the right information, advice and guidance to enable them to help themselves and targets support to those who need it most <p>It will also adhere to the Medium Term Financial Plan (MTFP) by building on our current financial stability and planning ahead by ensuring we can achieve our aims within the financial realities of modern local government.</p> <p>Somerset Young People’s Fund will contribute to delivery of the priorities identified by young people in the Somerset Children’s Trust Children & Young People’s Plan 2019-2022</p>
<p>Consultations and co-production undertaken:</p>	<p>SLT has been involved in developing the proposals, and specific engagement has taken place with:</p> <ul style="list-style-type: none"> • Cllr David Fothergill (Leader of the Council) • Cllr Christine Lawrence (Cabinet Member for Health & Well-Being) <p>Opposition Spokespersons as well as Scrutiny Chairs have been sent details regarding the funds and were particularly supportive of the Members Improving Lives Grant Scheme. Involvement of other councillors as part of influencing fund decisions was also raised.</p> <p>All members have been informed about the proposed decision. A Member information sheet is also planned to further raise awareness amongst all County Councillors as part of the promotion of the Members’ Improving Lives Grant Scheme, prior to it going live in September.</p> <p>The proposal for a Somerset Young People’s Fund follows engagement with the Somerset Youth Parliament and the launch of the Somerset Children and Young People’s Plan.</p>
<p>Financial Implications:</p>	<p>As agreed at Full Council on 20 February 2019, the funding was agreed as part of budget setting to support the preventative agenda.</p> <ul style="list-style-type: none"> • £850k to be made available for the Improving Lives to Prevent Demand Fund. • £125k to be made available for the Members’ Improving Lives Grant Scheme with each County Councillor (55) being able to spend a total of £2k (with a maximum of four bids) and the remaining £15k to fund the administration of the fund. • Agree £25k to be made available for Somerset Young People’s Fund.

	<p>There will be no consequential impact on finances because of the above-named funds.</p> <p>Finance will be a key stakeholder in the management and processing of payments for all three funds as highlighted in the appendices.</p> <p>Due to the potential large amounts that may be applied for as part of the Improving Lives to Prevent Demand Fund, a detailed process for approving applications was developed and can be found in Appendix C.</p> <p>Governance arrangements for the Somerset Young People's Fund will be developed and agreed by the Director of Public Health in conjunction with the Director of Children's Services.</p> <p>In line with all Council expenditure, it is paramount that value for money is achieved from any allocation of funding through bids, and, if approved, funds must be spent on the purpose for which it was allocated.</p>
<p>Legal Implications:</p>	<p>Under the terms of the Local Government Act 1972, every local authority has the power to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of their functions. The scheme will contribute to the delivery of the Council's responsibilities under the Health and Social Care Act 2012 and will facilitate the discharge of its duty under the Care Act 2014 to take steps to contribute towards preventing or delaying the development by adults and carers in Somerset of the need for care and support.</p> <p>Bids should demonstrate consideration of how any goods, services or works proposed to be procured, and the procurement process itself, might improve the economic, social and environmental wellbeing of Somerset in accordance with the requirements of the Social Value Act 2012. Under the same Act the local authority is required to consider whether it should consult on how it might best make the improvements.</p> <p>Any bids to spend funds by way of grant must demonstrate how the grant will comply with state aid rules. The grants made under the Members' Improving Lives Grant Scheme will qualify as <i>de minimis</i> aid. It's likely that any grants made under the Improving Lives to Prevent Demand Fund will also be below the minimum value threshold; therefore, the controls used to prevent state aid need not be onerous.</p>
<p>HR Implications:</p>	<p>There are no HR implications for SCC as part of this report.</p> <p>Project and Change Officer support has been identified to help administer and coordinate both the Officer and Member funds.</p>

	<p>It is proposed that the Somerset Youth Parliament supported by the Children and Young People’s Partnership Business Unit will lead on the co-ordination of the Somerset Young People’s Fund.</p>											
<p>Risk Implications:</p>	<p>Depending on the success of the funds there is a risk that demand could outweigh the budget.</p> <p>Members will play a key role in prioritising initiatives to be funded through the Members’ Improving Lives Grant Scheme. To mitigate the potential risk of funds being spent inappropriately, guidance has been developed to support the Scheme and the Scheme will be managed by the Public Health Team. Final decisions will be endorsed by a panel consisting of the Leader of the Council, Cabinet Member for Public Health and Wellbeing, Director of Public Health and Service Manager for Stronger Communities. This will also help mitigate the risk of duplicate initiatives being funded.</p> <p>Initial expressions of interest for the Improving Lives to Prevent Demand Fund will be considered by SLT, the Leader of the Council and the Cabinet Member for Public Health and Wellbeing. Prior to approval, proposals will require a formal business case and be required to progress through the Council’s normal decision-making processes.</p> <p>The governance for the Somerset Young People’s Fund is to be developed and subsequently approved by the Director of Public Health in conjunction with the Director of Children’s Services but will ensure that the voice of children and young people through the Somerset Youth Parliament is included in any decision-making processes. Details of funds approved will be reported through the Improving Lives Board.</p> <p>The overall risks from the implementation of these funds to Somerset County Council is felt to be low. Further risks have been logged on a Risk Assessment which can be found in Appendix D.</p> <table border="1" data-bbox="528 1525 1482 1563"> <tr> <td data-bbox="528 1525 740 1563">Likelihood</td> <td data-bbox="740 1525 852 1563">2</td> <td data-bbox="852 1525 1023 1563">Impact</td> <td data-bbox="1023 1525 1134 1563">3</td> <td data-bbox="1134 1525 1366 1563">Risk Score</td> <td data-bbox="1366 1525 1482 1563">6</td> </tr> </table>						Likelihood	2	Impact	3	Risk Score	6
Likelihood	2	Impact	3	Risk Score	6							
<p>Other Implications (including due regard implications):</p>	<p>Equalities Implications</p> <p>In developing the criteria and promotion for the funds it will be important to ensure it is not discriminatory and that equality of opportunity is created. The process for applying for funds should be easily accessible, uncomplicated and should not disadvantage minority groups. Consideration should be given to how the funds will be promoted, level of information required and timescales, how applications will be received (e.g. online as well as paper) as well as ensuring Plain English and awareness of the funds is accessible (where English is not someone’s first language).</p>											

Decisions to approve initiatives under the funds should comply with the Public Sector Equality Duty. Each must demonstrate that it has given due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups.

As part of developing the funds, consideration will need to be given to performance reporting and equality monitoring to gauge take-up of the funds.

It is anticipated that the impacts of this programme on the different groups will be largely positive. There are potential negative impacts (indirect discrimination) if groups with high levels of health inequality were not included in the programme. It is possible for example that in the distribution of the funds some groups of individuals could feel excluded, and it is important that care is taken to ensure that the process is fair and transparent.

Further information is available in the supporting Equality Impact Assessment in **Appendix E** and a separate Equalities Impact Assessment to be produced as part of the governance sign-off for the Somerset Young People's Fund.

Community Safety Implications

Prevention initiatives supported through the funds may align to community safety activities e.g. reducing fear of crime, social isolation or exclusion and helping to prevent crime and disorder.

Sustainability Implications

Evidence of benefit, local community need and partner support will all be considered as part of the scheme criteria, and the funds criteria does not limit or restrict applications which may help prevent or support sustainability implications. For example, proposals would be welcome in relation to protection of and access to the natural environment; supporting alternative travel choices which do not rely on the use of cars; sustainable waste management and/or promote sustainable use of resources; as well as proposals which support a strong, diverse and sustainable local economy.

Health and Safety Implications

There are no direct health and safety issues in the distribution of the funds. However, individual projects would need to assess any health and safety issues from the implementation of that project (e.g. a community gardening project or a walking group etc.)

	<p>Privacy Implications No impacts on privacy have been identified at this time. SCC will ensure that it protects any personal (and sensitive) data received as stipulated in the principles of the Data Protection Act 2018 and will share data in accordance with the standards and guidance on data sharing from the Information Commissioner's Office (ICO) (www.ico.gov.uk).</p> <p>Health and Wellbeing Implications Any project funded by the Prevention Funds should seek a positive impact on the health and wellbeing of those affected both directly and indirectly by this funding, with key consideration given to how health and social inequalities can be reduced.</p> <p>Fund criteria will take into consideration whether proposals may have impacts on specific population groups, such as children or the elderly and how they contribute to the four identified priorities:</p> <ul style="list-style-type: none"> • Priority 1: A County infrastructure that drives productivity, supports economic prosperity and sustainable public services. • Priority 2: Safe, vibrant and well-balanced communities able to enjoy and benefit from the natural environment. • Priority 3: Fairer life chances and opportunity for all. • Priority 4: Improved health and wellbeing and more people living healthy and independent lives for longer.
<p>Scrutiny comments/recommendation (if any):</p>	<p>Due to challenging timescales and urgency to take decision in order to release funding to deliver preventative projects across Somerset. Scrutiny – Place was not attended prior to the decision being taken. However, all members were emailed on the 17th May and Scrutiny-Place will be updated following the decision on progress that has been made by the Director of Public Health on the 10th July.</p>

1. Background

- 1.1. At Full Council on 15 May 2019, Cllr David Fothergill announced the Council's aspiration to develop funds to help Prevent Demand and develop a prevention ethos across both the County and throughout the Council.
- 1.2. The following funds will be made available:
- 1.2.1 Firstly, the **Improving Lives to Prevent Demand Fund** will provide an opportunity for proposals which focus on preventing needs/or the escalation of need in order to reduce future demand on Somerset County Council Services.

Bids can be for as much or as little as necessary with a maximum of £850k available. Proposals will be encouraged that promote work jointly across the organisation as well collaboratively with partner organisations and communities (e.g. with other local authorities, police and NHS) to create greater scale of change and, where possible, encourage any matched funding opportunities. In all cases, the proposals must be for projects benefitting Somerset residents.

1.2.2. The second fund is the **Members' Improving Lives Grant Scheme** which will provide a fixed sum of £2k to each member to support local voluntary and community group initiatives in their division.

This enables small grants to be provided at a very local level to help communities and neighbourhoods develop activities that deliver the County Council Improving Lives vision. One of the most important things we can do to improve lives is to support locally led activity which encourages people to connect together, particularly people who find it hard to integrate into their local community.

This scheme will be open from **1 September and will close on 30 November 2019.**

Members will be encouraged to submit photographs of projects and project updates which will assist with analysing projects and their impact on communities.

County Councillors can only put forward four proposals which will be considered by the Leader of the Council, Cabinet Member for Public Health and Wellbeing, and the Director of Public Health.

1.2.3 The third is the **Somerset Young People's Fund**, which will support initiatives to improve lives for children and young people which are aligned to the Children and Young People's Plan and current priority concerns for young people identified by Somerset Youth Parliament's recently elected Members' campaigns:

- The Environment
- Youth Voice
- Youth Safety and Empowerment.

The fund will be available until March 2020 and will enable Somerset Youth Parliament to be closer to the process of decision making and decision makers/services and strengthen their representative roles in a practical sense. It will create a network of conversations, dialogue and appreciation between young people and services.

It demonstrates that SCC is committed to listening to young people and communities, building mutual trust, respect and resilience, moving towards a more integrated, robust, equal community, prepared for future challenge and change.

2. Options considered and reasons for rejecting them

- 2.1.** No alternative options have been considered. Due to the future ambitions of the authority and the need to become a more preventative orientated authority it was unanimously agreed through proposal development that the funds should be allocated to preventing need/or the escalation of need in order to reduce future demand on SCC services.
- 2.2.** The governance for the funds builds on the principles and arrangements previously in place for Members Health and Wellbeing Funds and the Council's Invest to Save Fund.

3. Background Papers

- 3.1.** Appendix A – Improving Lives to Prevent Demand Fund
Appendix B – Members' Improving Lives Grant Scheme
Appendix C – Improving Lives to Prevent Demand Fund approval process
Appendix D – Risk Management
Appendix E – Equalities Impact Assessment

Appendix E Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Version

0.2

Date

3 May 2019

Description of what is being impact assessed

At Full Council on 15 May 2019, Cllr David Fothergill announced the Council's aspiration to establish funds to support the Council's focus on prevention:

1. **The Improving Lives to Prevent Demand Fund** will provide an opportunity for SCC officers to put forward proposals which focus on preventing needs/or the escalation of need in order to reduce future demand on Somerset County Council Services. Bids can be for as much or as little as necessary with a maximum of £850k available. Officers are encouraged to work jointly across the organisation as well collaboratively with partner organisations and communities (e.g. with other local authorities, police and NHS) to create greater scale of change and, where possible, encourage any matched funding opportunities. In all cases, the proposals must be for projects benefitting Somerset residents.
2. **The Members' Improving Lives Grant Scheme** which will provide a fixed sum of £2k to each Member (55 in total) to support local voluntary and community group initiatives in their division (maximum of four bids). This enables small grants to be provided at a very local level to help communities and neighbourhoods develop activities that deliver the County Council Improving Lives vision. One of the most important things we can do to improve lives is to support locally led activity which encourages people to connect together, particularly people who find it hard to integrate into their local community. This scheme will be open from 1 September and will close on 30 November 2019 and will use a similar application form to the previous Health and Wellbeing Grant Scheme, as this has been modelled and adjusted following three years of grant applications.

Whilst noted that the funds should have a positive impact on protected groups, consideration has been given through this impact assessment as to any potential impacts in terms of the process for promoting and supporting groups/staff to apply.

The Improving Lives to Prevent Demand Fund will be promoting internally to staff via Core Brief, Our Somerset and other SLT

communication mechanisms and the intention is for some early adopter initiatives to help stimulate and generate further ideas. Strategic Commissioning Gateway will play a key role in scrutinising proposals and making recommendations.

It is proposed that the Members' Improving Lives Grant Scheme is promoted beyond County Councillors through using networks such as Somerset Equalities Officer Group, Somerset Engagement Advisory Group, VCSE Strategic Forum and SCC press releases in order to maximise awareness of the fund and to encourage groups to make contact with their local County Councillor. A panel consisting of the Director of Public Health, Leader of the Council and Cabinet Member for Public Health and Wellbeing will review and endorse any proposals in order to ensure they are in the spirit of the fund and do not duplicate other initiatives.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

As part of the criteria for both funds, proposals are asked to consider how the initiative will focus benefits towards particularly vulnerable groups or have a strong focus on addressing health and social inequalities. Health inequalities can be defined as differences in health status or in the distribution of health determinants between different population groups. For example, differences in mobility between elderly people and younger populations or differences in mortality rates between people from different social classes. Social conditions including poverty, disability, damp or overcrowded housing, or such things as a poor diet all have a negative impact upon people's health and wellbeing.

The Joint Strategic Needs Assessment and Somerset Intelligence website will be key tools in informing the evidence base for proposals which applicants will be encouraged to consider.

The governance and criteria for the Members' Improving Lives Grant Scheme is modelled on that previously used in the past regarding Members' Health and Wellbeing initiatives. Funds will be distributed at constituency level by the elected member. Councillors are encouraged to support evidence based community health and wellbeing activities and to take account of known need and health inequalities.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

SLT and Cabinet have been consulted in shaping these proposals and given the nature of the funds, prior experience and the funds criteria it is anticipated that the impacts of this programme on the different groups will be largely positive and so further consultation has not taken place. There are potential negative impacts (indirect discrimination) if groups with high levels of health inequality were not included in the programme. It is possible for example that in the distribution of the funds some groups of individuals could feel excluded; and care needs to be taken to ensure that the process is fair and transparent.

Analysis of impact on protected groups of the Improving Lives to Prevent Demand Fund

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Somerset has an aging demographic; maintaining the health and wellbeing of older people is therefore a very high priority for the County. At the other end of the spectrum, from a healthy futures perspective, it is vital to encourage health and wellbeing activity among children and young people. Within SCC opportunities could be explored to encourage older and younger staff to work together on bids to improve skills and create development opportunities. 	□	⊗	□
Disability	<ul style="list-style-type: none"> Support should be offered to any staff who may have a disability and who may need assistance in drafting and submitting applications. 	□	⊗	□
Gender reassignment	<ul style="list-style-type: none"> No impact 	□	⊗	□
Marriage and civil partnership	<ul style="list-style-type: none"> No impact 	□	⊗	□

Pregnancy and maternity	<ul style="list-style-type: none"> Some proposals may have timescale implications and so cover arrangements would need to be put in place as per normal HR practices if someone responsible for an initiative was to be no longer available. 	□	⊗	□
Race and ethnicity	<ul style="list-style-type: none"> There can be language barriers to understanding. We know that some people whilst they may be able to speak English, their reading and writing may not be as strong. 	□	⊗	□
Religion or belief	<ul style="list-style-type: none"> If people are expected to attend meetings connected to their applications consideration may need to be given to ensure not be at times when people could be observing their religion/belief. 	□	⊗	□
Sex	<ul style="list-style-type: none"> No impact 	□	⊗	□
Sexual orientation	<ul style="list-style-type: none"> No impact 	□	⊗	□
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> No impact 	□	⊗	⊗

Analysis of impact on protected groups of the Members' Improving Lives Grant Scheme

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> Somerset has an aging demographic; maintaining the health and wellbeing of older people is therefore a very high priority for the County. Some groups with older group leaders are not online and so consideration should be given by Members as to how to reach out to these groups through local networks and other communication mechanisms. At the other end of the spectrum, from a healthy futures perspective, it is vital to encourage health and wellbeing activity among children and young people and to ensure Members links with children and young people groups. VCSE infrastructure groups can help with promoting. Intergenerational projects could also help connect older and younger people in communities. 	□	□	☒
Disability	<ul style="list-style-type: none"> Disabled people experience considerably higher levels of health inequality than the general population; this is often exacerbated by low income. Enabling participation in health and wellbeing activities will help address this inequality and groups may need help with drafting any proposals. 	□	□	☒
Gender reassignment	<ul style="list-style-type: none"> Some groups may not feel confident to take forward proposals in a more public setting. 	□	☒	□

Marriage and civil partnership	<ul style="list-style-type: none"> No impact 	□	⊠	□
Pregnancy and maternity	<ul style="list-style-type: none"> Taking care of maternal health and wellbeing benefits both the future of the unborn child as well as the mother. 	□	□	⊠
Race and ethnicity	<ul style="list-style-type: none"> People from Black and minority ethnic groups are at greater risk of some health conditions than the general population and this risk will be reduced by participation in health and wellbeing activities. Gypsy and Traveller communities experience extreme health inequality, with average male life expectancy being under 50 years. Where race equality is combined with other protected characteristics (for example age, low income or disability) the impact multiplies. There can be language barriers to understanding. We know that some people whilst they may be able to speak English, their reading and writing may not be as strong. 	□	□	⊠
Religion or belief	<ul style="list-style-type: none"> If people are expected to attend meetings connected to their applications consideration may need to be given to ensure not be at times when people could be observing their religion/belief. 	□	□	⊠
Sex	<ul style="list-style-type: none"> Men have poorer health outcomes than women; and on average die younger. Men's health is therefore a priority. Encouraging men to participate in health and wellbeing activities in non-traditional ways, recognising that many groups have a traditional model which is more attractive to women. 	□	□	⊠
Sexual orientation	<ul style="list-style-type: none"> Lesbian, Gay, Bisexual and Transgender people of all ages can experience barriers to participating in health promotion activities and in accessing health services, as well as experiencing poor health and wellbeing as a direct result of exclusion and discrimination. Some groups may not feel confident to take forward proposals in a more public setting and there are not a lot of constituted groups so could mean fewer proposals come forward relating to this area. 	□	□	⊠

<p>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</p>	<ul style="list-style-type: none"> • Carers have known health needs and benefit enormously from being able to take time out to maintain their own health and wellbeing. • Somerset has a sizable population of service and ex-service personnel and their families, whose health and wellbeing needs are well recognised in the Military Covenant. • Health outcome is closely associated with income inequality and financial exclusion. Taking positive action to support low income groups or the homeless to participate in community activities and/or to engage in activities which might support their education or employment opportunities are all likely to have extremely positive health benefits. • Access to the internet can be a challenge for some groups in rural areas and so other more traditional mechanisms to ensure awareness may need to be put in place. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Ensure any criteria is not discriminatory and that equality of opportunity is created.	31/08/2019	Chris Phillips	Review of applications received and feedback from Members, staff and groups	<input type="checkbox"/>
Ensure that the Members' Improving Lives Grant Scheme is promoted widely, and community groups know who their local Member is in order to discuss possible proposals.	31/08/2019	Chris Phillips	Review of applications received and feedback from Members	<input type="checkbox"/>
Ensure application forms/expressions of interest forms are in Plain English and they are accessible including to individuals where English is not someone's first language.	31/08/2019	Programme Management Office	Feedback from staff/Members completing forms	<input type="checkbox"/>

Develop tracking arrangements so that can report on applications received and where possible specifics protected groups who may have benefited.	31/12/2019	Programme Management Office	Through monitoring reports	<input type="checkbox"/>
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If negative impacts remain, please provide an explanation below.

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Completed by:	Chris Phillips
Date	1 May 2019
Signed off by:	Chris Phillips
Date	8 May 2019
Equality Lead/Manager sign off date:	8 May 2019
To be reviewed by: (officer name)	Chris Phillips
Review date:	March 2020