

Equality Analysis (EA)

Mainstream Grant 2015-18 – *Community Engagement, Cohesion and Resilience*

Section 1 – General Information (Aims and Objectives)

The core priority for this theme is the continuing development of the capacity, voice and representation of local communities and the engagement and cohesion across and between them. The funding stream intends to support and nurture activities that promote cohesion and also build the capacity of local groups and people to create lead and deliver projects on behalf of their communities.

Target outcomes for this theme include;

- Engage local community groups and residents in taking ownership of, and collective responsibility in responding to local issues
- Promote greater involvement of local residents in developing solutions to local issues, which also help to build community resilience
- 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, recognising the multi faith, non-faith and different cultural backgrounds of the peoples of the borough, articulating shared values and concerns, and being able to calm any emerging tensions.
- Equip individuals and groups to act positively for the wider benefit of their communities
- Support or respond to opportunities for intergenerational engagement
- Overcome barriers faced by some communities in achieving equal participation in community life and society more widely
- Increased sense of citizenship, local identity amongst local people based on common values, history and culture

Funding

Round 1 - 1st September 2015 to 31st March 2017, grants will be between 8,000 and £16,000. Total budget available £166,250.

Round 2 – the round 2 budget will be £148,750. To be commissioned to be effective from 1st April 2017.

This assessment will look at Round 1 funding decisions.

Financial Year
2015/16

See
Appendix A
Current decision
rating



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

No adverse impact has been identified. A wide ranging programme of activities have been identified that map well to stated aims and objectives. Groups which fall under the 9 protected characteristics are well served by the programme.

Name:

(signed off by)

Date signed off:

(approved)

Service area:

Corporate Strategy and Equality Service

Theme Lead:

Afazul Hoque

Name and role of the officer completing the EA:

Stephanie Ford

Section 2 – Evidence (Consideration of Data and Information)

Identified Need

The specification states that cohesion is a wide issue and that there is a wide scope of potential beneficiaries. The priority will be to fund projects that have a cohesion and cross-cultural, intergenerational, engagement and capacity building focus. Projects that work with key equalities groups with particular needs as defined by protected characteristics and Borough Equality Analysis will be prioritised.

The specification highlights the diversity of the borough. The borough ranks 16th nationally on the Simpsons diversity index and whilst in line with the broader diversity of London the borough is home to communities who often face cross-cutting issues of inequality including BME, LGBT and disabled communities. The borough is also characterised by religious and ethnic diversity within the borough, and a young population.

Tower Hamlets is one of the most deprived areas in the country based on the Indices of Multiple Deprivation (see map A).

The specification also notes the high level of churn within the borough; many people make Tower Hamlets a port of arrival from other countries with significant numbers moving in and out of the borough.

The specification notes the need for community engagement due to current national and international issues such as extremism and migration which have the potential to have a negative impact locally. The national and international backdrop and how it directly impacts Tower Hamlets communities is of particular importance within this theme.

Need is well established, and data available supports the overall objectives of the theme. The theme also acknowledges the importance of local community groups in helping to achieve positive outcomes.

The specification does not name specific beneficiary groups other than to state priority will be to fund projects that have a cohesion and cross-cultural, intergenerational, engagement and capacity building focus. Therefore we would expect to see projects that have a broad range of beneficiary targets.

Similarly, the specification states the need for good geographical coverage, with a response to local issues as identified by ward profiles or identified by local communities.

The Getting Along Together Tool kit outlines 10 criteria to develop a cohesive community which was referenced in the specification to help organisations develop projects which strengthens cohesion. The criteria for promoting cohesive communities are:

1. Does this project develop 'meaningful interaction' between people of different backgrounds?

2. Does this project help to tackle local myths, rumours and attitudes that harm cohesion?
3. Does this project help to tackle concerns about fairness and unfairness?
4. Does this project engage with hard to reach groups and communities?
5. Does this project encourage individual and social responsibility?
6. Does this project encourage participants into onward progression routes?
7. Develop people's sense of belonging and pride in their neighbourhood
8. Develop effective community leaders
9. Develop community resilience
10. Work with partner agencies to provide a joined up approach to local issues

Local community groups are placed to meet this need due to their local links and ability to engage a diverse range of residents including hard to reach residents. Their ability to network with a range of local stakeholders and their local base provides them with credibility to have difficult conversations with residents about issues that affect them and identify local solutions to these.

Over the last few years the areas of Whitechapel and Spitalfields and Banglatown have been the focus of protest from extremist groups such as EDL, Britain First and Al Mujaharoon which has put the spotlight on cohesion within those areas and also more widely in the borough.

Section 3 – Assessing the Impacts of the proposed Programme on the 9 Groups

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"> • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making Please also how the proposal will promote the three One Tower Hamlets objectives? <ul style="list-style-type: none"> - Reducing inequalities - Ensuring strong community cohesion - Strengthening community leadership
Race	Positive	It is proposed to fund 11 projects in this theme. The following projects specifically target BAME communities within the borough; <ul style="list-style-type: none"> - Newark Youth London - Newark Women's Project - Betar Bangla - Positive Citizenship (Bangladeshi focus) - City Gateway - Women's Voice - Somali Parents and Children's Play Association - Somali Women Engagement Forum. The following project targets newly arrived migrant women; <ul style="list-style-type: none"> - East London Advanced Technology Training -

		<p>Equal Voices</p> <p>The following project targets gypsy and traveller communities;</p> <ul style="list-style-type: none"> - London Gypsy and Traveller Unit - We are Tower Hamlets Residents too! <p>There is good targeted provision within this theme and significant universal provision within this theme, targeted at all communities.</p>
Disability	Positive	One project (Newark Youth London) includes disabled women as one of its primary beneficiaries. None of the other projects recommended for funding primarily focus on disabled residents. 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.
Gender	Positive	Projects in this theme 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 the local area. There are also 4 projects that will specifically work with female and others that will work with both genders.
Gender Reassignment	Neutral	None of the projects recommended for funding primarily focus on residents who are transitioning or have undergone gender reassignment. 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.
Sexual Orientation	Neutral	None of the projects recommended for funding primarily focus on LGBT residents. 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	Positive	Projects in this theme 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 the local area. For example the

		<p>Rooted Forum Project proposes to bring together people of different faith to address local issues and celebrate diversity through a community event. The Wapping Bangladesh Association brings people of different faiths together through citizenship education. Newark Youth London also includes Muslims as one of its primary project beneficiaries, amongst other 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.</p>
Age	Positive	<p>Projects in this theme will support activities that will empower residents of all age to build positive relationships between different groups, address local cohesion issues and work together to improve the local area. For example the Uprising Project will support young people and all other projects will engage residents of all age. 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.</p>
Marriage and Civil Partnerships.	Neutral	<p>None of the projects recommended for funding primarily focus on married or residents in civil partnerships. 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</p>
Pregnancy and Maternity	Neutral	<p>None of the projects recommended for funding primarily focus on pregnant or residents 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</p>
Other Socio-economic	Positive	<p>All projects will support activities that target residents who may be unemployed, at risk of crime and anti-</p>

		<p>social behaviour, carers and other vulnerable or underrepresented residents to help develop their community leadership role, support active citizenship and bring together a diverse group of residents to improve cohesion in the area. 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</p>
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Section 4 – Impact Summary

There were very few projects funded via the 2013-15 programme which had a specific community engagement, cohesion and resilience focus. We have identified roughly 11 projects that could probably be assessed under theme 5 if they were to be submitted in this round. The most comparable priority included within the previous programme was included within the Community Economic Engagement Service (4), but we have found some projects that would roughly map to the new theme in Social Welfare and Advice (1) and Arts Sports and Environment (4).

However, there is significant difference in overall aims and objectives of projects in the 2012 programme and Theme 5 in 2015. For that reason it is very difficult to determine as to whether there will be an impact on service users. Key target beneficiaries of those projects identified are well served across the new programme, if not necessarily under this theme, particularly Bangladeshi young people (see CYP).

MAP B¹ shows the geographical location of projects proposed for funding under the 2015 programme.

The specification does not name specific beneficiary groups other than to state priority will be to fund projects that have a cohesion and cross-cultural, intergenerational, engagement and capacity building focus. Need has been well established for Community Engagement, Cohesion and Resilience projects, but not necessarily targeted to one group.

Therefore we would expect to see projects that have a broad range of beneficiary targets, including projects with a universal target.

There are 4 projects within this theme which target women, 4 targeting black and minority ethnic communities, 1 targeting migrant communities and 1 gypsy and traveller communities. One project is aimed at young people from under represented communities, one carers and 4 projects with universal target (e.g. target all members of the community). This represents a broad range of target beneficiaries and is in line with stated aims and objectives of the theme.

There is good geographical spread, both in terms of projects within clusters and borough wide provision. This is in line with the specification and data analysis.

¹ Please note Map B shows the delivery area (ward) for each project.

4.1 Overall summary of projects recommended for funding

Organisation and Project Name	Description	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
East London Advanced Technology Training - Equal Voices	Our project will empower people in Tower Hamlets to recognise their role and skills in contributing to their communities, through a programme of participatory citizenship sessions, skills-sharing and community organising that supports effective communication between cultural groups. We will empower participants to create more equal voices in local community life.	Spitalfields and Banglatown Whitechapel	Newly arrived migrant women
The Rooted Forum (TRF) - Collective Conscience Project	The Collective Conscience project through multiple strands of work seeks to engage, support and sustain cohesion and resilience amongst local residents and organisations through diversity representation, regional activism and community leadership	Boroughwide	All residents / community groups/ service providers
Stifford TJRS Community Centre - Residents and Neighbours Club	To run a Residents & Neighbours Club (R&NC) in the Stepney & St Dunstan's wards; audit community talent/skills and share these via innovative, community based workshops; stage the 2016 Stepney Green Fair and develop it's positive inclusion, cohesion and resilience social impact by bringing together over 3,500 local residents	St Dunstan's Stepney Green	All residents
UpRising - UpRising East London	UpRising is a youth leadership development organisation. Our mission is to open pathways to power for young	Boroughwide	Young people from under-represented

Leadership Programme	people from under-represented backgrounds. We equip them with the knowledge, networks, skills, and confidence to fulfil their leadership potential, find new opportunities and transform their communities through social action projects.		communities
London Gypsy and Traveller Unit - We are Tower Hamlets Residents too!	We are Tower Hamlets Residents too! Is a project supporting the representation and strengthening the voice of Gypsies and Travellers in Tower Hamlets. It aims to increase understanding of Gypsy and Traveller culture, breakdown barriers and celebrate the Traveller community as part of the rich diversity in Tower Hamlets.	Bromley North Boroughwide	Gypsy and Traveller (Traveller) community
Newark Youth London - Newark Women's Project	Our project will organise 4 boroughwide women's events per year with a view to creating a more inclusive and tolerant 'One Tower Hamlets' where disadvantaged and excluded women are made aware of mainstream services and other support services and given information on how to access these services.	Boroughwide	BAME/Muslim women, lone parents, carers and women with disability
Betar Bangla - Positive Citizenship	Betar Bangla together with Citizenship Foundation UK will through this "Positive Citizenship" project hold 10 x 5 hour workshop on Citizenship and related issues to explain and answer questions from 120 local residents. It will also transmit 12 programmes of discussion on the same issues with a panel of experts.	Shadwell Boroughwide	All residents – Bangladeshi community focus
Wapping Bangladesh Association - WBA Community Engagement & Citizenship Project	To work with the local residents in the Wapping ward to build a stronger community where people come together and work with the wider community to tackle community issues collectively and build a stronger community through better integration and partnership work with the focus on a healthier and active community.	St Katherine's and Wapping	Local residents -- people of all background, age, gender, ethnicity and faith

City Gateway - Women's Voice	Women's Voice seeks to empower women to become leaders and spokespersons in their communities. Using confidence building activities and speech writing, debating and public speaking training, Women's Voice will help women overcome barriers to participation in their wider community and create sustainable, inter-generational change.	Blackwall and Cubitt Town, Canary Wharf, Island Gardens, Lansbury, Limehouse, Poplar, Shadwell, St Dunstan's, St Katherine's and Wapping, Stepney Green, Whitechapel	Black and Minority Ethnic (BAME) women
Dorset Community Association - Get Involved	To run a local residents in Weavers wards and share these via innovative, community based activities and develop it's positive inclusion, cohesion and resilience social impact by bringing together over 1000 local residents	Weavers	All Residents
Somali Parents and Children's Play Association - Somali Women Engagement Forum	Project promotes community cohesion for the local Somali women; to challenge the taboos and stereotypes that exist about the role of Somali women in both their own community and wider society; to ensure to have the skills, voice, opportunities and access they need to help build strong and resilient community.	Bethnal Green, Bow East, Bow West, Mile End, Poplar, Shadwell, Spitalfields and Banglatown, St Dunstan's, Stepney Green, Weavers, Whitechapel	Somali women

4.2 Target Beneficiary Groups

4.2.1 Universal target (all communities)

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
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The Rooted Forum (TRF) - Collective Conscience Project	Boroughwide	All residents / community groups/ service providers
Stifford TJRS Community Centre - Residents and Neighbours Club	St Dunstan's Stepney Green	All Residents
Betar Bangla - Positive Citizenship	Shadwell Boroughwide	All residents
Wapping Bangladesh Association - WBA Community Engagement & Citizenship Project	St Katherine's and Wapping	Local residents -- people of all background, age, gender, ethnicity and faith
Dorset Community Association - Get Involved	Weavers	All Residents

4.2.2 Projects targeting users by protected characteristic

a) Migrant Communities

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
East London Advanced Technology Training - Equal Voices	Spitalfields and Banglatown Whitechapel	Newly arrived migrant women

b) Women

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
East London Advanced Technology Training - Equal Voices	Spitalfields and Banglatown Whitechapel	Newly arrived migrant women
Newark Youth London - Newark Women's Project	Boroughwide	BAME/Muslim women, lone parents, carers and women with disability

City Gateway - Women's Voice	Blackwall and Cubitt Town, Canary Wharf, Island Gardens, Lansbury Limehouse, Poplar, Shadwell St Dunstan's, St Katherine's and Wapping, Stepney Green, Whitechapel	Black and Minority Ethnic (BAME) women
Somali Parents and Children's Play Association - Somali Women Engagement Forum	Bethnal Green, Bow East, Bow West, Mile End, Poplar, Shadwell, Spitalfields and Banglatown, St Dunstan's, Stepney Green, Weavers, Whitechapel	Somali women

c) Black and Minority Ethnic Communities

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
Newark Youth London - Newark Women's Project	Boroughwide	BAME/Muslim women, lone parents, carers and women with disability
Betar Bangla - Positive Citizenship	Shadwell, Boroughwide	All residents – Bangladeshi community focus
City Gateway - Women's Voice	Blackwall and Cubitt Town, Canary Wharf, Island Gardens, Lansbury, Limehouse, Poplar, Shadwell, St Dunstan's, St Katherine's and Wapping, Stepney Green, Whitechapel	Black and Minority Ethnic (BAME) women
Somali Parents and Children's Play Association - Somali Women Engagement Forum	Bethnal Green, Bow East, Bow West, Mile End, Poplar, Shadwell, Spitalfields and Banglatown, St Dunstan's, Stepney Green, Weavers, Whitechapel	Somali women

d) Gypsy And Traveller Community

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
London Gypsy and Traveller Unit - We are Tower Hamlets Residents too!	Bromley North, Boroughwide	Gypsy and Traveller (Traveller) community

e) Young People

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
UpRising - UpRising East London Leadership Programme	Boroughwide	Young people from under-represented communities

f) Carers/ Disability

Organisation and Project Name	Geographic Area/s of Proposed Delivery (Ward Cluster & Ward)	Beneficiary Target Group
Newark Youth London - Newark Women's Project	Boroughwide	BAME/Muslim women, lone parents, carers and women with disability

4.3 Projects by Geographical Area

NW Ward Cluster	NE Ward Cluster
1.) East London Advanced Technology Training – Equal Voices	1.) London Gypsy and Traveller Unity – We are Tower Hamlets Residents too!
2.) Dorset Community Association – Get Involved	2) Somali Parents and Children’s Play association – Somali Women Engagement Forum
4) Somali Parents and Children’s Play association – Somali Women Engagement Forum	
SW Ward Cluster	SE Ward Cluster
1.) Stifford TJRS Community Centre – Residents and Neighbours Club	1.) City Gateway – Women’s Voice
2.)Wapping Bangladesh Association – WBA Community Engagement & Citizenship Project	2.) Somali Parents and Children’s Play association – Somali Women Engagement Forum
3.)City Gateway – Women’s Voice	
4) Somali Parents and Children’s Play association – Somali Women Engagement Forum	
5) East London Advanced Technology Training – Equal Voices	
6) Betar Bangla – Positive Citizenship	
Boroughwide	
1) The Rooted Forum (TRF) – Collective Conscience Project	
2) UpRising – UpRising East London Leadership	

3) London Gypsy and Traveller Unity – We are Tower Hamlets Residents too!

4) Newark Youth London – Newark Women’s Project

5) Betar Bangla – Positive Citizenship

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
Develop borough wide coverage of the projects	As part of contract award process discuss with providers areas not covered by their proposal	Final contracts reflect borough wide coverage – Sept 2015	Strategy & Equality & Third Sector Team	
Develop Action Learning Programmes which brings projects together	Further refine projects to ensure they have reach to diverse range of projects	Final project specification reflect greater engagement with diverse group of residents – Sept 2015	Strategy & Equality & Third Sector Team	
Monitoring of projects against protected characteristics and impact on any groups	Project monitoring including gathering equalities data End of project report on impact on	Grant monitoring forms include equalities monitoring – Oct 2015 End of project report shows impact	Third Sector Team	

	different equality groups	on different equality groups – March 2017		
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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.	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: 