

# 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)*

Positive activities for Young People

See Appendix  
**A**

Current decision  
rating



### **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)*

The Analysis shows that the impact of the grant programme will be positive or neutral on those groups with protected characteristics. Where the grant application profile received or recommended for approval has not matched geographical disposition of the target cohorts arrangements are being put in place to provide direct provision via the Youth Service to compensate. Plans are also in place to improve grant interest from the third sector in underrepresented areas and to maintain a focus on best value continuous improvement by reviewing the programme documents and processes and analysing participation and engagement.

**Name:**

(signed off by)

**Date signed off:**

(approved)

Service area:

CLC

Team name:

Safer Communities

Service manager:

Andy Bamber, Head of Safer Communities

Name and role of the officer completing the EA:

Hasan Faruq, Quality Assurance Manager

## 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?

Age, gender and SEN/LDD breakdown data provided by the applicants (recommended organisations only)

Organisation	Age Categories						SEN/LDD								Total
	Male (8 - 12)	Male (13 - 16)	Male (17 - 19)	Female (8 - 12)	Female (13 - 16)	Female (17 - 19)	Male (8 - 12)	Male (13 - 16)	Male (17 - 19)	Male (20-25)	Female (8 - 12)	Female (13 - 16)	Female (17 - 19)	Female (20-25)	
Bangladesh Football Association (UK)	52	60	20		8										140
East Girls project c/o The Rooted Forum					20	10									30
Osmani Trust - Aasha project	5	15	10					10	5						45
Osmani Trust - Amaal girls project				10	20	8						5	2		45
Vallance Community Sports Association - Boys	15	15	10												40
Island House Community Centre	12	12	1	12	12	1									50
Newark Youth London	10	20	10	5	5	2									52
Vallance Community Sports Association - Girls				5	5	10									20
Streets of Growth		5	5		5	5									20
Al-Isharah		2	2		2										16
Attlee Centre	15	20	10	10	10	5		6				4			77
Society Links	5	10	10	5	15	15	1	1		1	1	1	1		66
Young & Talented		2	3		3	4									12
Weavers Community Forum	2	12	10	2	8										34
Shadwell Youth Club c/o The Rooted Forum					20	15									35
2nd East London Scout Group	13	10	2	12	10	3									50
Shadwell Basin Outdoor Activity Centre	40	60		40	60										200
Step Forward (Tower Hamlets)	2	4	4	2	4	4			1					1	22
The Arbour Youth Centre		8	6		8	18									40
St Hilda's East Community Centre	10	35		10	15										70
Wise Youth Trust	8	8	15	4	5	2	1	1	1						45
Mudchute Association	10	10	5	10	10		3	5		2	3				58
Ocean Youth Connexions - Girls & Women's project				12	12	10						2	2		38
Ocean Youth Connexions - Open Access	6	20	10	4	5	5									50
Sports Network Council	4	14	9	1	6	2	1	1	1		1				40
Somali Integration Team					20	20									40
Milestone	3	20	2	2	15										42
Shadow Youth Alliance	6	10	6	6	10										38
Malmesbury Community Project	10	15	15	10	10	10									70
<b>Total:</b>	<b>228</b>	<b>387</b>	<b>165</b>	<b>162</b>	<b>323</b>	<b>149</b>	<b>6</b>	<b>27</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>1</b>	<b>1485</b>

- 34% (10 out of 29) of the recommended organisations will work with young people with SEN and LDD.
- Beneficiaries of this project will be young people aged between 8 and 25.
- It is expected that 56% of the expected participants are boys and 44% girls.

Table below shows the wards that the recommended organisations are located.

Ward	Organisation
Bethnal Green	Newark Youth London
	Wise Youth Trust
	Somali Integration Team
	Shadow Youth Alliance
Blackwall and Cubit Town	Island House Community Centre
	2nd East London Scout Group
Bow West	Malmesbury Community Project
Canary Wharf	Streets of Growth
Island Gardens	Mudchute Association
Lansbury	Milestone
Shadwell	East Girls project c/o The Rooted Forum
	Shadwell Youth Club c/o The Rooted Forum
Spitalfields and Banglatown	Osmani Trust - Aasha project
	Osmani Trust - Amaal girls project
	Attlee Centre
	Young & Talented
St Dunstan's	The Arbour Youth Centre
	Ocean Youth Connexions - Girls & Women's project
	Ocean Youth Connexions - Open Access
St Katharine's and Wapping	Shadwell Basin Outdoor Activity Centre
Weavers	Vallance Community Sports Association - Boys
	Vallance Community Sports Association - Girls
	Weavers Community Forum
	Step Forward (Tower Hamlets)
	St Hilda's East Community Centre
Whitechapel	Bangladesh Football Association (UK)
	Al-Isharah
	Society Links
	Sports Network Council

The table above shows that geographical response to the grant programme was patchy reflecting a concentration of 3<sup>rd</sup> Sector organisations physically located in the centre and West of the Borough.

The Service intends to compensate for areas where there is a high density of the target cohorts and low level of provision. It should be noted that provision of summer activities are not limited to those organisations receiving funding from this grant programme.

### 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

<b>Target Groups</b>	<b>Impact – Positive or Adverse</b>	<b>Reason(s)</b>
	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> <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	Neutral	PAYP funded provision is not ethnically targeted. The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Disability	Positive	Of the 29 applications recommended for approval 34% include a SEN or LDD element.
Gender	Neutral	PAYP is not targeted by gender. It is expected that 56% of the young people participating in the PAYP funded activities will be boys and 44% girls. The service will review the equality background of the young people who participate in the activities.
Gender Reassignment	Neutral	The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Sexual Orientation	Neutral	The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Religion or Belief	Neutral	PAYP is not targeted by faith. The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Age	Positive	PAYP targets young people aged 8-19 or up to 25 for those with SEN and LDD. This age group will benefit from the project.
Marriage and Civil Partnerships.	N/A	N/A.
Pregnancy and Maternity	Neutral	The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.

Other Socio-economic Carers	Positive	The scheme does not specifically target families with carers however, it is open to such families and would provide some respite in circumstances were either a care responsibility is reduced at home or the Carer (if a young person) can attend some diversionary holiday activity. The organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
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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?

Yes?                      No? X

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? x                      No?

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

The review of this round will feed into the future rounds of this project.

Does the policy/function comply with equalities legislation?

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

Yes? x                      No?

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

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

The review of this round will feed into the future rounds of this project.

## 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.*

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

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
The service will compensate in the short term with a stepped up programme of direct provision of summer activities in areas where there are a significant proportion of the target cohort but no eligible grant awards or no applications received and limited	Provide a targeted directly provided programme of summer activities through the Councils network of Youth Centres in such areas.	Complete an assessment of borough wide provision following Commissioner Decisions. 15 <sup>th</sup> June 2015  Identify those parts of the Councils networked direct Youth provision that will need to provide an enhanced summer programme. 15 <sup>th</sup> June 2015	Dinar Hussain  Dinar Hussain	






<p>provision in the locality delivered by other differently funded providers.</p> <p>In the medium term targeted marketing and a review of the weighting associated with these grants will be undertaken to encourage third sector applications under this scheme to align even more closely to the geographical disposition of the target cohort.</p> <p>The application form,</p>	<p>Identify 3<sup>rd</sup> Sector organisations with relevant capacity and expertise specific to the target cohorts in areas with high target cohort density but low grant application activity and devise with Corporate Communications a Communication strategy to promote the grant programme to these organisations. This may need direct youth staff engagement to support it.</p> <p>Review guidance and application forms for consistency, clarity, effectiveness and equalities. Revise</p>	<p>Complete programme planning and delivery activities. 15<sup>th</sup> June 2015</p> <p>Review the targeted nature of the Programme against monitored performance. July 2015</p> <p>Review provision and application activity specific to the grant programme with geographic disposition of the target cohorts. July 2015</p> <p>Complete a search for relevant 3<sup>rd</sup> Sector organisations in the under represented areas identified by the work above. July 2015</p> <p>Complete a 3d sector marketing and engagement plan. July 2015</p> <p>Implement the Plan August to September and repeat ahead if each grant round request for applications.</p> <p>Complete the review June 2015.</p>	<p>Dinar Hussain</p> <p>Dinar Hussain</p> <p>Dinar Hussain</p> <p>Dinar Hussain</p> <p>Dinar Hussain</p> <p>Dinar Hussain</p>	
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assessment criteria and guidance is to be reviewed before the next round.

as necessary.

## 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: 