THE UNIVERSITY of EDINBURGH

Equality Impact Assessment Template

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqIA. These, along with further information and resources, are available at www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

A. Policy/Practice (name or brief description): University of Edinburgh community grant scheme
B. Reason for Equality Impact Asessment (Mark **yes** against the applicable reason): • Proposed new policy/practice • Proposed change to an existing policy/practice • Undertaking a review of an existing policy/practice **yes; update on previous assessment undertaken in autumn 2022, which was also of existing practice** • Other (please state):
C. Person responsible for the policy area or practice: Name: Sarah Anderson Job title: Senior Community Engagement Manager School/service/unit: Department for Social Responsibility and Sustainability
D. An Impact Assessment should be carried out if any if the following apply to the policy/practice, if it:

- **affects primary or high level functions of the University**

Yes. The community grant scheme is now being used as a pilot indicator for the University's first evaluation of its social impact.

- **is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?**

Yes, a key aim of the scheme is to promote positive social impact. Promotion of equality is one example of positive social impact. The scheme aims to advance equality of opportunity by providing modest, time-limited funding to local third-sector organisations. Many organisations have the purpose of supporting the interests of local people who have one or more protected characteristics that are more likely to be cause for discrimination.

Additionally, initiatives designed to promote positive social impact often target socioeconomically disadvantaged groups. Socioeconomic disadvantage and most protected characteristics interact in an intersectional way. For example, 24% of people living in poverty in Scotland live in a household with a disabled person, rising to 30% when benefits such as Disability Living Allowance, Personal Independence Payment and Attendance Allowance are not counted. This compares to a poverty rate of 17% for people who live in a household with no disabled people (Inclusion Scotland, consulted 16/6/2022). LGBT young people are disproportionately represented in the young homeless population (LGBT Youth Scotland, consulted 12/10/2022). Between 2014 and 2019, 39% of Asian or British Asian people in Scotland lived in relative poverty; the figure for White British people was 18% (Scottish Government, consulted 12/10/2022).

Through its partnership criterion, running the scheme may help University staff to develop a better understanding of the needs of protected groups currently understood to be less represented in the University's own staff and student population (e.g. physical disabilities or learning disabilities, refugees from various nations, older people and single parents).

Community grants are currently open to third-sector organisations based in the Edinburgh City Region: City of Edinburgh; Fife, the Lothians, Scottish Borders. Statutory bodies, individuals and standard for-profit companies are ineligible; so is any organisation with an annual income more than £1 million. Companies can apply if they are not standard for-

profit companies (i.e. they fit the broad definition of 'social enterprise', commonly recognised as part of the third-sector). Organisations must have a written constitution and an organisational bank account. They must also confirm they have appropriate safeguarding processes in place, where applicable; they are not required to have their own equality, diversity and inclusion policies due some organisation being very small and hence this being a disproportionate ask. Projects must benefit people living and/or working in the Edinburgh City Region. As of February 2023, 176 unique organisations and 213 projects had been funded under the scheme. The organisation most funded by the University is West Lothian Financial Inclusion Network (five times). Organisations funded more than once by the University were:

No.	Organisation	Number of times funded
1	West Lothian Financial Inclusion Network	5
2	All4Paws	3
3	Bridgend Farmhouse	4
4	People Know How	3
5	Pilmeny Youth Centre	3
6	Art in Healthcare	2
7	Canongate Youth	2
8	Children Holiday Venture	2
9	Craigmillar Now	2
10	Cruse Bereavement Care Scotland	2
11	Dr Bell's Family Centre	2
12	Edinburgh Old Town Development Trust	2
13	Edinburgh Young Carers	2
14	Evolution Swim School	2
15	Goodtrees Neighbourhood Centre	2
16	Jock Tamson's Gairden	2
17	Leith Community Archers	2
18	Lyra	2
19	North Edinburgh Arts	2
20	North Edinburgh Dementia Care	2

21	Pilton Community Health Project	2
22	Pregnancy and Parents Centre	2
23	Preston St Primary School Parent Council	2
24	SCORE Scotland	2
25	Scran Academy	2
26	The Lighthouze	2
27	The Ridge	2
28	Tinderbox Collective	2
29	Winchburgh Community Growing Group	2
30	Youth Vision	2

- **It is one which interested parties could expect the University to have carried out an EqIA?**

Yes. The scheme's aim to promote positive social impact, reduce the perceived gap in relations and promote partnership between local communities and the University's staff and student communities (which may, of course, overlap in some instances). The scheme is financed primarily with public funds; £555,726 has been disbursed as of February 2023.

E. Equality Groups

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)

University of Edinburgh staff and student community statistics are given here as one of the two stated objectives of the scheme is to promote partnership and improve relations between local communities and the University's communities. (It is recognised these are not two discrete groups.)

- **Age: Yes.** Local third-sector organisations sometimes focus on support for specific age groups, common categories being children

and young people or older people. Local Community Councils can be joined and attended by any age group but, in practice, most participants are older people. 95% of the University's student population are aged 25 and under (EDMARC student report 2019/20). 2% of University staff are aged 66 & over and 3% are aged 16-24 (EDMARC staff report 2019/20). For the general Scottish population, 16.8% were aged 65 & over and just over 35% were aged 29 and under in the 2011 Scottish Census.

- **Disability: Yes.** Local third-sector organisations sometimes focus on providing support for people with physical, intellectual or mental health disabilities. Third-sector organisations are also likely to work with a disproportionate number of disabled people (versus incidence in the general population) because UK public life is yet to fully integrate the needs of disabled people. Certain disabilities are common among the University's student populations (those related to mental health, neurodiversity and specific learning differences such as dyslexia, Disability & Learning Support Service Student Statistics 2020/21) but others, such as mobility disabilities, are lower than the population average (based on 2011 Scottish census data). 3.1% of University staff have a disclosed disability (EDMARC staff report 2019/20); just under 30% of the local population averages in the Edinburgh City Region (Edinburgh, Lothians, Fife, Borders) population has a disability or long-term health condition (2011 Scottish census).

- **Race (including ethnicity and nationality): Yes.** Local third-sector organisations sometimes focus on supporting people of a particular race, ethnicity or nationality, again because the needs of these groups are not yet fully integrated into UK public life. 11.9% of University staff (EDMARC staff report 2019/20) and 11.4% of University students (EDMARC student report 2019/20) belong to a BAME (Black, Asian and Minority Ethnic)[1] group compared to local population averages in the Edinburgh City Region (Edinburgh, Lothians, Fife, Borders) that range from 1.8% to 8.2% depending on local authority (Scottish Census 2011). Gypsy/Travellers would be included in this overall protected group.

- **Religion or belief: Yes.** Community grants are no longer open to any organisation whose sole charitable purpose is the promotion of religion or political beliefs. This is in keeping with the University's non-partisan status and charities law and was an eligibility requirement introduced in the early years of the scheme. Some third-sector and charitable organisations do have the

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[1] We use both 'BAME' and 'BME' in this assessment. BME is the demographic referred to by Runnymede in its key publication cited in this assessment. BAME is the more accurate acronym for some population data we refer to as it includes people of Asian ethnicity.

promotion of religion as their only registered charitable objective. Where organisations have an additional objective for public benefit in addition to the promotion of religion, they are eligible under the scheme. Particularly in the case of Islam, religion can interact with race and ethnicity. Just over 7% of the University's staff population is Muslim or another non-Christian religion ([EDMARC staff report 2019/20](#)), compared to figures ranging from 0.9% to 4.7% in the Edinburgh City Region's local authorities.

- **Sex: Yes.** Some local third-sector organisations focus on people of a specific sex due to specific needs among both male and female sexes. We need to consider not only discrimination against one sex in favour of another but also how the needs of people of a certain sex may interact with the needs of people undergoing gender reassignment. 54.4% of the University's staff and 63.5% of students are of female gender ([EDMARC staff report 2019/20, EDMARC student report 2019/20](#)) compared to a Scottish population average of 51.5% of people being of female sex in the 2011 Scottish Census.

- **Sexual orientation: Yes.** Some local third-sector organisations specifically target people of certain sexual orientation(s) due to long history of discrimination against people belonging to LGBTQI+ groups in the UK and beyond. 83% of University staff are heterosexual ([EDMARC staff report 2019/20).](#) Neither EDMARC nor Edinburgh University Students' Association publishes this data for students (we believe the data is collected but may not be publicly reportable due to small numbers reporting in some categories meaning individuals might be identifiable). The 2011 Scottish Census did not collect sexual orientation data, but the Scottish Government reported in 2017 that 96% of the general Scottish adult population identified as heterosexual (Sexual orientation in Scotland 2017) but, among the Lesbian, Gay, Bisexual, Other (LGBO) group, 3 in 10 were adults aged 16-24, i.e. the reported LGBO population in Scotland is markedly younger than the reported heterosexual populations and we might reasonably expect this to transfer to the University's student population. Stated sexual orientation therefore noticeably interacts with age. Projects may also indirectly benefit more people of a particular sexual orientation depending on whether their mission interacts with sex. For example, projects supporting adult women affected by domestic abuse from men will mostly benefit women who have been in romantic and/or sexual relationships with men.

- **Gender reassignment: Yes.** Some local-third sector organisations specifically target people who have undergone or are considering gender reassignment due to a history of

discrimination against and a lack of adequate statutory sector support for this group (as well as some needs being better met by the third-sector than the statutory sector). Neither the University, its Students' Association nor the Scottish Government have published statistics of numbers of people who have undergone or who are in the process of gender reassignment. In the case of both University staff and students, we believe figures are not publicly due to small numbers reporting in some categories meaning individuals might be identifiable. Once results of the 2021 Scottish Census are reported, national figures may be available as this census included a question on gender identity.

- **Pregnancy and maternity: Yes.** Some third-sector organisations target pregnant people and the parents of young babies to provide them with support.
- **Marriage or civil partnership[2]:** No impact except through interaction with characteristics of sex and sexual orientation accounted for above.

Add notes against the following applicable statements:

- **On any available information about the needs of relevant equality groups:**

Age: We know that people aged 60 and over report being less confident in basic digital skills (https://www.gov.scot/publications/scotlands-digital-strategy-evidence-discussion-paper/pages/5/). The prevalence of disability increases with age (Scotland's Wellbeing: national outcomes for disabled people).

Disability: Needs vary by disability, and from individual to individual. They can create specific requirements regarding the following non-exhaustive list of needs:
- Formatting and design of digital communications
- Communication format (e.g. print, digital, spoken word, in-person meetings)
- Adapted computing equipment (e.g. with specific programmes installed)
- Ease of readability of written language
- Assistance with building evacuation in case of an emergency

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[2] Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

- Physically accessible meeting spaces (e.g. nearby parking, short walking distance, even walking surface, wide doorways, lift access to rooms not on the ground level)
- Dampening or advance warning of certain types of noise
- Provision or avoidance of certain types of lighting
- Simplified, clear and/or tonally 'relaxed' administrative processes

Needs related to digital skills, web accessibility and taking telephone calls are particularly relevant to our current application process. Needs related to attending in-person events and digital skills are relevant to our work to build our grantee community.

Race (including ethnicity and nationality): The Runnymede Trust's publication on its 2021 Shared Futures Conference provides evidence for a pattern of discrimination against the BME-led third sector [(Runnymede Trust](, consulted 12/10/2022). These can be summarised as:
- "Funders are unfamiliar and under-engaged with the work of BME-led third-sector organisations and/or lack the curiosity to deeply engage with their work and/or are reluctant to set aside the time and resources needed to understand their work."
- "Small-scale, project-based funding dominates the BME-led third sector."
- "Some funders engage in unethical behaviour creating a toxic funding environment as grassroots organisations are pitted against each other."
- "The professionals that work as grant-makers, are not sufficiently culturally diverse or represent the communities their funds purport to help."
- "Not enough BME (Black and Minority Ethnic) leaders are making use of the full range of business models, including social investment and co-operatives."
- "How BME leaders and communities frame and narrate their own issues are not in their hands."
- "The infrastructure and networks available to support the development of BME-led projects, groups and organisations, is that bit rarer. Toiling away, often alone, trying to meet demand with too few resources, is that much likelier. […] BME-led projects, groups and organisations that are left to wither, to come and go, to have to be re-invented years down the line."

Partnership potential, along with social impact, is one of the criteria used to score funding applications. The University's historic links to slavery, which have featured in the press, could feasibly mean some Black

people feel less welcome by and hence able to build a partnership with the University.

We know that Gypsy/Travellers are a particularly marginalised group in Scottish society [(Scottish Government analysis of the 2011 census)](#) and are more likely to have low literacy, poor health, disability, a lack of educational attainment, access to private transport or paid employment, and greater childcare responsibilities. We know that between 0.9% and 1.9% of people in the Edinburgh City Region have little or no spoken English (2011 Scottish Census). Across all races, ethnicities and nationalities, adult literacy is still a challenge in Scotland, with a 2009 survey showing 3.6% of the adult population had serious literacy challenges and 26.7% had some ([Scottish Survey of Adult Literacies 2009: Report of Findings](#)).

Religion or belief: We know that some Muslim women are not comfortable interacting with men outside their family, either due to their own religious beliefs and/or beliefs of their friends and family. Alternatively, they may only be comfortable doing so if certain conditions are met (e.g., head or face covering worn). This could be relevant to in-person meetings currently used to build our grantee community.

Sex: We know that most people who work in the voluntary and charitable sectors in Scotland are female ([Futureskills Scotland Voluntary Sector Profile 2005](#), consulted June 2022). Funding models that could be argued to contribute to the financial precariousness of the third sector, such as our own scheme (only for new projects up to the value of £5,000) would therefore negatively impact more women than men. The relationship between deriving positive benefits from third-sector organisations and sex is complex, with men and women deriving both positive and negative benefits depending on the organisation's purpose and the area of benefit ([Third sector impacts on human resources and community: a critical review](#), consulted 12/10/2022).

Some female members of University staff are gender-critical researchers. This could, in theory, be relevant to the grant scheme's partnership criterion: a partnership could be developed with groups supporting trans people. The grant scheme's terms and conditions require funded organisation to maintain positive relations with the University, which should mitigate the possibility of organisations not acting in good faith when partnering with the University.

Sexual orientation: Discrimination based on sexual orientation is more commonly experience by gay, lesbian and bisexual individuals than

those who are heterosexual. Given the purpose of the third-sector, we would expect to be receiving applications for projects to address the needs of gay, lesbian and/or bisexual people in some way. In terms of the grant scheme's partnership criterion, we are not aware of any reason gay, lesbian or bisexual groups should feel unwelcomed by the University. The University is publicly committed to eliminating discrimination based on sexual orientation (https://www.ed.ac.uk/equality-diversity/inclusion/lgbt-equality). University colleagues contribute to Pride Edinburgh events in an official, visible way. Urban areas like that in which the University is based are felt to be more positive places for LGBTQI+ groups than rural ones (LGBT Youth Scotland's 2022 report).

Gender reassignment: We know that some trans people, and organisations representing them, participate in trans rights public discussions which are sometimes very hostile; given this, they could feasibly feel unsafe (emotionally, if not physically) in the presence of people perceived to be from the other side of the debate, including gender-critical researchers at the University. While researchers' right to academic freedom – freedom of inquiry – is fundamental to the mission of universities, researchers' views could, especially from an external perspective, be perceptually linked more generally to their employer, i.e. the University. The University's Research Ethics Policy requires all researchers to observe "beneficence", "non-maleficence" and "dignity and respect" in proportionate ways which should, in theory, provide trans people with assurance of emotional and physical safety.

We know that intersectionality may apply with respect to gender reassignment in that young people are especially likely to identify as neither 'women' nor 'men' (33% in LGBT Youth Scotland's 2022 report). Funded projects that target young people may therefore also benefit a higher than average number of people who identify as neither 'women' nor 'men'. Urban areas, such as the location of the University, are felt to be more positive places for LGBTQI+ groups than rural ones (LGBT Youth Scotland's 2022 report), so the urban location of the University may make it appear more psychologically accessible from a partnership perspective. Conversely, the high profile of press stories regarding the recent attempted on-campus screenings of the film "Adult Human Female" may counteract the general feeling of 'urban = more safe'.
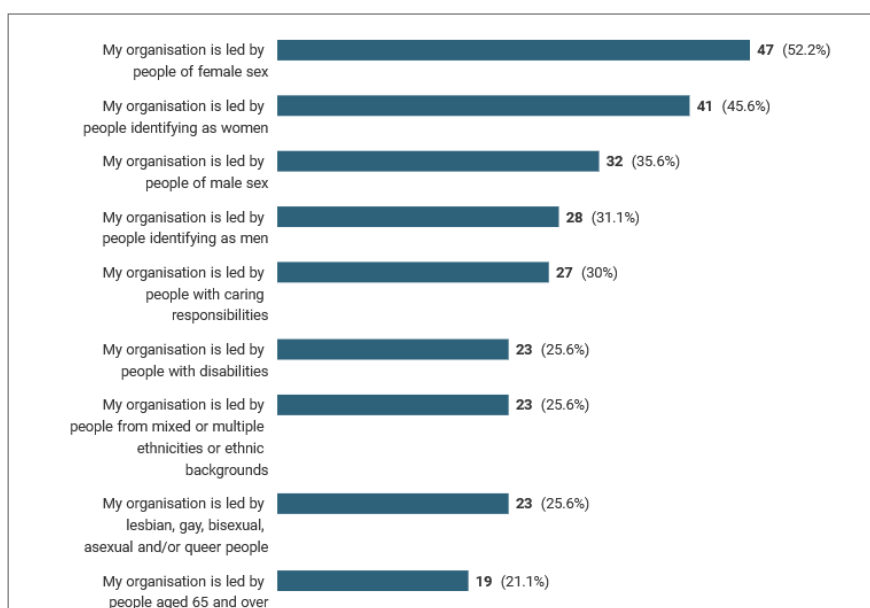
Pregnancy and maternity: Lone mothers are more likely to live in deprived neighbourhoods and mothers in deprived neighbourhoods are less likely to engage in prenatal care (Scottish Government Equality Outcomes Pregnancy and Maternity Review, consulted 01/10/22), so
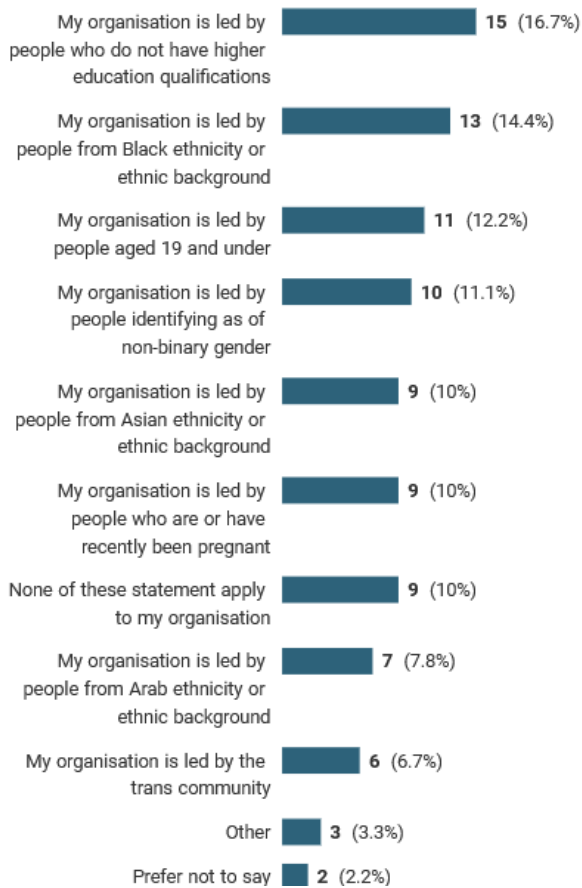
projects targeting these neighbourhoods may have a greater chance of benefitting mothers. There is intersectionality with both race and age: being pregnant at a young age is associated with worse social, economic and health outcomes for parents and children (Scottish Government, consulted 30th June 2022); being Black is associated with much worse pregnancy outcomes for both mother and child (Royal College of Midwives, consulted 12/10/2022). Lower socioeconomic status, race, sex and age all interact. Taking all this data together, we would by default expect any project looking to improve the outcomes of pregnancy and becoming a parent to ensure it is doing all that is reasonably expected to involve women living in more deprived socioeconomic areas and/or younger women and/or Black women.

- **Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:**

Until spring 2023, we only monitored protected characteristics for organisations who have completed their project funded by us (via their end-of-grant report), and this monitoring has related to specific projects. It is, however, possible to monitor how organisations applying for grants could generally have a positive and/or negative impact on certain protected groups via their work. For applications already received, this will usually be discernible from information on their organisational websites and/or in their grant applications to us. As of April 2023, this is now monitored via an anonymous online equalities monitoring form which is not linked to the grant application system. As of June 2023, this is already providing rich data, e.g.:

Response	Count
My organisation is led by people who do not have higher education qualifications	15 (16.7%)
My organisation is led by people from Black ethnicity or ethnic background	13 (14.4%)
My organisation is led by people aged 19 and under	11 (12.2%)
My organisation is led by people identifying as of non-binary gender	10 (11.1%)
My organisation is led by people from Asian ethnicity or ethnic background	9 (10%)
My organisation is led by people who are or have recently been pregnant	9 (10%)
None of these statement apply to my organisation	9 (10%)
My organisation is led by people from Arab ethnicity or ethnic background	7 (7.8%)
My organisation is led by the trans community	6 (6.7%)
Other	3 (3.3%)
Prefer not to say	2 (2.2%)
My organisation is led by people who are in the process of or have recently adopted a child	1 (1.1%)

Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)

1.a If you selected Other, please specify:

Showing all 3 responses	
From areas of multiple deprivation	1016379-1016361-108637164
I might have missed some because I am unaware, or is unseen	1016379-1016361-109507556
The Board or our organisation is 50% local community, we own our building and we have a membership system for the local community.	1016379-1016361-109523544

Applicants must describe their project when applying to us. Where this is directly for the benefit of one or more protected groups, this is often stated. Historic EDI monitoring can also be undertaken using this data. As of April 2023, applicants are asked directly who will benefit from the projects and responses to this question could include information about protected groups.

We have records of all applications received; in line with our 5-year GDPR (General Data Protection Regulations) deletion policy, applications from our earliest rounds are in the process of having their

personal data (signatures and in some cases addresses and telephone numbers) deleted, but we are still retaining the name of the organisation and project title for every application received to allow longitudinal equalities monitoring.

We think the main gap in evidence results from historic end-of-grant reporting submitted by award-holders, for the following reasons:

- We have only been asking award-holders for explicit information about numbers of project beneficiaries belonging to protected groups since mid-2019. This question was not very well expressed.
- Even since we have started asking for EDI monitoring data, the quality and detail of data returned by grantees is variable, both due to the quality of the question and given that grantees are often small organisations being run entirely by volunteers.
- Even where grantee organisations theoretically have the staff time and knowledge to undertake EDI monitoring, the nature of the project may make it inappropriate and in violation of the GDPR proportionality principle for the grantee to collect this data. Grantees can sometimes make 'best guesses' in these situations but this is obviously not rigorous or systematic reporting.

The scheme's pre- and post-award EDI monitoring questions and categories have now been updated in line with best practice, using advice from the Corporate Services Group EDI Coordinator. The one exception to best practice is including answer options relating to both sex and gender within the same question; on balance, this was felt necessary to reduce the energy applicants need to put into responding to equalities monitoring questions. Our monitoring now looks at the organisations applying, their senior leadership and ultimate project beneficiaries. This monitoring covers all protected characteristics except marriage and civil partnership.

- **If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:**

Older people: Data analysed as part of our five year impact evaluation of the scheme indicates that around 17% of projects that have reported since 2017 far have benefitted older people, compared to an estimated local population average of around 16.8%. Nevertheless, while these numbers are very close, we took action in response to an earlier impact

assessment, recognising we may not be reaching organisations **led** by older people, and now think our scheme better meets their needs.

To address the digital exclusion more prevalent in older populations, we did print advertising for our latest (April 2023) main grant round and distributed it in person to community centres around the city; we plan to continue this. We clearly provided a landline telephone number and received a number of calls to it. We offered to accept applications by post, although none were received this way.

People who are not literate in English, including those not so by reason of race/ethnicity or nationality: Following action taken in response to an earlier impact assessment, we now think our scheme better meets the needs of people not literate in English, for whatever reason this may be.

We have made questions more direct and simpler in language. We will carry out a final comprehensive plain English check in summer 2023 before our autumn round of main grants. We now require shorter question responses. Markers have been reminded in their induction briefing that quality of language is not to be evaluated as part of marking; all but one marker observed this in the latest round of the scheme. We offer in-person as well as telephone and video pre-application meetings.

Anyone completely unable to speak, read and/or write in the English language, whether through national identity or general or specific learning disability, would still be unable to submit an application on their own to the scheme. We believe that this is justifiable due to the likely level of need versus the resources required to meet it. The University is a key local provider of English as a second or additional language courses to people from a range of backgrounds, including refugees from various countries of origin. This is a meaningful mitigation. It may also be possible to use free online translation options quite easily now that forms are in an online format.

Disabled people: Data analysed as part of our five year impact evaluation of the scheme indicates that around one-third of projects that have reported so far have benefitted disabled people, compared to an estimated local population average of just under 30%. Nevertheless, while these figures are similar, we took action in response to an earlier equalities impact assessment, recognising we may not be reaching organisations **led** by disabled people, and now think our scheme better meets their needs.

Some steps we have taken are:

- Checking that our webpages meet accessibility requirements (checking built-in features and any limits of them).
- Adapting the new online application system we have adopted to ensure new application and reporting forms meets accessibility requirements. These changes are now also available to other colleagues at the University using this online system.
- Added an alternative format statement to our grant scheme webpages.
- Added Contact Scotland BSL information to the ['Contact Us' page](#) of our website
- Monitoring whether applying organisations or their projects are for the benefit of disabled people.
- Monitoring whether the leadership of organisations applying identifies as Disabled.
- Offering pre-application meetings in person, by phone and by video call.
- Set aside a budget for BSL interpreting.

We are still planning to:
- Run a full accessibility check on the Word alternative of our application form before our autumn 2023 round of grants opens using the software's in-built accessibility checker.
- Explore further specific BSL options we can plug on webpages, e.g., Next Generation Text from Disability Information Scotland and Scotland BSL.
- Explore justification of need for creating a video in BSL promoting the scheme.
- Undertake formal, final plain English review of all of our application and reporting materials.
- Consider an alternative application approach, e.g., recorded speech, which we believe could assist applicants with dyslexia in particular.
- Consider additional user testing and evaluation by people from certain disability groups.

Race (including ethnicity and nationality): As of autumn 2022, applications received from BAME-led organisations were, to the best of our knowledge:
- Dec 2017: Edinburgh Mela, Science Ceilidh Ltd.
- June 2018: The Welcoming
- Nov 2018: None

- April 2019: SCORE Scotland, Edinburgh University Black Arts Collective, Networking Key Services, Science Ceilidh, The Sudanese Community in Edinburgh, Multi-Cultural Family Base, Invisible Cities
- Nov 2019: Colours of Edinburgh, Intercultural Youth Scotland, Medic Insight Edinburgh, Milan Senior Welfare Organisation, The Welcoming
- April 2020: African Maua, Amina Muslim Women's Resource Centre, Edinburgh Diwali, SCORE Scotland, Speech Language Communication Company
- Sep 2020: Datakirk, Intercultural Youth Scotland, Midlothian Sure Start, RCCG King of Glory, Re-Act Refugee Action Scotland (Bikes for Refugees also applied; it serves many in BAME community but is not BAME-led)
- April 2021: Active Inquiry consortium application with Shakti Women's Aid, Building Bridges, Datakirk, Edinburgh Interfaith Association, The Welcoming
- Oct 2021: LinkNet Mentoring
- April 2022: African Maua, Edinburgh and Lothian Regional Equalities Council, Edinburgh Interfaith Association, Infohubme CIC (Community Interest Company), Networking Key Services, Redeemed Christian Church of God (RCCG) King of Glory Edinburgh
- Micro-grants: Ama-zing Harmonies, Conscious Edinburgh, Strut Safe, Children's Holiday Venture, Project Esperanza, Edinburgh University Neurological Society, Medic Insight Edinburgh (Student Action for Refugees applied but not BAME-led; Police Scotland also applied to do a project on hate crime but ineligible as a statutory body)
- Green micro-grants: None
- Covid micro-grants: Re-Act Refugee Action Scotland, Redeemed Christian Church of God (RCCG) King of Glory Edinburgh, World Care Foundation

This meant we had received a total of 47 applications from 37 different BAME-led organisations. Those funded were:
1. SCORE Scotland (the only BAME-led organisation to have been funded more than once)
2. Redeemed Christian Church of God (RCCG) King of Glory Edinburgh
3. World Care Foundation
4. Project Esperanza
5. Strut Safe
6. Ama-zing Harmonies

7. Edinburgh University Neurological Society
8. LinkNet mentoring
9. Amina Muslim Women's Resource Centre
10. The Welcoming
11. The Datakirk
12. The Sudanese Community in Edinburgh
13. Edinburgh University Black Arts Collective
14. Medic Insight Edinburgh

This is fifteen projects from fourteen organisations, equivalent to 8% of those funded to date. However, one is a church that would no longer be eligible and three are University student societies (unlike staff, University of Edinburgh student societies may apply if working with local communities). Removing these gives a more representative proportion of 6% of all projects coming from BAME-led organisations. The population averages for BAME people for the Edinburgh City Region range from 1.8-8.2%. Successful applications from BAME-led applications are, therefore, around where we might expect to see them based on local population averages.

Data analysed as part of our five year impact evaluation of the scheme indicates that around one-third of projects that have reported so far have benefitted people of BAME or non-English speaking country of origin. This does not map directly to combined census category figures but does indicate that a substantial minority of project beneficiaries were either not White and/or were born outside the UK.

We have only ever received one project specifically identified as being for the benefit of Gypsy/Traveller communities, which was not successful. This gives an application rate of 0.2% and a success rate of 0%. 0.1% of the Scottish population identifies as Gypsy/Traveller (Scottish Government, consulted 13/10/2022), so both application and success rates are around where we might expect given local population averages.

We are now monitoring whether applying organisations or their projects are for the benefit of people of specific races, ethnicities or nationalities. We are also monitoring the race, ethnicity and nationality of the leadership of organisations applying.

Due to the project-specific, relatively short-term nature of the funding we offer, we have had concerns that the scheme may be contributing to the precarious nature of the third sector which disproportionately impact BME-led organisations and women. We are exploring models and their

costs and benefits for longer-term funding of some organisations during the summer of 2023.

Religion or belief: Data from end of grant reports received to date did not allow us to evaluate the number of beneficiaries from different religions. We have funded organisations representing the Christian and Muslim religions; we received two applications from organisations for Jewish people, which was unsuccessful. Several applications have referred to the Sikh religion and a couple to the Hindu faith; these weren't funded.

We believe that our current operations meet the needs of people belonging to any religion or belief. The grant scheme does not fund organisations which have the promotion of religious or political beliefs as their sole charitable objective, funding organisations or projects with a solely religious objective would be at odds with the University's founding principles. However, these organisations are eligible where they have additional objectives. We have advised religious organisations that approach us of this and encouraged them to come to apply to us if they expand their charitable objectives; at least one organisation has done this and then reapplied.

Sex: Data from end of grant reports received before April 2023 did not allow us to evaluate the number of beneficiaries from each sex. Better monitoring for this is now in place.

Women, like BAME-led organisations, may be disproportionately impacted by the precariousness of the third-sector that our project-focussed funding may contribute to. In the summer of 2023, together with members of the University's Community Board and others, we will be considering whether it is feasible to offer some longer-term funding under the scheme.

We accept and sometimes fund applications that target only one sex, both male and female. The review panel discuss whether the restriction is justified in each instance. Our review panel currently has slightly more men than women. We will be reviewing the best way to ensure all potential scheme users are represented in our panel in the summer of 2023; this will also consider other protected characteristics.

The female-dominated third sector workforce may mean there is some bias towards women's issues in applications we receive. There is no straightforward evidence of this from our subjective analysis of

application purposes. Other organisations can play a much greater role in changing the landscape of the third-sector than the University.

Sexual orientation: We have some evidence that the LGBO community is under-represented in funded projects compared to what we might expect based on local population statistics. As of autumn 2022, we had received 25 applications from 21 organisations that either had an LGBO-related mission and/or which wish to run a project specifically stated to benefit a LGBO community/communities. These have come from:

1. University of Edinburgh Staff Pride Network (ineligible as a staff society)
2. Patrick Geddes Centre
3. LEAP Sports Scotland (2 applications)
4. Edinburgh Community Yoga
5. Bare Productions
6. Spit It Our (2 applications)
7. SX (by Waverley Care)
8. Kin Collective
9. Tinderbox Collective
10. Cinemaattic productions CIC
11. Police Scotland Edinburgh Hate Crime Campaign (ineligible as a statutory body)
12. Period Poverty University of Edinburgh
13. Children's Holiday Venture
14. Groundswell Community Project Scotland CIC (2 applications)
15. The Junction Young People Health and Wellbeing
16. The Swap & Reuse Hub Cooperative
17. Intercultural Youth Scotland
18. Conference for Change
19. Creative Electric Nurture
20. The Living Memory Association
21. Leith Community Archers (2 applications)

Of these, those which have been funded are:
1. LEAP Sports Scotland (once)
2. Bare Productions
3. Kin Collective
4. Tinderbox Collective
5. Period Poverty University of Edinburgh
6. Children's Holiday Venture

7. Groundswell CIC (1 application funded)
8. Leith Community Archers (funded twice)

Less than 2% of our funded projects are particularly to meet the needs of LGBO groups The Scottish Government reported in 2017 that 96% of the general Scottish adult population identified as heterosexual (Sexual orientation in Scotland 2017), with people aged 16-24 more likely to report an LGBO sexual identity. Our application rates are 4%.

In terms of project beneficiaries so far, around 13% of funded projects have benefitted LGBTQI+ people and/or those undergoing gender reassignment. This figure is markedly higher than our figures based organisational missions and stated project purposes.

It may be the case that our scheme attracts applications for projects to benefit LGBO people, but that these perform less favourably than average during marking for reasons we do not yet know. It may also be that the needs of people with sexual orientations typically discriminated against are now well met by third-sector projects not specifically targeting LGBO people.

Recognising that our scheme may not fully have been meeting the needs of LGBO people, we undertook targeted promotion to organisations with an LGBO mission for our latest (April 2023) round of the scheme. This seems to have triggered some applications.

Gender reassignment: Data from end of grant reports received before April 2023 did not allow us to evaluate the number of beneficiaries undergoing or having undergone gender reassignment. Better monitoring for this is now in place.

- If the policy/practice contributes to advancing equality of opportunity[3]

Yes. The main criterion on which applications are funded under the scheme is their potential to create positive social impact. The greatest potential for impact comes via projects which seek to benefit people facing one or more disadvantage. In practice, socioeconomic disadvantage is a theme running through most community grant applications we receive and fund. We know that socioeconomic disadvantage intersects closely with belonging to a protected group more likely to be discriminated against, notably some racial and ethnic

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[3] This question does not apply to the protected characteristic of marriage or civil partnership

groups, being female but especially a mother (and especially a single mother), disability and being LGBTQI+.

- Possible disadvantages to other groups:

Yes. The schemes focus on positive social impact means that less deprived socioeconomic groups are less likely to benefit from the scheme. These groups have greater personal resources, both financial and social, to meet their needs via another route.

- If there is an opportunity in applying this policy/practice to foster good relations:

Yes. One thirds of the marks awarded by reviewers are for development of partnership with the University. This element of the scheme is working better than we thought: around one third of projects funded to date involve partnership with the University during the life of the project. We work to maintain relationships with our community grantees after their projects end and to build them into a community of their own. Prior to application, we have calls with a number of potential applicants, including those who do not end up applying, meaning that the opportunity for good relations extends beyond just funded projects. The tailored post-marking feedback to unsuccessful applicants is also a point where we work to foster good relations with specific, constructive feedback.

- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?

This is somewhere where there is currently some good practice, namely our get-togethers for community grantees and invitation to feed back on the scheme in their final project report. In conducting the five-year evaluation of the scheme, we spoke with a representative sample of previously funded organisations, covering both the longer-term progress of their projects and their experience of the scheme. Some of these organisations are experts in working with certain communities, e.g. transgender people. We know grantee organisations tend to give is positively-skewed feedback given our status of funder, so we also spoke with impartial representatives from third sector umbrella bodies. Representatives from these bodies have been part of the grant panel since the scheme was launched (EVOC – Edinburgh Voluntary Organisations' Council – from 2017 until 2022; Volunteer Edinburgh from 2022 to present). Insights from all of these groups and routes has

informed the implementation of the scheme's process review, the bulk of work of which has been completed at the time of writing (June 2023).

F. Equality Impact Assessment Outcome

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

Option 1: No change required – the assessment is that the policy/practice is/will be robust.

Option 2: Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.

- Look into possibilities of offering longer-term funding and/or funding which does not need to be for 'new' projects. This may reduce the extent to which the scheme contributes to the financial precariousness of the third-sector, which in turn disproportionately impacts women and BME-led organisations – **by the end of 2023**
- Consider the composition of the community grant review panel and consider also forming a working group or consultation with representatives of equalities groups to ensure the following recommendations are appropriate. But be sure to consider alongside this the fact that equalities groups are often over-consulted and much of the best practice is clearly advised in the public domain already. Also consider complexities of power dynamics, putting people in a situation they are not skilled or remunerated for, etc. – **by the end of 2023**
- Complete outstanding accessibility actions recommended in the initial assessment, e.g., final plain English review of all applicant-facing materials – **by the end of 2023**
- Consider offering a non-written method of application, e.g. interview or 'recommend-a-friend,' for people who struggle with English literacy for whatever reason (i.e. whether this is due to an impairment/disability, a lack of access to education or English not being the applicant's first language) **– by the end of 2023**
- A lot of the time, it would simply not be appropriate or even in accordance with GDPR for grantees to ask project beneficiaries for EDI monitoring purposes. However, for some grantees, especially new organisations, it may be that they just do not have the evaluation skills yet. Make sure to be advertising courses offered by Evaluation Support Scotland (ESS) to community grantees and consider

commissioning one-off, small group sessions from ESS for grantees at some point in the future. – **As and when opportunities are advertised**

Option 3: Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified

Option 4: Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

G. Action and Monitoring

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).

See previous section for actions.

2. When will the policy/practice next be reviewed?

End of 2023 or early 2024.

H. Publication of EqIA

Can this EqIA be published in full, now? Yes/~~No~~

If No – please specify when it may be published or indicate restrictions that apply:

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): Sarah Anderson, Senior Community Engagement Manager

Accepted by (name): Gemma Gourlay, Head of Social Impact

Date: 9th June 2023

Retain a copy of this form for your own records and send a copy to equalitydiversity@ed.ac.uk