

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)

Youth Opportunity Fund (YOF)

See Appendix
A

Current decision
rating



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

(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)

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

Name:

(signed off by)

Date signed off:

(approved)

Service area:

CLC

Team name:

Safer Communities

Service manager:

Andy Bamber, Service Head, Safer Communities

Name and role of the officer completing the EA:

Hasan Faruq, Interim Head of Service

Section 2 – Evidence (Consideration of Data and Information)

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

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

YOF Participants Age Groups/Gender breakdown

Ref No.	Lap	Organisation	Age Categories						SEN/LDD							Total			
			Male (8 - 12)	Male (13 - 16)	Male (17 - 19)	Female (8 - 12)	Female (13 - 16)	Female (17 - 19)	Male (8 - 12)	Male (13 - 16)	Male (17 - 19)	Male (20-25)	Female (8 - 12)	Female (13 - 16)	Female (17 - 19)		Female (20-25)		
101		Mouth That Roars		5	5		5	5											20
103	4	The Rooted Forum																	20
107	2	Osmani Trust			10														11
113	3	JMC Girls				1	11						1						12
114	5	Greenlight					8												8
116	3	Ocean Youth Connxions		9	7														16
117	2	A Team Arts		8			12				2						2		24
118	3	Al Isharah Ltd			10														20
120	2	Attlee Youth Centre		12															12
122	3	Wessex Youth Project			5														5
122	8	East London Majorettes				5	2	1										1	9
124	1	Columbia Girls and Young Women's project					25											1	25
131	8	Island House	3	5	3	6	7	3				2						1	30
127	4	Cannon Support Link			10														10
132	6	Leaders in Community				1	5												6
129	3	Frontline Productions				10													10
130	3	Frontline Productions				10													10
134	6	Mile End Community Project		5	5														10
136	6	Ocean Somali Community Association	10	10	10		10	10											50
142	7	Setting the Milestone		9															9
143	7	Setting the Milestone					12												12
144	4	Society Links		12															12
145	7	Splash Play			3			7											10
146		Teebah Foundation		6			6	7			6						6	7	38
147	3	Stifford Centre					12										2		14
148	3	Stifford Centre			7		4	4											15
126	5	Caxton Hall Youth Centre		6			5												11
153	6	Sportlink	15		3	15													33
154	6	Sports Network Council		30															30
155	4	Wapping Youth Centre		10															10
148	7	Apasenth		15	15		15	15			15	15				15	15		120
162	2	Young and Talented		10			10												20
Total:			28	152	114	27	149	72	0	23	28	0	0	26	23	0			642

- 16% (8 out of 32) of the recommended organisations will work with young people with SEN and LDD.
- Beneficiaries of this project will be young people aged between 13 and 19 and up to 25 with SEN and/or LDD.
- Although no organisations expect young people aged between 20 and 25 with SEN and/or LDD will participate in the recommended activities, they will encourage people with this age group with SEN/ and/or LDD to take part in the activities.
- 54% (345 out of 642) of the expected participants are boys and 46% (297) girls

The table below shows the Ward breakdown of successful applications

Ward Cluster	No of Wards	Wards	YOF 15/16	Total	Ward Cluster	PAYP 15/16 - Summer	Total	Ward Cluster
NE	1	Bow East	LBTH Greenlight Youth Project	8	14	Malmesbury Community Project	1	6
	2	Bow West	LBTH Caxton Youth Centre					
	3	Bromley North	Mouth That Roars					
	4	Bromley South						
	5	Mile End	Leaders in the Community, Mile End Community Project, OSCA, Sportslink & Apasenth					
SE	10	Blackwall & Cubitt Town	Island House	6	14	Island House Community Centre & 2nd East London Scout Group Streets of Growth Mudchute Association Milestone	5	
	11	Canary Wharf	East London Royal Majorettes					
	12	Island Gardens						
	13	Lansbury	Milestone X2					
	14	Limehouse	Teebah Foundation					
	15	Poplar	Splash Play					
NW	6	Bethnal Green		5	18	Newark Youth London, Wise Youth Trust, Somali Integration Team & Shadow Youth Alliance Osmani Trust - Aasha & Amaal Attlee Youth Young & Talented Vallance Community Sports Association X2, Weavers Community Forum, Step Forward & St Hildas	14	23
	7	Spitalfileds & Banglatown	Osmani Trust, A Team Arts & Attlee					
	8	St Peter's	Young & Talented					
	9	Weavers	Columbia Youth Project					
SW	16	Shadwell	The Rooted Forum	13	18	The Rooted Forum The Arbour Youth Centre & Ocean Youth Connexions X2 Shadwell Basin & Society Links Bangladesh Football Association, Al-Ishara & Sports Network Council	9	
	17	St Dunstons						
	18	St Katharine's & Wapping	Society Links & Wapping Youth					
	19	Stepney Green	Ocean Youth Connexions, Wessex Youth & Stifford Centre X2					
	20	Whitechapel	Al-Ishara, Cannon Link Project, Frontline Productions, JMC Girls & SNC					
			Total	32	32		29	29

The table above shows that more organisations based in east of the Borough will receive funding, compared to the PAYP funding this summer. There is a concentration of 3rd Sector organisations physically located in the centre and west of the borough.

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

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available
(include information where appropriate from other directorates, Census 2001 etc)

- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

Please Note -

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
	What impact will the proposal have on specific groups of service users or staff?	<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 <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Neutral	YOF funded provision is not ethnically targeted. The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Disability	Positive	Of the 32 applications recommended for approval 16% include a SEN or LDD element.
Gender	Neutral	YOF is not targeted by gender. It is expected that 54% of the young people participating in the PAYP funded activities will be boys and 46% girls. The service will review the equality background of the young people who participate in the activities.
Gender Reassignment	Neutral	The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Sexual Orientation	Neutral	The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Religion or Belief	Neutral	YOF is not targeted by faith. The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
Age	Positive	YOF targets young people aged 13-19 or up to 25 for those with SEN and LDD. This age group will benefit from the project.
Marriage and Civil Partnerships.	N/A	N/A.
Pregnancy and Maternity	Neutral	The recommended organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.

Other Socio-economic Carers	Positive	The scheme does not specifically target families with carers however, it is open to such families and would provide some respite in circumstances were either a care responsibility is reduced at home or the Carer (if a young person) can attend some diversionary holiday activity. The organisations are encouraged to work with all young people across different groups. The service will review the equality background of the young people who participate in the activities.
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Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes? No? X

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes? x No?

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

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

Does the policy/function comply with equalities legislation?

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

Yes? x No?

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

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

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

Section 6 - Action Plan

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




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

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
1. Review YOF application form, assessment criteria and guidance	1. Review guidance and application forms for consistency, clarity, effectiveness and equalities. Revise as necessary.	1. Completion by August 2015	Hasan Faruq	Complete
2. Ensure applications are checked for accuracy and eligibility	2. Check all application in Phase 1 to ensure that organisations are registered with IYCS registration scheme and their documents are up to date.	2. Completion by June 2015	Hasan Faruq	Complete

<p>3. YOF Panel 'Grant Giving' training refreshed and improved</p>	<p>3. Revisit the YOF 'Grant Giving' training ensuring that lessons have been learnt from previous rounds</p> <p>Panel members have greater flexibility to scrutinise presentations and time to make adjust 'line by line' financial breakdown</p>	<p>3. April and May 2016</p>	<p>Hasan Faruq</p>	<p>Planned</p>
<p>4. Ensure thorough checking of evaluation and financial evidence</p>	<p>4. Check each evaluation against application with particular focus on financial documents/expenditure</p>	<p>4. January 2016</p>	<p>Hasan Faruq</p>	<p>Planned</p>
<p>5. Encourage sign up to the Volunteer and Hate Crime Charter for all successful applications</p>	<p>5. Ensure sign up to Volunteer and Hate Crime Pledge at SLA stage</p>	<p>5. September 2015</p>	<p>Hasan Faruq</p>	<p>Planned</p>

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.	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: 