

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)

Positive activities for Young People

**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, Head of Safer Communities

Name and role of the officer completing the EA:

Hasan Faruq, Quality Assurance Manager

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)

Age Groups/Gender breakdown										
Ref No.	Ward Clusters	Organisation	Age Categories					SEND		
			8-12yrs	13-19yrs	Male	Female		Young people with SEND (up to 25yrs)	Male	Female
PAYPFEB01	North East	Acorn Fc	7	18	21	4		5	4	1
PAYPFEB03	North East	Malmesbury Community Project		20	12	8		N/A	N/A	N/A
PAYPFEB04	North East	Max Music Studios	4	8	6	6		N/A	N/A	N/A
PAYPFEB05	North East	Sportslink (Open Access)	5	15	15	5		N/A	N/A	N/A
PAYPFEB07	North East	Tower Hamlets Youth Sport Foundation		48	30	18		N/A	N/A	N/A
SEND										
PAYPFEB06	Borough Wide	Sportslink (SEN)	4	4	6	2		10	7	3
Total:			20	113	90	43		15	11	4

- 33% (2 out of 6) of the recommended organisations will work with young people with SEN and LDD.
- Beneficiaries of this project will be young people aged between 8 and 19 and up to 25 for SEN/LDD.
- It is anticipated that 68% of the expected participants are boys and 32% are girls.

Table below shows the ward clusters that the recommended organisations are located.

Ward Clusters	Organisation
North East	Acorn Fc
North East	Malmesbury Community Project
North East	Max Music Studios
North East	Sportslink (Open Access)
North East	Tower Hamlets Youth Sport Foundation
Borough Wide	Sportslink (SEN)

The PAYP commissioning process for February half term has been specifically for projects to deliver from the North East Cluster due to low take up in previous rounds. This is intended to compensate for areas where there is a high density of the target cohorts and low level of provision

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)
	<p>What impact will the proposal have on specific groups of service users or staff?</p>	<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	<p>PAYP funded provision is not ethnically targeted. The recommended organisations are encouraged to work with all young people across different groups.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>
Disability	Positive	<p>Of the 6 applications recommended for approval 33% include a SEN or LDD element.</p>
Gender	Neutral	<p>PAYP is not targeted by gender. It is expected that 68% of the young people participating in the PAYP funded activities will be boys and 32% girls.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>
Gender Reassignment	Positive	<p>The recommended organisations are encouraged to work with all young people across different groups.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>
Sexual Orientation	Positive	<p>The recommended organisations are encouraged to work with all young people across different groups.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>
Religion or Belief	Neutral	<p>PAYP is not targeted by faith. The recommended organisations are encouraged to work with all young people across different groups.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>
Age	Positive	<p>PAYP targets young people aged 8-19 or up to 25 for those with SEN and LDD. This age group will benefit from the project.</p>
Marriage and Civil Partnerships.	Positive	<p>The programme is open to all young people.</p>
Pregnancy and Maternity	Neutral	<p>The recommended organisations are encouraged to work with all young people across different groups.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>

Other Socio-economic Carers	Positive	<p>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.</p> <p>The service will review the equality background of the young people who participate in the activities.</p>
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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
The service will compensate in the short term with a stepped up programme of direct provision of holiday activities in areas where there are a significant proportion of the target cohort but no eligible grant awards or no applications received and limited	Provide a targeted programme of holiday activities through the Councils network of Youth Centres in such areas.	Deliver direct youth provision in the North East of the borough for October half term and advertise for Dec and Feb 2016.	Hasan Faruq	Application for funding has been invited from organisations to deliver projects from North East Cluster only during February 2016 Half term.

<p>provision in the locality delivered by other differently funded providers.</p> <p>In the long term targeted marketing and a review of the weighting associated with these grants will be undertaken to encourage third sector applications under this scheme to align even more closely to the geographical disposition of the target cohort.</p> <p>New adverts placed in East End Life for the remainder of the holiday periods (Dec 2015 and Feb 2016) for North East of the borough</p>	<p>Identify 3rd Sector organisations with relevant capacity and expertise specific to the target cohorts in areas with high target cohort density but low grant application activity and devise with Corporate Communications a Communication strategy to promote the grant programme to these organisations. This may need direct youth staff engagement to support it.</p> <p>Promote this information through local networks such as VCTH and other 3rd Sector organisations and also place advert in the LBTH website.</p>	<p>Implement communication plan in partnership with Corporate Communication.</p> <p>Place advert in LBTH website</p>	<p>Hasan Faruq</p> <p>Hasan Faruq</p>	<p>Provided advice surgeries for organisations to attend for support and advice with application forms and to better understand the PAYP criteria.</p> <p>Adverts have been placed on the Tower Hamlets website for February 2016 half term delivery from organisations to deliver from North East Cluster only. The tight timeframe did not allow for the process for December holiday.</p>
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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: 