

AGENDA MANAGEMENT SHEET

Report Title: Proposals for Supporting the Community and Voluntary Sector 2026/27 and 2027/28.

Name of Committee: Cabinet

Date of Meeting: 1 December 2025

Report Director: Chief Officer - Communities and Homes

Portfolio: Communities and Homes, Regulation and Safety

Ward Relevance: All

Prior Consultation: Warwickshire Community and Voluntary Action (WCAVA), Bedworth, Rugby and Nuneaton Citizens Advice Bureau (BRANCAB) Brownsover Community Association, New Bilton Community Association, Long Lawford Community Association, Overslade Community Association, Newbold on Avon Community Partnership, the Benn Partnership, Rugby Foodbank, recipients of RBC's UKSPF Community Grants. Portfolio Holder for Communities & Homes and Liberal Democrat housing spokesperson.

Contact Officer: Mary Jane Gunn
Communities and Projects Manager
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Public or Private: Public

Report Subject to Call-In: Yes **Error! Bookmark not defined.**

Report En-Bloc: No

Forward Plan: Yes

Corporate Priorities:

This report relates to the following priority(ies):
 A Healthier Rugby – To support people to live healthier, longer, and more independent lives.
 A Thriving Rugby – To deliver a thriving economy which brings Borough-wide investment and regenerates Rugby Town Centre.
 A Greener Rugby – To protect the environment and ensure the Borough adapts to climate change.
 A Fairer Rugby – To reduce inequalities and improve housing across the Borough.
[Corporate Strategy 2025-2035](#)

Summary:

This report sets out proposals for the Council’s continued funding of the local community and voluntary sector for 2026/27 and 2027/28.

Financial Implications:

The financial implications are set out in section 3 of this report.

Risk Management/Health and Safety Implications:

To reduce the risk of non-delivery, officers will continue to work closely, and in a timely way, with all funded organisations and service providers to monitor progress against grant agreements and contracts.

Payments will continue to be made quarterly, subject to satisfactory review meetings.

An annual governance health check of each community association/community partnership will be undertaken by Warwickshire Community and Voluntary Action to help ensure the protection of public funds. The outcome of the Health Checks will be reported to the Audit and Ethics Committee.

Environmental Implications:

The Climate Change and Environmental Impact Assessment (Appendix 1) identified no specific issues

Legal Implications:

The Council has a wide power within section 2 of the Local Government Act 2000. This is known as the “wellbeing power” and seeks to promote or improve the economic, social and environmental wellbeing of the Council’s area. This includes the power to provide financial assistance to achieve this purpose.

In addition to the “wellbeing power” the Council is also able to utilise the General Power of Competence under the Localism Act 2011. This represents a more recent statutory power and further strengthens the ability of the Council to provide financial assistance as set out within this report.

Community associations and partnerships will enter into appropriate grant agreements specifying the activities and initiatives funded. The grant agreement is at Appendix 2.

Equality and Diversity:

An Equality Impact Assessment has been carried out and is attached at Appendix 3

Options:

Option 1 – Approve the recommendations

- Sets clear budgetary requirements for 2026/27 and 2027/28.
- Providing surety for the community associations, community partnerships and Foodbank in 2026/27 and 2027/28 (subject to budget setting)
- Takes account of work, undertaken in 2025/26 to develop proposals for how the Council commissions the work of the voluntary and community sector, including work with Thriving Places to further understand our most deprived areas.
- Retains the long-standing focus on community associations in the most deprived areas, confirmed again by recent data.
- Introduces additional funding in 2026/27 to strengthen provision in Hillmorton and Admirals Estate.
- Considers further additional funding in 2027/28 for two other areas meeting the deprivation criteria, including Eastlands.

Option 2 – Do not approve the recommendations.

- Creates uncertainty for budget setting in 2026/27.
- Leaves the currently funded organisations without clarity for the year ahead.
- Does not introduce additional funding to strengthen provision in Hillmorton and Admirals Estate in 2026/27 or give consideration to extending support to Eastlands and another deprived area in 2027/28.

Recommendation:

IT BE RECOMMENDED TO COUNCIL THAT –

1. Funding continues for the Community Associations/Partnerships operating in the most deprived wards (as confirmed by the latest Thriving Places and Warwickshire County Council's Business Intelligence data) subject to budget setting for 2026/27 and 2027/28.
2. The duration of the Service Level Agreement (SLA) with community associations/partnerships to change from one year to two years.
3. The £65,978 grant funding of the community associations, community partnerships and Rugby Foodbank as detailed in table 1.0 be considered as part of budget setting for 2026/27 and 2027/28.
4. Additional funding of £18,974 in 2026/27, equal to the allocation for two community associations, be provided to strengthen provision in Hillmorton and Admirals Estate
5. Further additional funding in 2027/28 be considered for two other areas meeting the deprivation criteria, including Eastlands, with allocations equal to those provided for Hillmorton and Admirals Estate.
6. Each eligible community association/partnership will continue to be allocated £1,000 to administer, in consultation with local Ward Members, as microgrants (£300 or less) to small grassroots organisations developing initiatives within their ward;
7. A £10,000 Community Supermarket research and development reserve (approved in December 2024), be carried forward to continue work around tackling food insecurity in Rugby;
8. A ringfenced reserve of £10,000 be set aside in 2026/27 and 2027/28 as an enabling budget to help RBC with surveys and research to inform and support the sector; and
9. Delegated authority be given to the Chief Officer for Communities and Homes and the Chief Officer for Legal and Governance to determine final grant terms.

**Reasons for
Recommendation:**

The recommendations present an opportunity for the Council to continue to support the local voluntary and community sector, maintain focus on the most deprived areas, and strengthen provision in Hillmorton and Admirals Estate. They also provide flexibility to address food insecurity and emerging community needs through ringfenced reserves.

The duration of the SLA with community associations/partnerships to change from 1 to 2 years (subject to budget approvals) taking them to the potential vesting date for the new organisation.

A £10,000 allocation, carried forward from 2025/26 is proposed to support wider work on tackling food insecurity/food poverty.

A £10,000 reserve enables the Council to respond flexibly with an enabling budget to help us with surveys and research to support and inform the sector.

Agenda No 13

Cabinet - 1 December 2025

Proposals for Supporting the Community and Voluntary Sector 2026/27 and 2027/28

Public Report of the Chief Officer – Communities and Homes

Recommendation

IT BE RECOMMENDED TO COUNCIL THAT –

- 1 Community association/community partnership funding will continue to be awarded to the organisations operating in the most deprived wards (as confirmed by the latest Thriving Places and Warwickshire County Council's Business Intelligence data) subject to budget setting for 2026/27 and 2027/28.
- 2 The duration of the Service Level Agreement (SLA) with community associations/partnerships to change from one year to two years.
- 3 The £65,978 grant funding of the community associations, community partnerships and Rugby Foodbank for as detailed in table 1.0 be considered as part of budget setting for 2026/27 and 2027/28.
- 4 Additional funding of £18,974 in 2026/27, equal to the allocation for community associations, be provided to strengthen provision in Hillmorton and Admirals Estate.
- 5 Further additional funding in 2027/28 be considered for two other areas meeting the deprivation criteria, including Eastlands, with allocations equal to those provided for Hillmorton and Admirals Estate.
- 6 Each eligible community association/partnership will continue to be allocated £1,000 to administer, in consultation with local Ward Members, as microgrants (£300 or less) to small grassroots organisations developing initiatives within their ward.
- 7 A £10,000 Community Supermarket research and development reserve (approved in December 2024), be carried forward to continue work around tackling food insecurity in Rugby.
- 8 A ringfenced reserve of £10,000 be set aside in 2026/27 and 2027/28 as an enabling budget to help RBC with surveys and research to inform and support the sector.
- 9 Delegated authority be given to the Chief Officer for Communities and Homes and the Chief Officer for Legal and Governance to determine final grant terms.

1 Executive Summary

- 1.1 This report outlines proposals for the financial support of the voluntary and community sector in Rugby, to be considered as part of the budget setting process for 2026/27. In addition, the report outlines proposals for 2027/28.
- 1.2 This report does not cover the funding for BRANCAB and WCAVA as these are contractual, having gone through a formal procurement process. These contracts went live on 1 April 2023 and were for two years, with an option to extend for another two years, with delegated authority having been given to the Chief Officer for Communities and Homes to exercise the option to extend the contracts.
- 1.3 This option was exercised in 2025/26 following consideration of robust business plans for both organisations and it is anticipated that, following assurances that BRANCAB and WCAVA continue to meet their objectives, the Chief Officer for Communities and Homes will exercise their option to extend for the final year, 2026/27.
- 1.4 It should be noted therefore that arrangements will be made in 2026/27 to consider future funding for BRANCAB and WCAVA.
- 1.5 It is proposed that funding for Rugby Foodbank continues into 2026/27 and 2027/28, recognising its contribution to supporting residents experiencing food insecurity and financial hardship.
- 1.6 Community associations/partnerships operating in the Borough's most deprived wards would remain eligible for support. Funding will continue at previous levels and additional funding in 2026/27 will be provided to strengthen provision in Hillmorton, Admirals Estate and further additional funding in 2027/28 will be considered for two other areas meeting the deprivation criteria, including Eastlands, this further additional funding would be subject to the business case being considered and submitted as part of funding proposals for 2027/28.
- 1.7 Each eligible association will also have £1,000 available for distribution, in consultation with Ward Members, as microgrants to grassroots initiatives.
- 1.8 The report proposes:
 - The £65,978 grant funding for community associations/partnerships and Rugby Foodbank, as detailed in Table 1.0, be considered as part of budget setting for 2026/27.
 - The duration of the SLA with community associations will change from one year to two years, providing greater stability, reducing administrative burden and giving consideration of taking them to the potential vesting date for the new organisation.
 - Additional funding of £18,974 in 2026/27, equal to the allocation for community associations, be provided to strengthen provision in Hillmorton and Admirals Estate
 - Further additional funding of £18,974 to be considered in 2027/28 for two other areas meeting the deprivation criteria including

Eastlands, subject to the business case being considered and submitted as part of the funding proposals for 2027/28.

- A £10,000 reserve, as an enabling budget, to help RBC with surveys and research to inform and support the VCS. A reserve was approved in 2025/26 and as of 1 November 2025 has been allocated to support two projects at a cost of approximately £5000:
 - A Feasibility Study into community provision in Coton Park
 - Support for Rugby EcoHub to secure a longer-term base for their activities.

- A £10,000 Community Supermarket research and development reserve (approved in December 2024), be carried forward to continue work around tackling food insecurity in Rugby, including exploring links between existing community food provision and the potential creation of a “Community of Practice” of organisations tackling issues including food insecurity.

2 Background

- 2.1 In December 2024, Cabinet agreed its proposals for the funding of the Community and Voluntary Sector, to take forward to budget setting for 2025/26. These proposals included an undertaking that further work be undertaken during 2025/26 to review how the Council commissions the support of the Voluntary and Community Sector (VCS).

- 2.2 In 2025/26, the Council is continuing to fund WCAVA, BRANCAB, and Rugby Foodbank, alongside six Community Associations and Partnerships. Each Community Association has received core funding, with an optional allocation to administer local microgrants in consultation with Ward Members.

- 2.3 The microgrants support small-scale projects that respond to local needs and strengthen community connections.

- 2.4 In 2024/25 microgrant funded initiatives included ‘Little Squirrels’ Stay and Play sessions for preschool children with additional needs, new kitchen equipment at the Newbold Village Hall, and support for Girl Guiding groups in Overslade to ensure participation was accessible to all families. Seasonal projects, including Christmas lights at Mill Green Care Home and gift bags for isolated residents in Newbold, further contributed to community inclusion and cohesion. In 2025/26, microgrant applications include “Chatterbox”, a service for people with disabilities in Brownsover and “People Enjoying Art Socially” an arts and crafts activity service for people in Benn.

- 2.5 The current funding model has been in place for several years. Whilst it has provided stability for community and voluntary organisations, it now requires updating to ensure that both its design and delivery are aligned with the Council’s new Corporate Strategy.

- 2.6 To inform this review, the Council worked with the Centre for Thriving Places (CTP), an independent research and advisory organisation that helps local authorities and communities use evidence to improve wellbeing and social outcomes.
- 2.7 CTP's analysis drew on the 2024 Thriving Places Index (TPI), a comprehensive framework that combines data from trusted national sources to benchmark the drivers of local wellbeing, including health, environment, economy, education, equality, and community cohesion. This provided comparative insight into how Rugby performs relative to other areas and highlighted specific local needs, the evidence base for support of the VCS is at Appendix 4.
- 2.8 In addition to this evidence base, CTP supported the consultation process with the community and voluntary sector by co-designing a questionnaire consultation undertaken in August 2025 and facilitating a workshop with voluntary, community, faith and social enterprise (VCFSE) organisations in September 2025. These activities involved groups funded through the Council's VCS programme as well as organisations supported through UK Shared Prosperity Fund (UKSPF) grants, generating valuable insight into sector challenges and priorities a summary of the consultation is included as Appendix 5.
- 2.9 Further evidence was drawn from Warwickshire County Council's Business Intelligence Team, who produced the report Hyper-local Need Measure: Rugby (June 2025). This analysis identified patterns of deprivation at ward and sub-ward level, strengthening the evidence base for targeting Council investment. (Included in Appendix 4).

3 Section 3 Proposed funding for 2026/27 and 2027/28

- 3.1 Table 1 sets out the current funding for 2025/26 set against the funding proposed for 2026/27 and 2027/28. It should be noted that the consumer price index (CPI) is assumed to be 3% and will be applied at the rate confirmed in February 2026 and February 2027.

Table 1.0 current and proposed funding for the VCS

VCS Organisation	2025/26 Available Funding £	*3% CP Increase £	**2025/26 Micro Grants £	Movement in Reserve £	2026/27 Proposal	2027/28 Proposal
Foodbank	8,792	264			9,056	9,056
Benn Partnership	8,240	247	1,000		9,487	9,487
Newbold on Avon CP	8,240	247	1,000		9,487	9,487
Overslade CA	8,240	247	1,000		9,487	9,487
Brownsover CA	8,240	247	1,000		9,487	9,487
Long Lawford CA	8,240	247	1,000		9,487	9,487
New Bilton CA	8,240	247	1,000		9,487	9,487
Total	58,232	1,746	6,000		65,978	65,978
Additional Provision for Hillmorton and Admirals Estate	Nil	Nil	Nil		18,974 (9,487 x2)	18,974
Additional Provision for two other areas including Eastlands	Nil	Nil	Nil		Nil	18,974
Total	58,232	1746	6000		84,952	103,926
R&D Community Supermarket to be carried forward to support work to tackle food insecurity	10,000	Nil	-		10,000	10,000
Total	68,232	1746	6000		94,952	113,926
Reserve	10,000				10,000	10,000
Grand Total	78,232	1746	6000		104, 952	123,926

*Based on an assumed CPI increase of 3% which will be confirmed in February 2026. The proposed uplift will therefore increase or reduce in compliance with the confirmed rate.

**£1,000 to be administered as micro grants by each of the eligible Community Associations/Partnerships

4 Rationale for Proposed Funding Model and Adjustments

- 4.1 The proposed funding model and adjustments have been developed to ensure continued support for the voluntary and community sector while aligning with the Council's Corporate Strategy and evidence of local need.
- 4.2 In forming this recommendation, consideration was given to the reports, performance data, and feedback received from funded organisations. These organisations consistently deliver valued services that strengthen community wellbeing and resilience

- 4.3 Analysis from the Centre for Thriving Places and Warwickshire County Council's Business Intelligence Team confirms that previous funding has generally reached the areas of greatest need. Their assessment drew on local wellbeing and deprivation data to identify wards and activities where support could have the most impact. This suggests that funded initiatives have contributed to strengthening community wellbeing by promoting healthier lifestyles, supporting access to employment, enhancing the local environment, and providing assistance to low-income households.
- 4.4 The continuation of the ringfenced reserve is an important element of the Council's funding approach. The £10,000 grant reserve for surveys and research to inform and support the sector and the £10,000 Community Supermarket research reserve, to be utilised in 2026/27 to support work in tackling food insecurity, provide a strategic safety net, enabling the Council to respond to emerging needs and priorities that cannot be met through other funding streams.
- 4.5 This approach balances continuity, strategic targeting, and flexibility, supporting organisations and associations that deliver tangible outcomes for residents across the borough.

5 Strategic Fit

- 5.1 This funding supports delivery of the Council's Corporate Strategy 2025 - 2035 by strengthening trusted local organisations and ensuring resources are targeted where they can make the greatest difference:
- Healthier Rugby – sustaining advice and support services that help residents manage financial pressures and food insecurity.
 - Fairer Rugby – continuing to focus funding on associations rooted in the most deprived communities and extending provision to Hillmorton and Admirals Estate
 - Thriving Rugby – continuing to invest in community associations and partnerships in the most deprived areas, and extending provision to other most deprived areas to support local activities and services that improve wellbeing and strengthen community connections maintaining investment in WCAVA as the borough's VCS infrastructure body, enabling the wider sector to innovate, collaborate and respond to changing local needs, while reinforcing the Council's long-standing partnerships.
 - Greener Rugby – continuing to fund community associations that improve the local environment through activities such as litter picking or gardening.

6 Evidence Base (see Appendix 4 for detailed evidence base)

- 6.1 The Council's funding proposals are supported by evidence from the Centre for Thriving Places, drawing on the 2024 Thriving Places Index (TPI), and from Warwickshire County Council's Business Intelligence Team.
- 6.2 This evidence confirms that Council support has been directed to wards with the highest levels of deprivation and that funded activities contribute to improved community wellbeing.

- 6.3 The findings indicate that Rugby residents benefit most from VCS activities which increase healthy behaviours and reduce risky behaviours, support employment opportunities, and improve the local environment. In the Borough's most deprived neighbourhoods, the evidence further highlights the need for activities that support low-income households (particularly older people and families with children), unpaid carers, and those in poor health.

7 Next Steps

- 7.1 Should Cabinet approve the proposed funding allocations for 2026/27 and 2027/28, these will then be considered as part of the wider budget setting process in February 2026 and February 2027.
- 7.2 Microgrants and ringfenced reserves will continue to support local initiatives and Council-prioritised projects.
- 7.3 Revised SLAs (Appendix 2) will set out the objectives which they are required to deliver, including reporting requirements. This ensures a transparent framework for monitoring both activities and expenditure and creating a consistent basis for assessing future eligibility.

Name of Meeting: Cabinet

Date of Meeting: 1 December 2025

Subject Matter: Proposals for Supporting the Community and Voluntary Sector 2026/27 and 2027/28.

Originating Department: Communities and Homes

DO ANY BACKGROUND PAPERS APPLY YES NO

LIST OF BACKGROUND PAPERS

Doc No	Title of Document and Hyperlink
	Appendix 1 Environmental Impact Assessment
	Appendix 2 Community Association Service Level Agreement
	Appendix 3 Equality Impact Assessment
	Appendix 4 Evidence Base for Support of the VCS
	Appendix 5 Voluntary, Community, Faith and Social Enterprise (VCFSE) Consultation Summary

The background papers relating to reports on planning applications and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No **Relevant Paragraph of Schedule 12A**

Appendix 1

Proposals for Support of the VCS 2026/27

Rugby Borough Council

Climate Change and Environmental Impact Assessment

CONTEXT

In 2019 the UK Parliament set a commitment in law to reach net zero carbon emissions by 2050. Achieving this target will require considerable effort with public bodies, private sector organisations, the third sector and individuals working together to take action.

Rugby Borough Council declared a climate emergency in 2019 and the Council's Corporate Strategy (2025-2035) [link](#) sets ambitious outcomes in relation to Climate Change. These ambitions are further defined through the Council's Climate Change Strategy [link](#) and must now be progressed through the decisions which the Council makes.

It is therefore important that Rugby Borough Council gives due regard to climate change when making decisions. In the context of the Council's business, Climate Change includes greenhouse gas emissions, biodiversity, habitat loss and environmental destruction. When putting forward recommendations for decision, officers must assess how these recommendations are likely to influence our climate change commitments by completing the following Climate Change and Environmental Impact Assessment.

To help you complete this assessment, please see the following guidance on SharePoint [here](#).

A copy of this Climate Change and Environmental Impact Assessment, including relevant data and information should be forwarded to your Chief Officer for approval.

If you require help, advice and support to complete the form, please contact your Chief Officer.

SECTION 1: OVERVIEW

Portfolio and Service Area	Communities and Homes
Policy/Service/Change being assessed	Support of the Voluntary and Community Sector (VCS) 2026/27
Is this a new or existing Policy/Service/Change?	Existing – continuation and adaptation of previous VCS funding programme
If existing policy/service, please state date of last assessment	December 2024
Ward Specific Impacts	Funding directed to community associations and partnerships operating in the Borough's most deprived wards, based on Thriving Places and WCC Business Intelligence Data
Summary of assessment Briefly summarise the policy/service/change and potential impacts	The report proposes continuation of financial support for key VCS partners (WCAVA, BRANCAB, Rugby Foodbank) and community associations. The decision sustains existing service delivery and supports local resilience rather than introducing new activities with significant environmental impact. Potential indirect positive impacts include community-led initiatives that improve local environments, reduce waste, and promote sustainable lifestyles. No direct increase in Council emissions or environmental degradation is anticipated.
Completed By	Aleksandra Kolenda
Authorised By	Mary Jane Gunn, Communities and Projects Manager
Date of Assessment	28/10/2025

SECTION 2: GREENHOUSE GAS EMISSIONS

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
Scope 1 Emissions Direct emissions from council owned resources, for example through boilers or vehicles.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No change to Council operations; funding relates to external organisations.	None required	N/A	N/A
Scope 2 Emissions Indirect emissions occurring at the location energy is produced for council activities. For example, electricity generation for council buildings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No additional Council energy use	None required	N/A	N/A

SECTION 3: CLIMATE CHANGE STRATEGY

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
Workplaces and the Economy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Supports VCS organisations delivering local economic and wellbeing benefits, including projects promoting skills and employability, for example ESOL and computer skills workshops.	None required	N/A	N/A
Transport	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct transport changes	None required	N/A	N/A
Natural Environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Some funded groups deliver environmental projects (gardening, litter picking). These projects will help to protect and promote the green spaces across the Borough.	Continue to capture and highlight environmental outcomes in SLAs.	Communities and Projects Team	2026/27
Homes and Energy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct link to housing or energy efficiency measures.	None required	N/A	N/A
Waste, Resources and the Circular Economy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential indirect benefits from community reuse or food projects (e.g. Foodbank, potential	None required	N/A	N/A

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
				Community of Practice focused on a topics including food insecurity, outcomes will include reducing food waste.			
Climate and Nature Positive Communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Strengthens community capacity for local environmental action.	None required	N/A	N/A
Adaptation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No direct adaptation measures proposed.	None required	N/A	N/A

SECTION 4: REVIEW

Where a negative impact is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review date	December 2026
Key points to be considered through review	Capture environmental outcomes from funded organisations (particularly those delivering food or sustainability-related projects).
Person responsible for review	Mary Jane Gunn, Communities and Projects Manager
Authorised by	

Appendix 2

SERVICE LEVEL AGREEMENT (SLA) WITH COMMUNITY ORGANISATIONS

This Agreement is made the _____ day of _____ 2026
between:

- (1) **RUGBY BOROUGH COUNCIL** of Town Hall, Evreux Way, Rugby, CV21 2LA
("the Council") and
- (2) **X** ("the Organisation")

1. Introduction

The objectives and provisions of Services of the Organisation are set out in Appendix 1 attached to this Agreement ("the Services"). The Council wishes to support the objectives of the Organisation by making grant payments to it on terms as set out in this Agreement. This agreement has been developed in line with the Warwickshire Compact (2011) (which is an agreement to improve working relations by setting out the principles and standards that public agencies and voluntary and community organisations can expect of each other when working in partnership for the benefit of local people) and shall be dealt with in the context of the Compact Agreement.

2. Duration

The Agreement will commence on 1st April 2026 for a period of one year expiring on 31st March 2027 (*Duration of SLA to be arranged with Legal, either one year or two years*)

3. Obligations

- a) The Organisation agrees to provide the Services as set out in the attached at Appendix 1 and Appendix 2. It should be noted that the delivery of the Microgrants Programme is not mandatory, and it is in response to community needs.

- b) Provided that the Organisation provides the Services satisfactorily and achieves the specified milestones, and meets the Council's monitoring and reporting requirements, the Council agrees to make the grant payments, in stages, as specified in Appendix 3.
- c) The Organisation will be required to work to quality standards and monitoring and review arrangements, as set out in section 4 and will be required to take part in an annual governance "health check" to ensure compliance with the quality standards. The "health check" will be undertaken by Warwickshire Community and Voluntary Action (WCAVA).

4. Quality Standards, Monitoring and Review

- a) The Organisation will provide the Council with:
 - a copy of the Annual Report
 - independently verified accounts or accounts approved in line with organisational standing orders or constitution
 - a copy of the Public Liability Insurance for each year where funding from RBC is received
 - an invitation to the Council's Communities and Projects Team to its Annual General Meeting
 - reserve documentation, including a completed reserve summary detailing total, restricted, and unrestricted reserves alongside expenditure from the same period.
- b) Mutually acceptable activities and measures of performance are set out in Appendix 1 of this SLA and will form part of this agreement.
- c) There will be quarterly review meetings between the Organisation and officers from the Communities and Projects Team to support the progress of the evolving SLA action plans. The support meetings will be part of the review process which will release subsequent instalments of the grant following an agreement between the Council and the Organisation.

- d) The Organisation will provide evidence, to the satisfaction of the Council, that it has achieved the milestones required to trigger each phased payment of the grant allocation, as specified in appendix 3.
- e) As part of the Annual Review of Governance, the Organisation will provide an annual summary informing of engagement levels within the ward.
- f) The Organisation will provide information reasonably required by the Council, subject to those requirements not being in breach of client confidentiality. If required, the authorised officer of the Organisation shall provide a briefing supported by statistical evidence to the Council's elected members that will assist the members in their gaining knowledge about the Organisation, its progress and its achievements in satisfying local issues and community needs.

5. General Conditions

a) Health and Safety

The Organisation shall have regard for and comply with the requirements of the Health and Safety at Work Act 1974 and all other Acts, Regulations and Directives regarding its employees, volunteers, clients and members of the public.

b) Insurance

The Organisation shall arrange adequate insurance to cover such liabilities as may arise during the course of its work. A copy of the certificate/s of insurance will be provided to the Council on request.

This must include:

Public Liability insurance with a minimum indemnity limit of £5,000,000 (FIVE MILLION POUNDS). For high-risk activities and large contracts, the minimum indemnity limit may need to be increased above this limit

Employers Liability insurance with a minimum indemnity limit of £10,000,000 (TEN MILLION POUNDS). For high-risk activities and large contracts, the minimum indemnity limit may need to be increased above this limit.

c) Confidentiality and Data Protection

The Council and the Organisation agree:-

- (i) to respect and abide by the confidentiality of information concerning any individual or Organisation which may from time to time become available to them and
- (ii) to comply with the provisions of the Data Protection Act 1998 and any re-enactment of that Act by ensuring that any confidential information or Data supplied by the Authority or obtained on behalf of the Authority is kept secure and is not disclosed to any other party without the written consent of the authorised officer of the Council or the Organisation as appropriate.

d) Equal Opportunities

The Organisation will note the Council's current and future obligations under the Data Protection Act 1998, Freedom of Information Act 2000, Human Rights Act 1998 and Equality Act 2010 (all as amended from time to time) any codes of practice and best practice guidance issued by the Government and the appropriate enforcement agencies. The Organisation will comply with the above legislation and facilitate the Council's compliance with its obligations under the legislation.

e) Dispute Resolution

If either party considers the other to be in breach of their duties under this agreement or has a grievance about some aspect of the agreement's operation, the parties shall make every effort to resolve the issue through joint discussions. Where this fails:

- The party wishing to make the complaint should provide the other with written details, including proposals for resolving it;
- A written response should be sent to the initiating party within 14 days;
- If the response is not considered to resolve the issue, the initiating party may request in writing to the contact officer a meeting of the authorised signatories (or their successor);
- Where the meeting does not resolve the complaint, the issue should be considered by the Organisation's management board (or equivalent) or the relevant council committee as a confidential item. Any submissions should be sent in advance to the other party and representation permitted.

- If either party is dissatisfied with the outcome as notified to it in writing, arbitration can be requested, and this will take place with a mutually acceptable external party.

f) Review or Variation Clause

- (i) Any amendments to this agreement will need to be negotiated and agreed in writing by both parties.
- (ii) Grant funding levels agreed by the Council's Cabinet will be maintained during the currency of the agreement. This is subject to the Organisation fulfilling its obligations under the agreement. In the event of the Organisation failing to perform its obligations under the Agreement the Council may terminate the agreement in accordance with paragraph g.
- (iii) Any annual review of the level of Services specified can be requested by either party, and a meeting held as soon as practicable after this. It can take into account changes in community needs, feedback from clients or other stakeholders, changes in the council's corporate objectives and any other relevant factors beyond the control of the Organisation, such as the availability of staff.

g) Termination

Where the obligation of the agreement are not being met or the Organisation cannot deliver the SLA, and this cannot be resolved through discussion or the dispute resolution process, the agreement can be terminated by either party giving the other party 3 months' notice in writing.

h) Default

In the event that either party shall claim that the other is in default of its obligations pursuant to this agreement, the party alleging the default may serve notice upon the other requiring it to remedy the default within such period as may be reasonable. In the event that the default complained of shall not be remedied within such reasonable period as may be specified in such notice the Dispute Resolution procedure shall apply as set out in (e) above

i) Anti-Corruption

The Council may cancel the agreement and recover any resulting losses from the Organisation if the Organisation, its agents or employees with or without its knowledge:

- (i) Offer, give or agree to give anyone any inducement or reward in respect of this or any other council contract (even if the contractor does not know what has been done)
- (ii) Commit an offence under the Prevention of Corruption Acts 1889 to 1916, section 117(2) of the Local Government Act 1972 or the Bribery Act 2010
- (iii) Commit any fraud in connection with this or any other council contract whether alone or in conjunction with Council members, contractors or employees

j) Force Majeure

Neither party shall be in breach of this agreement if there is any total or partial failure of performance by it or its duties or obligations under this agreement occasioned by Act of God, natural disaster, fire, act or intervention of Government or state riot or civil commotion, insurrection or industrial dispute of whatever nature or any other reason beyond the control of either party. If either party is unable to perform its duties or obligations under this agreement as a direct result of the effect of one of the above reasons that party shall give written notice to the other of the inability stating the reason and the operation of this agreement shall be suspended during the period (and only during the period) in which such reason continues. Forthwith upon such reason ceasing to exist the party relying upon it shall give written notice to the other of this fact. If the reason continues for a period of more than 90 days and substantially affects the basis, financial viability or practicality of this agreement the party not claiming relief under this clause shall have the right to terminate this agreement upon giving 30 days written notice of such termination to the other party.

k) Third Parties

The Contracts (Rights of Third Parties) Act 1999 shall not apply to this Agreement

SIGNED on behalf
Of **Rugby Borough Council**

Legal, Democratic and Electoral Services Manager

Witness:

Name:

Address:

Occupation:

SIGNED on behalf
Of **XX**

AUTHORISED OFFICER

Witness:

Name:

Address:

Occupation:

SLA Appendix 1

SLA for the Community Associations/Community Partnerships 2026/27

1.0 Objectives:

The grant funding from the council will be awarded to support the organisation in meeting the following objectives:

1. Understanding the needs of the community they support, for example through community surveys, community consultation and events that engage the local community.
2. Enabling people to take an active role in their community, for example through facilitating neighbourhood watch, residents' groups and gardening projects.
3. Providing / enabling activities and services which contribute to:
 - the well-being of the community
 - tackling issues of isolation and loneliness
 - supporting more vulnerable groups
 - tackling social exclusion
 - tackling issues of financial exclusion
 - combat food poverty
 - working collaboratively with other partners and agencies to deliver the above, avoid duplication as well as ensure the best use of resources
4. Provide activities which recognise Rugby Borough Council's Corporate Strategy 2025-2035:
 - **A Healthier Rugby** - to support people to live healthier, longer and more independent lives.
 - **A Thriving Rugby** - to deliver a thriving economy which brings borough-wide investment and regenerates the town centre
 - **A Greener Rugby** - to protect the environment and ensure the borough adapts to climate change
 - **A Fair Rugby** - to reduce inequalities and improve housing across the borough

The organisation will have at their disposal annually £1000 in order to distribute microgrants to organisations in their ward that support the above objectives. Microgrants to be distributed in line with the criteria agreed by RBC and WCAVA.

2.0 SLA payment triggers:

Payments will be triggered by the following:

- Completion and/or update of the Community Profile document and engagement in quarterly review meetings with officers of the Communities and Projects Team, to discuss progress in achieving the objectives outlined in 1.0. The completion of each review will trigger SLA payment.
- Completion of an annual organisational health review in respect of governance, required policies and insurances. An instalment equivalent to 20% of the annual SLA payment will be triggered by completion of this review.
- Community Associations and Partnerships should not accrue high levels of reserves, for example an unrestricted reserve amount of more than 3 years annual expenditure, we would encourage the organisations to use their reserves as appropriate to support activities in their communities, whilst understanding that, on occasion reserves are accrued for specific future projects.

SLA Appendix 2
MICROGRANT PROGRAMME 2026-27

Aims of the fund – Guidance for Community Associations / Community Partnerships

In response to the consultation with the Grants Working Group undertaken in August 2023, a discretionary fund of £1000 from Rugby Borough Council has been allocated to each of the Community Associations / Community Partnerships in Rugby Borough's most deprived areas: Benn, Brownsover, Long Lawford, New Bilton, Newbold on Avon and Overslade. This will be used to offer microgrants (less than £300) to small grassroots organisations, to help them with development / projects / meaningful activities at a very local level.

The community associations / community partnerships will be supported by their ward councillors in dispersing these funds. Please inform your ward councillors about applications you receive and seek their views and support.

It should be noted that the delivery of the Microgrants Programme is optional.

Available funding

Total fund value: £1,000

Maximum grant award: A maximum of £300 can be awarded per group, with only one grant permitted per group. Depending on the requirement, the grant can be paid in the form of vouchers, in-kind support (e.g. free room hire) or, in the case of specialist equipment, upon receipt of an invoice.

Funding allocation deadline: The fund must be paid out by 31 March 2027

Application process

The closing date for applications is 1 January 2027 or when the Community Association / Community Partnership has allocated the fund. Applications will not be accepted after the closing date or the date when it is announced the fund has been sufficiently oversubscribed. All projects need to be delivered by 31 March 2027.

The application form will be provided by the Communities and Projects team.

Applications will be assessed by the Community Association / Community Partnership and decisions will be made in consultation with Ward Members.

Please ensure that the successful organisations seek prior approval from you, in writing, before making any changes to their project. If you learn that the grant was spent on activities or items/services/works that are different to those stated in the application form, you may ask for the funding to be returned. If you withdraw the grant from an organisation, you may wish to spend it again (before 31 March 2027). Any unspent money must be returned to Rugby Borough Council.

Grant payment

The Community Association / Community Partnership can pay the applying organisation either before or after receiving RBC funds. However, the RBC payment will be processed once the completed application, approved by a councillor, is submitted and authorised. RBC reserves the right to withhold payment if the application does not meet the programme criteria (e.g., projects that do not meet the SLA objectives, projects that do not benefit the communities of the respective wards).

Monitoring and evaluation

Once the organisations, that received the microgrant, have completed their projects, the Community Association / Community Partnership will submit a short evaluation of the grant programme to the Communities and Projects Team, summarising:

- What activities have been delivered – photos can be provided
- How many people have benefited from the project(s) and what impact it has had
- If the project(s) was delivered on time
- If the stated objectives were met
- If the anticipated project costs were accurate

The evaluation form, along with relevant receipts, must be submitted by the Community Association / Community Partnership to RBC by the end of April 2027.

SLA Appendix 3

Funding Schedule 1 April 2026 – 31 March 2027

1. Payment approach

Completion of each review meeting, and the annual governance health check/review and associated Community Organisation Profile update, subject to satisfactory performance.

2. Payment Schedule

Payment trigger	Date	Payment (£)
Quarter 1 review meeting & Community Profile update	30 June 2026	1,697.40
Quarter 2 review meeting & Community Profile update	30 September 2026	1,697.40
Quarter 3 review meeting & Community Profile update	31 December 2026	1,697.40
Quarter 4 review meeting & Community Profile update	31 March 2027	1,697.40
Annual review of governance**	31 December 2027	1,697.40
Total:		8,487.00
Microgrant	To be spent by 31 March 2027	

* Subject to satisfactory performance

** To be carried out by WCAVA

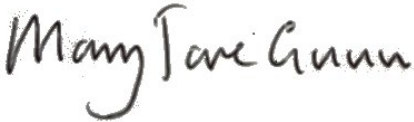
*** To be utilised, in consultation with Ward Members, to support small group development/projects (not exceeding £300 per group) that will benefit the communities of the respective wards. Claims for microgrants must be submitted to the Communities and Projects team, using the application form, which must be assessed and approved by the Community Association / Community Partnership and the Ward Member. RBC reserves the right to withhold payment if the application does not meet the programme criteria.

Proposals for Supporting the Community and Voluntary Sector 2026/27
Appendix 3
EQUALITY IMPACT ASSESSMENT (EqIA)

Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published [online](#).
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:
Rebecca Ewers
Corporate Equality & Diversity Officer
rebecca.ewers@rugby.gov.uk
01788 533509

Equality Impact Assessment

Service Area	Communities and Homes
Policy/Service being assessed	Proposals for Supporting the Community and Voluntary Sector 2026/27
Is this a new or existing policy/service? If existing policy/service please state date of last assessment	Existing funding scheme – Last assessed December 2024.
EqlA Review Team – List of members	Mary Jane Gunn, Communities and Projects Manager Aleksandra Kolenda, Communities Projects Officer <i>This document was created with the assistance of Artificial Intelligence tools. The content contained with the document may have been written, generated, analysed, reviewed or otherwise assisted using AI. The author has checked and assured this content for accuracy and has edited/revised as necessary.</i>
Date of this assessment	October 2025
Signature of responsible officer (to be signed after the EqlA has been completed)	

A copy of the completed and signed Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Officer.

Details of Strategy/ Service/ Policy to be analysed

<u>Stage 1 – Policy to be analysed</u>	
<p>(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?</p>	<p>The funding programme sets out Rugby Borough Council’s approach to funding key Voluntary and Community Sector (VCS) partners and community associations in 2026/27. It outlines contractual arrangements with WCAVA and BRANCAB, provides a grant to the Foodbank, and renews Service Level Agreements (SLAs) with community associations operating in the most deprived wards, including proposed support for previously unsupported communities in Hillmorton and Admirals and Cawston Wards.</p> <p>Each eligible association continues to receive an allocation of £1,000 for administering microgrants to support grassroots initiatives within their ward.</p> <p>In addition, a £10,000 fund is proposed to support tackling food insecurity/food poverty and a proposed £10,000 reserve will enable the Council to support surveys and research to support the sector.</p>
<p>(2) How does it fit with Rugby Borough Council’s Corporate priorities and your service area priorities?</p>	<p>This funding programme directly supports delivery of the Council’s corporate priorities - Healthier, Greener, Fairer and Thriving Rugby - by:</p> <ul style="list-style-type: none"> • Healthier: Sustaining advice, support and food provision that improve residents’ wellbeing and resilience. • Greener: Supporting local organisations that enable communities to access local services, reducing travel and promoting community-based activity. • Fairer: Targeting funding to organisations in the most deprived wards and to those with fewer reserves, ensuring equity and support for those in greatest need. • Thriving: Empowering local groups and volunteers through microgrants and partnership funding to create strong, connected and active neighbourhoods.

<p>(3) What are the expected outcomes you are hoping to achieve?</p>	<ul style="list-style-type: none"> • Continued delivery of advice, support, and community services through WCAVA, BRANCAB, and the Foodbank. • Fair, transparent allocation of community association funding based on local need. • Continued access to microgrants for small-scale, resident-led projects. • Ongoing ability to support innovative or unfunded projects, particularly those addressing poverty and food insecurity.
<p>(4) Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • Customers • Employees • Wider community or groups 	<p>Customers - residents accessing advice, community support, food provision or other activities through WCAVA, BRANCAB, the Foodbank, or community associations</p> <p>Employees - RBC employees will monitor the contracts and SLA's and work collaboratively with the funded organisations.</p> <p>Wider community or groups – Voluntary and community organisations including the community associations operating in the most deprived wards</p>
<p>(5) Will the policy or decision involve substantial changes in resources?</p>	<p>No overall substantial increase in funding</p>
<p><u>Stage 2 – Evidence about user population and consultation</u></p>	<p>As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, e.g. service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).</p>

<p>(1) What does the data tell you about the groups this policy or decision impacts?</p> <p>Possible data sources:</p> <ul style="list-style-type: none"> • national statistics/census data • local statistics • evaluations • analysis of complaints • user feedback • outcomes from consultation/community voice • Council published information, service data • District and Ward Profile – Warwickshire Observatory • Office of National Statistics • Fingertips health profiles • Indices of Multiple Deprivation • RBC Annual Workforce Equality Report 	<p>The report includes Appendix 5, which provides the evidence base for the proposals.</p>
<p>(2a) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement?</p> <p>If yes, please state which groups were involved in the consultation and what were their views and how have their views influenced the policy/decision?</p>	<p>We have consulted and involved those groups that will be affected by this decision.</p> <p>Appendix 4 of the report provides details of the consultation with RBC’s voluntary, community, faith and social enterprise sector partner organisations.</p> <p>We have quarterly meetings with our community associations and community partnerships who report to us on the activities they are delivering to support residents in their localities.</p> <p>We monitor and support the Foodbank through the Rugby Homeless Forum and regular contact with them.</p>

(2b) If you have not consulted or engaged with communities that are likely to be affected by the policy/decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.	N/A		
<u>Stage 3 – Analysis of impact</u>			
<p>(1) <u>Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	Protected Characteristic	Nature of Impact Positive, Neutral, Adverse (explain why)	Extent of impact Low, medium, high
	Age	Positive Older residents and families benefit from advice, community activities, and food support provided by funded partners.	Medium
	Disability	Positive Funded partners provide or support accessible services, advocacy, and community inclusion projects.	Medium
	Sex	Positive Women are overrepresented among community service users, particularly those experiencing poverty or single parenthood.	Medium
	Gender reassignment	Neutral No differential impact identified; services are inclusive.	Low
	Marriage/civil partnership	Neutral No identified impact.	Low

	Pregnancy/maternity	Positive Funded partners (Foodbank, BRANCAB) support families and pregnant women facing hardship.	Medium
	Race	Neutral Funded organisations work with minority ethnic communities, often addressing language and access barriers	Medium
	Religion/belief	Neutral No identified impact, services are inclusive.	Low
	Sexual Orientation	Neutral No identified impact, services are inclusive.	Low
(2) <u>Cross cutting themes</u> (a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how?	Description of impact	Nature of impact Positive, Neutral, Adverse (explain why)	Extent of impact Low, medium, high
	Socio-economic e.g.: child poverty, income level, education level, working hours/occupation, family/social support, access to good nutrition	Positive Funded VCS partners help residents facing financial hardship by providing essential services, advice, and activities that support daily living. This includes initiatives that improve access to food, education, training, and family or social support. As a result, the funding contributes positively to reducing inequalities and enhancing the wellbeing of vulnerable residents.	Medium
	Environmental e.g.: housing status, transport links, geography, access to services, air quality, noise pollution	Neutral Funding is aimed at VCS organisations rather than physical infrastructure; there is no direct impact on environmental factors.	Low

<p>(3) Using the information gathered in stages 2 and 3, please describe how the policy/strategy/service will:</p> <ol style="list-style-type: none"> a. Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act b. Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic c. Foster good relations between people who share and people who do not share a relevant protected characteristic 	<ul style="list-style-type: none"> • Eliminates discrimination: Maintains free, inclusive services accessible to residents regardless of background. • Advances equality of opportunity: Directs resources toward areas and organisations with the fewest financial reserves and highest levels of deprivation. • Fosters good relations: Microgrants and food-related initiatives promote collaboration, volunteering, and community connection.
<p>(4) Are there any obvious barriers to accessing the service? If yes, how can they be overcome?</p>	<p>Capacity within community associations may limit delivery. WCAVA's ongoing support mitigates this through governance advice and capacity-building.</p>
<p>(5) What Equality Monitoring Data will be collected to analyse impact? How will the Equality Monitoring Data collected be used?</p> <p>If no Equality Monitoring Data is being collected, why not?</p> <p>For support with this section, please refer to the Equality Monitoring Guidance.</p>	<p>We maintain regular contact with funded partners to discuss the services and activities they provide and the issues they identify in the community. Our funding is already targeted at supporting residents facing hardship, and we expect all funded groups to have equality policies in place to ensure fair and inclusive delivery. Insights from these discussions help us understand the communities being supported and inform any future adjustments to services if needed.</p>

<p>(6) Complete this section if any adverse impacts were identified in 3.1.</p> <p>Outline any actions that will be taken to remove or mitigate the adverse impacts identified in 3.1 to ensure that no discrimination is taking place. If removing or mitigating the impact is not possible, you may in certain circumstances, justify the discrimination. If that is the case, please give evidence for why justifying is possible in this case.</p>	<p>No adverse impacts have been identified</p>
--	--

<p><u>Stage 4 – Action Planning, Review and Monitoring</u></p>	
<p>(1) Data analysis What does feedback from Equality Monitoring Data gathered tell you about impact on groups? Were there any unforeseen impacts (positive or negative)?</p> <p>The feedback/data should be used to inform your Action Plan in (2)</p>	<p>To be reviewed in October 2026 as part of the next VCS funding cycle.</p>

If No Further Action is required then go to – Review and Monitoring

(2) Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

(3) Review and Monitoring
State how and when you will monitor policy and Action Plan. Will you make any changes to the Equality Data that you are collecting or how you are collecting/using the data?

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

Please annotate your policy with the following statement:

An Equality Impact Assessment on this policy was undertaken on 10 October 2025 and will be reviewed in October 2026.

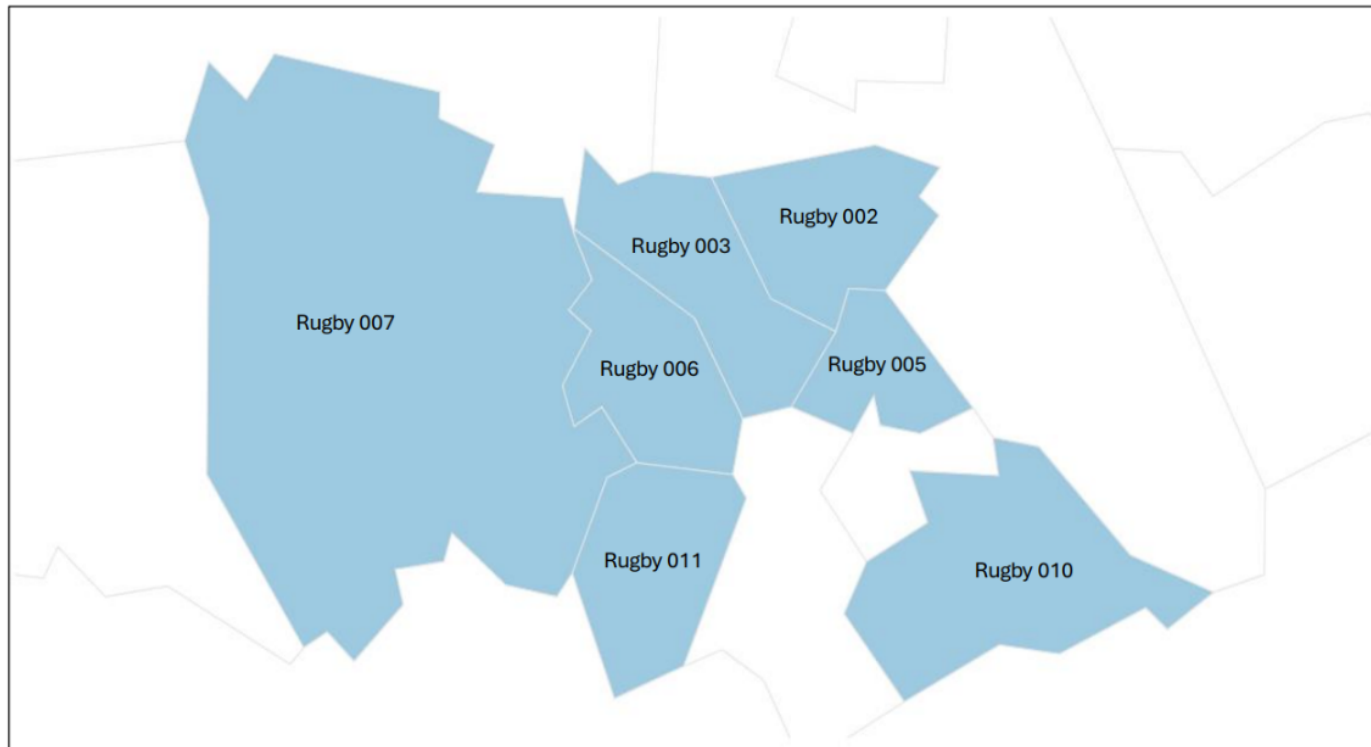


Appendix 4

Evidence Base for Support of VCS

1. Selected Data Provided by the Centre for Thriving Places

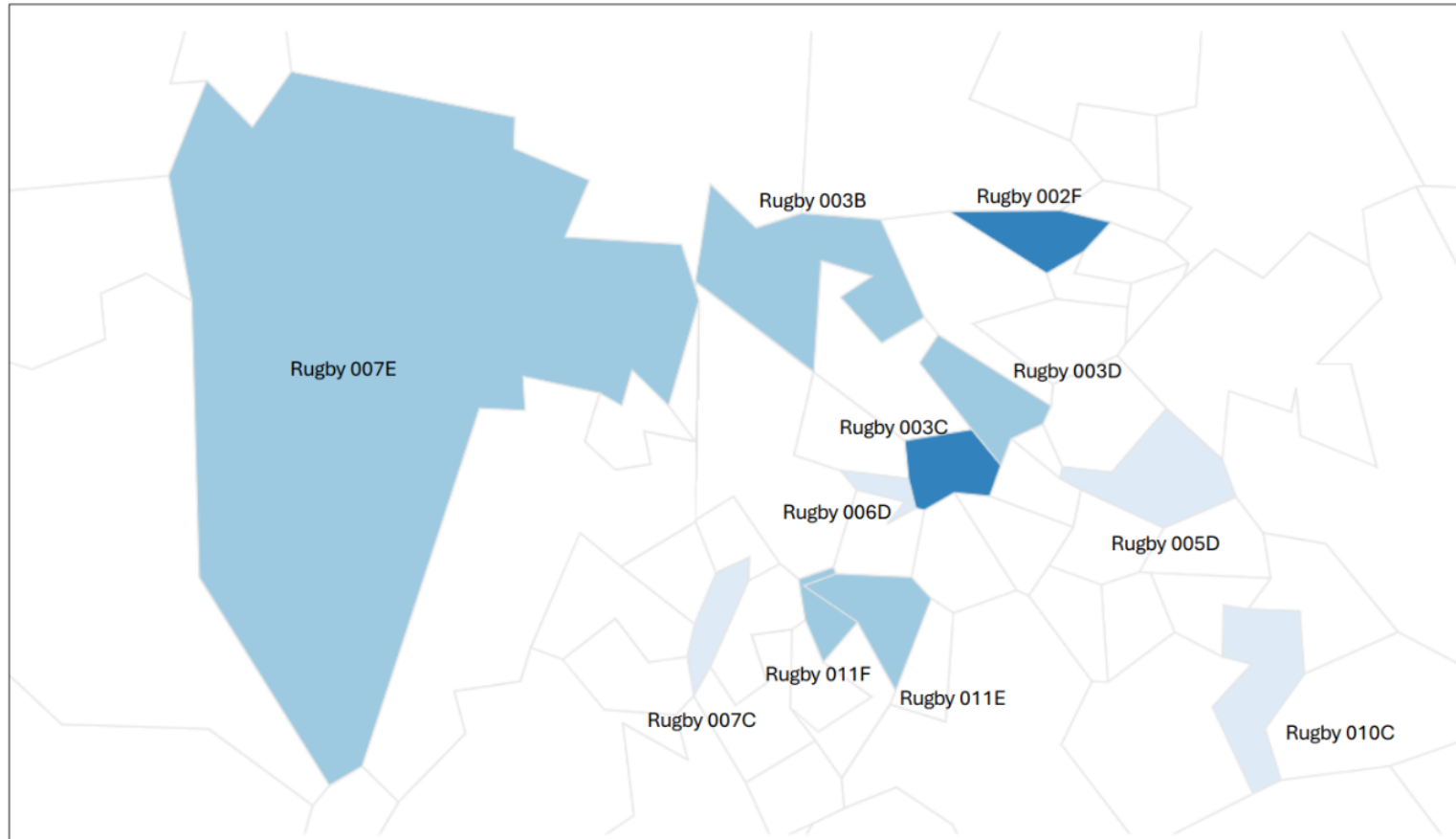
Map of the Middle-layer Super Output Areas (MSOA) in Rugby that encompass the 11 most deprived Lower-layer Super Output Areas



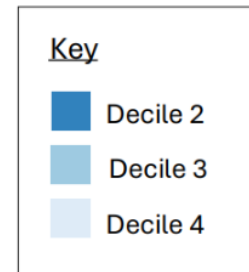
This visual depicts the MSOAs that encompass the 11 most deprived LSOAs in Rugby.

MSOA key	
• Rugby 002:	Brownsover
• Rugby 003:	Town North & Newbold on Avon
• Rugby 005:	Town East
• Rugby 006:	New Bilton
• Rugby 007:	Cawston & Long Lawford
• Rugby 010:	Hillmorton
• Rugby 011:	Overlade & Bilton

Map highlighting the 11 LSOAs in Rugby by Deprivation Decile



This visual depicts the 11 most deprived LSOAs in Rugby by deprivation decile.



LSOA values

10 most deprived LSOAs in Rugby

Domain	Indicator	better for wellbeing	Decile 2		Decile 3				Decile 4				England*	Data Source	Data Year	Geography Level Availability	
			E01031142	E01031173	E01031165	E01031172	E01031174	E01031176	E01031177	E01031127	E01031133	E01031163					E01031170
			Rugby 002F	Rugby 003C	Rugby 007E	Rugby 003B	Rugby 003D	Rugby 011E	Rugby 011F	Rugby 007C	Rugby 005D	Rugby 010C					Rugby 006D
Place & Environment	Access to Private Outdoor Space	Higher	91.00	81.00	92.00	81.00	81.00	93.00	93.00	92.00	95.00	89.00	89.00	-	Office for National Statistics	2020	MSOA
Place & Environment	Distance to Public Outdoor Space	Lower	493.22	190.89	235.01	178.37	252.12	217.80	224.42	385.45	186.44	175.59	230.34	-	Office for National Statistics	2020	LSOA
Place & Environment	Journey Times to Key Services	Lower	10.80	8.74	16.24	12.52	7.90	10.59	12.38	12.27	8.86	11.58	9.69	-	Department for Transport	2019	LSOA
Place & Environment	Poor Housing	Lower	0.14	0.17	0.20	0.15	0.23	0.15	0.12	0.18	0.23	0.14	0.25	-	Index of Multiple Deprivation	2015	LSOA
Mental & Physical Health	Illness and Disability	Lower	144.41	158.87	118.82	126.37	155.60	125.90	135.46	109.46	113.92	121.19	108.82	-	Index of Multiple Deprivation	2016	LSOA
Mental & Physical Health	Years of Potential Life Lost	Lower	61.40	63.26	48.21	65.75	65.24	58.11	60.40	51.54	54.95	67.18	68.87	-	Index of Multiple Deprivation	2013-2017	LSOA
Mental & Physical Health	Obesity/Overweight - Children (Year 6)	Lower	43.06	42.55	35.20	42.55	42.55	39.39	39.39	35.20	46.67	33.33	48.08	-	Fingertips Public Health Data	2022/2023	MSOA
Mental & Physical Health	Physical Activity - Adults	Higher	59.49	57.15	60.16	58.81	56.46	58.90	59.49	60.06	60.53	56.75	58.12	63.08	Sports England Active Lives Sur	2021/2022	LSOA
Education & Learning	No Qualifications - Working Age Adults	Lower	22.20	24.30	21.40	21.70	23.00	23.70	24.30	19.90	19.60	24.20	24.40	18.1	National Statistics) - TS067	2021	LSOA
Work & Local Economy	Income Deprivation Affecting Older People	Lower	0.28	0.29	0.17	0.15	0.25	0.23	0.19	0.16	0.16	0.14	0.27	-	Index of Multiple Deprivation	2019	LSOA
Work & Local Economy	Income Deprivation Affecting Children	Lower	0.25	0.20	0.22	0.23	0.21	0.21	0.26	0.22	0.17	0.22	0.19	-	Index of Multiple Deprivation	2019	LSOA
Work & Local Economy	Fuel Poverty	Lower	11.20	18.20	12.37	18.20	18.20	13.64	13.64	12.37	19.68	14.21	19.43	-	Fingertips Public Health Data	2020	MSOA
Additional Indicator	Provision of unpaid care	Lower	5.40	3.20	5.10	5.10	4.20	5.20	5.10	4.00	4.00	5.20	3.00	4.4	Nomis Census (Office for Nation	2021	LSOA
Additional Indicator	Annual Income Estimate	Higher	41100.00	30100.00	41100.00	30100.00	30100.00	36200.00	36200.00	41100.00	34500.00	35900.00	33300.00	-	Office for National Statistics	2020	MSOA
Additional Indicator	Unemployment rate	Lower	3.29	4.62	6.88	4.62	4.62	5.08	5.08	6.88	6.55	6.68	7.18	5.72	Nomis Census (Office for Nation	2021	MSOA
Additional Indicator	Full-time workforce	Higher	72.28	69.77	74.51	69.77	69.77	68.09	68.09	74.51	77.86	71.86	78.05	70.15	Nomis Census (Office for Nation	2021	MSOA
Additional Indicator	Part-time workforce	Lower	27.72	30.23	25.49	30.23	30.23	31.91	31.91	25.49	22.14	28.14	21.95	29.85	Nomis Census (Office for Nation	2021	MSOA

* A value for England has been provided (where possible) when th

2. Selected Data Provided by Business Intelligence Team at Warwickshire County Council

Business Intelligence



Table 2 - 20 LSOAs in Rugby with the highest need according to the Hyper-local Need Measure (1 = highest need; 33,574 = lowest need)

LSOA (WCC) name	Overall Rank (where 1 = highest need)	Kickstart economic growth	Make Britain a clean energy superpower	Take back our streets	Break down barriers to opportunity	Build an NHS fit for the future
Newbold on Avon	7,503	11,112	18,456	10,307	10,570	2,988
Brownsover South - Lake District North	8,695	8,854	27,401	10,042	4,982	11,254
Rugby Town Centre	9,141	8,159	21,952	10,712	14,550	5,124
Overslade North West	9,453	9,120	26,102	6,570	9,486	11,934
Fosse West	9,688	16,397	871	9,441	15,720	12,126
Hillmorton West	9,868	9,458	24,026	9,424	17,257	5,206
Rugby - Cattlemarket	10,511	15,254	14,092	10,416	13,869	5,647
New Bilton East	11,043	10,096	7,262	7,544	15,742	16,485
Overslade North	11,273	12,209	17,254	8,848	11,730	11,521
Church Lawford, Kings Newnham & Long Lawford North	11,500	12,386	22,327	15,408	6,412	11,307
Newbold - Riverside	11,581	19,039	9,202	13,639	16,821	4,733
New Bilton South East	11,845	23,433	4,212	3,502	18,142	20,329
Caldecott North East	13,275	25,950	2,500	3,236	23,244	27,004
Benn West	13,885	17,038	5,631	6,703	15,665	25,614
Whinfield Park	13,939	15,368	5,244	7,693	18,015	22,534
Benn South	15,035	24,905	1,974	7,028	19,276	26,291
Admirals East	15,640	12,073	28,985	13,967	13,727	14,084
Overslade West	17,162	13,045	13,640	20,584	17,731	12,809
Binley Woods - North	17,282	14,492	3,055	16,368	18,516	26,755
Caldecott - Rokeby	17,681	14,051	15,303	18,379	12,678	19,373

	In 10% of LSOAs with the highest need in England
	In 20% of LSOAs with the highest need in England
	In 30% of LSOAs with the highest need in England



Comparing Hyper-local Needs Measure with the Index of Multiple Deprivation 2019

Figure 1 shows a comparison of the number of LSOAs in Rugby Borough within each decile, where decile 1 has LSOAs with the highest need (Hyper-local Need Measure) or deprivation (Index Multiple Deprivation 2019) and decile 10 has LSOAs with the lowest need/ deprivation. Note that IMD 2019 uses 2011 LSOAs whereas Hyper-local Needs Measure uses 2021 LSOAs – following the Census 2021, four LSOAs in Rugby Borough were split due to increasing populations, creating a further six LSOAs (61 to 67). Table 3 shows the ten LSOAs with the highest need and highest deprivation.

Figure 1 – number of LSOAs in Rugby Borough within each decile for the Hyper-local Needs measure and the IMD 2019

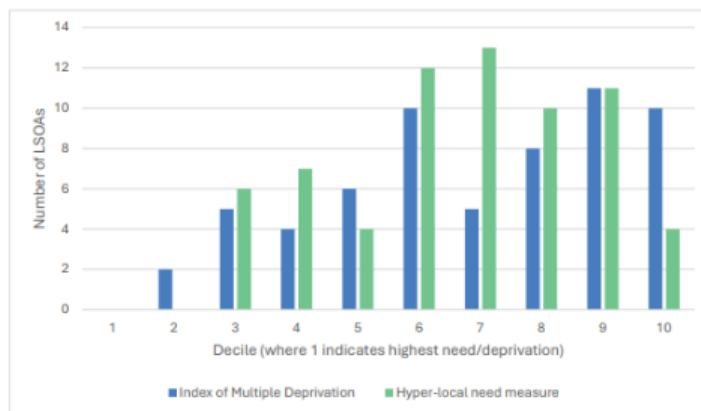


Table 3 – LSOAs in Rugby Borough with highest need and highest deprivation

Hyper-local Needs Measure - LSOAs with highest need (WCC name)	Index of Multiple Deprivation 2019 – LSOAs with highest deprivation
Newbold on Avon	Brownsover South Lake District North
Brownsover South - Lake District North	Rugby Town Centre
Rugby Town Centre	Cattlemarket
Overlade North West	Overlade North West
Fosse West	Church Lawford, Kings Newnham & Long Lawford North
Hillmorton West	Newbold on Avon
Rugby - Cattlemarket	Overlade North
New Bilton East	New Bilton East
Overlade North	Hillmorton West
Church Lawford, Kings Newnham & Long Lawford North	Whinfield Park



Appendix 5

VCFSE Consultation Workshop – Summary Report

Date & Time: Thursday 25 September 2025, 11:30–13:30

Venue: Rugby Art Gallery and Museum (RAGM)

Facilitator: Centre for Thriving Places

Organiser: Rugby Borough Council

Attendees: Partnership organisations from the VCFSE sector currently receiving funding from RBC or recently funded through UKSPF community support grants.

15 organisations invited: WCAVA, BRANCAB, Foodbank, Benn Partnership Community Association, Newbold on Avon Community Partnership, New Bilton Community Association, Brownsover Community Association, Overslade Community Association, Long Lawford Community Association, Rugby Eco Hub, Bradby for Young People, Harvest Centre, Lawford Light House, Rugby Christian Life Centre, Welfare Together

11 organisations attended: WCAVA, Foodbank, Benn Partnership Community Association, Newbold on Avon Community Partnership, New Bilton Community Association, Overslade Community Association, Long Lawford Community Association, Rugby Eco Hub, Harvest Centre, Lawford Light House, Rugby Christian Life Centre)

Purpose of the Workshop

- To explore how the Council’s Corporate Strategy 2024–2034 can be realised in collaboration with the VCFSE sector.
- To build on August 2025 written consultation responses.
- To gather practical ideas shaping commissioning arrangements for 2026/27.

Workshop discussion

1. VCFSE Alignment with Corporate Priorities

In the first discussion, groups mapped their activities against the Council’s four priorities. What transpired was a clear and strong alignment, with the sector uniquely contributing to all four objectives rather than just one. A strong sense of pride emerged in their role supporting local communities, and the graph below highlights the key points raised by participants.



2. Emerging Themes

Discussions highlighted several themes including:

- **Collaboration, not competition:** Participants noted that past grant systems encouraged competition between organisations, which is not healthy for the sector.
- **Future of funding:** With UKSPF grants now ended and only SLA agreements in place, organisations called for longer-term support and simpler processes that provide stability.
- **Relationships and equality:** Some organisations felt they are not always treated as equal partners; stronger representation and better-quality engagement with the Council would help.
- **Information and visibility:** Request for better links between various Council departments and community organisations.
- **Practical collaboration:** Appetite for Council officers to provide training sessions to VCFSE groups, for example on completing housing application forms.
- **Language:** Preference for using the broader VCFSE acronym to reflect the diversity of organisations.
- **Community of Practice:** The Centre for Thriving Places shared an example from Maldon District Council. There was strong interest in creating a Community of



Practice in Rugby, where groups can share learning, pool resources, and work together on joint solutions such as food poverty, access to green spaces, and inclusion.

3. Priority Ideas and Asks

- **Community of Practice / Collaboration Hub**
 - Council enables collaboration rather than solely commissioning outputs
 - Allows VCFSE groups to work as equal partners, not just contractors
- **Simplified and Longer-Term Funding**
 - Multi-year commitments and reduced bureaucracy.
- **Strengthened Relationships and Communication**
 - Structured engagement across Council departments.
 - Shared representation and clearer collective voice.
 - Centralised information-sharing platform.

4. Next Steps for the Council:

- Explore piloting a Community of Practice model in Rugby.
- Incorporate workshop outputs into the 2026/27 funding arrangements.
- Consider longer-term, simpler funding mechanisms.
- Emphasise equal partnership working.
- Develop centralised communication and collaborative initiatives.
- Respond to appetite for ongoing collaboration; networking lunches, already organised by WCC, are valuable for relationship-building, but additional workshops could further encourage collaborative work and collective solutions.

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