

# Equality impact Assessment

| Project Information                                                                                                   |                                                  |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <b>Project Name</b><br><i>This should clearly explain what service / policy / strategy / change you are assessing</i> | Community and Voluntary Sector Grant Agreements  |
| <b>Service Area</b><br><i>Main team responsible for the policy, practice, service or function being assessed</i>      | Strategy and Partnerships                        |
| <b>EIA Author</b><br><i>Name and Job Title</i>                                                                        | Shivani Davé, Partnerships and Inclusion Manager |
| <b>Date EIA drafted</b>                                                                                               | 08/10/2025                                       |
| <b>ID number</b><br><i>This will be added by the Strategy and Partnerships Team</i>                                   | CP010                                            |

| Executive summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>Focus of EIA</b><br><i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i><br><br><i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i><br><br><i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <li><i>If the EIA is attached to a report, summarise the report.</i></li> <li><i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i></li> <li><i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i></li> </ul> | <p>This EQIA will assess the impact of not awarding funding as recommended in the report on residents with protected characteristics. Funding recommendations are for the following organisations:</p> <ul style="list-style-type: none"> <li>- Citizens Advice Service Three Rivers</li> <li>- Watford and Three Rivers Trust</li> <li>- Homestart Watford, Three Rivers and Hertsmere</li> <li>- Watford FC Community, Sports and Education Trust</li> <li>- Roundabout Transport</li> <li>- Services for Young People</li> <li>- Herts Mind Network</li> </ul> |

| Mitigations                          |                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                          |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Protected Characteristic             | <b>Potential Issue</b><br><i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>                                                                                                                                                                                                | <b>Mitigating Actions</b><br><i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i> |
| Age                                  | <p>Roundabout Transport has a high number of older people's groups utilising their vehicles. Not funding would impact older users, and create a barrier for engagement with support and services.</p> <p>Homestart's ability to support the young families would be negatively impacted if funding was not awarded.</p>                      |                                                                                                                                                                                                                                                                          |
| Disability                           | <p>Not providing match funding for Herts Mind Network will reduce residents with mental health needs ability to access individually tailored support.</p> <p>Roundabout Transport has accessible vehicles in their fleet. Not funding for this charity would create a barrier for disabled users in engaging with community initiatives.</p> |                                                                                                                                                                                                                                                                          |
| Gender reassignment (or affirmation) | <p>Not funding WFC Community Sports and Education Trust will create barriers for people who are trans-women or non-binary from attending a session that they are comfortable in doing so, and therefore reducing access to physical activity and mental wellbeing support.</p>                                                               |                                                                                                                                                                                                                                                                          |
| Pregnancy or maternity               |                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                          |
| Race                                 |                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                          |

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| Religion or belief                                                                                                                                                                                                                              |                                                                                                                                                                                                              |  |
| Sex                                                                                                                                                                                                                                             | Not funding WFC Community Sports and Education Trust will prevent the implementation of a football and mental wellbeing project for women. The men's project will continue until June 2027.                  |  |
| Sexual Orientation                                                                                                                                                                                                                              |                                                                                                                                                                                                              |  |
| Marriage and Civil Partnership                                                                                                                                                                                                                  |                                                                                                                                                                                                              |  |
| The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel. | Without continued funding Watford and Three Rivers Trust will not be able to offer infrastructure and developmental support to organisations working for these other communities listed within Three Rivers. |  |

### Actions Planned

*In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.*

*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.*

Not funding will negatively impact residents with protected characteristics. These risks can be mitigated if funding is allocated as recommended.

**Sign off:**

| Equalities Lead Officer | Date       |
|-------------------------|------------|
| Rebecca Young           | 23/10/2025 |

