

Equality Analysis (EA)

Financial Year
2018/19

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)

High Street and Town Centre Strategy 2017 - 2022

See Appendix
A

Current decision
rating



The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres.

The strategy has been developed with the support of consultants ATCM and the Retail Group and by analysing local characteristics, identifying needs, drawing on responses from public consultation and data used to review the borough's High Street and Town Centre provision, including population data, business type and use classification, market occupancy rates, football counts, customer surveys, transport service information and other data. The analysis of this range of data and information was then used to rank a set of 20 Performance Indicators (PIs) and in-turn identify priorities for improvements.

The development of the strategy also involved extensive stakeholder input, from a range of teams across the Council, place-based partnerships and local stakeholders (Housing Associations etc.).

The High Streets & Town Centres Strategy sets out five key priorities to be addressed in delivery of the strategy. These are

- Priority 1: Improve the retail offer on the high street
- Priority 2: Develop and support local partnerships
- Priority 3: Improve management of the public realm
- Priority 4: Improve the management of street markets;
- Priority 5: Reduce anti-social behaviour on the high street

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:

(signed off by)

Date signed off:

(approved)

Service area:

Place/ Employment and Enterprise

Team name: High Streets & Town Centres

Service manager: Vicky Clark, Divisional Director Growth & Economic Development

Name and role of the officer completing the EA: Fiona Crehan, High Streets & Town Centres Team 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?

- Mosaic Public Sector Profile of Tower Hamlets 2016 - provides a snap shot of the economic trends of the general Tower Hamlet population, using the Mosaic classification
- Tower Hamlets Borough Profile - provides an overview of the borough's population
- On Street surveys
- Local market research
- Footfall Counts showing patterns of footfall on the high street and highlighting weaknesses to be addressed and areas of opportunity for local businesses.

Tower Hamlets has a number of key high streets, designated town centres and street markets located in various wards across the borough. These locations are situated within the heart of the community and are used not only by Tower Hamlets residents, but also by people who regularly work in these areas and by people who visit the borough.

Our local key high streets and Town Centres are frequented by a diverse range of people from across the borough and beyond and therefore the proposals outlined within this strategy will have an impact on the whole borough community.

'The equality profile' of the users most likely reflects the general profile of the borough's community.

The Mosaic data and the Borough Profile acts as a useful tool in reviewing the make-up of the general borough community, and thus provides a profile of the likely users of the Town centres and high streets.

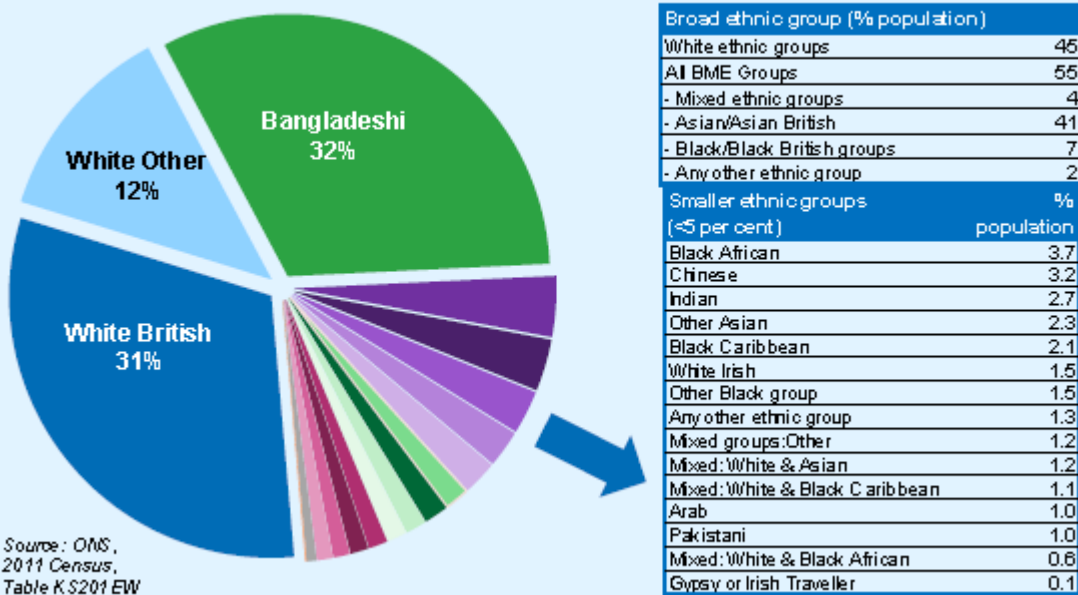
Below is a summary of the analysis of these data.

Ethnicity

According to the 2011 Census, Tower Hamlets has one of the most ethnically diversified population in England, 69% of the borough's population belong to a minority ethnic group, while just under 31% of the population are of white british origin.

The table below shows a break down of the population in Tower Hamlets by ethnic group.

Figure 2.9: The population of Tower Hamlets by ethnic group, 2011



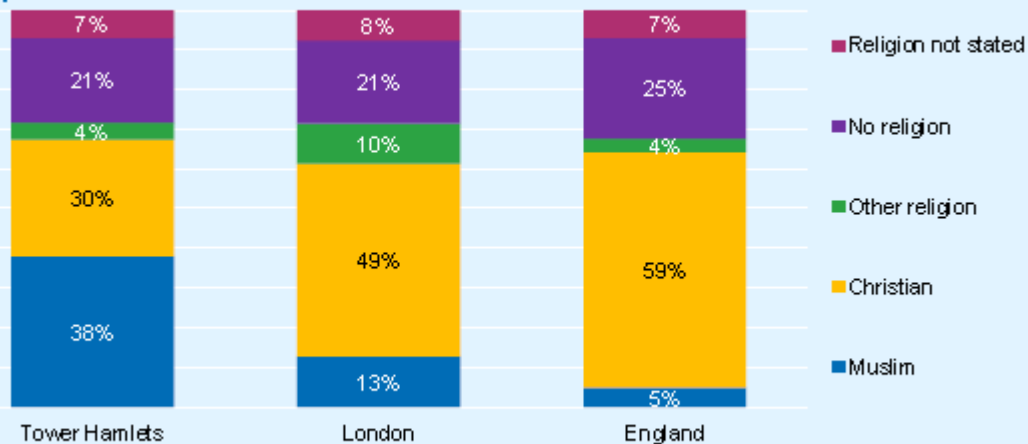
Gender

Tower Hamlets has 109 male residents for every 100 female residents (or 52.2% males and 47.8% females).¹⁶ This is the 4th highest proportion of male residents in the UK, and is higher than the sex ratios in London (99 males to 100 females) and England (98 males to 100 females), where overall there are slightly more female residents than male residents. Overall, our sex ratio gives the borough

Religion or Belief

According to the 2011 Census, 38% of borough resident identified as Muslims, which is much higher than London and England. The table below shows the faith profile within the borough.

Figure 2.12: Faith profile of Tower Hamlets compared with London and England, 2011



Source: ONS 2011 Census, Table KS209EW & GLA corrected tables for Tower Hamlets and London via London Database. Note: Original published Census data on religion had errors for three local authorities: Tower Hamlets, Camden and Islington which was corrected in 2015.

Age

Tower Hamlets has a relatively young population, with 47% of the residents in the 20-39 age bracket; fewer than 9% of the borough residents are over 60. According to the borough profile, while the overall age of the borough's residents is likely to increase slightly, the borough will most probably to retain its young population.

Social-Economic profile

The Mosaic Public Sector report notes that the population in Tower Hamlets falls within 11 groups. The four predominate groups were as follows:

065 Crowded Kaleidoscope – this group made up 30.4% of all households in Tower Hamlets. Families in this group tends to be on low income. They are likely to come from around the world

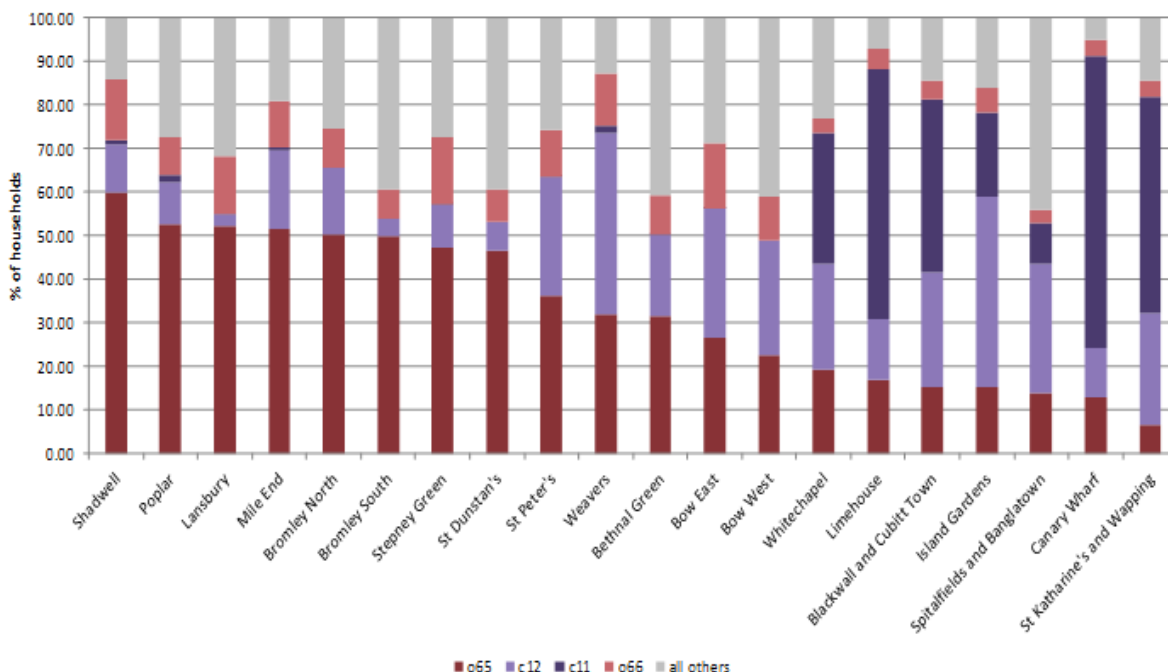
C12 Metro High Flyers – this group makes up 21% households in the borough.- Highly educated 20- 30 somethings renting expensive apartments. They are more likely to come from diverse backgrounds.

C11 Penthouse Chic – this group makes up 14.72% households in the borough. These are likely to be young, highly successful city workers renting in prestige locations in central London. People in this group tend to be in professional occupations and have very high household incomes.

066 Inner City Stalwarts – this group makes up 8.23% households in the borough. Typically aged over 55 and long term renters. They are more likely to live in social housing.

The table below, show the distribution of these groupings by ward within the borough.

Distribution of Top 4 Mosaic Public Sector Types by Ward, 2016



Consultation exercises

Extensive consultation was undertaken in the development of this strategy. People and organisations engaged include: relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, residents and businesses, market traders and community groups. Particular focus was given on the views expressed by the equality target groups..

Surveys were conducted in designated town centres and key local high streets such as Petticoat Lane /Middlesex Street as part of the process for developing the improvement plans for the high street destination.

Within each key high street, residents were recruited as Market Researchers, to carry out on street surveys.

Meetings were also organised through local partnerships and stakeholders and held in local high street venues with businesses and residents and stakeholder reps attending. People who could not attend sent information and comments by email and in some cases HS&TC officers offered to meeting with businesses and stakeholders.

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?

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> <ul style="list-style-type: none"> 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 <p>The High Street and Town Centre Strategy sets out the Council’s approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections’ of the community, the proposals are likely to have a positive impact on this group. Moreover a high proportion of our independent retailers and market traders come from BAME backgrounds, and therefore we can anticipate that the interventions proposed will have an overall beneficial impact on their economic wellbeing.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</p>
Disability	Positive	<p>The High Street and Town Centre Strategy sets out the Council’s approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections’ of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</p>
Gender	Positive	<p>The High Street and Town Centre Strategy sets out the Council’s approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections’ of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy.</p>

Gender Reassignment	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</p>
Sexual Orientation	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy.</p>
Religion or Belief	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</p>
Age	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</p>
Marriage and Civil Partnerships.	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this</p>

		<p>group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy.</p>
Pregnancy and Maternity	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this group.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</p>
Other Socio-economic Carers	Positive	<p>The High Street and Town Centre Strategy sets out the Council's approach to improving the performance and competitiveness of our key high streets and town centres. Currently the service does not collect specific equality data for this group. However as the High Street and Town Centres are frequented by all sections' of the community, the proposals are likely to have a positive impact on this group. An improved local retail offer should support carers to integrate essential domestic shopping alongside their other responsibilities and therefore have a positive impact on this group's wellbeing.</p> <p>Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?).</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?

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?

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:

The Service currently does not collect specific equality monitoring data. Equalities data will be collected as a part of the monitoring process of this strategy (or a future user survey?)

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>Example</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 & PB</p> <p>2. NR</p>	

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