

EQIA Submission – ID Number

Section A

EQIA Title	Interim infrastructure support to the Voluntary Sector 2021
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Responsible Officer	Lydia Jackson - ST SPRCA
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Type of Activity

Service Change	No
Service Redesign	No
Project/Programme	Project/Programme
Commissioning/Procurement	No
Strategy/Policy	No
Details of other Service Activity	No

Accountability and Responsibility

Directorate	Strategic and Corporate Services
Responsible Service	Strategy, Policy, Relationships and Corporate Assurance
Responsible Head of Service	David Whittle - ST SPRCA
Responsible Director	David Whittle - ST SPRCA

Aims and Objectives

This is to fund activity to support the Voluntary Sector in Kent through a Strategic Recovery Fund and Volunteering infrastructure pilot.

The purpose of these projects is to support the voluntary and community sector (VCS) to adapt post Covid and to recognise the significant contribution of volunteers over the last year in particular.

This activity will discharge a commitment made in KCC's Interim Strategic Plan to:

Develop a support offer for the VCSE which responds to the challenges identified during COVID-19 recovery to help maintain the local VCSE network whilst supporting it to be sustainable and revitalised within a post COVID-19 environment.

The Strategic Recovery Fund:

This fund was launched in collaboration with Kent Community Foundation in 2020 in response to Covid 19 and will be run again for 2021, providing small grants to VCS organisations to help them adapt their plans and strategies post Covid, enabling them to access support and expertise on topics such as:

- Business planning/operational review & strategy
- Income generation review & strategy
- Financial review & strategy
- Website upgrade/digital skills
- Marketing/social media

Based on feedback from Round 1 of this Fund we have changed the eligibility criteria to enable organisations that have been in operation for just 12 months to access the fund and stipulated that we wish to support organisations that are relatively new, with the intention of making this fund more inclusive to a range of organisations.

The Volunteering Infrastructure pilot:

The need for a well-resourced and co-ordinated volunteering network across the County was highlighted in the VCS Recovery Cell action plan developed in response to Covid. This funding will enable us to work with

the volunteering infrastructure to develop a pilot for county wide volunteering infrastructure, that is sustainable but offers some consistency of resource across the County.

By volunteering infrastructure, we mean organisations who focus on supporting and promoting volunteering across the county and provide the support and guidance organisations require to effectively recruit and retain volunteers. This could also include training and advice for businesses or public sector organisations looking to volunteer or work with volunteers.

There is a specific requirement for the pilot to look at: Ensuring volunteering is inclusive and is reaching across diverse communities, for example, support in the recruitment and retention of volunteers within BAME communities and BAME community organisations.

Both these funding proposals are based on extensive engagement with the VCS over the last 18 months through the VCS Recovery Cell, established as part of the Kent Resilience Forum architecture in response to Covid and the newly established VCS Steering Group. Both of these groups are made up of VCS representatives from a range of organisations and are independent to KCC.

The funding to be put in place recognises the diversity across the County and within the VCS; meaning that one organisation is not able to meet the support needs of a range of organisations. The intention is for the learning from these interim arrangements to inform our longer-term infrastructure support offer. This will be put in place once the Civil Society Strategy is adopted by the County Council (Dec 2021) and will provide the strategic framework for ongoing infrastructure support.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?	Yes
It is possible to get the data in a timely and cost effective way?	Yes
Is there national evidence/data that you can use?	Yes
Have you consulted with stakeholders?	Yes
Who have you involved, consulted and engaged with?	
Voluntary organisation representatives	
Has there been a previous Equality Analysis (EQIA) in the last 3 years?	No
Do you have evidence that can help you understand the potential impact of your activity?	Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients	No
Staff	Staff/Volunteers
Residents/Communities/Citizens	No
Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?	Yes

Details of Positive Impacts

We believe this funding will support the voluntary sector to develop and adapt post Covid and meet the challenges ahead. By providing this support we believe that it will in turn help to enable VCS organisations to better meet the needs of their beneficiaries. It will also enable the volunteering effort we have seen during a pandemic to be continued in a sustainable and effective way into recovery and beyond. We know

that the demand for Voluntary sector organisations is predicted to increase and that these organisations are often supporting those most vulnerable in our communities and indeed many groups with protected characteristics. It is the intention of this funding to go some way to helping those organisations meet that demand.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?	No
Details of negative impacts for Age	
Not Applicable	
Mitigating Actions for Age	
Not Applicable	
Responsible Officer for Mitigating Actions – Age	Not Applicable

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?	No
Details of Negative Impacts for Disability	
Not Applicable	
Mitigating actions for Disability	
Not Applicable	
Responsible Officer for Disability	Not Applicable

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex	No
Details of negative impacts for Sex	
Not Applicable	
Mitigating actions for Sex	
Not Applicable	
Responsible Officer for Sex	Not Applicable

22. Negative Impacts and Mitigating actions for Gender identity/transgender

Are there negative impacts for Gender identity/transgender	No
Negative impacts for Gender identity/transgender	
Not Applicable	
Mitigating actions for Gender identity/transgender	
Not Applicable	
Responsible Officer for mitigating actions for Gender identity/transgender	Not Applicable

23. Negative impacts and Mitigating actions for Race

Are there negative impacts for Race	No
Negative impacts for Race	
Not Applicable	
Mitigating actions for Race	
Not Applicable	
Responsible Officer for mitigating actions for Race	Not Applicable

24. Negative impacts and Mitigating actions for Religion and belief

Are there negative impacts for Religion and belief	No
Negative impacts for Religion and belief	

Not Applicable	
Mitigating actions for Religion and belief	
Not Applicable	
Responsible Officer for mitigating actions for Religion and Belief	Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation	
Are there negative impacts for Sexual Orientation	No
Negative impacts for Sexual Orientation	
Not Applicable	
Mitigating actions for Sexual Orientation	
Not Applicable	
Responsible Officer for mitigating actions for Sexual Orientation	Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity	
Are there negative impacts for Pregnancy and Maternity	No
Negative impacts for Pregnancy and Maternity	
Not Applicable	
Mitigating actions for Pregnancy and Maternity	
Not Applicable	
Responsible Officer for mitigating actions for Pregnancy and Maternity	Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships	
Are there negative impacts for Marriage and Civil Partnerships	No
Negative impacts for Marriage and Civil Partnerships	
Not Applicable	
Mitigating actions for Marriage and Civil Partnerships	
Not Applicable	
Responsible Officer for Marriage and Civil Partnerships	Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities	
Are there negative impacts for Carer's responsibilities	No
Negative impacts for Carer's responsibilities	
Not Applicable	
Mitigating actions for Carer's responsibilities	
Not Applicable	
Responsible Officer for Carer's responsibilities	Not Applicable