

# Equality Analysis (EA)

Financial Year  
**2013/14**

## 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)*

### **Tower Hamlets Voluntary and Community Sector Strategy**

This version of the Tower Hamlets VCS strategy has been refreshed to better support Voluntary and community Organisation to target and shape local services.

The VCS Strategy is formulated to benefit existing and new Voluntary and Community Sector (VCS) organisations established and serving communities within the Tower Hamlets boundaries.

With income poverty driving a number of needs across the area, e.g. employment, health and well-being and general social benefit, the involvement of the Voluntary and Community Sector is essential.

The VCS strategy aims to build on existing efforts to:

- Ensure that the VCS is well represented on partnership forums that shape strategy and services.
- Build strong community leadership and social capital within communities
- Commission a range of services such as training, development work, capacity building etc. to strengthen the resilience and financial sustainability in the sector
- Establish frameworks for strategic commissioning and co-production of services,
- Support the provision of stable and suitable premises to the VCS
- Explore opportunities to generate additional funding for organisation.

All the proposals in the VCS Strategy have the potential to deliver positive outcomes right across the VCS and do not negatively impact on any of groups with the protected characteristics.

The Impact Assessment recognises that there is the potential for the implementation methods of the activities (Action Plan) to discrimination or be unfair in their implementation e.g. in terms of selecting representation to the various forums, giving access to volunteers and mentors, capacity building training etc. To mitigate against this, following the development of each annual action plan an assessment will be undertaken (by the Third Sector Programmes Manager) to assess as assure that the implementation methods are fair and transparent.

The action plan for year 1 includes: (a) setting up a comprehensive database and (b) developing an electronic library of VCS profiles. This will be a valuable tool better understanding the profile of the VCS in Tower Hamlets, improve the ability to monitor the access to the various initiatives and their effectiveness.

The objectives of the strategy are being used to develop an action plan, which will:

- Ensure that the VCS contributes to shaping of strategies and services in the borough
- Support the VCS to build strong community leadership and social capital

- Facilitate access to initiatives that support VCS organisations to develop skills to initiate, plan, manage, undertake, organise, budget, monitor/supervise and evaluate a range of project activities
- Provide training, mentoring and tools so that VCS organisation develop resilience and financial stability through the ability to attract and secure reliable funding
- Develop “good practice” frameworks that support communication, interaction and collatoration between VCS organisations.

### **Who is expected to benefit from the proposal?**

1. **The Council and its key partners** – Activities will be undertaken that ensure a balanced representation on a number of key forums. These forums will be working in Partnership to by having targeted outputs and outcomes delivered efficiently and effectively;
2. **The Voluntary and Community Sector Organisations individually & collectively** – via capacity building training, volunteers, mentors etc, a range of VCS groups are expected benefit as improved knowledge of the sector enables need to be targeted and supported. The whole sector benefits when all organisations are able to operate a competent level;
3. **The residents of Tower Hamlets** – benefit from a strong VCS, as research has shown that the VCS are better placed to delivery services to the community where:
  - the needs of service users are highly differentiated;
  - the service needs to be directed at sections of the community that have been excluded from traditional service provision;
  - the service is labour intensive, where the flexibility and commitment of volunteers can be an asset;
  - the service is targeted at users who are likely to mistrust businesses or state providers;
  - users of services have multiple disadvantages, requiring a coordinated portfolio of services from an informed provider.

**Service area:** Resources

**Team Name:** Third Sector Team

**Service Manager:** Everett Haughton

**Name and role of the officer completing the EA:** Nasim Ahmed – Lead officer Voluntary and Community Sector Strategy

## 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?*

### Income Poverty

Tower Hamlets remains one of the most deprived areas in the country; it is ranked as seventh most deprived (out of 326 local authority areas – LAAs) nationally on the Indices of Multiple Deprivation score measure, and is third (out of 326 LAAs) on extent of deprivation (how widespread deprivation is).

- 44% of households are estimated to live in income poverty,<sup>1</sup> the highest rate of income poverty across all local authorities in England and Wales and double the national average (22%).
- 16 per cent of the working age population were in receipt of out-of-work benefits as at May 2011.
- Tower Hamlets has the highest percentage of both children and older people living in income deprived families in England.<sup>2</sup>
- More than half of children in Tower Hamlets live in poverty<sup>3</sup>. The borough's child poverty rate is more than double the rate nationally (21 per cent), and well above the London average of 30 per cent.
- Despite the fact that proportionately fewer pensioners live in the borough, those that do face unusually high levels of income poverty. Almost 50% of pensioners in receipt of the guarantee element of Pension Credit.

### Distribution of Poverty

It should also be noted that the distribution of poverty is very uneven within the borough. For instance, Council Tax Benefit, a good proxy for the presence of low income households as it is means tested, ranges from only 3 per cent in the riverside part of Millwall up to 66 per cent in part of Bromley by Bow. 29,680 children in Tower Hamlets live in poverty - this represents 53 per cent of all children in the borough and is the highest rate in the UK.

**Table 1 - Composition of Tower Hamlets VCS (2013)**

Women's Organisations	37
Somali Organisations	43
Other BME Organisations	720
Children's Organisations	11

<sup>1</sup> Defined as those living below 60% of the median (or 'middle') UK household income, after housing costs

<sup>2</sup> LBTH, Poverty Research Briefing, March 2012

<sup>3</sup> LBTH, Poverty Research Briefing, February 2012 and End Child Poverty

Youth Organisation & Clubs	131
Disability Organisation	36
LGBT Organisations	1
Other - Organisations	221

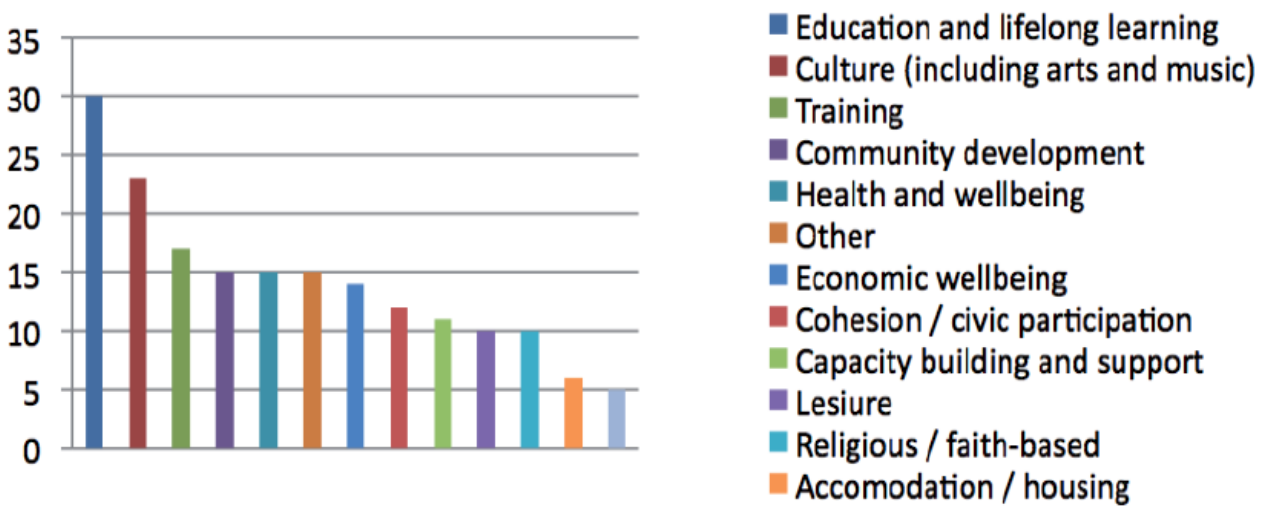
**Table 2 - People Resources in VCS**

The VCS is a significant employer in Tower Hamlets  
 1305 people in paid positions across 97 (responders)  
 Average 13.45 staff per organisation

**Table 3 - VCS Income Sources**

Public Sector Grants	41%
Contracts for Local Bodies	28%
Major Private Funders	21%
Contract with National statutory Bodies	10%
	100%

**Figure # - Percentage of VCS organisations involved in different activities**



**Section 3 – Assessing the Impacts on the 9 Groups**  
**How will what you're proposal impact upon the nine Protected Characteristics?**

Target Groups	Impact – Positive or Adverse  What impact will the proposal have on specific groups of service users or staff?	Reason(s) <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> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>
Race	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of race.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Disability	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of disability</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Gender	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of gender.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Gender Reassignment	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of gender re-assignment.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>

Sexual Orientation	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of sexual orientation.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Religion or Belief	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of religion and belief.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Age	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of age.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Marriage and Civil Partnerships.	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of Marriage and Civil Partnership</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Pregnancy and Maternity	P	<p>The proposals in the VCS strategy does not have a disproportionate impact on residents on the basis of Pregnancy and Maternity.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
Other Socio-economic	P	<p>Certain aspects of the strategy e.g. training and capacity building will be targeted towards smaller groups, whilst other initiatives are likely to favour larger stronger organisations. E.g. establish a PSV. The strategy is considered robust as it does not discriminate against smaller less financial stable groups, but aims to support them with initiatives that will strengthen them. At the same time it does not discriminate against larger or more stable groups, but aims to allow them to utilise their strength to</p>

		<p>attract funds into the Borough and where possible work with/mentor smaller groups.</p> <p>The implementation method of the specific activities, which have the potential to discriminate will be evaluated to ensure equality and fairness prior to implementation.</p>
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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 of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

Yes?

No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposla 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.)*

## Section 5 – Quality Assurance and Monitoring

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

Yes?

No?

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

Monitoring will be devised as part of the implementation method of each activity.

Does the policy/function comply with equalities legislation?



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

Yes?

No?

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

Gaps are being addressed as part of the implementation of the Strategy.

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

The EA will affected the implementation method of each of the activities.

## 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
Ensure that all activities with the potential to discriminate are evaluated prior to implementation	To review and assess proposed method of implementation is targeted appropriately eliminating possible discrimination.	Annually on production of action plan		

## Section 7 – Sign Off and Publication

<b>Name:</b> (signed off by)	
<b>Position:</b>	
<b>Date signed off:</b> (approved)	

**Section 8 Appendix – FOR OFFICE USE ONLY**

This section to be completed by the One Tower Hamlets team

**Policy Hyperlink :**

<b>Equality Strand</b>	<b>Evidence</b>
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	

<b>Link to original EQIA</b>	<b>Link to original EQIA</b>
<b>EQIAID (Team/Service/Year)</b>	