Voluntary Sector Grant Aid Strategy 2011 - 2015 Equality Impact Assessment

EQUALITY IMPACT, NEEDS AND REQUIREMENTS ASSESSMENT FORM
VERSION 2 FOLLOWING MEETING ON 15TH FEB 2011

About the policy, practice, service or function you are assessing
Name of policy, practice, service or function: Voluntary Sector Grant Aid Strategy 2011-15
Assessment team leader name: Ian Chennery Voluntary Sector Partnership Manager
Date of assessment: February - March 2011
Department responsible: Adults Health and Housing   Service Area: Commissioning

Members of assessment team:

Name	Position	Area of expertise	Comments
Fiona Francis	Sight Support Derbyshire Operations Manager	Experience of issues relating to support for people with visual impairments and managing voluntary sector organisations. (20 years management experience of which 4 years are in the voluntary sector)	
Roy Jones	Volunteer and Management Committee member for CAMTAD	Issues relating to support for people with hearing impairments, 9 years experience of working within the voluntary sector organisations and working with health and social care statutory agencies.	
Sheila Brindley	U3A Management committee member	Five years experience of working with the voluntary sector looking at issues effecting older people, working within voluntary sector organisations. Currently a management committee member for CAMTAD.	
Beth Seymour	Management Committee member for Derbyshire Friend	Knowledge of lesbian, gay, bisexual and transgender issues and 4 years experience of working within the voluntary sector and working with statutory agencies on these issues.	
Kirit Mistry	Executive Director – Derby and Derbyshire Race and Equality	Providing Racial Harassment casework and assisting with Police Complaints, Strategic Equality and Human Rights policy work, Young People's Equality and Human Rights, community	

	Commission	cohesion, health inequality and BAME infrastructure Support. Also sign posting clients to Derby Law Centre for Employment Racial Discrimination casework. (4 years at Derby REC and over 10 years in Race Equality and Health expertise)	
Matt Allbones	Deputy Chief Executive Community Action Derby	12 yrs experience of working with a wide number of voluntary sector groups, working with groups that provide services to people with a range of diversity issues. Strategic and local partnership working across the voluntary sector.	
Ian Chennery	Voluntary Sector Partnerships Manager for Derby City Council	Experience of working with voluntary sector groups, 20 yrs, including partnership work with local authorities, health agencies and the lead for the Council on voluntary sector partnerships and the Compact	
Vivene McCalla	Voluntary Sector Co-ordinator	Experience of working with voluntary sector groups, 20 yrs, working with a range of diversity issues, carrying out EIA's, providing training and developing good practice in diversity issues in service delivery.	
George Mighty	Chair of West Indian Community Assoc	Experience of issues affecting local African-Caribbean Community, and consultation work with Council and other agencies on Race and ethnicity impact of local policies and strategies	
Ann Webster	Derby City Council Lead on Equality and Diversity	Experience (22yrs) of working with equality and diversity issues.	
Zaheer Khalil and/or Nicky Rhodes	Derbyshire Voice	Experience of working with Statutory Agencies and Service Users around Mental Health Issues. Supporting servicer user involvement in the design of Mental Health Services	

Appendix A of EIA: Extract From Voluntary Sector Grant Aid Strategy 2011-2015
Appendix B of EIA: Action Plan from the 16th March 2010 Cabinet Report on Grant Process
Appendix C of EIA: Neighbourhood – Arts list of services and potential EIA impact
Appendix D of EIA: Adult Health and Housing list of services and potential EIA impact
Appendix E of EIA: Children and Young People – Supported Language Schools and potential EIA impact
Appendix F of EIA: Children and Young People Main grants programme and potential EIA impact
Appendix G of EIA: Executive Summary of Community Safety Population, Migration and Community Profile April 2008

Glossary:

AHH	Adults Health and Housing
CYPS	Children and Young People's Service
DCC	Derby City Council
EIA	Equality Impact Assessment
RFO	Regularly Funded Organisation

Advice is sought from members of the Reference Group on the following Questions:

Question	Response/ findings
Question 1. What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	To ensure that grant aid to the Voluntary Sector in Derby: - Is used to the maximum benefit of Derby people - Supports the agreed priorities of the Council, underpins the Derby Plan and reflects the diversity of the local community - Provides excellent value for money
Question 2. Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements	City Council Staff who commission services and grant aid officers from across Derby City Council's Directorates including, Adults Health and Housing, Children and Young People and Neighbourhoods - Arts.
Question	*Response/ findings*
Question 3. Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?	Service users, volunteers and paid staff from Voluntary Sector organisations that are currently grant aided or may receive grant aid in the future.

| Question 4. What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities? | The Strategy sets out 12 outcome priorities and a commitment to support infrastructure organisations that support front line voluntary sector service providers. (Appendix A: Extract from Strategy)

The Outcomes in the Strategy target are wide ranging, and seek to support both those who are vulnerable and provide support for the wider community. The Strategy specifically targets the following sections of the community and their carer:

• Those whose circumstances make them vulnerable and/or disadvantaged such as frail older people, people with learning disabilities, people with mental health needs, disabled people and people from minority ethnic communities,

• Children and young people and carers, particularly those at risk of being in care, or who may need support to access mainstream learning, or activities supporting them to access education, employment and training, particularly teenage parents, children or young people who have disabilities or have been in the care system

• Local communities and all residents of Derby

• Specific communities and or communities of interest where there are particular issues of disadvantage to overcome.

In Addition
The grant process set out in the Strategy will promote equality by following the guidance set out in the Compact, Commissioning Framework and Grant Procedure Rules developed in consultation with the Voluntary Sector. Equalities will be considered during assessment of grant applications, in grant agreements and in the ongoing monitoring of grant aided services. This will be supported by using the grant forms and guidance currently being developed by the Standard Document Set Working Group. |

Question	Response/ findings
Question 5. What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice. What did they tell you?	Corporate approach to Grant Aid Strategy is a new development, within individual Directorates. The following information is available: Adult Health & Housing: 2007 EIA of Community Grants Budget and Review. See Table 1 Children & Young People Service: To Follow Neighbourhoods – Arts Arts: 2009 EIA Internal Desktop Assessment of Potential Reduction in Grant Aid Funding for Voluntary Sector Arts Providers

Question 5 Table 1: AHH Summary actions from 2007 Community Grant Budget EIA + 2009 Review	Equality Impact Implications
1) 3 year funding agreements as standard, except for small revenue grants (under £1,000) and one-off capital grants	Benefits all groups by providing consistent funding, particularly smaller, under-developed groups, many of which are BME groups, Benefits all groups by providing greater security of funding and assisting funded organisations to plan to need community needs. Particularly Could disadvantage groups, which have not previously accessed funding by tying up funding for 3 years. **Action Plan:** EIA on grant allocation will consider distribution to funding across all diversity areas. Criteria for small grant round to provide support for pilot projects and short term projects will include addressing diversity issues Decommissioning of groups that don't meet agreed priorities, including outcomes around diversity and re-commission new services.
2). To replace the need to reapply for renewed grant funding with more in-depth reviews, to take place during the final year of 3 year funding agreements.	Final year reviews will particularly benefit smaller groups, older people's groups and groups whose first language is not English, who may otherwise struggle with application forms. Face to face meetings can give an improved understanding of the benefits services bring to communities. There need to be opportunities for groups which have not previously accessed funding.

Question 5 Table 1: AHH Summary actions from 2007 Community Grant Budget EIA + 2009 Review	Equality Impact Implications
3). To realign 6 monthly monitoring returns and payments to allow more time for organisations to produce monitoring information and for officers to scrutinise it.	Particularly beneficial for smaller groups, many of which are BME groups, and older people's groups, by allowing more time to return performance data. May not fit with the timing of monitoring returns for other funders, which could create more work for some VCS organisations.
4). To adopt new paperwork for Preliminary Checks, 6 months Reviews, Annual Reviews and Final Year Reviews	Forms will normally be completed during a face to face meeting, which particularly benefits smaller VCS groups, older people's groups and BME groups. Amendments can be made to paperwork to address particular access needs and different grant aid sources.
5). To publicise one or two specific grant funding opportunities each year to meet strategic priorities, fill gaps and meet emerging needs.	Support for existing groups may have to reduce in order to address new needs, as yet not known (for example: new communities, or expansion in demand for a disability support group). There is the risk that funding may not be made available by the Council to advertise new grant funding opportunities and that consequently the needs of (for example) new and emergent communities may not be addressed.

Identifying potential equality issues and factors

	Response / findings
Question 6- What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	BME VCS groups are often under-developed and lack information and this has made it difficult for them to access funding opportunities. This is particularly the case for new and emerging communities. A proposal for BME infrastructure support is currently being consulted on which aims to address this problem. Derby City Council funding to organisations aims to support all six strands of equality and diversity. There is at present some funding which specifically targets sexuality and gender identity, LGB&T Identity people, however data on sexuality or mental Health are not usually captured systematically by funded organisations' in their Equal Opportunities monitoring. Autism Spectrum condition currently falls between Mental Health services and Learning Disabilities services and are therefore category of service users are often not being considered for specific support.

Question 7.	The attached Appendices summarise the current allocation of Grant Aid in 2010-11 that are included within the Grant Aid Strategy. They include:
Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?	• Appendix D – Neighbourhoods Directorate, Arts Grants – Summary of main points The majority of Arts grants provide general services that don't target a specific diversity group. 1.6% of grant funding targets specific diversity areas – learning disabilities and South Asian cultures. • Appendix E – Adults Health and Housing AHH, Social Care Grants – Summary of main points AHH Directorate also provides a wide range of services through contracts and direct services and this includes the increasing use of self directed support budgets where people are allocated their own funding to purchase the services they require. Grant aided services mainly provide preventative and early intervention services to people with lower levels of need. Grant funding targets many diversity streams, eg. people with disabilities, people from BME communities and older people. AHH have recognised that there is a shortage of day care support for older people from the Indian community, a project to develop this service is proposed for the Grant Aid application process. AHH have recognised that there is a need to provided targeted support to BME Community Groups, a BME Infrastructure Project proposal is currently under consultation. • Appendix F – Children and Young People, Supplementary Language Classes – Summary of Main Points Currently no funding is provided for children from Pakistani/Bangladeshi backgrounds, completed applications have not been received from community groups that provide services to these groups in 2010-11. All groups have been required to comply with the rules/criteria for eligibility. • Appendix G – Children and Young People, Main Grants - Summary of Main Points The majority of these grants are provided for general services that don't target a specific diversity group, however 18.5% of grant funding targets children, young people from All BME communities or with learning, physical and sensory disabilities.

Question 8.	Derby is a comparatively densely populated small city in the south of the East Midlands county of Derbyshire and is identified as a place of comparatively rapid population growth. In 2005 Derby was the 60th most densely populated local authority district in England and Wales, with almost 3,000 residents per square kilometer by 2008 Derby was ranked 58th with 3,065 residents per square kilometer (ONS, Census 2001, UV02).
Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	Community Safety Partnership population survey "Derby Population, Migration and Community Profile" in 2008 updated census information and identified that the City population has increased by approx 9.5% since 2001. The ethnic group estimated to have seen the largest proportional increase since the 2001 census are those reporting themselves as "White other". Migrants from the A8 countries, primarily Poland, Lithuania and Slovakia are disproportionately likely to be aged 18 – 34 with no dependants. It is felt that the migration of families of lone males currently working in the UK could have the biggest impact on projected population size. The turnover of new migrants is estimated to be high with large proportions of new arrivals only intending to stay in the country for a short period of time, a relatively new trend.
	The mid year estimate population is 240,100 (ONS, 2009 MYE); this population is comprised of 121,500 males and 122,600 females. The city population is predicted to increase by 17% by 2030 with the 70 plus population increasing by some 41%. The City has an ageing population like the rest of the UK although it does have a slightly younger age profile than the national average.
	The city contains a diverse population, with a significant proportion of people from ethnic minority backgrounds. There are around 180 nationalities represented throughout the city. The 2001 Census revealed that the proportion of derby residents born outside the UK was 8.5%; this is similar to the England and Wales average of 8.9%. Estimates based on the census and other data predict an increase in minority ethnic communities, requiring action by Voluntary Sector Providers and the Council to ensure services reflects changes in local communities.
	Our mid year estimate is that we have a population of 240,100. The Census told us we have nearly 19% disabled people living in Derby and nearly 16% minority ethnic people. Main religions in Derby are 67.4% Christian, 4.5% Muslim, 3.2% Sikh and nearly 16% no religion. The main languages are English, Punjabi, Urdu and Polish, followed by French
	The White British population of Derby makes up 84.39% of the total population with the remaining 15.61% making up the cities BME population. Derby has a large established Asian population 8.4%

of the total population in 2001; this is almost twice the England and Wales average which consists of approximately equal proportions of Asian or Asian British Indians and Pakistanis.

The 2001 Census (UV22) identifies 42,862 people with limiting long-term illness with particularly high levels in the 35-44 and post 60 age groups. According to the May 2010 Nomis Labour Market statistics 1,840 Derby residents were in receipt of Disability Living Allowance (DLA) only, 3,410 are in receipt of Incapacity Benefit (IB) or ESA only and 1,840 were in receipt of DLA only. Nomis also identifies that as of May 2010 the total number of people in Derby receiving a disability related benefit was 13,070. The number of Derby residents claiming Carers Allowance increased by 510 between May 2000 and May 2010 to 2,100 claimants, this equates to 1.2% of the population and is similar to the percentages claiming in the East Midlands and Great Britain, 1.2 and 1.1 respectively. The 2001 Census identifies 16,100 residents providing 1-19 hours of care, 2,746 providing 20-49 hours of care and 4,886 providing 50 or more hours care per week.

Due to the increase in the aging population Derby is predicted to have an increase in the numbers of people with acquired deafness figures are that at 60 years of age 1 in 12 have serious sight problem, this rises steeply 1 in 8 at 75 years, 1 in 4 at 80 years . It is also evident that specific disabilities related issues are linked to ethnicity e.g. diabetes / diabetic retinopathy and cataracts more prevalent in Asians, glaucoma more prevalent in African-Caribbean people.

We have no accurate statistics for the number of lesbians, gay men, bi-sexual and trans people living in Derby, although the National Audit Office suggests the represent 6.6% of the population, which is 15,846 people.

| Question 9.

Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities? | DCC supports groups by providing information on funding available, provides support for infrastructure organisations that support front line voluntary sector groups, including smaller organisations. Many BME and Disability Groups who find it difficult to apply for grant aid can receive support through this route. In addition the DCC will be working with Community Action Derby to provide Grant Aid Application Workshops as part of the Strategy. These will provide additional support for smaller and emerging organisations, older people's and community groups.
Standard Document Set Working Group is updating the Grant Application Form and Guidance to make them more accessible to all local Voluntary Sector Groups. Consultation on these documents with Voluntary Sector and Diversity Forums will ensure that they are accessible.
DCC also provides information on other potential areas of funding. |

Question 10. What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?	DCC monitors all funded organisations on a quarterly or six monthly basis and carries out, Annual and Final Year service reviews. These all contain information on equalities issues, and the Annual Reviews are used to develop an Annual Action Plan that sets out future action for the organisation to improve performance on equalities. Failure to comply could result in the suspension or termination of agreements. Consultation feedback from the grants review – questionnaires and a focus groups meeting and kept on file. Funding applications and feedback / complaints from unsuccessful applicants are recorded.
Question11. Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?	Corporate Equality and Diversity Plan April 2009 - March 2012. It covers the work we plan to do on equality for the next three years up until 2012. It outlines the action we intend to take to tackle discrimination, make sure everyone has equality of opportunity and for promoting good race relations. Derby City Council has adopted the Equality Framework for Local Government as part of the Council Plan. The City is currently seeking 'Excellence' level in this Equalities Standard. DCC has the facility to provide, grant application forms, funding agreements and monitoring forms in a variety of formats. The City Council has adopted the Derby Plan, which sets out a range of measures to improve life for all members of the community, and improving quality of life for individuals within the City. The Plan was developed from consultation with the community through the 'three wishes' campaign. There are facilities in place to provide grant aid documentation in other formats and languages.
Question 12. Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	The Strategy will have a positive effect on people from all the diversity streams. It will do this by: • Supporting the Derby Plan that has been developed in consultation with the local community and reflects views of all sections of the local community. • Considering comments from the consultation with Diversity Forums, the Compact Forum and the wider Voluntary Sector to ensure that it supports equalities • Use a new standardised procedure that will ensure grant aid supports equitable services for people from all diversity themes developed in consultation with the Voluntary Sector. Grant Aided services will be required to monitor ensure services are accessible to all sections of the community, to monitor access and develop annual service plans to improve access • Include the Action Plan developed from this Equality Impact Assessment which will form part of the Strategy and will be independently reviewed by the EIA Reference Group who will

	report to the Compact Forum. • Refocus service on City Council priorities and ensuring services are as effective a possible by supporting groups to work together to share skills and knowledge • Ensure that services are provided by and managed by people with relevant skills and experience of diversity issues.

Collecting the information and data about how the policy, practice, service or function, impacts on communities

This table records:

§   what information or data is needed
§   quantitative and qualitative data
§   making sure that where possible there is information that allows all perspectives to be considered
§   identifying any gaps in the information/ data and what it can tell you

The following information will be collected to support the future EIA for the grant aid strategy.

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	A central file will be kept of any complaints or feedback regarding grant processes.	VCS organisations	This will feedback into EIA reference group for analysis of how to improve sensitivity to diversity issues.	
Consultation and community involvement	12 week consultation with VCS, December 2010 - March 2011.	Questionnaires and focus group.	Will identify EIA issues and potential action that should be taken to improve Grant Process.	
Performance information	Monitoring returns from funded organisations and EIA element of annual service reviews	From Voluntary Groups to DCC Grant Officers	Will give indication of group performance on equalities, and demonstrate that action is taken to improve performance.	

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Comparative information or data where no local information is available	Benchmarking through LGA email group and internet searches for information on other Council grant funding reviews.	Many Councils have recently been undertaking some form of VCS or grant review	There are some similar issues being addressed by other authorities. However, approaches vary considerably amongst different local authorities.	Benchmarking needs to be specific to particular issues.
Census, national or regional statistics	Collected August 2007 from available strategies.	Evidence taken from Older Peoples Commissioning Strategy 2006-9; Physical Disability and Sensory Impairment Commissioning Strategy; Community Cohesion Strategy 2007; Census 2001.	• Older people in Derby from BME communities have specific needs. • Derby is a city with significant inequalities for older people • The distribution of older people in Derby varies markedly between wards. • Derby has 36% of households with one or more members having a limiting long-term illness, slightly above the England average • The largest ethnic group reporting limiting long term illness is Asian	Neighbourhood Plans may contain more up to date statistics

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Access audits or assessments such as DDA assessments	Undertaken if appropriate, for individual services.			

Action Plan: Monitoring and reviewing - incorporating into performance management

Objective	Planned action	Target performance				Responsible lead officer	Reporting cycle, for example, quarterly
		20011/12	2012/13	2013/14	2014/15		
1. Additional support (briefings, workshops and communication support) for Groups where diversity issues restrict access to information will to ensure access to the grant aid application process	Provide workshops to support participate in grant aid programme	April				Grant Officer for the Grant Budget	EIA review included in the July 2011 report.
	Information provided in alternative formats	April	Oct	Oct	Oct		
	Provide additional support through Grant Officers as request	ongoing					

Objective	Planned action	Target performance				Responsible lead officer	Reporting cycle, for example, quarterly
		20011/12	2012/13	2013/14	2014/15		
2. Grant aided services improve their equality performance	Requirement to monitor diversity issues in grant aid agreements. Grant officers will advise groups to ensure the work involved is proportionate to funding and services provided.	Nov 2011	Oct	Oct	Oct	Grant Officer for the Grant Budget	Annually EIA reference Group linked to Compact
	Annual service reviews includes equality access and service improvement actions. Grant officers will advise groups to ensure the work involved is proportionate to funding and services provided.		Oct	Oct		Grant Officer for the Grant Budget

And EIA Reference Group from the Compact Forum | Annually thereafter as part of Cabinet Report on Voluntary Sector Funding and Compact Forum |

Objective	Planned action	Target performance				Responsible lead officer	Reporting cycle, for example, quarterly
		20011/12	2012/13	2013/14	2014/15		
3. Voluntary Sector Groups able to access small amounts of grant annually or more often to start new initiatives and other short term projects and support.	Small grants pots to be streamlined to combine the ODPG, Social Care and the proposed BME small grants into one annual and consider quarterly small grant round. Allocated by a panel made up of individuals from the relevant areas of interest, annually / quarterly	April	Sept	Sept	Sept	Grant Officer for the Grant Budget	Annually EIA reference Group linked to Compact Report in annual grant aid funding report to Cabinet
4. Equalities data recorded in a comparable way to support the Council to review the diversity of all it's grant aided services.	Develop new corporate monitoring form to capture the six strands of Equality and Diversity and agreement to record information in the same way Review form	Oct	Oct			Grant Officers	Annually EIA reference Group linked to Compact

Objective	Planned action	Target performance				Responsible lead officer		Reporting cycle, for example, quarterly
		20011/12	2012/13	2013/14	2014/15			
5. Ensure grant aid reflects diversity issues in local community.	Equality impact assessment on all Grant Aid funding to identify gaps in service to diversity streams	July	Sept	Sept	Sept	Grant Officers		Annually EIA reference Group linked to Compact Report in annual grant aid funding report to Cabinet

SMART Analysis of Action Plan Objectives - process, impact or outcome based?

Objective/Target:	**Additional support (briefings, workshops and communication support) for Groups where diversity issues restrict access to information will to ensure access to the grant aid application process**
Specific	Yes
Measurable	The outcome measure will be based on the number of applications received as a result of providing this support
Achievable	Yes
Relevant	Yes: identified by consultation as an issue
Timed	April – May 2011

Objective/Target:	**Grant aided services improve their equality performance**
Specific	Yes: Individual projects will be required to monitor service users based on the six strand and provide annual action plan
Measurable	Yes: In the monitoring sent to the Council from each organisation
Achievable	Yes: Support and guidance will be provided by Grant officers to the organisation on how this can be achieved

Relevant	Yes: Will enable Council to determine if the service provided are consistent and meets the requirements of all people in all communities in Derby regardless of their age, disability, religion, sexuality, gender and race
Timed	November 2011 – onwards – part of annual monitoring of services

Objective/Target:	**Voluntary Sector Groups able to access small amounts of grant annually or more often to start new initiatives and other short term projects and support.**
Specific	Yes: Small grant funding pot being made available to support specific activities within the BME communities
Measurable	Yes: This will be determined by the number of applications approved
Achievable	Yes:
Relevant	Yes: identified in consultation with Voluntary Sector Organisations
Timed	November 2011 – onwards – annual review of small grant allocation to EIA reference Group

Objective/Target:	**Equalities data recorded in a comparable way to support the Council to review the diversity of all it's grant aided services**
Specific	Yes: Grant Officers already in discussion to develop approach in consultation with Voluntary Sector
Measurable	Yes: Review of grant aided service equality impact
Achievable	Yes
Relevant	Yes
Timed	Yes: in place by November 2011, reviewed annually.

Objective/Target:	**Ensure grant aid reflects diversity issues in local community**
Specific	Yes:
Measurable	Yes: Allocation of grants will be compared to local population profile
Achievable	Yes: information on population profile and grant aided services is available.
Relevant	Yes
Timed	Yes: July 2011 review for Cabinet Report.

Appendix A of EIA on Grant Aid Strategy
DCC Voluntary Sector Grant Aid Strategy 2011-2015
Priority Outcomes from the Strategy

Our Voluntary Sector Grant Aid Strategy follows and aligns with the six outcome themes of our new Derby Plan:
- A thriving, sustainable economy
- Achieving learning potential
- Good physical and mental health and well-being
- Being safe and feeling safe
- A strong community
- An active and engaging cultural life

The Strategy outcomes are grouped according to the themes, People, Place and Prospects.
As well as supporting outcomes against the three themes, the Council will continue to support voluntary sector second tier organisations that help to support and develop 1st tier voluntary sector organisations that deliver services to the community. The links between the Grant Aid Strategy and the themes in the Derby Plan are illustrated in Appendix A below.

PEOPLE

We want to target our resources to help improve outcomes for people whose circumstances make them vulnerable and/ or disadvantaged such as frail older people, people with learning disabilities, people with mental health needs, disabled people and people from minority ethnic communities.
There are still significant and growing gaps in outcomes for children and young people. Currently early intervention services are not well-developed which is leading to pressure on targeted and specialist services. Significant numbers of children are staying in care.
We will commission services from the sector that:

Outcome 1: Prevent escalation to more intensive support services and provide an early intervention if something has happened to stop things getting worse.
We want to make sure our resources are targeted to help improve the lives of people who may be vulnerable and/or disadvantaged, such as older people, people with learning disabilities, physical and sensory impairments, long-term health conditions or mental health issues, people with disabilities and people from minority ethnic communities. Services that meet this outcome will support :
- Vulnerable people (and their carers) with health, social care and other needs that make them at risk of losing their independence or
- b) People who are likely to have health and social care needs in the future.

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This outcome will be supported by services that:

a. Delay or reverse vulnerable people's deterioration and promote their independence and wellbeing.
b. Reduce the risk of health or other crises that affect people's independence and the harm arising from them.
c. Support people to recover from a crisis that affects their ability to live independently and enable them to become as independent as possible.
d. Provide 'care closer to home' (that is arrange for the least institutional or intensive intervention that can appropriately meet people's needs).

Outcome 2: Provide targeted family intervention services which reduce the number of children and young people coming into care.
Services that support Outcome 2 will provide a range of 'young people friendly' activities in the community that encourage young people who may be at risk of coming into care to be involved in positive activities. These services will be able to show how young people have been part of developing these activities and that these activities promote self esteem and integration into their local community.

Outcome 3: Provide targeted support to young people at risk of experiencing exploitation.
Services that support Outcome 3 will build self reliance and self esteem in young people so that they feel confident, are well informed and are empowered to make safe choices in their lives. This could include befriending or direct support for young people who are at risk of exploitation.

Outcome 4: Provide advocacy so people are able to navigate complex systems to get the help they need, including help with support planning and brokerage.
Vulnerable people and their carers sometimes need help to access the support services they need to enable them to live as independently as possible. When we mention advocacy we mean a service where someone's rights or views are represented by a third party, this outcome will also be supported by services that provide information and advice.

Services that support this outcome will assist vulnerable people to access health, social care and other community services. This will include people who wish to access preventative services and people who are eligible for support from social services and wish to use their personal budget to arrange their own care.

PLACE

We know that people's local area is important to them and that they want to be able to meet up to socialise, plan and undertake activities together and provide support to local people. We will retain our commitment to local community centres and community associations.

We will commission services from the sector that:

Outcome 5: Provide community centres that offer a place where people can get involved, meet new people, learn new skills, get exercise, have fun and improve both the physical and mental health of individuals and groups and in doing so promote community cohesion.
Community Centres are managed and run by volunteers who are committed to providing a local community facility that can provide local activities and services. Services that support Outcome 5 will demonstrate that they support community centres to be independent, financially viable and provide activities and services for all sections of the local community. These services will also help new groups who are wishing to take over the responsibility of running community centres.

Outcome 6: Get volunteers working together to manage the local community centre and in doing so develop local ownership, capacity and citizenship.
Community centres and buildings rely on volunteers to enable them to provide services requested by the local community. Sometimes existing community groups who run community centres need help to recruit and retain volunteers or make small improvements to community centres to increase access to the centres. Services that deliver this Outcome will demonstrate they support the local community associations that run these centres and the services they provide, for example by:

   a. Increasing the number of volunteers
   b. Developing their skills and knowledge
   c. Developing the support that volunteers and community associations can give to each other through support networks

Outcome 7: Support community associations that provide ways of engaging people to become active in their communities, having a voice regarding local concerns and building partnerships with other groups and organisations to deliver services.
Strong community associations work with other community groups and associations to share good practice and improve the activities and services they provide. Services that deliver Outcome 7 will demonstrate that they enable community associations to develop support networks with organisations outside of their community and improve cooperation between groups within their community to develop a shared approach to solving local issues.

Outcome 8: Enable young people to engage in positive activities, leading to reduced anti-social behaviour.
Services that support Outcome 8 will provide activities that young people can identify with, such as sport, music and dance. These services will be able to show that young people are supported to make positive life choices, gain vocational experience and connect with positive role models.

PROSPECTS

We are ambitious for Derby and for Derby people. We want a city that is prosperous and nurtures the talents of its citizens. We want to support its creativity, flair and cultural offer. We will therefore commission services from the sector that:

Outcome 9: Enable children and young people to be included in mainstream learning or activities that reduce the number of young people not in education, employment or training, particularly teenage parents, young people with disabilities and young people who have been in the care system.

Some children and young people need additional help to access education, training and support from mainstream services. Services that support Outcome 9 will assist children and young people to access mainstream services in their locality and show that they are promoting self esteem and preparing them to live independently in the community. This will include services that offer a recognised qualification that can support re-entry to the education system or onto other training, for example, Arts award.

These services will understand the needs of a range of vulnerable young people and how to support them to use mainstream services and make a positive contribution to the community as they move into adulthood.

Outcome 10: Offer a creative approach to providing arts activities that will inspire achievement and contribute to personal wellbeing and confidence within communities.

Participation in arts activities can contribute greatly to people's wellbeing, quality of life and sense of belonging. It can also develop individual and community aspirations and help people realise their potential. Services that meet Outcome 10 will demonstrate that they support a vibrant city centre arts programme that connect with all sections of Derby's communities enabling everyone to have the opportunity to participate.

Outcome 11: Support economic growth by developing a vibrant cultural environment that will attract and retain talent.

Our definition of culture includes sport, leisure, arts, faith, life long learning, libraries, museums and heritage. A vibrant and inclusive culture will contribute greatly to the quality of life for residents and enhance the perception and status of Derby to potential visitors and investors. Services that support Outcome 11 will demonstrate their contribution to a vibrant cultural environment and their support for the personal and professional growth of practitioners working within the cultural sector. This support will include providing training, progression opportunities and employment, as well as support structures such as volunteering and networking opportunities.

Outcome 12: Develops Derby as a cultural destination with festivals playing a key role by increasing footfall in the city centre and attracting visitors.

Derby does not yet have a major attraction to pull in visitors and audiences, so our intention is to tap into the city's tremendous creative spirit and potential by developing Derby's events and festivals programme. This will promote the city's own distinctiveness over other destinations, and provide new reasons for people to visit every year. Services that support Outcome 12 will demonstrate that they have

increased business tourism's contribution to the local economy by increasing the number of visits and length of stay of leisure visitors.

The Council is also proposing to provide support to 2nd tier or infrastructure organisations. These are organisations that provide a range of support services to voluntary, community and faith organisations across the City. These support services will maximise the contribution local groups make to the local community and support them to deliver the Outcomes 1 to 12 above.

Implications for the voluntary sector
The Council is planning to invest in services that support the wider voluntary, community and faith sector in derby. These services will:
    a. Support groups to effectively manage their organisation, finances and staff.
    b. Support groups to recruit and retain volunteers.
    c. Improve the way they deliver their services safely and effectively.
    d. participate in the planning and delivery of local services.

All grant aid programmes must deliver against one or more of the outcomes above. Derby is a diverse city and grant applications will be expected to set out how the services offered
can meet the needs of all its citizens. There will be some commissioning intentions
where services are sought to meet the needs of specific communities and/or
communities of interest where there are particular issues of disadvantage to
overcome. Value for money will also be an important criterion.

Infrastructure Support for the Voluntary Sector
The Council is also proposing to provide support to 2nd tier or infrastructure organisations. These are organisations that provide a range of support services to voluntary, community and faith organisations across the City. These support services will maximise the contribution local groups make to the local community and support them to deliver the Outcomes 1 to 12 above.

Implications for the voluntary sector
The Council is planning to invest in services that support the wider voluntary, community and faith sector in derby. These services will:
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b. Support groups to recruit and retain volunteers.
c. Improve the way they deliver their services safely and effectively.
d. participate in the planning and delivery of local services.

Summary of links between Council's Voluntary Sector Grant Aid Strategy 2011-15 and Draft Derby Plan: 31 Jan 2011

The following table summarises the <u>main</u> links between the Strategy and the draft Derby Plan. Please note that the City Council will also:

- Support the Voluntary Sector in other ways, for example the contract with Community Legal Advice Centre (CLAC). further opportunities for the Sector may arise in the future.
- Be supporting the Derby Plan in other ways – it will be possible to clarify this further when the Plan is finalised and as the City Council develops it's response to the Plan.

key	
Substantial Link	(light grey)
Direct Link	(dark grey)

(Note: There will be other links, but only main links are shown.)

	Six Derby Plan Outcomes					
Cabinet Report Outcomes	**Thriving, sustainable economy**	**Achieving their learning potential**	**Good physical and mental health & well being**	**Being safe and feeling safe**	**A strong community**	**An active and engaging cultural life**
People						
1 Prevent escalation to more intensive support services and provide an early intervention if something has happened to stop things getting worse;			Direct Link		Substantial Link	
2 Provide targeted family intervention services which reduce the number of children and young people coming into care;				Direct Link		
3 Provide targeted support to young people at risk of or experiencing exploitation; and				Direct Link		
4 Provide advocacy so people are able to navigate complex systems to get the help they need, including help with support planning and brokerage			Direct Link	Substantial Link	Substantial Link	

Cabinet Report Outcomes	Six Derby Plan Outcomes					
	Thriving, sustainable economy	Achieving their learning potential	Good physical and mental health & well being	Being safe and feeling safe	A strong community	An active and engaging cultural life
Places						
5 Provide community centres that offer a place where people can get involved, meet new people, learn new skills, get exercise, have fun and improve both the physical and mental health of individuals and groups and in doing so promote community cohesion		■	■		■	
6 Get volunteers working together to manage the local community centre and in doing so develop local ownership, capacity and citizenship				■		
7 Support community associations that provide ways of engaging people to become active in their communities, having a voice regarding local concerns and building partnerships with other groups and organisations to deliver services	■		■	■	■	
8 Enable young people to engage in positive activities, leading to reduced antisocial behaviour			■			
Prospects						
9 Enable children and young people to be included in mainstream learning or activities and that reduce the number of young people not in education, employment or training, particularly teenage parents, young people with disabilities and young people who have been in the care system		■				
10 Offer a creative approach to providing arts activities that will inspire achievement and contribute to personal wellbeing and confidence within communities		■			■	■
11 Support economic growth by developing a vibrant cultural environment that will attract and retain talent	■					■
12 Develops Derby as a cultural destination with festivals playing a key role by increasing footfall in the city centre and attracting visitors	■				■	■
Strategy also includes: Support for Voluntary Sector Infrastructure – that supports voluntary organisations delivering services	■				■	■

Appendix B of EIA of Voluntary Sector Grant Strategy
Responsibilities from Review of Grants to Voluntary Organisations Action Plan from 16 Mar 10 Cab Report (12 Aug version)

GOs CIN	All Officers responsible for administering DCC Grant Schemes, co-ordinated through the Compact Implementation Network
IC CIN	Voluntary and Community Sector Partnerships Manager and appropriate representatives from each statutory organisation
GO	All Officers responsible for administering DCC Grant Schemes.
GRG	Grants Review Group
IC	Voluntary and Community Sector Partnerships Manager

No.	Recommendation	Lead	Work stream	Completed
1	**Ensure consistency in process and practice**			
1.1	Introduce and adopt standard application forms, funding agreements and monitoring, proportionate to the level of funding, based on the following bands(inc Principal Solicitor): • Up to £5,000 / Between £5,001 and £25,000 / More than £25,000	**GO CIN**	Develop **Standard Document Set**: • 3 levels of Grant Aid Form and Guidance, Grant Aid Agreements	March 11
1.2	Compare different commissioning frameworks in place across the Council and Derby City Partnership, to develop a set of principles for when the Council should be commissioning and when it should be offering grants. Once developed, incorporate these principles into the compact Framework. (Head of Procurement)	**IC CIN**	Ongoing	July 10
2	**Support the Third Sector to develop**			
2.1	Review funding provided for infrastructure groups to: • deliver training and guidance to help VCOs apply for funding • develop a buddying scheme to help less established and small organisations to apply for funding.	**IC**	**Infrastructure Review/VCS Support Strategy** (led by VCS Team, with input from CIN + CAD)	June 11
2.2	Develop a Voluntary and Community Sector Support Strategy with reference to the Compact Agreement (lead identified – assume IC will co-ordinate). This could cover: • Council funding for the voluntary and community sector • support, advice and capacity building	**IC**	**Infrastructure Review/VCS Support Strategy** (led by VCS Team, with input from CIN + CAD)	June 11

	• regeneration, neighbourhood and community development initiatives.			
3	**Create more opportunities for bids for grants from new organisations**			
3.1	Funding bids should be aligned to the Council's priorities. This will help to allocate new funding and redirect existing funding.	**GO CIN**	New Funding - through **Standard Document Set (and Grant Assurance process)** Existing funding - through **Review of Grants** to assess fit of to priorities	March 11 April 11 onwards
3.2	As part of the development of the new Community Strategy in 2011 criteria for funding based on identified needs and priorities of the city should be developed.	**IC CIN**	**Review of Grants**. From April 2011, review of existing grants to ensure they meet new Strategic Priorities. **Standard Doc Set** will be updated to reflect new priorities	April 11 April 11
3.3	Implement performance management processes to enable the decommissioning of grants where organisations are not meeting targets.	**GO**	**Standard Document Set** includes performance management process and a Decommissioning Process	March 11
4	**Make sure the Council's processes and procedures in relation to grants are compliant with the Derby Compact**			
4.1	All grant schemes to use the Derby Compact Performance check list to ensure they comply with the principles of the Derby Compact.	**GO**	**Grant Assurance Process (part of Standard Doc Set)** includes use of updated Compact Checklist	March 11
5	**Ensure transparency, fairness and equality in all aspects of the Grants funding process**			
5.1	List information about all organisations funded and amounts received on the Council website.	**IC CIN**	**Review and update Grant Database/Webpage/Publicity** Link to "open data" project for all invoices over £500.	Feb-11
5.2	Use a transparent and consistent system for awarding grants.(inc Procurement Lead)	**GO CIN**	**Grant Assurance Process (part of Standard Doc Set)** includes confirmation of Grant Award process.	March 11
5.3	Carry out an Equalities Impact Assessment of all Council grant schemes to ensure council policies and obligations around equalities are followed.	**GO**	**Grant Assurance Process (part of Standard Doc Set)** inc. use of updated Compact Checklist to include EIA	March 11
6	**Raise awareness of the Council's Grant funding process**			
6.1	Place Grant information, application forms and guidance	**GO CIN**	**Review of Grant Webpage**	Feb-11

	in one place on the Council website.			
6.2	Promote Council Grants through the media, libraries, Infrastructure groups, Neighbourhood Boards + existing fora.	**GO CIN**	**Review of Grant Webpage/Publicity**	Feb-11
6.3	Ensure grant information complies with Plain English principles and is promoted as being available in alternative languages and formats. (Comm Team)	**GO CIN**	**Standard Document Set (inc Grant Assurance Process** **Grant Database/Webpage/Publicity**	March 11 Feb-11
7	**Rationalise the system**			
7.1	Consider as part of the wider corporate restructure and the implementation of the DECATS (Delivering Efficient Corporate and Transactional Services) recommendations the benefits of centralising all staff involved in grant funding.	**GRG**		
7.2	In the meantime, the Compact Implementation Network should adopt a stronger co-ordinating role including… • Considering how for small grants, applicants could submit one application and officers could allocate this to the most appropriate grant behind the scenes. This is similar to the approach adopted by Derby City Partnership's Small Change Grant Scheme which provided a single application point to a number of different funding streams. • Ensuring all grants provided to voluntary organisations are entered on to the corporate database. Identifying training and support needs for the effective administration and monitoring of Council Grant schemes.	**IC**	Carrying out joint work eg: **Standard Document Set** **Grant Database/Webpage/Publicity** **Grant Assurance Process (part of Standard Doc Set)** **Rationalise Grant process (part of Standard Doc Set)**	Ongoing
8	**Streamline reporting arrangements**			
8.1	Single report should be prepared for Cabinet once a year providing an update on all existing grants. (Corp Dir Resources)	**GO CIN**	**CIN agenda item Oct 10 – Feb 11**	Feb 11

Appendix C of EIA on Voluntary Sector Grant Aid Strategy
Neighbourhoods Budget Equality Impact – Desk Top Exercise 2010-11 Overview of Potential Impact

Following a review in 2009/10 the Arts Grants Portfolio was rationalised and reduced to the following seven organisations, referred to as regularly funded organisations, (RFOs), 1-7 in the table below:

Name of Organisation	Grant 2010/11	% total grant	Description
1. Dèda	£123,422	14.4%	To promote dance locally, regionally, nationally and internationally through Dance Development, Classes and Workshops, Professional Programme and Commercial Activity.
2. Derby Jazz	£4,545	0.5%	To continue to promote an all year round programme of performances by international, national, regional and local jazz artists using several city centre venues. In addition, Derby Jazz organises education projects.
3. Derby LIVE	£298,228	34.8%	To ensure the continued production, programming and presentation of live theatre in Derby.
4. First Movement*	£8,585	1.0%	To create opportunities for learning-disabled people to work together to develop their unique creativity through the arts.
5. QUAD	£373,852	43.7%	To provide facilities and services that connect people and businesses to art and film, creating opportunities for entertainment, education and participation.
6. Surtal Asian Arts*	£5,303	0.6%	To make South Asian arts activities more mainstream so that it raises awareness of South Asian arts and culture among the wider community.
7. ViVA	£21,109	2.5%	To act as a flexible musical resource for Derby, as well as for urban and rural communities across the six counties of the region and, increasingly, nationally.
8. Small Arts Grants	£21,426	2.5%	Grants up to £3,000 for new project activity. Not available to organisations currently in receipt of regular arts funding.
Totals	**£856,470**		

In 2010/11 total funding from the Council for these RFO's is £835,044. In addition there is a small grants budget of £21,426 which is used to fund small scale and start up arts projects and organisations. In all cases the Council's grants are used as match funding by the RFOs in bids to external sources. Our grants are directed where they will maximise this total income for arts activity.

Who is affected by the proposal to reduce Arts Grants by 30%
All RFOs - and their customers and suppliers.
Is there any indication that the proposal will disproportionately affect any single group of people?
Arts organisations are also facing cuts in 2011/12 from Arts Council England (ACE). In combination with the proposed reduction in arts grants from the Council RFOs will have new develop new business models and income streams. They may have to cut overheads to manage the reduction in their grant. Programming is likely to be affected to become more mainstream and less targeted. Organisations gather information on audience breakdown of equalities, but this is not available within timescales of the Grant Aid Strategy EIA.

- **DEDA** are likely to reduce choice and opportunity and this may affect culturally specific dance forms and activity with high overheads such as work with disabled groups.
- **First Movement** promotes and delivers a year-round programme of arts events and workshops with learning disabled people, especially ensuring that its projects are accessible to people who have the most significant communication challenges. A reduction in funding would mean a reduction in provision. The impact would be felt most by the service users, in this case disabled people who have come to rely on the provision for quality of life, personal development and wellbeing. Families and carers will also feel the impact through a loss of respite provision. Participants 100% LD 1,442,
- **Surtal Arts** organises community showcases and annual festivals celebrating South Asian cultures. It also works in partnership with statutory and voluntary organisations to promote and reflect diverse cultures of Derby to the wider community at large. Located in Normanton, Surtal are based within the community they serve. A reduction in funding and potential closure of the organisation will leave a gap in provision. This will have a negative impact on the community and their sense of value and belonging. Audience: total 267,00 - estimated that the equalities mix broadly follows general Derby population, Participants: total 4,400 (est. 70% South Asian) Employed: 130 artists (est. 70% South Asian)

Name of Provider	BME	Disability	Annual Numbers	Funding 2010-11	% funded by City Council (blank = not known /provided)
First Movement	All	Learning Disability	1442	£8,585	
Surtal Arts	South Asian	All	31,230	£5,303	
			32,672	**£13,888**	

Appendix D of EIA on Voluntary Sector Grant Aid Strategy Adults Health and Housing (Social Care/Community) Summary:

Note: Many groups target more than one Diversity Group eg OP + BME		Est Weekly Users (where applicable)	Level of Funding	% of total grant	%total of users
All General (not targeting a specific diversity group		**887**	**£590,892**	**26.9%**	**23.3%**
Disability	All Disability	331	£301,003	**13.7%**	**8.7%**
	Hearing	257	£107,997	**4.9%**	**6.8%**
	Learning Disability	245	£353,165	**16.1%**	**6.4%**
	Mental Health	721	£23,421	**1.1%**	**19.0%**
	Physical Disability	292	£67,090	**3.1%**	**7.7%**
	Visual Disability	94	£28,561	**1.3%**	**2.5%**
	total	**1609**	**£580,234**	**26.5%**	**42.4%**
Race	Black African + African Caribbean	61	£34,763	**1.6%**	**1.6%**
	All BME	77	£163,466	**7.5%**	**2.0%**
	Chinese	80	£7,806	**0.4%**	**2.1%**
	Indian	154	£64,520	**2.9%**	**4.1%**
	New + Emerging	8	£8,080	**0.4%**	**0.2%**
	Pakistani	19	£62,656	**2.9%**	**0.5%**
	Polish	29	£23,500	**1.1%**	**0.8%**
	Ukrainian	46	£27,334	**1.2%**	**1.2%**
	West Indian	95	£26,756	**1.2%**	**2.5%**
	White Brit, Irish+BME	20	£4,000	**0.2%**	**0.5%**
	total	**589**	**£422,881**	**19.3%**	**15.5%**
Age	Older People	1943	£719,832	**32.8%**	**51.1%**
	18-64	1341	£771,381	**35.2%**	**35.3%**
	total	**3284**	**£1,491,213**	**68.0%**	**86.4%**
Gender/ Sexual Orientation	Men	111	£1,010	**0.0%**	**2.9%**
	Sexual Orientation	8	£12,120	**0.6%**	**0.2%**
	Women	77	£87,451	**4.0%**	**2.0%**
	total	**196**	**£100,581**	**4.6%**	**5.2%**
	TOTAL ALL GRANT AID	**3,799**	**£2,192,592**		

Comparison with number currently meeting FACS criteria	Number of people	% of total
Older People	1670	62.60%
Learning Disability	398	14.90%
Physical + Sensory Disability	299	11.20%
Mental Health	300	11.20%
TOTAL	**2667**	**100.00%**

Name of Provider	Project (+ joint funding organisations)	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	total in strategy	Partner contribution	% funded by City Council (blank = not known/)
Age Concern Derbyshire	Information and Signposting service			Older People		Citywide	200	£12,299		80%
Age Concern Derbyshire	Advocacy Service			Older People		Citywide	32	£26,338		
Age Concern Derbyshire	First Contact Service			Older People		Citywide		£60,267		60%
Alternatives Activity Centre	Alternatives Activity Centre		Learning Disability			Citywide	54	£65,404		75%
Assoc'n for Spina Bifida and Hydrocephalus	Information and Signposting service		Physical Disability			Citywide	5	£500		100%
Austin Community Enterprise	Information & Signposting	general	general	general	general	Normanton	12	£5,022		75%
BME Infrastructure	(+ City PCT)	All BME		18-64		Citywide		£88,516		100%
Business in the Community	Infrastructure Support	general	general	general	general	Citywide	n/a	£11,452		60%
CamTAD	BME Outreach Service	All BME	Hearing Disability	18-64		Citywide	25	£13,705		15%

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding	Partner contribution	% funded by City Council (blank = not known/
CamTAD	Information, Signposting and Support (City+County PCT + Derby's CC)		Hearing Disability	18-64		Citywide	148	£58,271	£43,002	75%
Chester Green Lunch Club	lunch club			Older People		Abbey Darley	21	£3,030		
Communication Unlimited	Communication support services		Hearing Disability	18-64		Citywide	84	£36,021		85%
Community Action Derby	Infrastructure Support (+ City PCT)	general	general	general	general	Citywide	N/a	£344,985		25%
Crossroads Care	Carer Respite		All Disabilities	Older People		Citywide	70	£73,538		65%
Derby African assoc'n	Luncheon club for the elderly	Black African + African Caribbean		Older People		Citywide	25	£3,030		60%
Derby City and South Derbyshire Mental Health Carers Forum	Carers Mental Health Forum		Mental Health	18-64		Citywide	n/a	£9,503		65%

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding	Partner contribution	% funded by City Council (blank = not known)
Derby Community Accountancy Service	Infrastructure Support	general	general	general	general	Citywide	n/a	£20,608		35%
Derby Disabled Friends	Social Group		Physical Disability	18-64		Citywide	14	£2,020		
Derby Furniture Project	Environmental / Recycling	general	general	general	general	Citywide	n/a	£52,805		10%
Derby Minority Senior Citizens	Lunch club	All BME (Sth Asian, African/ African Caribbean	Learning Disability	18-64		Arboretum, Normanton	26	£4,040		5%
Derby Racial Equality Council	Infrastructure Advice and Information	All BME		18-64		Citywide	3	£61,245		
Derby Shopmobility	Mobility Access to Services		Physical Disability	18-64		Citywide	122	£19,656		
Derby Stroke Club No. 1	Information and Signposting service		Physical Disability	18-64		Citywide	32	£404		
Derby United Credit Union Ltd	Financial Services	general	general	general	general	Citywide	n/a	£6,170		

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding	Partner contribution	% funded by City Council (blank = not known/)
Derby West Indian Community assoc'n	Social activities	West Indian Community		18-64		Citywide	95	£26,756		55%
Derby Wheel blazers	Disabled Sport Club		Physical Disability	18-64		Citywide	20	£4,000		85%
Derby Women's Centre	Information, Signposting and Support				Women	Citywide	9	£43,926		100%
Derbyshire Advocacy Service	Advocacy Service (City PCT)		Learning Disability	18-64		Citywide	10	£60,288	£20,334	60%
Derbyshire Advocacy Service	Ambassador Scheme		Learning Disability	18-64		Citywide	N/A	£44,450		45%
Derbyshire Advocacy Service	Derbyshire Appropriate Adult Scheme (+Derby's CC)		Learning Disability	18-64		Citywide	13	£92,635	£66,042	40%
Derbyshire assoc'n for the Blind	Support Communication (+City PCT)		Visual Disability	18-64		Citywide	94	£28,561	£9,245	90%
Derbyshire Carers assoc'n	Carers support service (+City PCT)		All Disabilities	Older People		Citywide	132	£126,425	£44,706	20%

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding	Partner contribution	% funded by City Council (blank = not known/)
Derbyshire Carers assoc'n	Emergency New Deal for Carers		All Disabilites	Older People		Citywide	9	£19,510		85%
Derbyshire Chinese Welfare assoc'n	Luncheon club	Chinese		Older People		Citywide	80	£7,806		50%
Derbyshire Community Foundation	infrastructure grant aid support	general	general	general	general	Citywide	n/a	£2,867		65%
Derbyshire Friend	Advocacy, information and signposting			18-64	Sexual Orientation	Citywide	8	£12,120		100%
Derbyshire Rape Crisis	Victim Support			18-64	Women	Citywide	39	£42,515		10%
Derwent Social Club	Social Club		Learning Disability	18-64		Citywide	44	£1,010		40%
Disability Direct	Information and Signposting service for people with disabilities (+City PCT)		All Disabilites	Older People		Citywide	120	£81,530	£10,105	50%
EMAC Derby Ltd	Interpretation Service	New emerging - Eastern European + mainly Polish		18-64		Citywide	1	£4,040		20%

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding	Partner contribution	% funded by City Council (blank = not known/)
Enterprise Sinfin	Information and Signposting service	general	general	general	general	Sinfin	70	£35,381		85%
Health + Social Care Development Grants	Contribution to joint health grant fund (+City PCT)	general	general	general	general			£45,000	£35,000	
Hadhari Nari	BME Outreach Service Domestic Abuse	All BME Women		18-64		Citywide	23	£22,476		20%
Hadhari Supported Luncheon Club	Luncheon Club	Black African + African Caribbean		Older People		Citywide	36	£31,733		100%
Headway	Day Services (+City PCT)		Physical Disability	18-64		Citywide	48	£32,470	£10,824	5%
Indian Community Centre Luncheon Club	Lunch Club	Indian		Older People	Men	Citywide	111	£1,010		60%
Indian Day Care	Project development	Indian		Older People		Citywide	n/a	£60,000		35%
MHA Care Groups - Live at Home Schemes	Derby Live at Home Project			Older People		Citywide	864	£79,765	£10,782	75%

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding		% funded by City Council (blank = not known/)
Multiple Sclerosis Society Derby & District Branch	Information and Signposting service		Physical Disability	18-64		Citywide	31	£4,040		50%
Opieka	Services for the elderly and lunch club (+City PCT)	Polish		Older People		Citywide	29	£25,300	£8,855	15%
Padley Group	Development Centre (+City PCT)		Learning Disability	18-64		Citywide	54	£77,308	£8,214	15%
Padley Group	Day Support (+City PCT)	general	general	general	general	Citywide	case work 12 / drop in 408	£54,469	£35,786	10%
Persian Cultural Association	Language support	New and Emerging BME Communities		18-64		Citywide	7	£4,040		30%
Play & Recycling Centre	Environmental / Recycling	general	general	general	general	Citywide	n/a	£12,133		35%
Relate Derby and Southern Derbyshire	Counselling Service costs		Mental Health	18-64		Citywide	356	£13,261		35%

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding		% funded by City Council (blank = not known/
Rykneld Friendship Group	Friendship group			Older People		Abbey	14	£331		
Sahahra	Sahahra	Pakistani		Older People		Abbey Normanton	19	£62,626		
Sahaly Womens Group	Social group	Indian		Older People	Women	Normanton	11	£505		
Samaritans	Helpline		Mental Health			Citywide	365	£657		
Sangam Womens Group	Lunch club	Indian		Older People	Women	Normanton	18	£505		
Simran Group	Social Group	Indian		Older People		Normanton Arboretum	14	£2,500		
Sound Bites Ltd	Ethical Food Delivery Service	White Brit White Irish Other Asian + Eastern European	Physical Disability	Older People		Citywide	20	£4,000		

Name of Provider	Project	Race / Religion	Disability	Age	Gender + Sexual Orientation	Main Wards served	Est Weekly User Numbers (where applicable)	Level of Funding		% funded by City Council (blank = not known/
Southern Derbyshire Pensioners assoc'n	Information and Signposting			Older People		Citywide	40	£9,945		
Steps for the Future	Steps for the Future		Learning Disability	18-64		Citywide	44	£8,030		
Ukrainian Day Centre	Support for Older People (+City PCT)	Ukrainian		Older People		Citywide	46	£27,334	£9,633	
WRVS Darby and Joan Club	Social Group			Older People		Citywide	32	£505		5%
TOTAL							**3,799**	**£2,192,592**		

Appendix E of EIA on Voluntary Sector Grant Aid Strategy:

Supplementary Language Classes Funding EIA Diversity Impact Age and Race

Supplementary language classes provide the first language support to school age children of the following ethnic groups in the following areas. Services are not totally funded by the Council – organisations may also receive contributions from parents and the community. If funding ends, children from the following race/ethnicity groups may not receive this first language support as a means to understand their cultural heritage. Explicit religion instruction is not supported by the SLC grant. Knowledge of first language provides learners with the skills to communicate within their communities and elders. Many continue to study first languages up to GCSE level, for example Panjabi and Urdu. The application process is open to all BME Community Organisations who meet the criteria.

Name of School	Race/ Ethnicity	Ward	Pupils per week 2010-11	Funding to Group	Plus direct rent to venue	% groups total funding from Council	% of total grant budget
Chinese Welfare Association	Chinese	Abbey.	50	£1,327	0		5.1%
Derby Bosnia-Hercegovina Comm. Assoc.	Bosnia-Hercegovina	Abbey	20	£881	0		3.4%
Derby West Indian Community Assoc.	West Indian	Normanton	36	£1,235	0		4.8%
Guru Arjan Dev Gurdwara	Sikh	Littleover Sinfin Peartree Normanton	188	£2,728	£9,146		45.9%
Hindu Cultural & Welfare Association	Hindu	Peartree	33	£1,216	0	33%	4.7%
Polish Community Association	Polish	Darley	112	£2,232	0		8.6%
Ramgarhia Sabha Sikh Temple	Sikh	Normanton	50	£1,327	£2,118		13.3%
Sri Guru Singh Sabha Gurdwara	Sikh	Normanton	100	£1,903	0		7.4%
The Sudanese Community Association	Sudanese	Normanton	13	£835	£900		6.7%
Total			602	**£13,684.00**	**£12,164**		100.0%

Appendix F of Equality Impact Grant Aid Strategy CYPS Main Grants

Organisation	City Council Grant 2010-11	City PCT Contribution	total	% of total City funding	Services that target specific Diversity Groups	
Children First Derby	£21,464	£21,464	£42,928	8.9%		
Derwent Stepping Stones	£40,065		£40,065	16.6%		
Homestart Derby	£44,343	£46,100	£90,443	18.3%		
NACRO Osmaston Family Project)	£19,657	£19,657	£39,314	8.1%		
SOVA	£42,136		£42,136	17.4%		
Umbrella Bi-Lingual	£9,704	£7,763	£17,467	4.0%	All BME	
Umbrella	£20,278		£20,278	8.4%	Physical, Sensory and Learning Disability	
Umbrella (info + Play Services) (Cityactual £30,239tbc)	£29,502	£24,138	£53,640	12.2%		
YMCA	£14,746	£119,122	£133,868	6.1%	Learning Disability	
Total in Grant Strategy	**£241,895**	**£238,244**	**£480,139**	**100.0%**		

Ethnicity and Age

FUNDING

Organisation	City Council Grant 2010-11	City PCT Contribution	total	% of total City funding	Services that target specific Diversity Groups	
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Total in Grant Strategy	**£241,895**	£238,244	£480,139	100.0%		

Ethnicity and Age

Ethnicity	Total	% total
Indian	88	2.7%
Pakistani	277	8.5%
Bangladeshi	0	0.0%
Other Asian	42	1.3%
Black Caribbean	28	0.9%
Black African	66	2.0%
Other Black	0	0.0%
Chinese / Vietnamese	9	0.3%
Other Ethnic Background	16	0.5%
British	1706	52.1%
Irish	9	0.3%
Eastern European	13	0.4%
Multiple Heritage	128	3.9%
Roma	0	0.0%
Other	18	0.5%
Not Specified	822	25.1%
Total	**3275**	

Age	Total	Total
Under 8	1736	62.8%
8 - 12	286	10.4%
13 - 17	174	6.3%
18 - 25	67	2.4%
25 - 59	315	11.4%
Adults aged 60 or over	2	0.1%
Not Specified	183	6.6%

Total	2763	

Language, Faith, Gender, Sexual Orientation and Disabilities

Output Code 2	Albanian	Arabic	Bosnian	Chinese Mandarin	Farsi	French	Hindi	Kurdish	Latvian	Lithuanian
Total	0	9	0	3	0	8	30	32	4	0
% of total	0.0%	0.5%	0.0%	0.2%	0.0%	0.4%	1.6%	1.7%	0.2%	0.0%

Polish	Czech	Slovakian	Punjabi	Somali	Turkish	Ukrainian	Urdu	English	Not Specified	Total
28	0	6	64	0	0	0	4	1011	710	1909
1.5%	0.0%	0.3%	3.4%	0.0%	0.0%	0.0%	0.2%	53.0%	37.2%	

Faith

Output Code 3	Christianity	Muslim	Sikh	Hindu	Buddhist	Jewish	Other	None	Not Specified	Total
Total	171	68	16	14	0	0	0	0	25	294
% of total	58.2%	23.1%	5.4%	4.8%	0.0%	0.0%	0.0%	0.0%	8.5%	

Access For Disabled People

Output Code 4	Physical Impairement	Hearing Impairement	Visual Impairment	Learning Disability	Mental Health	Substance Misuse	Carers	Other	Not Specified	Total
Total	32	0	9	44	51	3	0	15	1410	1564
% of total	2.0%	0.0%	0.6%	2.8%	3.3%	0.2%	0.0%	1.0%	90.2%	100.0%

Gender

Output Code 5	Male	Female	Transgender	Not Specified	Total
Total	1075	1760	0	0	2835
% of total	37.9%	62.1%	0.0%	0.0%	

Sexual Orientation

Output Code 6	Heterosexual	Gay	Lesbian	Bisexual	Not Specified	Total
Total		156	0	0	0	1426	1582

Where Service Users Live 2009-10

		Total	% of all areas
Area 1	Derwent	700	22.8%
	Oakwood	57	1.9%
	Chaddesden	670	21.8%
	Spondon	28	0.9%
Area 2	Alvaston	144	4.7%
	Boulton	85	2.8%
	Sinfin	334	10.9%
	Chellaston	67	2.2%
Area 3	Normanton	360	11.7%
	Abbey	199	6.5%
	Arboretum	77	2.5%
Area 4	Littleover	75	2.4%
	Mickleover	99	3.2%
	Blagreaves	9	0.3%
Area 5	Allestree	44	1.4%
	Darley Abbey	42	1.4%
	Mackworth	23	0.7%
	Out Of City	54	1.8%
	Total	3067	100.0%

Appendix G of EIA: Executive Summary of Community Safety Population, Migration and Community Profile April 2008

Derby Population, Migration and Community Profile, Derby Community Safety Partnership April 2008

The following is the Executive Summary of Derby Community Safety Partnership Population Profile developed in 2008. This provided an estimate of changes since the census in 2001. The information presented in this document is experimental. No one data source provides a composite and robust picture of Derby's demographic make up and it has been necessary to calculate approximate estimates based on the broad range of data sources available. Whilst these estimates do not meet the standards expected in official statistics, they are intended to provide a basis for consultation and debate.

Derby's demographic profile has seen substantial changes since 2004 as a result of increased internal and international mobility, yet the 2001 Census remains the most widely used source for population estimates. This project set out to build upon a wide range of datasets in order to answer the following research questions:
• What is Derby's demographic composition in terms of age, sex, ethnicity and nationality?
• How is this picture changing, particularly in respect of migration and newly emerging communities?

The project set out to profile the city's demographic composition in order to inform area and neighbourhood planning, the local Community Cohesion Strategy and wider multi-agency service delivery.

What is the Derby population profile?

Using a number of city-wide indicators[2], it can be estimated that Derby's population stood at around **242,736** in 2007, having increased by 9.5% since the 2001 Census.

Derby's population density has increased from around 2,800 residents per square kilometre in 2001 to 3,100 in 2007. Arboretum and Abbey wards remain the most densely populated areas of the city with 5,728 and 5,257 residents per square kilometre respectively.

Chart 1 below depicts how the Derby population is estimated to look in 2007.

Chart 1 - Derby Experimental Population Profile 2007: All Population
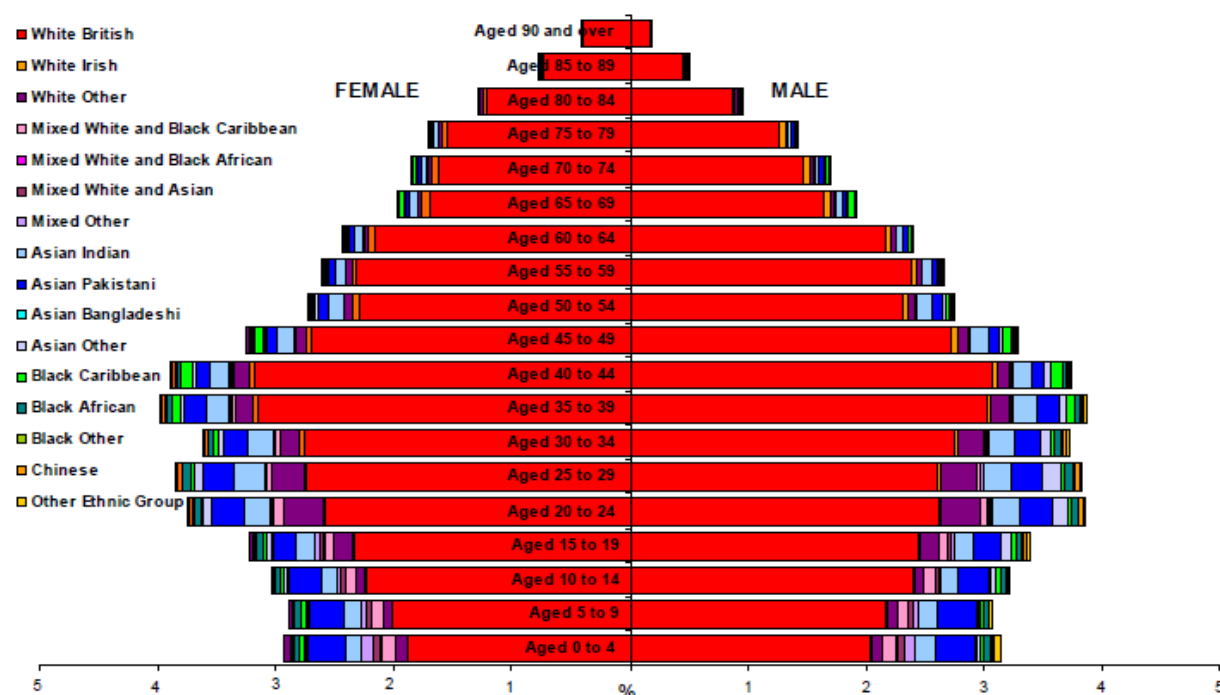
The population is estimated to have the following general characteristics:

- A gender profile similar to that of the national profile (49.3% female, 50.7% male)

- A relatively young population with 48% of residents estimated to be under the age of 35 compared to 45% across England and Wales

- Just under a quarter (22%) of the population are not White British (illustrated in Chart 2)

- Asian residents form the largest ethnic grouping in Derby accounting for 10.5% of the City's population. Within this grouping, it is estimated that in 2007 there were around 12,350 Pakistanis, 9,696 Indians and 372 Bangladeshis.

- The Asian population is younger than that of the population as a whole with an average age of 28 compared to 38. The majority (57%) of Asians over 55 are from an Indian background but the younger groups are far more diverse.

- The "other Asian" group are particularly likely to be of working age accounting for 15% of 20 – 34 year olds compared to 10% of the Asian population as a whole. This group also skews the gender profile, being disproportionately male (68% of the 15 – 34 year old other Asian group are male). This group also now represents 1.16% of the population and incorporates

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[2] Core datasets include; PeopleUK 2005, Derby GP Patient Register 2007, OND mid-year Estimates 2006, Derby School Census 2007, Connexions School Leaver Statistics 2007.

a diverse range of cultures including populations from the Middle East, Far East and Indian sub- continent, the largest group being Iraqi Kurds.

- Black communities including individuals from Caribbean, African, dual heritage and other backgrounds also have a relatively young population with an average age of 28. The demographics of this group are heavily influenced by individuals from a dual heritage background who are predominantly (65%) aged under 20.

- The Black African population is far younger than the Black Caribbean population with an average age of just 24 compared to 49. Over a quarter (26%) of the Black African community in Derby are aged between 25 and 34.

- It is estimated that at least 10,520 people describing themselves as coming from an "other white" background now reside in Derby. Over half (52%) of this group are aged between 15 and 34 (compared to 29% across the population as a whole).

- At least 13% of the population are estimated to have been born outside the UK

Chart 2 – Derby Ethnicity Profile: 2007 Experimental Statistics
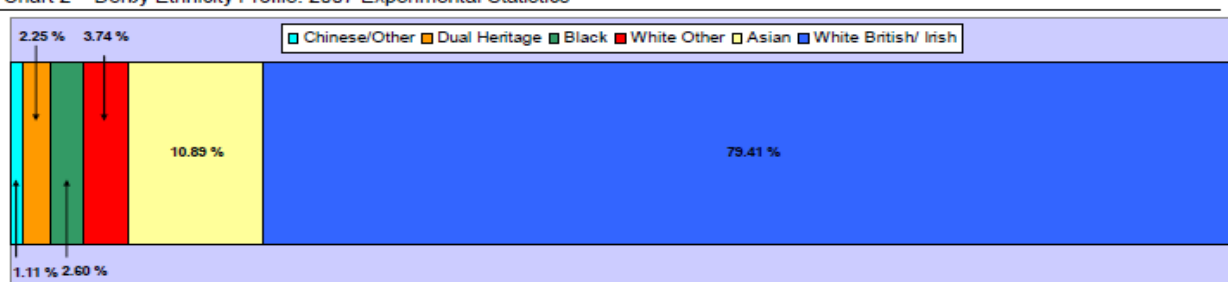
- There are in the region of 182 nationalities represented in the city. Arboretum, Abbey, Darley and Normanton have the widest variation of individuals from different backgrounds; each with around 130 distinct nationalities. Similarly, Alvaston, Littleover, Mackworth and Sinfin each have over 100 different nationalities represented.

- Combining data from the Derby CSP Survey 2008, Derby's School Census 2007 and GP walk-in centre statistics it can be estimated that there are over 15,035 people living in Derby for whom English is not their first language (at least 6.6% of the resident population). Although this does not give us an indication of the number of people who are not able to communicate in English, many of those for whom English is not their first language will still speak it fluently. These sources also identified that around 71 different languages, including 83 distinct dialects are being spoken in the city.

- The first language spoken shows clear geographic variations. In the city's most culturally diverse neighbourhoods (Arboretum, Normanton and Abbey), 33.3%, 19.8% and 9.5% respectively do not have English as their first language.

- Punjabi and Urdu are the most commonly spoken non-English first languages in Derby, and are estimated to be the primary languages of around 7,382 city residents. Polish is estimated to be the third most common non-English first language, spoken primarily by an estimated 1,292 people in the city. The top ten first languages spoken are depicted in table 1 overleaf.

Table 1 – First Languages of Derby Residents: 2007 estimates

Language	First Language Estimate population	% Population aged 5+
English	212,776	93.4%
Punjabi	3,824	1.7%
Urdu	3,558	1.6%
Polish	1,292	0.6%
French	510	0.2%
Bosnian	404	0.2%
Albanian / Shqip	350	0.2%
Chinese	260	0.1%
Hindi	238	0.1%
Latvian	230	0.1%

How has the population profile changed?

It is clear that Derby's population is growing and diversifying with international migration having played a substantial role. The following key changes are thought to have occurred since 2001:

- Population increases have occurred in almost all age groups in 2007 compared to the 2001 Census, however certain age groups have experienced more notable increases. The 20 to 29 year age group for example is estimated to have increased by 22%, whilst the 40 to 49 year old age group has increased by around 26%. There was also a 10% increase in the number of octogenarians in Derby between 2002 and 2007, with around 10,028 people aged 80 and over living in the City.

- The composition of people from different nationalities is thought to have changed. The proportion of the population born outside the UK has increased from 8.5% in the 2001 Census to at least 13%, with around 12,700 non-British migrants registering with General Practitioners in between 2002 and 2007.

- The City's minority ethnic composition is estimated to have increased from 15.6% in 2001 to 21.8% in 2007 as illustrated in Chart 3 overleaf.

- The level of ethnic diversity has increased to varying degrees in all of Derby's 17 wards. Arboretum, Normanton, Blagreaves, and Abbey remain the most ethnically diverse areas in the city in which non "White British" populations represent 77%, 67%, 36% and 35% respectively.[3]

- People describing their ethnicity as "Other Asian" have seen the most significant increase since the 2001 Census, increasing from around 1,032 to approximately 2,821 – 3126 people in 2007. This is largely due to increases in Derby's Iraqi and Afghan populations.

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[3] Based on 0 – 19 year olds only. Figures to be confirmed 11/04/08.

Chart 3 – Estimated growth in the non White British Population: 2001 – 2007
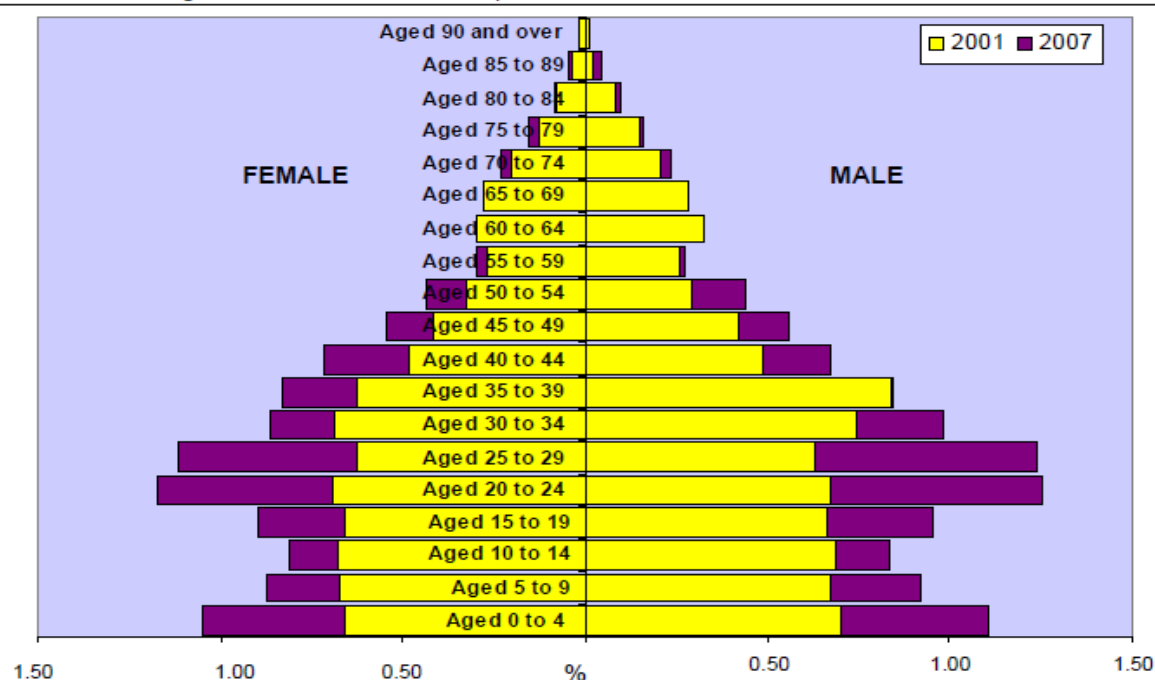
- There has also been a marked increase in the proportion of African residents, particularly Zimbabwean and Somali communities, and increases in the proportion of 'other white' residents in the city, which has increased from 1.7% of the population in 2001 to up to 4.4% of the population in 2007. There has been a particularly large increase in the 20 – 29 age group as illustrated in Chart 4 below.

Chart 4 – Estimated growth in "other white" population: 2001 – 2007
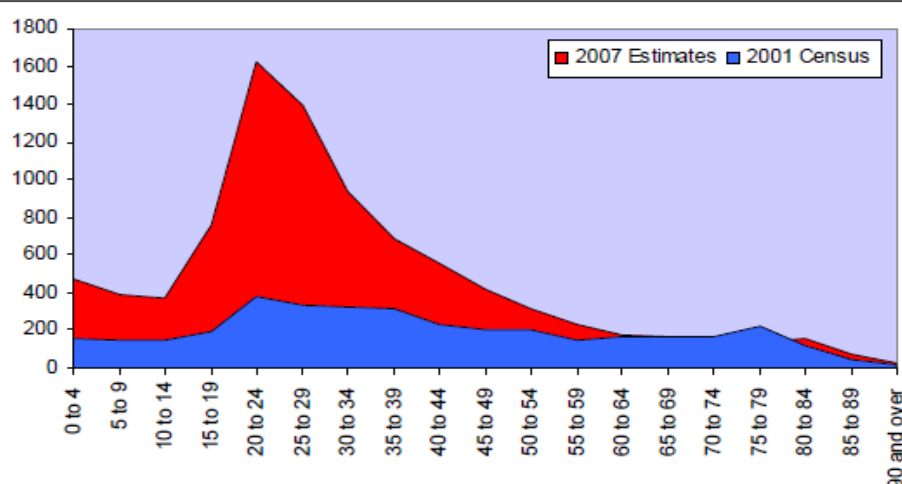
- The growth in other white populations in Derby is largely a consequence of increased East European migration. The number of Polish, Slovakian and Latvian residents in Derby in 2007 is estimated to be around 3,795, 2,480 and 1,053 respectively.

- Estimating trends in internal city migration has proved problematic. Derby Community Safety Partnership's 2008 survey found that 10% of residents had lived in the city for less than six years, however in Abbey, Normanton and Arboretum, this rate was much higher at 30.8%, 15.7% and 15% respectively. Internal inward migration to Derby is also common, with 17% of households having moved to the area in the previous two years.

What has influenced this population change?

Around 13,000 new international migrants are known to have moved to Derby between 2002 and 2007. There is no one single source of information that measures the extent of migration and estimates have been reached through the analysis and interpretation of a wide range of local data sets. All have their limitations but used together they provide useful estimates from which the following observations can be made:

- The majority of new migrants are of working age, with 59% being aged between 20 and 39. This is a relatively young population with an average age of 25 compared to a general city average of 38.

- Males are slightly over-represented amongst the new migrant population (54%), however this proportion is not as large as national reports have suggested.

- Between 2002 and 2007, Eastern European migrants are estimated to have accounted for around 31% of all new migrants in Derby. 'Other Asian' and Western European migrants accounted for a further 14% and 13% of new migrants respectively.

People born in Poland accounted for the largest proportion of new migrants to Derby (12.8%) between 2002 and 2007.

Chart 5 – Derby New Migrant Population Estimates: 2002 – 2007
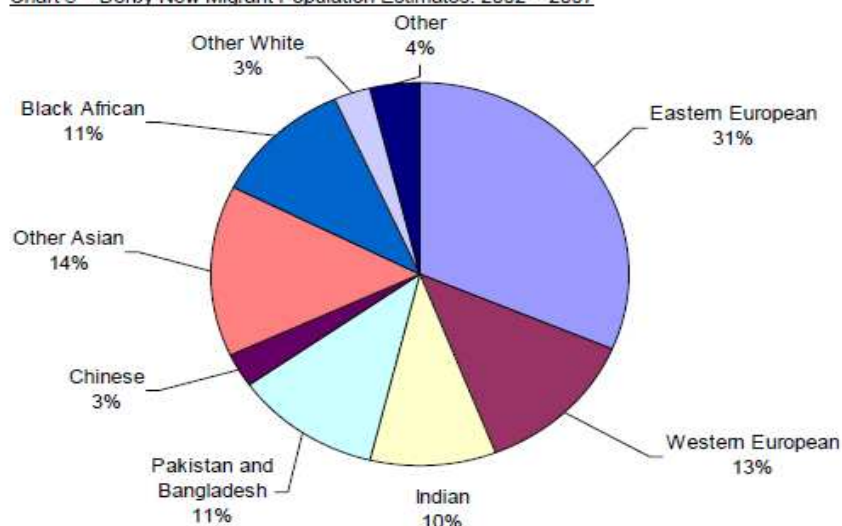
In 2001, the Census identified a high percentage of residents born in Poland (0.2%), compared to the England and Wales average (0.1%).

This was the 29th highest percentage across all 376 local authorities. This proportion is now estimated to have increased to around 0.9%.

- Eastern European migration saw a marked increase in 2005 following the expansion of the European Union to include the A8 countries of the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. Similarly, the number of Pakistani and Bangladeshi and Indian migrants increased year on year between 2002 and 2006, whilst Chinese, Western European and Black African migration has seen no notable changes since 2004.

- Arboretum and Normanton wards experienced the largest rates of migration between 2002 and 2007, with new migrant populations accounting for at least 19.4% and 15.7% of the resident population respectively. Abbey and Darley wards also have a new migrant population of around 8.6% and 8.3% respectively.

What are the issues for future consideration?

Improving consistency, quality and availability of local information

There is a clear need for consistency in the categorisation of ethnicity, nationality and 'place of birth' data, both locally and nationally. The sixteen ethnicity categories used in the Census no longer provide a comprehensive indication of the cultural or international composition of Derby, unless considered in the context of nationality. It may be necessary to develop the level and categories of data collected if such information is to be used to inform policy, service delivery or Derby's broader demographic profile. This is particularly important when considering Derby's growing and diversifying 'Other White' and 'Other Asian' populations.

The data collected across the city which would have the potential to inform Derby's demographic composition is inconsistent and fragmented. The terms ethnicity, nationality and place of birth are often used interchangeably, limiting our ability to robustly triangulate data sets. More research could also be done to quantify the over–representation of certain groups[4] who fail to de-register and re-register when moving to a new area. This would allow for more robust estimates of Derby's population by age, gender and locality.

Consultation and Engaging Hard to Reach Groups

The statistical data compiled in this document only presents a partial picture of Derby's demographic composition based on the information available. It is important that these findings are consulted upon widely and validated via structured discussions and focus groups with members of Derby's newly emerging communities, community leaders, service providers and business community.

Anomalies detailed in this report indicate that Derby may have a substantial hidden population, including people not registered with general practitioners, those working illegally or those whose asylum applications have been turned down. A better understanding of these populations could be generated via qualitative research methods, such as focus groups and structured interviews. Ongoing work to reach, consult and support these communities should also help to inform future population profiling exercises and develop a more comprehensive picture.

Future demographic profiling and analytical gaps

As previously mentioned this document forms a starting point for discussion, debate and future profiling of Derby's population. Areas for further analysis and validation include:

- Internal migration and geographic distribution using amongst other data sources, PeopleUK, the GP Patient Register, the Electoral Register, the CSP survey and examining housing turnover rates in different areas of the city.
- Alternative methods for approximating and validating the city's 20 plus population should be explored, including detailed low level data matching[5].

It is also important to ensure that planned and existing projects which map and profile Derby's communities are drawn together in order to reduce duplication of effort and inform the wider picture.

Exploring implications for service provision and community cohesion

There is now a clear need for a further local study to explore the implications that this population profile has on community cohesion and the accessibility and availability of services across the city.

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[4] Such as young males, students and the transient migrant working population
[5] As trialled by Brent and Enfield – A project matching individuals to addresses