


EQUALITY ANALYSIS QUALITY ASSURANCE CHECKLIST

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| Name of 'proposal' and how has it been implemented (proposal can be a policy, service, function, strategy, project, procedure, restructure/savings proposal) | The Tower Hamlets Community Plan |
| Directorate / Service | Corporate Strategy and Equality, Law Probity and Governance |
| Lead Officer | Leo Nicholas, Senior Strategy, Policy & Performance Officer, Corporate Strategy and Equality |
| Signed Off By (inc date) | Louise Russell, Service Head Corporate Strategy and Equality |
| Summary – to be completed at the end of completing the QA (using Appendix A) (Please provide a summary of the findings of the Quality Assurance checklist. What has happened as a result of the QA? For example, based on the QA a Full EA will be undertaken or, based on the QA a Full EA will not be undertaken as due regard to the nine protected groups is embedded in the proposal and the proposal has low relevance to equalities) | <p>Example</p> <p> Proceed with implementation</p> <p>As a result of performing the QA checklist, the Community Plan 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.</p> |

| Stage | Checklist Area / Question | Yes / No / Unsure | Comment (If the answer is no/unsure, please ask the question to the SPP Service Manager or nominated equality lead to clarify) |
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| 1 | Overview of Proposal | | |
| a | Are the outcomes of the proposals clear? | Yes | The Community Plan has four key themes with highlighted outcomes in addition to four cross-cutting priorities. Residents, staff and community groups/forums/partners have |

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| | | | <p>all been asked for their input through the Community Plan consultation programme. The outcomes and identified priorities from the consultation exercise have contributed to shaping the Community Plan. Consultations were undertaken with a broad range of stakeholder groups which ensured that we considered the needs of all the protected characteristics in line with the Equality Act 2010.</p> |
| b | <p>Is it clear who will be or is likely to be affected by what is being proposed (inc service users and staff)? Is there information about the equality profile of those affected?</p> | Yes | <p>The Community Plan should affect every resident in the borough, hence the broad consultation during its development. There is a good understanding of the borough's profile and this data has influenced the refreshing of the Community Plan.</p> <p>The most recent figure for the resident population of the borough is the 2013 mid-year estimate from the Office for National Statistics, currently 272,900.</p> <p>Age Tower Hamlets has the highest proportion of residents aged 21-28 of anywhere in London and the lowest proportion of residents aged 40 and over.</p> <p>However, in Tower Hamlets the number of residents aged over 65 fell from 18,373 in the 2001 Census to 15,500 in 2011.</p> <p>The Census 2011 tells us that there has been a significant increase in working age residents, with almost half (47 per cent) of residents in the borough falling in this group.</p> <p>Disability In 2011, 7 per cent of Tower Hamlets residents stated that their day-to-day activities were limited a lot and another 7 per cent stated that they were limited a little. 4.1 per cent of Tower Hamlets' working age population have severe disabilities and in 2011/12 there were 685 people</p> |

registered locally as having a learning disability.

Sex

The gender split in the population is 51.5 per cent male and 48.5 per cent female, or expressed another way, 106 males for every 100 females.

Religion or belief

Changes in the Borough's faith profile mirror national trends. There has been a significant decrease in the Christian population (currently 27 per cent). There have been increases in the Muslim population (35 per cent) which continues to be the largest faith group in the Borough. There has also been an increase the number of people stating 'No Religion' or opting to not answer questions on religion; together they make up 34 per cent of the Borough's population. Additionally there has been an increase in the Hindu community, now at 1.7 per cent, an increase of 0.9 per cent. The largest percentage decrease was experienced in the Jewish community which has fallen to 0.5 per cent (a decrease from 0.9 per cent)

Sexual orientation

It is difficult to estimate the size and profile of the lesbian, gay and bisexual (LGB) population in the borough as sexual orientation was not a specific category used in the last Census. However, although the 2011 Census did not ask specific questions around sexual orientation, it did ask about those who were living in same sex couples. This revealed that the borough has the fifth largest reported number of cohabiting same sex couples nationally, and the fourth largest in London.

Ethnicity

More than two-thirds of the Borough's population belong to a minority ethnic group. The 3 largest ethnic groups in the


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| | | | Borough are the Bangladeshi population (32 per cent), the White British population group (31 per cent) and the Other White Group (12 per cent). The White Other Group includes residents from Western and Eastern Europe, Turkey, North and South America, New Zealand and Australia. |
| 2 | Monitoring / Collecting Evidence / Data and Consultation | | |
| a | Is there reliable qualitative and quantitative data to support claims made about impacts? | Yes | <p>There are a range of strategic data sets, needs assessments and borough-wide consultation activities that have been used in the development of the Community Plan. These include:</p> <ul style="list-style-type: none"> • Borough Needs Assessment • Annual Residents Survey • Community Plan Consultation Analysis • Borough Profile • JSNA (Summary and Factsheet) <p>Areas of key insight from these data sets; survey results and needs assessments have been used to inform the development of the Community Plan.</p> <p>Many of the Community Plan objectives under each of the themes are ongoing priorities that were reflected in the previous Community Plan, and the Council's Strategic Plan. The related measures and targets have been reviewed and refreshed to ensure that these are the relevant areas for addressing inequalities.</p> |
| | Is there sufficient evidence of local/regional/national research that can inform the analysis? | Yes | The Community Plan has been developed using both local and national data including the use of community intelligence through the Community Plan consultation and engagement programme; 2011 Census data; ONS population estimates and the Borough Profile. |
| b | Has a reasonable attempt been made to ensure relevant knowledge and expertise (people, teams and partners) have been involved in the analysis? | Yes | The Community Plan is the overarching plan for the Borough building on and incorporating the objectives of other key strategies, such as the Local Development Framework, the Health and Wellbeing Strategy and strategies for Employment and Enterprise. In this way the detailed |


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| | | | <p>priorities of the Community Plan draw on the expertise and knowledge of relevant stakeholders.</p> <p>The development of the Plan has also been guided by cross partnership workshops which have focused on developing key priorities and actions for the Community Plan, including the development of cross-cutting themes.</p> |
| c | Is there clear evidence of consultation with stakeholders and users from groups affected by the proposal? | Yes | Yes, the Community Plan consultation and engagement programme 'Your Borough, Your Voice' ran from late Summer 2014. It involved a range of exercises to canvass the views of residents and keys stakeholders in the borough. This included market stalls, representatives at service user groups and third sector organisations. (See the Community Plan consultation grid). |
| 3 | Assessing Impact and Analysis | | |
| a | Are there clear links between the sources of evidence (information, data etc) and the interpretation of impact amongst the nine protected characteristics? | Yes | The Community Plan aims to address areas of inequality across all of the 9 protected characteristics. The Community Plan addresses both local and nationally identified areas of inequality via The 'One Tower Hamlets' vision which continues to underpin the Plan and sets out the need to take a nuanced approach to improving outcomes across different groups. |
| b | Is there a clear understanding of the way in which proposals applied in the same way can have unequal impact on different groups? | Yes | All of the identified priorities in the Community Plan have been informed by the specific needs of the different groups in the Borough. The detailed implications of proposals will continue to be monitored and addressed through the relevant strategies, including for example through the Council's Strategic Plan where performance data against targets is disaggregated by protected characteristics. |
| 4 | Mitigation and Improvement Action Plan | | |
| a | Is there an agreed action plan? | Yes | The Community Plan will be accompanied by a partnership agreed action plan, which includes specific actions necessary to mitigate against unequal impacts identified as part of having due regard. |
| b | Have alternative options been explored | Yes | The Community Plan was developed in consultation with |

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| | | | Community Plan Delivery Groups where options were considered. |
| 5 | Quality Assurance and Monitoring | | |
| a | Are there arrangements in place to review or audit the implementation of the proposal? | Yes | The Partnership Executive oversees the implementation of the Community Plan in addition to monitoring key activities set out in the Community Plan action plan. |
| b | Is it clear how the progress will be monitored to track impact across the protected characteristics? | Yes | Delivery of key activities will sit with the Partnership Executive and the Community Plan Delivery Groups. Performance monitoring arrangements between the Delivery Groups and the Partnership Executive will be agreed. |
| 6 | Reporting Outcomes and Action Plan | | |
| a | Does the executive summary contain sufficient information on the key findings arising from the assessment? | Yes | The key themes of the Community Plan, identify the equalities insights that have fed into the development of the Community Plan. |

Appendix A

(Sample) Equality Assessment Criteria

| Decision | Action | Risk |
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| As a result of performing the QA checklist, it is evident that due regard is not evidenced in the proposal and / or 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 proposal be suspended until further work | Suspend – Further Work Required | Red  |

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| or analysis is performed – via a the Full Equality Analysis template | | |
| As a result of performing the QA checklist, 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:  |