

## Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered. To support completion of this analysis tool, please refer to the equality impact analysis guidance.

### Section 1 – Analysis Details (Page 5 of the guidance document)

<b>Name of Policy/Project/Decision</b>	Supporting Local Infrastructure Organisation provision for Bury's Voluntary, Community, Faith and Social Enterprise Sector
<b>Lead Officer (SRO or Assistant Director/Director)</b>	Chris Woodhouse
<b>Department/Team</b>	Corporate Core
<b>Proposed Implementation Date</b>	April 2025
<b>Author of the EqlA</b>	Chris Woodhouse
<b>Date of the EqlA</b>	Last updated: 11 <sup>th</sup> February 2025

<b>1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?</b>
<p>The Voluntary, Community, Faith and Social Enterprise (VCFSE) sector is integral to the fabric of the Borough of Bury. Our <i>LET'S Do It!</i> strategy sets out the vital importance of the sector as a core component in delivering improved outcomes for local people. Central to a strong local voluntary sector is a high quality, connected and well led local infrastructure organisation (LIO). Local Infrastructure provision is the beating heart of a district's voluntary sector and this specification sets out the requirements for infrastructure provision for the Borough of Bury. Infrastructure provision is currently provided in the Borough through the Bury Voluntary and Community Faith Alliance, which provides quality assured support, accredited by the National Association for Voluntary and Community Action. In the last two years there has been significant progress against the pillars of leadership and advocacy; partnerships and collaboration; capacity building; and volunteering. To reflect the ongoing delivery of LET'S Do It, the specification for VCFSE local infrastructure provision has been updated and tailored to reflect the latest regional and local context and priorities. It is proposed that the funding agreement with the Bury VCFA continues to increase the resilience of the LIO as a core partner for the Council and broader Team Bury Partnership. This provision is to support the Bury deliver vital community capacity, inspiration and opportunity for greater participation – to improve outcomes for local people, tackle inequality and raise life chances – whilst ensuring effective use of ever scarce resource.</p>

## Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

<b>2.1 Who could the proposed policy/project/decision likely have an impact on?</b>
<p>Employees: <b>No</b></p> <p>Community/Residents: <b>Yes</b></p> <p>Third parties such as suppliers, providers and voluntary organisations: <b>Yes</b></p> <p>If the answer to all three questions is 'no' there is no need to continue with this analysis.</p>
<b>2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation</b>
<p><b>Documentary Evidence:</b></p> <p>The National Association of Voluntary and Community Associations (NAVCA) identify the role that a Local Infrastructure Organisation can carry out in enhancing quality and inclusion not just within the sector, but to support this partnership agenda. <a href="https://www.navca.org.uk/posts-categories/equality-and-inclusion">https://www.navca.org.uk/posts-categories/equality-and-inclusion</a>.</p> <p>Regionally this includes through the GM VCSE Accord <a href="https://greatermanchester-ca.gov.uk/media/5207/gm-vcse-accord-2021-2026-final-signed-october-2021-for-publication.pdf">https://greatermanchester-ca.gov.uk/media/5207/gm-vcse-accord-2021-2026-final-signed-october-2021-for-publication.pdf</a> and active engagement with the Greater Manchester Equality Alliance GM Equality Alliance   <a href="http://www.gmcvo.org.uk">www.gmcvo.org.uk</a></p>
<p><b>Data:</b></p> <p>The most recent State of the Sector report provides insight on the nature of Bury's voluntary and community sector : <a href="#">State of the Sector Report – Bury and Greater Manchester – Bury VCFA</a></p> <p>Pulse Checks were launched in 2023 to get a real-time snapshot of some of the issues affecting the VCFSE sector in Bury and informed the updated specification : <a href="https://www.buryvcfa.org.uk/wp-content/uploads/Bury-Pulse-Check-Oct-24.pdf">https://www.buryvcfa.org.uk/wp-content/uploads/Bury-Pulse-Check-Oct-24.pdf</a></p>
<p><b>Stakeholder information/consultation:</b></p> <p>The development of LIO provision has continued to be iterative given the variety across the VCFSE ecosystem and the socio-economic environment in which the sector, and broader communities experience which is ever changing. The specification has become increasingly shaped around the LETS principles to embed insight from conversations on the role, opportunities and relationships with (and within) the sector. This includes reference to leading borough-wide inclusion and cohesion activity</p>

including ensuring inclusive representation and participation in VCFSE networks and Boards This insight capture and development has included

- Quarterly Team Bury Partnerships including the most recent being on 4<sup>th</sup> February as part of refreshing Bury's LETS narrative, and in particular a previous session led by the Bury VCFA and the sector.
- Inputs into Bury Public Service Reform Steering Group including neighbourhood based examples and proposition around a Bury Fund
- Community Cohesion Roundtables which have been co-facilitated by the sector (9<sup>th</sup> September 2024; 21<sup>st</sup> November 2024; 12<sup>th</sup> February 2025)
- We Lead for Legacy Civic Leadership local engagement activity
- Bury VCFA Annual General Meeting (27<sup>th</sup> November 2024)
- Aforementioned Pulse surveys
- Recent quarter training activity including : Children's Safeguarding / LGBTQI Awareness Training/ Canva Workshop/ Essential trustee
- Session with Locality Board colleagues on the development of a Memorandum of Understanding with the sector (January 2025)

**2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.**

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
<b>Age</b>	Positive	Strengthened referenced to Working Together to increase recognition of role in supporting safeguarding. Examples of increasing young people's voice through youth led assessors into grant process and facilitating Children's voluntary sector forum: <u>Children, Young People and Families – Bury VCFA</u> Further developing activity of Bury's Older People's Network: <u>Bury Older People's Network – Bury VCFA</u>		
<b>Disability</b>	Positive	LIO will continue to support groups, increase awareness and amplify voice of organisations working across differing forms of disability. Current Chair of LIO is Chief Officer for a local VCFSE organisation whose focus		

		is on disability awareness and support		
<b>Gender Reassignment</b>	Neutral	LIO provides positive support for LGBTQI forum and Pride activities		
<b>Marriage and Civil Partnership</b>	Neutral			
<b>Pregnancy and Maternity</b>	Positive	LIO will continue to support groups including those working with new parents		
<b>Race</b>	Positive	LIO will continue to lead cohesion roundtables with sector partners, including We Lead for Legacy and microaggressions training		
<b>Religion and Belief</b>	Positive	LIO will continue to support Bury Faith Forum and maximise connectivity into cohesion conversations.		
<b>Sex</b>	Positive	LIO will continue to amplify Gender Based Violence awareness and training across the community sector.		
<b>Sexual Orientation</b>	Positive	LIO will continue to support groups including the Bury LGBT Forum		
<b>Carers</b>	Positive	LIO will continue to promote the role and recognition of unpaid		

		carers as part of the spectrum of volunteering		
<b>Looked After Children and Care Leavers</b>	Positive	Strengthened referenced to Working Together to increase recognition of role in supporting safeguarding.		
<b>Socio-economically vulnerable</b>	Positive	LIO will continue to identify opportunities for collaboration, such as the Sustain Project on food pantry/club development		
<b>Veterans</b>	Positive	LIO will continue to support Armed Forces and Veterans related groups in capacity development, support with governance and identifying opportunities for collaboration		

**Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis**

<b>2.5 Characteristics</b>	<b>Action</b>	<b>Action Owner</b>	<b>Completion Date</b>

### Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

#### 3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

<b>Risk Level</b>	<b>No Risk = 0</b>	<b>Low Risk = 1 - 4</b>	<b>Medium Risk = 5 – 7</b>	<b>High Risk = 8 - 16</b>
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<b>3.2 Level of risk identified</b>	0
<b>3.3 Reasons for risk level calculation</b>	Report sets out to retain Local Infrastructure Organisation and strengthen linkages to Bury's LET's Do It! approach. Specific references with the focus of LIO provision to co-design engagement frameworks across protected characteristics to identify unheard or under-represented voices and integrate these into local organisations, groups and networks (supporting the establishing new ones if/as required).

#### Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	x	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

#### Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Chris Woodhouse	11/02/2025	
Responsible Asst. Director/Director			
EDI	Lee Cawley	20/02/25	QA Complete. The activity presents significant opportunities to strengthen inclusion across the borough as such this is likely to have only positive impacts on most characteristics.

#### EqlA Revision Log

5.2 Revision Date	Revision By	Revision Details
20/02/2025	CW	Further reference to specification in relation to alignment of GM Equality Panels and feedback from Council EDI lead.



