

Equality Analysis (EA)

Financial Year
2015/16

Section 1 – General Information (Aims and Objectives)

One Tower Hamlets Fund

The One Tower Hamlets fund supports the Community Plan vision of One Tower Hamlets which is to reduce inequality, strengthen cohesion and support community leadership and community engagement. The fund has a number of objectives which can be summarised as follows:

- Engage local community groups and residents in taking ownership of, and collective responsibility in responding to local issues;
- Bring people of different backgrounds together to develop strong and positive relationships through positive interactions;
- Identify and celebrate local identities and culture and engage wider communities as part of these projects
- Ensure the sustainability of projects through developing new and emerging community leaders who can speak for the interests of their community, and yet are able to understand and work towards the benefit of the multi faith, non-faith and different cultural background of the peoples of the borough, articulating shared values and concerns, and being able to calm any emerging tensions.
- Involvement in 2 council sponsored Action Learning workshops and a closing seminar towards the end of the programme to feedback on project outcomes, and lessons learned.

See Appendix
A

Current decision
rating



Amber

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

The One Tower Hamlets will support a range of activities which brings together a diverse range of people together to improve cohesion in the borough, increase community leadership and engagement for a range of groups, celebrate local identities and culture. The projects recommended for grant award will have a positive impact on the nine protected characteristics. As part of the grants awards process discussions will be held with successful organisations to develop a more detailed project plan which will help identify any adverse impact and address these before implementation. All projects will be monitored as part of the Council's monitoring process to ensure delivery against agreed outputs and outcomes.

Name: Shanara Matin
(signed off by)

Date signed off: 18th May 2015
(approved)

Service area:
Corporate Strategy & Equality

Team name:

One Tower Hamlets

Name and role of the officer completing the EA:

Afazul Hoque, Senior SPP Officer

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?

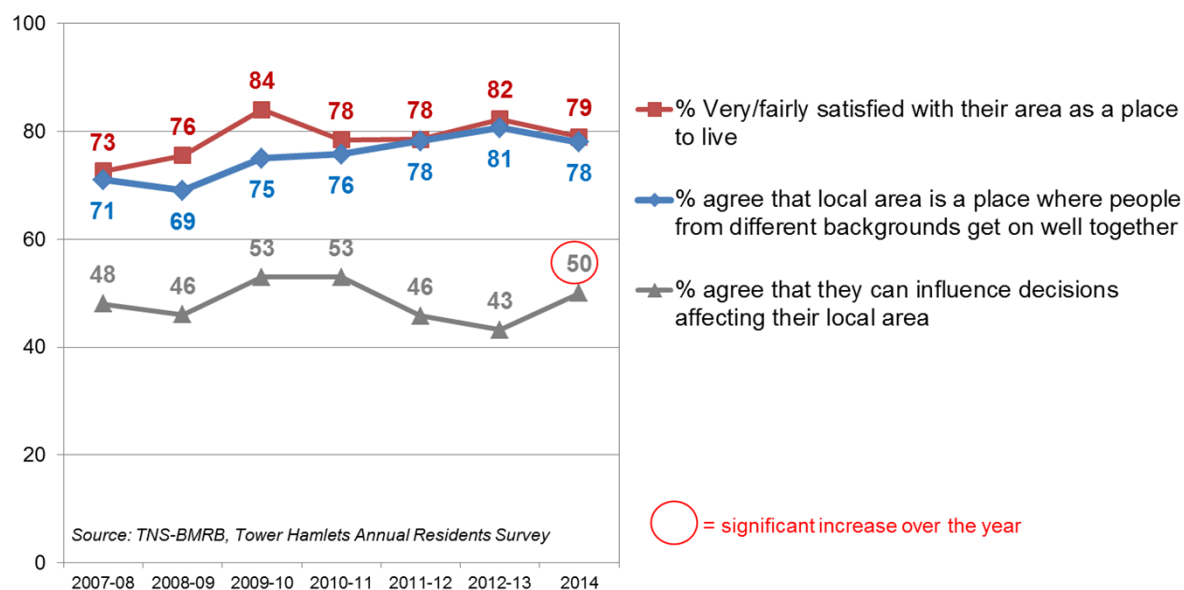
Review of projects funded last year

Community Plan which has been informed by Borough Equality Assessment which helps identify areas of inequality to be addressed.

The Single Equality Framework 2014/15 identifies a number of One Tower Hamlets priority areas which include:

- Strengthen inter-generational cohesion
- Give disabled people a voice in decision making
- Improve representation of women in public life
- 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

The Annual Residents Survey 2013/14 show that views about the area and cohesion remain positive: 79 per cent say they are satisfied with the area as a place to live, and a similar proportion (78 per cent) agree that the local area is a place where people from different backgrounds get on well together. Ratings are similar to the last two years (ie not significantly different). Half of all respondents felt they could influence decisions affecting their area, a significant improvement on last year's figure, after a fall two years previously.



Details of proposed projects submitted by organisations including number of people that will be engaged in the projects, the equality groups that will be engaged, how the need for the project has been identified and how they will monitor these projects.

Section 3 – Assessing the Impacts on the 9 Groups

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>Please add a narrative to justify your claims around impacts and,</p> <ul style="list-style-type: none"> Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Disability	Positive	<p>The One Tower Hamlets Fund will support activities that will bring together people of different ethnicity to build positive relationships, improve their area, develop community leadership and enable people who are seldom heard to take a more active role in their community. All projects recommended for funding propose to engage people from a range of ethnicity. For example the East London Chinese Community Centre proposes to engage Chinese, Vietnamese, Bangladeshi and British White communities in their activity.</p> <p>As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.</p>
Gender	Positive	<p>The One Tower Hamlets Fund will support activities that will empower disabled residents to build positive relationships between different groups, address local cohesion issues and work together to improve their local area. For example the St. Hilda’s Community Centre project proposes to engage young and old disabled people from a range of backgrounds in their project to develop a shared understanding.</p> <p>As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.</p>
Gender Reassignment	Positive	<p>The One Tower Hamlets Fund will support activities that will empower male and female residents to build positive relationships between different groups, address local cohesion issues and work together to improve their local area. For example the SocietyLinks project proposes to engage male and female volunteers in their project to build resilience and address negative attitudes.</p> <p>As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.</p>
Sexual Orientation	Positive	<p>The One Tower Hamlets Fund will support activities that will empower transgender residents to build positive relationships between different groups, address local cohesion issues and work together to improve their local area. For example the Rainbow Hamlets project proposes to develop leadership skills of LGBT people to play a more active role in the community.</p> <p>As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.</p>
		<p>The One Tower Hamlets Fund will support activities that will empower LGBT residents to build positive relationships between different groups, develop leadership, address local cohesion issues and work together to improve their local area. For example the Rainbow Hamlets project proposes to develop a Rainbow Hamlets Community Network which brings together a range of LGBT organisations and increase wider community interactions.</p> <p>As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any</p>

		activities which may have adverse impact on any particular group are addressed prior to implementation.
Religion or Belief	Positive	The One Tower Hamlets Fund will support activities that will empower residents of religion or belief or those of no faith to build positive relationships between different groups, address local cohesion issues and work together to improve their local area and develop their leadership skills. For example the Tower Hamlets Somali Organisations Network proposes to work men of different faith and bring them together through the medium of sports. As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.
Age	Positive	The One Tower Hamlets Fund will support activities that will empower residents of all age residents to build positive relationships between different groups, address local cohesion issues and work together to improve their local area. For example the Milestone project proposes to develop the community leadership role of 40 residents ranging from age 16-69. As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.
Marriage and Civil Partnerships.	Positive	The One Tower Hamlets Fund will support activities that will empower residents who are married or in civil partnerships to build positive relationships between different groups, address local cohesion issues and work together to improve their local area. All the projects will support residents who are married or in a civil partnerships and there will be no adverse impact on this group. As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.
Pregnancy and Maternity	Positive	The One Tower Hamlets Fund will support activities that will empower residents who are pregnant or on maternity to build positive relationships between different groups, address local cohesion issues and work together to improve their local area. All the projects that cater for women will support women who may be pregnant or on maternity and there will be no adverse impact on this group. As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.
Other Socio-economic Carers	Positive	The One Tower Hamlets Fund will support activities that will particularly target residents who may be unemployed, at risk of crime and anti-social behaviour, carers and other vulnerable and seldom heard residents to help develop their community leadership roles, support volunteering and bring together a diverse group of residents to improve cohesion in the area. As part of the grant agreement process discussions will be held with organisations recommended for funding to ensure any activities which may have adverse impact on any particular group are addressed prior to implementation.

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?

Yes? No? ✓

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

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?

Successful projects will invited to initial meeting to discuss and develop their proposal further and agree a timeline and identify any potential adverse impact of their proposal on any protected characteristic.

All funded projects will be expected to adhere to the Council's corporate grant monitoring process including gathering data against the 9 protected characteristics.

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:

A number of applications are recommended reduced funding then they requested and Officers will negotiate revised targets and outcomes as part of the grants award process.

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

The EA will feed into the grants award process and monitoring and implementation of successful projects.




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
Grants award process considers equalities impact of implementation of projects	Discuss with organisations about impact of their project on different equalities group	<ol style="list-style-type: none"> 1. Grant awards process completed by June 2015 2. Revised project plans developed by June 2015 	AH & TA	
Monitoring of projects against protected characteristics and impact on any groups	<p>Project monitoring including gathering equalities data</p> <p>End of project report on impact of different equality groups</p>	<ol style="list-style-type: none"> 1. Grant monitoring forms include equalities monitoring by July 2015 2. End of project report shows impact on different equality groups Feb 2016 	AH & TA	

Appendix A

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.	Suspend – Further Work Required	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.	Further (specialist) advice should be taken	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.	Proceed pending agreement of mitigating action	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.	Proceed with implementation	Green: 