

## **Appendix 1: Demonstrating Outcomes of Equality Analysis**

### **EQUALITY IMPACT ASSESSMENT**

1. Directorate	Corporate Core / Neighbourhoods	2. Section	Resource and Programmes	3. Name of the function being assessed	VCSE Infrastructure Contract
4. Is this a new or existing function?	Existing	5. Officer responsible for the assessment	Jess Waugh, Programme Development Officer for the OM Funds Team	6. Lead manager responsible for the assessment	Michael Salmon Programme Lead for OM Funds Team
7. Date assessment commenced	November 2018	8. Date of completion	September 2019	9. Date passed to Equalities Team	September 2019

## Summary of Relevance Assessment

1. Has a Stage 1 Equality Analysis: Relevance Assessment document been completed?

Yes ☐ Date of assessment:

No ☒ Because the nature of this programme is inherently related to equalities the relevance assessment is therefore not needed, and we can progress straight to a full assessment

2. Please indicate which **protected characteristics** the relevance assessment identified as relevant to the function that is being assessed (tick below):

Age ☒ Disability ☒ Race ☒ Gender (inc. Gender Reassignment, Pregnancy and Maternity) ☒

Sexual Orientation ☒ Religion or Belief (or lack of religion or belief) ☒ Marriage or Civil Partnership ☒

3. Please indicate which **aims of the equality duty** the relevance assessment identified as relevant to the function being assessed (tick below):

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act ☒

Advance equality of opportunity between those who share a protected characteristic and those who do not ☒

Foster good relations between people who share a protected characteristic and those who do not ☒

## Equality Impact Assessment Template

### 1. About your function

<p>Briefly describe the key delivery objectives of the function being assessed</p>	<p><b>Purpose of completing the Equality Impact Assessment (EIA)</b></p> <p>This EIA assesses the outcome of the Voluntary, Community and Social Enterprise (VCSE) Sector Infrastructure Service co-design and procurement process and its impact on the protected characteristics as defined by the Equalities Act 2010. It examines whether the process has led to any disproportionate effect on protected groups and wider diversity considerations of the VCSE.</p> <p><b>Background to the VCSE Infrastructure Contract</b></p> <p>Manchester City Council (MCC) has funded infrastructure support services for community and voluntary groups in the city for a number of years, with Macc holding a contract since 2009 to provide capacity building support. Following a review in March 2013, a single VCS infrastructure contract for the above service was won by Macc via a competitive tender process. The contract was for three years from September 2013 to August 2016, with the option to extend for a further two years ("3+2"). The 2 year option to extend the contract was taken up and extended until 2017.</p> <p>Following the introduction of the Our Manchester Voluntary Community Sector (OMVCS) Grants Programme and team ('OM Funds Team') in 2018, it was agreed that the OM Funds team would become the lead commissioner of the contract for the infrastructure service, with the OMVCS Programme Board providing the governance and assurance for the ongoing development, delivery and evaluation of the VCSE Infrastructure Service (contract), including (but not limited to) the decision making responsibility around variations to and recommendations to extend the contract.</p> <p>MCC and Manchester Health &amp; Care Commissioning (MHCC), as part of the respective commissioning arrangements with Macc, agreed to conduct a joint review of their VCSE infrastructure contracts. The purpose of undertaking the joint review was to provide feedback on the existing services to inform the next steps and future specification for the infrastructure contract. In</p>
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	<p>order to deliver the joint review the existing contract arrangements were extended until March 2019. This review report and more detailed background information to the VCSE infrastructure contract can be found in the 'VCSE Infrastructure Update' Paper that went to Communities and Scrutiny Committee, December 2018<sup>1</sup>. Both the OMVCS Programme Board and the MHCC Executive Committee considered the joint review and agreed that the report showed overwhelmingly that there is an ongoing need for a VCSE infrastructure support that is aligned to the strategic vision and priorities for the city. It was agreed that both contracts should be jointly commissioned, with the OMVCS Programme Board overseeing the governance, assurance and ongoing development of the work. The report also agreed that a co-design process for the specification of the new infrastructure contract should commence (using the review feedback summary as a basis for co-design), and that the timeline and existing contract arrangements for this should be extended until September 2019 to allow this to happen.</p> <p><b>Key delivery objectives of the redesign and procurement process</b></p> <p>There were two main key delivery objectives to the redesign and procurement process which focused on co-design and paying due regards to equality and wider diversity considerations. These were considered at every stage of the process.</p> <p><i>Inclusion of VCSE Voices</i></p> <p>In order to successfully redesign and procure the new VCSE infrastructure service contract a key delivery objective has been to develop a process that was transparent, equitable, and based on the Our Manchester principles and approach which puts co-design with the VCSE sector at its heart. It was also important to build and incorporate the feedback and learning from previous co-design and review processes, all which outlined the need for an open and inclusive process which includes a wide diversity of voices. Opportunities for consultation, engagement and feedback from the sector has been purposely designed into the process to achieve this.</p>
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<sup>1</sup> Please see here: <https://democracy.manchester.gov.uk/documents/s2906/VCS%20Infrastructure%20Contract.pdf>

	<p><i>Consideration of wider VCSE diversity</i></p> <p><b>‘Equality considerations’ definition</b></p> <p>As well as defining ‘equality considerations’ as consideration of the protected characteristics as outlined by the Equalities Act 2010, the process also paid due regard to VCSE organisations that are not covered under the Act in order to better reflect what the commissioners know about the sector and the various access and service needs<sup>2</sup>.</p> <p>Whilst some organisations within the sector will work with communities that fall under the protected characteristics (e.g. race or gender), groups will also serve communities or issues that are not covered under the Equality Act or may cut across several protected characteristics. For example, those organised by geography (e.g. community hubs), or by issues such as homelessness which is cross-cutting. Organisations within the sector also vary in size, which may determine access needs. By considering equality and diversity in its widest sense (above and beyond the protected characteristics listed under the Equality Act), a key of the process has been to secure a provider that can incorporate and respond to needs effectively.</p> <p><b>The process</b></p> <p>The following process/timeline has been taken:</p> <ul style="list-style-type: none"> <li>• Joint review between MCC and MHCC of their respective infrastructure contracts – April 2018 – September 2018</li> <li>• Co-design of new contract – September 2018 – December 2018</li> </ul>
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<sup>2</sup> This knowledge of the sector has developed from the existing relationships the Council has with the sector. It has also been informed by the Council’s wider budget and priority setting for 2019/20, the Equality Impact Assessment (EIA) and gap analysis (2018) from the first round of the OMVCS grant programme, the delivery and learning from the Our Manchester initiatives to date, and the service review of the current infrastructure services.

	<ul style="list-style-type: none"> <li>• Consultation with sector on co-design group recommendations, January 2019 – March 2019</li> <li>• Specification writing, March 2019 – April 2019</li> <li>• Tender process, May 2019 – August 2019</li> </ul> <p>The following section will outline the how due regard has been given to equalities and the key objectives of the co-design and procurement of this contract has been met.</p> <p><b>Joint review</b></p> <p>The joint review considered feedback from a variety of stakeholders who were able to give their views on both the current service and the future of infrastructure support, with a view to the next steps, co-design and procurement of the new contract. This review process was designed to ensure due regard was given to the protected characteristics and wider equalities considerations (as outlined in the above 'definition' section), with the stakeholder list being as wide ranging as possible in order to gather a diverse range of opinions. This included questionnaires sent to VCSE organisations that had and hadn't been successful in being awarded the OMVCS grant funding, of varying sizes (from very small to large), across thematic areas, and across the city. The questionnaire was also circulated by Macc (VCSE infrastructure service provider) in their newsletter, which had over 5,000 on the mailing list. Feedback was gathered from internal and external MCC/MHCC stakeholders, a number of focus group sessions held for VCSE organisations across the city, and small focus group opportunities and interviews/questions via email or telephone were held with other relevant MCC/MHCC stakeholders. One of the VCSE focus groups was specifically held with the 'Manchester BME (Black and Minority Ethnic) Network' (MBMEN)<sup>3</sup>, as part of a series of ongoing conversations with the network following the implementation of the OMVCS grant programme. As part of the joint review process, all 96 Members (local Councillors) were invited to feedback, either through email, the online questionnaire, or through a phone interview. The communication throughout the review also offered stakeholders the opportunity to contact the</p>
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<sup>3</sup> For more information please see here: Manchester BME Network - <http://www.manchesterbmenetwork.co.uk/>

	<p>team to organise focus groups and interviews, which was taken up by the MBMEN and individual Members.</p> <p>The feedback from this review was used as a basis for discussions of the co-design group.</p> <p><b>Co-design Group</b></p> <p>A co-design group was established as part of the process to develop the new service model and contract.</p> <p><i>Membership</i></p> <p>The criteria for co-design membership was on the basis of the individuals’ expertise, representation, passion and commitment, and their availability for the sessions. As well as choosing co-design members using this criteria, due regard to equalities and diversity of the sector was incorporated in order to ensure that the key aims of the process of including a wide range of voices, and developing a specification which gets a provider that meets a diversity of needs, were met. The final group consisted of fourteen representatives from across MCC, MHCC and the VCSE sector. VCSE representatives were from organisations of varying size, geographic coverage and thematic areas (of work), and included organisations that both were and weren’t funded by the OMVCS programme:</p> <table><tr><th>Position and Organisation</th></tr><tr><td>Exec Member, Manchester BME Network</td></tr><tr><td>Exec Member, Manchester BME Network</td></tr><tr><td>Neighbourhood Team Lead, Manchester City Council</td></tr><tr><td>Manchester Coordinator, LGBT Foundation</td></tr><tr><td>CEO, 4CT</td></tr><tr><td>Chair, LMCP</td></tr><tr><td>Acting Deputy Director of Mental Health and Children’s Commissioning, Manchester Health &amp; Care</td></tr></table>	Position and Organisation	Exec Member, Manchester BME Network	Exec Member, Manchester BME Network	Neighbourhood Team Lead, Manchester City Council	Manchester Coordinator, LGBT Foundation	CEO, 4CT	Chair, LMCP	Acting Deputy Director of Mental Health and Children’s Commissioning, Manchester Health & Care
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Exec Member, Manchester BME Network									
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Chair, LMCP									
Acting Deputy Director of Mental Health and Children’s Commissioning, Manchester Health & Care									

	Commissioning	
	Equality Team Leader, Manchester City Council	
	CEO, Gaddum Centre	
	Chief Executive, Breakthrough UK	
	Chief Executive, Macc	
	Mental Health, Manchester Clinical Commissioning Groups	
	Community Asset Transfer Manager, Manchester City Council	
	Charity, Social Enterprise and Community Development Consultant	
	<p>The membership of the co-design group includes taking into account feedback from previous co-design processes, which identified a gap in the involvement of Black, Asian and Minority Ethnic (BAME) organisations and smaller voluntary sector organisations. Consequently, alongside open invitations to a circulation list made up of the OMVCS grant programme funded organisations and development (12 month) funded organisations, a number of representatives from BAME communities and smaller voluntary sector organisations were invited to join the group. This included an invitation and allocation of two places taken up by the MBMEN. The co-design group also involved the Equalities lead from MCC, to provide ongoing challenge and support for the process.</p> <p><i>Priorities</i></p> <p>The co-design group recommendations included due regard to equalities issues, taking into account feedback from previous co-design processes and the joint review which outlined access and service needs of VCSE organisations that service communities of the protected characteristics. The following key objectives for the contract were developed in the sessions and recommended to the</p>	



	<p>commissioners to take forward as part of the specification:</p> <ul style="list-style-type: none"> <li>• “Continuously reflect on and promote that the VCSE is diverse in nature and therefore access to support and opportunities has to be available to support organisations of differing size and subject matter based on need, interest and capacity.”</li> <li>• “Value diversity and equality of opportunity, providing and/or enabling support to reach existing and new communities using an asset based approach”</li> </ul> <p><b>Consultation with the sector</b></p> <p>After the co-design group had developed recommendations it was important to gather feedback from the wider VCSE in the city as part of the commitment and key objective to include the voices of the sector throughout the re-design process. A month long consultation period provided the opportunity for the VCSE and other stakeholders (including officers and Members) to respond to a survey containing the recommendations. The responses generally agreed with the recommendations from the co-design group. There were some comments on elements of the recommendations, including that the priority of support and facilitation to BAME voices needed more context within the new service specification in order to demonstrate why this priority emerged. This and the other pieces of feedback from the sector was included and actioned by the commissioners in writing the service specification.</p> <p><b>Specification</b></p> <p>Due regard to equalities was given as part of the specification development for the VCSE infrastructure service, with priorities around equalities and wider diversity of the sector being included throughout. Some of these were developed from the co-design group recommendations for priorities of the contract, whereas others took into account the feedback given as part of the Council’s wider budget and priority setting for 2019/20, the EIA and gap analysis (2018) from the first round of the OMVCS grant programme and the delivery of Our Manchester initiatives to date. In particular, this learning highlighted the gap within the support to BAME communities, which led to</p>
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	<p>the development of this as a priority area within the specification alongside the wider equality and diversity considerations being expected of by any potential provider.</p> <p>Equalities considerations in the specification:</p> <ul style="list-style-type: none"> <li>• “Continuously reflect on and promote that the VCSE is diverse in nature and therefore access to support and opportunities has to be available to support organisations of differing size and subject matter based on need, interest and capacity.”</li> <li>• “Value diversity and equality of opportunity, providing and/or enabling support to reach existing and new communities using an asset based approach”</li> <li>• “Enabling, facilitating and supporting participation with communities of identity, and in particular BAME communities/organisations is a high priority for this contract. As described previously, support for BAME organisations was prioritised. Following consideration of the Council’s wider budget and priority setting for 2019/20, the EIA and gap analysis (2018) from the first round of the OMVCS grant programme and the delivery of Our Manchester initiatives to date, it was recognised that there was a gap within the support to BAME communities. Therefore, support for BAME communities/organisations in particular has been prioritised. However, the infrastructure organisation/s should also enable, facilitate and support participation with all communities of identities. The infrastructure organisation/s will be expected to demonstrate how they will respond to this priority.”</li> <li>• “The organisation/s should develop systems to monitor the uptake, retention and progression of volunteers, in particular progression to employment and self-employment. The provider/s should also have equalities-based and locality-based monitoring of volunteering opportunities and activity. This monitoring should include identifying gaps in what is available and the targeting of outreach activity as necessary and where appropriate.”</li> <li>• “There are no specific location requirements as part of this contract; however, it is expected that the service organisation/s will work across the city and outreach locally. Services should</li> </ul>
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	<p>be delivered in formats and settings that are appropriate to the needs of those accessing services.”</p> <p>These were also echoed in the outcomes for the contract, which included the following:</p> <ul style="list-style-type: none"> <li>• “Supporting a vibrant, thriving, diverse, sustainable, and resilient VCSE sector”</li> <li>• “Enabling, facilitating and supporting participation with communities of identity, and in particular Black, Asian and Minority Ethnic (BAME) communities/organisations. This should include creating mechanisms that help to facilitate diverse voices”</li> </ul> <p>These were included as priorities for the specification, and the commissioners expected all tenderers to respond to them in their returned bid for the contract.</p> <p><b>Procurement Process – bidding and assessment panel</b></p> <p><i>Tender process</i></p> <p>As part of the tendering process, commissioners set questions that paid due regard to equalities and the wider diversity of the VCSE. Tenderers were asked to demonstrate the following:</p> <ul style="list-style-type: none"> <li>• “How you intend to meet the priorities set out in the specification, paying particular attention to how you will work at a local neighbourhood level, citywide and with communities of identity”</li> </ul> <p>Tenderers were also asked to respond to the outcomes of the contract and list how they will measure and monitoring activity and outcomes. As discussed previously, outcomes for the contract focused on the diversity of the VCSE and enabling, facilitating and supporting participation with communities of identity.</p> <p><b>Assessment Panel</b></p>
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Due regard to equalities was taken throughout the assessment process, achieved through the membership of the panel and through the assessment of the responses to the questions which included the above.

*VCSE reference group*

It was a key objective to continue with the principle of co-design and involvement of the sector throughout the whole process, including the procurement process. However, this had to be balanced with procurement rules which are explicit about conflict of interest and decision making powers. To meet both of these objectives, a 'VCSE Reference Group' was established, made up of representations from VCSE organisations. This reference group and its representatives acted as a non-scoring, advisory group that provided guidance and feedback to the scoring assessment panel on relevant sections of the bids submitted for the VCSE infrastructure service. Reference group members were invited to give feedback on the 'quality' answers of the returned tender, which was given as guidance of sector experience to the scoring assessment panel. Reference panel members were invited from both non-OMVCS and OMVCS grant funded organisations in order to reach a wide range of organisations. The final group consisted of five VCSE organisation representatives of varying size, geographic coverage and thematic areas (of work):

Forever Manchester
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Homestart
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Manchester Men's Room
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Moodswings
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Whalley Range Community Forum
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	<p><i>Membership of Assessment Panel</i></p> <p>Assessment panel members were chosen based on their expertise in areas that were priorities of the contract. This again included an Equalities Specialist from the Equality, Diversity and Inclusion Team (MCC), and the Strategic Lead for Neighbourhoods (North).</p> <p><i>Assessment of responses</i></p> <p>As discussed, due regard to equalities was paid throughout the assessment process, as tenderers were asked to respond to specific questions on equalities (see above). The assessment of responses from the bidder provided further evidence of meeting the equality considerations listed as priorities of the contract, making reference to a range of approaches to engage with different audiences, including by geography and communities of interest and identity.</p> <p><b>EIA Findings</b></p> <p>The EIA finds that there has been due regard paid to the protected characteristics and wider diversity considerations given throughout the process of co-design and awarding of the VCSE infrastructure contract.</p> <p>The contract will be managed in order to ensure implementation of the specification, including those with specific reference to equalities issues. This includes further involvement of the VCSE in contract monitoring, which will be discussed as part the contract negotiations and ongoing management.</p>
<b>What are the desired outcomes from this function?</b>	<p>The desired objectives and outcomes for this service are as follows, and was outlined in the specification:</p> <p>Taking an Our Manchester approach, using the feedback from the engagement to date, the commissioners and VCSE sector are seeking a VCSE infrastructure organisation/s that will:</p> <ul style="list-style-type: none"> <li>• Champion, promote and celebrate the work of the VCSE sector and the contribution it makes in Manchester, using a variety of methods to demonstrate impact and outcomes.</li> <li>• Work through listening, building on strengths, conversations, co-design and co-production.</li> </ul>

	<ul style="list-style-type: none"> <li>• Work to support and improve the quality of life of Manchester citizens, in its own organisational delivery and through the VCSE organisations it works with.</li> <li>• Continuously reflect on and promote that the VCSE is diverse in nature and therefore access to support and opportunities has to be available to support organisations of differing size and subject matter based on need, interest and capacity.</li> <li>• Value diversity and equality of opportunity, providing and/or enabling support to reach existing and new communities using an asset based approach</li> <li>• Maximise investment into the VCSE in Manchester – working to increase money and resources through development and (capacity building) support, participation, engagement, influence and volunteering.</li> <li>• Demonstrate strategic links at a local, regional and national level, utilising intelligence and robust analysis of need to inform its work to and with the VCSE and partners in Manchester.</li> <li>• Enable resources and investment into the VCSE to be aligned to strategic programmes such as the OMVCS Grant Programme and the emerging developments around the Manchester Local Care Organisation (MLCO) and any future VCSE Strategy for the city.</li> <li>• Enable the VCSE to be a key influencer in strategic commissioning in Manchester</li> <li>• Add value to the OMVCS Grants Programme and have a clear relationship with the OMVCS Programme Team and other MCC/MHCC teams as agreed.</li> <li>• Be transparent, open, honest and accountable.</li> </ul> <p>These objectives and outcomes will be actively monitored as part of contract management, which will include regularly assessing progress (against them), any issues, and their relevance throughout the lifetime of the contract.</p> <p>In order to successfully re-design and procurement the new VCSE Infrastructure Contract a proactive and conscious effort was made to develop a process that was transparent, equitable, and based on the Our Manchester principles and approach, which puts co-design with the VCSE sector at its heart. As a result, co-design with the diverse VCSE and relevant stakeholders has been a key feature, from the review that prefaced the re-design to the procurement process itself. This will continue during the contract management arrangements, with the proposed development of sector involvement in the monitoring of the contract, as well as the VCSE involvement in the work of the</p>
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	infrastructure organisation.
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## 2. About your customer

Do you currently monitor the function by the following protected characteristics?	Protected Characteristics	Y/N	If no, please explain why this is the case and / or note how you will prioritise gathering this equality data
	Race	Y	<p>The previous contract (2013-2019) requirements asked the provider to collect the following data on their service users:</p> <ul style="list-style-type: none"> <li>• “Service usage data</li> <li>• Equalities and locality monitoring data”</li> </ul> <p>This new VCSE infrastructure service contract has asked the provider to collect the following equalities data on their service users:</p> <ul style="list-style-type: none"> <li>• “Equality of access to the service in line with the public sector equality duty”</li> </ul>
	Gender (inc. gender reassignment, pregnancy and maternity)	Y	
	Disability	Y	
	Sexuality	Y	
	Age	Y	
	Religion or belief (or lack of religion or belief)	Y	<p>As the majority of service users are VCSE organisations, the data collected currently monitors the equalities focus of the organisation. The workforce and service user data of VCSE organisations is not collected. Individual equality data is provided for service users of the volunteer centre. The provider also monitors location of VCSE organisations and individual volunteers.</p> <p>This information has and will continue to be used to performance manage and priority set as part of ongoing contract management. Macc also collect and use equality data as part of the monitoring of their own service, including for service design and improvement.</p>
	Marriage or civil partnership	Y	

			<p><i>Workforce of Provider</i></p> <p>Previously the provider has not been asked by the contract to provide regular equality information on their own workforce. However, in both the previous contract and the new contract the provider has been asked to provide information on having the right, skills, knowledge and expertise to deliver the contract and also staff training.</p>
<p><b>4. What information has been analysed to inform the content of this EIA?</b></p> <p><b>Please include</b> details of any data compiled by the service, any research that has been undertaken, any engagement that was carried out etc.</p>	<p><b>EIA Data Methodology and sources used</b></p> <p>The conclusions of this EIA are based on a range of sources, including various stakeholder engagement events, current monitoring data, and analyses and learning from initiatives to date.</p> <p><b>Stakeholder Engagement</b></p> <p>As outlined in this report, a key objective of the process has put the co-design with the diverse VCSE sector at its heart. Engagement of other relevant stakeholders, including Members, MCC and MHCC staff, has also been key to the process. Below is a summary of the various stages where engagement took place and feedback has been gathered:</p> <ul style="list-style-type: none"> <li>• Review of infrastructure services. This included an online survey and events across the city to gather feedback (April 2018 – September 2018)</li> <li>• Co-design of the VCSE infrastructure service, including an update to the Communities and Equalities Scrutiny Committee (September 2018 – December 2018)</li> <li>• Consultation on co-design recommendations, including an update to the Communities and Equalities Scrutiny Committee (January 2019 – March 2019)</li> <li>• VCSE Reference Group (May 2019 – September 2019)</li> </ul> <p><b>List of other documents and information sources used:</b></p> <ul style="list-style-type: none"> <li>• Monitoring data of the infrastructure service contract</li> <li>• Review of the VCS infrastructure service (September 2018)</li> </ul>		



	<ul style="list-style-type: none"><li>• EIA and gap analysis (2018) from the first round of the OMVCS grant programme</li><li>• Learning from the delivery of Our Manchester initiatives to date</li></ul>
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### 3. Delivery of a customer focused function

Does your analysis indicate a disproportionate impact relating to <b>race</b> ?	Y	N	
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>		X	<p>The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. However, based on feedback and learning from previous co-design processes there were specific measures put in place to ensure there was no adverse impact on race, including;</p> <p><b>Joint Review</b> One of the VCSE focus groups was specifically held with the 'Manchester BME (Black and Minority Ethnic) Network' (MBMEN), as part of a series of ongoing conversations with the network following the implementation of the OMVCS Grant Programme.</p> <p><b>Inclusion in co-design group</b> Alongside open invitations to a circulation list made up on the OMVCS grants programme funded organisations and development funded organisations, a number of representatives from BAME communities and smaller voluntary sector organisations were invited to join the co-design group. This included an invitation and offer for two places for the MBMEN which was taken up. The co-design group also involved the Equalities lead from MCC, providing ongoing challenge and support to the process.</p> <p><b>Key priority/objective of the contract</b> A key priority/objective of the contract is as follows:</p> <ul style="list-style-type: none"> <li>• "Enabling, facilitating and supporting participation with communities of identity, and in particular Black, Asian and Minority Ethnic (BAME) communities/organisations is a high priority for this contract. Following consideration of the Council's wider budget and priority setting for 2019/20, the Equality Impact Assessment (EIA) and gap analysis (2018) from the first round of the OMVCS grant programme and the delivery</li> </ul>

	<p>of Our Manchester initiatives to date, it was recognised that there was a gap within the support to BAME communities. Therefore, support for BAME communities/organisations in particular has been prioritised. However, the infrastructure organisation/s should also enable, facilitate and support participation with all communities of identities. The infrastructure organisation/s will be expected to demonstrate how they will respond to this priority.”</p> <p><b>Outcomes</b> A key outcome for the contract is as follows:</p> <ul style="list-style-type: none"> <li>• “Enabling, facilitating and supporting participation with communities of identity, and in particular Black, Asian and Minority Ethnic (BAME) communities/organisations. This should include creating mechanisms that help to facilitate diverse voices”</li> </ul> <p><b>Assessment panel</b> Assessment panel members were chosen based on their expertise in areas that were priorities of the contract. This included an Equalities Specialist from the Equality, Diversity and Inclusion Team (MCC)</p> <p><b>EIA Findings</b> This EIA finds that there has been due regard given to the protected characteristic of race throughout the re-design and procurement process of the VCSE infrastructure contract, and therefore we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on race and more widely the objectives and outcomes of the contract that relate to this priority area and accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner will review and take action to remedy this.</p>
Which action plans have these actions been transferred to?	<p><b>Mitigating actions to be taken forward:</b> N/A</p>

Does your analysis indicate a disproportionate impact relating to <b>disability</b> ?	<b>Y</b>	<b>N</b> <b>X</b>	
Please describe the nature of any disproportionate impact/s  Please indicate what actions will be taken to address these	<b>EIA Findings</b> The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on disability and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner will review and take action to remedy this.		
Which action plans have these actions been transferred to?	N/A		
Does your analysis indicate a disproportionate impact relating to <b>Gender</b> (including gender reassignment or pregnancy and maternity)?	<b>Y</b>	<b>N</b> <b>X</b>	
Please describe the nature of any disproportionate impact/s  Please indicate what actions will be taken to address these	<b>EIA Findings</b> The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on gender and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner		

	will review and take action to remedy this.		
Which action plans have these actions been transferred to?	N/A		
Does your analysis indicate a disproportionate impact relating to <b>age</b> ?	<b>Y</b>	<b>N</b>	
		<b>X</b>	
Please describe the nature of any disproportionate impact/s  Please indicate what actions will be taken to address these	<b>EIA Findings</b> The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on age and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner will review and take action to remedy this.		
Which action plans have these actions been transferred to?	N/A		
Does your analysis indicate a disproportionate impact relating to	<b>Y</b>	<b>N</b>	

<b>sexual orientation?</b>			
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p><b>EIA Findings</b></p> <p>The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on sexual orientation and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner will review and take action to remedy this.</p>		
Which action plans have these actions been transferred to?	N/A		
Does your analysis indicate a disproportionate impact relating to <b>religion and belief</b> (including lack of religion or belief)?	<b>Y</b>	<b>N</b>	
		<b>X</b>	
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p><b>EIA Findings</b></p> <p>The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on religion and belief, and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner will review and take action to remedy this.</p>		
Which action plans have these actions been transferred to?	N/A		

Does your analysis indicate the potential to <i>cause discrimination</i> in relation to <b>marriage and civil partnership</b> ?	<b>Y</b>	<b>N</b>	
		<b>X</b>	
Please describe the nature of any disproportionate impact/s  Please indicate what actions will be taken to address these	<b>EIA Findings</b> The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on marriage and civil partnership, and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner will review and take action to remedy this.		
Which action plans have these actions been transferred to?	N/A		
Does your analysis indicate a disproportionate impact relating to <b>carers</b> ?	<b>Y</b>	<b>N</b>	
		<b>X</b>	
Please describe the nature of any disproportionate impact/s  Please indicate what actions will be taken to address these	<b>EIA Findings</b> The redesign process and the selection of the end provider have each been designed to avoid any disproportionately adverse impact on all protected characteristics and wider diversity considerations. These measures have been outlined in the section above. Therefore, we do not anticipate any adverse impact. However, the infrastructure provider will be required to monitor its impact on carers and more widely the objectives and outcomes of the contract that relate to accessibility to a diversity of VCSE organisations. Where any adverse impact or disengagement is identified, the infrastructure provider and commissioner		

	will review and take action to remedy this.
Which action plans have these actions been transferred to?	N/A



#### 4. EIA Action Plan


Service / Directorate lead: James Binks

Strategic Director: Richard Elliot

Equality Team lead: Keiran Barnes

Actions identified from EIA	Target completion date	Responsible Officer	Is this action identified in your Directorate Business Plan and / or Equality Action Plan? (Yes / No / n/a)	Comments
Monitoring of contract and service provider against the key outcomes and aims listed within the specification. This includes those that link to specific equalities priorities, i.e. engagement with BAME communities and organisations	2019-2024	Michael Salmon	N/A	

5. Director level sign off

Name:	JAMES SINUS	Date:	2-10-19.
Directorate:	COLE - POLICY, PERFORMANCE + EXTOLM	Signature:	

NB: Sign-off must be in the form of an actual signature; not an emailed authorisation.