

# Equality Analysis (EA)

Financial Year  
**2015/16**

## 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)*

Event Fund Applications for Events taking place in October 2015

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)*

**Name:** Shazia Hussain  
(signed off by)

**Date signed off:** 20 08 15  
(approved)

Service area:  
Culture, Learning and Leisure, CLC

Team name:  
Arts, parks and Events

Service manager:  
Stephen Murray, Head of Arts, Parks and Events

Name and role of the officer completing the EA:  
Alison Denning – Festivals and Events Officer

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

'Events fund 2015/2016: guidelines and criteria' (Appendix D) emphasises the fund's focus on equality and cohesion. For example, Section 5 of the document states that priority will be given to community arts events which tackle equality, strengthen community cohesion and build community leadership and personal responsibility. Also, the guidelines and criteria include the following equality-related mandatory criteria for the application (Section 7):

c. Events / projects must have a clear sense of purpose and demonstrate a commitment to equality of opportunity. The event / project should contribute to greater mutual understanding, respect and good relations between different groups in the community. Please give clear examples.

d. Events / projects must demonstrate support for the Council's vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion or belief (or lack of belief), Sex, Sexual Orientation, Marriage and Civil Partnership.

n. Where possible, events will take place in accessible venues & your organisation must demonstrate an understanding of your obligations with regard to the Equality Act 2010. For further guidance go to: <http://tinyurl.com/TH-Equalities> (emphasis added).

Successful fund recipients are required to submit equalities monitoring to the service after the event, in addition to other evidence, including evaluation report, photography of the event and final budget statement (Section 8). 'Accessibility' section of the application form, in particular, prompts applicants to demonstrate the equalities consideration, such as accessibility to the event/project, commitment to equality of opportunity.

The following four applications are recommended for approval:

1. Somali Week Festival
2. British Empire in Fiji and its Legacy
3. Eureka! Art Pavilion
4. Open CASA Community Day at CASA 2015.

Below are each application's equality considerations highlighted in Appendix B:

#### Somali Week Festival

- The festival, part of the Black History Month, provides a platform for cultivating the arts as a vehicle to encourage dialogue, citizenship, tolerance, democratic values and peace.
- The event is different to other events in the borough with focus on under-represented Somali community arts and culture. It demonstrates emphasis on community cohesion, One Tower Hamlets and a Great Place to Live. Clear priorities and target audience with plan for audience development (wider community).
- Application clearly demonstrates commitment to cross cultural understanding and celebrating diversity. Increases access and raises the profile of Somali Arts and Culture. Challenges stereotypes, with clear progression routes for artists and volunteers, and clear outcomes benefiting the community.

#### British Empire in Fiji and its Legacy

- BHM / Bengal History Week - The highlight event showing a recently made film called 'Sahara' by a Fijian Indian film director based in Australia, who earlier in his life lived in London.
- Different to other events in the borough as looking at a community that is little known. Aims to educate people on Fijian black community. Links Bengali Community to BHM programme. Promotes community cohesion and cross-cultural understanding, contributes to One Tower Hamlets. Free to attend.
- Event is accessible to whole community, standard marketing approach via local press and venue in addition to social media. Targets wider community and groups with

disabled and older members. Aims to reach different community groups and disability groups.

#### Eureka! Art Pavilion

- Different to other events in the borough as looking at arts and sciences through workshops and exhibition, discussion, performance, aimed at young people and families takes place over Half Term. Free. Content well defined, priority in increased involvement, knowledge and participation in arts and sciences. Promotes community cohesion and A Great Place to Live, Prosperous Community (aspirational through sciences etc) contributes to One Tower Hamlets.
- Innovative programme of arts and science aimed at wider community looking at physics and how it links in with the arts. Accessible venue. Engages with local community in Workshops, and as audience. Event is accessible to whole community.
- Increased participation in Arts and Science of new audiences and under-represented groups. Benefitting young people and families.

#### Open CASA Community Day at CASA 2015

- Activities include engaging with children, young families and older people.
- Accessible venue
- Under-represented community –opportunity to participate in Latin dance, theatre and cultural life and to join the CASA theatre group. Emphasis on younger and older people through cultural activity such as dominoes, dance and theatre.
- Clear commitment to celebrating cultural diversity and cross-cultural understanding.

### **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

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>• Please add a narrative to justify your claims around impacts and,</p> <p>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</p> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <p>-Reducing inequalities</p> <p>-Ensuring strong community cohesion</p> <p>-Strengthening community leadership</p> <p>‘Somali Week Festival’, ‘British Empire in Fiji and its Legacy’ and ‘Open CASA Community Day’ applications state that their focus includes under-representing ethnic groups (Somali, Fiji and Latin America). ‘Eureka! Art Pavilion’ aims to increase participation in Arts and Science of new audiences and under-represented groups.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Disability	Positive	<p>The Events Fund application form requires applicants to ensure accessibility for participants, including physical accessibility. In particular, ‘British Empire in Fiji’ aims to reach different community groups and disability groups. The application of ‘Eureka!’ states that the event will be accessible to whole community. The ‘Open CASA’ application stresses that the venue is accessible.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Gender	Positive	<p>‘Events fund 2015/2016: guidelines and criteria’ requires applicants to demonstrate support for the Council’s vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of the protected characteristics, including gender.</p> <p>‘Somali Week Festival’, ‘British Empire in Fiji and its Legacy’ and ‘Eureka!’, in particular, stress their focus on community cohesion.</p>
Gender Reassignment	Positive	<p>‘Events fund 2015/2016: guidelines and criteria’ requires applicants to demonstrate support for the Council’s vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of the protected characteristics, including gender reassignment.</p>

		<p>'Somali Week Festival', 'British Empire in Fiji and its Legacy' and 'Eureka!', in particular, stress their focus on community cohesion.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Sexual Orientation	Positive	<p>'Events fund 2015/2016: guidelines and criteria' requires applicants to demonstrate support for the Council's vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of the protected characteristics, including sexual orientation.</p> <p>'Somali Week Festival', 'British Empire in Fiji and its Legacy' and 'Eureka!', in particular, stress their focus on community cohesion.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Religion or Belief	Positive	<p>'Events fund 2015/2016: guidelines and criteria' requires applicants to demonstrate support for the Council's vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of the protected characteristics, including religion or belief.</p> <p>'Somali Week Festival', 'British Empire in Fiji and its Legacy' and 'Eureka!', in particular, stress their focus on community cohesion.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Age	Positive	<p>'Eureka!' and 'Open CASA', in particular, have focus on older people, young people, children and families.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Marriage and Civil Partnerships.	Positive	<p>Events fund 2015/2016: guidelines and criteria' requires applicants to demonstrate support for the Council's vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of the protected characteristics, including marriage and civil partnership.</p>

		<p>'Somali Week Festival', 'British Empire in Fiji and its Legacy' and 'Eureka!', in particular, stress their focus on community cohesion.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Pregnancy and Maternity	Positive	<p>Events fund 2015/2016: guidelines and criteria' requires applicants to demonstrate support for the Council's vision to improve the quality of life for everyone living or working in the borough by ensuring they are compliant with the Equality Act 2010 and not discriminating on grounds of the protected characteristics, including pregnancy and maternity.</p> <p>'Somali Week Festival', 'British Empire in Fiji and its Legacy' and 'Eureka!', in particular, stress their focus on community cohesion.</p> <p>Successful fund recipients will submit the results of equality monitoring after the project, which will allow the service to monitor the impact of the events/projects on this group.</p>
Other Socio-economic Carers	Positive	<p>Recommended applications either are free or include free activities, which are accessible to all people.</p>

## 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?

No

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

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

Successfully funded recipients are required to submit equality monitoring after the event completion and throughout the programme due consideration is given to the impact of the programme on the protected characteristics of the recipients. An annual equalities impact assessment is carried out to ensure the Council's equality objectives are met.

Does the policy/function comply with equalities legislation?

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

Yes? yes

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?

## Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

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

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

## 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: 