

REPORT TO: CITY GOVERNANCE COMMITTEE - 27 FEBRUARY 2025

REPORT ON: REMOVAL OF THE EQUALITY & DIVERSITY FUND

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 81-2025

1.0 PURPOSE OF REPORT

To outline the savings proposal in relation the Equality & Diversity Fund and seek approval to implement this change from 1 April 2025.

2.0 RECOMMENDATIONS

Committee is asked to approve the removal of the Equality & Diversity Fund at the end of the current financial year.

3.0 FINANCIAL IMPLICATIONS

This would result in a saving of £6,000 per year from 1 April 2025.

4.0 BACKGROUND

- 4.1 The purpose of the Equality & Diversity Grant Fund is to directly support Dundee City Council's Mainstreaming Equalities Agenda and meet our Legal General Duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and promote good relations across the range of protected characteristics (age, disability, gender reassignment, pregnancy & maternity race, religion or belief, sex and sexual orientation).
- 4.2 The fund was re-launched in 2021, as a new 'Community Based' Equality Small Grant Fund. Applications up to £1,000 are considered, with an average grant of £500 being awarded. This fund is specifically targeted towards supporting up to 12 local community groups each year. Provision of the funding can also support the Council to build meaningful partnerships and relationships with local community groups.
- 4.3 As part of the Budget Consultation views were sought regarding this discretionary expenditure. There were 2807 responses in relation to this option with the average impact rating suggested as low (2.22/5.0). More detailed narrative feedback was received from 511 people and common themes included.
- a large proportion stated that the removal of this fund would not personally affect them;
 - a smaller number recognised its importance for others, with many highlighting that cutting these grants would have a detrimental impact on vulnerable communities, including minority groups and small charities that rely on this funding for cultural and inclusion events; and
 - overall, the impact of this saving would be lower than many of the other options put forward.
- 4.4 Ceasing this funding would not stop the range of activities that go on in the City and Dundee City Council officers can signpost or support local community groups to identify and make applications to other local and national funders.
- 4.5 In support of meeting our equality duties, the Council will continue to take other relevant actions through the development and implementation of forthcoming Equality Mainstreaming Report 2025-2029.

5.0 POLICY IMPLICATIONS

This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified and is noted within Appendix 1. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included as an Appendix to this report.

6.0 CONSULTATIONS

The Council Leadership Team were consulted in the preparation of this report.

7.0 BACKGROUND PAPERS

None.

GREGORY COLGAN
CHIEF EXECUTIVE

7 FEBRUARY 2025

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICES

Integrated Impact Assessment

Committee Report Number: 81 - 2025

Document Title: REMOVAL OF THE EQUALITY & DIVERSITY FUND

Document Type: Other

Description:

Report to request Committee approval for the savings of £6000 ending the provision of the Equality & Diversity Fund at the end of this financial year.

Intended Outcome:

Approval for the removal of the Equality & Diversity Fund at the end of the current financial year

Period Covered: 01/04/2025 to 31/03/2026

Monitoring:

No specific monitoring will be required if the decision is taken to end the provision of the funding.

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Negative

Ending the provision of the Equality & Diversity Fund could have a detrimental impact on vulnerable communities, including minority groups and small charities that represent older and younger people that rely on this funding for cultural and inclusion events. Over the last 3 years, 9 organisations with a specific focus on supporting older and younger people received more than Â£6750 to support their client groups.

As a potential mitigating action, relevant Council Officers can support these groups to source and apply for alternative funding opportunities.

Disability: Negative

Ending the provision of the Equality & Diversity Fund could have a detrimental impact on vulnerable communities, including minority groups and small charities that represent disabled people rely on this funding for cultural and inclusion events. Over the last 3 years, 4 organisations with a specific focus on supporting disabled people received more than Â£3100 to support their client groups.

As a potential mitigating action, relevant Council Officers can support these groups to source and apply for alternative funding opportunities.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: Negative

Ending the provision of the Equality & Diversity Fund could have a detrimental impact on vulnerable communities, including minority ethnic and faith groups and the small charities that represent them rely on this funding for cultural and inclusion events. Over the last 3 years, 10 organisations with a specific focus on supporting these communities received more than Â£9600 to support their client groups.

As a potential mitigating action, relevant Council Officers can support these groups to source and apply for alternative funding opportunities

Religion or Belief: Negative

As with identified under race/ethnicity - Ending the provision of the Equality & Diversity Fund could have a detrimental impact on vulnerable communities, including minority ethnic and faith groups and the small charities that represent them rely on this funding for cultural and inclusion events. Over the last 3 years, 10 organisations with a specific focus on supporting these communities received more than Â£9600 to support their client groups.

As a potential mitigating action, relevant Council Officers can support these groups to source and apply for alternative funding opportunities

Sex: Negative

Ending the provision of the Equality & Diversity Fund could have a detrimental impact on vulnerable communities, including minority groups and small charities that represent them as they rely on this funding for cultural and inclusion events. Over the last 3 years, 4 organisations with a specific focus on supporting women received almost Â£3500 to support their client groups.

As a potential mitigating action - the relevant Council Officer's can support these groups to source and apply for alternative funding opportunities.

Sexual Orientation: Negative

Ending the provision of the Equality & Diversity Fund could have a detrimental impact on vulnerable communities, including minority groups and small charities that represent them to provide funding for cultural and inclusion events.

Over the last 3 years, there have been no direct applications to the fund from organisations that specifically represent this community. However, there have been applications in the past. In addition, there is the possibility that these group have benefitted indirectly from funding provided to others.

As a potential mitigating action - the relevant Council Officer's can support these groups to source and apply for alternative funding opportunities.

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	No Impact
Lochee:	No Impact
Coldside:	No Impact
Maryfield:	No Impact
North East:	No Impact
East End:	No Impact
The Ferry:	No Impact
West End:	No Impact

Household Group Impacts and Implications

Looked After Children & Care Leavers: No Impact
Carers: No Impact
Lone Parent Families: No Impact
Single Female Households with Children: No Impact
Greater number of children and/or young children: No Impact
Pensioners - single / couple: No Impact
Unskilled workers or unemployed: No Impact
Serious & enduring mental health problems: No Impact
Homeless: No Impact
Drug and/or alcohol problems: No Impact
Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: No Impact
Education & Skills: No Impact
Income: No Impact
Caring Responsibilities (including Childcare): No Impact

Socio Economic Disadvantage Impacts & Implications

Affordability and accessibility of services: No Impact

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: No Impact

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income MaximisationNo Impact

Employment Opportunities: No Impact

Education: No Impact

Health: No Impact

Life Expectancy: No Impact

Mental Health: No Impact

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: No Impact

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Negative

From the 2807 responses to the Equality Funding question in the recent Council Budget Consultation Survey, over 500 people went on to give further detailed responses around the effects of ending this fund.

There were a number of comments suggesting that the savings from cutting these grants are minimal compared to their significant positive impact on the community, some criticised council for considering the cut given the small amount of money involved and its potential benefits. Some respondents argued that the Council has a moral duty to support equalities and there was also concerns raised that small charities, which are already struggling, will be adversely affected by the proposed cuts.

To mitigate the loss of this fund, relevant Dundee City Council Officers can support local community groups to identify and make applications to other local and national funders.

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: No Impact

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: Negative

Although the Council has no statutory responsibility to provide this grant funding, the purpose of the Equality & Diversity Grant Fund is to directly support Dundee City Council's Mainstreaming Equalities agenda. This has made a contribution to the Council's work in support of meeting its Public Sector Equality Duties.

To mitigate the loss of this fund, relevant Dundee City Council Officers can support local community groups to identify and make applications to other local and national funders.

Organisational / Staffing & Competence: No Impact

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.