

Equality Assessment

Equality Assessment of the potential impact of the recommendations of the Corporate Third Sector Programme Board for 2013-15 funding.

Responsible Directorate: CLC

Priorities/Objectives

FUNDING STREAM: Lifelong Learning (LLL)

Priorities:

- Capacity to engage local residents without formal qualifications
- To develop skills and employability
- To increase participation of vulnerable, underrepresented and hard to reach groups
- Offer provision in the areas of greatest need
- To increase residents' capacity to become employed, learning champions and or volunteers in their community

MSG Budget 2013-15

	Cabinet Approved Annual Budget (as approved in March 2012)	Corporate Board Allocations (August 2012)	Programme Recommended (August 2012)
2012/13*	£ 20,222 (for 3 months)	£ 16,444	
2013/14	£ 80,889	£ 65,778	
2014/15	£ 80,889	£ 65,778	
Total Funding	£182,000	£148,000	

*2012/13 award only represents 3 months allocation as funding for existing Mainstream Grants projects has been extended until 31st December 2012.

Identified Need*

Summarise what we know about the need for this service in the borough, including information how need for the service differs between different equality groups (for example, women and BME communities higher levels of unemployment .lower skills levels)

Type of Provision	Beneficiary target group/Area	Identified Need
Lifelong Learning activities/courses (inc. English For Speakers of Other Languages, intergenerational work and preparation for life and work)	BME Women BME Men Older people	Low engagement of Men in ESOL in Tower Hamlets Low levels of qualifications amongst adults (women, men and BME communities) Low levels of literacy and numeracy amongst adults (women, men and BME communities) Low engagement of older people in accessing learning opportunities (based on analysis of IS Learning participation from 2004 -2012)

Impact Summary

The funding focuses on Lifelong Learning provision in the borough and engages local residents, some of whom have no formal qualifications in learning. The funded programmes develop skills for employment and include the most hard to reach and underrepresented residents in learning in the borough. Funding is focussed on those with the greatest need personally and geographically, specifically Blackwall and Millwall wards. The funded programmes increase capacity to be employed and to contribute to the community. The Council has identified Lifelong Learning and adult ESOL provision as key priorities within its Strategic Plan, and whilst there has been a reduction in funding through MSG for this stream, this is offset by the Council's directly funded programme which provides a planned provision of alternative courses and learning opportunities through Idea Store Learning services.

Equality Assessment

Target Groups	Impact ✓ - Positive ✗ - Adverse 0 = Neutral What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> Add a narrative to justify your claims around impacts and, Describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making
Race	✓	<p>National, regional and local indicators all show that there are low levels of qualifications amongst adults (women, men and BME communities) in Tower Hamlets.</p> <p>The overall low levels of literacy and numeracy amongst adults is also more prevalent in women and men from BME communities. These factors mean that organisations that work closely with local communities are able to reach the most disadvantaged people and engage them in learning activities. Applications LLS 03, LLS 08, LLS 09 and LLS 11 have been recommended to receive reduced funding and therefore the organisations will need to either seek funding from other sources or change the level of service delivery to their users. The beneficiaries impacted by the recommendations are black and Somali women, BME men and women, and older people; there are other funded opportunities available.</p>
Disability	✓	<p>LLS16 has been recommended to receive funding for work with mental health service users. Overall these service users are very under-represented in the current overall numbers of learners accessing Idea Store Learning courses (7% in 2012/13)</p>
Gender	✓	<p>National, regional and local indicators all show that there are low levels of qualifications amongst adults (women, men and BME communities) in Tower Hamlets. The overall low levels of literacy and numeracy amongst adults is also more prevalent in</p>

		women and men from BME communities. Research has also shown that there is low engagement of Men relative to women in ESOL in Tower Hamlets. These factors mean that organisations that work closely with local communities are able to reach the most disadvantaged people and engage them in learning activities.
Gender Reassignment	0	No data related to gender reassignment is available as it has not been collected by previously MSG-funded organisations.
Sexual Orientation	0	No data related to sexual orientation is available as it has not been collected by previously MSG-funded organisations.
Religion or Belief	✓	No data related to religion or belief is available as it has not been collected by previously MSG-funded organisations.
Age	✓	There is a low level of engagement of older people in accessing learning opportunities. Organisations that work closely with local communities are able to reach the most disadvantaged older people and engage them in learning activities. LLS 13 – whilst the bid had some merit as it focuses on work with a small number of older residents, it was not considered that funding an Olympic legacy project adequately met the criteria of this funding stream. In 2012/13 older people aged 60 years and over made up 20% of the current overall numbers of learners accessing Idea Store Learning courses.
Marriage and Civil Partnerships.	0	No data related to marriage and civil partnerships is available as it has not been collected by previously MSG-funded organisations.
Pregnancy and Maternity	0	No data related to pregnancy and maternity is available as it has not been collected by previously MSG-funded organisations.
Other Socio-economic Carers	0	No data related to other socio-economic carers is available as it has not been collected by previously MSG-funded organisations.

Impact Considerations

The funding stream is focused on Lifelong Learning provision in the borough and engages local residents, some of whom have no formal qualifications in learning. The match between the skills of residents and available jobs is low. Borough residents tend to have low skill levels and so struggle to compete in a labour market which increasingly needs higher skills. Approximately a quarter of the borough's residents (35,500) have no qualifications and over 40% of these are not in work. In contrast a third of residents are qualified to degree level or above. Fewer borough residents have intermediate skill levels and residents with lower skills are significantly less likely to be in employment. Idea Store Learning has planned and mapped its provision to better meet these priorities. The funded programmes develop skills for employment and include the most hard to reach and underrepresented residents in the borough. Funding is focussed on those with the greatest need personally and

Appendix 2

geographically. The funded programmes increase capacity to be employed and to contribute to the community. Although there has been an overall reduction in funding for this stream, there are alternative courses/ learning opportunities available for the areas not funded, for example through the Council funded Idea Stores ESOL provision.

1. Overall summary of projects recommended for funding

Project No.	Beneficiary Target Group	Geographic Area/s of Proposed Delivery	Output/Users based on application annum	Output based on proportion of funding recommended (Subject to negotiation based on final agreed amount)
LLS-03	Women from Somali/BME	Borough-wide	<p>Key Outputs</p> <ul style="list-style-type: none"> • 50% Learners gain basic skills in sewing and textiles to support themselves and their families. • 50% Learners are equipped and empowered to find gainful employment in the sewing industry • MC members will attend capacity-building training according to gaps in their skills 	<p>Key Outputs</p> <ul style="list-style-type: none"> • 50% Learners gain basic skills in sewing and textiles to support themselves and their families. • 50% Learners are equipped and empowered to find gainful employment in the sewing industry • MC members will attend capacity-building training according to gaps in their skills
LLS-04	Bangladeshi women	Borough-wide	<p>Key Outputs</p> <p>development of confidence and building networks to engage them in the community</p> <ul style="list-style-type: none"> • 1-1 personalised support to meet individual needs and not generic models as with regular Job Centre programmes thus they will have increased chances of finding suitable employment 	<p>Key Outputs</p> <p>development of confidence and building networks to engage them in the community</p> <ul style="list-style-type: none"> • 1-1 personalised support to meet individual needs and not generic models as with regular Job Centre programmes thus they will have increased chances of finding suitable employment

LLS-06	BME men	Borough-wide	<p>. Key Outputs increase the proportion of Bangladeshi and Somali men aged 19-64 in LAP 7 who are qualified to embark upon ESOL Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the percentage of men in LAP 7 who have accessed Lifelong Learning Services.</p>	<p>. Key Outputs increase the proportion of Bangladeshi and Somali men aged 19-64 in LAP 7 who are qualified to embark upon ESOL Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the percentage of men in LAP 7 who have accessed Lifelong Learning Services.</p>
LLS-08	BME adult learners	LAPS 7 and 8	<p>Key Outputs10 agencies supported 50 service users assisted, volunteer caseworker and develop comprehensive volunteer policy 10 agencies employ one volunteer caseworker</p>	<p>Outputs reduced by up to 50% overall</p>
LLS-09	BME Women	Borough-wide	<p>Key Outputs: Increase the proportion of women aged 19-59 in LAP 3 who are qualified to embark upon Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the number of women in LAP 3 who have accessed Lifelong Learning Services.</p> <p>3. Enable a greater number of female residents in LAP 3 who were previously farthest from the labour market to access the skills, knowledge and inspiration they need</p>	<p>Key Outputs: Increase the proportion of women aged 19-59 in LAP 3 who are qualified to embark upon Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the number of women in LAP 3 who have accessed Lifelong Learning Services.</p> <p>3. Enable a greater number of female residents in LAP 3 who were previously farthest from the labour market to access the skills, knowledge and</p>

			to move on to further training and employment opportunities	inspiration they need to move on to further training and employment opportunities
LLS-10	Bangladeshi women	Borough-wide	<p>Key Outputs: We will support learners to do job search and search for further courses.</p> <ul style="list-style-type: none"> • We have links with local small businesses and voluntary organisations who can offer work placements. • We will provide information for follow on courses and organisations. • If individual assessments reveal that the participant can do ESOL ORC Levels E1 or E3 	<p>Key Outputs: We will support learners to do job search and search for further courses.</p> <ul style="list-style-type: none"> • We have links with local small businesses and voluntary organisations who can offer work placements. • We will provide information for follow on courses and organisations. • If individual assessments reveal that the participant can do ESOL ORC Levels E1 or E3
LLS-11	Older people and young people	Borough-wide	<p>Key Outputs Total outputs are: Yrs 2+3 4 projects x 12 weeks = 48 workshops each up to 2hrs. For 20 people = 80 people of whom 40 are 55+ 4 events, exhibitions, sharing of work for an audience.</p>	Outputs reduced by up to 50% overall
LLS-12	BME adult learners	Stepney	<p>Number gained knowledge of lifelong learning = 187 (85%) Number gaining qualification = 110 (50%) Number of CVs prepared = 200 (90%)</p>	Outputs reduced by up to 50% overall
LLS-16	Mental health service users	Borough-wide	Increases in life skills, employability skills and qualifications in IT	Increases in life skills, employability skills and qualifications in IT

LLS-18	BME adult learners	Old Ford	Key Outputs; We will signpost clients to other providers for further job search and learning e.g Tower Hamlets College, 'Best Computer Training' provides learn direct courses where participants can enrol to do English, Maths and ECDL to level 2. They can also drop in and use internet facilities for Job search and for general advice and guidance	Key Outputs; We will signpost clients to other providers for further job search and learning e.g Tower Hamlets College, 'Best Computer Training' provides learn direct courses where participants can enrol to do English, Maths and ECDL to level 2. They can also drop in and use internet facilities for Job search and for general advice and guidance
--------	--------------------	----------	---	---

Projects recommended for funding that were not previously funded under this stream

Project No.	Beneficiary Target Group	Geographic Area/s of Proposed Delivery	Output/Users based on application annum	Output based on proportion of funding recommended (Subject to negotiation based on final agreed amount)
LLS-04	Bangladeshi women	Borough-wide	Key Outputs development of confidence and building networks to engage them in the community • 1-1 personalised support to meet individual needs and not generic models as with regular Job Centre programmes thus they will have increased chances of finding suitable employment	Key Outputs development of confidence and building networks to engage them in the community • 1-1 personalised support to meet individual needs and not generic models as with regular Job Centre programmes thus they will have increased chances of finding suitable employment
LLS-06	BME Men	Borough-wide	Key Outputs increase the proportion of Bangladeshi and Somali men aged 19-64 in LAP 7 who are qualified to embark upon ESOL Level 2	Key Outputs increase the proportion of Bangladeshi and Somali men aged 19-64 in LAP 7 who are qualified to embark upon ESOL

			<p>courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the percentage of men in LAP 7 who have accessed Lifelong Learning Services.</p>	<p>Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the percentage of men in LAP 7 who have accessed Lifelong Learning Services.</p>
LLS-09	BME Women	Borough-wide	<p>Key Outputs:</p> <p>Increase the proportion of women aged 19-59 in LAP 3 who are qualified to embark upon Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the number of women in LAP 3 who have accessed Lifelong Learning Services.</p> <p>3. Enable a greater number of female residents in LAP 3 who were previously farthest from the labour market to access the skills, knowledge and inspiration they need to move on to further training and employment opportunities</p>	<p>. Key Outputs</p> <p>increase the proportion of Bangladeshi and Somali men aged 19-64 in LAP 7 who are qualified to embark upon ESOL Level 2 courses / enter into further skills development and volunteering programmes.</p> <p>2. Increase the percentage of men in LAP 7 who have accessed Lifelong Learning Services.</p>
LLS-10	Bangladeshi women	Borough-wide	<p>Key Outputs: We will support learners to do job search and search for further courses.</p> <ul style="list-style-type: none"> • We have links with local small businesses and voluntary organisations who can offer work placements. • provide information 	<p>. Key Outputs</p> <p>increase the proportion of Bangladeshi and Somali men aged 19-64 in LAP 7 who are qualified to embark upon ESOL Level 2 courses / enter into further skills development and volunteering programmes.</p>

			for follow on courses and organisations.	2. Increase the percentage of men in LAP 7 who have accessed Lifelong Learning Services.
LLS-12	BME adult learners	Stepney	Number gained knowledge of lifelong learning = 187 (85%) Number gaining qualification = 110 (50%) Number of CVs prepared = 200 (90%)	Outputs reduced by up to 50% overall
LLS-16	Mental health service users	Borough-wide	Increases in life skills, employability skills and qualifications in IT	Increases in life skills, employability skills and qualifications in IT
LLS-18	BME adult learners	Old Ford	Key Outputs; We will signpost clients to other providers for further job search and learning e.g Tower Hamlets College, 'Best Computer Training' provides learn direct courses where participants can enrol to do English, Maths and ECDL to level 2. They can also drop in and use internet facilities for Job search and for general advice and guidance	Key Outputs; We will signpost clients to other providers for further job search and learning e.g Tower Hamlets College, 'Best Computer Training' provides learn direct courses where participants can enrol to do English, Maths and ECDL to level 2. They can also drop in and use internet facilities for Job search and for general advice and guidance

Projects not recommended for funding that had received MSG funding in 2011/12

Project No.	Beneficiary Target Group	Geographic Area/s of Proposed Delivery	Output/Users based on application annum	Output based on proportion of funding recommended (Subject to negotiation based on final agreed amount)
LLS-13	Older people, women	Locksley and St Dunstons	Key Outputs; This Olympic legacy project is a testament to the last three years of two groups, Locksley elders sewing group and St Dunstan's	None

			collaborating together to strengthen their ability to learn through sewing and exhibiting.	
--	--	--	--	--

Projects not recommended for funding who were not previously funded under this stream where the primary beneficiaries are from one of the 9 protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race (ethnic or national origins, colour or nationality), religion or belief (includes lack of belief), and sexual orientation.

Project No.	Beneficiary Target Group	Geographic Area/s of Proposed Delivery	Output/Users based on application annum	Output based on proportion of funding recommended (Subject to negotiation based on final agreed amount)
LLS-01	BME Adults	Borough-wide	<p>Key Outputs 117x participants will be better able to function effectively in the UK, with improved English, Citizenship and Employability skills.</p> <ul style="list-style-type: none"> • 105x participants will gain an ESOL Skills for Life qualification or unit towards an ESOL Skills for Life qualification at E3, L1 or L2 (depending on need), accredited either by Trinity, or Edexcel. • 58x participants will progress into further learning 	None
LLS-02	Women	East India and Lansbury	<p>Key Outcomes: 70 women qualified ESOL to level 1-2. Taking childcare, beauty and business taster courses, 130 women provided with careers guidance and support</p>	None

LLS-05	Somali Women	Borough-wide	Key Outcomes .recruit and train 40 Somali Women	None
LLS-07	BME adult learners	Borough-wide	Key Outputs 80% report feeling they have improved life chances and feel more integrated <ul style="list-style-type: none"> • 70% feel they face less barriers to employment • 75% want to continue studying 	None
LLS-14	BME Families, mothers, fathers children and volunteers	LAP 1 & 2	Key Outputs: training programmes in IT, textiles and volunteering Key Outcomes: focus groups addressing social issues including crime, drugs and housing. Family support groups, 60 voluntary work placements, community and activity support groups.	None
LLS-15	BME Lifelong learners	LAP 1 & 2	Key Outputs: We will use funding to maintain and improve our existing programme. Our plan is to increase learning provision from 180 learners to 300 learners in 3 locations. We will also improve attendance levels in all classes from 80% to over 85%. It is anticipated that over 95% of all non GCSE learners will be awarded centre endorsed certificates.	None

LLS-17	BME adult learners	Borough-wide	<p>Key Outputs; An increased rate of employment among service users An increased length of employment among service users who are given job offers</p> <p>Outcomes; Heightened employers and employees' awareness of workers' rights and workplace equality</p>	None
LLS-19	BME adult learners	Borough-wide	<p>Key Outputs For the individual there are: Cultural and social benefits in maintaining and developing languages and the social network; Educational benefits in providing a wide range of ability; Employment-related benefits in terms of access to jobs</p>	None
LLS-20	BME adult learners, Women	Borough-wide	<p>Key Outputs 80% report feeling they have improved life chances and feel more integrated</p> <ul style="list-style-type: none"> • 70% feel they face less barriers to employment • 75% want to continue studying 	None
LLS-21	BME adult learners and families	Borough-wide	<p>Key Outputs: Programmes for young carers and families, workshops, community days and internships</p> <p>Key Outcomes: build confidence, self-esteem, knowledge of health careers, improved educational attainment</p>	None

BACKGROUND

- i) **Applications received:** Total full year (2013/14) amount requested £422,018. We received 21 applications.
- ii) **Number of projects recommended for funding:** 10 projects of which 6 are new projects not previously funded under this stream.
- iii) **Number of projects not recommended:** 11 projects of which 1 was a project that had previously received funding in 2011/12