

# Equality Analysis (EA)

Financial Year  
**2019/20**

Current decision  
rating  
**Amber**

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

### **What's the proposal?** What is the change we are trying to analyse the impact of?

The Council is committed to supporting a vibrant, innovative and sustainable voluntary and community sector in Tower Hamlets which is equipped to deliver activities that are flexible and responsive in meeting complex local needs. These activities will contribute towards achieving the outcomes for local residents set out in the Tower Hamlets Plan and the Council's Strategic Plan. The model of change set out in the Tower Hamlets Plan underpins the principles of new VCS funding proposals with a focus on outcomes and assets rather than prescriptive solutions, prevention through early intervention and greater integration of services.

The Local Community Fund has been established to provide an outcomes focussed VCS funding programme as part of the replacement of the current Mainstream Grants programme which comes to an end on 30th September 2019. It will sit alongside the corporate VCS infrastructure support programme and the Small Grants Programme as the principal VCS funding programme from the council.

The council's approach to future funding of the VCS was set out in the VCS Strategy 2016-19. An outcomes focussed approach with funding programmes developed through a process of co-production with the sector was at the heart of the new strategy with a clear distinction between traditional grants which might be appropriate in very limited and defined circumstances and funding more akin to public sector procurement.

The principles of the new funding programme were developed in 2018 through an extensive programme of discussion and consultation with the VCS and other stakeholders. The outcome of this was reported to Cabinet on 20th March 2018. The agreed key principles were:

- a. The programme will be a new range of services funded by the Council and co-produced with the VCS. The time available before the new programme starts allows an opportunity to ensure it takes into account good practice and learning from current MSG provision in deciding what should be funded in future.
- b. The programme will, as far as possible, operate as a single coordinated entity, with a coherent approach to funding and

- common approach to the programme's outputs and outcomes across the different themes for delivery.
- c. The programme is being developed with consideration of the new Council Grants Policy and existing strategic priorities. This maximises impact and avoids funding overlap, as well as supporting the delivery of the Tower Hamlets Plan and Strategic Plan
  - d. The proposed new programme will fit with the Council's wider Commissioning Framework and Co-production Framework recommendations, currently being developed.
  - e. The programme will adopt an outcomes based approach, allowing organisations to build on local knowledge, skills and expertise and have the flexibility to undertake the activities which have the most impact.
  - f. The proposed new programme is intended to stimulate greater and more effective support in tackling local issues. This principle will inform the determination of the programme budget.
  - g. The bidding process will be transparent and fair.

Following further work with the VCS a second report was presented to Cabinet on 31st October 2018 which set out:

- a. The structure and outcomes framework for the proposed Local Community Fund programme;
- b. Proposals for continued engagement with the voluntary and community sector in the co-design of the programme, and
- c. Noted the new programme represented a change in the approach to commissioning previously agreed.

### Local Community Fund Framework

The detail of the Local Community Fund programme is set out at appendix B. The programme is set out in five broad Themes which are sub divided into more detailed Schemes. These are set out in the table below.

Theme	Scheme
Inclusion, Health and Wellbeing	Scheme 1A – Children, Young People and Families
	Scheme 1B – Older People
	Scheme 1C – Access, information and self-management
	Scheme 1D - Healthy living and healthy choices
	Scheme 1E – Improved inclusion, health and well-being outcomes for disabled people and people experiencing mental health issues
Digital Inclusion	Scheme 2A – ICT skills and digital careers

and Awareness	
	Scheme 2B – Online Safety
	Scheme 2C - Improving health and wellbeing facilitated through digital platforms
Advice and Information	Scheme 3A - Advice and Information
Employment and skills	Scheme 4A - Developing and embedding good practice in the work place for people with disabilities, learning difficulties and physical and mental health barriers to work
	Scheme 4B - Reducing barriers to employment for disadvantaged groups
	Scheme 4C - Support focused on increasing access to art and cultural industries
Community safety	Scheme 5A – Reduction in the exploitation of children, young people and other vulnerable groups
	Scheme 5B – Improving the perception of young people in the community
	Scheme 5C – Services for people affected by domestic violence or other unsafe circumstances

Each scheme set out key priorities and high level outcomes which organisations were required to demonstrate their projects would contribute towards. This approach is different from previous funding programmes where the type of service was more prescriptive and more outputs focussed. This change in approach allows greater flexibility for the sector to develop new ideas and approaches towards achieving better outcomes for Tower hamlets residents.

The Council has also set out a need to co-design with residents who use services, volunteers, staff and other stakeholders to develop the way projects are run. Co-design processes should not be rushed and will be implemented throughout lifetime of the programme. We recognise that some organisations will be more familiar with the language of co-design and co-production than others, and that some projects, through actively involving and working with people who use their services, may already have co-design principles embedded in their work. Advice and training on co-design will be available to all funded projects and for the wider sector.

#### Developing the LCF

The council is committed to increasing the involvement of local people in the way services are designed and delivered. This has been demonstrated through the approach to developing the LCF from first principles through to the detail of the assessment and scoring

criteria for bids to the programme.

Some of the developmental work carried out with the VCS and other stakeholders has been reported previously to Cabinet in March and October 2018. Appendix C of the main report sets this out in detail and describes the work carried out with the sector to shape the final programme, demonstrating the breadth of involvement across the VCS and other partner agencies such as the Clinical Commissioning Group (CCG). Some of the key points detailed in the appendix are:

- a. Six public events were held in the spring of 2018 to develop the LCF framework and priorities attended by an average 50 organisations;
- b. Six thematic workshops held during the autumn of 2018 with a seventh general session to develop the themes and high level outcomes with average attendance of over 30 organisations at each session;
- c. Two further sessions were held early in 2019 to finalise the outcomes and develop the prospectus for the LCF including the assessment and scoring criteria;
- d. 124 different organisations participated in the sessions during the autumn of 2018 and early 2019 with most attending several times;
- e. Participation was not limited to those which intended submit bids to the LCF. Only half of the organisations which participated in the co-design subsequently submitted a bid.

Participation was not limited to council run public events. Organisations were encouraged to contribute via email and one to one conversations as well as events organised by THCVS and the Volunteer Centre.

### **High level needs analysis**

The London Borough of Tower Hamlets has one of the fastest growing, youngest and most diverse populations in the UK. As of June 2018 the borough had 317,705 residents. The population is projected to reach 365,200 by 2027 and 400,000 by 2041. Its population is the 4th youngest in the UK with almost half of residents being aged between 20 – 39 years.

Coupled with a young and growing population is the fact that Tower Hamlets has high levels of deprivation and in terms of its average deprivation score is the 10th most deprived local authority in England. It has the highest rate of pensioner poverty in England with half of all residents aged 60 and over living below the poverty line; more than three times the national rate. Child poverty in Tower Hamlets is also the highest in Great Britain with 31 percent of children living in families below the poverty line, which is almost double the national rate.

It is estimated that around four in ten households in Tower Hamlets are living below the poverty line after housing costs are taken into account. This is the highest poverty rate across all local authorities in England and Wales and almost double the national average (39 vs 21 per cent).

Almost four in five children in the borough live in families reliant on tax credits, which provide means-tested support for in-work and out-of-work families. This is the highest rate in Great Britain and is almost double the proportion that is technically below the poverty line.

Linked to the above are the severe health inequalities that exist in Tower Hamlets. Healthy life expectancy of both men and women in the borough is lower than the London and England averages. The borough also has a higher rate of death considered preventable or premature than rates in London and England.

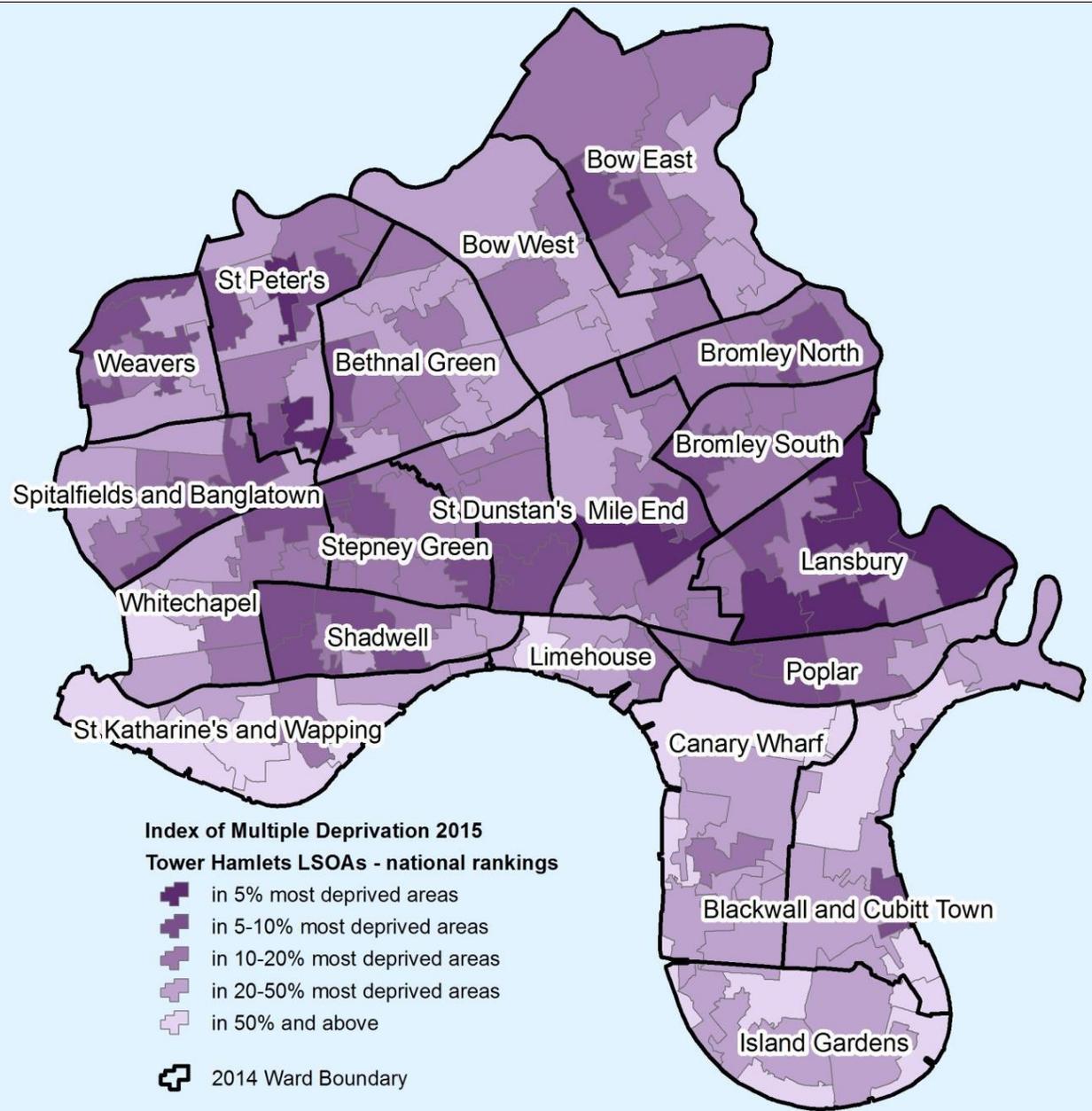
With more than four in ten residents being born outside the United Kingdom Tower Hamlets is ranked as the 16th most ethnically diverse local authority in England in terms of the mix of different ethnic group populations. More than two thirds of Tower Hamlets residents belong to minority ethnic groups. The single biggest migrant group are residents born in Bangladesh but the most significant population growth in recent years has been among EU nationals.

The diverse nature and high levels of deprivation in Tower Hamlets means that our residents are particularly vulnerable to the potential impacts of inequality and any proposed change to services needs to ensure that the impact on persons who share a protected characteristic are mitigated.

Deprivation is widespread in Tower Hamlets: more than half (58 per cent) of the borough's 144 Lower layer Super Output Areas (LSOAs) are in the most deprived 20 per cent of LSOAs in England, according to the *Index of Multiple Deprivation*.

- One quarter (24 per cent) of Tower Hamlets LSOAs are in the most deprived ten per cent of LSOAs in England.
- Within the borough, the most highly deprived areas – which fall into the five per cent most deprived LSOAs nationally – are mainly clustered in the East of the borough in the Lansbury and Mile End area. The least deprived areas in the borough are in the riverside areas of St.Katharine's Dock, Wapping, and the Isle of Dogs.
- To complement the 'official' data at LSOA level, the LGA has produced IMD estimates for wards. The four wards in the East of the borough - Lansbury, Bromley South, Mile End, and Bromley North – are the most deprived wards within the borough on the IMD. Two thirds of the borough's wards (13 out of 20) are in the most deprived ten per cent of wards in England.
- While deprivation in Tower Hamlets is widespread, none of the borough's LSOAs appear in the most severely deprived areas in **England** (ie the most deprived one per cent of areas)

The borough map below shows the distribution of indices of multiple deprivation across the borough.



## **Theme 1 Inclusion, Health and Wellbeing**

The Tower Hamlets Plan 2019-23 sets out the borough's vision for inclusion, health and wellbeing:

We are committed to improving the health and wellbeing of our local population and the quality of the care services they receive. At the heart of this is ensuring our services are person-centred, empowering and that they make a tangible and positive difference to people's lives. We are committed to providing co-ordinated, joined-up services that enable people to have greater independence and more control over their care. Using information, advice, technology and support we will help people to manage their health conditions. We aim to give the people of Tower Hamlets one of the best systems of interconnected health and care in the country. We are delivering this through the Tower Hamlets Together (THT) partnership which brings together providers, commissioners, the community and voluntary and statutory sector, to improve the quality of life for our residents.

Through further close partnership working, prevention, early intervention and working with our communities, we will tackle health inequalities, improving the quality of life for our residents and managing demand for services. We know that achieving better health and wellbeing is much wider than improving our health and care services. It involves taking a holistic approach to everything that impacts on how we feel, from good quality housing to accessible parks and open spaces. We know we can achieve improved physical and mental health by providing spaces for people to be active and enjoy.

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents. This theme sets out the priority areas where VCS organisations are well placed to make a significant impact.

For the Local Community Fund the council uses the following definitions in relation to young people:

- 'Children under 5' includes young toddlers and infants and can also cover pregnancy
- 'Children' covers the ages 5-12
- 'Young people' covers 12-18 but there is some flexibility at the lower and upper end of this scale where need can be demonstrated and services can be of clear benefit.
- Children and young people includes those who have special educational needs and/or who are disabled (SEND)
- 'Older people' includes 'younger older' people aged 50 +
- 'Disabled People' includes people with a wide range of physical, mental, cognitive and sensory impairments, disabilities, learning disabilities and long-term health conditions

### **Geographic Spread**

Bids may be submitted for borough wide projects or for projects which are specific to a defined geographic area.

## Scheme 1A – Children, Young People and Families

### Priorities

1. Increase access to Youth Services

In this priority we are looking in particular to increase the use of youth services by girls and young women

2. Provision of Early Help support to families

In this priority we are looking in particular to support activities which will improve Early Help Assessment outcomes

3. Support for young carers

In this priority we are looking in particular to support activities which the health and wellbeing of young carers in the borough

### Outcomes

1. Children and young people, in particularly girls and young women:
  - a. have more confidence in themselves;
  - b. are more resilient, and
  - c. are able to, and do, access a range of spaces, activities and social opportunities across Tower Hamlets.
2. Girls and young women feel included, are able to participate in any service, and are more likely to train to become youth leaders and/or develop their own initiatives.
3. Children and young people who may feel excluded from participating in mainstream services and activities (e.g. from minority groups, who are disabled, who are LGBTQI, or who are carers for others) can participate in a range of activities and experiences.
4. Children, young people and their families are listened to and their input is considered and included in decision making.
5. Young carers are supported and included; their needs and concerns are understood and are taken into account at local and strategic levels.
6. Children under 5 grow up in positive family environments and are supported to thrive.

## Scheme 1B – Older People

### Priorities

1. Ageing well and reducing social isolation

1. In this priority we are looking in particular to:

- a) Encourage people over 50 to feel a greater connection to their community and they are able to continue making a positive contribution to their communities;
- b) Support Tower Hamlets becoming a recognised dementia-friendly community;
- c) Increase the number of older people with dementia who 'live well' ;
- d) Reduce the number of older people who feel lonely;
- e) Encourage more older people to access services that provide support in their local neighbourhoods;
- f) Increase engagement in meaningful relationships in care homes;
- g) Increased meaningful intergenerational contact.

2. Provision of physical and health-promotion activities for older people

In this priority we are looking in particular to support activities which help older people to be healthier and more active.

#### Outcomes

- 1. Reduced isolation and loneliness among older isolated adults, particularly those who are housebound, and those facing additional challenges (e.g. dementia, disability, limited English);
- 2. Older people are able to continue making a positive contribution to their communities;
- 3. Older people feel more included and integrated in their communities and are able to mix with people of different ages and from different backgrounds to increase the sharing of skills, experience and knowledge both amongst older people, and between different generations;
- 4. People living with dementia are supported to participate as much as, and as long as possible. Carers of people living with dementia are supported.

#### Scheme 1C – Access, information and self-management

##### Priority

1. Residents better informed/equipped to manage health conditions

In this priority we are looking in particular to;

- a) Improve personal management of conditions;
- b) Improve knowledge, skills and confidence to manage personal health and care;
- c) Improve physical functioning and ability to self-care;

d) Improve quality of life.

#### Outcomes

1. Residents of all ages are better informed/equipped to manage health conditions
2. Increased awareness of and access to local services, including crisis support
3. Residents and their families are aware of the benefits of healthy eating and eat more healthily

#### Scheme 1D - Healthy living and healthy choices

#### Priorities

1. Residents better informed to make healthier choices

In this priority we are looking in particular to:

- a) Increase engagement with community farms and community projects;
- b) Make a positive impact on health and wellbeing through sports, culture and leisure activity;
- c) Reduce social isolation through sports, culture and leisure activity

2. Increased engagement in physical activity

In this priority we are looking in particular to:

- a) Increase physical activity in the under-represented groups and improving health outcomes;
- b) Increase the proportion of children and young people that achieve the weekly minimum level of physical activity and develop an active lifestyle as a habit;
- c) Improve the sport and physical activity sector delivery interventions that meet the needs of local residents;
- d) Improve cohesion through participation in sport and physical activity;
- e) Improve mental health and reduce social isolation through participation in sport and physical activity;
- f) Improve the quality of the local physical activity and sport offer, offering opportunities for participation for the inactive and less active across a wide variety of disciplines.

#### Outcomes

1. Increased participation in a wide range of culture, play, physical activity, leisure and sport that are inclusive of age, gender, disability, race and mobility
2. More social opportunities for reducing isolation through participation in culture, play, physical activity, and sport.
3. Increased participation from marginalised groups

4. Creating opportunities for intergenerational relationships, shared experience through culture, play, physical activity, leisure and sport for all above

Scheme 1E – Improved inclusion, health and well-being outcomes for disabled people and people experiencing mental health issues

Priorities

1. Improved health outcomes for disabled people

In this priority we are looking to support activities which will help adults with complex needs have better health outcomes and activities which will improve the life expectancy for people with learning disability.

2. People experiencing mental health issues are better supported

In this priority we are looking in particular to:

- a) Increase the number of residents experiencing mental health difficulties being supported by a peer;
- b) Increase self-referrals to relevant support services, and
- c) Better inform residents where to access help in a crisis.

Outcomes

1. More mainstream services are culturally inclusive, welcoming and accessible for disabled people and people experiencing mental health issues from different ethnic backgrounds, different faith backgrounds, and who are LGBTQI
2. Adults with complex needs (i.e. who have multiple issues affecting their lives) have better health outcomes
3. Disabled people and people experiencing mental health issues;;
  - a) are more independent
  - b) are more aware of and more likely to participate in local services
  - c) have a better quality of life
4. People experiencing mental health issues have improved knowledge of where to access support, including peer support, social activities, and activities that build confidence and develop resilience

All of these outcomes refer to a broad cohort of potential beneficiaries. Projects that focus people with particular needs, disabilities or issues within the wider cohort are also eligible as long as they can demonstrate that they will help to deliver the outcomes.

## **Theme 2 Digital Inclusion and Awareness**

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents. The digital inclusion and awareness theme consists of three key schemes which each set out priority areas where VCS organisations are well placed to make a significant impact.

The three digital inclusion and awareness schemes are as follows:

- Scheme 2A: ICT Skills and Digital Careers
- Scheme 2B – Online Safety
- Scheme 2C – Improving health and wellbeing facilitated through digital platforms

Each theme and subsequent schemes were developed through a collaborative design process involving a number of stakeholder events which included engagement with staff, trustees, volunteers and service users of voluntary and community sector organisations, council and NHS colleagues as well as local residents.

Outcomes workshops for each theme were held which began with priorities agreed by Cabinet followed by participants suggesting more detailed sub-outcomes and ideas for potential activities. Throughout the workshop participants were encouraged to provide comments and ask questions about the themes, schemes and LCF process itself which informed the development of the programme. All of the workshops led to changes that helped to broaden and clarify the final LCF specifications.

The Digital Inclusion theme workshop resulted in several changes including acknowledging the concerns and needs of different populations in Tower Hamlets. Discussions started out with separate high level priorities covering access to ICT support and training for older people, children and young people's safety online, and digital skills development for children and young people, but the group questioned the way these headline outcomes were each focussed on particular age groups. Participants pointed out that young people learn about ICT, including coding, in school, whereas working age adults, particularly those with limited English and those who are disabled and/or older might not have had access to the same learning and are at risk of being digitally excluded. Similarly, the group agreed that online safety is not just a concern for children and young people, and may be part of the reason that older people are reticent to go online or participate in ICT training.

### ***Scheme 2A – ICT Skills and Digital Careers***

This schemes has two priorities, the first priority is access to ICT support and training for older people which is aiming to support older people to feel more informed and digitally included. The second priority is digital skill development for children and young people which looks to increase awareness of careers in the digital sector and provide children and young people with the opportunity to

develop the skills for the digital sector. There are 2 intended outcomes as outlined below:

1. Residents with limited digital/ICT skills, particularly older residents, disabled residents, those with English as a second language or other barrier to digital include:
  - a) Have increase confidence in using ICT, especially around security;
  - b) Are able to use digital method to access services, find information and communicate with others and do so more regularly;
  - c) Have increased digital skills.
2. Working age residents have greater awareness of digital careers, have increase digital skills, and have increased access to work and work placements in the digital sector.

Today in the UK, there are over eleven million people who lack the basic digital skills they need to participate fully in our digital economy. The Office of National Statistics suggests that there is no single reason for people being digitally excluded but the main reasons tends to include:

- A lack of interest in the internet and digital (59%)
- A belief they lack the skills to go online (21%)
- The cost of equipment (9%)

Organisations and small businesses are also not benefiting from digital access with 23% of small businesses and 58% of charities/community groups lacking the basic digital skills which will help them thrive.

This priority is supported at council level through outcome 1 of the Tower Hamlets Strategic Plan 2019-22 - People access a range of education, training and employment opportunities. This strategic plan area sets out what will be undertaken by the council to support residents capitalise on the education, training and employment opportunities available in our borough.

The population of Tower Hamlets is diverse and there are certain residents who face additional barriers in accessing digital/ICT skills. 4 in 10 residents were born outside the UK and the borough is ranked as the 16<sup>th</sup> most ethnically diverse local authority in England. This means that that English is a second language for a number of residents and due to this additional provisions are required to ensure access to services is available to this cohort. Secondly, Tower Hamlets has the highest rate of pensioner poverty in England with half of all residents aged 60 and over living below the poverty line which is more than three times the national rate (50 vs 16 per cent). This means that there are additional barriers for older residents to access digital/ICT skills. Finally, it is estimated that 4,848 people in Tower Hamlets have a learning disability and only 4.9% of adults with a learning disability were in paid employment in 2015-16, which is below the London average of 7.5% and the national average of 5.8%. Both the LBTH Adult Learning Disability Strategy 2017-2020 and LBTH Autism Strategy 2017-2020 include objectives which aim to increase participation of disabled residents in both community activities and workforce.

The second outcome for this priority focuses on raising the awareness of working age residents about the career opportunities that exist in the digital sector. This is an area of focus due to inequalities in the labour market that persist in Tower Hamlets which sees certain groups of residents continuing to face a higher risk of worklessness than others. Reflective of this, is the fact that Tower Hamlets has the 3<sup>rd</sup> highest economic output of any local authority area in the UK but has a lower employment rate than the Great Britain average (68 per cent vs 74 per cent).

In addition to council strategies supporting this priority the Mayor of London's plan for digital inclusion aims to raise basic digital skills in the following areas:

- Managing information: Use a search engine to look for information online; find a website previously visited and download / save a photo found online
- Communicating: Send a personal message via email or online messaging service; make comments and share information online
- Transacting: Buy items or services from a website; buy and install apps on a device
- Creating: Complete online applications forms which include personal details; create something new from existing online images, music or video
- Problem Solving: Verify sources of information found online; Solve a problem with a device/ digital service using online help

### ***Scheme 2B – Online Safety***

The schemes priority is children and young people online safety and in particular looking to support activity that raises awareness of potential dangers online among children, young people and their parents and carers and supports the implementation of suitable prevention measures. The scheme has three intended outcomes set out below:

1. Residents are aware of potential dangers online and implement suitable prevention measures
2. Children, young people and their families know how to report online bullying and abuse
3. Older people are aware of how to identify online scams and how to keep themselves safe

Supporting this priority is Outcome 2 of the Tower Hamlets Strategic Plan 2019-22 which sets out what will be undertaken by the council to support children and young people in the borough. Tower Hamlets has 75,455 residents' aged 0-19 years old. All children and young people have a right to feel safe and secure in every aspect of their life and this includes online platforms.

The LBTH Children and Families Strategy 2019-2024 sets the strategic direction for the borough which will deliver the best outcomes from children, young people and families who live here. To develop a clear set of priorities for this Strategy, the council undertook activities and used it to shape specific engagement with children, young people, parents, carers and local professionals. Messages received included 73 per cent of secondary school pupils know how to report online bullying but only 40 per cent would report it. 17 per cent of parents do not feel confident in monitoring social media/internet use.

Priority three of the strategy is titled safe and secure and aims to achieve the outcome of children and young people feeling safe where they live, work, play and study. During the development of this priority several focus groups were held where not one child mentioned online danger which had previously been raised as the utmost concern for teachers and parents. However we know from the most recent Pupil Attitude Survey that 30% of primary school children and 25% of secondary school children had experienced bullying therefore increasing awareness of the dangers of online bullying and abuse and equipping young people and their families with the tools to address this is important.

### ***Scheme 2C – Improving health and wellbeing facilitated through digital platforms***

The schemes priority is an increase in self-management/self-reliance/confidence/health literacy and looks to support activity that increases people's ability to manage their own health conditions, increases self-reliance and confidence and improve health literacy. The intended outcomes are set out below –

1. Residents, particularly those who feel digitally excluded, disabled people, and people with limited English:
  - a.) Have a better awareness of where to access health information/support, and increased confidence to access/navigate digital health services;
  - b.) Are more likely to self-manage health issues via digital platforms, including accessing health information, identifying appropriate support services, and connecting with others with similar issues;
  - c.) Have increased confidence and knowledge of 'trusted' digital sources of health information.

The Tower Hamlets Strategic Plan 2019-22 highlights this issue at outcome 3, people access joined-up services when they need them and feel healthier and more independent which sets out what activities the council will undertake to improve the health of residents. Further supporting this priority area is the LBTH Health and Wellbeing Strategy 2017-2020 and underneath this are a number of health strategies including the LBTH Mental Health Strategy 2017-20, Ageing Well Strategy 2017-20, Autism Strategy 2017-20, Learning Disability Strategy 2017-20 and Suicide Prevention Strategy 2018-21.

Health inequalities persist in Tower Hamlets and on average, a man living in the borough starts to develop health problems from the age of 54 compared to 64 in the rest of the country. For a woman, it is 56 compared to 64. The reasons for this are varied but include

the health impacts of higher levels of poverty (low income, unemployment, and insecure employment), poor housing quality, overcrowding, homelessness, social isolation, poor air quality, lack of access to affordable healthy food and lack of green spaces. We know people with a learning disability have poorer health and die younger with a lifespan that is 14 years less for males and 18 years less for females.

These factors result in a higher reliance by residents on services in the borough which could be alleviated through the use of digital platforms whereby information and support can be found as well as self-management of health issues undertaken.

### Theme 3 Advice and Information

In Tower Hamlets, it is estimated that 19 per cent of households live in poverty before housing costs are considered. Although this figure is just above the national average the picture changes entirely once incomes are considered net of housing costs. Using this measure, almost four in ten households are living below the national poverty line, after housing costs are considered. This is the highest rate of all local authorities in England and Wales, and is almost double the national average (39 vs. 21 per cent).

The 2015 Indices of Deprivation in Tower Hamlets concluded that: “Despite improvements in the borough’s relative position on the Index of Multiple Deprivation, it remains highly deprived on some of the measures that underpin the overall index, particularly those relating to: income deprivation (especially among children and older people), housing barriers and crime. The borough also remains highly deprived in relation to other London Boroughs.”

35,000 households in the borough are in receipt of Housing Benefit, the 5<sup>th</sup> highest in London, and over half of children in the borough live in households that receive Housing Benefit (CRU Research Briefing 2016).

The Strategic Plan has identified 2 of the key challenges as Poverty & Worklessness and Housing

Tower Hamlets is the 10th most deprived local authority in England, 4 in 10 households live below the poverty line, 15% of households have no adult in employment and around 1 in 5 residents earn below the London Living Wage

3 in 10 households rely on housing benefit to pay their rent, 18,726 on housing waiting list - 2nd highest in London and 35,110 additional homes are needed by 2029.

Poverty rates vary considerably by ethnic group. National estimates suggest that the Bangladeshi population has the highest rate of poverty across all groups, more than twice as high as the rate for the White population (50 vs. 19 per cent, UK). Other ethnic groups with high poverty rates include those from Pakistani, Black and Other BME groups (40-46 per cent). These national trends are also evident in Tower Hamlets with Bangladeshi residents being far more likely than other groups to live in low income households. In 2011, research for the Council found that 78 per cent of Bangladeshi residents lived in households receiving Council Tax Benefit, compared with 33 per cent of other (non-Bangladeshi) residents. Council Tax Benefit (now ‘Council Tax Reduction Scheme’) provides means-tested support to help low income households pay for Council Tax.

The Borough Profile explores employment patterns by ethnic group. This found that Bangladeshi residents in Tower Hamlets have the lowest employment rates of all ethnic groups, and once in work, tend to be over-represented in part-time and lower paid occupations.

The 2012 Welfare Act introduced the Government's first tranche of reforms which were designed to radically reduce the size of the welfare budget. For example, the Benefit Cap limited the total amount of benefits a household could receive and the Bedroom Tax reduced Housing Benefit payments for people deemed to have one or more 'spare' rooms in their home.

These reforms were targeted mainly at working age claimants and their families, and have impacted on both those in and out of work. The reforms led to considerable reductions in both tax credit and housing benefit support, as well as less generous up-rating of benefits to account for inflation. Research commissioned by the Council, from the Centre for Economic and Social Inclusion in 2014, estimated that these reforms affected around 40,600 Tower Hamlets households, or 45 per cent of all working age households in the borough. It was estimated that by 2015, those households were likely to have been, on average, £1,670 per year (£32 per week) worse off than would have been the case without the reforms.

There is also mounting evidence that welfare reforms are having an impact on food poverty and food bank use. Analysis in 2016, for the Trussell Trust evidenced a clear link between increased use of benefit sanctions and higher food bank use. The Trust has also found that roll out of Universal Credit, and associated delays in paying benefits, is leading to increasing numbers of referrals.<sup>23</sup> In 2016-17, the Trust handed out a total of 1,182,954 emergency food supplies to people in crisis across the UK – a record high.

In 2017 the Institute of Fiscal Studies estimated that these reforms, along with other changes, will increase poverty rates, particularly among claimant families with children. It is projecting that the national child poverty rate (relative poverty measure, after housing costs), will rise from 29 to 36 per cent during the period 2014/15 to 2021/22. In Tower Hamlets, families are larger, and more reliant on means-tested benefits, so are likely to be hit hard by these changes.

More than four in ten residents (43 per cent) were born outside the UK. Residents born in Bangladesh are the single biggest migrant group, but the most significant population growth in recent years was among EU nationals.

Net international migration accounted for three quarters of the borough's rapid population growth over the past decade and 17% of borough residents born outside the UK cannot speak English well or at all.

The 2011 Census found that 9 per cent of borough residents aged 16+ – a total of 18,311 adults – had low levels of English proficiency. This is the second highest proportion of residents with low levels of English proficiency in England, after Newham. It is also substantially higher than the average across London (4 per cent) and England (2 per cent).

Migrant residents make up 98 per cent of all those with low proficiency in English, just 2 per cent were UK-born. Figure 11 provides a breakdown of English proficiency by region and country of birth. It shows that overall, 17 per cent of Tower Hamlets residents who were born outside the UK cannot speak English well or at all. Residents born in Bangladesh had the lowest levels of proficiency, with

37 per cent saying they cannot speak English well or at all. More than one in five Somali-born residents (22 per cent) also has low levels of English proficiency.

There are also age and gender differentials in English proficiency: women comprise almost two thirds (64 per cent) of all those with low proficiency in the borough and older residents (65+) are more likely than young adults (16-24) residents to have low proficiency in spoken English (21 vs. 3 per cent).

In 2018 the Annual Residents Survey asked the question 'taking everything together, which of these phrases best describes how you and your household manage financially these days? In response, one third of residents said they were managing very well or quite well; around half said they 'get by alright' while 13 per cent (one in eight) indicated they were facing difficulties managing financially (ie, they don't manage very well, they had some financial difficulties or were in deep financial trouble).

Residents most likely to say they were having financial difficulties were: those from social grade DE (Semi/unskilled manual workers; and Pensioners/casual workers/long term unemployed); disabled people; Bangladeshi residents; those who are out of work; and those in social housing. Residents were also asked whether they had any specific financial concerns. The most common concern was worries about housing costs: almost one quarter of residents said they were concerned about paying the rent or mortgage.

The Local Community Fund (LCF) was co-designed with the voluntary and community sector (VCS). Part of the requirements for the delivery of the programme is for organisations to continue to improve the delivery of the service by co-designing the service with service users and other stakeholders.

The Council recognises the role that advice services play in mitigating and reducing levels of poverty by supporting vulnerable residents and low income households to access their rights, understand their obligation and maximise their incomes. The high levels of child poverty, pensioner poverty and in work poverty, combined with the impacts of welfare reforms, the roll out of Universal Credit, the housing crisis and continued economic austerity are some of the main drivers of demand for advice services in the borough.

In partnership with the CCG and other providers, the Council is undertaking a major strategic review of health, social care and welfare advice provision in the borough with a view to developing an integrated advice and information offer across the major providers in the public and voluntary sectors.

The advice and information services funded through the Local Community Fund will be integrated into this wider strategic approach during the period of the funding contract. However, as the new approach will not begin before April 2020, bids to this Theme of the Local Community Fund will initially address the outcomes set out below. Over the period of the funding contract successful providers will be expected to work with service users, local residents and partner agencies to co-design the future delivery integrated into the

wider strategic approach to advice and information provision. This will be part of the contractual arrangements.

The Advice and Information theme of the Local Community Fund has a single priority, Social Welfare Advice and Information. In this priority we are looking to fund VCS advice and information providers to provide a range of generalist and specialist social welfare and advice services across the borough to meet the outcomes set out below through the provision of integrated, coordinated, accessible services that meet the needs and demands of local people for legal advice on welfare benefits, housing, debt, employment rights, immigration issues and other social welfare issues.

Within this priority we are also seeking to support specific project work to provide training and capacity building services to improve service integration, volunteer training, promotion of best practice and coordination with public sector providers through forums and networking.

Partnership applications are encouraged in this scheme as we move to a more integrated advice service offer to local residents across all agencies in the public and voluntary sectors. Partnership approaches that maximise the use of resources and the integration of generalist and specialist advice provision through effective triage and referral are particularly welcome.

Partnership arrangements may also include cooperation and/or co-location with other community based services.

The added value of partnership arrangements in the advice and information sector will be acknowledged in the assessment process.

### Outcomes

In this theme the Council is seeking to achieve a range of outcomes to reduce poverty across the spectrum of social welfare advice and information activity:

1. Increased access to social welfare advice and income from benefits
2. Improved personal budgeting, financial stability and reduction in personal debt
3. Reduction in the number of people negatively impacted by welfare reforms and housing repossessions
4. Individuals are more informed about their legal rights
5. Individuals are more informed about their housing rights
6. Increased employment security
7. Increase access to immigration/asylum advice and casework
8. Increased engagement of older people with social welfare advice services

We are also looking to achieve outcomes for individuals which may be demonstrated by the numbers of residents where advice and information services have:

1. Increased income and other financial gains
2. Reduced indebtedness
3. Improved financial skills and confidence
4. Prevented homelessness
5. Resolved employment issues
6. Resolved immigration matters such as right to reside
7. Resulted in successful appeals

We expect projects to achieve a mix of higher level outcomes and outcomes for individuals.

In relation to capacity building and training within the sector, we would expect projects to work towards achieving the main outcomes of the programme and, in addition, may work towards

1. Improved coordination and cooperation between advice providers
2. Increased integration of service both within the VCS advice sector and with services in other sectors
3. Increased number of local volunteers achieving a recognised advice training accreditation
4. Improved liaison and co-ordination with public sector agencies
5. Improved access to information for providers

## **Theme 4 Employment and Skills**

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents. The employment and skills theme consists of three key schemes which each set out priority areas where VCS organisations are well placed to make a significant impact.

The purpose of this theme is to assist local residents capitalise on the dynamic employment growth occurring around them. There is an estimated 278,000 jobs in the borough and Tower Hamlets has the 3<sup>rd</sup> highest economic output of any local authority area in the UK, in 2015 the borough's economic output was around £29 billion – accounting for 2 per cent of the UK economy.

There are around 16,800 businesses based in Tower Hamlets and while the borough is home to some of the world's largest financial institutions, 98 per cent of local enterprises are small businesses which employ fewer than 50 people. Tower Hamlets want to work with employers and education providers to ensure that the education and skills training available supports the needs of the job market.

The employment rate in Tower Hamlets has risen considerably over the last decade from 56 per cent during 2005 up to 68 per cent in 2014-17 however inequalities within the labour market persist with certain groups continuing to face a higher risk of worklessness than other.

The three employment and skills schemes aim to address some of these inequalities and are set out below:

- Scheme 4A - Developing and embedding good practice in the work place for people with disabilities, learning difficulties and physical and mental health barriers to work
- Scheme 4B – Reducing barriers to employment for disadvantaged groups
- Scheme 4C – Support focused on increasing access to art and cultural industries

### ***Scheme 4A - Developing and embedding good practice in the work place for people with disabilities, learning difficulties and physical and mental health barriers to work***

The schemes priority is to promote ethical employer practices to focus on improving employment and progression opportunities for disadvantaged people, with an emphasis for employers on improving business productivity. In particular, the priority aims to undertake the following –

1. Improve employee retention
2. Increase employee progression
3. Improve employee-employer relations

4. Ensure employers are better informed of how to support their employees
5. Employees feel more comfortable and better supported in the work place
6. Increase take-up of relevant support services
7. Develop packages of support measures for businesses and employees
8. Enhance productivity

The scheme has four outcomes as outlined below:

1. More disabled people and people with mental health issues access work experience placements and employment opportunities
2. Disabled employees feel more comfortable and better supported in sustainable roles in the workplace
3. Disabled people have access to meaningful, relevant training and skills development
4. Tower Hamlets employers are more inclusive and employ more disabled people and people with mental health issues, and are more aware of how to support them.

Outcome 1 of the Tower Hamlets Strategic Plan 2019-22 addresses this priority and sets out the actions the council will take to ensure people access a range of education, training and employment opportunities. Residents with mental health or learning disabilities are a particular priority due to additional barriers this group of residents face in accessing the labour market.

In 2014-16 less than half of all working age disabled people were in work compared with three quarters of the non-disabled population (48 vs 74 per cent). Disabled people were also more likely to work part-time: in 2011, 39 per cent of disabled workers were employed part-time compared with 24 per cent of non-disabled workers.

In addition to the Strategic Plan there are several other key strategies which support this priority area. The Learning Disability Strategy 2017-2020 includes specific aim to increase the number of residents with a learning disability who work or volunteer. 4.9% of adults with learning disability were in paid employment in 2015-16 which is below the London average of 7.5 per cent and national average of 5.8 per cent.

The Tower Hamlets Health and Wellbeing Strategy 2017-2020 also includes a specific priority around employment and health and sets out what will be done to reduce unemployment amongst those who suffer from mental health issues and disabilities.

In addition to these strategies this scheme will work to further address the inequalities that persist in the labour market for people with disabilities including learning difficulties and physical and mental health barriers by providing support to employers and employees alike.

#### ***Scheme 4B – Reducing barriers to employment for disadvantaged groups***

This scheme's priority is to reduce barriers to employment for disadvantaged groups and in particular looking to increase employment and training opportunities for a range of groups who may be considered further from the labour market, including young people and women who have been away from work and may want to start their own business, and employment and volunteering opportunities for older people. In particular the scheme has a particular focus on the following areas:

- a) Increase in the proportion of older people who feel they are able to continue making a positive contribution in our communities through volunteering;
- b) Older people develop employability skills;
- c) Older people have more confidence to look for opportunities

Employment skills for vulnerable young people and those who are NEET

- a) Increase the number of vulnerable young people engaging and accessing provision;
- b) Reduce in the percentage of young people who are NEET

Employment and skills for young people at risk of achieving poor outcomes

- a) Increase educational attainment - post 16;
- b) Increase in attainment for young people at risk of not reaching their full potential – e.g. white working class.

This priority is addressed through outcomes 1 of the Tower Hamlets Strategic Plan 2019-2 which sets out what action will be undertaken for people to access a range of education, training and employment opportunities.

While unemployment has decreased certain inequalities persist. The employment rate for older workers in Tower Hamlets is relatively low. 58 per cent of borough residents aged 50-64 were in work compared with 69 per cent across London. Residents with no qualifications also face a higher risk of worklessness and during 2014-16 just one third of residents with no qualification were in work compared with 87 per cent of those who held higher level qualifications.

This strategy also aims to reduce the number of young people who are not in employment, education or training (NEET). At the end of 2016, 6 per cent of 16-17 year olds in Tower Hamlets were considered NEET which is in line with the national average of 6 per cent but slightly higher than the London average of 5 per cent.

Improving educational attainment is also a priority as set out in the Learning & Achievement Strategy for 14 – 25 year olds. While educational attainment in the borough is good, with average attainment 8 scores at Key Stage 4 constantly above the national average, certain groups lag behind with attainment 8 score for all pupils in Tower Hamlets being 47 compared to White British Boys on free school meals who score an average of 28 and Black Caribbean boys scoring an average of 36.

#### ***Scheme 4C – Support focused on increasing access to art and cultural industries***

The schemes priority is support focused on increasing access to art and cultural industries. In this priority we are looking in particular to increase numbers participating in arts activities and schemes that lead to training and employment in the creative sectors.

The scheme has three outcomes as outlined below:

1. Increased opportunities in the arts and cultural industries for BME people, women, disabled people, working class people, older people;
2. Increased access to industry relevant training;
3. Increase in people participating in arts projects for the first time

This priority is addressed through outcomes 1 of the Tower Hamlets Strategic Plan 2019-2 which sets out what action will be undertaken for people to access a range of education, training and employment opportunities.

Inequalities in the labour market persist in Tower Hamlets with some residents facing higher barriers to employment than others. During 2014-16, less than half of the borough's BME women were in work (48 per cent). Rates were lowest for Bangladeshi and Somali women: just one quarter of these women were in employment at the time of the 2011 Census. In 2014-16 less than half of all working age disabled people were in work compared with three quarter of the non-disabled population (48 vs 74 per cent). Disabled people were also more likely to work part-time: in 2011, 39 per cent of disabled workers were employed part-time compared with 24 per cent of non-disabled workers. The employment rate for older workers in Tower Hamlets is relatively low: 58 per cent of borough residents aged 50-64 were in work compared with 69 per cent across London

Tower Hamlets is a diverse borough in terms of our population but also has a rich history and cultural assets. It is also home to 120 parks and open spaces, 22 art galleries and 6 museums, 1,000 galleries and 3 city farms. It is also one of the most popular filming boroughs in London with multiple filmings taking place in the borough yearly.

The Tower Hamlets Growth and Economic Development Plan 2018-2023 further supports this scheme and sets out how the council aims to build an economy that works for local people and ensure everyone can benefit from the boroughs success. It includes the following three priorities:

- Priority 1: Preparing our young people for success
- Priority 2: Helping our working age residents thrive
- Priority 3: Creating the conditions for business growth

Employment and training initiatives already exist for residents in Tower Hamlets through the WorkPath Programme. The Tower Project's Job Enterprise and Training Service specialises in supporting employment services for young people and adults with a learning disability or autism. Arts jobs and professional development opportunities are advertised on the council website by the council's arts and events team. The scheme will work to increase awareness of the opportunities that exist in this sector for BME people, women, disabled people, working class and older people.

## Community Safety Theme

The VCS has a unique role in helping to achieve that vision through innovative community focussed services co-designed with local residents. The community safety theme consists of three key schemes which each set out priority areas where VCS organisations are well placed to make a significant impact.

The three community safety schemes are as follows:

- Scheme 5A: Reduction in the exploitation of children, young people and other vulnerable groups
- Scheme 5B – Improving the perception of young people in the community
- Scheme 5C – Service for people affected by domestic violence or other unsafe circumstances.

Each theme and subsequent schemes were developed through a collaborative design process involving a number of stakeholder events which included engagement with staff, trustees, volunteers and service users of voluntary and community sector organisations, council and NHS colleagues as well as local residents.

Outcomes workshops for each theme were held which began with priorities agreed by Cabinet followed by participants suggesting more detailed sub-outcomes and ideas for potential activities. Throughout the workshop participants were encouraged to provide comments and ask questions about the themes, schemes and LCF process itself which informed the development of the programme. All of the workshops led to changes that helped to broaden and clarify the final LCF specifications

### ***Scheme 5A – Reduction in the exploitation of children, young people and other vulnerable groups***

This schemes priority is to reduce the exploitation of children and young people, and vulnerable groups and in particular look to increase the extent to which yo feel safe and reduce in the number of children and young people, and vulnerable groups being exploited. There are four intended outcomes as outlined below

Children, young people and other vulnerable people:

- a) Have increased confidence and critical thinking skills
- b) Have an increased understanding of what a safe relationship is, what exploitation is, and how to spot the signs of abuse and exploitation
- c) Have an emotional and actual vocabulary to articulate what is happening to them
- d) Are better able to challenge and support each other around relationships

Supporting this priority is outcome 2 of the Tower Hamlets Strategic Plan 2019-22 which states *children and young people are protected so they get the best s and can realise their potential*. This strategic plan area sets out what will be undertaken by the council to support children and young people in the borough.

One of the strategic plan areas of focus has been to ensure adequate early help for the most vulnerable children and families, with a strong focus on safeguarding. Local Authorities have an overarching responsibility for. The need for this priority area is further heightened by a number of factors including the borough having the youngest population in the UK with almost half of residents being aged 20-39, combined with the child poverty rate in Tower Hamlets is more than double the r

England (20 per cent) and above the London average (24 per cent). The deprivation affecting children index (DACI) also shows that Tower Hamlets has the highest proportion of children living in income deprived families.

In 2015/16 the rate of children subject to a child protection plan per 10,000 populations in Tower Hamlets was high (50.1 percent). Children aged 0-5 and boys have the highest number of Child Protection Plans (106 and 173 in March 2015 respectively). White children and young people are underrepresented and “Mixed heritage” (particularly mixed White and Caribbean and mixed White and Other backgrounds) children and young people are over-represented.

The percentage of child protection plans lasting two or more years has increased in 2014-15. A sample of cases has revealed particular issues with longstanding physical and sexual abuse and return of violent offenders who return to the home, where it was appropriate to maintain plans for a long period. However in some cases where issues with parental capacity to protect were present, issues were not resolved early enough.

Neglect and emotional abuse remain the most frequent reasons for children having a child protection plan in Tower Hamlets; with 30 per cent of children with a child protection plan was for the primary reason of neglect.

In addition to the strategic plan The Tower Hamlets Community Safety Partnership Plan 2017-2021 aims to reduce the number of crimes and anti-social behaviour in the borough, but in some categories, it aims to increase the number of residents who feel confident enough to report it to the council.

There are four key priorities in the plan which include anti-social behaviour (ASB), Violence, hate crime/community cohesion/extremism and reducing re-offending. In addition, The Children and Families Plan 2016-19 has a priority called ‘free from harm’, which also highlights the need to protect children and families from harm and exploitation.

### ***Scheme 5B – Improving the perception of young people in the community***

The scheme's priority is to improve the perception of young people in the community and in particular providing children and young people with opportunities to build good relationships with others in the community to help break down barriers and develop good, positive relationships between people of different generations.

There are three intended outcomes for this scheme as outlined below:

1. Children and young people are, and are seen to be, a positive part of the community
2. Increased community cohesion and sense of belonging
3. Residents, especially older people, feel less wary of children and young people

Supporting this priority are Outcomes 2, 7 and 8 of the Tower Hamlets Strategic Plan 2019-22. Outcome 2 sets out what will be undertaken by the council to support children and young people in the borough. The need for this priority arises from various factors including the makeup of the borough. Tower Hamlets is a young borough with an estimated 74,700 children and young people aged 0 – 19 living in the borough. Tower Hamlets is one of the most diverse communities in the UK with a wide range of languages spoken in schools alone. However issues such as anti-social behaviour and hate crime continue with outcomes 7 and 8 aiming to ensure people feel safe in their neighbourhoods and anti-social behaviour is tackled and aiming to ensure people feel they are part of a cohesive and vibrant community respectively.

Further supporting this priority is the Tower Hamlets’ Antisocial Behaviour (ASB) Blueprint which states that reporting ASB is a subjective and not completely reliable

process due to personal tolerance and perceptions as to what constitutes acceptable behaviour. Young people are often viewed as perpetrators of anti-social behaviour which can create longstanding negative perceptions and exacerbate community tensions. However highlighting further need for focus in this area is the fact that entering the criminal justice system for the first time is higher in Tower Hamlets compared to London with 158 new entrants in 2016 alone.

Further to this, The Children and Families Plan 2016-2019 highlights the strategic aims and priorities for all agencies working with children and young people across the borough. One of its visions is 'for children and families in Tower Hamlets to have the best possible health, a good standard of living and to grow up in an environment that respects their right to play and relax.'

In 2018, 92 per cent of residents surveyed agreed that people of different backgrounds get on well together in Tower Hamlets and the promotion of community cohesion between different parts of the community and provision of early support by the council and partner organisations is a key component of this.

### ***Scheme 5C - Services for people affected by domestic violence or other unsafe circumstances***

The priority of this scheme is for services for people affected by domestic violence and in particular aims to increase the extent to which young people affected by domestic violence and sexual abuse (DVSA) feel safe and increase the extent to which families affected by domestic violence feel safe.

There are two intended outcomes as outlined below:

1. More residents, particularly families and young people, are aware of the different forms that domestic violence and sexual abuse (DVSA) can take; know how to recognise it, and where to access support.
2. Young victims and witnesses of DVSA are supported to recognise and report it. Tower Hamlets Violence against Women and Girls Strategy 2016-19 (now 2019-24) states that abuse can take place regardless of gender, ethnicity, faith, sexuality or age.

The Tower Hamlets Strategic Plan 2019-22 highlights these issues in outcomes 7 and 8 which aim to ensure people feel safer in their neighbourhoods and anti-social behaviour is tackled as well as seeking to ensure people feel they are part of a cohesive and vibrant community. Violence against women and girls is also a key priority for the council and a pledge included in the Mayors Manifesto in 2017. Domestic violence accounts for the highest proportion (3,051 incidences) of violent crime in the borough, followed by violence with injury (2,835 incidences). Domestic violence in Tower Hamlets disproportionately affects women who are 97 per cent of victims however it is recognised that it also affects men and boys too.

The key strategy supporting this priority is The Tower Hamlets Violence against Women and Girls Strategy 2019-24 which sets out what the direction the council is taking in addressing all gender-specific abuse. The strategy directly informs the VAWG action plan which has three priorities which include support and protection for victims, bringing offenders to justice and education communities and challenging gender based discrimination (misogyny).

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

Analysis by theme of the Local Community Fund set out below relating to equalities protected characteristic (EPC) includes reference to:

- a. Potential loss expressed as the provision for each LCF theme currently delivered through MSG. The structure of MSG with services linked to ‘Strands’ within each theme does not directly relate to the new Schemes which form the structure of the LCF. While a best fit has been attempted, there may be some areas still do not compare exactly
- b. Significant challenges which the LCF may help to address, and
- c. New activities (or the continuation of established activity) which it is anticipated would be provided by the recommended LCF bids in each Theme.

The analysis also includes borough maps showing the geographic distribution of the services proposed in the recommended LCF bids. These indicate which wards each service will benefit, including borough wide services. For Theme 3, Advice and Information, the recommended LCF bid is a single consortium bid covering the whole borough. The map for this Theme therefore indicates this.

Target Groups	Impact – Positive or Adverse The impact the proposal will have on specific groups of service users or staff.	Reason(s)	
Race	Adverse	Theme 1- Inclusion, health and wellbeing	Within Theme 1, none of the schemes specifically focus on race. Instead, all projects are required to demonstrate how they are culturally inclusive and welcoming for people of different ethnic backgrounds. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group. Community cohesion is also a cross-cutting theme of the LCF programme and therefore all providers will be required to demonstrate how they are

			<p>promoting cohesion.</p> <p>A number of projects actively emphasise engaging with people from a diverse range of ethnicities as an element of their project</p> <ul style="list-style-type: none"> <li>• St Hilda’s Girls Driven project will work with girls from diverse ethnic backgrounds</li> <li>• Age UK Caxton Hall activities project say older volunteer will receive equalities and diversity training. The project includes a community cohesion strand that will provide opportunity for older people to work alongside people of different backgrounds.</li> <li>• The REAL project aims to make more mainstream services culturally inclusive, welcoming and accessible for disabled people and people experiencing mental health issues from different ethnic backgrounds</li> </ul> <p>A number of projects within this theme have a particular focus on BME residents</p> <ul style="list-style-type: none"> <li>• Stifford Young Girl’s project seeks to empower girls from hard-to-reach BME backgrounds</li> <li>• Yard Theatre Tower Hamlets Teens project says it will be open to everyone irrespective of race and at least 50% of participants will identify as BME</li> <li>• The Vietnamese and Chinese Lunch and Social Club will be primarily focussed on people from the Vietnamese and Chinese community</li> <li>• London Tigers Exercise for health Project is specifically aimed at BME women, children and young people, particularly Bangladeshi, Somali and Arab speaking communities. There are specific targets in relation to the BME Community.</li> <li>• The Mudchute Association has specific targets for the numbers of Bangladeshi children engaging with the project.</li> <li>• The consortium led by Stifford Centre includes a number of organisations who focus on particular ethnic groups including Black Women’s Health and Family Support, Bangladesh Youth Movement and Wapping Bangladeshi Association.</li> <li>• The Bangladesh Youth Movement is also funded separately for a standalone</li> </ul>
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		<p>project within theme 1 which is focused in BME women, particularly Bangladeshi women.</p> <p>The analysis in relation to race therefore looks positive, however there may be gaps in some areas.</p> <p>A number of previous areas of MSG reveal a high level of participation from BME communities. In the MSG Sports projects for example, we have the following data representing 528 beneficiaries: of the 84% that responded: Bangladeshi 64%, Somali 7%, White British 5%, Black British African 4%</p> <p>The following is the data from the MSG Vulnerable &amp; Excluded projects (230): Bangladeshi 63%, Black British African 7%, White British 6%, White European 4%, Mixed Other Ethnicity 4%, Somali 3%, Pakistani 3%</p> <p>This data is from the MSG Youth projects (635) – of the 85% of beneficiaries that responded to this category: Bangladeshi 70%, White British 9%, Somali 6%</p> <p>MSG Lifelong Learning &amp; Sport projects had the following data (927) – of the 68% of beneficiaries that responded to this category: Bangladeshi 32%, White British 19%, Prefer not to say 15%, White European 7%, Somali 6%</p> <p>MSG Lunch Clubs give the following data (2,189) – of the 36% who responded: Bangladeshi 27%, White British 25%, Chinese 12%, Somali 12%, Black Caribbean 5%, Vietnamese 5%</p> <p>And for MSG Prevention Health &amp; Wellbeing (908) – of the 79% that responded: White British 43%, Bangladeshi 25%, White Other 5%, Black Caribbean 5%, White Irish 3%, Indian 3%</p> <p>These figures indicate strong participation from BME groups, particularly Bangladeshi and Somali communities in the current MSG Programme. The numbers of people affected, for example in relation to the 2,189 lunch club beneficiaries is</p>
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		<p>also significant. Given that 86% of Tower Hamlets residents feel people from different backgrounds get on well together (ARS 2018), it would be reasonable to expect a comprehensive borough wide service, to be able to effectively serve people of all races. However, it is acknowledged that access, participation and involvement in borough wide, more universal services can present a challenge for some BME communities, particularly smaller and more newly established communities such as the Somali or Chinese communities. There is therefore a need for the Council to make provision for specific communities to have a role in encouraging and facilitating access to mainstream services.</p> <p>Language learning and proficiency is a further issue where there is potential for adverse impact on those of particular ethnicities, particularly those for whom English is not their first or only language. There is a body of research<sup>1</sup> which suggests that mother tongue classes have a positive impact on language proficiency and literacy more widely. Whilst support for community languages is not something which is a specific focus for the new LCF theme, there are projects that recognise the barriers that language can create to accessing service. The Globe Community Project, for example, is targeted at a number of hard to reach groups including those with lower language and literacy levels. A broader consideration of the appropriate approach to community languages in the borough would clarify what the needs are in this regard and the best approach to addressing them.</p> <p>There are substantial differences in the new LCF theme compared to MSG theme and therefore a number of existing projects will not be funded as they were not a priority in the new theme. This means there may be gap in provision for those that were previously supported through the MSG programme.</p> <p>From our analysis the proposed change could potentially have an adverse impact on particular ethnic groups such as Somali, Bengali and Chinese communities. Through contract mobilisation, we will ensure that providers will address gaps and that they are inclusive, with access and participation reflecting the demographic composition</p>
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<sup>1</sup> E.g. Benson, 2004; Benson & Kosonen, 2013; Yiakoumetti, 2012; The Journal of Applied Economics, Volume 51, 2019, v6, The impact of learning first in mother tongue

			of the borough. Furthermore, through the transition support for the LCF programme we will support existing providers to refer clients to other providers and also provide capacity building support to them.
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand. Tower Hamlets is the 16<sup>th</sup> most ethnically diverse local authority in England and two third of residents belong to minority ethnic groups. More than four in ten residents (43 per cent) were born outside the UK which means that English is a second language for a large number of residents which may create additional barriers around access to digital platforms and ICT skills.</p> <p>The Tower Hamlets Annual Residents Survey 2018 found that 92 per cent of respondents said they had access to the internet. While levels of internet access were the same for both White and Bangladeshi residents, patterns of use were quite different. Typically White residents were far more likely than Bangladeshi (and other BME) residents to use the internet for most activities. An example of this is 72 per cent of White residents with internet access used internet banking compared with 45 per cent of Bangladeshi residents and 59 per cent of those from other BME groups. In addition White residents were found to be almost three times as likely to have used email to make contact with the council as Bangladeshi residents (25 v 9 per cent). These findings underline the distinction between having access to the internet and the degree to which residents feel able or willing to use it for different purposes.</p> <p>The Digital First Project by the Wapping Bangladesh Association is one example of where this disparity can be addressed within the LCF programme. This project will work to engage socially isolated BME older adults 55+ who are not computer literate and digitally excluded. The project will deliver ICT and internet training that will help older BME adults to cope with facing key life transitions or challenges.</p> <p>In addition, all recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing</p>

			assessment of LCF projects during the lifetime of the funding.
	Positive	Theme 3- Advice and information	<p>Tower Hamlets is the 10 most deprived local authority in England, in terms of its average deprivation score. Poverty rates vary considerably by ethnic group. National estimates suggest that the Bangladeshi population has the highest rate of poverty across all groups, more than twice as high as the rate for the White population (50 vs. 19 per cent, UK). Other ethnic groups with high poverty rates include those from Pakistani, Black and Other BME groups (40-46 per cent). These national trends are also evident in Tower Hamlets with Bangladeshi residents being far more likely than other groups to live in low income households. In 2011, research for the Council found that 78 per cent of Bangladeshi residents lived in households receiving Council Tax Benefit, compared with 33 per cent of other (non-Bangladeshi) residents. Council Tax Benefit (now 'Council Tax Reduction Scheme') provides means-tested support to help low income households pay for Council Tax.</p> <p>The MSG Programme included Social Welfare Advice Services (5,860): The service users for this project were as follows Bangladesh 51%, White British 11%, African 7%, White Other 6%, Somali 5%. This is reflective of the levels of poverty and needs for this service amongst local residents.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service which will include advice to improve personal budgeting, financial stability and reduction of personal debt for residents including the Bangladeshi and other minority communities in the borough. The impact of this on this protected characteristic will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are:</p> <ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>

	Neutral	Theme 4- Employment and skills	<p>BME residents, particularly women face inequalities within the labour market in Tower Hamlets. During 2014-16, less than half of the borough's BME women were in work (48 per cent). Rates were lowest for Bangladeshi and Somali women – just one quarter of these women were in employment at the time of the 2011 census. BME workers were far more likely than White workers to work part-time: in 2011, almost four in ten BME workers were employed part-time compared with just 15 per cent of White workers. Once in work, White workers were far more likely than BME workers to be employed in professional and managerial jobs (65 vs. 45 per cent of workers). Bangladeshi workers were the least likely to be employed in professional and managerial jobs (25 per cent), while Indian workers were the most likely (80 per cent).</p> <p>In addition, 4 in 10 residents (43 per cent) of Tower Hamlets were born outside the UK which means there are large groups of people with poor proficiency in English who face additional barriers to employment. In 2011, resident whose first language was English were almost three times as likely to be in work compared with those with poor proficiency in English (71 per cent vs 25 per cent). Older Bangladeshi and Somali women were most likely to have poor English proficiency.</p> <p>The MSG Programme included the MSG Routeways to Employment Project whose beneficiaries were from a range of backgrounds and ethnicities as set out below. The 92% of beneficiaries that responded were: Bangladeshi 50%, White British 12%, African 5%, Somali 5%, Prefer not to say 5%, White Other 4%. The uptake of this project is reflective of the trends that exist around inequality in the labour market. All other groups had some representation apart from: Traveller Irish Heritage, Turkish/Turkish Cypriot, Greek/Greek Cypriot, White Gypsy.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. This is line with the need identified in this theme and the service users of the MSG Programmes. Within the Employment and Skills theme there are four projects specifically targeting disadvantaged groups including those from ethnic minorities who face additional barriers to employment in Tower Hamlets. These are:</p>
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			<ul style="list-style-type: none"> <li>• Society Links Tower Hamlets – Job Club</li> <li>• Stifford Centre Limited – BME Women’s Employment Support Programme</li> <li>• Four Corners Limited – ZOOM Film School</li> <li>• The Bromley by Bow Centre – Creative Communities</li> </ul> <p>BME women along with carers and single parents of Bengali, Somali and BME heritage with limited English language ability will be targeted to participate in a training programme to help those who have been unemployed and economically inactive, isolated and disenfranchised in order to improve their job prospects. In addition, another of the recommended projects will work with BME communities to nurture creative talent and enable them to acquire the practical skills, experience and industry knowledge needed to move into work in the creative industries.</p> <p>A number of projects will focus on other underrepresented group such as local white British residents.</p>
	Positive	Theme 5 – Community safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme.</p> <p>Tower Hamlets is ranked as the 16<sup>th</sup> most ethnically diverse local authority in England in terms of the mix of different ethnic group populations. More than two thirds of our residents belong to minority ethnic groups and the borough is home to the largest Bangladeshi population in the country who comprise 1 in 3 residents. The second largest ethnic group, making up 31 p cent of the population is White British.</p> <p>The Mayor’s Office for Policing And Crime (MOPAC) reported that there were 577 instances of racist hate crime offences in Tower Hamlets between June 2018 and June 2019. MOPAC data reports that 41 per cent of victims of domestic abuse in Tower Hamlets are Asian, 35 per cent are white and 10 per cent Black.</p> <p>The boroughs ethnic diversity and regular instances of racist hate crime and domestic abuse support the decision to create a new community safety theme in the LCF programme.</p>

			<p>The recommended LCF projects will work to further reduce the exploitation of vulnerable groups through the provision of borough wide services. There are various projects which aim to reduce the exploitation of children, young people and other vulnerable groups including those from minority ethnic groups. These are:</p> <ul style="list-style-type: none"> <li>• Kazzum Arts – Build</li> <li>• Osmani Trust - Schools and Community Resilience Programme</li> <li>• Streets of Growth - Resilient Young Leaders Programme</li> <li>• Four Corners Ltd – Into Focus photography project</li> <li>• Leaders in Community – Project Connect</li> <li>• Hestia Housing and Support – Families Safe and Secure in Tower Hamlets</li> </ul> <p>Included in these projects will be specific support for young people and mothers of South Asian descent from throughout the borough living in refuges.</p>
Disability	Adverse	Theme 1- Inclusion, Health & Wellbeing	<p>Scheme 1E is specifically targeted to improved inclusion, health and well-being outcomes for disabled people and people experiencing mental health issues. Projects across the theme have an inclusive offer for all service users, including those with disabilities. The majority of projects included within the Youth provision provide inclusive support including targeted provision for disabled users.</p> <p>18 out of 29 projects in this theme have specifically addressed this protected characteristic in their bids, most of them with projects that are specifically targeted at disabled people.</p> <ul style="list-style-type: none"> <li>• Half Moon Young People’s Theatre project. (Theatre shows and drama for young people) includes people with disabilities up to the age of 25. 7 for the 8 drama groups are fully inclusive. Disabilities needs are met with appropriate specialist access support (e.g. for neurodiverse young people and any young people with physical and/or cognitive disabilities, sensory impairments and mental health conditions). The final group is for young people aged 13-25 with complex and multiple disabilities or who operate within the autistic spectrum, whose needs are best met in a smaller specialist setting. Referrals from organisations such as the National Autistic Society are accepted.</li> <li>• Newark Youth Girl’s in Action project includes people with disabilities up to</li> </ul>

			<p>the age of 25</p> <ul style="list-style-type: none"> <li>• St Hilda’s Girls Driven project will work with girls and young women from diverse backgrounds including disability</li> <li>• Stifford Youth Girl’s project includes people with disabilities up to the age of 25</li> <li>• Yard Theatre Tower Hamlets Teens project says it will be open to everyone irrespective of disability and at least 10% of participants will be disabled or living with a chronic illness</li> <li>• Age UK Friend at Home project will match disabled housebound older people with volunteers</li> <li>• ELOP TH LGBT Support project will offer a weekly support and peer befriending group for disabled LGBT people included those with experience of mental health concerns</li> <li>• Stifford Centre Older People’s Lunch Club will offer health sessions such as Dementia Friend Club</li> <li>• Tower Hamlets Friends and Neighbours Older People’s Befriending project will provide advocacy services to older people the borough, befriender advocate are all trained Dementia Champions</li> <li>• The Globe Community Project delivers for people with chronic pain and illness, addressing social isolation</li> <li>• The Mudchute Association has specific targets for the numbers of disabled children engaging with the project.</li> <li>• Newark Youth’s project has specific sessions for disabled people</li> <li>• The consortium led by Stifford Centre includes a number of sessions specifically for people with disabilities.</li> <li>• The Deafplus project focuses on disability in the form of those who are deaf or hard of hearing and also has a mental health focus.</li> <li>• The Forget Me Not project focuses on people with memory problems including links to Alzheimers and their carers, giving them a variety of social experiences to produce improved health outcomes.</li> <li>• The ICM Foundation project focuses on those with learning disabilities and also works with other disability groups.</li> <li>• The St Hildas East project focuses on young people with disabilities and</li> </ul>
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			<p>learning disabilities.</p> <ul style="list-style-type: none"> <li>• The Working Well Trust project focuses on people with mental health issues.</li> </ul> <p>Whilst a wide range of physical disabilities, learning disabilities, mental health issues and long term conditions are addressed by these projects, there appears to be a gap in terms of provision of mental health services for young people. It is hard to know how many young people who were beneficiaries of MSG had mental health problems as they have a high rate of not responding at all or selecting “prefer not to say” rather than declaring a mental health problem. For example, in the MSG Youth theme we see the following data (635) – of the 20% of beneficiaries that responded to this category: Prefer not to say 65%, Other Disability 19%, Learning 9%, Mental Health 2%, Physical 2%, Blind/Partially Sighted 2%, Deaf/Partially Deaf 1%</p> <p>In other themes such as the MSG prevention, health and wellbeing theme, declaring a Mental Health problem was much more common, with 60% responding and 25% indicating mental health. Evidence shows that it is possible to impact upon young people’s mental health by building their resilience to mental health problems, making this a missed opportunity to address this at an early age.</p> <p>From our analysis the proposed change could potentially have an adverse impact on particular disabled groups. Through contract mobilisation we will identify how proposed bidders will ensure those gaps are addressed. Furthermore, through the transition support for the LCF programme we will support existing providers to refer clients to other providers and also provide capacity building support to them.</p>
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand.</p> <p>The Tower Hamlets Annual Residents Survey 2018 found that while 92 per cent of residents surveyed said they had access to the internet those with a disability or health problem were far less likely to have internet access compared with those without a disability or health problem (67 vs 95 per cent).</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined</p>

			above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding.
	Positive	Theme 3- Advice and information	<p>The Housing Needs Survey carried out as part of the wider Strategic Housing Market Needs Assessment in 2014 estimated that there are approximately 20,293 households in the borough that contain at least one household member with a disability or limiting long term illness, and that 1.7 per cent of households said that they have a support need.</p> <p>Results from the survey also provided an indication of the extent to which homes have been adapted to meet the needs of disabled residents. Around 10.5 per cent of households said that their home had been adapted to meet the needs of a household member who is disabled. More advice services is likely to have a positive impact on people with disabilities.</p> <p>Adult's social care services support people who are disabled, ill, frail, elderly or vulnerable. Included in the wide range of support provided is the provision of information and advice. Tower Hamlets received 3,962 (1651 aged 18 – 64 and 2311 aged 65+) requests for support from new adult social care clients in 2018/19. Furthermore, 4,719 people received adult social care support (short-term and long-term) in 2018/19.</p> <p>Welfare reform has also had a significant impact on disabled residents and the MSG Social Welfare Advice Services (5,860) projects and the service users who had a disability were as follows – of the 41% of beneficiaries that responded: Physical disability 36%, Other Disability 32%, Mental Health 17%, Prefer not to say 8%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service providing advice and information services for residents with disabilities. The impact these services have on this protected characteristic will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p>

			<ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations some of which have disabled residents as primary clients.</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>
	Positive	Theme 4-employment and skills	<p>Disabled residents face inequalities within the labour market in Tower Hamlets. During 2014-16, less than half of all working age disabled people were in work compared with three quarters of the non-disabled population (48 vs 74 percent) Disabled people were also more likely to work part-time: in 2011, 39 per cent of disabled workers were employed part-time compared with 24 per cent of non-disabled workers.</p> <p>The MSG Programme included several projects whose beneficiaries who suffered from some type of disability as outlined below - 59% of beneficiaries that responded of which 48% had mental health issues, 29% preferred not to say 9% were Deaf/Partially Deaf 7% had a Learning disability, 6% had another Disability, 3% had a physical disability and 1% were blind or partially sighted.</p> <p>19% of beneficiaries responded in regard to The MSG Raising Attainment (210) Programme with 74% preferring not to disclose whether they had a disability, 23% had a learning disability and 3% had a physical disability.</p> <p>10 per cent of beneficiaries responded in relation to the MSG Community Languages (614) programme with 100% of respondents preferring not to disclose a disability.</p> <p>The recommended LCF projects and in particular Scheme 4A will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets such as those people with disabilities. This is line with the need identified in this theme and the service users of the MSG Programmes. Within the Employment and Skills theme there are two projects specifically targeting disadvantaged groups including those with disabilities who face</p>

			<p>additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• REAL DPO – NOW and THEN</li> <li>• Four Corners Ltd – Zoom Film School</li> </ul> <p>Through developing and embedding good practice in the work place for people with disabilities, learning difficulties and physical and mental health barriers to work these projects will work to overcome the persistent inequalities that exist in the labour market. The project will deliver an holistic package of service underpinned by coproduction to support companies in Tower Hamlets develop the confidence and capacity to be excellent employers of disabled people, and increase levels of employment amongst them. In addition, one of the projects in scheme c will focus on nurturing the creative talent, increase confidence and self-esteem, and enable disabled residents to acquire practical skills and experience to support move into creative industries.</p>
	Positive/	Theme 5 Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme</p> <p>From national estimates 2.17 per cent of the adult population would be expected to have a learning disability which equates to 4,848 people in Tower Hamlets. However there are only 961 people in Tower Hamlets registered with GPs as having a learning disability of which 46 per cent were of Asian background, mostly Bangladeshi. People with learning disabilities have poorer health and die younger with a lifespan that is 14 years less for males and 18 years less for females. Their complex health needs means that residents with disabilities are more vulnerable and require additional support.</p> <p>In addition to health vulnerabilities people with disabilities also face prejudice and hate crime, The Mayor’s Office for Policing And Crime (MOPAC) reported that there were 13 instances of disability hate crime offences in Tower Hamlets between June 2018 and June 2019.</p> <p>The LCF projects will work to reduce the exploitation of vulnerable groups such as those with disabilities through the provision of borough wide services. Within the Community Safety theme there are three projects which specifically aim to reduce</p>

			<p>the exploitation of children, young people and other vulnerable groups including those with a disability. There are:</p> <ul style="list-style-type: none"> <li>• Kazzum Arts – Build</li> <li>• Osmani Trust - Schools and Community Resilience Programme</li> <li>• Streets of Growth - Resilient Young Leaders Programme</li> </ul>
Gender	Positive	Theme 1 Inclusion, health & Wellbeing	<p>According to the 2018 Borough Profile, in 2014-16, healthy life expectancy was lower for men and women compared to London and England averages and particularly low for women. Disability-free life expectancy was significantly lower for men and women when compared to London and England averages.</p> <p>The MSG Programme had a mix in regards to participation on gender with the culture theme of (1,458) – of the 46% of beneficiaries that responded: Women 45%, Men 44%, Prefer not to say 11% and in sports (528) – of the 63% of beneficiaries that responded: Women 24%, Men 76%, on Vulnerable &amp; Excluded (230): Women 48%, Men 49%, Prefer not to say 3%, on Youth (635) - of the 86% of beneficiaries that responded: Women 48%, Men 48%, Prefer not to say 4%, on Lifelong Learning &amp; Sport (927) - of the 66% of beneficiaries that responded: Women 59%, Men 32%, Prefer not to say 9%, on Lunch Club (2,189) - of the 36% of beneficiaries that responded: Women 56%, Men 44% and on Prevention Health &amp; Wellbeing (908) - of the 83% of beneficiaries that responded: Women 77%, Men 22%</p> <p>A stated priority of Scheme 1A is increase the use of youth services by girls and young women. This scheme will be measuring the following outcomes that improve gender equality:</p> <ul style="list-style-type: none"> <li>• Children and young people, in particular girls and young women: have more confidence in themselves; are more resilient; and are able to, and do, access a range of spaces, activities and social opportunities across Tower Hamlets</li> <li>• Girls and young women feel included, are able to participate in any service, and are more likely to train to become youth leaders and/or develop their own initiatives</li> </ul> <p>The data from MSG indicates that some types of project were particularly good at engaging with women – namely lunch clubs (56%); lifelong learning and sport (59%)</p>

			<p>and prevention, health and wellbeing (77%)</p> <p>Through the LCF, 12 of the 29 projects have specifically addressed this protected characteristic in their bids with many focusing on women and/or girls as their main target group.</p> <ul style="list-style-type: none"> <li>• Canaan project provides activities for young women aged 11-19 on the Isle of Dogs</li> <li>• Newark Girls in Action project aims to increase access to youth services by girls and young women</li> <li>• Osmani Trust Family Mentoring Project has a stated outcome that young people and girls are able to access a range of spaces, activities and social opportunities across Tower Hamlets</li> <li>• St Hilda's Girls Driven project is a project designed to support girls and young women and will work with girls from diverse backgrounds with a wide range of activities</li> <li>• Stifford Young Girl's project seeks to empower girls from hard-to-reach BME backgrounds with a safe space participate in a range of activities that encourage their wellbeing, confidence and learn skills.</li> <li>• Yard Theatre Tower Hamlets Teens project says it will be open to everyone irrespective of gender and at least 65% of participants will be female. One of its stated outcomes is to transform young women into the community and cultural leader of tomorrow.</li> <li>• Age UK Friend at Home project to visit housebound older people states that 64% of the people they work with are female</li> <li>• London Tigers Exercise for Health Project is specifically aimed at BME women, with women only classes led by female coaches. It specifically addresses barriers to exercise faced by Muslim women as well as others faced by young Bangladeshi males. There are specific targets in relation to women.</li> <li>• The Mudchute Association has specific targets for the numbers of girls engaging with the project.</li> <li>• Newark Youth's project is specifically focused on children and young people</li> </ul>
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			<p>and includes sports sessions specifically for girls and women including sessions for mothers and daughters and sessions for men including fathers and sons</p> <ul style="list-style-type: none"> <li>• The consortium led by Stifford Centre includes an organisation specifically for women- Black Women’s Health and Family Support and has a number of sessions specifically for women. It also includes dedicated sessions for men.</li> <li>• The Bangladesh Youth Movement’s project is focused on health activities for BME women.</li> </ul> <p>There is a broad range of provision across a number of different types of project, including youth activities, social activities, health development and sport. It will be important to ensure that any variation in the nature of activities provided under LCF compared to MSG does not result in an unintentional decrease in participation from women.</p>
	Positive	Theme 2- Digital I- inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>The Tower Hamlets Annual Residents Survey 2018 found that while 92 per cent of residents surveyed said they had access to the internet, There was a similar split between the gender of respondents with 93 per cent of males and 91 per cent of females having access to the internet in Tower Hamlets.</p> <p>84 per cent of overall respondents confirmed they used the internet for emails with of which 87 per cent were male and 81 per cent were female, Results were similar for using the internet for browsing for information about goods and services with 77 per cent of male and 74 per cent of female respondents confirming they use this internet for this purpose. Similarly social media use on the internet was comparable between male and females being 73 per cent and 70 percent respectively. There was a bigger difference between respondents who used the internet for banking. 66 per cent of males surveys revealed they did while only 58 per cent of females agreeing.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information</p>

			<p>about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. The Society Links Tower Hamlets – E-Safety Champions project will train local women to become champions for e-safety in the community. Weekly workshops will cover all areas of online safety and once trained, champions will go into schools and community groups to spread their knowledge to young people and parents/carers through presentations and workshops.</p>
	Positive	Theme 3 – Advice and information	<p>The take up of services for Social Welfare Advice Services (5,860): in the MSG Programme was similar between gender with Women at 55%, and Men at 44%, with 1% preferring not to say</p> <p>No positive or negatives can be identified at this stage. All projects will be required to demonstrate how they involve residents from diverse backgrounds and provide equalities information on service users. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service which will include many existing providers with a strong track record of ensuring people with equalities protected characteristics are included in service provision. This will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <p>East End Citizens advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations some of whose primary clients are women. Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</p>
	Positive	Theme 4- Employm	<p>BME women face inequalities within the labour market in Tower Hamlets. During 2014-16, less than half of the borough’s BME women were in work (48 per cent).</p>

		ent & Skills	<p>Rates were lowest for Bangladeshi and Somali women – just one quarter of these women were in employment at the time of the 2011 census. Employment rates are particularly low for Bangladeshi and Pakistani women (26 and 35 per cent) - these two populations have the widest gender gap in employment rates across all ethnic groups. Men have higher employment rates than women across all groups, except for the Black Caribbean population, where women are a bit more likely than men to be in work (64 vs 60 per cent).</p> <p>Several MSG Programmes addressed the employment inequalities that exist and of the 96 per cent of beneficiaries that responded in relation to the MSG Routeways to Employment (341) Programme 74 per cent were women and 25 per cent were men. The beneficiaries of the MSG Raising attainment Programme were 49 per cent women and 51 per cent men which is somewhat reflective of the fact that on average, girls have higher attainment levels in schools in the borough than boys and there is additional focus required in this area for males.</p> <p>Of the 54% of respondents of the MSG Community Language programme 49 per cent were women and 51 per cent men.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. This is line with the need identified in this theme and the service users of the MSG Programmes. Within the Employment and Skills theme there are four projects specifically targeting disadvantaged groups including women who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• Limehouse Project – Developing potential</li> <li>• Society Links Tower Hamlets – Job Club</li> <li>• Four Corners Ltd – ZOOM Film School</li> <li>• The Bromley by Bow Centre – Creative Communities</li> </ul> <p>As outlined above women in Tower Hamlets face barriers to employment and the recommended LCF Projects will work to develop skills and enable women to make</p>
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			<p>informed choices on their futures, supporting them into training, volunteering and work. In addition, weekly job club session will be held which will include tailored employment support with creating a CV, accessing emails, job searching, applications and using universal job match. Projects will also be run to help women who have been long-term unemployed, economically inactive, isolated and disenfranchised in order to improve their job prospects.</p>
	Positive/	Theme 5– Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme.</p> <p>There are around 12,900 more male residents than female residents in Tower Hamlets that puts the male to female ratio at 10.9. While this isn't a significant difference there is significant overrepresentation of women as victims in cases of domestic violence and sexual offences. The Mayor's Office for Policing and Crime (MOPAC) report that there were 3,658 instances of domestic abuse offences reported in the 12 month period between June 2018 and June 2019. 88 per cent of victims were female and while it is recognised that males can be victims of domestic violence females are disproportionately impacted by it. MOPAC also report that there were 783 sexual offences reported in Tower Hamlets in this same time period of which 87 per cent of victims were female.</p> <p>These stark numbers support the need for the community safety theme to be created from the LCF and the projects commissioned will work to further reduce the exploitation of vulnerable residents including women in the borough. In particular, scheme 5C focuses on services for people affected by domestic violence or other unsafe circumstances which as outlined above are predominantly women,</p> <p>Within the Community Safety theme there is one project which specially targets people affected by domestic violence or other unsafe circumstances. This is:</p> <ul style="list-style-type: none"> <li>• Hestia Housing and Support – Families Safe and Secure in Tower Hamlets</li> </ul> <p>This project will support families who have experiences DVSA and who are living in a local refuge to address the trauma they've faced and to learn about what a healthy relationship looks like. It will also raise awareness amongst the Tower Hamlets</p>

			community of domestic violence and how to report it.
Gender Reassignment	Positive	Theme 1 – Inclusion, Health & wellbeing	<p>Scheme 1A and 1E have stated outcomes that children, young people and people with disabilities who may feel excluded from participating in mainstream services and activities (e.g. from minority groups, who are disabled, who are LGBTQI, or who are carers for others) can participate in a range of activities and experiences.</p> <p>None of the MSG strands had statistically significant representation of transgender beneficiaries reported. Only 4 beneficiaries out of over 6,000 across all the strands relevant to this theme in the snapshot period identified as transgender</p> <p>None of the schemes specifically focus on gender reassignment. However, all projects will be required to demonstrate how they are inclusive and welcoming for people of different backgrounds. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group</p> <p>4 projects have specifically addressed this protected characteristic in their bids:</p> <ul style="list-style-type: none"> <li>• ELOP Tower Hamlets LGBT Support project will enhance peer networks, lessen isolation and provide mental health crisis prevention support to the Lesbian, Gay, Bisexual and Transgender community</li> <li>• Yard Theatre Tower Hamlets Teens project says it will be open to everyone irrespective of sexual orientation and at least 15% of participants will be LGBTQ</li> <li>• The Globe Community Project is targeted at a number of hard to reach groups including LGBTQ people.</li> <li>• The Real project aims to make more mainstream services culturally inclusive, welcoming and accessible for disabled people and people experiencing mental health issues who are LGBTQI</li> </ul>
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>There is limited information relating to this protected characteristic and digital inclusion however the recommended LCF projects will provide a comprehensive</p>

			<p>borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding</p>
	Positive	Theme 3- Advice & Information	<p>There is limited information available in relation to this protected characteristic and advice and information services in Tower Hamlets. In addition, the monitoring information for the MSG Programmes has not reported that transgender residents have utilised these services - MSG Social Welfare Advice Services (5,860): 0% reported as transgender.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service which will include many existing providers with a strong track record of ensuring people with equalities protected characteristics are included in service provision. This will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <p>East End Citizens advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</p>
	Positive	Theme 4- Employment and Skills	<p>There is limited information available in relation to this protected characteristic and employment in Tower Hamlets. In addition, the monitoring information for the MSG Programmes have not reported that transgender residents have utilised these services as outlined below:</p> <p>MSG Routeways to Employment (341): 0% reported as transgender</p> <p>MSG Raising Attainment (210): 0% reported as transgender</p>

			<p>MSG Community Languages (614): 0% reported as transgender</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p> <p>Within the Employment and Skills theme there are two projects specifically targeting disadvantaged groups who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• The Bromley by Bow Centre – Creative Communities</li> <li>• Society Links Tower Hamlets – Job Club</li> </ul>
	Positive/	Theme 5-Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme.</p> <p>The number of people undergoing gender reassignment in Tower Hamlets is unknown however we know inequalities with this cohort exist. The Mayor’s Office for Policing And Crime (MOPAC) reported that there were 7 instances of transgender hate crime offences in Tower Hamlets between June 2018 and June 2019.</p> <p>The LCF projects will work to reduce the exploitation of vulnerable groups in the borough and within the Community Safety theme there are three projects which specifically aim to reduce the exploitation of children, young people and other vulnerable groups. These are:</p> <ul style="list-style-type: none"> <li>• Kazzum Arts – Build</li> <li>• Osmani Trust - Schools and Community Resilience Programme</li> <li>• Streets of Growth - Resilient Young Leaders Programme</li> </ul>
Sexual Orientation	Positive	Theme 1- Inclusion , Health and	<p>Scheme 1A and 1E have stated outcomes that children, young people and people who may feel excluded from participating in mainstream services and activities (e.g. from minority groups, who are disabled, who are LGBTQI, or who are carers for others) can participate in a range of activities and experiences.</p>

		Wellbeing	<p>The MSG data indicates that between 0 and 3% of beneficiaries declared themselves to be Lesbian, Gay or Bisexual in the projects relevant to this theme.</p> <p>4 projects have specifically addressed this protected characteristic in their bids:</p> <ul style="list-style-type: none"> <li>• ELOP Tower Hamlets LGBT Support project will enhance peer networks, lessen isolation and provide mental health crisis prevention support to the Lesbian, Gay, Bisexual and Transgender community</li> <li>• Yard Theatre Tower Hamlets Teens project says it will be open to everyone irrespective of sexual orientation and at least 15% of participants will be LGBTQ</li> <li>• The Globe Community Project is targeted at a number of hard to reach groups including LGBTQ people.</li> <li>• The Real project aims to make more mainstream services culturally inclusive, welcoming and accessible for disabled people and people experiencing mental health issues who are LGBTQI</li> </ul>
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>There is limited information relating to this protected characteristic and digital inclusion in Tower Hamlets however the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding</p>
	Positive	Theme 3- Advice and Information	<p>There is limited information available in relation to this protected characteristic and advice and information services in Tower Hamlets. In addition, the monitoring information for the MSG Programmes have not reported the following - MSG Social Welfare Advice Services (5,860) – of the 42% of beneficiaries that responded: Heterosexual 76%, Prefer not to say 24%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service which will include many existing providers with a strong track record of ensuring</p>

			<p>people with equalities protected characteristics are included in service provision. This will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>
	Positive	Theme 4 – Employment and skills	<p>There is limited information about sexual orientation and employment in Tower Hamlets. The monitoring information for MSG Projects in relation to sexual orientation is outlined below:</p> <p>MSG Routeways to Employment (341) – of the 90% of beneficiaries that responded: Heterosexual 81%, Gay 2%, Bisexual 1%, Prefer not to say 16%</p> <p>MSG Raising Attainment (210) – of the 46% of beneficiaries that responded: Heterosexual 60%, Prefer not to say 40%</p> <p>MSG Community Languages (614) – of the 10% of beneficiaries that responded: Prefer not to say 100%</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding Within the Employment and Skills theme there are two projects specifically targeting disadvantaged groups who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• The Bromley by Bow Centre – Creative Communities</li> </ul>

			<ul style="list-style-type: none"> <li>• Society Links Tower Hamlets – Job Club</li> </ul>
	Positive	Theme 5-Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme.</p> <p>There is limited information about the sexual orientation of people in Tower Hamlets however we know inequalities with this cohort exist. The Mayor’s Office for Policing And Crime (MOPAC) reported that there were 112 instances of sexual orientation hate crime offences in Tower Hamlets between June 2018 and June 2019.</p> <p>These instances support the need for the creation of the community safety theme under the LCF project which will work to reduce the exploitation of vulnerable groups in the borough and within the Community Safety theme there are three projects which specifically aim to reduce the exploitation of children, young people and other vulnerable groups. There are:</p> <ul style="list-style-type: none"> <li>• Kazzum Arts – Build</li> <li>• Osmani Trust - Schools and Community Resilience Programme</li> <li>• Streets of Growth - Resilient Young Leaders Programme</li> </ul>
Religion or Belief	Positive	Theme 1 – Inclusion, Health & wellbeing	<p>None of the schemes specifically focus on any religion or belief. All projects will be required to demonstrate how they are culturally inclusive and welcoming for people of different ethnic backgrounds. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group</p> <p>The MSG data shows that the majority of beneficiaries, who indicated a faith, were Christian or Muslim, with percentages from 26% to 82% for Muslims depending on the theme and 6% to 40% for Christian. A number of other faiths with much smaller proportions of beneficiaries were also recorded. Between 2 and 25% declared that they had no religion and in some areas there was up to 4% of beneficiaries who declared themselves to be humanist.</p> <p>The following 2 projects have specifically addressed this protected characteristic in their bids.</p>

			<ul style="list-style-type: none"> <li>• The Real project aims to make more mainstream services culturally inclusive, welcoming and accessible for disabled people and people experiencing mental health issues from different faith backgrounds.</li> <li>• The London Tigers project specifically addresses barriers to exercise faced by Muslim women</li> </ul>
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>There is limited information relating to this protected characteristic and digital inclusion in Tower Hamlets however the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding</p>
	Positive	Theme 3- Advice & information	<p>There is limited information available in relation to this protected characteristic and advice and information services in Tower Hamlets. In addition, the monitoring information for the MSG Programmes have not reported the following about the MSG Programme service users - MSG Social Welfare Advice Services (5,860) – of the 43% of beneficiaries that responded: Muslim 67%, Prefer not to say 26%, Christian 4%, Hindu 1%, No Religion 1%, Other Religion 1%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service which will include many existing providers with a strong track record of ensuring people with equalities protected characteristics are included in service provision. This will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets – Includes a</li> </ul>

			<p>consortium of 13 organisations</p> <ul style="list-style-type: none"> <li>Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>
	Positive	Theme 4- Employment and skills	<p>From national and local data we know there are significant employment inequalities facing Muslim women compared to other groups and is a key priority locally.</p> <p>The monitoring information about beneficiaries of the MSG Projects is set out below:</p> <p>MSG Routeways to Employment (341) – of the 91% of beneficiaries that responded: Muslim 60%, Christian 15%, No Religion 12%, Prefer not to say 6%, Other Religion 3%, Agnostic 2%, Buddhist 2%, Sikh 1%</p> <p>MSG Raising Attainment (210) – of the 88% of beneficiaries that responded: Muslim 84%, No Religion 9%, Christian 4%, Buddhist 2%, Prefer not to say 1%</p> <p>MSG Community Languages (614) – of the 35% of beneficiaries that responded: Muslim 100%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p> <p>Within the Employment and Skills theme there are a number of projects specifically targeting disadvantaged groups who face additional barriers to employment in Tower Hamlets. These include:</p> <ul style="list-style-type: none"> <li>Society Links Tower Hamlets – Job Club</li> <li>Stifford Centre Limited – BME Women’s Employment Support Programme</li> <li>Four Corners Limited – ZOOM Film School</li> <li>The Bromley by Bow Centre – Creative Communities</li> </ul>
	Positive	Theme 5- Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme.</p> <p>Tower Hamlets has the highest proportion of Muslim residents in the country. In</p>

			<p>2011, 38 per cent of borough residents were Muslim compared with 5 per cent in England and 13 per cent in London. Other smaller, but significant, faith groups represented in the borough include: Hindu (1.8 per cent), Buddhist (1.2 per cent) Jewish (0.6 per cent) and Sikh (0.4 per cent).</p> <p>The Mayor's Office for Policing And Crime (MOPAC) reported that there were 10 instances of anti-Semitic hate crime offences, 141 faith hate crime offences and 106 Islamophobic offences, in Tower Hamlets between June 2018 and June 2019.</p> <p>These instances support the need for the creation of the community safety theme under the LCF project which will work to reduce the exploitation of vulnerable groups in the borough and within the Community Safety theme there are three projects which specifically aim to reduce the exploitation of children, young people and other vulnerable groups. These are:</p> <ul style="list-style-type: none"> <li>• Kazzum Arts – Build</li> <li>• Osmani Trust - Schools and Community Resilience Programme</li> <li>• Streets of Growth - Resilient Young Leaders Programme</li> </ul>
Age	Adverse	Theme 1- Inclusion, Health & Wellbeing	<p><b>Young people</b></p> <p>According to the HMRC's Children in Low Income Families Local Measure, around 20,270 children in Tower Hamlets were living below the national poverty line in 2016 – this represents 32.5 per cent of children in the borough – the highest rate in Great Britain. In addition, welfare reform is likely to add increased financial pressures for families in receipt of benefits, presenting a key challenge for some families.</p> <p>A high proportion of children are eligible for free school meals. This is based on means tested benefits and is an indicator of the level of financial need within families with children. 33 per cent of our primary pupils are eligible for and claim free school meals, compared with 16 per cent in London and the national average of 14 percent. Similarly, 40 per cent of our secondary pupils are eligible for and claim free school meals, compared with the London average of 17 per cent and the national average of 13 percent.</p> <p>At the end of 2016, 6 per cent of 16-17 year olds in Tower Hamlets were NEET</p>

		<p>(including those whose activity is unknown), which is line with the national average (6 per cent) and slightly higher than the London average (5 per cent). However White British young people are over represented in NEET cohort.</p> <p>The rate of children with one or more decayed or missing teeth has gone down and in 2015 it was 36 per cent. However this was the third highest rate across all London boroughs.</p> <p>43 per cent of children in year 6 were overweight or obese compared with 39 per cent in London and 34 per cent nationally. In 2016/17, the prevalence of diabetes in Tower Hamlets was 6.8 per cent, which was slightly higher than London (6.5 per cent), but similar to England (6.7 per cent).</p> <p>Scheme 1A is aimed at improving outcomes for children, young people and families. 11 projects for schemes 1A have specifically addressed children and young people in their bids as the main focus of their activities:</p> <ul style="list-style-type: none"> <li>• Canaan project provides activities for young women aged 11-19 on the Isle of Dogs</li> <li>• Half Moon Theatre project offers professional theatre shows and drama activities for children and young people from 0-18 (or 25 for disabled young people) from all backgrounds.</li> <li>• Newark Girls in Action project aims to increase access to youth services by girls and young women</li> <li>• Osmani Trust Family Mentoring Project aims to provide through family mentoring a range of Early Help support to children, young people and their families to help them overcome their immediate challenges and meet their needs in order for them to thrive in healthy and safe families.</li> <li>• St Hilda's Girls Driven project is a project designed to support girls and young women and will work with girls from diverse backgrounds with a wide range of activities</li> <li>• Stifford Young Girl's project seeks to empower girls from hard-to-reach BME backgrounds with a safe space participate in a range of activities that encourage their wellbeing, confidence and learn skills.</li> </ul>
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			<ul style="list-style-type: none"> <li>• Yard Theatre Tower Hamlets Teens project offers youth leadership workshops, drama workshops, summer masterclasses, and schools performances for Tower Hamlets teenagers.</li> <li>• London Tigers Exercise for health Project is specifically aimed at children and young people, identifying the barriers they face and the inequality of outcomes, particularly those faced by young Bangladeshi males. There are specific targets in relation to children and young people.</li> <li>• Mudhcute Association’s project specifically targets children but also has specific targets for the numbers of older people engaging with the project.</li> <li>• Newark Youth’s project is specifically focused on children and young people and also has specific sessions for older people.</li> <li>• The St Hildas East project focuses on young people with disabilities and learning disabilities.</li> </ul> <p>These projects represent a broad and varied range of activities and target groups including both children and young people. The age group that does, however appear to be missing is the Early Years age group i.e. 0-5 years of age. Whilst there is no comparative MSG data, as it does not measure less than 5 years old, it is clear that this age group is a particular group that is not being served through the LCF as it currently stands and this would need addressing. As discussed under disability, above, it is also apparent that whilst there are projects concentrating on disability and learning disability amongst young people there is a gap around young people and mental health which should be addressed.</p> <p>The consideration of young carers is discussed under other factors below.</p> <p><b>Older People</b> The Tower Hamlets Joint Strategic Needs Assessment 2016 for Older People in Tower Hamlets stated:</p> <ul style="list-style-type: none"> <li>• In 2015, less older people (36%; 5,948) were living alone in TH compared to in London (37%) but similar to England (36%).</li> <li>• Depression: is estimated at 10-15% of the older population and severe</li> </ul>
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			<p>depression is estimated at 3%.</p> <ul style="list-style-type: none"> <li>• Approximately 11.4% of the Serious Mental Illness register is made up of people aged 65 and over.</li> <li>• Dementia: (as per September 2015): <ul style="list-style-type: none"> <li>○ There were 826 residents aged 65 and over with a diagnosis of dementia. The primary care recorded prevalence of dementia in Tower Hamlets was significantly higher (4.87%) than in London (4.27%) and England (4.27%).</li> <li>○ There were 759 emergency admissions for residents aged 65 and over with a mention of dementia and the age standardised rate of emergency admissions was significantly higher (4,478 per 100,000 population) than for London and England.</li> <li>○ However, the age standardised mortality rate in residents with a recorded mention of dementia (752 per 100,000 population) was similar to London (687) and England (750) in 2014.</li> <li>○ Older population set to be fastest growing age group: 39% increase expected by 2028.</li> <li>○ Admissions to care homes for older people decreased from 613 to 492 per 100,000 of the population, as more as more people are helped to stay in their own homes for longer. (local account)</li> </ul> </li> </ul> <p>Scheme 1B is to improve outcomes for older people. 13 projects under this scheme have specifically addressed older people in their bids as the main focus of their activities</p> <ul style="list-style-type: none"> <li>• Age UK Caxton Hall activities are designed to help reduce loneliness and isolation and increases inclusion among older people by providing activities that increase their health and wellbeing, connections and visibility in the community.</li> <li>• Age UK Friend at Home project matches housebound older people who with volunteers who can offer company at home. It matches up to 120 older people who are frail, housebound and isolated with friendship volunteers.</li> </ul>
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			<ul style="list-style-type: none"> <li>• The Vietnamese and Chinese Lunch and Social Club project will provide healthy lunches and social and health promotion activities for up to 60 older people, aged over 50, primarily from the Vietnamese and Chinese community in Tower Hamlets.</li> <li>• ELOP Tower Hamlets LGBT Support project will enhance peer networks, lessen isolation and provide mental health crisis prevention support. It offers two facilitated social support groups one group will be for older people</li> <li>• St Hilda’s Older People’s Feeling Good project is for older people from throughout the Borough, Providing lunches and opportunities such as indoor sport, IT learning, singing, art, intergenerational activities with schoolchildren and outings</li> <li>• Stifford Older People’s Lunch Club offers social sessions to older people in the local community to combat isolation and encourage them to feel part of the community by contributing to it. It provides support for dementia sufferers and their carers,</li> <li>• Tower Hamlets Friends and Neighbours Older People’s Befriending project will be providing befriending and advocacy services to older people in the borough.</li> <li>• Toynbee Hall Wellbeing Centre will offer relational support to older people aged 50+ in Tower Hamlets. It will build stronger networks of information sharing and peer-support between users and those not accessing services.</li> <li>• The Globe Community Project is targeted at a number of hard to reach groups including over 50s.</li> <li>• Mudhcute Association’s project specifically targets children but also has specific targets for the numbers of older people engaging with the project.</li> <li>• Newark Youth’s project is specifically focused on children and young people and also has specific sessions for older people.</li> <li>• The consortium led by Stifford Centre includes a number of sessions specifically for the 50+ age group.</li> <li>• The Working Well Trust project focuses on people with mental health issues and includes specific provision for a third of clients to be those over the age of 50 and has specific targets relating to the service provided to older people.</li> </ul>
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			<p>There is a broad range of services funded for older people. Comparing with MSG, it is noticeable, however, that particular types of projects are particularly effective at engaging older people. 93% of lunch club beneficiaries were older people and there were 2189 beneficiaries. A number of the LCF projects will similarly be able to attract large numbers and proportions of older people and address social isolation, whether or not they operate as a lunch club or using some other method. Different methods of delivery may however present a challenge for some more traditional or isolated communities, including BME communities. There is a need to ensure that social isolation in BME older people continues to be addressed throughout the LCF and consideration of how this happens during the transition to the LCF and in the longer term needs to be considered.</p> <p>From our analysis the proposed change could potentially have an adverse impact on particular age groups. Through contract mobilisation we will identify how proposed bidders will ensure those gaps are addressed. Furthermore, through the transition support for the LCF programme we will support existing providers to refer clients to other providers and also provide capacity building support to them.</p>
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>Today in the UK, there are over eleven million people who lack the basic digital skills they need to participate fully in our digital economy. The Office of National Statistics suggests that there is no single reason for people being digitally excluded but the main reasons tends to include:</p> <ul style="list-style-type: none"> <li>• A lack of interest in the internet and digital (59%)</li> <li>• A belief they lack the skills to go online (21%)</li> <li>• The cost of equipment (9%)</li> </ul> <p>We know that older people face additional barriers in relation to digital platforms and are more likely to be digitally excluded. The Tower Hamlets Annual Residents Survey found that levels of internet access are strongly related to age. All those surveyed who are aged 18 – 34 had access to the internet compared with just over half of those aged 60 and over (100 vs 54 per cent). Older residents were far less</p>

			<p>likely to use and prefer online methods. Just 5 per cent of those aged 60 and over said they had made contact via email compared with 20 per cent of those aged 18 - 34. In contrast, older residents were more likely than younger residents to say they had made contact in person (at a council office, one stop shop/idea store or library) (23 v 9 per cent)</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding.</p> <p>In particular Scheme 2A will work to support and train older people to make them feel more informed and digitally included. Scheme 2B will also work to support people of all ages to be more aware of potential online dangers including online scams, online bullying and how to keep themselves safe.</p> <p>The following recommended projects will aim to prevent digital exclusion in older adults in order to prevent social isolation and increase their ability to access online health related support:</p> <ul style="list-style-type: none"> <li>• Limehouse Project – DigiTIES</li> <li>• Newham New Deal Partnership - @online club network Tower Hamlets</li> <li>• Wapping Bangladesh Association – Digital First</li> </ul> <p>In addition the following project will work to build the digital resilience of children and young people and their families and raise the awareness of online safety with parents so that as families they are safe from risk and able to utilise digital resources –</p> <p>Sporting Foundation – Building Digital Resilience Society Links – E safety Champions</p>
	Positive	Theme 3- Advice &	Access to social welfare advice is likely to have a beneficial impact on older people. Tower Hamlets has the highest rate of social care need for older residents in the

		Information	<p>country. In Tower Hamlets, the population of residents aged 65 and over is expected to grow by 39 per cent over the next ten years, compared with 17 per cent growth of the working age population. Borough residents also face the worst disability-free life expectancy in London. Men in Tower Hamlets have a disability-free life expectancy of 56.9 years compared with 63.8 years in London, and women in Tower Hamlets have a disability-free life expectancy of 56.4 years compared with 63.7 years in London. Tower Hamlets has the highest rate of social care need for older residents (aged 65 and over) in the country, at a rate of 12,235 service users per 100,000 population compared with 7,515 in London and 5,845 in England.</p> <p>The MSG Programme included Social Welfare Advice Services (5,860) – of the 95% of beneficiaries that responded: 26-49 year old 62%, 50-64 22%, 18-25 8%, 65+ 6%, 12-17 1%, Prefer not to say 1%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who need advice and information services in Tower Hamlets and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. This is line with the need identified in this theme and the service users of the MSG Programme the recommended projects will include welfare advice and information services for older residents on a range of issues. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations some of whose primary clients are older people.</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>
	Positive	Theme 4- Employment and Skills	<p>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 cent).</p>

		<p>Older residents aged 50 and over face inequalities within the labour market in Tower Hamlets. The employment rate for older workers in Tower Hamlets is relatively low. 58 per cent of borough residents aged 50-64 were in work compared with 69 per cent across London.</p> <p>Employment rates are typically low for young adults, many of whom are students. In Tower Hamlets, less than half of those aged 16-24 were in work during 2014-16. The 2011 Census found that over one third (36 per cent) of residents aged 16-24 were not in work because they were in full-time education. Young people are also more likely to be unemployed than other age groups. At the time of the 2011 Census, 14 per cent of young residents aged 16-24 said they were unemployed compared with 7 per cent of those aged 25-64.</p> <p>The monitoring information about beneficiaries of the MSG projects relating to employment is set out below.</p> <p>MSG Routeways to Employment (341) – of the 92% of beneficiaries that responded: 26-49 year old 59%, 50-64 18%, 18-25 16%, Prefer not to say 4%, 12-17 3%</p> <p>MSG Raising Attainment (210): 12-17 year old 55%, 5-11 43%, 18-25 1%</p> <p>MSG Community Languages (614): 5-11 year old 76%, 12-17 17%, 0-4 7%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. This is line with the need identified in this theme and the service users of the MSG Programmes. Within the Employment and Skills theme there is one project specifically targeting disadvantaged groups including young people who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• St Giles Trust – Choices Tower Hamlets</li> <li>• Auto Italia South East – Learning Live</li> <li>• Magic Me – Artworks</li> </ul>
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			<p>Among other things these projects will support NEET young people who are facing multiple disadvantages to access education, skills development and employment as well as aiming to show case skills and talents of young people from the performing arts facilities,</p>
	Positive	Theme 5-Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme.</p> <p>Tower Hamlets has the 4<sup>th</sup> youngest population in the UK. Almost half of residents (46 per cent) are aged 20 – 39. It also has the highest rate of child poverty in Great Britain, 31 per cent of children live in families below the poverty line, almost double the rate nationally (17 per cent). Almost four in five children in the borough live in families reliant of tax credits, which provide means tested support for in work and out of work families.</p> <p>The high levels of deprivation impact children in the borough and give rise to a number of vulnerabilities that will be addressed through the LCF. Scheme 5A works to specially reduce the exploitation of children and young people while scheme 5B will work to improve the perception of young people in the community. The need for this arises through the Mayor’s Office for Policing And Crime (MOPAC) reporting that 9.5 per cent of perpetrators of reported hate crime offences between June 2018 and June 2019 were aged less than 18 years of age. While there were 679 instances of youth violence reported in the year ending January 2018 which has damaged the perception of young people in the borough.</p> <p>These instances support the need for the creation of the community safety theme under the LCF project which will work to reduce the exploitation of vulnerable groups in the borough and within the Community Safety theme there are three projects which specifically aim to reduce the exploitation of children, young people and other vulnerable groups. These are:</p> <ul style="list-style-type: none"> <li>• Kazzum Arts – Build</li> <li>• Osmani Trust - Schools and Community Resilience Programme</li> <li>• Streets of Growth - Resilient Young Leaders Programme</li> </ul>

			<p>In addition, there are two projects which will work to improve the perception of young people in the community. These projects will offer intergenerational photography projects for different age groups to address misconceptions between older and younger people to promote positive attitude and mutual understandings. These are:</p> <ul style="list-style-type: none"> <li>• Four Corners – Into Focus Photography project</li> <li>• Leaders in community – project connect</li> </ul>
Marriage and Civil Partnerships	Positive	Theme 1- Inclusion, Health & Wellbeing	<p>None of the schemes specifically focus on marriage and civil partnerships. All projects will be required to demonstrate how they are inclusive and welcoming for people of different backgrounds. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group.</p> <p>The following is the data from MSG of relevance to this theme</p> <p>MSG Culture (1,458) – of the 1% of beneficiaries that responded: Single 80%, Married 20%</p> <p>MSG Sports (528) – of the 52% of beneficiaries that responded: Single 100%</p> <p>MSG Vulnerable &amp; Excluded (230) – of the 51% of beneficiaries that responded: Single 64%, Married 31%, Cohabiting 3%, Prefer not to say 2%</p> <p>MSG Youth (635) – of the 71% of beneficiaries that responded: Single 91%, Prefer not to say 9%</p> <p>MSG Lifelong Learning &amp; Sport (927) – of the 62% of beneficiaries that responded: Married 39%, Prefer not to say 33%, Single 20%, Cohabiting 8%, Civil Partnership 1%</p> <p>MSG Lunch Club (2,189) – of the 30% of beneficiaries that responded: Prefer not to say 50%, Married 25%, Single 25%</p> <p>MSG Prevention Health &amp; Wellbeing (908) – of the 71% of beneficiaries that</p>

			responded: Married 33%, Prefer not to say 33%, Single 29%, Cohabiting 4%, Civil Partnership 1%
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>There is limited information relating to this protected characteristic and digital inclusion in Tower Hamlets however the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding</p>
	Positive	Theme 3- Advice & Information	<p>There is limited information available in relation to this protected characteristic and advice and information services in Tower Hamlets. In addition, the monitoring information for the MSG Programmes have reported the following about the MSG Programme service users - MSG Social Welfare Advice Services (5,860) – of the 79% of beneficiaries that responded: Married 41%, Single 41%, Prefer not to say 11%, Cohabiting 4%, Civil Partnership 3%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service which will include many existing providers with a strong track record of ensuring people with equalities protected characteristics are included in service provision. This will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>

	Positive	Theme 4- Employment & Skills	<p>There is limited information relating to marriage/civil partnership and employment rates in Tower Hamlets. The monitoring information about beneficiaries of the MSG Projects is set out below:</p> <p>MSG Routeways to Employment (341) – of the 89% of beneficiaries that responded: Single 47%, Married 37%, Prefer not to say 13%, Cohabiting 3%, Civil Partnership 1%</p> <p>MSG Raising Attainment (210) – of the 37% of beneficiaries that responded: Single 100%</p> <p>MSG Community Languages (614) – of the 10% of beneficiaries that responded: Single 64%, Prefer not to say 36%</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p> <p>Within the Employment and Skills theme there are two projects specifically targeting disadvantaged groups who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• The Bromley by Bow Centre – Creative Communities</li> </ul> <p>Society Links Tower Hamlets – Job Club</p>
	Positive	Theme 5 – Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme and there is limited data relating to marriage/civil partnerships and community safety in Tower Hamlets</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding. In particular the Hestia Housing Support project will support victims of domestic violence which may be relevant to this protected characteristic.</p>

Pregnancy and Maternity	Adverse	Theme 1- Inclusion, Health & Wellbeing	<p>It's recognised that one of the most effective interventions for minimising health inequalities is ensuring that every child has a healthy start, with a focus on maternal health and the first 2 years.</p> <p>The infant mortality rate, in infants under 1 year old, in 2014-16 was 5 deaths per 1,000 live births. This was the highest of all London boroughs.</p> <p>4 per cent of mothers were smoking during pregnancy which is lower than the England average of 11 per cent, but this masks differences in levels between mothers of different ethnicities.</p> <ul style="list-style-type: none"> <li>4 per cent of mothers were smoking during pregnancy which is lower than the England average of 11 per cent, but this masks differences in levels between mothers of different ethnicities. (BEA 2017)</li> </ul> <p>In the LCF prospectus 'children under 5' include young toddlers and infant and can also cover pregnancy, so the bids may include projects beneficial to this protected characteristic but none of the recommended bids serve this group specifically.</p> <p>No projects have specifically addressed this protected characteristic in their bids. In MSG data, there were particularly high levels of pregnancy and maternity in the vulnerable and excluded project areas (34% described either pregnancy or maternity). The gap around under 5s has been discussed under Age above and needs addressing.</p> <p>From our analysis the proposed change could potentially have an adverse impact on particular groups. Through contract mobilisation we will identify how proposed bidders will ensure those gaps are addressed. Furthermore, through the transition support for the LCF programme we will support existing providers to refer clients to other providers and also provide capacity building support to them.</p>
	Positive	Theme 2- Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand</p> <p>There is limited information relating to this protected characteristic and digital</p>

			inclusion in Tower Hamlets however the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding.
	Positive	Theme 3- Advice and Information	<p>There is limited information available in relation to this protected characteristic and advice and information services in Tower Hamlets. In addition, the monitoring information for the MSG Programmes have reported the following about the MSG Programme service users - MSG Social Welfare Advice Services (5,860) – of the 23% of beneficiaries that responded: Prefer not to say 100%</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who share these protected characteristics. The impact of this service on this protected characteristic will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the Advice and Information theme, these are:</p> <ul style="list-style-type: none"> <li>• East End Citizens advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>
	Positive	Theme 4- Employment and Skills	<p>There is limited information relating to pregnancy/maternity and employment rates in Tower Hamlets. The monitoring information about beneficiaries of the MSG Projects is set out below:</p> <p>MSG Routeways to Employment (341) – of the 12% of beneficiaries that responded: Prefer not to say 95%, Pregnant 5%</p> <p>MSG Raising Attainment (210) – of the 4% of beneficiaries that responded: Prefer not to say 100%</p> <p>MSG Community Languages (614) – of the 10% of beneficiaries that responded:</p>

			<p>Prefer not to say 100%</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p> <p>Within the Employment and Skills theme there are two projects specifically targeting disadvantaged groups who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• The Bromley by Bow Centre – Creative Communities</li> <li>• Society Links Tower Hamlets – Job Club</li> </ul>
	Positive	Theme 5-Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme and there is limited around pregnancy/ maternity and community safety in Tower Hamlets is not available.</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p>
Other Socio-economic Carers	Adverse	Theme 1- Inclusion, Health & Wellbeing	<p>The 2011 Census identified 19,356 residents in the borough who provide unpaid care. Reflecting the significant increase in the borough's population the number of unpaid carers has increased by 15.7 per cent from 16,725 in 2001 to 19,356 in 2011. Stepney Green has the highest proportion of carers, 9.6 per cent of the population and Canary Wharf the lowest, 5.5 per cent.</p> <p>In terms of provision, 56.5 per cent of carers are providing 1 – 19 hours of care per week. Compared to the London and England average Tower Hamlets has a higher proportion of residents providing more than 50 hours (25.4 per cent).</p> <p>Almost 3 per cent of unpaid carers are aged 0 to 15. This is just above averages for the London (2. 5 per cent) and England (2.1 per cent).</p>

			<p>Around 56 per cent of those providing care are women and 44 per cent men. This is slightly lower than the national and regional average. In London and England almost 58 per cent of carers are women. Around 66 per cent of those providing more than 50 hours per week are also women.</p> <ul style="list-style-type: none"> <li>• In 2011 7.6 per cent of Tower Hamlets residents provided unpaid care.</li> <li>• The 2011 Census identified 19,356 residents in the borough who provide unpaid care.</li> <li>• There are an estimated 23,000 unpaid carers in the borough, but only a small number are coming forward for help (local account)</li> </ul> <p>A stated priority of scheme 1A is to support young carers. An outcome of scheme 1B is to support carers of people living with dementia. Whilst there is provision in some bids (e.g. Forget me Not) to include adult carers, no bids were recommended in relation to young carers. Since this was a particular priority for the fund and appears to be an area where young people are less well provided for than adults, further work is needed to address this.</p> <p>There are a number of projects recommended within this theme which will support young people, older people, women, disabled residents to live healthy and happy life and thereby enabling them to improve their socio economic wellbeing.</p> <p>From our analysis the proposed change could potentially have an adverse impact on particular groups. Through contract mobilisation we will identify how proposed bidders will ensure those gaps are addressed. Furthermore, through the transition support for the LCF programme we will support existing providers to refer clients to other providers and also provide capacity building support to them.</p>
	Positive	Theme 2-Digital Inclusion	<p>Although Digital Inclusion was a cross-cutting theme in the MSG 2015-18 programme there was not a specific Theme / Strand.</p> <p>The Tower Hamlets Annual Residents Survey 2017 reveals that 92 per cent of residents surveyed had access to the internet. However levels varied for</p>

			<p>households from social grades DE (typically lower income households) had lower levels of internet access compared with 99 per cent of AB households. AB households were four times more likely than DE households to make contact using the council website (32 vs 7 per cent). AB households were also more likely to make contact by email (25 vs 11 per cent).</p> <p>In additional, housing tenure impacted access to the internet in the borough. Those living in social housing had lower levels of access to the internet than private renters or owners occupiers (84 vs 95-99 per cent). Those is social housing were less likely to use and prefer, online methods of contact compared with private renters and owner occupiers – just 1- per cent of social tenants contacting the council had done so via email compared with 24 and 26 per cent of private renters and owner occupiers.</p> <p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers in accessing digital platforms, information about online safety and ICT skills and digital careers in Tower Hamlets as outlined above and will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. In particular Scheme 2B will look to support activity that raises awareness of potential dangers online among children, young people, and their parents/carers and supports the implementation of suitable prevention measures. Recommended project, by Society Links Tower Hamlets – E-Safety Champions project will train local women to become champions for e-safety in the community. Weekly workshops will cover all areas of online safety and once trained, champions will go into schools and community groups to spread their knowledge to young people and parents/carers through presentations and workshops.</p>
	Positive	Theme 3- Advice and Information	<p>1,262 carers accessed support from adult social care in 2016/17. We know that carers reported a low quality of life as well as impacts on their health and finances</p> <p>This theme has outcomes that are intended to improve across a wide range of socio-economic areas including: improving financial stability; increasing awareness of housing, legal and benefits advice.</p>

			<p>The recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who share these protected characteristics. The impact of this service on this protected characteristic will continue to be monitored as part of the ongoing assessment of LCF projects during the lifetime of the funding. There are two recommended projects under the advice and information theme which will provide free, confidential, independent and quality assured advice services to Tower Hamlets residents to resolve any problems they may face around a range of topic including welfare benefits, housing and money/debt etc. These are –</p> <ul style="list-style-type: none"> <li>• East End Citizens Advice Bureaux – Advice Tower Hamlets – Includes consortium of 13 organisations</li> <li>• Island Advice Centre – Tower Hamlets Advice Training and Capacity Building Project</li> </ul>
	Positive	Theme 4- Employment & Skills	<p>There is limited information relating to other socio-economic carers and employment rates in Tower Hamlets.</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p> <p>Within the Employment and Skills theme there are projects specifically targeting disadvantaged groups who face additional barriers to employment in Tower Hamlets. These are:</p> <ul style="list-style-type: none"> <li>• Stifford Centre Limited – BME Women Employment Support Programme</li> <li>• St Giles Trust – Choices Tower hamlets</li> <li>• Bromley by Bow Centres – Creative Communities</li> <li>• Four Corners Ltd – ZOOM Film School</li> <li>• Working well Trust – Opening Doors</li> </ul> <p>This project will focus on carers and single parents with limited English language, confidence and secondary education for community learning.</p>

	Positive	Theme 5-Community Safety	<p>Community Safety was not a Theme in the MSG 2015-18 programme and there is limited information relating to socio-economic carers and employment in Tower Hamlets.</p> <p>However, the recommended LCF projects will provide a comprehensive borough wide service that will benefit residents who face barriers to employment in Tower Hamlets and this protected characteristic will continue to be monitored through ongoing assessment of LCF projects during the lifetime of the funding</p>
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### Action Plan – All themes to mitigate impact

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Manage change in service provision	Support transition from MSG to LCF	<ul style="list-style-type: none"> <li>a. Give as much notice as possible when decisions are made to give organisations the opportunity to adjust to their new funding levels;(Aug/Sept 2019)</li> <li>b. Work with organisations to seek alternative provision for service users where a service is significantly reduced or comes to an end; (Aug-Oct 19)</li> <li>c. Work with funded organisations especially at contract mobilisation to target and promote new services funded under LCF programme; (Aug-Nov 19)</li> </ul>	David Freeman	

		<ul style="list-style-type: none"> <li>d. Support a programme of capacity building to increase organisations' chance of bidding successfully, provided by THCVS, the Council and other providers; (Aug 19- Mar 20)</li> <li>e. Make available, through THCVS and other partners as appropriate, a programme of support available in advance of the end of MSG to help VCS organisations in the transition from MSG to either alternative funding or an orderly change in the level of service; (Aug – Dec 19)</li> <li>f. Continue the VCS Small Grants programme and link to other funders to provide funding opportunities for organisations to meet new and emerging needs and develop new ways of tackling existing needs (ongoing)</li> <li>g. Promote and support Tower Hamlets Spacehive programme to help organisations to access crowdfunding; (ongoing)</li> <li>h. Retain the Emergency Fund to help organisations meet the costs of transition, particularly those directly linked to lower levels of revenue funding; (Aug</li> </ul>		
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		19- Mar 21) i. Develop and launch a new Tower Hamlets funders forum to help identify and promote local funding sources; (Apr 20)		
Support organisations facing significant change and possible cessation of service	Provide transitional support where appropriate for services currently funded through MSG until funding is available from the new Small Grants programme themes identified above for alternative services where a significant equality impact is identified	Transitional arrangements in place (Oct 19)	David Freeman	
Manage transition of community language services	Transitional arrangements	Transitional arrangements in place (Oct 19)  Future strategy emerges from Community Languages review	David Freeman	
Maintain participation and access for BME communities	Address through small grants	Ensure contained within programme (Oct 19) Refer to grants timeline	David Freeman	
Provision for young people's mental health	Commission	Define service (Oct 19) Procure service (Jan 20) Delivery (Apr 20)	David Freeman	
Provision for early years age children or pregnant and new mothers	Commission	Define service (Oct 19) Procure service (Jan 20) Delivery (Apr 20)	David Freeman	
Provision for young carers priority	Extend other provision or identify a potential new provider	Define service (Oct 19) Procure service (Jan 20) Delivery (Apr 20)	David Freeman	
Need to support community led older peoples services, particularly those led by BME communities	Transitional arrangements to ensure adequate support	Transitional arrangements in place (Oct 19) Link to small grants established (Oct 19)	David Freeman	

		Set future strategy as a result of findings of Day care review (tba)		
Need to ensure Geographical Spread	Ensure successful bidders provide a borough wide service in the areas of highest need through regular assessment and development work with projects	Contract mobilisation (Oct 19) Contract monitoring (Ongoing) Reviewing performance after 1 year (Dec 20)	Robert Mee	