

## Strategic Plan, 2013-14: Equality Analysis

### Background

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The Strategic Plan 2013-14 incorporates the Council's Single Equality Framework equality objectives ensuring that a focus on tackling inequality informs the strategic direction of the council and enables us to better meet the financial, policy and social challenges that we face today. These objectives have been developed through an assessment of the areas of persistent and enduring inequality experienced by people living and working in the borough as well as emerging issues which threaten to increase inequality for some sections of our community and threaten community relations.

This approach enables us to demonstrate how we are meeting the requirements of the Public Sector Equality Duty to prepare and publish objectives which demonstrate how the organisation will meet the aims of the Duty: to eliminate discrimination, advance equality of opportunity, and foster good relations between different people

### Methodology

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Officers developing Strategic Plan priorities and activities drew on the analysis of priority areas of inequality (see Appendix A). This analysis was developed alongside the Council's six Equality Schemes ([http://www.towerhamlets.gov.uk/lgs/851-900/861\\_diversity\\_and\\_equalities.aspx](http://www.towerhamlets.gov.uk/lgs/851-900/861_diversity_and_equalities.aspx)) and identifies areas of persistent inequality in the borough<sup>1</sup>. In addressing these priorities we have worked with stakeholders across the borough to investigate the determinants of unequal outcomes beyond individual protected characteristics and understand the relationship between them and other circumstances that drive poor outcomes including socio-economic disadvantage. Through this process we have ensured that a significant proportion of the priority areas of inequality are directly addressed through the Strategic Plan 2013-14. Those not directly addressed in the Strategic Plan are being taken forward at an individual Directorate or Service level.

We recognise that the nature of inequality changes over time and new issues emerge. In 2012-13 a range of data from the 2011 Census has been made available which brings our understanding of inequality in a number of areas up to date. During the development of the Strategic Plan we therefore worked with officers in Directorates to identify Strategic Plan priorities where they have evidence of unequal outcomes between different groups and drew on these new data sets<sup>2</sup>. Where this was the case, officers were asked to demonstrate either through additional milestones or equality performance monitoring arrangements how they will ensure that delivery plans address these inequalities as well as improving overall outcomes.

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<sup>1</sup> The Council's six Equality Schemes are currently being refreshed and a single Equality Analysis for the borough will be produced in 2013. The evidence gathered as part of this refresh, including consultation with a wide variety of local stakeholders, has informed the equality analysis of Strategic Plan and feedback to Directorates.

<sup>2</sup> As data from the Census is released it is being analysed and presented in a series of briefings designed to assist service planning and identify inequality of outcomes for specific groups in the borough: [http://www.towerhamlets.gov.uk/lgs/351-400/367\\_census\\_information/2011\\_census.aspx](http://www.towerhamlets.gov.uk/lgs/351-400/367_census_information/2011_census.aspx)

## Appendix 2

To ensure that we are able to track performance against our equality objectives for 2013/14 we have identified a set of equality performance measures. These include existing performance measures that relate to equality (eg: the child poverty rate) as well as outcome measures which will be disaggregated by specific equality strands where we would like to narrow the gap in terms of outcomes for specific groups (eg: the local employment rate where we will monitor outcomes for men and women, people from different ethnic backgrounds and for people with disabilities).



**Appendix A:** Priority areas of inequality identified in the Council's Equality Schemes

Priority area	Age	Disability	Gender	Race	Religion/Belief	Sexual Orientation
<b>A Prosperous Community:</b> Worklessness	Reduce number of 16-24 year olds not in education, employment or training	Increase number of disabled people in employment	Reduce rate of economic inactivity among working age women	Reduce levels of unemployment and worklessness amongst Bangladeshi and Somali residents	Reduce rate of economic inactivity among Muslim women	
<b>A Prosperous Community:</b> Educational			Improve under performance of boys relative to girls at GCSE	Narrow the achievement gaps between different ethnic groups and the national average		Tackle homophobia in schools
<b>A Great Place to Live:</b> Housing		Increase access to independent living opportunities for disabled people		Address shortage of suitable social housing which has a disproportionate impact on BME families	Address shortage of suitable social housing which has a disproportionate effect on Muslim families	
<b>One Tower Hamlets:</b> Community cohesion	Strengthen inter-generational cohesion	Give disabled people a voice in decision making		Increase the number of people of different backgrounds who feel that ethnic differences are respected	Increase the extent to which people of different faiths say they get on well together	Reduce homophobia and promote understanding and respect for LGB people

Appendix 2

<b>A Healthy Community: Health</b>	Reduce childhood obesity		Improve life expectancy for men through effective health promotion services	Promote healthy lifestyles in an effective way to BME communities		Improve access to primary care health services for LGB people
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