

# Equality Analysis (EA)

Financial Year  
**2019/20**

## Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose

*(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)*

See  
**Appendix A**

Current decision  
rating



## Tower Hamlets Growth and Economic Development Plan 2018-2013

The Tower Hamlets Growth and Economic Development Plan 2018-2023 aims to build an economy that works for local people and ensure that everyone can benefit from the borough's success. The Council's vision is to create a Tower Hamlets that delivers sustainable and inclusive economic growth enabling all of our residents and businesses to prosper.

This aim and vision are aligned with priorities set out by the Council's Strategic Plan 2018-2021 (e.g. Priority 1: People are aspirational, independent and have equal access to opportunities) and the Tower Hamlets Partnership's Tower Hamlets Plan (tackling inequalities by building a stronger, more inclusive and fairer borough).

To achieve this vision, the draft Growth and Economic Development Plan proposed measures structured around three key priorities:

### **Priority 1: Preparing our young people for success.**

This priority aims to make the transition from education to employment work better for our young people.

### **Priority 2: Helping our working age residents thrive.**

This is about supporting working-age residents to secure the best possible outcomes in terms of their jobs and careers. We propose to achieve this by identifying opportunities to compliment and strengthen existing employment, skills and training projects such as WorkPath.

### **Priority 3: Creating the conditions for business growth.**

This priority aims to support businesses based in the borough to thrive and to stay in Tower Hamlets as they grow. It is also about identifying ways in which we can attract a diverse business base, creating the sort of varied employment market that will provide job opportunities for people with a broad range of interests, skills and aptitudes.

**Conclusion - To be completed at the end of the Equality Analysis process**

*(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)*

**Name:**

(signed off by)

**Date signed off:**

(approved)

Service area:

Growth and Economic Development

Team name:

Growth and Economic Development Division

Service manager:

Vicky Clark, Divisional Director Growth & Economic Development

Name and role of the officer completing the EA:

Ekim Bireroglu, Senior Strategy, Policy and Performance Officer, Governance

**Section 2 – Evidence (Consideration of Data and Information)**

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

Equality and diversity has been a key principle throughout the development of the Growth and Economic Development Plan. This includes ensuring substantial benefit for the diverse groups which make up Tower Hamlets' population. The aim is to especially offer tailor support for people that are furthest from the labour market which serves to address inequality, as protected groups are most likely to experience labour market inequality.

In developing this Growth and Economic Development Plan, national, regional and local responses to the current challenging economic and financial situation, including the impact of austerity, were reviewed.

The following data sources have been considered:

- Tower Hamlets Household Income 2018 – Borough Statistics
- Tower Hamlets Poverty- Borough Profile
- Tower Hamlets Borough Profile Employment 2018
- Tower Hamlets Annual Residents Survey 2018
- Tower Hamlets Borough Profile Economy 2018
- GLA - Skill Strategy for Londoners Evidence Base- 2018
- Tower Hamlets Local Economic Assessment Data refresh for 2015-2016
- Language in Tower Hamlets Analysis of 2011 Census data

- Trust for London Poverty and inequality data for Tower Hamlets
- Tower Hamlets Labour Market Research Paper NOMSI
- Deprivation in Tower Hamlets Analysis of the 2015 Indices of Deprivation Data
- Working in Partnership: Enabling Social Mobility in Higher Education- the Final Report of the Social Mobility Advisory Group 2016
- A Guide to UK League Tables in Higher Education – Higher Education Policy Institute 2018
- Social Mobility Commission – Ethnicity, Gender and Social Mobility 2016
- A Profile of the Migrant Population in Tower Hamlets- 2018
- Tower Hamlets Borough Equality Assessment 2016/17

Evidence shows that:

- There is a mismatch between residents' skills and jobs available in the borough and (for some also) beyond Tower Hamlets.
- Residents identify lack of jobs as one of their top three areas of concern.
- The on-going challenges of austerity and welfare reforms coupled with the uncertainty around the impact of the UK leaving the EU have required us to find solutions which increase the life chances of our residents.
- The incentive therefore to further invest and strengthen our local economy has never been stronger. We believe that “inclusive growth” is an absolute necessity to achieve greater prosperity, independence and access to opportunities for all our residents.

The plan will be particularly helpful for people who have the following.

- lack of motivation or confidence
- lack of relevant qualifications or training
- long-term unemployment
- childcare issues;
- physical health, mental health or disability issues
- little or no work experience
- language skills barriers
- basic skills, including literacy, numeracy and ICT
- coping as a single parent
- debts, arrear or issues with managing your money
- Drug dependencies or addictions
- Lack of contacts, networks or just knowing where to start

### **Section 3 – Assessing the Impacts on the 9 Groups**

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

**For the nine protected characteristics detailed in the table below please consider:-**

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available  
(include information where appropriate from other directorates, Census 2001 etc)

- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

**Please Note -**

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>Employment rates vary considerably by ethnicity: the employment rate for White residents in Tower Hamlets averaged 83 per cent during 2014-2016, compared with just 59 per cent for BME residents - a gap of 24 points. The ethnic gap in rates in Tower Hamlets is almost twice as wide as the gap observed in London (13 points).</p> <p>The aim of the Growth and Economic Development Plan is to build an economy that works for local people and ensure everyone can benefit from the borough's success. Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally been excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).</p>
Disability	Positive	<p>The relationship between disability and employment is complex because of the huge diversity within the population of disabled people. While some disabled people are not able to do paid work because of their impairment, others see the opportunity and right to work as crucial. Overall, disabled people are less likely to be in work than non-disabled people (47 vs. 77 per cent) and disabled people who are economically active are more likely to be unemployed (12 vs. 8 per cent). 18 Employment rates are particularly low for people with a learning disability (6.8 per cent) and people in contact with secondary mental health services (7.1 per cent). Disabled people are also much more likely to be economically inactive than non-disabled people (47 vs. 16 per cent). Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).</p>
Gender	Positive	<p>In common with most areas, women in Tower Hamlets have a lower employment rate than men (60 vs. 78 per cent). However, the size of the gender gap is a bit wider in Tower Hamlets than in London (66 vs. 80 per cent). Within the BME population, employment rates are very low for women - just under half (48 per cent) of BME women are in work, compared with 70 per cent of BME men. While the gender gap in rates is also evident within the White population, it is far narrower (78 vs. 86 per cent). Employment rates for BME women are lower in Tower Hamlets than in London (48 vs. 57 per cent), however, the opposite is true for White women, who have a higher employment rate in Tower Hamlets than London (78 vs. 72</p>

		per cent). Consequently, the ethnic gap in employment rates between White and BME women is twice as wide in Tower Hamlets than in London (30 vs. 15 percentage points). Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).
Gender Reassignment	Positive	There is currently no data available on trans-gender or trans-sexual people in the UK, but qualitative research finds that employment is the most problematic area of life for trans people. <sup>23</sup> 42 per cent of trans people who were not living full-time in their acquired gender said that it was their job or workplace which prevented them from doing so. Around a quarter of trans people (23 per cent) changed job or intended to do so because of their transition. Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).
Sexual Orientation	Positive	There is a lack of data on employment for lesbian, gay and bisexual (LGB) people, even at a national level, as sexual orientation is currently not captured in most official survey data. However, in the Labour Force Survey, same-sex couples could identify as cohabiting or in a registered civil partnership when completing the survey. Analysis comparing these self-identifying same-sex couples with married different-sex couples found that men in same sex couples were almost as likely as married men to be in work (70.9 vs. 72.8 per cent). On the other hand, women in same sex relationships were more likely to be in work than married women (79.2 vs. 72.7 per cent). The analysis also found that men and women in same-sex relationships earn slightly more than their counterparts in different-sex marriages. However, while the available data does not show any inequalities in employment rates or wages, there is evidence of workplace discrimination. A quarter (26 per cent) of LGB employees are not open about their sexual orientation at work and one in five (19 per cent) LGB employees say they have experienced verbal bullying from colleagues, customers or service users because of their sexual orientation in the past five years. Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).
Religion or Belief	Positive	In Tower Hamlets, employment trends by religion correlate broadly with trends by Race. Muslim residents are the only religious group to have an employment rate below the borough average, at 39 per cent compared with 59 per cent of all residents. <sup>38</sup> Muslim residents are also more likely to be economically inactive (48 per cent) than the average for all residents (33 per cent). Among residents who are economically active, Muslims face an unemployment rate that is twice that of the borough average (25 per cent vs. 12 per cent). Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).
Age	Positive	Employment levels vary considerably across different population groups. By age, employment rates tend to peak for people in the 25-49 age group: during 2014-16, almost four in five adults in this age group were in work (78 per

		<p>cent).</p> <p>Employment rates begin to fall as people get older: just 58 per cent of Tower Hamlets residents aged 50-64 were in work during 2014-16, lower than the proportion regionally or nationally (69 and 70 per cent). This is consistent with the relatively high claim rate for out-of-work benefits in this age group: in November 2016, 25 per cent of those aged 55-64 were in receipt of out-of-work benefits in Tower Hamlets compared with just 14 per cent across London (Figure 5.6). Most of this group were in receipt of disability-related benefits such as Employment and Support Allowance.</p> <p>The employment rate in Tower Hamlets is also lower for those aged 65 and over: around 8 per cent of these residents are still in work compared with 13 per cent in London. Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).</p>
Marriage and Civil Partnerships.	Positive	<p>There is a lack of data on employment of this group. Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).</p>
Pregnancy and Maternity	Positive	<p>There is no official data on pregnant women's participation in the labour market, but we do know that employment rates for women with children are lower than those for women without children. Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).</p>
Other Socio-economic Carers	Positive	<p>Socio-economic disadvantage and inequality can be the biggest barriers to securing sustainable and well-paid employment. For instance issues such as lack of adequate housing or homelessness and the availability, cost and quality of childcare and caring responsibilities are significant barriers to many finding and sustaining work. The service do not hold data for this group but equalities data will be collected as a part of the monitoring process of this plan (or a future user survey). Our ambition is to ensure that interventions proposed will have an overall beneficial impact on the life chances and economic wellbeing of everyone but especially of groups who have traditionally excluded from the job market. Equalities data will be collected as a part of the monitoring process of this plan (or a future user survey).</p>

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?                      No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

*Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.*

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?                       No?

How will the monitoring systems further assess the impact on the equality target groups?

The progress of identified actions, indicators and equalities data will be monitored through the council corporate performance monitoring process.

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?                       No?

If there are gaps in information or areas for further improvement, please list them below:

The Service currently collects specific equality monitoring data on an annual basis on the Council's employment support service (WorkPath) delivery published as part of the Council's Public Sector Equality duty. The data is structured around the following headings:

- Access to service - Composition of users of WorkPath
- Satisfaction level of users
- Performance Information - Composition of clients placed into work through WorkPath,

Currently gender reassignment and pregnancy are not monitored. Equalities data will be collected as a part of the monitoring process of the Growth and Economic Development Plan.

The last data set can be found here:

[https://www.towerhamlets.gov.uk/lgnl/community\\_and\\_living/equality\\_and\\_diversity/public\\_sector\\_equality\\_duty/public\\_sector\\_equality\\_duty.aspx](https://www.towerhamlets.gov.uk/lgnl/community_and_living/equality_and_diversity/public_sector_equality_duty/public_sector_equality_duty.aspx)

How will the results of this Equality Analysis feed into the performance planning process?

The Service already monitors Equality performance as part of the Council's Public Sector Equality Duty. The priorities set out in this Plan will also be monitored through the Council's Strategic Plan which is a central part of the council's Performance Management and Accountability Framework. The aim of this plan is to help us determine whether we are achieving our stated outcomes. The Council will also as an when necessary conduct Equality Impact Analysis on specific measures that will be rolled out as part of the evolution of the Growth and Economic Development Plan.

## Appendix A

### (Sample) Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	<b>Suspend – Further Work Required</b>	Red 
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	<b>Further (specialist) advice should be taken</b>	Red Amber 
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.	<b>Proceed pending agreement of mitigating action</b>	Amber 
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	<b>Proceed with implementation</b>	Green: 