

Neighbourhoods, Inclusion, Communities & Equalities Committee

Date: **Tuesday 16 July 2019**

Time: **5.00pm**

Venue **Council Chamber, Hove Town Hall**

Members: **Councillors:** Knight (Chair), Moonan (Deputy Chair), Powell (Opposition Spokesperson), Simson (Group Spokesperson), Bagaeen, Deane, Ebel, Evans, Hill and McNair

Invitees: CCG Representative; Sussex Police Representative; Anusree Biswas Sasidharan, BME Police Engagement Group; Joanna Martindale, Hangleton & Knoll Project

Contact: **Kat Hoare**
Democratic Services Officer
01273 291064
kat.hoare@brighton-hove.gov.uk

Agendas and minutes are published on the council's website www.brighton-hove.gov.uk.
Agendas are available to view five working days prior to the meeting date.

Electronic agendas can also be accessed through our meetings app available through ModernGov: [iOS/Windows/Android](#)

This agenda and all accompanying reports are printed on recycled paper

AGENDA

13 PROCEDURAL BUSINESS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public.

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

14 CHAIRS COMMUNICATIONS

15 PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public to the full Council or at the meeting itself.

- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 10th July 2019.
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 10th July 2019.

16 MEMBER INVOLVEMENT

To consider the following matters raised by Members:

- (a) **Petitions:** To receive any petitions referred from Full Council or submitted directly to the Committee;
- (b) **Written Questions:** To consider any written questions;
- (c) **Letters:** To consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Full Council or submitted directly to the Committee.

17 BHCC THIRD SECTOR COMMISSION 2020-2023

7 - 100

Contact Officer: Emma McDermott
Ward Affected: All Wards

Tel: 01273 296805

18 ITEMS REFERRED FOR FULL COUNCIL

To consider items to be submitted to the 25th July 2019 Council meeting for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fourth working day before the meeting.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested. Infra-red hearing aids are available for use during the meeting. If you require any further information or assistance, please contact the receptionist on arrival.

FURTHER INFORMATION

For further details and general enquiries about this meeting contact Kat Hoare, (01273 291064, email kat.hoare@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

WEBCASTING NOTICE

This meeting may be filmed for live or subsequent broadcast via the Council's website. At the start of the meeting the Chair will confirm if all or part of the meeting is being filmed. You should be aware that the Council is a Data Controller under the Data Protection Act 1998. Data collected during this web cast will be retained in accordance with the Council's published policy.

Therefore, by entering the meeting room and using the seats in the chamber you are deemed to be consenting to being filmed and to the possible use of those images and sound recordings for the purpose of web casting and/or Member training. If members of the public do not wish to have their image captured, they should sit in the public gallery area.

ACCESS NOTICE

The Public Gallery is situated on the first floor of the Town Hall and is limited in size but does have 2 spaces designated for wheelchair users. The lift cannot be used in an emergency. Evac Chairs are available for self-transfer and you are requested to inform Reception prior to going up to the Public Gallery. **For your own safety please do not go beyond the Ground Floor if you are unable to use the stairs.**

Please inform staff on Reception of this affects you so that you can be directed to the Council Chamber where you can watch the meeting or if you need to take part in the proceedings e.g. because you have submitted a public question.

FIRE / EMERGENCY EVACUATION PROCEDURE

If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:

- You should proceed calmly; do not run and do not use the lifts;
- Do not stop to collect personal belongings;
- Once you are outside, please do not wait immediately next to the building, but move some distance away and await further instructions; and
- Do not re-enter the building until told that it is safe to do so.

Subject:	BHCC Third Sector Commissioning Prospectus 2020-2023		
Date of Meeting:	16th July 2019		
Report of:	Executive Director for Neighbourhoods, Communities & Housing		
Contact Officer:	Name:	Emma McDermott	Tel: 01273 291577
	Email:	emma.mcdermott@brighton-hove.gov.uk	
Ward(s) affected:	(All Wards);		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The Council has a clear and strong commitment to the Third Sector in Brighton & Hove as set out in its Corporate Plan and Communities and Third Sector Policy.
- 1.2 Public services are under increasing pressure as a result of both demand and reducing resources. The Third Sector remains key to helping the council and its partners respond to this challenge. To support the required changes the council has reviewed its' Third Sector investment arrangements to ensure they are delivering maximum value for money, meeting community need and effectively supporting the Sector to improve and thrive.
- 1.3 The council invests in the Third Sector through its Third Sector Investment Programme (TSIP) which consists of two parts: a three year Third Sector Commission and an annual Communities Fund. This report is concerned with the Commission and sets out the arrangements, principles and funding outcomes of the proposed new Third Sector Commissioning Prospectus 2020-2023.
- 1.4 The Third Sector Commission 2017-2020 was approved by NICE in July 2016. In December 2016 the council awarded grant funding to 26 CVS partnerships, with projects running from April 2017 to March 2020.
- 1.5 In January 2019 NICE committee approved the development of a new Third Sector Commissioning Prospectus 2020-2023 and requested a further report be brought to Committee in summer 2019 outlining the commissioning outcomes and principles developed through the consultation process, for their approval ahead of the Prospectus being published for bids in September 2019.

1.6 The new Commission has been developed using the learning from the independent evaluation of the first year of the current 2017-2020 commission, and through a range of meetings and discussions between February and June 2019 with existing funded organisations and partnerships, large events open to CVS (community and voluntary sector) organisations of all sizes, and smaller sector specific meetings with CVS organisations, for example arts and culture organisations, green spaces and BME and refugee groups as well as regular meetings with the cross party Members Advisory Group to the TSIP.

2. RECOMMENDATIONS:

2.1 That committee approves the principles and outcomes for the BHCC Third Sector Commissioning Prospectus 2020-2023 as set out in Appendix 1 and as endorsed by the cross party Members Advisory Group.

2.2 That committee notes the intention to continue to pool budgets from the Council and Brighton & Hove NHS Clinical Commissioning Group (CCG) for third sector infrastructure and the inclusion of BHCC Adult Social Care funding for community engagement and BHCC Public Health funding for healthy neighbourhoods.

2.3 That delegated authority is granted to the Executive Director for Neighbourhoods, Communities and Housing to use the 2020-2023 Third Sector Commissioning Prospectus to invest in the community and voluntary sector in Brighton & Hove.

3. THIRD SECTOR INVESTMENT PROGRAMME

3.1 The proposals build on the existing Third Sector Commissioning Prospectus 2017-2020, the external evaluation of the First Year of the current prospectus, and have been shaped through dialogue with the Third Sector and public sector partners including commissioners in the council and CCG since February 2019. In addition, the recently agreed Joint Health & Wellbeing Strategy has provided a clear driver for the Outcomes within the Prospectus along with other key strategic commitments by the council for example the Cultural Framework Daring to be Different, the city's Economic Strategy and the council's Whole Family Strategy.

3.2 In summary the prospectus comprises a set of funding principles that apply across a series of commissioning outcomes that prospective bidders submit their bids against. Within the prospectus these are called 'lots' and are as follows:

- Strategic outcomes
- Third Sector infrastructure
- Community development and engagement
- Community banking

Details of the proposed commissioning outcomes and the funding principles are provided in Appendix 1.

Risks and Opportunities

3.3. The current prospectus has enabled both small and large CVS organisations to be funded through the partnership approach. In addition, the Council continues to invest in smaller CVS organisations through the Communities Fund.

3.4 The prospectus presents the following opportunities for the Third Sector:

- It has tailored assessment criteria to recognise and preserve localness, creativity, and the added value of third sector providers
- It manages performance against outcomes
- It allows applicants to demonstrate how a public contribution in the form of grant assistance will enable and/or enhance the delivery of the city's desired outcomes through their organisation's work
- It provides investment to lever in additional resources and investment from without the city

3.5 For the council, it provides the following opportunities:

- There is a clear and straightforward administrative and performance management framework

It's a transparent and robust process that enables fair decision making based on evidence of need and the organisation's ability to deliver against council priority outcomes.

Timetable

3.6 The prospectus will be published in September 2019, with awards made in early January 2020 and funding agreements to start in April 2020. The council's procurement team has been involved in designing the timetable, grant award process and relevant documentation for the prospectus.

3.7 The bids will be evaluated by a series of evaluation panels that will include officers with specialist knowledge relevant to the 'lot'. The outcome of the evaluations will be presented to the Members Advisory Group for information and comment in December 2019.

4. CONSIDERATION OF ANY ALTERNATE OPTIONS

4.1 Alternative options include using the 2017-2020 Third Sector Commissioning Prospectus without any updates, to commission for 2020-2023. This option is not recommended as the learning cannot be applied to improve the process for the CVS and the council, and to strive for better outcomes for residents of the city.

4.2 Another option would be not to proceed with the Third Sector commissioning approach and revert to a more traditional pared back grant making approach. This option is not recommended as the Evaluation report has highlighted the added value created through a programme that focusses on outcomes allied to the Joint Strategic Needs Assessment, the Council and CCG's priorities, with delivery through collaborative partnerships that have created improved responses to the ever changing needs of the city, and an ability to respond efficiently to the increasing complexity of need of many of the city's residents.

4.3 A third option would be to launch a competitive tendering process to award contracts to deliver specific services. This would allow the council to be more prescriptive about what and how the available funding was used for but the process could not be closed to all but the third sector organisations. It would reduce the CVS's ability to innovate and flex to the needs of the city over the funding period and reduce the it's ability to lever in additional funding. Through the security of core funding the council's current investment approach has enabled the sector to triple the money invested by the council (Appendix 3 - An Evaluation of the First Year of the Third Sector Commission 2017-2020).

4.4. A fourth option would be to allocate the budget to individual directorates to invest in the CVS as best suits their directorate requirements rather than through the Third Sector Investment Programme. This option is not recommended because the Third Sector Commission has created service delivery efficiencies through the focus on a number of key strategic objectives, with an ability to monitor and manage multi organisational costs. The process of management, centred through the Communities, Equalities and Third Sector team has enabled officers to have an improved grasp of cost management across the various organisations commissioned through the Third Sector Commission, ensuring that duplication and double funding are identified and managed effectively.

5. COMMUNITY ENGAGEMENT AND CONSULTATION

5.1 Two consultation events were held with the CVS sector in preparation for the development of the new prospectus. The first in March 2019 involved the 70 CVS organisations currently funded through the 26 partnerships within the current commission. The second, in April 2019, involved 85 CVS organisations not currently funded through the current prospectus. In addition, a further 12 small group consultations took place between February and May 2019. In June 2019, 90 CVS organisations attended a further event where feedback was given to the sector on the how their feedback had informed the shape of the new commissioning prospectus and additional comments were received on this from the sector.

5.2 The cross-party Members Advisory Group (MAG) was consulted and informed about the findings of the first year evaluation of the current commission and the proposal to update the commissioning process and carry out a 2020-2023 Third Sector

Commissioning Prospectus. MAG were supportive of a 2020-2023 Third Sector Commissioning Prospectus providing there was robust and inclusive consultation process with the CVS and the learning from the evaluation was applied. Over the course of four meetings starting with a presentation of the learning from the independent evaluation of the first year of the current commission through to debating the feedback from the sector in April 2019 and consideration of the final draft principles and outcomes in June 2019 the MAG has retained oversight of and guided the development of the new Third Sector Commissioning Prospectus.

6. SUPPORT FOR THE SECTOR

6.1 Community Works, the city's Third Sector infrastructure support organisation, has developed workshops, online and web based support for the sector that will help with bidding to the council's Third Sector Commission but also other funders. Key areas of support have been on building and managing effective partnerships, managing finances and bid writing.

6.2 A detailed Glossary of Terms will accompany the Prospectus once published, supporting the sector to understand language and terms used within the prospectus.

6. CONCLUSION

6.1 The evaluation of the first year of the current Third Sector Commission (2017-2020) reported that the programme was a success. It identified the huge diversity of outcomes achieved for residents, significant additional funding levered from the council's investment, the exceeding of targets for the number of residents benefitting from the prospectus' funding, and the low cost per beneficiary of the programme.

6.2 The principles and outcomes set out in Appendix 1 are the result of the comprehensive consultation process and applying the learning from the evaluation, which will enable the creation of a new Third Sector Commissioning Prospectus that will further deliver to the city's residents and actively supports the health of the city's voluntary and community sector.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

7.1 The current third sector investment for 2019/20 is £2.104m, which consists of Council funding of £1.935m and CCG funding of £0.169m.

The level of investment for the next 3 year commission will be subject to budget setting in February 2020 and to annual budget setting thereafter. The latest 4 year budget assumptions show a challenging 'budget gap' across the council of

approximately £38m from 2020/21 to 2023/24. The gap for next year is approximately £15m, dropping to approximately £8m for the following 2 years.

Finance Officer Consulted: Michael Bentley

Date 21ST June 2019

Legal Implications:

- 7.2 Under Section 137 of the Local Government Act 1972, the Council has the power to incur expenditure which in its opinion is in the interests of and will bring direct benefit to its area of any part of it or all or some of its inhabitants.
- 7.3 The Committee's Terms of Reference include the power to develop, oversee and make decisions regarding the implementation of the council's Communities and Third Sector Policy, investment in and support to the community and voluntary sector.

Lawyer Consulted: Elizabeth Culbert

Date: 05.06.19

Equalities Implications:

- 7.3 An Equality Impact Assessment has been completed as part of the development of the new TSC. (Appendix 2)

Sustainability Implications:

- 7.4 Recognition of the role CVS plays in improving sustainability has been incorporated into the strategic investment outcomes. In addition, the council's commitment to sustainable communities and city is recognised and reflected in the principle and the strategic outcomes.

Crime & Disorder Implications:

- 7.5 Recognition of the role CVS plays in reducing crime and disorder and promoting community safety and wellbeing has been incorporated into the strategic commissioning outcomes.

Risk and Opportunity Management Implications:

- 7.6 There may be additional financial management requirements set out for applicants and successful bidders.

Public Health Implications:

- 7.7 Recognition of the role the CVS plays in achieving public health outcomes has been incorporated into the strategic commissioning outcomes. The NICE Guidance on engagement has been taken into account when developing the community development outcomes.

Corporate / Citywide Implications:

- 7.8 The commission will continue to seek a pooled approach between Brighton and Hove City Council and Brighton and Hove CCG, subject to their agreement.

SUPPORTING DOCUMENTATION

Appendices

1. Draft Funding Principles and Commissioning Outcomes
2. Third Sector Commission 2020-2023 Equality Impact Assessment
3. First Year Evaluation of the Third Sector Commissioning Prospectus 2017-2020

Appendix 1

Draft Principles and Outcomes for BHCC Third Sector Commissioning Prospectus 2020-2023

1. The Principles

Through the consultation process the Council has agreed the following principles. All bids will be assessed against these criteria. Applicants should be aware that these principles will need to be clearly evidenced in the bid.

1. All project proposals need to be made by partnerships between two or more third sector organisations.
2. These partnerships will:
 - a) Have equality, diversity and inclusion embedded in their activities, governance and management arrangements
 - b) Protect against inequality and poverty
 - c) Promote family and community resilience with the focus on a whole family approach
 - d) Promote a culture of collaboration and joint working with public services
 - e) Contribute to social, environmental and economic value in the city.
3. Partnerships will use models of delivery that:
 - a) Strengthen community engagement and enhance community cohesion
 - b) Use an asset based approach
 - c) Provide opportunities for public involvement and for volunteering.
4. Partnerships will show how they plan to make service delivery improvements throughout the period of funding.

1. Overview of the Outcomes

In this prospectus we are investing in partnerships between Third Sector organisations that bring significant changes for beneficiaries in at least one of the following areas:

- a) **Strategic Outcomes** – investment to fund core and /or project costs between two or more Third Sector organisations that are working or starting to work in partnership to deliver one of the stated strategic outcomes (see below).
- b) **Third Sector infrastructure** – to ensure that Brighton & Hove’s Third Sector groups and organisations in the city have access to high quality, local infrastructure support which will enable them to be more effective, equitable, efficient and sustainable in delivering change for residents of the city.
- c) **Community Development and Engagement** – delivers high quality community development and engagement provision, using an asset based approach that strengthens communities voices and influence on council decision making, improves community health, wellbeing and resilience and builds social value; with a focus on marginalised groups and communities – of both place and identity - and people not already involved.
- d) **Community Banking Partnership** – to enable not-for-profit organisations in the city to deliver a Community Banking Partnership which integrates provision to low income households and includes the provision of money advice, access to banking, credit, deposit, and education in terms of financial capacity, food and fuel efficiency.

2. Strategic Outcomes

This is the city’s principal grant investment to fund core organisational costs and/or projects between two or more Third Sector organisations that are working, or starting to work, in partnership to deliver one or more of the strategic outcomes.

The funding aims to maximise the use of existing strengths, assets and resources of Third Sector organisations for the benefit of local residents; improve life chances and opportunities for residents to ensure they are not held back because of identity, characteristics, neighbourhood or background and to increase opportunities for residents from different backgrounds

The four strategic outcomes are:

- a) To enable people, of all ages, with complex needs, or who are at risk of exclusion and social isolation, to improve their health and wellbeing and fulfil their potential socially and economically in the city, across all life stages: starting well, living well, ageing well, dying well.
- b) To create safe and inclusive neighbourhoods and community space that encourages greater use and ownership by residents. Encourages neighbourliness and community cohesion, the feeling of safety, reduces crime (especially hate crime) and disorder, and promotes and improves health and wellbeing.
- c) Enhanced community wellbeing and people’s sense of belonging through inclusive and innovative arts, cultural and leisure opportunities for people that improve their physical and mental wellbeing and resilience.

- d) Protecting and enhancing the health and wellbeing of residents and providing a robust response to climate change through a more circular, sustainable and resilient economy.

3. Third Sector Infrastructure

The Council and NHS Clinical Commissioning Group want to grant fund a partnership which will provide a range of infrastructure support for the Third Sector.

Bidders should note that the Council will also be funding a Community Development and Community Engagement partnership across the city.

This investment will be offered through two distinct partnerships, but it will be a requirement of the grant funding that explicit and quantifiable arrangements will be in place prior to the commencement of the delivery that describe and evidence the collaboration that will take place between the two partnerships.

We will expect bidders for these elements of the Prospectus to describe the principles and experience that they will apply to creating this collaboration as part of their bid. Once grant decisions have been made, the council will negotiate the detail of these collaborative arrangements with the successful partnerships which will be written into the grant agreements.

Outcomes:

- a) Third Sector groups/organisations will have clear and understandable pathways of support, and the skills and knowledge to sustain their not-for-profit activities to complement public services within the city. Specifically, they will have:
 - i. Effective governance and management structures
 - ii. Appropriate knowledge, skills and qualifications amongst their Trustees, management, staff and volunteers
 - iii. The ability to deliver safe, sustainable and quality services
 - iv. The ability to fundraise and increase income generation from a variety of income sources
 - v. The ability to evidence and articulate their impact, value for money and social, environmental and economic value
 - vi. The ability to improve their equality and diversity practice across all groups and organisations to include a diversity of people within their own organisation; particularly BAME, LGBT, disabled people (including carers), and individuals of faith
 - vii. Increased their capacity to effectively and appropriately use digital, IT and social media.

- b) Third sector groups/organisations develop effective partnerships and collaborations with one another and/or public sector organisations and/or businesses that:
 - i. Share knowledge, expertise and experience to enable change
 - ii. Maximise resources when delivering services and activity for residents of the city
 - iii. Maximise inward investment
 - iv. Sustain and enable trusted relationships and partnerships.

- c) Third sector groups/organisations:

- i. Provide more accessible, high quality volunteering opportunities for people by addressing particular barriers to volunteering for LGBT, BAME, and disabled people
- ii. Improve their volunteering recruitment practices, support and co-ordination of volunteers
- iii. Maximise opportunities for engaging volunteers from the business community.

4. Community Development and Engagement

- a) Delivers area focused asset based community development and engagement, improving community wellbeing and resilience and building social capital. This would include working with specific communities (LGBT, BAME, gypsy and traveller, disabled) within the project delivery.

As result of community development and engagement there is:

- i. Improved neighbourhood working approaches and partnerships that build on the skills, abilities and practical assets of residents, communities and neighbourhoods
 - ii. Increased understanding and practice of inclusion and equality in all community and neighbourhood activity
 - iii. Effective initiatives at a neighbourhood level that integrate with and deliver citywide strategic objectives.
- b) Building the capacity of communities of interest, identity and place to work collaboratively and to develop groups and services that identify and meet their need, independent of, and with, public services.

As a result of community development and engagement:-

- i. Complex community agendas are facilitated towards collective solutions where residents are leading the change
 - ii. People of identity/interest are able to participate individually and collectively, to address their priorities and drive change at a local level
 - iii. People and groups learn, use and share skills, knowledge, expertise and abilities through their community activity
 - iv. Residents will have improved access to and use of resources, information and training
 - v. Communities will have a clear achievable local plan that sets out the vision and priorities for the area
 - vi. Individuals are supported to be active citizens and volunteers
- c) Delivers activity which contributes and shapes community based working in conjunction with the city council.

As result:

- i. Communities, and in particular LGBT, BAME, gypsy and traveller, and disabled, are supported to research and articulate their needs and issues and feed them into decision-making mechanisms and structures
- ii. Individuals are supported to develop their capacity or access other development/capacity building opportunities
- iii. More residents and groups would have opportunities to develop co-production and collaboration approaches

- iv. A collaboration/partnership between carer organisations that enables the above outcomes to be delivered with an emphasis on the lived experience of all types of carers. There is an expectation that the engagement work supporting carers of people with learning disabilities and parent carers of children with learning disabilities will support the Learning Disabilities partnership Board

- v. Deliver effective citywide engagement activity that enables people with Learning Disabilities to evidence and articulate their needs, ambitions, and assets and support co- designed solutions. To work closely with the city council to use feedback to help improve the quality of services, and make better use of resources.

- d) The Healthy Neighbourhood Fund (HNF) contributes to reducing inequalities in health by ensuring resources are targeted to priority communities living in identified neighbourhoods. It contributes towards achieving the objectives of the council and CCG's Health and Wellbeing Strategy.

The successful partnership will manage the HNF funding allocation to the specified neighbourhoods in Brighton & Hove and work with the neighbourhoods to identify people / groups to deliver a participatory process for communities to access and allocate the HNF funds in line with the expected health outcomes.

5. Community Banking Partnership

The outcomes described in this section will form part of a package of integrated services and solutions involving partnership between third sector organisations that cover the following areas:

- Money advice
- Banking: access to basic banking, bill and debt repayment services
- Credit: access to affordable loans
- Deposits: access to savings facilities and incentives to save
- Education: improved financial capability and money management skills, increased awareness of the dangers of loan sharking and illegal money lending
- Food and fuel: integrating work around fuel efficiency and healthy food as part of household budgeting

- a) Provision of community banking services to low income households that are seamless, high quality, effectively co-ordinated and sustainable
- b) Provide high quality accessible money advice that meets the needs of people and places and reaches communities experiencing the highest levels of financial exclusion
- c) Provides high quality financial capability programmes delivered in areas of groups experiencing the highest levels of financial and digital exclusion in the city
- d) Provides a capacity building programme which embeds financial inclusion skills, knowledge, policy and practice in key public, community, voluntary and private sector organisations.

BRIGHTON AND HOVE CITY COUNCIL
AND BRIGHTON AND HOVE CLINICAL
COMMISSIONING GROUP

THIRD SECTOR COMMISSION
2017-2020
YEAR ONE EVALUATION

November 2018



www.ottawaystrategic.co.uk

Contents

1. Executive summary	3
2. Aims of the evaluation and methodology	7
Aims of the evaluation	7
Methodology	8
3. Context	10
Communities and Third Sector Commissioning Prospectus 2017 -2020	10
Objectives of TSC.....	11
BHCC and BHCCG priorities	13
4. Findings of the evaluation	15
The importance of diversity in the TSC programme	15
Meeting B&HCC and CCG strategic priorities.....	16
Partnership value	17
TSC addressing beneficiary needs	17
Programme outputs	18
Programme outcomes.....	20
Social value and return on investment	21
Service user / beneficiary perspectives.....	23
Economic impact and return on investment.....	23
Leverage	24
Economic value – Local Economic Multiplier	24
Partnership monitoring and evaluation	25
Strengths and weaknesses of the commissioning model	26
Delivering change and delivering value	26
5. Strategic outcome evaluation	28
Summary evaluation of impact by strategic outcome	28
Strategic Objective 1.1	28
Strategic Objective 1.2	32
Strategic Objective 1.3	34
Strategic Objective 1.4	35
Strategic Objective 1.5	36
Strategic Objective 3: Community Banking Partnership	37
Strategic Objective 2.1 Specialist capacity building services, community development, Healthy Neighbourhood Fund and targeted community engagement	38
Infrastructure Support.....	39
Community Development	40
Community Engagement.....	42
Summary	44
6. TSC going forward	45
7. Acronyms	46
8. Thanks, and Acknowledgements.....	47

1. Executive summary

- 1.1 This independent evaluation was commissioned by Brighton and Hove City Council and Brighton and Hove Clinical Commissioning Group (CCG). It is a review of the first year of the Third Sector Commission (TSC) funding programme i.e. for 2017-2018. A final evaluation is due at the end of the three-year funding period in May 2020.
- 1.2 The development of the Third Sector Commission process started in 2016 following extensive consultation with the sector. This funding programme was based on the Communities and Third Sector Commissioning Prospectus 2017 -2020, that was published by the City Council and the CCG to elicit applications from the sector.
- 1.3 The Prospectus was innovative and novel as it set out a series of strategic outcomes. The sector was asked to develop partnerships that would deliver activities to meet these outcomes and hence support the priorities of the council and the CCG. Partnerships were formed that made applications which set targets that were agreed, following assessment, and that became part of each partnership's grant agreement.

Headline Outcomes

- 1.4 Outcomes were a central focus of the TSC and the range and diversity of outcomes has been extensive. TSC has supported activity that has impacted on a wide cross section of the community and which has focused on **people with multiple and complex needs**. Indeed, partnerships have reported that in the most of cases these needs were greater and more complex than was anticipated at the bidding stage.
- 1.5 Partnerships have provided evidence of the financial leverage and added value they have been able to generate. Of the £2.24M allocated to the TSC, a **further £6.27M was generated by partnerships**, through finance that partners had secured in contracts and through additional funding applications. This shows that in 2017-18 there was a ratio of levered in funds where **for every £1 of TSC funding a further £2.80 was secured through additional/external resource generated**. This is a strong level of leverage, showing excellent return on investment for the council and CCG and local residents.
- 1.6 Partnerships set targets for the numbers of people they would provide services for in year one and collectively this target has been exceeded. The target set was for 25,283 residents of the city to benefit from activity, however in the first year of the programme, monitoring information has shown that, **35,959 residents benefitted**, exceeding the target by 142%. Interestingly this equates to 12.6% of the city's population. The number of times that these residents participated in services was even greater with **144,660 sessions of activity**, this shows a strong volume of individual impact.
- 1.7 The number of residents that benefited from services funded by the programme and the frequency of their participation can also be used to assess the programmes value for money, in terms of the subsidy provided per head of beneficiary. In 2017-18 the subsidy per head of beneficiaries based on the TSC budget that delivered services was **£31/beneficiary** and **£5.8/beneficiary episode**.

Key partnership findings

- 1.8 26 partnerships were funded by the TSC and these partnerships will be funded for the remaining of the programme to March 2020. An outline of the partnerships supported set against each strategic objective is set out in the diagram below:

<p>SO1.1 Adults with multiple/complex need £569,795 Advice Matters Partnership BHT, Food Partnership, Fareshare Impetus 'Neuro Diversity', ADHD Aware Brighton Oasis Project, BHT Threshold MindOut, AllSorts Lunch Positive Impetus 'Befriending' RISE & Survivors Network</p>	<p>SO1.2 C&YP with multiple/complex need £134,550.00 Carousel, Same Sky Brighton Women's Centre, Mother Uncovered YMCA Downslink, Sussex Nightstop Amaze Extra time</p>	<p>SO1.3 Safe, inclusive neighbourhoods £96,431.00 The Bridge, HKP, Whitehawk Inn Friends Families and Travellers, TDC</p>
<p>SO1.4 Cultural / leisure £33,026.00 Stay up late Albion in the Community Age UK</p>	<p>SO1.5 Environment and waste £54,870 Brighton Food Partnership</p>	
<p>SO2.1 Infrastructure, Comm Development, Engagement £753,000 5 Community Works TDC, Resource Centre, HKP, Serendipity, Faith in Action, LGBT Switchboard, BME Consortium Liaison Group (BMECP, MOSAIC and BMEYPP), LGBT Working to Connect, Friends Families and Travellers, Clare Project, Sussex Interpreting Services,</p>	<p>SO2.2 Community Engagement £390,826 Amaze, Carers Centre Possibility People Enhance UK Age UK Carers Centre YMCA, AllSorts, Extra Time, BMEYPP Mind, YMCA DL Speak out, Impetus, Amaze Impetus, Healthwatch B&H CIC</p>	<p>SO3 Community Banking £200,000 7 CAB B&H, St Luke's Advice Service, East Sussex Credit Union, BHT Advice Centre, Brighton Unemployed Centre Families Project, Whitehawk Inn, The Bridge, Money Advice Plus, Hangleton and Knoll Project, Possibility People £200,000</p>

- 1.9 Across the 26 funded partnerships, some new and existing collaborations were formalised. Many of the partnerships have **worked together beyond the TSC** and are building new and innovative way to work and are developing new funding streams, providing added value for residents of the city.
- 1.10 The council and CCG accepted proposals for third sector partnerships that made a case for **core funding**. Some of this core funding is resourcing Chief Officers, buildings and running costs enabling partnerships to work more strategically and to build the capacity of the partnership and the organisations within them. The commitment of the city council and CCG to support the core funding requirements of the third sector should be applauded, showing an understanding of the sectors need for sustainability and growth.
- 1.11 Some partnerships were more **service delivery** orientated providing access to one-to-one advice, guidance and information, therapeutic support counseling and key worker support to enable residents to maximise benefits. Some of these people have benefitted from a diverse range of interventions including:
- Advice, guidance and information for the most vulnerable across the city
 - Tackling food poverty, and distributing food amongst the homeless
 - Targeted mental health and wellbeing support for those with Asperger's Syndrome and ADHD
 - Support for women and families affected by substance misuse
 - Supporting the mental health and wellbeing of adults and young people from the city's the LGBTQ community

- HIV support and wellbeing
- Reducing social isolation through befriending
- Support for victims of domestic violence and survivors of sexual assault
- Arts programmes with young people with learning disabilities
- Women and families with complex needs
- LGBTQ young people with housing needs
- Support for SEND children and parents
- Coordination and support of the city's community learning partnerships
- Targeted work with Gypsy and Traveller communities
- Support for people with learning difficulties to participate in social activities
- Physical activity for older people particularly those with cancer
- Reduction in food waste, improved spare food distribution and improved nutritional advice and partnership support to secure better food waste outcomes
- Financial advice, support, education, capacity building for local residents that are financially excluded

- 1.12 Arguably the **sector is better placed** to target resources to the specific communities of need and as such has delivered interventions that are valuable to the communities themselves and therefore valuable to the council and CCG.
- 1.13 The delivery of services through the community infrastructure, community development and community engagement strands have also had significant benefits to the sector as a whole. This has particularly **supported smaller community and voluntary organisations** that have received relevant and bespoke support. The need to build the capacity and capability of these smaller groups is constant and the TSC has enabled a support mechanism that targets needs to locations where need is the greatest, but equally it supports organisations that represent the voice of local communities.
- 1.14 The community development programme has delivered **neighbourhood action planning and supported the Healthy Neighbourhood Fund** and has set up an approach to the engagement of communities that has given them the capability to link into local services and build relevant and deliverable responses to local needs and priorities. This work is critical to the sustainability of local communities.
- 1.15 The community engagement programme has supported both the council and CCG to effectively **engage 11 Communities of interest in the city** and to build a clear perspective as to the views and priorities of these groups. It equally meets the statutory requirement for community engagement and has supported specific consultations and engagement priorities for both the council and CCG.

TSC Summary findings

- 1.16 A focus of this evaluation is an assessment of the extent to which the TSC has met the **priorities of the city council and CCG**. This can be confirmed in two ways. Firstly, the design of the TSC was based on the priorities and needs assessments of both

organisations and as such the Prospectus reflected these priorities. Secondly, the delivery of the Prospectus through the application and funding process and subsequently through the monitoring of partnerships has demonstrated that activities are aligned to the priorities of the council and the CCG.

- 1.17 The TSC has provided many opportunities and has clearly delivered strong levels of **social value** to the city. Partnerships have reported many examples of social value including:
- Training and employment, internships, student placements and volunteering
 - Health gain via the reduction of risk of social exclusion and isolation and by building resilience, independence and connections
 - Improvement in our environmental footprint through waste reduction
 - Purchasing with local businesses and inter-sector collaboration
 - In kind contributions and volunteer hours
 - Increased funding to the city
- 1.18 TSC has provided a **secure three-year funding** programme for the third sector which has enabled them to plan resources and build their capability to deliver services to communities with multiple sets of need. Indeed, the allocation of core funding has enabled partnerships to develop **innovative approaches to engaging communities with multiple needs** developing a wider set of preventative services and supporting public sector efficiencies.
- 1.19 TSC has been successful in **safeguarding the commitment of the city council and CCG to support a thriving community and voluntary sector**. The aim to secure the benefits the sector can deliver to the community has been proven by the large volume of outputs and outcomes that the programme has generated.
- 1.20 Some partnerships have fared better than others but collectively it is evident that the sector has supported communities in a constantly changing and demanding environment. TSC has supported services for individuals and communities that are experiencing complex health, social and economic needs. Indeed, evidence from the service user surveys conducted has shown that it has helped **many people to be more resilient, tackling social isolation and supporting people in their pursuit of improved health and wellbeing**.
- 1.21 There are some aspects of the programme which could be addressed going forward in particular some refocusing of needs to reflect the new prospectus, finer tuning of monitoring and reporting, feedback on engagement activity and a refreshing of the future application process. However, in summary TSC has had a **strong and positive impact on the third sector and residents in the city**. The programme is developing the third sector to be much more sustainable so that it will continue to support people to become healthier, more resilient, better engaged and equipped to fulfil their potential and to have better life experiences.

2. Aims of the evaluation and methodology

2.1 This evaluation was commissioned by Brighton and Hove City Council (BHCC) and Brighton and Hove Clinical Commissioning Group (BHCCG) in February 2018. The work started in April 2018. This report is part of a two-part evaluation, firstly of the Third Sector Commission programme to date, with a second evaluation due by July 2020, when the Third Sector Commission (TSC) would have completed its three-year period. Therefore, this evaluation report is of the first year of the Third Sector Commission.

Aims of the evaluation

2.2 The aims of this evaluation are to assess:

- the impact of the commissioned partnerships for residents of Brighton and Hove with specific reference to value for money and social value
- the impact of the partnership working requirement of the commission for the commissioned providers and the commissioned outcomes
- the extent to which the commission contributes to and reflects BHCC and BHCCG strategic priorities
- the impact of collaborative commissioning processes across the Council and CCG on the commission
- the effectiveness of the commission's monitoring, evaluation and grant management processes

2.3 The brief for this evaluation sought the appointed consultants to devise and implement a methodology that will:

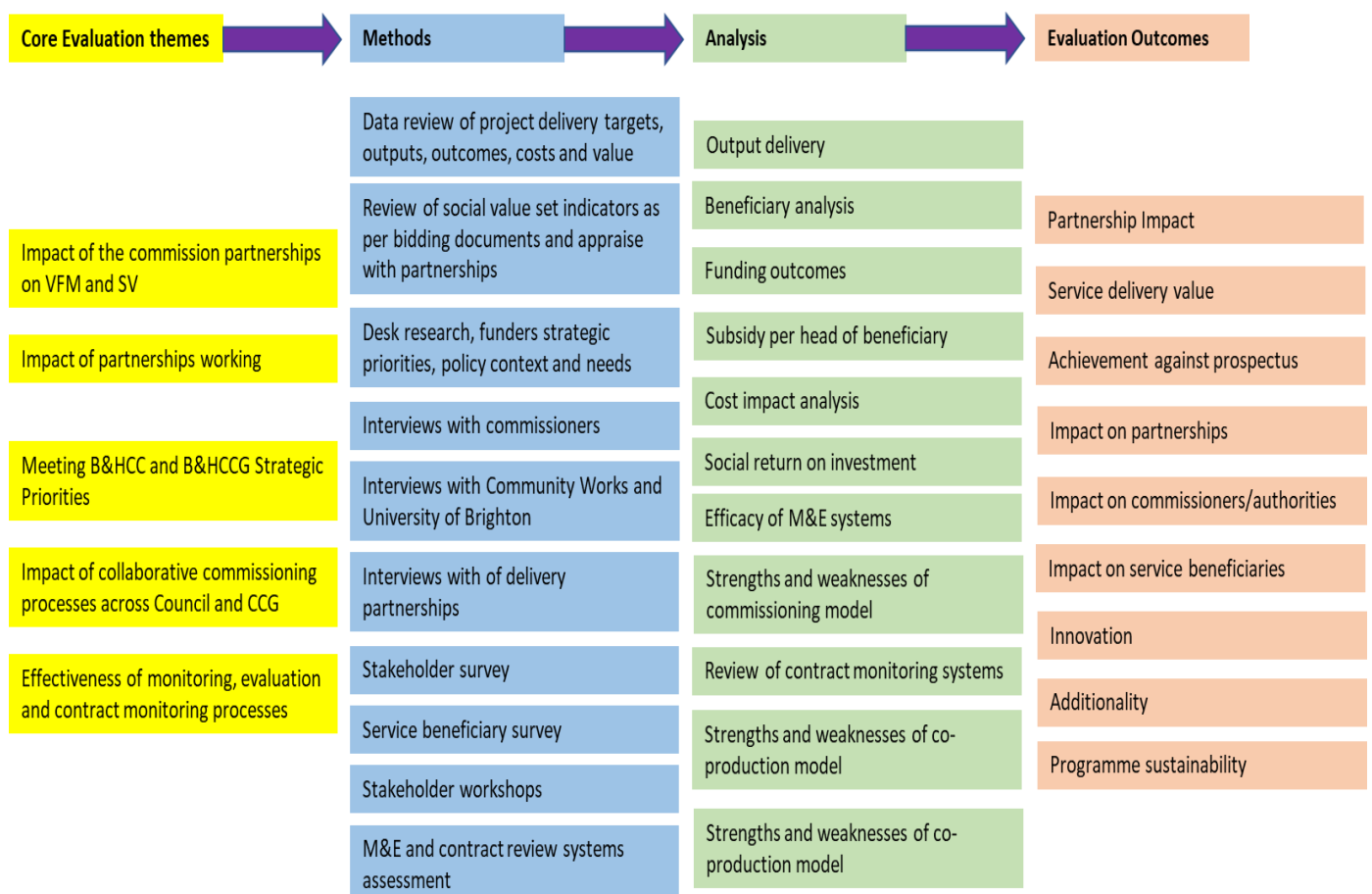
- collate year one (2017/18) monitoring data from the 26 commissioned partnerships
- provided year one reports on individual partnerships' progress against outcomes
- collate feedback on benefits to residents of the city and assess social, economic, health and wellbeing impact
- gather data from commissioned organisations on partnership working and its effectiveness
- provide examples (case studies) of partnership working 'best practice'
- attend and participate in learning events organised by infrastructure organisation
- attend and participate in meetings with evaluation steering group
- attend and participate in meetings with university partners
- demonstrate levels of progress against BHCC and BHCCG strategic priorities
- produce final mid commission evaluation report December 2018 with reference to all of the above

- Repeat process in 2020 to produce a final (end of commission) evaluation report December 2020

Methodology

- 2.4 The format of the evaluation of this project took shape through discussions with the TSC Evaluation Steering Group which was made up of Emma McDermott (BHCC), Jane Lodge (BHCCG), Jessica Sumner (Community Works), Dr Mary Darking (University of Brighton) and Sam Warren (BHCC). In addition, there has been considerable engagement with John Reading and Donna Edmead who respectively lead and support on the day to day management of the TSC.
- 2.5 The diagram below sets out the agreed evaluation framework following discussions with the steering group. However, through the course of the evaluation it was agreed to use existing stakeholder and beneficiary surveys that the partnerships engaged in the TSC were already completing and to compliment these with interviews with stakeholders and comprehensive background desk research and data review.

Chart 1: Evaluation framework

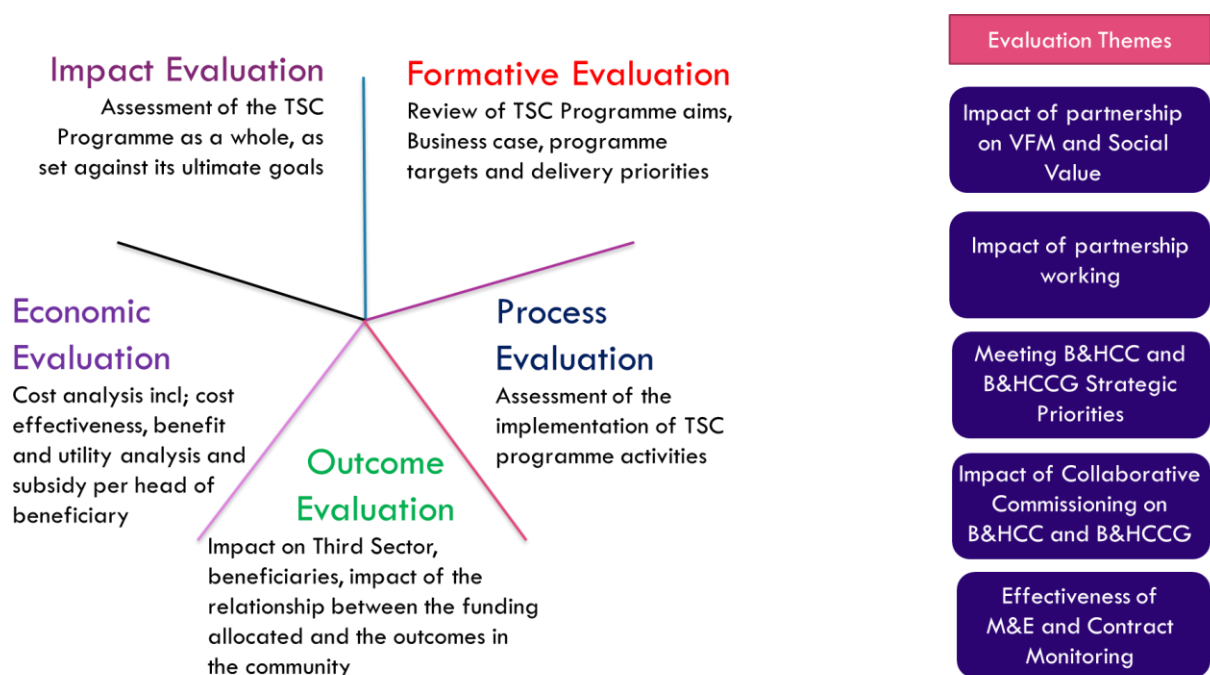


2.6 Essentially this framework seeks to address the core lines of inquiry as set by the aims of this evaluation. To this end, and critically where data is available the analysis emerging from this methodology will address the following:

- TSC wide and Partnership Output and Outcome delivery
- A review of the beneficiaries the programme has benefitted and a review if these are reflected in the actual outcomes of the programme
- A review of the perceptions of beneficiaries engaged in partnerships
- Review of the context of TSC funding particularly including a basic level of cost impact analysis
- A review of subsidy per head of beneficiary
- A review of social value created
- A review of the efficacy of partnership monitoring and evaluation systems
- A review of the strengths and weaknesses of the commissioning model
- A review of contract monitoring systems
- A review of the strengths and weaknesses of the 'co-production' model

2.7 The diagram below identifies five phases of the evaluation and seeks to identify the range of the evaluation and its particular complexities of the evaluation process.

Chart 2: Evaluation focus



2.8 The diagram above shows that there will be evaluation not just of TSC as is has been in its first year of operation but also as it has emerged from its concept, through the prospectus, the allocation and decision-making process, to then review processes, outcomes and impact both across the programme as a whole but also its economic value to the city.

3. Context

Communities and Third Sector Commissioning Prospectus 2017 -2020

- 3.1 Brighton and Hove has a vibrant Voluntary and Community Sector that in the one year period of this interim evaluation attracted in excess of £3,355,762 of funding from outside the city (Source: 360Giving). This funding, when combined with statutory sector funding, promotes conditions for social innovation that are rarely found outside the capital City (Civil Society Almanac 2018). It is an environment in which the people of Brighton and Hove are empowered to support themselves and those around them to live well and affect change for people who are experiencing a complex level of need, i.e. experiencing disadvantage and or marginalisation. As such, the sector has evolved a productive relationship with the council and CCG who in 2013 were estimated to fund approximately 29% of sector grants and contracts at that time. There have been significant reductions in local authority and National Health Service (NHS) funding since 2013 and so in 2018 this proportion is likely to be lower. Both the social and economic value that the sector contributes are therefore subject to 'multiplier effects' that enable the city to experience far more value from statutory funding commitments than in other parts of the country.
- 3.2 In 2016 the council and the CCG reviewed its third sector investment and commissioning arrangements to ensure they are delivering maximum value for money, meeting community need and effectively supporting the Voluntary and Community Sector to continue to improve and thrive. In doing this the council at its Neighbourhood, Communities and Third Sector Committee in July 2016 agreed a Third Sector Investment Programme which has two constituent parts; a three-year Third Sector Commissioning Prospectus and an annual Communities Fund. This evaluation report is an evaluation of the Communities and Third Sector Commissioning Prospectus (C&TSP) commonly known as the Third Sector Commission (TSC).
- 3.3 The Communities and Third Sector Commissioning Prospectus 2017-2020 built on the achievements and learning from the council's discretionary grant programme, the Financial Inclusion Commission, the Communities and Third Sector Commission 2014-2017 and other relevant commissions.
- 3.4 It was developed in collaboration with the Voluntary and Community Sector (VCS) through a range of meetings and discussions between October 2014 and June 2016 including dialogue specifically with current commissioned providers, large events open to CVS organisations of all sizes, and locality-based evening drop-ins for small groups facilitated by community development providers.
- 3.5 The Prospectus focused on key outcomes for the city influenced by the Joint Strategic Needs Assessment (JSNA) and the findings of the Independent Fairness Commission. This meant that council and the CCG moved away from their current funding model which is directed more to service areas and towards an outcome-based funding model.
- 3.6 Commissioning through the Prospectus sought to offer a fair and transparent procurement process that integrates a sub-set of council and CCG service needs in order

to present the sector with a single funding mechanism to interact with rather than multiple, smaller funding mechanisms.

- 3.7 Organisations applying to the 2017-2020 Prospectus were encouraged to develop partnership-based delivery models designed around the achievement of agreed outcomes. In doing so it aimed to build on the strengths of the third sector, to innovate in response to need, embrace diversity, promote inclusivity and generate social and economic value. The Prospectus sought to remove barriers to innovation and promote relationship-building within the sector, enabling community-based responses to issues and to form and thrive. Underpinning the new programme is a set of principles coproduced with the VCS since October 2014 which emphasised standards of accountability, transparency and best use of resources, with ultimate success being measured on improving outcomes for residents.
- 3.8 A focus on outcomes was a central tenet of the Third Sector Commission. The Prospectus enabled a framework of funding outcomes to be co-developed with the sector through the application process that aligned the strategic objectives of the Prospectus to the achievement of social value outcomes for city residents. As part of the application process organisations developed their own outcome measures in line with the strategic objectives of the programme. This was necessary in order that outcomes reflected the VCS view of the needs and assets of beneficiary groups they work with enabling the positive changes which are important to people both individually and as a community to become visible.
- 3.9 The TSC therefore shifted the focus from processes and outputs such as numbers of service users, opening hours or website hits to the impact on people's lives and their experience of the services which they use and the degree to which those services enabled them to experience positive change. There was a particular commitment to align the work of the TSC to core citywide strategies including the council's Corporate Plan, Adult Social Care, Direction of Travel 2016-20, the council's Communities and Third Sector Policy & Community Development Strategy, the findings of the Fairness Commission, the council's commitment to its Equalities Duty as expressed through the Equalities Act 2010 and the Public Services (Social Value) Act 2012.

Objectives of TSC

- 3.10 Through the Prospectus the council and the CCG invested in strategic partnerships between third sector organisations that during the first year has brought significant changes for beneficiaries in the following areas:
- **Strategic Outcomes** – Investment to fund core and or project costs between two or more third sector organisations that are working or starting to work in partnership to deliver against one of the stated strategic outcomes.
 - **Third Sector Infrastructure** –To ensure that Brighton and Hove's third sector groups and organisations in the city have access to high quality, local infrastructure support which will enable them to be more effective, equitable, efficient and sustainable in delivering change for citizens in the city.

- **Community Development** – Delivers high quality community development provision, using an asset-based approach that improves community health and well-being, resilience and builds social value.
- **Community Engagement** - To enable effective engagement with marginalised groups and communities and people not already involved, so that communities are better able to inform council and CCG decision making.
- **Community Banking Partnership** – To enable not-for-profit organisations in the city to deliver a Community Banking Partnership which integrates provision to low income households and includes the provision of money advice, access to banking, credit, deposit, education in terms of financial capacity, food and fuel efficiency.

3.11 There was a set of principles co-developed with the sector in relation to which applicants were asked to design outcomes and develop their proposals. These included:

1. Collaborative arrangements and partnerships between third sector organisations which will result in a developed partnership over the period of funding
2. Partnerships and collaborations that:
 - a) have equality, inclusion and diversity embedded in their activities, governance and management arrangements
 - b) provide opportunities for public involvement and for volunteering
 - c) promote technology-enabled solutions and digital inclusion
3. Models of delivery that:
 - a) are accountable to their beneficiaries
 - b) embed and promote principles of safeguarding
 - c) lead to a decrease in demand for public services
4. Services that are resilient and well-equipped to meet future needs, with creative and innovative, modern and enterprising business models that attract funding from a range of sources
5. Prevention and early intervention activities related to the outcomes
6. Approaches to achieving the stated outcomes that deliver social value- i.e.: *"Additional benefit to the community from a commissioning/procurement process over and above the direct purchasing of goods, services and outcomes"* which contributes to:
 - a) Increased community resilience
 - b) Increase in education and training opportunities
 - c) Improved employment opportunities and experiences
 - d) Increased impact of volunteering
 - e) Minimisation of environmental impact
 - f) Supporting the Brighton and Hove Living Wage

3.12 The Prospectus was set within a broad funding envelope year on year for the three-year cycle, and this was then further contextualised against the strategic outcomes of the programme, with maximum budget levels in each strategic objective area. In doing so

the council and the CCG shaped the programme by highlighting the strategic priorities and by allocating budgets to each major element of the programme:

- TSC Programme allocations
- Outcome profile from Prospectus
- Commissioning priorities

BHCC and BHCCG priorities

- 3.13 Central to the delivery of TSC is the need to align priorities from the funding to the council's corporate plan and the CCG's values. These are set out below.
- 3.14 The purposes of **council's corporate plan** are to achieve:
- A good life: Ensuring a city for all ages, inclusive of everyone and protecting the most vulnerable.
 - A well-run city: Keeping the city safe, clean, moving and connected.
 - A vibrant economy: Promoting a world class economy with a local workforce to match.
 - A modern council: Providing open civic leadership and effective public services
- 3.15 The council's Communities and Third Sector Policy & Community Development Strategy seeks an overarching outcome:
- To ensure that the city has an increasingly efficient and more effective Third Sector; one that is ready and able to bid for and deliver public services, that enables citizens and communities to have a strong voice in decision making about public services and supports community resilience and well-being through independent citizen and community activity. That the council's culture and systems enable a collaborative and productive relationship with the Third Sector making the best use of its flexibility, creativity and 'added value'.
- 3.16 The council has identified five objectives of its community and third sector strategy as: sustainable and effective third sector, effective and inclusive community engagement, strong communities, better collaboration and sustainable resourcing and support.

3.17 The **CCG vision and values** are:

- Making decisions openly – Transparency and clarity in our decision making
- Listening and respecting – Valuing staff, stakeholders and partners
- Innovation and excellence – Promoting innovation and adopting best practice
- Patients and families at the centre – Engaging with our populations in a clear and open way
- Being accountable – Clear accountability to each other and our community
- Recognising achievements – To actively acknowledge when things go well

3.18 The design of TSC was closely aligned to the priorities of the council and the CCG and this is reflected in the design of the programmes emerging out of TSC.

4. Findings of the evaluation

- 4.1 The support from and the engagement with the third sector throughout the course of the summer of 2018 has been at the heart of this evaluation. This has been supplemented with a comprehensive review of all funding applications, annual reports and monitoring returns and has been supported by a more detailed review of the monitoring and evaluation information provided by the sector. These materials have provided a clear insight into the TSC and its impact both on the city, its diverse communities, the council and the CCG and the third sector in general.
- 4.2 In total, including funding via the council and via the CCG, £2,239,282 was allocated to the third sector through the TSC programme in 2017-2018. This represents £1,814,672 from the council's Communities Equalities and Third sector budget, £70,397 from Adult Social Care, £50,000 from Public Health and £304,213 from the CCG.

The importance of diversity in the TSC programme

- 4.3 The Prospectus aims to value the flexibility, creativity, responsiveness to need and capacity for engaging marginalised groups that the VCS is able to mobilise. A review of the 26 partnerships funded through the TSC demonstrates the wide diversity of activities and programmes being delivered through the funding programme which are directed at meeting this aim.
- 4.4 The partnerships and their proposals all fit the strategic outcomes set out in the Prospectus and in the first year of funding have all achieved high levels of impact and outcomes in fulfilling the requirements of their funding arrangements. However, by the nature of the different partnership involved, the range of services and diversity of beneficiaries direct comparative assessments yield little insight.
- 4.5 The partnerships bidding under the strategic outcomes 1.1 to 1.5 and strategic outcome 3 were invited to apply for investments to fund core and or project costs. The principles behind the decision to fund core costs should be applauded as the public sector's commitment to nurture and support the third sector is critically important. In their drafting of the Prospectus both the council and the CCG recognised that core funding is needed to build the capacity and sustainability of the sector and to support the sector to innovate and therefore leverage funding from outside the city. They also recognised that this core funding, which some organisations had received via previous grants, was essential to build the capability and capacity of the sector so that it could be dynamic and responsive to the needs of targeted parts of the city's community.
- 4.6 Many of the partnerships engaged, stated quite categorically that this core funding was vital to their success. In many cases the funding was used to resource the strategic and operational management of the organisations, which in turn gave them the resource to deliver activity, build organisational sustainability and to seek additional funding. One

The commitment of the council and the CCG to fund the core funding needs of key partnerships in the third sector should be applauded

feature of this evaluation will be a review of TSC partnership's ability to lever in additional resource to the sector and hence city.

- 4.7 The Prospectus is an enabler of innovation and capacity building. This is evidenced by the partnerships selected to meet its key objectives. These include those that applied for funding in relation to strategic outcomes but also those that were focused on developing support for community through third sector infrastructure support, community development, community engagement and community banking.

The range and diversity of targeted outcomes encapsulated by the TSC was extensive

The range and diversity of targeted outcomes encapsulated by the TSC was extensive and included support for:

- Adults with complex needs and or long-term health conditions, who are at risk of exclusion and social isolation
- Children, young people (0-25 years) and families who have multiple disadvantages and or complex needs
- Creation of safe and more inclusive neighbourhoods and community space that encourages greater use and ownership by citizens
- Enhanced community wellbeing, improving people's sense of belonging through greater, more inclusive and innovative cultural and leisure opportunities
- Supporting innovative action to make best use of energy, resources and facilities, support positive engagement of people with the environment
- Generic and specialist capacity building services, infrastructure support and community sector resources
- Community development
- Delivery of effective citywide community engagement activity
- Community Banking Partnership

- 4.8 In these terms, through the Prospectus, TSC was designed to meet a wide range of needs and in doing so it encouraged third sector organisations to come forward with solutions to presented and known need, which had been prioritised through council and CCG plans / strategies, the JSNA, Adult Social Care and the Fairness Commission.

Meeting B&HCC and CCG strategic priorities

- 4.9 A central feature of TSC and consequently this evaluation is the need to ensure that the funding programme reflects the priorities of the council and the CCG. In fact, the design of TSC was developed through the priorities of both organisations and hence the strategic outcomes of the Prospectus were a direct reflection of these priorities. All applicants sought to deliver partnerships that secured the desired outcomes from the Prospectus. Arguably the assessment and selection of the resultant programmes, should have secured outcomes that proposed action to deliver against these priorities.

- 4.10 An assessment of the delivery of outputs and outcomes is set out below. However, it is clear that the priorities of the council and the CCG

The priorities of the council and the CCG have been met through the TSC

have been met through TSC not simply via the delivery of activities that is aligned to these priorities but also through the design of the programme itself.

Partnership value

4.11 The coordination and development of partnerships between third sector organisations was central to the TSC and was designed to create conditions for social innovation and promote a more integrated and resilient service delivery environment. The Prospectus was very clear about this. What had developed through the grant / funding application process is the establishment of a range of partnerships, some constituted as a Joint and Severally Liable (JSL) partnership and some where a lead partner had been proposed to deliver the grant agreement. Grant agreements are in place through TSC and these are the formal mechanisms for the transfer of funding and the responsibilities of the grant recipient to the public sector funder.

4.12 The JSL partnerships formed in response to the Prospectus are built on strong multi-organisation joint working to achieve the proposals set out in each funding application. These JSL partnerships are functioning well with all meeting regularly and all being collectively engaged in the activities funded through the partnership. In a number of

Joint and Severally Liable partnerships have developed deeper engagement and via co production have built partnerships that are continuing outside the TSC

cases partner organisations have developed a deeper engagement with one another and some JSL partnerships have made funding applications outside of the TSC arrangements and several have been successful in leveraging in additional resource to the city.

4.13 Lead partner contracts with funders have been operating well and they too have arrangements for the engagement and support for sub partners. Some lead partnership arrangements have faltered to an extent, specifically where funding allocations fell below the sums that were applied for. In these cases, where less resource was available, some named partners have subsequently taken a step back and are less involved in partnerships. There is some inevitability of this happening, particularly if funding did not meet the applied levels and where there was less to allocate across the partnerships. In these cases, funding agreements between lead partners and the council have been renegotiated.

4.14 Some lead partnerships have also worked with the organisations within their partnerships to make other funding applications and some have been successful in enabling leverage where TSC monies have been used to attract new funding streams into the city.

TSC addressing beneficiary needs

4.15 In most cases partnerships were created on the basis that partners recognised that jointly they are best placed to respond to their targeted service user / client needs. Many of these needs, at the time of the grant application process, were defined in submissions and these were an important factor in the decisions to fund organisations. However, what has become clear through the course of the first year of TSC is that these needs are becoming more complex. Indeed, service beneficiaries of funded

programmes are in many cases presenting multiple sets of need and they are being supported through the partnerships that are funded but also there is a health cross referral process to other organisations in the city and other TSC funded organisations. This cross referencing of referrals is extremely healthy for the sector which guides people with these needs to organisations that are best suited to provide them with support.

- 4.16 The impact of this increasing complexity of need for some partnerships has in some cases resulted in services having to innovate and therefore resulting in unplanned outcomes being produced. In some cases, there has been a greater intensity of engagement with fewer beneficiaries in this first year of delivery but in most instances, this has been because beneficiaries have had complex needs and therefore required a greater intensity of engagement.
- 4.17 TSC also sought to deliver for a wide range of beneficiaries. This reflects the diversity of the city and to this end projects and programmes have been delivered to address the needs of young people, older people, black and minority ethnic (BME) communities, LGBTQ communities, disabled people, people with learning difficulties, people with mental health and well-being needs, parents and carers, victims and survivors of domestic violence and sexual assault, people experiencing food poverty, people in need of advice and people needing community banking support. Across the whole of TSC a wide cross section of the community has been supported and many of those beneficiaries are the most vulnerable in the city and many as previously mentioned have multiple and complex needs. What is evident is the reach of the third sector to be able to target resources and engage with the community, this is something that is specific to the sector and critically something that the public sector needs to support.

TSC has supported a wide cross section of the community and has focusses on many with complex and multiple needs. Potentially much greater and more complex needs so than was anticipated in the bidding stage.

Programme outputs

- 4.18 It is often expected of funding programmes to collect the volume and number of people that have benefitted from the funding, i.e. beneficiaries. This service user or beneficiary data has been reported through the monitoring returns of each of the 26 partnerships funded through TSC.
- 4.19 Different partnerships have used different methods to record beneficiary data, in most cases it has been reported as a simple count of the beneficiaries, in some cases it has been recorded as a count of each beneficiary episode. Disentangling this is critical. It is clear that partnerships have recorded different sets of beneficiaries. It is equally pertinent to bear in mind that pure beneficiary counts do not take account of the time, cost and resources needed to meet the needs of these very different sets of people.
- 4.20 The unitisation of beneficiary numbers varies across many partnerships, but most partnerships have recorded the number of service users that have benefitted from their programmes of activity. In the case of the TSC this needs to be distinguished between

those who were direct service user beneficiaries and those who were beneficiaries resulting from the core funding that the partnerships had received.

- 4.21 Equally some beneficiaries have been counted as single units where in reality they participated in a number of activity episodes, i.e. they engaged more than once and often on multiple occasions. Indeed, some programmes were working with complex sets of need that required multiple engagements and sessions with each beneficiary. This is certainly the case for advice and information providers and for services which were based around counselling, therapy and support for resilience and wellbeing. Clearly this has a strong draw on the sector’s organisational resources but equally programmes had been designed for repeat service user activity. This needs to be considered and taken into account in any analysis.
- 4.22 There are also some partnerships where the focus was on engagement and community development. These partnerships were able to measure number of people engaged to participate in consultation via interviews, focus groups, workshops and surveys. Equally the community development resources provided via the TSC were in many cases focused on organisations and communities and these identified organisational benefits whilst also addressing potential end user benefits. For example, a volunteer training programme where the immediate beneficiaries were the volunteers themselves, however there is an implicit consequence that these volunteers would work with a wider number of service users in due course. In the period of the programme reviewed the details of the training have been recorded but the details of the latter have not been in many cases recorded or calculated.
- 4.23 As previously mentioned, each TSC funded partnership designed their own outcomes to fit into the strategic outcomes of the Prospectus. In doing so partnerships identified outcomes they would deliver and set out specific actions and targets for the delivery of these outcomes. In some cases, partnerships also defined specific delivery outputs. Most identified particular numbers of service users being targeted, and monitoring reports have been reviewed to verify the actual outputs / outcomes delivered that have been accrued over the first year of TSC. Several partnerships also highlighted the findings from service user and beneficiary surveys which have been used to identify the impacts the programme and their activities have had on service users, these findings are addressed later in this report.
- 4.24 Beneficiary episodes are based on the average level of engagement multiplied by the volume of beneficiary counts. Finally, to set the data in context the beneficiary counts have been assessed against the city’s total 2015 population of 285,276.

Table 1: Beneficiary output data (N.B. Projects funded under SO 1.1 to 1.5 and 3) 2017-2018

Measurements	Targeted	Actuals	Proportionate achievements
Total Beneficiary Counts	25,283	35,959	142%
Beneficiaries counts as a proportion of the city’s population	285,276	12.6%	
Total Beneficiary episodes		144,660	

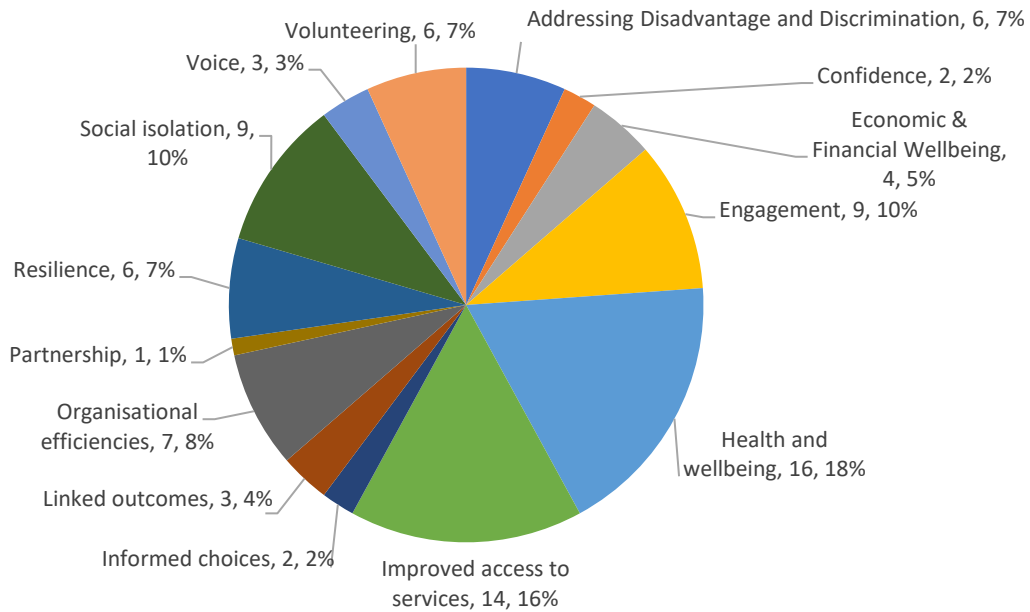
4.25 The table above has summarised the headline outputs from the TSC. This only relates to those projects delivering beneficiary focused services under Strategic Objective 1.1 to 1.5 and Strategic Outcome 3 (Community Banking). Projects under the community development local infrastructure and the community engagement outcomes have not been assessed in terms of beneficiary outputs and this was not a focus of this funding. The beneficiary count is therefore based on those targeted levels of beneficiaries in partnerships applications compared to those reported as part of their year one monitoring process. It should be stressed that many partnerships were newly formed, and the services developed were being delivered for the first time. Most organisations therefore projected that beneficiary engagement would increase rather than stay the same over the funded period. Year one numbers should therefore be taken as conservative estimates of projected beneficiary engagement. Nonetheless the performance in year one has been solid and has exceeded the targeted volume of beneficiaries

Beneficiary counts exceeded the target level by 142% In total there were 35,959 beneficiaries of these programmes and in total there were 144,660 beneficiary episodes

Programme outcomes

4.26 The prospectus delivers particularly significant social value outcomes. TSC was clearly outcome driven and across the 26 partnerships funded some 90 outcomes were defined by funded organisations. Clearly these related to the Strategic Outcomes defined in the Prospectus. In some cases, outcomes were beneficiary orientated and in others, they were oriented toward sector development. To support this evaluation these outcomes have been according to the degree they relate to the Brighton and Hove Social Value Principles Framework and represented in the pie chart below.

Chart 3: TSC Summary of Coded Outcomes



4.27 Strong delivery against social value outcomes is further supported by a sample of service user surveys carried out by key partnerships which indicate a strong level of positive outcomes, this is further examined in section 5 of this report.

4.28 Social value outcomes were not only achieved in isolation but there is also evidence of a 'multiplier' effect that is only visible when social value outcomes are linked to one another. For example, addressing social isolation may improve confidence leading to

Planned and delivered outcomes have been diverse linking to the priorities of council and the CCG

lifestyle changes that bring improvement to health and wellbeing. The relationship between outcomes is often lost in monitoring and evaluation frameworks but some groups

did nonetheless strive to express outcomes as inter-related. This could be explicitly encouraged in the development of future outcome frameworks.

Social value and return on investment

4.29 In 2017, the city council, CCG, Community and Voluntary Sector, Community Works and the University of Brighton on behalf of Brighton and Hove Connected developed the city's Social Value Framework. The Framework sets the city's response to the Public Services (Social Value) Act 2012 which requires councils, the NHS and other public bodies to consider how the services they buy might improve the economic, social and environmental wellbeing – the "social value" – of an area when they commission and procure public services. TSC therefore is reviewed in the light of this commitment to procure wider social value for the residents and communities of the city.

4.30 Each partnership, at the point of application, was asked to identify the social value they would bring along with the funding they were seeking. Social value was also identified

in the monitoring reports and there was extensive documentary evidence and perspectives as to the social value impact of each grant allocated.

- 4.31 From a pure social value perspective many of the outcomes set within the TSC itself are aligned to the priorities of the Brighton and Hove Social Value Framework. The table below sets out principles of the framework.

Table 2: Brighton and Hove's social value framework principles

1. Working together across sectors to achieve shared priorities and provide social value outcomes (economic, social and environmental)
2. Being inclusive – improving equality, diversity and inclusion of people in the way we work
3. Supporting local and positive employment experiences – creating work and training opportunities for local people, supporting people to secure work and paying the Living Wage
4. Building community capacity for prevention and early intervention
5. Taking a community-led approach to social value by supporting communities with resources and expertise to build capacity
6. Supporting volunteering as part of delivery
7. Buying local – supporting the Brighton and Hove economy by choosing suppliers close to the point of service delivery
8. Ensuring ethical standards of purchasing and delivering services

- 4.32 The TSC strategic objectives were designed to maximise social value for the city and in defining their own outcomes funded groups also sought to create social value. From a comparison of the principles and the outcomes generated it is clear that 64 out of the 90 outcomes are directly aligned to Brighton and Hove social value principles. The remaining outcomes address operational questions such as 'efficiency'.

- 4.33 The TSC has provided many opportunities and has clearly delivered strong levels of social value to the city. Partnerships have reported many examples of social value including:

- Training and employment, internships, student placements and volunteering
- Health gain via the reduction of risk of social exclusion and isolation and by building resilience, independence and connections
- Improvement in our environmental footprint by waste reduction
- Purchasing with local businesses and inter-sector collaboration
- in kind contributions and volunteer hours
- increased funding to the city

Service user / beneficiary perspectives

- 4.34 Moreover, several partnerships undertook surveys of their service users / beneficiaries to ascertain the specific extent to which their prescribed outcomes have been delivered.
- 4.35 What these responses show is that for those projects that took the time to engage with their beneficiaries there was an overwhelming sense of benefit and value from the
- Beneficiaries engaged have shown a strong set of survey responses confirming that outcomes have been achieved for them
- engagement in activity. In several cases, this showed a significant growth in health and wellbeing and in developing independence and resilience. Equally there were many beneficiaries that saw value in their participation and this achieved real value and benefit for them as individuals and in terms of their care and needs.

Economic impact and return on investment

- 4.36 Assessing the economic impact of the TSC is not without its challenges. It requires breaking down the programme between those elements that are supporting either through core funding or via direct service delivery the outcomes of the programme and to see this as distinct from the programmes that are delivering community engagement, which is a very different cost base and those programmes providing community development, community infrastructure and those supporting the healthy neighbourhoods agenda.
- 4.37 The table below reviews the cost base for the delivery of outcomes and outputs from a service delivery perspective and hence concentrates its analysis on partnerships funded via the Strategic Outcomes 1 to 5 and Strategic Outcome 3 (Community Banking).
- 4.38 The calculation of subsidy per head of beneficiary is calculated by assessing the volume of beneficiaries, both individual beneficiaries and the episodes of activity separately. Both these units are then used to create a unit subsidy against the total volume of funding available. From this analysis the subsidy per beneficiary for programme funded under Strategic Outcomes 1-5 and Strategic Outcome 3 (Community Banking) was £30.92 per beneficiary. For those episodes of activity this subsidy reduced significantly to £5.79 per beneficiary episode. These subsidy levels are extremely strong and fully demonstrate the value the third sector brings to the delivery of services with very complex service users. Moreover, this demonstrates robust value for money across the TSC partnerships funded under these Strategic Objectives.
- The subsidy per head of beneficiaries was £31/beneficiary and £5.8/beneficiary episode

Table 3: Project cost Analysis (N.B. Projects funded under SO 1.1 to 1.5 and 3) 2017-2018

Measurements	Actuals
Funding allocated	£1,088,672.50
Subsidy per head of beneficiary Direct Counts	£30.92
Subsidy per head of beneficiary All episodes	£5.79

Leverage

- 4.39 Leverage is an important factor to assess the impact of new grant funding to a local area particularly the ability of using that funding to attract new additional resources. A breakdown of the funding allocated to TSC partnerships and the identified levered in funding is set out in the table below.

Table 4: TSC Funding and Levered Funding 2017-2018

TSC Partnership	TSC Funding	Levered funding
Total	£2,239,282	£6,266,926.23
Leverage ratio	2.797586	
Statement	£1 levers in	£2.80

- 4.40 As a proportion of the £2.07M allocated to TSC a further £6,266,926.23 was generated by partnerships via additional funding applications. This shows that in 2017-18 there was a ratio of levered in funds where every £1 of TSC funding secured a further £3.03 additional external resource. This is an extremely high return on investment for the council, the city and communities benefiting from activities. Moreover, this is still the first year of the TSC investment and being a three-year funding programme it is likely that this longer-term investment and support for fundraising will increase the return on investment as the programme progresses.

TSC partnerships have levered in £6.2M securing a return of £3.03 for every £1 invested

Economic value – Local Economic Multiplier

- 4.41 The University of Brighton are currently assessing the economic impact of the third sector in the city and are using the local Economic Multiplier developed by the New Economics Foundation. In applying this multiplier to that part of the sector engaged in the TSC is currently not within their brief. However, following initial discussion there is potential to try to assess the extent the spends of the third sector are in effect multiplied in the city, with its consequential impact on the local economy. This analytical approach will be addressed in the end of programme report in 2020.

Partnership monitoring and evaluation

- 4.42 There are some areas where partnership monitoring systems need improvement and support. However, in addressing improvements it is important to be reminded that TSC is an outcome orientated delivery programme. From an evaluation perspective there is a need for some output focus if only to manage more accurately the impact the programme has had.
- 4.43 Many of the sector engaged in the delivery of TSC funded activity are well established bodies, some may even describe them as the professional voluntary sector in the city. In many cases they have the resources and capacity to monitor and assess the delivery of many programmes and indeed they regularly have to do this not simply for TSC but also for the myriad of other external funding sources they have been successful in attracting.
- 4.44 There is a general appreciation that the public sector does not want to burden the third sector to undertake extensive monitoring exercises which would deviate their concentration from service delivery and the end beneficiary / service user. The TSC did not set itself up to have extensive output driven data collection, however through the engagement with funding recipients it is evident that there is a capacity within the sector to record and monitor outputs as well as outcomes. Indeed, this is required by other funders that partnerships are in relationships with. The areas where increased levels of more specific and consistent monitoring and reporting would be of value are listed below:
- Setting targets and monitoring and recording of service beneficiary numbers in all service delivery projects
 - Monitoring beneficiaries of core funded projects
 - Monitoring and recording of the frequency of service beneficiary activity / episodes (direct service delivery and core funded projects)

 - Profiling of beneficiaries by equality characteristic (where feasible)
 - Recording of financial leverage that can be seen as a consequence of the TSC programme or at the very least as a consequence of the direct and core funding that has been able to support these applications to be made
 - Consistency of service user surveys highlighting the sample sizes of respondents and the alignment of the survey's lines of inquiry with the programmes being delivered
- 4.45 Discussions with officers in the council have suggested that the current contract monitoring arrangements are complex with an annual visit and review of the programme followed by an annual report. The nature of this report would benefit from a more consistent approach at least for projects operating within the same Strategic Outcome.

Strengths and weaknesses of the commissioning model

- 4.46 The establishment of TSC has been a real success particularly in the allocation of resources to the sector and in the delivery of activity in the first year of the programme.
- 4.47 A focus going forward is the need for the council and the CCG to be clear about how it wants to support the sector and what it wants from the sector. The needs analysis set by the JSNA and the Community Development Strategy do set out a baseline against which projects and programmes can be developed.
- 4.48 The delivery of services against strategic outcomes is a clear methodology which can be continued. These however may require further refinement in their definition either to become more focused on the current needs being presented in the city and or to ensure that services being proposed by the third sector are better aligned to the needs being presented locally.
- TSC has provided a clear method of securing investment into the third sector and enabling targeted services to communities with multiple sets of need
- 4.49 The focus of working with the sector to develop and provide effective engagement with 'hard to reach' groups in the community is critical. Whether this is part of TSC or part of a wider commissioning environment it is something that the council and the CCG may want to review. The engagement activity has been successful in working with a wide number of communities to secure views, extend community voice and to make communities better aware of the priorities for the local public sector.
- 4.50 There is equally a need to ensure that this engagement process is effectively as wide spread as possible and arguably not all target groups have been engaged in the first round of TSC.

Delivering change and delivering value

- 4.51 The TSC has been successful in safeguarding the commitment of the council and the CCG to support a thriving community and voluntary sector in the city. The drive to develop partnerships to secure the benefits the sector can deliver to the community has been proven by the large volume of outputs and outcomes the programme as a whole has been able to deliver. Clearly some partnerships have fared better than others but collectively it is evident that the sector has supported communities in a constantly demanding and changing environment. TSC has supported services for individuals and communities that are experiencing complex health, social and economic needs. Evidence from the service user surveys conducted has shown that it has helped many people to become resilient, tackle social isolation and supporting people in their pursuit of improved health and wellbeing.
- 4.52 The targeting of these resources has supported many groups and individuals in the community who are least able to access services and who have considerable needs which the public sector cannot best meet. Through the evaluation process there was little mention of groups or communities that have missed out on programmes delivered through this funding. One area where this may have been the case is for those that are unwaged, unemployed and those living in the social rented market. Arguably some of these more socio-economic target groups may have been supported through the

community development and community infrastructure programme as well as the advice and community banking programmes.

4.53 There is also a strong strategic value of the TSC to organisations, public sector agencies and the city, as it provides the strength and depth for organisations to develop, and this is essential to enabling them to contribute to the wider development of services and support for the city's communities. For several organisations the stability that the TSC affords the sector is crucial allowing them to develop deeper and make greater and more imaginative connections within communities on growing the reach and impact of

Core funding has enabled Partnerships to develop more innovative approaches to engaging communities with multiple needs developing a wider set of preventative services and supporting public sector efficiencies

services. It also has huge value in terms of the stability it gives organisations, which has allowed many to invest time and energy in developing the wider set of preventative services and to support the public sector efficiency agenda. It has also allowed organisations to provide their expertise from

the 'coal face' in terms of prevention, wellbeing, quality of life and emerging issues. This is a strategic benefit to the third sector and to the city council and the CCG. Finally, it has given several organisations the breathing space to develop new activity, build new contractual arrangements and secure additional external funding, all of which has provided a stronger and more sustainable sector in the city.

5. Strategic outcome evaluation

Summary evaluation of impact by strategic outcome

- 5.1 This section will review the impact of each of the strategic outcomes delivered through the Third Sector Commission between 2017 and 2018. In doing so it will strive to isolate the impact against the core priorities set within the Prospectus and thus highlight the value of how funding contributed to these priorities.
- 5.2 The section below describes the partnerships within each strategic outcome of the TSC and seeks to add flavour by describing the activities they have undertaken and the outputs and outcomes they have achieved.

Strategic Objective 1.1

- 5.3 This strategic outcome sought partnerships that would enable adults with complex needs and or long-term health conditions, who are at risk of exclusion and social isolation, to fulfil their potential socially and economically in the city, so that they have the tools to self-manage their health conditions effectively (where possible), and to improve their resilience, independence and connections in the city. Seven partnerships are delivering programmes against this outcome. These partnerships are set out below:

Table 5: Strategic Outcome 1.1 Partnerships

Partnership	Target area of operation
Advice Matters Partnership, made up of Citizen Advice Brighton & Hove, Money Advice Plus, Brighton Housing Trust, St Luke's Advice Service, Youth Advice Centre (Ref. 27)	Advice, guidance and information for the most vulnerable across the city
Brighton Housing Trust (BHT), B&H Food Partnership, Fareshare Sussex (Ref 42)	Tackling Food Poverty, and distributing food amongst the homeless
Impetus 'Neuro Diversity', ADHD Aware (Ref 4)	Targeted Mental Health and wellbeing support for those with Asperger's Syndrome and ADHD
Brighton Oasis Project, BHT Threshold (Ref 28)	Women and families affected by Substance misuse
MindOut, AllSorts (Ref 11)	Supporting the mental health and wellbeing of adults and young people from the city's the LGBTQ community
Lunch Positive (Ref 19)	HIV Support and wellbeing
Impetus 'Befriending' (Ref 14)	Reducing Social Isolation through befriending
RISE & Survivors Network (Ref 33)	Victims of Domestic Violence and survivors of Sexual Assault

- 5.4 This strategic outcome was allocated £569,795 and collectively it achieved 17,043 beneficiary counts and these when one includes the frequency of participation of service users resulted in a total of 135,265 beneficiary episodes.
- 5.5 The partnerships worked together to develop other funding streams and from the base of the £569,795 of TSC funding, partnerships were able to provide evidence that they

levered in £3,702,944.73 which shows that for every £1 of TSC funding a further £6.50 was levered into the city.

- 5.6 These partnerships worked with adults that had multiple and complex needs. Moreover, their focus was varied, and many beneficiaries were supported with advice, guidance and information particularly around their social economic and welfare needs. Many were provided with counselling, therapeutic support and one to one case worker support. Many beneficiaries were able to build their lives and to become more resilient and hence less vulnerable by linking into services that were bespoke to their needs and that were able to provide direction to help them to be more self-sufficient. The paragraphs below provide a short description of the work of each partnership.
- 5.7 The Advice Matters Partnership coordinated between them a range of advice and guidance activities for a diverse set of clients. This included, immigration advice, legal casework for housing and immigration, welfare benefits advice, social welfare law, generalist advice including debt management, benefit entitlement, employment and relationship problems. Indeed in 2017-19, 11,783 advice issues were dealt with and 5,416 clients were supported to resolve their problems.
- 5.8 The BHT, First Base, B&H Food Partnership, and Fareshare Sussex are working in partnership to deliver significant improvements to how food is distributed amongst local homelessness services and to develop a better way of working with these clients. This includes providing healthy meals, supporting people to learn how to eat well, supporting some people into work via the catering industry and making relevant referrals of homeless people into appropriate services.
- 5.9 Impetus and ADHD Aware. Impetus through Aspire has run fortnightly social groups for people with Asperger's Syndrome and people with ADHD. The sessions for both cohorts are designed to reduce social isolation and increase social support, thereby improving their mental health and confidence. The partnership is also working with other agencies to become better equipped to meet the needs of clients with multiple neurodiverse conditions.
- 5.10 Brighton Oasis Project and BHT Threshold have developed a partnership to work with women with complex and substance misuse needs to improve their health and wellbeing, become more economically active and to work with their children to improve their life chances and to provide women with a stronger voice in relation to health and social care commissioning.
- 5.11 MindOut and AllSorts are working in partnerships to deliver a range of advocacy, advice, information and guidance, peer group support and anti-stigma campaigning and training for young people and adults from the LGBTQ community. They are seeking to prevent the negative impacts of multiple disadvantage and discrimination, to help people access generic support to reduce the stigmatisation, prejudice and discrimination they may face and to develop their social capital.
- 5.12 Lunch Positive is delivering weekly HIV Lunch Club sessions. At these lunch club sessions Lunch Positive have delivered a safe and supportive community space for people with HIV to meet, benefit from a healthy meal and other nutritional support,

form supportive friendships, share peer support, access advice and information, access services from visiting partner organisations, and become involved in volunteering.

- 5.13 Impetus, Somerset Day Centre, Trust for Developing Communities (TDC), LGBT Switchboard, Sussex Interpreting Service have worked together to support the Impetus befriending service and Somerset Centre day services to target their already established befriending services to BME communities, LGBTQ communities and to communities who speak different languages in the city.
- 5.14 Rise and Survivors Network support adult survivors of domestic violence and sexual abuse with complex needs, who are at risk of exclusion and social isolation, to fulfil their potential socially and economically in the city, so that they have the tools to improve their resilience, independence and connections in the city. This project will strengthen strategic collaboration between two specialist providers to improve survivor safety, independence, and resilience through high quality provision.
- 5.15 The view of the residents who have taken part in TSC activity is critically important. The headline findings from beneficiary surveys carried out by some of these partnerships is set out below. This not only demonstrates the strong delivery of outcomes that partnerships set for themselves but also the value of these projects to service users.

Advice Matters:

- Advice provided by Advice Matters has generated an estimated £2,015,353.60 in additional funding to support clients this year
- BHT prevented 384 becoming homeless (Shelter's calculate this provides a public saving of £20,128 per person totalling £7,729,152)
- Partners sought early identification to prevent crisis work
- 59 volunteers have delivered advice, (all are thoroughly trained, supported and supervised), they contributed approximately 14,122 hours providing this advice

Impetus, Neuro Diversity, ADHD Aware

- 91% feel less socially isolated
- 100% agree ADHD Aware helps to meet people who understand ADHD
- 90.91% agreed that they feel their mental health has improved
- 84.1 agreed that ADHD Aware had a positive impact on their overall mental health
- 90.91% agreed that they feel their confidence has improved
- 100% agreed that ADHD Aware has helped them have more confidence

Brighton Oasis Project

- 100% of children who attend the Brighton Oasis Project crèche are from families where there has been misuse of drugs or alcohol
- 95% make significant progress in their development
- 82% of members reported positive benefit.

Impetus, Somerset Day centre

- 66% reported generally feeling better.
- 85% reported one or more of: generally feeling better; less depressed; more confident; more self-esteem
- 93% of volunteers reported a positive benefit
- 73% reported one of more of: generally feeling better; less depressed; more confident; more self-esteem
- 98% of Somerset Centre members felt happier
- 100% of volunteers felt happier. 92% feel their health has improved. 87% reported they feel their confidence has improved. 97% report making friends at the Centre
- 98 % of Centre members reported feeling less depressed

RISE/Survivors Network

- 48% of Domestic violence victims feel safer
- 56% of Survivors of sexual assault feel safer
- 49% of Domestic violence victims feel optimistic about the future
- 69% of Survivors of sexual assault feel optimistic about the future
- 24% Reduction in symptoms of trauma and anxiety
- 68% of Survivors of sexual assault have improved coping strategies

5.16 These service user outcome perceptions are strong and fully demonstrate the value service users place on the interventions provided by these partnerships.

Strategic Objective 1.2

- 5.17 This strategic outcome aimed to work with partnerships that would enable children, young people (0-25 years) and families who have multiple disadvantages and or complex needs to fulfil their potential and reduce their risk of exclusion and social isolation by building their resilience, independence and connections, so they can participate in the social and economic life of the city. Four partnership are delivering activities against this outcome. These partnerships are set out below:

Table 6: Strategic Outcome 1.2 Partnerships

Partnership	Target area of operation
Carousel, Same Sky (Ref 12)	Arts Programme with Young People with Learning Disabilities
Brighton Women's Centre, Mother Uncovered (Ref 13)	Women and families with complex needs
YMCA Downslink, Sussex Nightstop (Ref 3)	LGBTQ Young People with housing needs
Amaze/Extra time (Ref 18)	SEND Children and Parents

- 5.18 In total this strategic outcome was funded £134,550.00 and collectively partnerships achieved 5,666 beneficiary counts and 23,795 beneficiary episodes.
- 5.19 The partnership worked to develop other funding streams and from the base of the £134,550 of TSC funding partnerships were able to provide evidence that they levered in £309,819 which shows that for every £1 of TSC funding a further £2.30 was levered into the city.
- 5.20 These projects have worked with young people that have multiple and complex needs. Some beneficiaries were supported with advice, guidance and information. Many were provided with one to one case worker support. Many beneficiaries were able to be better support through better managed partnerships securing external resources and building the organisational capacity of the partners.
- 5.21 Carousel and Same Sky are working to integrate learning disability communities with arts and artistic events across the city. It targets a commitment to enable a more accessible and integrated arts and cultural scene city wide, by supporting a more broadly skilled and culturally connected staff and volunteer workforce. In particular it seeks to enable more inclusion of those with learning disabilities and their families in major public events and thereby to provide positive representation of learning disability role models as leaders to young people and children across the city.
- 5.22 Brighton Women's Centre (BWC) and Mothers Uncovered. Partnership projects and services include; peer group drop-in support, food bank and holistic therapies. The overall key aims of all these services is to plan, co-ordinate and deliver support to women to be less isolated, improve their mental health well-being, provide volunteering opportunities will result in improved further education, training and employment and to improve their financial resilience.
- 5.23 YMCA Downslink, Sussex Nightstop have come together to deliver a targeted nightstop service for LGBT young people. Sussex Nightstop accept young people referrals to use bed nights with Volunteer Hosts. YMCA Downslink Group support young people to access housing services. Between them they seek to support LGBT young people with

complex needs will be less isolated, safer and secure with housing, more resilient and independent and to support volunteering and community involvement for LGBT community.

5.24 Amaze and Extratime work together to provide and improve services for families with children and young people (CYP) with special education needs and disabilities. The TSC investment goes towards CEO salaries and core costs thus supporting the resilience / sustainability of both organisations and enabled a wide range of activities for families with disabled children, including high quality advice, information and support services (IAS) to CYP and their parent carers and play, leisure and social activities (short breaks) for CYP.

5.25 The headline responses from beneficiary surveys carried out by some of these partnerships is set out below. This demonstrates the strong delivery of outcome achievements that partnerships set for themselves.

Carousel, Same sky

- Oska Bright Film Festival 2015 saw an increase from 45% to 62% or 2,232 people
- Blue Camel Club events showed an increase in non-learning-disabled attendance from an average of 20% (2016-17) to 39% (2017-18) or 525 people.

Brighton Women's Centre

- 71% said they felt close to other people.
- 73% of women attending Volunteer Services said they felt more connected to others.
- 61% of women attending Volunteer Services said they felt more in control of their lives.
- 69% of women attending Volunteer services said that it improved access to other support services
- 63% of women identified positively with this statement.
- 63% of women said that support from Volunteer services helped them to recover from financial crisis.
- 65% of women said that support from Volunteer services helped them to tackle and resolve financial problems and to reduce their debt
- 64% of women agreed that using the volunteer services at BWC made them more able to afford essential items.
- 70% of women using volunteer services cited this as a reason for attending

Amaze/Extra time

- When asked how well informed and supported a parent carer feels, on average a parent carer's scores moves from 5 to 8 (informed) and 4 to 8 (supported).
- 726 (54%) reported that their knowledge of policies or services has improved

- 404 (30%) reported that their understanding of their choices or expectations has improved

Strategic Objective 1.3

5.26 This strategic outcome sought via the prospectus to access partnerships that would create safe and more inclusive neighbourhoods and community space that encourages greater use and ownership by citizens. Two partnership are delivering activity against this outcome. These partnerships are set out below:

Table 7: Strategic Outcome 1.3 Partnerships

Partnership	Target area of operation
The Bridge, Hangleton and Knoll Project, Whitehawk Inn (Ref 34)	Community Learning Partnerships
Friends Families and Travellers, Trusts for Developing Communities (Ref 29)	Targeted Work with Gypsy and Traveller Communities

- 5.27 In total this strategic outcome was funded £96,431.00 and collectively partnerships achieved 2,182 beneficiary counts and 9,606 beneficiary episodes.
- 5.28 The partnership worked to develop other funding streams and from the base of the £96,431 of TSC funding partnerships were able to provide evidence that they levered in £92,546 which shows that for every £1 of TSC funding a further £0.96 was levered into the city.
- 5.29 The Community Hubs' Learning and Skills (CHLS) Partnership brought together Whitehawk Inn, the Bridge and Hangleton and Knoll Project and is based on a long and successful track record of specific neighbourhood delivery and partnership working, including Routes, Neighbourhood Learning, and Money works. CHLS partnership have enabled and streamlined efforts and to increase the strategic reach and voice for learners in decision making. CHLS have shared community learning expertise, represent community learning in the strategic and statutory structures across the city and represent the voice of community learners.
- 5.30 Friends and Families of Travellers (FFT) are delivering joined up and needs led group work with children and adults from the Gypsy and Traveller Community. FFT regularly attends strategic and operational meetings to represent the needs of the city's Gypsy and Traveller Community. FFT deliver cultural training, the St Michaels Way home work club, after school activity and holiday activity, 1-1 case work for Brighton Gypsies and Traveller young people and facilitation of the women's resident group at St Michaels Way and facilitate meetings, workshops and discussions with members of the community at St Michaels Way.
- 5.31 The headline responses from beneficiary surveys carried out by some of these partnerships is set out below. This demonstrates the strong delivery of outcome achievements that partnerships set for themselves.

Community Hubs' Learning and Skills (CHLS) Partnership

- 100% of new participants have been supported to engage with community-based activity
- 40% of participants have reported improved confidence
- 70% of participants have gained new work/life skills

FFT

- 85% of 50 beneficiaries in year 1 reported a positive impact on their health and wellbeing.
- 57 Traveller young people have demonstrated regular engagement this year

Strategic Objective 1.4

5.32 This strategic outcome sought via the Prospectus to access partnerships that would enhance community wellbeing, improving people's sense of belonging through greater, more inclusive and innovative cultural and leisure opportunities for people that improve their physical and mental wellbeing and resilience. Two partnerships are delivering activity against this outcome. These partnerships are set out in the table below:

Table 8: Strategic Outcome 1.4 Partnerships

Partnership	Target area of operation
Stay up late (Ref 38)	Support for people with Learning difficulties to engage in evening entertainment
Albion in the Community Age UK (Ref 20)	Physical activity for Older people particularly those with cancer

- 5.33 In total this strategic outcome was funded £33,026.00 and collectively it achieved 295 beneficiary counts and 1,734 beneficiary episodes.
- 5.34 The partnerships worked together to develop other funding streams and from the base of the £33,026 of TSC funding partnerships were able to provide evidence that they levered in a further £21,414 which shows that for every £1 of TSC funding a further £0.65 was levered into the city.
- 5.35 Stay Up Late, with Impetus, Carers Centre have develop the Gig Buddies programme to support people with learning disabilities and or autism, their parents, carers and victims and witnesses of hate crimes. The Gig Buddies programme is a volunteer befriending scheme for people with learning disabilities and or autism supporting isolated people to be active in their communities through matching them with a 'buddy' who shares the same cultural interests.
- 5.36 Albion in the community (AITC) have led this partnership with Age UK. AITC's health team works across Sussex to improve health and wellbeing of people of all ages, abilities and backgrounds delivering targeted health programmes to address behaviour

change, physical activity, and cancer-related projects. Age UK deliver services for older people. The project will offer 3 months physical activity for people over 50 on low incomes and living with or beyond cancer.

5.37 The headline responses from beneficiary surveys carried out by some of these partnerships is set out below. This demonstrates the strong delivery of outcome achievements that partnerships set for themselves.

Stay up late

- 90% of gig buddies interviewed reported feeling less lonely because of having a gig buddy
- 48% of gig buddies interviewed said they have tried new things
- 63% of volunteers said they could see their gig buddy as part of their wider circle
- 81% of volunteers are happy with their match and 33% said it was a very good match.

Strategic Objective 1.5

5.38 This strategic outcome sought partnerships that would support innovative action to make best use of energy, resources and facilities, support positive engagement of people with the environment and enable healthy and sustainable communities. One partnership delivered its programme against this outcome:

Table 9: Strategic Outcome 1.5 Partnerships

Partnership	Target area of operation
Brighton Food Partnership (Ref 6)	Reduce food waste, improved spare food distribution and improved nutritional advice and partnership support to secure better food waste outcomes

5.39 In total this strategic outcome was funded £54,870.00 and the partnership through its wider networks achieved 9,345 beneficiary counts and 18,164 beneficiary episodes.

5.40 The partnership worked together to develop other funding streams and from the base of the £54,870 of TSC funding partnerships were able to provide evidence that they levered in £80,000 which shows that for every £1 of TSC funding a further £1.46 was levered into the city.

5.41 The Brighton and Hove Food Partnership, Real Junk Food Partnership, FareShare, Food Matters have come together to reduce the amount of edible food that gets disposed of by intercepting it and distributing it to places that give food / provide a shared meal to vulnerable people and to increase the number/ skills of people volunteering on community food projects that intercept and redistribute and/or share food. The partnership also supports people who attend shared meal projects, food banks, pay as you feel cafes to be less isolated, eat better and connected to advice and information.

The partnership also supports the better coordination of surplus food distribution, emergency food and shared meals programmes across the city.

Strategic Objective 3: Community Banking Partnership

5.42 This strategic outcome brought together existing providers of community banking and financial support provision and thus built on partnerships that were best placed to provide community banking services for local people.

Table 10: Strategic Outcome 3 Partnerships

Partnership	Target area of operation
Money Works: Community Banking Partnership (Ref 7)	Financial advice, support, education, capacity building for local residents that are financially excluded

5.43 In total this strategic outcome was funded £200,000 and the partnership achieved 1,428 beneficiary counts and 3,276 beneficiary episodes.

5.44 The Money Works partnership worked together to develop other funding streams and from the base of the £200,000 of TSC funding partnerships were able to provide evidence that they levered in £1,507,133 which shows that for every £1 of TSC funding a further £7.54 was levered into the city.

5.45 Citizens Advice Brighton and Hove, St Luke's Advice Service, East Sussex Credit Union, BHT Advice Centre, Brighton Unemployed Centre Families Project, Whitehawk Inn, The Bridge, Money Advice Plus, Hangleton and Knoll Project, Possability People are working together to support financially excluded residents, through improved advice, education, capacity building and strengthened local partnerships.

5.46 In particular the partnership has helped:

- 514 helpline callers and 225 casework clients to increase their income through benefits and earned income
- 452 helpline callers and 237 casework clients to move to a more sustainable debt schedule
- 443 reported being more confident about managing their money
- 1166 reported saving money on household bills
- 1653 were supported to maximise their income through employment.

5.47 It would seem that the Community Banking Partnerships was the most successful partnership in achieving leverage with a leverage ratio of 7.54. Therefore, for every £1 funded through the TSC a further £7.54 is levered in. Collectively they have demonstrated the addition of external funding that they bring to the city to support their community banking and financial support programme for local people.

Strategic Objective 2.1 Specialist capacity building services, community development, Healthy Neighbourhood Fund and targeted community engagement

- 5.48 A central partnership within the TSC and indeed the partnership with the largest budget is the partnership that is led by Community Works that has brought together providers of generic and specialist capacity building and infrastructure services, community development, Healthy Neighbourhood Fund and organisations that engage effectively with people, eliminate duplication, maximise different expertise, knowledge, learning, resources and networks, and provide a clear, understandable and accessible pathway of support for different sizes and types of groups and organisations in the city. Includes Engagement lots CE1 to CE3.
- 5.49 In doing so it has developed a partnership with Trust for Developing Communities, Resource Centre, Hangleton and Knoll Project, Serendipity, Faith in Action, LGBT Switchboard, LGBT Working to Connect, Friends Families and Travellers, Clare Project, Sussex Interpreting Services.
- 5.50 Through this partnership there are three broad themes being provided:
- Infrastructure support for community and voluntary sector organisations to support them to be more effective at delivering services and sustaining their activities / organisation, this includes support for organisations in their development, fund raising, access and training of volunteers, equipment and resources, and in developing and delivering bespoke support to community and voluntary organisations.
 - Community development both in targeted locations and with targeted communities including the BME Community, LGBTQ and Gypsy and Traveller Communities in the city and specific support to deliver the Healthy Neighbourhood Fund.
 - The targeted engagement with hard to reach groups including BME, Gypsy and Traveller, LGBTQ, transgender and disabled. (note for the purposes of this evaluation these engagement activities are addressed outside the engagement programme listed below)
- 5.51 The leverage that these partnerships have generated on the back of their TSC funding is set out in the table below. In short for every £1 of TSC funding the partnership has brought a further £0.73 into the city.
- 5.52 There have been strong levels of delivery from this programme and the highlights are set out below:

Table 11: Community Infrastructure, Development and Engagement outputs SO 2.1 2017-18

Headline Partnership Outputs 2017-18	Outputs
Infrastructure Support for V&C Groups more effective at delivering services	
Number of interventions made	459
Number of community and voluntary sector groups receiving support	317
Volunteer, staff and trustees supported	372
Website visits	7,260
Information accessed	17,305
Groups hiring equipment and use of print room	1,249

Headline Partnership Outputs 2017-18	Outputs
Infrastructure Support for V&C Groups more effective at delivering services	
Funding groups have accessed	£392,181.00
End user beneficiaries of resource centre	22,000
Number of volunteering opportunities promoted via partnership	272
Groups and organisation supported to be more effective in using volunteers	136
In kind support brought to infrastructure services	£63,340.00
Volunteers supporting infrastructure services	148
Volunteer hours	2,956.60

Headline Partnership Outputs 2017-18	Outputs
Community Development Outputs	
People involved in the development of neighbourhood action plans in Bevendean, Bristol Estate and Whitehawk, Hollingdean and Saunders Park, Moulsecombe and Bates Estate, Portslade and Portland Road, Queens Park and Craven Vale, Tarner and Eastern Road, Hangleton and Knoll,	1,126
Number of people managing community groups in these areas	1,536
Events held and run by the local community	92
People from BME Communities involved in groups	451
People from LGBTQ Communities involved in groups	241
Disabled people involved in groups	662
Funding applications supported	42
Funding groups have successfully accessed via support	£160,888.50

Headline Partnership Outputs 2017-18	Outputs
Community Engagement outputs via Community Works contract	
Number of people engaged with directly	11,957
Engagement via social media 'hits'	16,748

Infrastructure Support

- 5.53 The bulk of the infrastructure support has been delivered by Community Works and the Resource Centre. Both organisations have worked with community and voluntary organisation across the city and supported these groups to build their capacity both from an organisations set up, development, survival and growth perspective but also with key issues including funding and fund raising and in the case of the Resource Centre with equipment, printing and event support. Organisational information, advice and guidance has been delivered on a one to one basis, via training and development and support for volunteers, staff and trustees and via resource materials and web-based engagement. The value and impact of this support to individual organisations and hence to the wider community is significant. The data in the table above sets out the organisational impact rather than the wider community impact which is difficult to fully calculate but is significantly larger particularly in terms of direct beneficiary impact. Much of this infrastructure funding has been core funding to infrastructure bodies and

as such provides much of the underlying funding to secure outcomes for the wider sector.

Community Development

5.54 Community development support was provided in the areas of Bevendean, Bristol Estate and Whitehawk, Hollingdean and Saunders Park, Moulsecombe and Bates Estate, Portslade and Portland Road, Queens Park and Craven Vale, Tarner and Eastern Road, Hangleton and Knoll. There has been extensive activity and much community development gain and learning. Indeed, across this area of this programme there has been many outcomes delivered:

Community Development Outcomes

- Communities have defined, highlighted, promoted and delivered local priorities via their neighbourhood action plans
- Improved joint working between community, statutory and private sector based on community led neighbourhood priorities
- Communities have improved relationships and networks within their areas and across all sectors
- Residents feel included in community and neighbourhood activity including communities of interest and those with intersectional identities
- People and groups become more skilled and knowledgeable about community activities / resources and digital technology
- People and groups use resources and digital technology in their neighbourhood activities

5.55 The Healthy Neighbourhood Fund (HNF) contributes to the development of neighbourhood and ward-based citizen led initiatives to address their health and wellbeing. It helps build local infrastructure capacity at a neighbourhood level by engaging local people, using participatory budgeting to prioritise, fund and support healthy activities in their neighbourhood. Where possible an asset-based approach is used - building on local strengths, developing individual / group capacities, good practice and 'what works'

Healthy Neighbourhood Fund outcomes

- Improvements against wider factors which affect health and wellbeing and health inequalities (wider determinants)
- People are helped to live healthy lifestyles, make healthy choices and reduce health inequalities (health improvement)
- Reducing numbers of people living with preventable ill health and people dying prematurely, whilst reducing the gap between communities (Healthcare public health and preventing premature mortality).

5.56 To date progress on Neighbourhood Action Plans (NAP) are:

- Moulsecoomb & Bevendean NAP is complete and is on BHCC website and is being progressed
- Hangleton and Knoll - NAP completed and printed
- Whitehawk - NAP completed
- Hollingdean NAP – Hollingdean Development Trust supported by TDC included services in their annual community priority setting as start of action planning. They have initial task & finish groups set up.
- Portslade NAP – launched action planning with open event including services and community organisations to establish initial priorities under key themes. Next step identifying community unreached to include e.g. young people.
- Edward Street / Eastern Rd NAP – TDC supporting new group to form and develop Queens Park action plan. Two open events and 15 focus groups with residents groups, now targeting gaps e.g. youth & young families and working with services.
- Craven Vale NAP – TDC support engagement of Community Association into East Brighton Plan (NAP led by Serendipity Enterprising Solutions)
- Queens Park (Pankhurst Estate) – TDC support engagement of Community Association into Hanover & Elm Grove Plan (NAP led by BHCC Communities team)
- Phoenix Estate – TDC supporting establishment of community organisation and linking them into Hanover & Elm Grove Plan (NAP led by BHCC Communities team)

5.57 Community development learning has included:

- Identified need for more focused 'development' work on inclusive representation
- Organisations led by communities of identity – nearly all citywide resource goes towards supporting such organisations and is overstretched, e.g. Syrian Community, Racial Harassment Forum, No Holds Barred, etc.
- Neighbourhood action planning works best when community partners take the lead in practicalities. This includes choosing time and venue of meetings. Choosing and sending the agenda and invitation list. This means that council officers need to expect out of hours meetings and events as part of their role. This also means that it is vital to have a robust community partner leading e.g. HDT in Hollingdean.
- Value of Community Development Work is exemplified in their ability to support community groups with things like fundraising and bringing in other resources to strengthen community groups. Community Development work can also bring in other voluntary and statutory sector partners to work with community groups - to maximise impact.
- Trust for Developing Communities have increasingly brought their broad range of services and beneficiaries together in a more integrated model. This has proved effective for example through their community building work stream

which is supporting building across neighbourhoods. TDC's Older People delivery hours are now being added to community development worker roles to maximise intergenerational working and more cohesive community support. They are looking at further integrating their youth work and work with ethnic minority communities. Moreover, they we now have community development workers with pan-neighbourhood briefs on issues including

- Food poverty
- Digital inclusion
- Green spaces & Parks
- Community Safety
- Planning & Capital Developments
- Small group governance and sustainability
- Social isolation
- Community buildings

Community Engagement

- 5.58 The council's Community, Equalities and Third Sector Team, have joined forces with the CCG and Adult Social Care to develop this area of the TSC programme. In essence the community engagement component of TSC is a way in which the public sector can purchase targeted engagement with key groups in the city through the community and voluntary sector, who have regular access with these communities of need and interest. Collectively the community engagement theme funds £390,826 of engagement activity per year. This is made up of £195,397 from the city council (CETS, Adult Social Care and Public Health and includes £50k Healthy Neighbourhood Funding) and £195,429 from the CCG. These engagement programmes with LGBTQ, gypsy and Travellers, BME communities, SEN and SEN parents/carers, disabled people, people living with a long-term health condition or impairment, older people, young people, adults and young people with mental health needs, learning disabled, and users of health and social care services.
- 5.59 In total there are 10 targeted programmes of engagement. Partnerships included:
- Trust for Developing Communities (BME, Migrant and Refugee communities)
 - Friends and Families of Travellers (Gypsy and Travellers)
 - Switchboard (LGBTQ)
 - Amaze and Brighton Carers Centre (carers and parents of SEN young people)
 - Possibility People (disabled people)
 - Age UK Brighton and Hove (older people)
 - YMCA Downslink, AllSorts, Extra Time, BMEYCP (young people)
 - Mind YMCA Downslink (adults and young people with mental health needs)
 - Speak out, Impetus, Amaze (learning disability)

- Impetus, Healthwatch Brighton and Hove (Brighton and Hove Lay Assessors)

- 5.60 In many cases, engagement is linked to community development where people are supported to develop 'voice' which in turn builds capacity to participate in volunteering and become more informed. Each programme of engagement works has a named lead agency that has direct access to these communities of need / interest and each have worked to develop engagement activity including, surveys, workshops, focus groups, targeted presentations and regular client interviews. In some cases, the development of this programme of funding has supported the establishment and or maintenance of networks of people and communities so that their voice is heard and effectively represented. In some cases, these networks have been the vehicle of engagement and or points where debate and discussion happen. The council and the CCG define the subject matter they are seeking to engage the community on and have built this into an engagement programme. In some cases, delivery partners propose specific engagement subjects which are then cleared with the public authority client.
- 5.61 The essential product of this work is an engagement report drawing on the findings of the targeted engagement and the specific methodologies used to glean the views and perspectives of those engaged. Discussions with the provider partnerships, the council and the CCG have suggested that these arrangements are working well and that the council and the CCG are happy with the engagement activity they have purchased.
- 5.62 In comparison to the other parts of the TSC, this is the most contractually focused element with services that are more akin to procured services. The third sector certainly plays it part, as they are clearly best placed to work with the communities, they represent to secure targeted engagement findings. Moreover, by choosing to deliver this engagement through quasi-representative bodies this ensure that public money is spent to best effect and that services are responsive to identified need whilst meeting the priorities and agendas of the council, CCG and Adult Social care.
- 5.63 One critique from providers is that they do not always know what has happened to the consultation and engagement reports that they have delivered, and this feedback is valuable if only to keep those engaged onboard with this work and motivated that their input has been heard or that their views have been acknowledged, considered and or addressed. Another concern raised was that often the design of the engagement programme is less planned and on some occasions the new subject of engagement is only provided at the start of the quarter the engagement is due to commence. In these situations, providers need to respond to the immediate priorities at hand. This makes the planning of the engagement more complex and providers are less able to build engagement, consultation and research into existing networks and regular engagement points in the year.
- 5.64 From a review of this work area within the TSC there is an ongoing need for this engagement work. Moreover, it is widely understood that the third sector is the best vehicle to access communities. However, in the specific design of this element of engagement there is a need to review what has been done to date and to assess the best way forward to secure the engagement outcomes required and to build on the

outstanding partnerships that are delivering strong returns for this commissioned engagement.

Summary

- 5.65 What is clear from this review of the strategic outcomes of the TSC programme is that there is a real range and diversity of organisations and range and diversity of activity the programme has procured. This provides real value to the city and the public sector and critically to the third sector and the community at large.

6. TSC going forward

- 6.1 The Third Sector Investment Programme has proven to have significant value for the city and its residents. The commissioning process seems to have developed a methodology of enabling the third sector to flourish and to support meeting the priorities of the council and the CCG's for engagement and delivery of targeted interventions for people with multiple and complex needs.
- 6.2 Clearly there are some elements of the TSC programme which may need fine tuning to secure greater outcomes and to procure greater levels of benefit. However, in principle this is only something that the council and the CCG can decide upon, although the merits of delivering support to the third sector and hence the community through the development of a second commissioning process far outweigh any decision not to do so.
- 6.3 Priorities for the redesign of TSC would include:
- Needs Assessments incorporating the JSNA should be drawn into the new Prospectus, particularly for the prioritisation of the next core strategic outcomes of the Prospectus.
 - Amendments to the monitoring and evaluation requirement of partnerships to address:
 - Setting targets and monitoring and recording of service beneficiary numbers in all service delivery projects
 - Monitoring beneficiaries of core funded projects
 - Monitoring and recording of the frequency of service beneficiary activity / episodes (direct service delivery and core funded projects)
 - Profiling of beneficiaries by equality characteristic (where feasible)
 - Recording of financial leverage that can be seen as a consequence of the TSC programme or at the very least as a consequence of the direct and core funding that has been able to support these applications to be made
 - Consistency of service user surveys highlighting the sample sizes of respondents and the alignment of the survey's lines of inquiry with the programmes being delivered
 - The new Prospectus to highlight priorities against each strategic outcome
 - The application process to detail levels and potential frequency of beneficiary take up particularly for those partnerships seeking to deliver targeted services.
 - TSC engagement programmes to develop robust processes to feedback impact of engagement to those who took part and shared their views and experiences.

7. Acronyms

7.1 Many of the sector have utilised acronyms throughout the review of the monitoring data assessed as part of this Evaluation. The key acronyms utilised are set out below:

ADHD	Attention deficit hyperactivity disorder
BHCC	Brighton and Hove City Council
BHCCG	Brighton and Hove Clinical Commissioning Group
BHT	Brighton Housing Trust
BME	Black and minority ethnic
BMEYCP	Black and Minority Ethnic Children and Young People
BWC	Brighton Women's Centre
C&TSP	Communities and Third Sector Commissioning Prospectus
CCG	Clinical Commissioning Group
CEO	Chief Executive Officer
CHLS	Community Hubs' Learning and Skills
CYP	Children and Young People
FFT	Friends and Families of Travellers
HIV	Human immunodeficiency virus
JSL	Joint and Severally Liable
JSNA	Joint Strategic Needs Assessment
LGBTQ	Lesbian, Gay, Bisexual, Transgender, Questioning
NAP	Neighbourhood Action Plan
NHS	National Health Service
SEN	Special Educational Needs
SEND	Special educational needs and disability
TDC	Trust for Developing Communities
TSC	Third Sector Commission
V&C	Voluntary and Community
VCS	Voluntary and Community Sector
YP	Young People

8. Thanks, and Acknowledgements

- 8.1 Throughout the course of this evaluation we have been supported by the partnerships engaged through the TSC as well as commissioners and the steering groups we reported to. We would like to thank all those who have supported this evaluation. Those listed are the key contacts we have engaged with and we would like to extend our thanks to all those other that have supported us as well.

Name	Organisation
Emma McDermott	Brighton and Hove City Council
Jane Lodge	Brighton and Hove CCG
Jess Sumner	Community Works
Dr Mary Darking	University of Brighton
Dr Carl Walker	University of Brighton
Sam Warren	Brighton and Hove City Council
John Reading	Brighton and Hove City Council
Donna Edmead	Brighton and Hove City Council
Alison Burrell	Brighton and Hove CAB
Emily Ballantyne	Brighton and Hove CAB
Jo Berry	Brighton Housing Trust
Jo Crease	Impetus
Jo-Anne Welsh	Brighton Oasis Project
Jess Wood	AllSorts Youth Project
Helen Jones	MindOut LGBTQ Mental Health Service
Gary Pargeter	Lunch Positive
Emma Baars	Impetus
Jo Gough	RISE
Caroline Sharp	RISE
Fabia Bates	Survivors Network
Jay Breslaw	Survivors Network
Elizabeth Hall	Carousel
John Varah	Same Sky
Sarah Parsons	Carousel
Lisa Dando	Brighton Women's Centre
Alison Marino	Sussex Nightstop
Julia Harrison	YMCA Downslink
Rachel Travers	AMAZE Brighton and Hove
Sam Price	Extra Time
Jo Martindale	Hangleton and Knoll Project
Simon Hughes	Brighton Housing Trust (BHT) - Whitehawk Inn
Sarah Juliet Mann	Friends, Families, Travellers
Michelle Gavin	Friends, Families, Travellers
Paul Richards	Stay up Late
Kate Ogden	Stay up Late
Sarah Byrne	Albion in the Community
Jenny Hacker	Age UK

Name	Organisation
Vic Borrill	Brighton and Hove Food Partnership
Helen Starr-Kedde	Brighton and Hove Food Partnership
Dani Ahrens	Brighton Resource Centre
Chris Lau	The Carers Centre for Brighton & Hove
Mandy Crandale	Possability People
Rachel Cashman	Age UK
Bernadette Ashcroft	Age UK
Mark Cull	YMCA Downslink Group
Sarah Danily	Mind in Brighton and Hove
Sarah Pickard	Speak out
Mike Byrne	Brighton Housing Trust

Equality Impact and Outcome Assessment (EIA) Template - 2018

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users¹. They analyse how all our work as a council might impact differently on different groups². They help us make good decisions and evidence how we have reached these decisions³.

See end notes for full guidance. Either hover the mouse over the end note link (eg: Age¹³) or use the hyperlinks ('Ctrl' key and left click).

For further support or advice please contact:

- **BHCC: Communities, Equality and Third Sector Team on ext 2301**
- **CCG: Engagement and Equalities team (Jane Lodge/Meg Lewis)**

1. Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed⁴.

Title of EIA⁵	Third Sector Investment Programme	ID No.⁶	NCH33
Team/Department⁷	Communities, Equalities and Third Sector		
Focus of EIA⁸	Re-commissioning of the Third Sector Commission for 2020-23. The Commission uses BHCC and CCG funding to deliver a range of Outcomes.		

2. Update on previous EIA and outcomes of previous actions⁹

What actions did you plan last time? (List them from the previous EIA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action plan below)
<p>Community Cohesion To ensure through the commission that members of all communities have equality of access to services and are free from discrimination the community development and engagement work will need to undertake community based activities to raise awareness, challenge discrimination and promote equality.</p> <p>Through the Communities and Third Sector Prospectus the Third Sector will work to ensure that people from minority ethnic communities and new emerging communities who are part of groups and organisations or in communities will feel that they are part of the wider community in which they live.</p> <p>Infrastructure support for different community groups will encourage and enable better sharing and exchange of skills and good practice so that groups working with people with different protected characteristics increase their understanding of the challenges and opportunities of working with other people, and can signpost and provide co-ordinated support more effectively.</p>	<p>Investment in the TSIP 2017-20 for community development and community engagement has delivered a focus of work across the city on engaging and supporting a number of key groups and intending to reach out to all communities. Included in this has been funded work to engage with BME communities.</p> <p>Funding for infrastructure support through Community Works and the Resource Centre has enabled support to be provided to both the BME community and BME-led organisations.</p> <p>The inclusion within the CW partnership of the Faith Council, Friends Families and Travellers is another example of the ability to better share and understand the needs and cross overs between different communities</p>	<p>As part of the consultation with CVS organisations across the city, a specific question has been asked on community cohesion and how it can be enhanced across the city.</p> <p>We will use this information, alongside professional knowledge from council colleagues with expertise on community cohesion to inform next steps in this area.</p>
<p>Age (people of all ages) The Communities and Third Sector Policy and commissioning prospectus will complement the integrated commissioning processes for ASC & The CCG as well as the Commissioning Strategy:</p>	<p>£704,500 was invested through the current commission in services for adults, young people, children and families. In addition engagement funding was invested for both older people and children and young people, and all engagement funding was</p>	<p>The balance of funding within the current commission has been predominantly for adult services. Within the context of applying a rigorously equitable procurement process, we are going to ensure that organisations whose work is predominantly</p>

<p>Health & Wellbeing of Children, Young People & Families 2015 - 2020</p> <p>The CETS prospectus 2017-20 will look at the Children and Young people and Families as one strategic outcome and another at people with complex needs. The engagement work needs to address both young and older people in the approach.</p>	<p>aimed at a cross over of ages</p>	<p>with children, young people and families do know about the opportunities within the new commission and are encouraged to bid, including where necessary referring them to infrastructure support organisations to help with the quality of their bids.</p>
<p>Gender reassignment</p> <p>Actions include building awareness amongst trans groups and organisations, sign posting to relevant support agencies and identifying ‘trans champions’ in the city’s main Third Sector infrastructure and community development providers. The CETS Team will work with the CCG to commission a trans led Research and Engagement group as part of the CETS Commission</p> <p>Ensure communities address anti-social behaviour towards trans people and establish effective ways to do this.</p> <p>Ensure services are accessible and friendly. Link to the trans awareness-training programme that is recommended as part of the TNA to ensure that agencies providing advice are ‘trans aware’.</p> <p>Developing an understanding of trans aware across the sector and the council will need targeted support.</p> <p>Establish a clear map of where ‘weak points’ are to enable intelligent funding.</p>	<p>A Trans Needs Assessment Steering Group, including representatives of the statutory, community and voluntary sectors, was setup to oversee the work. The group agreed, in consultation with local trans groups, that the principal areas of focus would be health and wellbeing, healthcare, community safety and housing. The full report was published in 2015 Link to.</p> <p>Specific funding was included within the 2017-2020 commission to fund a trans led community health engagement and trans awareness programme. This work has highlighted a number of recommendations for action.</p>	<p>The needs of the Trans community need to be identified clearly and distinctly within the new commission. This may be supported by reflecting on any areas still outstanding from the last commission in relation to trans led community health engagement and trans awareness programme. This could also be informed by any outstanding or follow on recommendations from the Trans Needs Assessment 2015.</p>
<p>Pregnancy and maternity</p> <p>Infrastructure and Community Development organisations should be aware of and encourage consideration of organisations to maternity rights when developing organisations, especially small groups and</p>		<p>There is an expectation that all CVS partners will work in line with the Equality Act and employment law and good practice.</p>

<p>organisations as they are developed.</p>		
<p>Ethnicity Support for Third Sector organisations in the city as the BME needs analysis work continues Check direction of policy and prospectus. How best to integrate findings of snap shot as well as deliver changes on community development, community engagement and capacity building Profiling and monitoring of customers accessing services. Include a more integrated approach to how networking and development of BME specific Third Sector Organizations are supported in the city in terms of infrastructure support as well as community engagement and development. Work with the Communities, Equality and Third Sector team and Economic Development Team to identify other areas of possible support e.g. social enterprise Raise awareness, skills and skills and knowledge of existing providers so that all minority groups receive appropriate services and support. This may include signposting and/or acknowledging that some groups prefer accessing help via 'trusted and safe' organisations Capacity building programme with front line services and agencies (both within the council and externally), for example through training. Strong equalities focus required in all work to ensure those groups most disadvantaged supported.</p>	<p>A number of organisations are funded to carry out community engagement work with BME communities. People using the services are monitored so that comprehensive data is available. None of the community engagement is done by BME led organisations. The infrastructure project includes the BME Consortium Liaison Group (BMECP, BMEYPP, Mosaic) Development of the Racial Harassment Forum, and Refugees and Migrants Forum have further strengthened the reach into BME communities</p>	<p>Given many changes in the sector, we are going to explore if the needs of BME communities are being met through current structures and TSIP. There are a number of ways in which we can support all CVS organisations to increase capacity and support a more intersectional approach to ensure the voices of BME communities across Brighton and Hove are being heard and needs met. This will be explored further in section 3 of this EIA.</p>

<p>Gypsies and Travellers Strong equalities focus required in all work to ensure those groups most disadvantaged supported. Work with Friends, Families and Travellers group to identify locally appropriate actions. As above: services need to be inclusive, friendly and accessible. Encourage applicants to assess need for good quality professional interpreters when needed As part of the development of the translated materials would be useful for Prospectus to work on Challenge instances of racism and discriminatory remarks</p>	<p>Friends Families and Travellers commissioned to carry out engagement with funding from the council and CCG. Have previously not been directly involved and have enabled good links to be built with the groups with specific focus for this community. Sussex Interpreting Services (SIS) funded through infrastructure project</p>	<p>CCG funding will not continue in the new commission, so agreement will have to be reached with both Friends Families and Travellers and the Community Development organisation, Trust for Developing Communities to work out best way to keep the needs of gypsies and travellers clearly identified.</p>
<p>Refugees and migrants See above in relation to BME Provide through the TSIP for migrants to improve their English language skills and become independent. Provide every opportunity for migrants to use their existing skills and qualifications. Community fund to provide opportunities for migrants and non-migrants to work and socialise together. Explore option for joint working between East and West Sussex and Brighton & Hove in particular relation to funding/enforcement and more intelligent allocation of funding. Actively integrate the International Migration needs assessment findings into the commissioning organisations where relevant</p>	<p>The International Migrants Needs Assessment has been published, outlining key information about the population and their needs Link to This report outlines a series of recommendations in regard to:</p> <ul style="list-style-type: none"> • Local migrant communities • Community attributes, networks and integration • Access to services • Housing and homelessness • Employment, skills and adult education • Health and wellbeing • Community safety and criminal justice • Children, young people and schools • Personal finance and financial inclusion • Immigration issues and legal advice 	<p>Specific reference to the needs of Refugees and Migrants should be considered within the new commission</p>

<p>Religion or belief Profiling and monitoring of beneficiaries accessing the services. Develop appropriate responses to the needs of 'excluded groups' e.g. faith based groups and organisations whilst acknowledging the Equality Act Sign posting to appropriate support agencies - this may include mapping faith organisations that provide services, e.g. Off the Fence, Muslim Women's Forum, Railli Hall Developing understanding by Third Sector organisations and groups of specific religions, faiths and beliefs and also to encourage interfaith activity and community cohesion Further develop and clarify relationships between faith groups/organisations and their social justice work and seek opportunities for faith-based and other CVS groups to work better together.) Explore issues in relation to Sharia and Quaker-compliant funding and banking locally</p>	<p>The LGBTQI+ PEOPLE OF FAITH: PREJUDICE & COMMUNITY COHESION IN BRIGHTON & HOVE report published in January 2019 has highlighted both the positive elements and the challenges in the relationships between the two communities</p>	<p>Continue to support the Faith organisations infrastructure services through the new commission. Ensure that the new commission both highlights and encourages the intersectional approach that worked well in the current commission as this both supports community cohesion, capacity building in CVS, and ensures the most disadvantaged people from multiple communities of identity have their voices heard and needs met.</p>
<p>Sex To ensure through the commission that members of all communities have equality of access to services and are free from discrimination the community development and engagement work will need to undertake community based activities to raise awareness, challenge discrimination and promote equality. The Community Engagement and Community Development Commission needs to take account of the changing economic situation. in terms of increasing need for Third Sector services and reducing</p>	<p>Funding through the Community banking partnership ensures that access to financial support and education is targeted at the most vulnerable in the community Taking Account 4 will provide data on gender of people volunteering. Funding through the commission has included projects aimed exclusively at women, services where women are the main beneficiaries</p>	

<p>capacity to contribute to Third Sector Services.</p> <p>The Infrastructure commission could explore why men aren't volunteering in the same numbers as women and look at approaches to encouraging volunteering by men.</p> <p>Organisations that are funded through the Third Sector Investment Programme need to make sure opportunities for people to get involved are as flexible and inclusive as possible.</p>		
<p>Disability</p> <p>Develop appropriate responses to the needs of disabled groups and organisations. Changes as a result of Welfare Reform and Personalisation will impact on disabled people and carers and their families and therefore there is a need for the Third Sector to support some of the work in relation to these changes. This will be introduced into the Commissioning Banking Partnership outcomes.</p> <p>For Third Sector organisations working in health and social care, personalisation will become increasingly important to the way in which their services will be delivered in the future.</p> <p>Physical access to community development, capacity building and engagement processes are key</p> <p>Develop appropriate responses to the needs of disabled groups and organisations.</p>	<p>Funding through the Community banking partnership ensures that access to financial support and education is targeted at the most vulnerable in the community, including disabled people, their families and carers.</p> <p>A number of projects are targeted at disabled groups, including learning disabilities, people with neurodiversity conditions, mental health, and are aimed at both children and young people, their families and adults.</p>	<p>Given the changing context of the welfare reform and impact on disabled people, it is key to explore how the needs of disabled people might be supported through the new TSIP commission, this will be explored further in section 3 of the EIA.</p>
<p>Sexual orientation</p> <p>There is a need to raise the awareness, skills and knowledge of existing providers so that all minority groups receive</p>	<p>Funding through the current commission includes a number of specific projects whose beneficiaries are from the LGBT communities, both younger people and</p>	<p>Consideration should be given to ensuring that further training is funded through the Infrastructure element of the commission to ensure that public and community</p>

<p>appropriate services and support. This may include signposting and/or acknowledging that some groups prefer accessing help via 'trusted and safe' organisations (for example people from LGBT communities may prefer to access support through an LGBT organisation). This should also include enhanced partnership working between agencies.</p> <p>Profiling and monitoring of beneficiaries' accessing the services</p> <p>Capacity building with LGBT organisations and sign posting where appropriate.</p> <p>Develop appropriate responses to the needs of 'chronically excluded groups' e.g. LGB and groups and organisations).</p> <p>In partnership with local public sector organisations and other local community groups, develop appropriate training to raise awareness of the diverse needs of different communities;</p> <p>Hold public services to account regarding LGBT equalities through raising awareness of the public sector equality duties and the ways services should demonstrate compliance;</p> <p>Continue to engage with those public services which are trying to improve services in line with their own equality-related aims.</p> <p>Furthermore, services should work to ensure that staff do not make heteronormative or cisnormative assumptions when dealing with service users. Local LGBT organisations should form a key resource in staff development to tackle normative assumptions.</p>	<p>adults. This includes both direct provision of support services, infrastructure support, capacity building and strengthening of links between organisations.</p> <p>Though not specific to sexual orientation, particular support has been targeted at the Trans community through funding for the Clare project and specific allocations of engagement funding for Trans people within funding for 'LGBT' work more broadly.</p>	<p>organisations have appropriate and relevant staff development programmes.</p>
---	--	--

<p>Other relevant groups eg: Carers, people experiencing domestic violence, substance misusers, homeless people, looked after children etc</p>	<p>No specific actions were identified in the previous commission EIA, however funding for carers, people experiencing domestic violence, substance misusers has been part of current commission.</p>	
<p>Digital Exclusion The development of community development, engagement and infrastructure support requires face to face work and critically a skilling up of personnel both volunteers and paid staff to be able to develop on-line and IT solutions. Overall, there is insufficient evidence on whether digital exclusion is a critical issue in Brighton & Hove. However, it is clear that some people lack the skills and confidence to access internet based services. The governments welfare reform changes requires people to be digitally literate and therefore the need for the Third Sector to support their beneficiaries in this is vital. We have included digital outcomes as part of the commissioning outcomes.</p>	<p>Support for improving both access to and ability to use digital services has been supported by BHCC outside of the commission. This has been done through Digital Brighton and Hove, a partnership between Citizens Online and BHCC.</p>	<ul style="list-style-type: none"> • Consultation with the sector has identified the need to continue to support increased use of digital for service delivery whilst recognising that digital exclusion remains a significant barrier for many, and that some will never be digitally included through age of disability. The Age UK Brighton and Hove Communication – Challenges and Opportunities in the digital age reported that: Whilst the majority of participants (69%) use digital information, age is a factor as the older the person is, the less likely they are to be digitally engaged. • It was noted that even though some of the participants were online, it wasn't always their preferred method of communication. Assumptions shouldn't be made about how people like to communicate. • Some digital communication was welcomed and clearly made life easier for older people. For example 12 participants liked booking GP appointments online and 19 participants with long term health conditions preferred to communicate by email with their GP. • Less than half the participants would

		<p>look up symptoms or conditions online before seeing a healthcare professional. A minority would only look online and not consult a professional at all.</p> <ul style="list-style-type: none">• Digital exclusion is evident. Those older people who are not digitally engaged, and will never be so, identified with feelings of frustration and feeling excluded (28 participants) and used emotive language to express their concerns about the current situation and the future.• Older people who are currently digitally engaged may not wish to be or able to be so in the future. This is due to physical and cognitive constraints as well as the pace of technological change and will apply to future generations.• Although nearly 50% of respondents were satisfied with the standard of written and phone communication there were a number of suggestions for improvement on a wide range of issues.
--	--	--

3. Review of information, equality analysis and potential actions

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age ¹⁴	<p>City median age is 35, lower than SE region and England</p> <p>Lower proportion of children than across England, and lower proportion of 65+</p> <p>The city's population is both increasing (8% increase by 2030) and older (33% increase in 60-74 range, 30% in 75+).</p> <p>Healthy life expectancy has fallen in the city, meaning that on average a larger proportion of life is now spent in poor health, increasingly with multiple long-term health conditions (women 25% in Brighton & Hove, 23% in England, whilst males in Brighton & Hove are at 22%, compared with England at 20%</p> <p>Brighton & Hove has the highest % of 15 year</p>	<p>As is the case generally with an increasingly ageing population, Brighton & Hove's residents will face a number of challenges as they grow older. Health challenges include conditions where Brighton & Hove's outcomes are not as good as those of England or its CIPFAc comparators. These include: depression and suicide, immunisation, falls, hip fractures, age related macular degeneration, cancer deaths, and NHS Health Checks.</p> <p>The newly commissioned Ageing Well service will work to address many of the issues above.</p> <p>Qualitative data taken from feedback at CVS consultation events identified the need for more services to have a greater family focus.</p>	<p>An older population will place additional stress on health and social care services. People are living longer in ill health. This, alongside rising retirement age, means increasing number so people of working age are living in ill-health.</p>	<p>The Third Sector Commissioning Prospectus 2020-23 will be closely aligned with the Brighton & Hove Health & Wellbeing Strategy 2019-2030. The Prospectus will change the current separation of ages and combine this to include people of all ages, allowing for greater flexibility, and a greater focus on cross generational family work.</p> <p>Community Engagement work needs to address both young and older people in the approach.</p> <p>The evaluation panels will be made up of different officers from across the council which will lead to a lower risk of duplication of council funds, ensuring that</p>

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>olds who smoke, have tried cannabis and the 3rd highest drinking weekly in England (2015), and high Sexually Transmitted infection (STI) rates in young people. 544 per 100,000 10-24 year olds admitted to hospital for self-harm (2016/17) (407 England), 15% of 14-16 year olds say they often/sometimes have suicidal thoughts, 11% say they sometimes/often hurt of harm themselves (2016)</p> <p>Age profile</p>			council funds are best targeted to those in need.
Disability¹⁵	22% of adults aged 20+ have two or more long term physical or mental health conditions, 8% have mental and physical conditions, with a strong link to deprivation (2017). 10% of adults are on GP practice depression registers.	Community members report that hate abuse is an ongoing issue impacting community members The Possability People GIG Young people and Social Isolation report highlighted as recommendations: Although originally only aimed at young disabled people aged up to 30 years old, we have found that	Disabled people are more likely to have poor outcomes than non-disabled people, in respect of education, employment, poverty, health and wellbeing, housing. 19% live in poverty compared to 14% of households	Develop appropriate responses to the needs of disabled groups and organisations. Changes as a result of Welfare Reform and Personalisation will impact on disabled people and carers and their families and

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>Deaf and hard of hearing LGBTQ report on access to health 2018 sets out a series of recommendations for the council and CCG</p> <p>Section 8 of Equalities report Learning Disabilities JSNA Adults with physical disabilities JSNA Adults with sensory impairments JSNA Adults with autistic spectrum JSNA</p> <p>There is no community forum dedicated specifically to work on disability hate crime (ie no equivalent of the Racial Harassment Forum or LGBT Community safety Forum)</p>	<p>social isolation affects everyone, with less low-cost and supported opportunities to socialise for disabled people of working age. The main solutions that emerged from this survey which would help more younger disabled people to feel less socially isolated were to firstly provide activity buddies to support people to attend groups and social activities, and also to encourage more groups and services to have someone meet and greet new attendees to help welcome them into the group or activity.</p> <p>Through collaboration with other organisations and sourcing joint funding opportunities, Possability People will work to fill this gap to be able to find a way to provide a buddying or befriending service. This will enable more people to get out and about across the city and access the things they would like to be involved in, enabling more disabled people have a fulfilling social life, tackling social isolation and loneliness. Building relationships and creating greater networking</p>	<p>without disabled person.</p>	<p>therefore given this wider context, there is a particular need for the Third Sector to support some of the work in relation to these changes.</p> <p>This will be introduced into the Commissioning Banking Partnership outcomes.</p> <p>Physical access to community development, capacity building and engagement processes are key. In addition, alignment to the Joint Health and Wellbeing Strategy will form part of the evaluation of any bids received through the prospectus process.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		opportunities through the Disability Collective will enable more organisations and services to get to know what support and activities are available for disabled people across the city, helping to increase promotion of social opportunities for disabled people.		
Gender reassignment ¹⁶	Gender identity and trans people JSNA estimated to be 2,760 trans adults living in Brighton and Hove, though true figure is probably bigger. More visit to socialise, study and/or work Section 3 of Equalities Report	Qualitative data from feedback at the CVS engagement events identified the need for closer alignment to the needs of trans and non-binary people. Community members are reporting an increase in organised transphobic activity and this is causing harm and impacting trust and confidence in services leading to further isolation.	a) Trans people face significant barriers to volunteering, employment and discrimination in the work place and many will have advice needs relating to these; b) As a result of the barriers to employment, they may be more likely to be on lower incomes & be reliant on benefits and therefore also experience problems related to debt, benefits and access to suitable	The Third Sector Commissioning Prospectus 2020-23 will support capacity and capability of trans community & voluntary services through specific funding within the Infrastructure element of the Prospectus. Ensure health improvement initiatives address needs of trans people, incorporating physical activity, smoking, mental health and wellbeing, and sexual health. Promote inclusive practice across the whole

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			<p>housing.</p> <p>c) In addition, many trans people experience specific problems in relation to the provision of healthcare services. Gender Trust briefings on supporting trans clients list financial services as one of the services which people undergoing gender transition may have difficulty in accessing.</p> <p>a) Trans communities are relatively small and often very marginalised. Therefore there is a possible impact of this on this community with emphasis on their ability to access funding. Link</p>	<p>range of city services, with involvement of the trans community through highlighting needs of Trans community in the Prospectus.</p>

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Pregnancy and maternity¹⁷	pregnancy and maternity profile JSNA			There is an expectation that all CVS partners will work in line with the Equality Act and employment law and good practice.
Race/ethnicity¹⁸ Including migrants, refugees and asylum seekers	<p>One in five people (19.5%) are from a Black or Minority Ethnic Group (14.5% South East, 20.2% England. 18% (52,000) of residents were born outside the UK.</p> <p>Two out of five (42%, 21,000 people) were born in the European Union (EU), a further 6% (3,000 people) were born in Europe but outside the EU, over a quarter (26%, 13,000 people) were born in Asia and 28% (14,000 people) were born somewhere else in the world.</p> <p>At the time of the 2011 Census, 82% (n=35,235) of those Brighton & Hove residents who were born outside the UK were of an</p>	<p>Meetings with Racial Harassment Forum reported that current infrastructure support for BME communities was not working successfully. This was also commented on at March Consultation event attended by 85 CVS organisations from across the city 'gap in BME communities and infrastructure development'. Data from RHF Consultation survey on racially and religiously motivated hate crime that 61% of respondents said they or a family member had been a victim of hate crime and 76% of those did not report.</p> <p>At CVS consultation events people said that we need to recognise the change in context and growth of racism over recent years and within context</p>	<p>BME communities will be less able to have their voices heard, will feel that the issues which confront them are not being expressed through to decision makers in the city, that changes needed to address these issues may or do not happen in a structured and timely way.</p> <p>A failure to address these issues will result in BME communities not being able to fully engage in the life and opportunities of the city.</p>	<p>Encourage Third Sector Commissioning Prospectus 2020-23 funded projects to use volunteer advisors and linguists to develop their work with migrant volunteers to provide advice and information on accessing local services.</p> <p>Support community-led efforts to develop third party reporting mechanisms, and help migrants feel safe in reporting any incident or concern, including racist and religiously-motivated incidents.</p> <p>Ensure Community Banking project's work on financial inclusion continues to recognise</p>

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>ethnicity other than White British. This compares with 8% (n=18,116) of city residents born in the UK with an ethnicity other than White British.</p> <p>The highest proportion of those born outside the UK identified themselves as White Other (39%, n=16,763), this was followed by those are Asian or Asian British (19%, n=8,075). Of those born outside the UK, 18% (n=7,650) identified as White British, which may be due to White British nationals who are born overseas as well as White Irish or White Other migrants who take British citizenship.</p> <p>Vulnerable migrants, Refugees, asylum seekers and undocumented migrants are likely to be among the more vulnerable migrant communities in the city. The most recent immigration legislation, the Immigration Act</p>	<p>of Brexit.</p> <p>At the consultation events it was said that digital methods of communication are not always the best or most accessible for some BME groups</p> <p>Feedback from CVS engagement event on 14 February 2019 fed back that the outcomes of the TSIP should be more explicit that organisations should be committed to intersectionality, for an approach to partnership that ensures the most marginalised people are being targeted with support</p> <p>On migrants, refugees and asylum seekers – feedback from the CVS sector from engagement events has highlighted that this is an area which has seen a rise in issues over the last five years</p>	<p>Asylum seekers are likely to be living in poverty because they are only entitled to subsistence payments from central government and are prohibited from working.</p> <p>The mental health of asylum seekers, refugees (even if they have been given leave to remain in the UK) may be poor – depression, anxiety and PTSD are common. Separation from loved ones and concerns about sending remittances back to home countries can also impact on mental wellbeing and personal finances.</p> <p>This can also be the case for migrant workers – from the</p>	<p>the needs of vulnerable migrants.</p> <p>BME organisational leadership development should form part of the Infrastructure element with the Third Sector Commissioning Prospectus 2020-23. Continue to work with Community and Voluntary sector representatives and gateway organisations, and ensure communities' 'voices' are present in service development and evaluation. This would also be supported by a concerted effort for CVS organisations to increase the diversity of their organisations by recruiting more BME volunteers, paid staff, and trustees.</p> <p>TSIP could also be used</p>

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>2016, focuses on preventing migrants with no permission to remain in the UK from accessing housing, driving licences and bank accounts. Undocumented migrants, including victims of trafficking, have no recourse to public funds and may fear approaching services in view of their immigration status. At a rough estimate, at any one time there may be 200 asylum seekers living in the community in the city, some of whom may be receiving subsistence payment from the Home Office, while some are surviving in other ways.</p> <p>Ethnicity JSNA</p> <p>Vulnerable migrants JSNA</p> <p>International Migrants</p>		<p>EU and from outside the EU.</p> <p>Low paid work, zero hours contracts and overcrowded living conditions are likely to characterise the experiences of many migrants in the city.</p> <p>Barriers to migrants accessing services will include:</p> <p>Being ineligible to access services based on insecure immigration status. Poor English language skills leading to isolation and unemployment. Exploitative labour practices leading to situations of modern slavery.</p> <p>A lack of knowledge about UK systems of accessing services,</p>	<p>to support/take forward the recommendations in the Brighton & Hove City Council Traveller Commissioning Strategy 2012 and the 2012 needs assessment of the health and wellbeing issues for Gypsy and travelling communities.</p> <p>There will be a strong focus on intersectionality and an encouragement of CVS partners taking an intersectional approach within the new commission. This would support all CVS organisations to address issues that BME communities might be facing, regardless of if a CVS organisation is BME-led or BME groups are the core focus of their work.</p> <p>Continued focus on partnership working to support capacity and</p>

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	JSNA Section 5 of Equalities Report		employment and support. Racism and hostility from the host community Poor mental and physical health, in some cases caused by difficult and dangerous journeys to the UK. Women (and men) in the UK on spousal visas may become trapped in abusive relationships because of fears about their immigration status and cultural barriers to seeking help. Further issues such as cultural dislocation, a generation gap when children 'lose their culture' etc can develop.	awareness raising of BME communities and their needs (as well as other underrepresented communities) would be beneficial for the new commission.
Religion or belief¹⁹	Section 6 of Equalities Report Census data (2011) reports lower level of Muslims in the city than	Rise in religiously motivated hate incidents, in particular anti-semitism and islamophobia, with many incidents unreported, causing harm and further	Impact of world or national events on local religious communities.	TSIP could be used as a vehicle to develop appropriate responses to the needs of 'excluded groups' e.g.

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>in England, but are second largest religious group after Christians. People of Jewish faith are next largest group. Muslims are younger, Jews are older.</p> <p>We have two main interfaith groups in the city (Interfaith contact group and Brighton and Hove faith in Action, a Faith Council, and the faith Covenant signed Autumn 2018 which sets principles for the council and faith sector working together.</p> <p>Brighton & Hove has a higher number of Atheists than the general UK population and what we often have reported is general discriminatory perception of people of faith as a whole from atheists as well as the tensions which can exist</p>	<p>isolation to victims and affecting trust and confidence in services.</p> <p>The Switchboard Report LGBTQI and Faith report (available as an Appendix to this report) outlines the challenges faced by LGBTQI people of faith through prejudice within both communities</p>		<p>faith based groups and organisations. It may also be an opportunity to support community cohesion more broadly.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	between faiths			
Sex/Gender ²⁰	Section 2 of Equalities report Gender JSNA	<p>Current services for Domestic and Sexual Violence, mainly accessed by women, are under continuous pressure through increased demand.</p> <p>There was no reference to any specific needs of women at the consultation events with the CVS sector.</p>	<p>Women (particularly lone parents) are already at increased risk of poverty. Women make up 90% of lone parent households and 43% of children living in poverty are found in lone parent families. The large majority of children living in poverty in Brighton & Hove live in lone parent families. For these families in particular there are major barriers to entering into employment, such as low paid and non-secure jobs, inflexibility of working hours and the cost of childcare among other factors. Once the current changes to</p>	<p>Organisations that are funded through the Third Sector Investment Programme need to make sure opportunities for people to get involved are as flexible and inclusive as possible.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			benefit entitlement are introduced there is concern that while more people will have to enter work, where jobs are available, working poverty will inevitably increase as a result. There are also barriers for volunteering and participating in Third Sector groups and organisations.	
Sexual orientation ²¹	<p>Section 7 of Equalities report Deaf and hard of hearing LGBTQ report on access to health</p> <p>2018 sets out a series of recommendations for the council and CCG</p> <p>Sexual orientation JSNA Best estimate of numbers of LGB residents is 11%-15% of over 16 year olds.</p>	<p>Count Me in Too survey (2007) reported that LGB people are at higher risk of bullying, abuse, discrimination and exclusion.</p> <p>The LGBT Health Inclusion Project http://lgbt-hip.org/ and the Gender Identity and Trans People JSNA made a series of recommendations including ensuring that the community and voluntary sector capacity and capability was supported.</p>	<p>Without adequate support and investment in LGB and Trans organisations there is a risk that these communities and individuals will not be able to improve both their access to services, have their voices heard, or receive improved services.</p>	<p>There is a need for profiling and monitoring of beneficiaries' levels of access to services.</p> <p>There is a need to raise the awareness, skills and knowledge of existing providers so that all minority groups receive appropriate services and support. This may include signposting and/or acknowledging that some groups prefer</p>

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
				accessing help via 'trusted and safe' organisations (for example people from LGBT communities may prefer to access support through an LGBT organisation). This should also include enhanced partnership working between agencies. Ensure that opportunities are available through both infrastructure and service delivery funding.
Marriage and civil partnership²²	No issues identified	No issues identified	No issues identified	No issues identified
Community Cohesion²³	This has been a specific question in the consultations for the new commission, in particular what can be done to improve community cohesion	Responses received at the CVS consultation events included that 'there was a rise in issues over the last 5 years', that there 'has been an increase in racism, that people feel more isolated after every incident', that the 'hostile	People from minority communities, including refugees, migrants and asylum seekers continue to feel threatened as part of their day to day life with a	The TSIP prospectus encourage work to support community cohesion by encouraging intersectional approaches, and by encouraging a focus on

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		<p>environment’ is in a multitude of areas (including both areas of deprivation, and affluent areas)including Hove schools, universities, public spaces, parks, and sports facilities’.</p> <p>Growth of community tension eg. In terms of Brexit and growth of right wing extremism is a key concern. Feedback at consultation events that cohesion work cannot be done digitally, it has to be about people face to face and building relations.</p> <p>Feedback at the consultation events was that the approach to working with diverse community groups needs to be intersectional, recognising complex and multiple identities, there is not ‘One’ BME community (for example) but many different communities that come together in different ways, cohesion work needs to be about everyone. There is a desire from a range of diverse community groups,</p>	<p>subsequent reduction in their willingness and ability to fully engage in the life of the city</p>	<p>increasing the diversity of staff and volunteers within CVS organisations.</p>

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		<p>eg. At the Unity in our City event, to work together to build unity and cohesion, this needs to be across the city.</p> <p>Feedback at the consultation events stated that we need to tackle the root cause of hate and community tensions (both the material, eg. Poverty and housing, and the narratives of hate).</p> <p>The Switchboard report on LGBT people of faith reported that it was important to consider the relationship between faith and sexual orientation/gender identity and reduce the isolation of LGBT people of faith.</p>		
Other relevant groups ²⁴	Carers Carers JSNA No issues identified Veterans JSNA .			Ensure that the Sussex Armed Forces Network is widely known about in the sector and promoted.
Socio economic factors	Some areas are more affected by deprivation than others. The highest concentration of deprivation is in the Whitehawk,	Feedback from the CVS engagement exercise on 14 February 2019 talked about socio economic focus could be beneficial. This could be whether the TSIP could be	Delivery of services funded through the commission must ensure that residents who need them are able to access them	Ensure that bids are able to describe their active attempts to address accessibility issues in regard to deprivation.

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>Moulsecoomb, and Hollingbury areas. Along the coast, to the west of the city and in Woodingdean there are also pockets of deprivation. All these areas are in the 20% most deprived areas in England</p>	<p>organised on a geographical/ neighbourhoods basis to focus on inequalities and areas of deprivation across the city which might cross cut many different communities of identity experiencing the most disadvantage.</p> <p>“community banking partnership has been really successful in mitigating UC impacts” – CVS engagement exercise 14/2/19</p> <p>“Community Banking Partnership needs to remain distinct to ensure viability of financial inclusion work continues”</p> <p>The CVS consultation event 14/2/19 identified poverty as a priority, that it is on the rise, and that ‘in work poverty’ has got much worse.</p>	<p>throughout the city, including specifically those areas of highest deprivation.</p> <p>Community banking services need to fully supported through funding in new commission, and accessible across the city.</p>	<p>Ensure that outcomes for new community banking part of the commission stress the need for service to be accessible across the city, reaching into communities of need as widely as possible.</p>

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Cumulative impact²⁵				
Assessment of overall impacts and any further recommendations²⁶				
<p>Principle impacts described in this EIA relate to the impact on people from BME communities, including especially migrants, refugees and asylum seekers, and the changing political landscape caused by Brexit and the rise in right wing extremism. These will have to be mitigated through strong community organisations supported through the commission infrastructure funding, as will the significant impacts for people in the LGBT communities, including those of faith and with disabilities. The impact, mainly, on women of the rise in poverty, will need to be addressed through the community banking funding.</p>				

4. List detailed data and/or community feedback that informed your EIA

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)

5. Prioritised Action Plan²⁷

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				

EIA sign-off: (for the EIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Staff member completing Equality Impact Assessment: **John Reading** **Date: 8th July 2019**

Directorate Management Team rep or Head of Service/Commissioning: **Date:**

CCG or BHCC Equality lead: **Anna Spragg** **Date: 8 July 2019**

Guidance end-notes

¹ The following principles, drawn from case law, explain what we must do to fulfil our duties under the Equality Act:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately in their work.
- **Timeliness:** the duty applies at the time of considering policy options and/or before a final decision is taken – not afterwards.
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that any contracted services which provide services on our behalf can comply with the duty, are required in contracts to comply with it, and do comply in practice. It is a duty that cannot be delegated.
- **Review:** the equality duty is a continuing duty. It applies when a policy is developed/agreed, and when it is implemented/reviewed.
- **Proper Record Keeping:** to show that we have fulfilled our duties we must keep records of the process and the impacts identified.

NB: Filling out this EIA in itself does not meet the requirements of the equality duty. All the requirements above must be fulfilled or the EIA (and any decision based on it) may be open to challenge. Properly used, an EIA can be a tool to help us comply with our equality duty and as a record that to demonstrate that we have done so.

² Our duties in the Equality Act 2010

As a public sector organisation, we have a legal duty (under the Equality Act 2010) to show that we have identified and considered the impact and potential impact of our activities on all people with 'protected characteristics' (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership).

This applies to policies, services (including commissioned services), and our employees. The level of detail of this consideration will depend on what you are assessing, who it might affect, those groups' vulnerability, and how serious any potential impacts might be. We use this EIA template to complete this process and evidence our consideration.

The following are the duties in the Act. You must give 'due regard' (pay conscious attention) to the need to:

- **avoid, reduce or minimise negative impact** (if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately).
- **promote equality of opportunity.** This means the need to:
 - Remove or minimise disadvantages suffered by equality groups
 - Take steps to meet the needs of equality groups
 - Encourage equality groups to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **foster good relations between people who share a protected characteristic and those who do not.** This means:
 - Tackle prejudice
 - Promote understanding

³ EIAs are always proportionate to:

- The size of the service or scope of the policy/strategy
- The resources involved
- The numbers of people affected
- The size of the likely impact
- The vulnerability of the people affected

The greater the potential adverse impact of the proposed policy on a protected group (e.g. disabled people), the more vulnerable the group in the context being considered, the more thorough and demanding the process required by the Act will be.

⁴ **When to complete an EIA:**

- When planning or developing a new service, policy or strategy
- When reviewing an existing service, policy or strategy
- When ending or substantially changing a service, policy or strategy
- When there is an important change in the service, policy or strategy, or in the city (eg: a change in population), or at a national level (eg: a change of legislation)

Assessment of equality impact can be evidenced as part of the process of reviewing or needs assessment or strategy development or consultation or planning. It does not have to be on this template, but must be documented. Wherever possible, build the EIA into your usual planning/review processes.

Do you need to complete an EIA? Consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people (potentially) affected?

If there are potential impacts on people but you decide not to complete an EIA it is usually sensible to document why.

⁵ **Title of EIA:** This should clearly explain what service / policy / strategy / change you are assessing

⁶ **ID no:** The unique reference for this EIA. If in doubt contact your CCG or BHCC equality lead (see page 1)

⁷ **Team/Department:** Main team responsible for the policy, practice, service or function being assessed

⁸ **Focus of EIA:** A member of the public should have a good understanding of the policy or service and any proposals after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the policy, practice, service or function?
- Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person/team/body and where other organisations deliver under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the policy, practice, service or function, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? Eg: what do you want to provide, what changes or improvements, and what should the benefits be?
- What do existing or previous inspections of the policy, practice, service or function tell you?
- What is the reason for the proposal or change (financial, service, legal etc)? The Act requires us to make these clear.

⁹ **Previous actions:** If there is no previous EIA or this assessment if of a new service, then simply write 'not applicable'.

¹⁰ **Data:** Make sure you have enough data to inform your EIA.

- What data relevant to the impact on protected groups of the policy/decision/service is available?¹⁰
- What further evidence is needed and how can you get it? (Eg: further research or engagement with the affected groups).
- What do you already know about needs, access and outcomes? Focus on each of the protected characteristics in turn. Eg: who uses the service? Who doesn't and why? Are there differences in outcomes? Why?
- Have there been any important demographic changes or trends locally? What might they mean for the service or function?
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any groups?
- Do any equality objectives already exist? What is current performance like against them?
- Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?
- Use local sources of data (eg: JSNA: <http://www.bhconnected.org.uk/content/needs-assessments> and Community Insight: <http://brighton-hove.communityinsight.org/#>) and national ones where they are relevant.

¹¹ **Engagement:** You must engage appropriately with those likely to be affected to fulfil the equality duty.

- What do people tell you about the services?
- Are there patterns or differences in what people from different groups tell you?
- What information or data will you need from communities?
- How should people be consulted? Consider:
 - (a) consult when proposals are still at a formative stage;
 - (b) explain what is proposed and why, to allow intelligent consideration and response;
 - (c) allow enough time for consultation;
 - (d) make sure what people tell you is properly considered in the final decision.

-
- Try to consult in ways that ensure all perspectives can be considered.
 - Identify any gaps in who has been consulted and identify ways to address this.

¹² Your EIA must get to grips fully and properly with actual and potential impacts.

- The equality duty does not stop decisions or changes, but means we must conscientiously and deliberately confront the anticipated impacts on people.
- Be realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific so decision-makers have a concrete sense of potential effects. Instead of "the policy is likely to disadvantage older women", say how many or what percentage are likely to be affected, how, and to what extent.
- Questions to ask when assessing impacts depend on the context. Examples:
 - Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - Is there evidence of higher/lower uptake among different groups? Which, and to what extent?
 - If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - If there is negative differential impact, how can you minimise that while taking into account your overall aims
 - Do the effects amount to unlawful discrimination? If so the plan must be modified.
 - Does the proposal advance equality of opportunity and/or foster good relations? If not, could it?

¹³ Consider all three aims of the Act: removing barriers, and also identifying positive actions we can take.

- Where you have identified impacts you must state what actions will be taken to remove, reduce or avoid any negative impacts and maximise any positive impacts or advance equality of opportunity.
- Be specific and detailed and explain how far these actions are expected to improve the negative impacts.
- If mitigating measures are contemplated, explain clearly what the measures are, and the extent to which they can be expected to reduce / remove the adverse effects identified.
- An EIA which has attempted to airbrush the facts is an EIA that is vulnerable to challenge.

¹⁴ **Age:** People of all ages

¹⁵ **Disability:** A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. The definition includes: sensory impairments, impairments with fluctuating or recurring effects, progressive, organ specific, developmental, learning difficulties, mental health conditions and mental illnesses, produced by injury to the body or brain. Persons with cancer, multiple sclerosis or HIV infection are all now deemed to be disabled persons from the point of diagnosis.

¹⁶ **Gender Reassignment:** In the Act a transgender person is someone who proposes to, starts or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected

¹⁷ **Pregnancy and Maternity:** Protection is during pregnancy and any statutory maternity leave to which the woman is entitled.

¹⁸ **Race/Ethnicity:** This includes ethnic or national origins, colour or nationality, and includes refugees and migrants, and Gypsies and Travellers. Refugees and migrants means people whose intention is to stay in the UK for at least twelve months (excluding visitors, short term students or tourists). This definition includes asylum seekers; voluntary and involuntary migrants; people who are undocumented; and the children of migrants, even if they were born in the UK.

¹⁹ **Religion and Belief:** Religion includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.

²⁰ **Sex/Gender:** Both men and women are covered under the Act.

²¹ **Sexual Orientation:** The Act protects bisexual, gay, heterosexual and lesbian people

²² **Marriage and Civil Partnership:** Only in relation to due regard to the need to eliminate discrimination.

²³ **Community Cohesion:** What must happen in all communities to enable different groups of people to get on well together.

²⁴ **Other relevant groups:** eg: Carers, people experiencing domestic and/or sexual violence, substance misusers, homeless people, looked after children, ex-armed forces personnel, people on the Autistic spectrum etc

²⁵ **Cumulative Impact:** This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else

²⁶ **Assessment of overall impacts and any further recommendations**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Explain what positive impacts will result from the actions and how you can make the most of these.
- Countervailing considerations: These may include the reasons behind the formulation of the policy, the benefits it is expected to deliver, budget reductions, the need to avert a graver crisis by introducing a policy now and not later, and so on. The weight of these factors in favour of implementing the policy must then be measured against the weight of any evidence as to the potential negative equality impacts of the policy.
- Are there any further recommendations? Is further engagement needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?

²⁷ **Action Planning:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.