

# Equality Analysis (EA)

Financial Year  
**2019/20**

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

Name of the proposal including aims, objectives and purpose

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

Wood Wharf – a new primary healthcare facility for the Isle of Dogs.

See  
**Appendix A**

Current decision  
rating



- Carry out local consultation in line with NHS process and procedure of the patient list and local stakeholder to enable the procurement of a successful provider to operate the new practice,
- Provide a modern health facility within the Wood Wharf development with sufficient capacity to meet projected population demand and support the introduction of new models of care to deliver a broader range of integrated primary care and community health services to the local community
- Ensure the Wood Wharf Health Centre development represents value for money and is affordable to the local health economy
- To ensure the health and wellbeing needs are met within the Blackwall & Cubitt Town Ward to meet the demand for the growing population of the east of the borough.

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

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

**Name:** Matthew Quin  
(signed off by)

**Date signed off:** 27 June 2019  
(approved)

Service area:  
Health, Adults and Communities

Team name:  
Public Health

Service manager:  
Matthew Quin

Name and role of the officer completing the EA:  
Matthew Quin, Programme Lead for Healthy Environments, LBTH  
Dean Musk, Head of Estates, CCG  
Jack Dunmore, Estates Project Officer, CCG

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

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

A comprehensive CCG Estates Strategy was developed in 2016 and is currently being refreshed.

The strategy considers the health needs of our population, gaps in service provision, gaps in clinical space, maximising GP retention / recruitment and population growth.

The strategy informs the business case for the proposed Wood Wharf Health Centre.

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

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

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

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

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

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

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

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

- **Equalities profile of staff?**

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

- **Barriers?**

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

- **Recent consultation exercises carried out?**

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

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

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

- **The Process of Service Delivery?**

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

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

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

**Please Note -**

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
	What impact will the proposal have on specific groups of service users or staff?	<ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> Please also how the proposal will promote the three One Tower Hamlets objectives? <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>
Race	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets.
Disability	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets – and will be developed in line with appropriate DDA compliance.
Gender	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets, immaterial of their gender identity.
Gender Reassignment	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets, immaterial of their gender identity.
Sexual Orientation	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets, inconsequential of their sexual orientation.
Religion or Belief	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets, inconsequential of their religion or personal beliefs.
Age	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets.
Marriage and Civil Partnerships.	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets.
Pregnancy and Maternity	Positive	Wood Wharf will enable greater access to primary healthcare facilities for all residents of Tower Hamlets requiring access to support during pregnancy. The new healthcare facility will increase the available space to deliver these services in the locality, as other accommodation is not large enough to support group functions.
Other Socio-economic Carers	Neutral	Wood Wharf will enable access to primary healthcare facilities for all residents of Tower Hamlets.

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## Section 4 – Mitigating Impacts and Alternative Options

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

No

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

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

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

## Section 5 – Quality Assurance and Monitoring

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

Yes

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

Please refer to PID document for further information.

Does the policy/function comply with equalities legislation?

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

Yes

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

None

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

The PID is for the benefit of all residents in Tower Hamlets and will not adversely affect the population.

## Section 6 - Action Plan




As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<p><b>Example</b></p> <p>1. Better collection of feedback, consultation and data sources</p> <p>2. Non-discriminatory behaviour</p>	<p>1. Create and use feedback forms. Consult other providers and experts</p> <p>2. Regular awareness at staff meetings. Train staff in specialist courses</p>	<p>1. Forms ready for January 2010 Start consultations Jan 2010</p> <p>2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.</p>	<p>1.NR &amp; PB</p> <p>2. NR</p>	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

## Appendix A

### (Sample) Equality Assessment Criteria

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