Equality Analysis (EA)
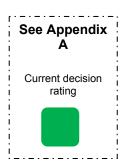
Section 1 – General Information (Aims and Objectives)

Name of the report

Event Fund: Report on Event Fund Awards 2015-16 Quarter 3

This is to analyse the implementation of the Event Fund during the period of the third quarter of 2015/16.

See Appendix A

Current decision rating

Service area:
CLC

Team name:
Culture, Learning and Leisure

Service manager:
Shazia Hussain, Service Head, Culture, Learning and Leisure

Name and role of the officer completing the EA:
Alison Denning, Festival 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?

The service collects the following data:

1. Protected characteristics that the events intended to focus on. This information was collected by the application form.

2. Equalities data of people who benefited from the project in percentage. This information is collected by the successful applicants and included in the event evaluation form. The form requires the event organisers to specify if the number is actual or estimate.

1. Protected characteristics that the events intended to focus on

All the 18 events that were funded during this period focussed on at least one of the protected characteristics. The numbers of events that focused on each protected characteristic are as the table below.

Race	Age	Gender	Religion or belief	Disability	Gender reassignment	Sexual orientation	Marriage Civil partnership	Pregnancy maternity
8	8	5	5	3	1	1	1	1

2. Equality data of people who benefited from the events

10 out of 18 organisations have submitted the evaluation form including the equality data of people who benefited from the events to the service. The details of the returned data are as attached 'Event Fund report Q3 2015-16 EA'.

The data of only one event, 'Fright Flicks' are based on the actual survey results (65 survey respondents). The data of the event, 'Missing Girls' are identified as an estimate. It remains unknown that the given data on the rest of the event are based on an actual survey or estimate. Although the give data suggest that people from various background participated in the events, we are unable to analyse the data further.

Section 3 – Assessing the Impacts 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) • 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 with promote the three One Tower Hamlets objectives? -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Positive	8 events intended to target this group at the applications stage. The given data suggest that a range of communities of this group participated in the events.
Disability	Positive	3 events intended to target this group at the applications stage. The given data shows that this group participated in at least 5 events during this period.
Gender	Positive	5 events intended to target this group at the applications stage. The given data suggest that both male and female participated in the events.
Gender Reassignment	Positive	One event intended to target this group at the applications stage. The given data show some trans people participated in the events.
Sexual Orientation	Positive	One event intended to target this group at the applications stage. The given data suggest that this group participated in the events.
Religion or Belief	Positive	5 events intended to target this group at the applications stage. The given data suggest that different groups participated in the events.
Age	Positive	8 events intended to target this group at the applications stage. The given data suggest that different age groups participated in the events.
Marriage and Civil Partnerships.	Positive	One event intended to target this group at the applications stage. The given data suggest that people with various status of this group participated in the events.
Pregnancy and Maternity	Positive	One event intended to target this group at the applications stage. The given data suggest that people of this group participated in the events.
Other Socio-economic Carers		

Section 4 – Mitigating Impacts and Alternative Options

N/A

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?

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

N/A

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?

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:

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

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Bettter collection of feedback	**Evaluation & feedback form being moved to online system for 1617 should improve quality of data received**	**Online form will be ready for April 2016 when first events will take place. Successful applicants will be given information required with acceptance pack.**	**AD**	**Evaluation form currently being uploaded onto online system**