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Consultation – summary of responses

Future arrangements for the Welsh Government's Equality and Inclusion Programme for 2017-2020

Date of issue: November 2015

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1. INTRODUCTION

On 20th April 2015 the Minister for Communities and Tackling Poverty launched a consultation on the Welsh Government's Equality and Inclusion Programme for 2017-2020.

The aim of the consultation was to:

- seek views on the future Welsh Government funding framework for equality and inclusion;
- engage with the Third Sector and organisations representing those with protected characteristics, as well as with interested individuals to ensure we hear the views of people with protected characteristics;
- understand how the funding framework can best support organisations to remove the barriers which people face.

Wales is a country built upon the principles of fairness and equality. The Welsh Government is committed to working for greater equality, inclusion and community cohesion in Wales and to removing the barriers people face.

We have in place a Strategic Equality Plan which contains outcome-focused equality objectives. These objectives, published after extensive public engagement, highlight the practical differences we need to make to the lives of people in Wales. Alongside the consultation on the Equality and Inclusion Grant, we have consulted on our equality objectives 2016-20.

The Third Sector has played a significant role in helping the Welsh Government meet our statutory duties in the development of our Strategic Equality Plan. As such, we recognise the importance of supporting the work of the Third Sector in assisting us with the delivery of this agenda.

The Equality and Inclusion Grant 2014-2017 funds 16 Third Sector organisations, delivering across Wales, reaching a variety of people with different protected characteristics and supporting us in achieving the equality objectives. This consultation will inform and help Welsh Government consider options for potential future funding to support the Strategic Equality Plan 2016-20.

Funding must provide solid outcomes and have a positive impact on those on whom it is focussed. With pressures on public spending, we must also provide the best value for money for the public pound within a robust governance framework.

2. PROPOSALS

The proposals presented by the Minister were as follows:

1. A further three year funding programme

We sought views on a further three year Equality and Inclusion funding programme from 2017 – 2020.

We sought views on inviting proposals for both core and project funding or a combination of both. Core funding refers to funding organisations to deliver their core business, i.e. running costs. Project funding refers to funding for specific activity i.e. the costs to deliver a project.

Views were sought on the proposal of the funding being allocated to ensure a strong balance of coverage across the protected characteristics and a wide geographical spread.

2. Linking the Equality and Inclusion Funding to the Strategic Equality Plan

We sought views on the proposal to focus the purpose of the funding closely on the Strategic Equality Objectives. A consultation on the Equality Objectives for 2016-2020 was run in parallel to the consultation on funding and we asked public bodies, Third Sector organisations and stakeholders for their views on the current equality objectives, and what the Welsh Government priorities for equality should focus on.

3. Allocating funding by policy theme

We invited views on the proposal to allocate funding by policy theme to attract proposals which are more focussed in specific priority areas. Following consultation on the Equality Objectives for 2016-2020, we may identify particular areas of work which support the delivery of the objectives. These areas could then form the basis of any funding allocation. A similar approach was taken following the consultation for the Equality and Inclusion Grant 2014-17 and identified Centres for Independent Living and a National Hate Crime Reporting Centre as specific priority areas in which further support and funding was required.

The consultation explained consideration had been given to limiting our funding to organisations which state they provide support to people with a particular protected characteristic across the whole of Wales (sometimes known as 'umbrella' bodies). However, we did not think this option was workable as not all protected characteristics have a representative body and in some instances there is more than one organisation or there is a consortium of organisations which provide national coverage. We invited views on this approach.

4. Giving a greater emphasis to partnership working

We sought views on the proposal to specify the need for organisations to work in formal collaboration. Although partnership working was encouraged in the previous round of Equality and Inclusion funding, we proposed joint working might be required in future. This, it was thought, would strengthen Third

Sector partnerships in Wales and potentially reach a greater number of organisations. It would also enable smaller organisations to work together to make funding applications

3. CONSULTATION

The consultation period ran from 20th April 2015 to 10th July 2015. On-line versions of the consultation document were available including Easy Read and Child Friendly versions and response forms.

We received **30** responses to the consultation. The list of respondent is shown in the table below. In addition we received **7** responses from organisations which did not want their names to be made public.

Respondents	
Aneurin Bevan University Health Board	Porthcawl Police
Blaenau Gwent People First (1)	RCT People First – Brynna Jones group
Blaenau Gwent People First (2)	RCT People First – Maesnewydd Garden Centre Group
Bridgend People First	RCT People First – County Group Funding
Cardiff and Vale of Glamorgan Community Health Council	British Red Cross
Catherine Burton	Sense Cymru
Children in Wales	Stonewall Cymru
Diverse Cymru	Swansea County Council
Estyn	Vale 50+ Strategy Forum
Ethnic Youth Support Team	Vale of Glamorgan Council
Hywel Dda University Health Board	Whizz-Kidz
KPC Youth & Community	WLGA
NOMS in Wales	Women’s Pathfinder
North Wales Fire and Rescue Service	WRC
Older People’s Commissioner for Wales	Wrexham County Borough Council
Pembrokeshire People First	

In addition to the written responses detailed above, consultation events were held in Cardiff, Swansea and Llandudno Junction. A list of organisations which sent representatives to these events can be found at Annex A.

This document summarises the responses to the consultation questions. It aims to give an overview of the breadth and depth of responses, and to provide an indication of the issues which were raised most frequently. The responses will be a vital resource for the Welsh Government in developing potential options for future funding.

4. RESPONSES TO PROPOSALS

These responses to proposals summarise comments from the written responses and the events held across Wales.

4.1 Question 1 - Is there a need for both core and project funding or should we fund only core or project funding?

Summary of written responses:

- 89% of the respondents agreed there is a need for both core and project funding, whereas 5% of respondents felt projects should be supported. The remaining respondents did not comment.
- Many organisations expressed how important core funding is to the Third Sector, particularly for the sustainability of organisations, especially smaller organisations.
- Organisations were keen on a flexible approach, enabling and not disadvantaging a range of Third Sector organisations to apply for the funding.

The following points were raised at the events:

- It was felt there was a need for both core and project funding although clear definitions of what core and project funding cover would be required.
- There is a risk of double funding.
- Two funding streams may be appropriate, for example, having two funding pots, one for larger organisations and one for smaller organisations. Also, having a rolling fund which spans less than 3 years for one-off projects was suggested.
- Core funding is used by smaller organisations to capacity build and ensure their long term sustainability, whereas project funding is often not sustainable if the work done is not mainstreamed.
- Funding should be used by organisations to build upon their existing capacity/project not simply to fund what they are already doing.
- It is questionable whether organisations can be sustained after the core funding has finished. Some organisations will struggle to continue when funding has ended – this also has implications for their service users.

- The Welsh Government should try to avoid organisations being dependent on core funding and help organisations which are smaller and therefore have less expertise in applying for funding.

4.2 Question 2 - Should the Equality and Inclusion funding support a balance of coverage across the protected characteristics?

Summary of written responses:

- 73% of the respondents agreed the E&I funding should support coverage of the protected characteristics. 19% of respondents disagreed, and the remaining did not comment.
- Many organisations felt the funding should be awarded on a needs basis, filling in gaps, rather than split across all protected characteristics.

The following points were raised at the events:

- A balance of coverage should be supported. However, they agreed it can be difficult to get the statistics and evidence for some protected groups, and they may lose out because of this.
- There is a need to look at where the gaps are and welcome applications from organisations to fill those gaps. Potentially focus on protected characteristics where evidence shows they are more disadvantaged.
- Specific issues in certain geographical areas should also be taken into account.
- Some protected characteristics cover a much larger share of the population, therefore it would not be appropriate to give each group an equal split of funding.
- Funding should be given where evidence of need is identified.
- The funding needs to acknowledge people have more than one protected characteristic.

4.3 Question 3 - Should the Equality and Inclusion funding process take into account where activity will be delivered so we can ensure there is coverage of the funding across the whole of Wales?

Summary of written responses:

- 70% of respondents agreed the E&I funding should ensure coverage across the whole of Wales, with 24% of the respondents disagreeing. The remaining did not comment.
- Organisations, again, stipulated funding should be awarded on a needs basis.
- Some organisations, although in favour of an all-Wales spread for delivery, believed smaller local groups should be supported

The following points were raised at the events:

- Fairer Futures Division officials should make sure organisations which claim to be pan Wales are delivering across Wales and ensure the criteria is made clear upfront.
- There should be a balance of geographical coverage.
- There is a need for both local and pan-Wales funding.
- Be aware of the depth of deprivation and regional concerns and put resources where the need is.
- There should be two funding streams – one for smaller organisations working at a local level, and one for larger organisations working on a national basis.
- There should be consideration of organisations working together to achieve geographical coverage.

4.4 Question 4 - Should the Equality and Inclusion funding support the objectives in the Strategic Equality Plan (SEP) 2016-2020 (currently being consulted on)?

Summary of written responses:

- 84% of respondents were in agreement with the proposal to fund organisations to support the SEP objectives. 5% of respondents disagreed with this, and the remaining did not comment.
- Many organisations suggested a joined up approach be taken by the Welsh Government, to avoid duplication of funding where funding is available elsewhere.

- Some organisations felt, however, there should be some flexibility to address emerging priorities throughout the duration of the funding programme.
- Organisations felt applicants should not be looked on favourably if addressing more than one objective. Evidence of an organisation's experience with people/groups with related protected characteristics should be reviewed as part of the application assessment stage.

The following points were raised at the events:

- It was generally agreed the funding should support the SEP objectives.
- Emerging issues need to be taken into account as well.
- There is a need to look at where there are gaps and where need is identified.
- Organisations should be required to focus on the one or two objectives they can deliver.
- Guidance should make it clear not every project needs to support every objective and it shouldn't become a tick box exercise.
- Duplication should be avoided if objectives are funded elsewhere

4.5 Question 5 – Should the Equality and Inclusion funding be allocated to proposals which are more focussed on specific priority areas?

Summary of written responses:

- 73% of respondents agreed funding allocations should be more focussed on specific priority areas. 14% did not agree, and the remainder did not comment.
- Organisations were keen the process should be transparent in agreeing the priority areas and there should not be funding of priority areas which could source funding elsewhere.
- Some organisations, although in agreement, felt the funding should not be limited to priority areas only, but should also take into consideration innovative ideas and proposals.

The following points were raised at the events:

- There is a need to check where there are gaps in delivery of the Equality Objectives – if there is a definite gap which needs to be given priority then it is a good idea to specify areas to fund, however, have a rationale for this.
- Different sized funding streams are a good idea, however, it needs to be ensured the levels are right.
- There needs to be transparency on how the priority areas are identified. If the same areas are identified as currently, there is the possibility the same organisations will continue to receive funding.
- Priority areas should be identified using evidence.
- If assessing applications for specific priority areas in the same process to assessing applications for more general proposals, there is a risk of having to choose a specific priority area application over a really good general proposal, and vice versa. Contracts could be used for priority areas.
- Projects should not be invested in where they can draw on other sources of funding - this will also avoid double funding.

4.6 Question 6 - Should partnership working be made a compulsory part of the eligibility criteria for this funding, ensuring only joint applications could be made?

Summary of written responses:

- 73% of respondents did not agree partnership working should be made compulsory with 22% agreeing it should. The remaining respondents did not comment.
- Many organisations were against compulsory partnership working as they felt there were a number of reasons why this could affect the success of a project, however, many felt partnership working and collaboration should be encouraged.

The following points were raised at the events:

- Partnership should be encouraged, however, not made compulsory.
- Some organisations' constitutions may not allow partnership working.
- Small organisations can develop from partnership working. Where small organisations are involved in the delivery of project activity, consideration

for their input should be recognised i.e. they should receive financial benefit for their input.

- There can be a cost to partnership working in relation to time, negotiations, personalities etc. which can have an adverse affect on delivery.
- There would need to be a definition of 'partnership working' as interpretations may differ.
- Letters of intent/support should be supplied during the application process.
- Partnership working would only work for project funding, not core funding.
- If there is no lead/representative organisation, such as for transgender, there may be big gaps in provision.

4.7 Question 7 – Are there any other points you think we should consider in relation to Equality and Inclusion funding?

Summary of written responses:

- All projects should be monitored and evaluated thoroughly.
- Use evaluation of current activity to potentially determine the gaps where funding would be beneficial and discuss with regional groups
- At application stages, there was a suggestion Welsh Government use a similar model to Big Lottery.
- There needs to be greater funding support of community groups.

The following points were raised at the events:

- A smaller funding stream (as well as a larger funding stream) would be really helpful for smaller organisations and organisations who wish to carry out research projects (these could be issued on an annual basis).
- There needs to be good guidance for applicants and Welsh Government needs to be realistic in what they are asking for.
- On evaluation of grants, it was suggested the views of project beneficiaries should be factored in. All projects should be properly evaluated.

- There was support for the approach taken by the Big Lottery, for example workshops are held to help organisations submit an application. Applicant organisations also have dedicated case workers.
- It is important Welsh Government provide support and communicates well throughout the application process and look at the previous lessons learnt regarding application support.
- It was suggested consideration is given to an expression of interest stage or an interview stage.

5. Consultation event attendees

Annex A

The tables below show the organisations who attended the consultation events held in 2015.

27th May 2015
Cardiff – Welsh Government offices
Women Making a Difference
Scope Cymru
EHRC
Welsh Women’s Aid
Church in Wales
Disability Wales
Sport Wales
Draig Enfys
Wales TUC
Pride Cymru
Sense Cymru
National Resources Wales
Hafod Care Association
RNIB
Safer Merthyr Tydfil
Children in Wales
Families Need Fathers – Both Parents Matter
Division of Clinical psychology Cymru
Newport People First

9th June 2015
Llandudno Junction – Welsh Government offices
Betsi Cadwaladr University Health Board
Arfon Access Group
Disability Sport Wales
Flintshire Disability Forum
Conwy County Borough Council, Communities First
North Wales Advice and Advocacy/Community Voice Conwy and Anglesey
North Wales Regional Equality Network
Conwy Connect for Learning Disabilities
Cartrefi Cymunedol Gwynedd
Derwen, Integrated Team for Disabled Children
Roslin Community Mental Health Team
British Red Cross
Family Intervention Team – Social Services Dept
Community Transport Association Wales

15th June 2015
Cardiff – Welsh Government offices
Taff Housing Association
Older People's Commissioner for Wales
Action on Hearing Loss
Cytun
Presbyterian Church in Wales
Guide Dogs Cymru
Polish Community of the Valleys Association
MTIB
Care & Repair Cymru
Cardiff University
Unique Transgender Network
Division of Clinical Psychology, Wales
Centre of Equality & Human Rights, Public Health Wales
Citizens Advice Bureau

19th June 2015
Swansea – Welsh Government offices, Penllergaer
City and County of Swansea
Monmouthshire County Council
Unity Group Wales
VAMT
NHS Wales Shared Services Partnership
Families Need Fathers – Both Parents Matter
YMCA Swansea
The Bridge Mentoring Plus Scheme
Carmarthenshire Council
Welsh Refugee Council
Newport East Communities First
RCT Homes
Swansea Bay Regional Equality Council

29th June 2015
Cardiff – Welsh Government Office
Alliance Cymru
Bridgend County Borough Council
RNIB Cymru
Equality Carmarthenshire
LGBT Consortium
Tenovus Cancer Care
Age Alliance Wales
Cardiff and Vale of Glamorgan Community Health Council