

## Equality Analysis (EA)

Financial Year  
**2015/16**

### Mainstream Grant 2015-18 – Jobs, Skills and Prosperity

See  
**Appendix A**  
Current decision  
rating

#### Section 1 – General Information (Aims and Objectives)

##### Strand 1 – Routeways to Employment

The overarching objective of this strand is to help increase and integrate pathways to employment of residents either marginalised by the labour market or facing multiple or complex barriers which make this transition difficult.

Target outcomes include:

- Engagement and advancement of those residents furthest from the labour market into employment support programmes, skills training, and jobs.
- Coordinated customer-focused provision with strong referral partnerships delivering holistic support to tackle barriers to employment.
- Increased integration of voluntary sector routeways to employment provision with Council and other funded employment support services, including development of effective assessment, tracking and referral systems.

##### Strand 2 – Social Welfare Advice Services

This strand is focused on meeting the demand for social welfare advice in Tower Hamlets driven by welfare reform and other legislative changes, the housing crisis and continued economic austerity. It will provide free welfare advice and legal services that support vulnerable groups and residents on low incomes to access their rights and understand their obligations.

Target Outcomes:

The strand is particularly focused on funding provision that:

- Maximise access for residents to quality assured advice services through a network of generalists and specialist advice providers, that ensure the best use of available resources through effective referral systems and partnership arrangements;
- Provide responsive high quality advice services and achieves value for money through streamlining the channels and process for people seeking help and advice, and ensuring that provision is available for those most in need;
- Help ensure the quality and sustainability of advice service provision in the borough through providing information, training and support for advisors and volunteers, and promoting effective collaboration between advice agencies and other key stakeholders to help meet identified advice needs.

##### Funding

Strand 1 – Routeways to Employment – 320k per annum.

Strand 2 – Social Welfare Advice Services – 900k per annum.

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

The strategic focus of the 2015-18 round is characterised by an emphasis on the viability and efficiency of projects and how they fit within a coherent programme of provision. The programme seeks to provide accessible universal services with some targeting of priority groups; the focus on quality and availability of universal provision, with strong partnership and referral routes, aims to ensure that existing service users can access provision that is able to holistically address multiple needs.

As part of the regular monitoring and review of projects, work will be undertaken with borough wide, locality based and needs specific groups to review client profile and take up by priority target groups. This will ensure resources are targeted to meet any identified gaps in provision and ensure that services are co-ordinated and prioritise those most in need.

**Name:**

(signed off by)

**Date signed off:**

(approved)

Service area:

Economic Development

Theme Lead(s):

Aelswith Frayne and Maura Farrelly

Name and role of the officer completing the EA:

Stephanie Ford, Programme Manager, D&R

## Section 2 – Identified Need

### Strand 1 – Routeways to Employment

This strand is targeted at residents marginalised by the labour market or facing barriers which make the transition to employment difficult. Priority was given to applications that target key groups who are furthest from the labour market whose needs are not currently being fully addressed by other providers. This includes long term unemployed or economically inactive residents who experience multiple disadvantages, including people whose barriers relate to age, gender, ethnicity, health or disability; people most likely to be adversely affected by the impacts of recent or proposed welfare reform, particularly people with caring responsibilities, people from BAME communities and people experiencing mental health problems.

Approximately 48% of working age claimants are on Employment Support Allowance (ESA) Incapacity Benefit (IB) as detailed in the claimant rate figures below and mental health accounts for approximately 46% of those claims.

<b>Working-age client group - main benefit claimants (November 2014)<sup>1</sup></b>				
	<b>Tower Hamlets (numbers)</b>	<b>Tower Hamlets (%)</b>	<b>London (%)</b>	<b>Great Britain (%)</b>
Total claimants	26,550	13.2	11.2	12.5
Job seekers	5,490	2.7	2.1	1.9
ESA and incapacity benefits	12,730	6.3	5.5	6.3
Lone parents	2,470	1.2	1.2	1.1
Carers	3,500	1.7	1.1	1.5
Others on income related benefits	670	0.3	0.3	0.3
Disabled	1,450	0.7	0.8	1.1
Bereaved	250	0.1	0.1	0.2
Main out-of-work benefits†	21,360	10.6	9.1	9.7

The claimant rate varies slightly across the main geographic areas in the borough, with pockets of deprivation and high levels of unemployment in all geographic areas as detailed in the appended Map A of ESA claimants and the Map B Children in low-income families by ward.

<sup>1</sup> The Route-ways to work specification provided references to the May 2014 ONS claimant count data which included a summary of claimants by ethnicity and gender, as detailed below

- ESA/ IB claimants: 33% White; 30% Asian; 8% Black; Male 55%; Female 44% (12,440)
- JSA claimants: 30% White; 42% Asian; 15% Black, Male 61%; Female 39% (6,580)
- 2.6% of JSA claimants are aged 18 – 24 ( 870) and approximately 15% of these have been claiming for over 12 month
- 11.6% of those on key out of work benefits are lone parents.

## Section 2 Strand 1 – Assessing the Impacts on the 9 Groups - Routeways to Employment strand

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> Please also how the proposal will promote the three One Tower Hamlets objectives? <ul style="list-style-type: none"> <li>- Reducing inequalities</li> <li>- Ensuring strong community cohesion</li> <li>- Strengthening community leadership</li> </ul>
Race	Positive	The programme is characterised by 'universal' provision, working with people furthest away from employment market. This will ensure access is available to all residents as well as targeted support where necessary. There are 2 projects which offer targeted support to BAME women; <ul style="list-style-type: none"> <li>• ABLE ~ ADULT BASIC LEARNING &amp; EMPLOYMENT-Readiness Project</li> <li>• Newark Youth London - Women into Work</li> </ul>
Disability	Positive	Three recommended projects offer targeted support to residents with disabilities <ul style="list-style-type: none"> <li>• Mind In Tower Hamlets – Upskill</li> <li>• Island House Community Centre</li> <li>• Bowhaven - Equip Initiative</li> <li>• DeafPLUS - Breakthrough Deaf and Hearing Integration - Employment for Deaf and Disabled people in Tower Hamlets (EDITH)</li> </ul> The first two are specifically targeted at residents with mental health issues.
Gender	Positive	2 projects offer targeted support to BAME women; <ul style="list-style-type: none"> <li>• ABLE ~ ADULT BASIC LEARNING &amp; EMPLOYMENT-Readiness Project</li> <li>• Newark Youth London - Women into Work</li> </ul>
Gender Reassignment	Neutral	There were no applications received that primarily focussed on residents who have undergone gender reassignment, however there is significant universal provision within the programme all providers will be required to demonstrate due regard to equalities and diversity issues in service delivery and mitigate adverse impact on any particular group.
Sexual Orientation	Neutral	There were no applications received that primarily focussed on LGBT residents, however there is significant universal provision

		within the programme. All projects will be required to demonstrate how they involve residents from diverse backgrounds and provide equalities information on service users. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group.
Religion or Belief	Neutral	There were no applications received that primarily focussed on working with specific faith communities. However there is significant universal provision within the programme all providers will be required to demonstrate due regard to equalities and diversity issues in service delivery.
Age	Positive	There are two projects recommended under Routeways to Employment which provides targeted support to young people. There were no specific applications for older people, however all providers will also be required to demonstrate due regard to equalities service delivery.
Marriage and Civil Partnerships.	Neutral	None of the projects recommended for funding primarily focus on married residents or those in civil partnerships, however there is significant universal provision within the programme. All projects will be required to demonstrate how they involve residents from diverse backgrounds and provide equalities information on service users. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group.
Pregnancy and Maternity	Neutral	None of the projects recommended for funding primarily focus on pregnant residents or those on maternity. All projects will be required to demonstrate how they involve residents from diverse backgrounds and provide equalities information on service users. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group.
Other Socio-economic	Positive	The theme remains focused on residents furthest away from the labour market and low income households.

## Section 3 Strand 2 - Impact Summary - Routeways to Employment

Under the 2013 programme, projects providing employment support services sat under the Community and Economic Engagement (CEE) theme. The CEE theme had two priority areas; Community Engagement which largely maps to the Community Engagement, Cohesion and Resilience theme and Economic Engagement which maps to Routeways to Employment. Although there is some difference between the programmes as detailed below, overall the key outcomes and target beneficiaries have remained unchanged. The focus of the new Routeways to Employment strand is still on engaging and supporting those furthest away from the labour market, who face multiple barriers to employment.

Map C<sup>2</sup> shows the geographical delivery area of the 51 projects funded under MSG 2013 -15 Economic Engagement strand and the geographical delivery area of those 10 projects recommended to be funded under this 2015 -2018 round. Immediate observations are that there is a significant reduction in the number of projects to be funded via this theme. However the funding levels for individual projects have increased; the average funding per annum of a project under the 2013 programme was approximately £10,000, however the average for this round is approximately £33,000.

The previous programme awards provided only a portion of the funding originally sought for the projects, so targets and outcomes had to be significantly renegotiated. The numbers of residents assisted who made significant progression on pathways to employment was therefore reduced due to the small level of grant funding provided. The strategic focus of the new specification was therefore designed to ensure that projects are viable, and able to deliver services that are integrated into other provision and can demonstrate outcomes for residents. This has meant that although fewer organisations are funded within the available budget the overall level of grant for individual projects is higher and will enable more integrated support services to be provided to more residents

Map D shows that this year's programme is characterised by more borough wide provision. Seven of the projects recommended for grant funding have Boroughwide provision; provision is primarily targeted at specific client groups who face significant barriers to unemployment : 4 of the projects recommended to receive funding have a specific target of helping women, 4 have a young person focus, 3 have disability and mental health and 2 have a BAME focus. The remaining projects have a significant 'universal' focus; e.g. support for all to access routes to employment.

In comparison with the 2013 programme, the 'strategic' focus of this round is characterised by funding of fewer projects but with more sustainable funding levels and targets to assist more residents access integrated support. The universal provision is designed ensure that existing service users will be able to access provision. The programme also offers significant targeted provision which should enable it to respond to the needs of specific communities as identified.

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<sup>2</sup> Please note both Map C and Map D show the delivery area (ward) for each project.

## Section 1 - Identified Need Strand 2 – Social Welfare and Advice Services

The basis of need under this strand is evidenced via high levels of demand for welfare benefits, housing and debt advice as detailed below. Recent research reports including the Advice Services review and the CESI report on the Impacts of Welfare reform in Tower Hamlets (2014) also highlighted the key role voluntary sector advice agencies play in enabling poorer and more vulnerable residents access to legal advice about their welfare benefits and housing entitlements, employment and financial rights and other legal concerns

Monitoring returns data from advice agencies highlights that over 20,000 residents sought assistance in 2014, of these 5,293 identified themselves as having a disability or long term limiting illness and over 40% were from BME communities. Welfare benefits and tax credits advice accounted for 51% of the 29,000 enquiries dealt with, followed by Debt Advice (15%) Housing Advice (14 %). The other main areas of law people sought assistance with included Immigration, Family and Employment Rights Advice.

We also know many residents have been impacted by welfare reform and the on-going austerity agenda. Analysis undertaken by the LGA highlights the likely impact the most significant changes to welfare benefits for decades will have on advice services. In particular changes to disability and work related benefits, as well as housing benefit, will ultimately result in around £70m per year reduction in welfare payments to Tower Hamlets residents by 2015/16.

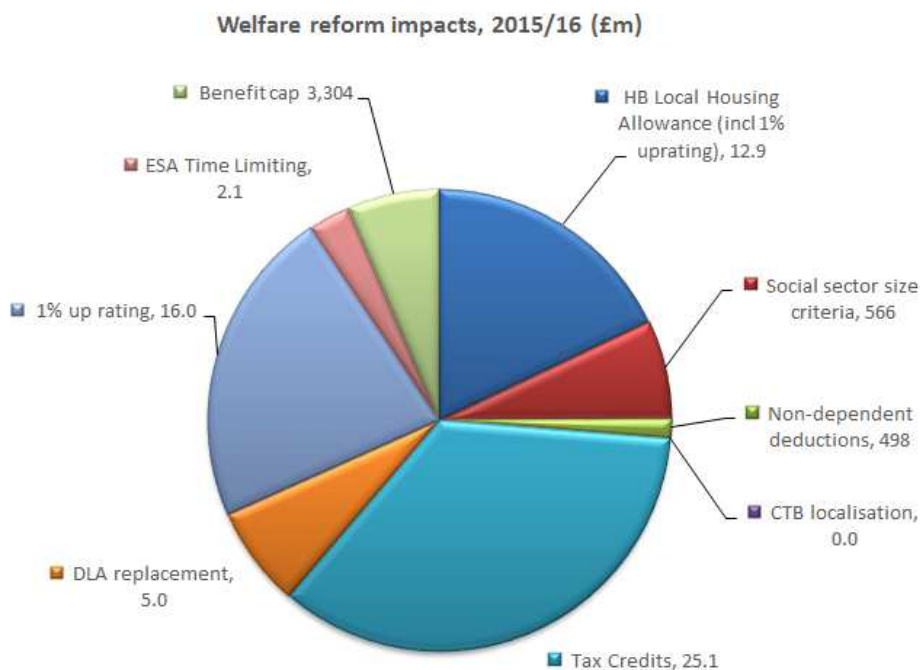


Figure 1: Total financial impact of welfare reform on Tower Hamlets in 2015/16 (Source: LGA)

The high levels of poverty and deprivation (including child poverty) in the borough are another indicator of need – see Map B for breakdown of child poverty via ward. National research has identified a relationship between legal problems and deprivation/social exclusion. The 2010



Legal Services Research Centre report found that the people most likely to experience clusters of civil justice problems, included: people with long-term health problems or disabilities; those living in rented or high density housing; the unemployed and those on very low incomes; people with poor literacy, numeracy skills, or poor English language skills

## Section 2 – Assessing the Impacts on the 9 Groups - Social Welfare Advice Services

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> Please also how the proposal will promote the three One Tower Hamlets objectives? <ul style="list-style-type: none"> <li>- Reducing inequalities</li> <li>- Ensuring strong community cohesion</li> <li>- Strengthening community leadership</li> </ul>
Race	Neutral	<p>The programme continues to focused on provision of universal advice services that support vulnerable groups and those on low incomes to access their rights and understand their obligations</p> <p>Of the clients supported last year: 53% were of Bangladeshi origin, 11% white British, 9% Black British, 14% Black African (including Somali) and 2% were other Asian including Chinese and Vietnamese. It is envisaged that the client group will remain similar in the new programme with some targeted work to ensure that the needs of any groups underrepresented in service user profile are addressed</p>
Disability	Neutral	<p>Of the clients supported through this programme last year 26% identified themselves as having a disability or long term limiting illness. It is envisaged that the % will increase in the new programme due to the ongoing changes to disability and health related benefits</p>
Gender	Neutral	<p>Of the clients supported last year: 53% were women and it is envisaged that the % will remain the same in the new provision</p>
Gender Reassignment	Neutral	<p>There were no applications received that primarily focussed on residents who have undergone gender reassignment, however all providers will be required to demonstrate due regard to equalities and diversity issues in service delivery</p>
Sexual Orientation	Neutral	<p>There were no applications received that primarily focussed on LGBT residents, All providers will be required to demonstrate due regard to equalities and diversity issues in service delivery</p>
Religion or Belief	Neutral	<p>There were no applications received that primarily focussed on working with specific faith communities. All providers will be required to demonstrate due regard to equalities and diversity</p>



		issues in service delivery
Age	Neutral	Of the clients supported last year 64% of people seeking help were aged between 26 and 49:, 18% were 50-64; ,8% were over 65 and 10% were aged between 16 and 25 . It is envisaged that the % will remain the same in the new provision
Marriage and Civil Partnerships.	Neutral	None of the projects recommended for funding primarily focus on married residents or those in civil partnerships, however all providers will be required to demonstrate due regard to equalities and diversity issues in service delivery
Pregnancy and Maternity	Neutral	None of the projects recommended for funding primarily focus on pregnant residents or those on maternity, however all providers will be required to demonstrate due regard to equalities and diversity issues in service delivery
Other Socio-economic	Positive	The theme remains focused on supporting access to advice on social welfare law for low income residents particularly those who experience barriers in accessing their rights and entitlements .Projects are also required to demonstrate how they empower residents including identifying clear linkages and referral routes for their service users to other relevant initiatives including basic skills training, digital and financial inclusion projects , health and advocacy support initiatives as well as specialist legal advice services.

### **Section 3 - Impact Summary - Social Welfare and Advice Services**

The Social Welfare and Advice strand under the MSG 2015-18 programme is very similar to the MSG 2013 – 15 programme, both in terms of aims and objectives but also target beneficiaries. Provision in the programme is more integrated with a range of partnership applications at both borough wide and locality level. The programme also includes provision for supporting increased access to and ongoing development of the quality of advice provision in the borough. Map E shows the ward delivery of projects awarded funding in the 2013 programme, and Map F shows delivery of projects recommended for delivery in 2015.

There is some overall reduction in the number of projects to be funded via this theme but this is primarily because in both the borough wide generalist provision and the north west cluster locality provision, a number of existed providers have joined together to submit partnership bids. The boroughwide generalist provision partnership bid is led by the CAB and includes Somali , Chinese language specific advice providers , Praxis and Deaf Plus. The locality provision in the North West cluster is a partnership bid led by Legal Advice Centre which includes groups that were previously funded as individual organisations. There is only one organisation who previously received a small grant of £10,000 per annum who is not included in the current programme as they were part of a partnership bid that was not recommended for funding due to duplication with existing provision in that area. It is therefore considered that there will be no significant change in available provision to service users or to staff as there were no advice staff employed by that organisation.

Advice services play a crucial role in reducing inequalities and supporting social inclusion by helping people to maximise their incomes and deal with housing, debt, or employment rights issues for example. Advice services help to mitigate impact of deprivation and disadvantage by supporting residents to navigate often complex social welfare systems and processes and negotiating with third parties on their behalf to resolve housing, debt and other social welfare law problems. The services empower residents by advising and informing them of their legal rights and responsibilities and encouraging them where appropriate to access other support services employment and financial management

## Routeways to Employment

### 4.1.1 Overall summary of projects recommended for funding

<b>Organisation and Project Name</b>	<b>Description</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Mind In Tower Hamlets - Upskill Island House Community Centre	Upskill is a new service which aims to support people with mental health issues to get closer to the labour market. Developing social enterprise models of employment, we will offer direct work place experience, training and placements in related business areas which will support our clients to access work.	Borough wide	Residents with mental health issues
Island House Community Centre - ABLE ~ ADULT BASIC LEARNING & EMPLOYMENT-Readiness Project	This collaborative consortium project works to integrate basic skills and adult education training with employment preparation courses and volunteer work placements to help support & up-skill people in SE locality of Tower Hamlets to move them closer to the job market.	Blackwall & Cubitt Town, Canary Wharf, Island Gardens, Lansbury, Limehouse, Poplar	Project targets those furthest from the job market in LAPs'7&8, particularly BME women and the economically inactive
Osmani Development Trust - Education & Employment	The Education & Employment Project was established in 2006. Our aim is to develop the capacity, knowledge and skills of young people, especially those facing barriers, marginalised, so that they are able to access and benefit from training and developmental opportunities with the view to improving their quality of life.	Borough wide	Young people

Newark Youth London - Women into Work	Our project aims to increase employability skills of all women in Tower Hamlets, specifically targeting BAME women and supporting them to move closer to the job market and into work through assessment, one to one support, supported work placements/volunteering, improving essential basic skills, training, enterprise and back to work seminars.	Borough wide	Women per year (aged 16 and above) from across Tower Hamlets, Specifically targeting BAME Bangladeshi/Somali women and newly arrived migrant women
The Prince's Trust - Bridging The Gap	Led by The Prince's Trust, the 'Bridging the Gap' programme is an innovative, high impact course designed for marginalised young people living Tower Hamlets. Through targeted outreach we will engage those young people furthest from the job market and provide them with 1-1 support, development opportunities and employment skills.	Borough wide	Young people
Bowhaven - Equip Initiative	The Equip Initiative provides specialist training and support for people who have experienced mental illness to help them build skills and experience.	Borough wide	Residents with mental health issues
DeafPLUS - Breakthrough Deaf and Hearing Integration - Employment for Deaf and Disabled people in Tower Hamlets (EDITH)	A specialist pan-disability Employment Service in Tower Hamlets provided by deafPLUS and Real will provide IAG to address barriers to employment, accredited and non-accredited training including digital skills, volunteering and employment support. Skills of job seekers will be enhanced to gain confidence and motivation to gain and sustain employment.	Borough wide	Disabled residents
Tower Hamlets Parents' Centre - THPC ICT Embedded Women's ESOL Project	The THPC ICT Embedded Women's ESOL Project is a three year initiative that will offer ICT embedded ESOL Classes to 135 unemployed women from the borough. It will improve their skills thus helping them to find employment.	Bethnal Green, Lansbury, Limehouse, Poplar, Spitalfields & Banglatown, St	Women

		Dunstan's, St Peter's Stepney Green, Waevers, Whitechapel	
Four Corners - Creativity Plus (CP)	Creativity Plus is a specialist training scheme, offering high-quality, production-led training in film/TV craft/production and photographic skills, matched with business know-how and mentoring support for disadvantaged unemployed people and economically inactive residents borough-wide, focusing initially on the north-west of the borough (LAPs 1 & 2) .	Borough wide	Disadvantaged unemployed and economically inactive residents
Limehouse Project Limited - Enhancing Vocational Access (EVA)	EVA offers economically inactive/unemployed women an integrated incremental programme of personal development, employability and vocational training to improve their life chances. EVA targets women who seek work opportunities compatible with their experience, interests and family commitments such as Health & Social Care, childcare or self-employment based on domestic skills.	South East Cluster	Inactive unemployed women

## Target Beneficiary Groups

### 4.1.2 Universal services general population (all communities)

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Island House Community Centre - ABLE ~ ADULT BASIC LEARNING & EMPLOYMENT-Readiness Project	Blackwall & Cubitt Town, Canary Wharf, Island Gardens, Lansbury, Limehouse, Poplar	Project targets those furthest from the job market in LAPs'7&8, particularly BME women and the economically inactive

Four Corners - Creativity Plus (CP)	Borough wide	Disadvantaged unemployed and economically inactive residents
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#### 4.1.3 Projects targeting users by protected characteristic

##### a) Women

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Island House Community Centre - ABLE ~ ADULT BASIC LEARNING & EMPLOYMENT-Readiness Project	Blackwall & Cubitt Town, Canary Wharf, Island Gardens, Lansbury, Limehouse, Poplar	Project targets those furthest from the job market in LAPs'7&8, particularly BME women and the economically inactive
Newark Youth London - Women into Work	Borough wide	Women per year (aged 16 and above) from across Tower Hamlets, Specifically targeting BAME Bangladeshi/Somali women and newly arrived migrant women
Tower Hamlets Parents' Centre - THPC ICT Embedded Women's ESOL Project	Bethnal Green, Lansbury, Limehouse, Poplar, Spitalfields & Banglatown, St Dunstan's, St Peter's Stepney Green, Weavers, Whitechapel	Women
Limehouse Project Limited - Enhancing Vocational Access (EVA)	South East Cluster	Inactive unemployed women

##### b) Young people

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Osmani Development Trust - Education & Employment	Borough wide	Young people

The Prince's Trust - Bridging The Gap	Borough wide	Young people
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c) Disabled residents

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Mind In Tower Hamlets - Upskill Island House Community Centre	Borough wide	Residents with mental health issues
Bowhaven - Equip Initiative	Borough wide	Residents with mental health issues
DeafPLUS - Breakthrough Deaf and Hearing Integration - Employment for Deaf and Disabled people in Tower Hamlets (EDITH)	Borough wide	Disabled residents

d) BME residents

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
ABLE ~ ADULT BASIC LEARNING & EMPLOYMENT-Readiness Project	Blackwall & Cubitt Town, Canary Wharf, Island Gardens, Lansbury, Limehouse, Poplar	Project targets those furthest from the job market in LAPs'7&8, particularly BME women and the economically inactive
Newark Youth London - Women into Work	Borough wide	Women per year (aged 16 and above) from across Tower Hamlets, Specifically targeting BAME Bangladeshi/Somali women and newly arrived migrant women



#### 4.1.4 Projects by Geographical Area

<b>NW Ward Cluster</b>	<b>NE Ward Cluster</b>
1) Tower Hamlets Parents' Centre – THPC ICT Embeded Women's ESOL Project	
<b>SW Ward Cluster</b>	<b>SE Ward Cluster</b>
1) Tower Hamlets Parents' Centre – THPC ICT Embedded Women's ESOL Project	1) Island House - Able- Adult Basic Learning & Employment – Readiness Project
	2) Tower Hamlets Parents' Centre – THPC ICT Embedded Women's ESOL Project
	3) Limehouse Project - Limehouse Project Limited - Enhancing Vocational Access (EVA)
<b>Boroughwide</b>	
1) Mind in Tower Hamlets – Upskill Island House Community Centre	
2) Osmani Development Trust – Education & Employment	
3) Newark Youth London – Women in Work	
4) The Prince's Trust – Bridging The Gap	
5) Bowhaven – Equip Initiative	
6) DeafPLUS – Breakthoug Deaf and Hearing Integration – Employment for Deaf and Disabled people in Tower Hamlets (EDITH)	
7) Four Corners - Creativity Plus (CP)	

## Social Welfare and Advice Services

### 4.2.1 Overall summary of projects recommended for funding

Organisation and Project Name	Description	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
Citizens Advice Bureau (East End CABx) - Tower Hamlets Boroughwide Generalist Advice Services Delivery partners in the bid include Ocean Somali A , Praxis , Chinese Assoc and DeafPlus	Social Welfare advice to help residents resolve the problems including Benefits, Housing, Money/Debt, Employment, Immigration, Consumer, Family and Personal issues. Tower Hamlets Citizens Advice Bureau leads the service with partners including Ocean Somali Community Association, Praxis, Chinese Association of Tower Hamlets and DeafPLUS.	Boroughwide	Borough wide service targeted at low Income residents including targeted outreach to specific BME and migrant communities through consortium partners
Bromley By Bow Centre - Integrated Generalist Advice Service for the LAP 6 area	Provide a whole person focused advice service that equips local people to lead independent, resilient and sustainable lives,	Bow West Bromley North Bromley South Mile End	Residents in LAP 6 Area including targeted outreach in children's centres and local community centres
Limehouse Project Limited - LAP 3 & 4 Advice Service Partnership	High quality information and advice services on welfare rights, debt and money and housing issues.	Shadwell St Dunstan's St Katherine's	Residents in LAP 3&4 Area including targeted outreach in local community centres

		and Wapping Stepney Green	
Account3 Ltd - LAP 5 Advice Partnership	Advice Service covering -Welfare Benefits -Money and Debt,-Employment –Housing and /Homelessness	Bow East Bow West Mile End	Residents in LAP 5 Area including targeted outreach in local centres
Toynbee Hall - Tower Hamlets Debt and Money Advice Service Partnership	Our team can help you in complete confidence with a wide range of debt problems including: pay-day loans, credit or store cards, council tax arrears, catalogue or hire purchase debt, overdrafts, court fines, rent or mortgage arrears, bankruptcy and utility debt.	Boroughwide	<i>All residents particularly low-income residents with recurring debt problems and those who experience barriers to accessing services</i>
Island Advice Centre - Tower Hamlets Trainee Advice Project	The project aims to improve capacity, quality and access to the boroughs advice services. We recruit and train volunteers to become advice workers, liaising with advice agencies to secure voluntary work placements. We deliver training for volunteers and paid workers and facilitate/develop LBTH's advice sector website <a href="http://www.thcan.org.uk">www.thcan.org.uk</a> and network meetings.	Boroughwide	Unemployed residents who will be trained as advice volunteers and help increase the capacity of smaller advice agencies. Front line advice staff who will be provided with briefings on latest changes, Residents and front line staff who will benefit from the self-help information on THCAN website
Tower Hamlets Law Centre - Specialist Welfare Advice Partnership	The Specialist Welfare Advice Partnership comprising Tower Hamlets Law Centre, Island Advice Centre and Legal Advice Centre aims to deliver a quality assured service providing legal advice, casework and representation in Welfare Benefits, Housing, Education and Employment.	Boroughwide	Residents referred for specialist legal advice in the following areas of law <ul style="list-style-type: none"> <li>• Welfare Rights (THLC and IAC)</li> <li>• Housing (THLC)</li> </ul>

			<ul style="list-style-type: none"> <li>• Immigration (THLC)</li> <li>• Employment (LAC)</li> <li>• Education (LAC)</li> </ul>
<p>Legal Advice Centre - "Social Welfare Advice - NW Ward Cluster (LAP 1 and 2 )"</p> <p>(Deliver partners include St Peters Bengali Association and St Hilda;s community centre )</p>	<p>The project will provide a free, confidential welfare and legal advice services to local residence based in LAP 1&amp;2 on a range of areas including welfare benefits, housing, debt, employment, education and consumer law. The services will be delivered across various venues in the Bethnal Green, Spitalfields and Whitechapel areas.</p>	<p>Bethnal Green Spitalfields and Banglatown St Peter's Weavers Whitechapel</p>	<p>Residents in LAP 1 and 2 NW Ward Cluster</p>
<p>Limehouse Project Limited - Advice Consortium LAP 7</p>	<p>We work alongside local communities in Limehouse, Lansbury, Poplar and East India to offer high quality information and advice services on welfare rights, debt, money and housing issues.</p>	<p>Lansbury Limehouse Poplar</p>	<p>Residents in LAP 7</p>
<p>Island Advice Centre - LAP 8 Generalist Advice Service</p>	<p>General Help and Casework in benefits, debt and housing, open door sessions Wednesday, Thursday and Friday 10 to 12, telephone advice 020 7987 9379 Monday, Tuesday, Thursday 10 to 12, appointments available daily. Check website island-advice.org.uk for more details.</p>	<p>Blackwall and Cubitt Town Canary Wharf Island Gardens Boroughwide</p>	<p>Residents in LAP 8</p>
<p>Stifford TJRS Community Centre - South-west cluster Advice Partnership</p>	<p>The provision of locality generalist advice (Welfare, Debt and housing) services, for residents of the -- Stepney, Whitechapel, Wapping &amp; St Katherine's and Shadwell), delivered in partnership with Wapping Bangladeshi Association(WBA), Bangladeshi Youth Movement (BYM) and Fair Finance.</p>	<p>Shadwell St Dunstan's St Katherine's and Wapping Stepney Green Whitechapel</p>	<p>SW Ward Cluster (LAPS s 3 &amp; 4 ,</p>

## Target Beneficiary Groups

### 4.2.2 Universal services general population (all communities)

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Citizens Advice Bureau (East End CABx) - Tower Hamlets Boroughwide Advice	Boroughwide	Borough wide service targeted at low Income residents including targeted outreach to specific BME and migrant communities through consortium partners
Bromley By Bow Centre - Integrated Generalist Advice Service for the LAP 6 area	Bow West Bromley North Bromley South Mile End	Low Income residents
Limehouse Project Limited - LAP 3 & 4 Advice Service	Shadwell St Dunstan's St Katherine's and Wapping Stepney Green	Low income residents
Account3 Ltd - LAP 5 Advice Partnership	Bow East Bow West Mile End	Low income residents
Toynbee Hall - Tower Hamlets Debt and Money Advice Service	Boroughwide	All residents particularly low-income residents with recurring debt problems and those who experience barriers to accessing services
Island Advice Centre - Tower Hamlets Trainee Advice Project	Boroughwide	Unemployed residents who will be trained as advice volunteers and help increase the capacity of smaller advice agencies. Front line advice staff

		who will be provided with briefings on latest changes , Residents and front line staff who will benefit from the self-help information on THCAN website
Tower Hamlets Law Centre - Specialist Welfare Advice Partnership	Boroughwide	Residents referred for specialist legal advice in the following areas of law <ul style="list-style-type: none"> <li>• Welfare Rights (THLC and IAC)</li> <li>• Housing (THLC)</li> <li>• Immigration (THLC)</li> <li>• Employment (LAC)</li> <li>• Education (LAC)</li> </ul>
Legal Advice Centre - "Social Welfare Advice - NW Ward Cluster (LAP 1 and 2 )"	Bethnal Green Spitalfields and Banglatown St Peter's Weavers Whitechapel	Residents in LAP 1 and 2
Limehouse Project Limited - Advice Consortium LAP 7	Lansbury Limehouse Poplar	Residents in LAP 7
Island Advice Centre - LAP 8 Generalist Advice Service	Blackwall and Cubitt Town Canary Wharf Island Gardens Boroughwide	Residents in LAP 8
Stifford TJRS Community Centre - South-west cluster Advice Partnership	Shadwell St Dunstan's St Katherine's and Wapping Stepney Green Whitechapel	Cluster Wards 3 & 4,

#### 4.2.3 Projects targeting users by protected characteristic

##### a) BME including migrant communities

<b>Organisation and Project Name</b>	<b>Geographic Area/s of Proposed Delivery (Ward Cluster &amp; Ward)</b>	<b>Beneficiary Target Group</b>
Citizens Advice Bureau (East End CABx) - Tower Hamlets Boroughwide Advice (in partnership with Praxis , Ocean Somali Association and Chinese Assoc )	Boroughwide	Borough wide service targeted at low Income residents including targeted outreach to specific BME and migrant communities through consortium partners



4.2.4 Projects by Geographical Area Overall summary of projects recommended for funding

<b>NW Ward Cluster</b>	<b>NE Ward Cluster</b>
1) Legal Advice Centre - "Social Welfare Advice partnership - NW Ward Cluster (LAP 1 and 2 )"	1.) Bromley By Bow Centre - Integrated Generalist Advice Service for the LAP 6 area
	2) Account3 Ltd - LAP 5 Advice Partnership
<b>SW Ward Cluster</b>	<b>SE Ward Cluster</b>
1.) Limehouse Project Limited - LAP 3 & 4 Advice Service	1) Island Advice Centre - LAP 8 Generalist Advice Service
2) Stifford TJRS Community Centre - South-west cluster Advice Partnership	2) Limehouse Project Limited - Advice Consortium LAP 7
<b>Boroughwide</b>	
1) Citizens Advice Bureau (East End CABx) - Tower Hamlets Boroughwide Advice	
2) Toynbee Hall - Tower Hamlets Debt and Money Advice Service	
3) Island Advice Centre - Tower Hamlets Trainee Advice Project	
4) Tower Hamlets Law Centre - Specialist Welfare Advice Partnership	

## Section 5 – 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 (including 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 6 – 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?

All projects will be required to demonstrate how they involve residents from diverse backgrounds and provide equalities information on service users. All providers will also be required to demonstrate due regard in service delivery and mitigate adverse impact on any particular group.

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:

N/A

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

Via regular monitoring of service user data




## Section 7 - 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
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Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Monitoring of projects against protected characteristics and impact on any groups	Project monitoring including gathering equalities data  End of project report on impact on different equality groups	Grant monitoring forms include equalities monitoring – Oct 2015  End of project report shows impact on different equality groups – March 2017	MF/AF	

## 1 (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>	<b>Red</b> 
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>	<b>Red Amber</b> 
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>	<b>Amber</b> 
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>	<b>Green:</b> 