

Equality Impact Analysis Template

Section 1: Introduction

Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project Accelerate! The Tower Hamlets Children and Families Partnership Strategy
Service area and Directorate responsible
Strategy and Commissioning service, Children's Services Directorate
Name of completing officer
Frances Winter
Approved by (Corporate Director / Divisional Director/ Head of Service)
Layla Richards
Date of approval
25/10/2023

Conclusion

Conclusion	Current decision rating (see Appendix A)
<p>The Equality Impact Assessment concludes:</p> <ul style="list-style-type: none"> • This is a high level strategy and there is no specific decision to be assessed. • Improving outcomes and experiences for all children and young people in Tower Hamlets, with a particular focus on children who are at risk of poor outcomes, is an integral part of the strategy. • Specific cross-cutting objectives commit the partnership to working together to promote equality, become an anti-racist borough, and tackle child poverty. • Section 4 below sets out the areas of the strategy relevant to children by protected characteristic. The development of each priority will be informed by equality analysis, considering issues of intersectionality. 	Green

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with ‘protected characteristics’ and those without them
- Foster good relations between those with ‘protected characteristics’ and those without them

This Equality Impact Analysis provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above. For more information about the Council’s commitment to equality, please visit the Council’s [website](#).

Section 2: General information about the proposal

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010

Accelerate! is a broad strategy which aims to set overall priorities for the children and families partnership over the next five year period (2024 – 2029).

There is no specific proposal or decision against which an equality impact assessment is required. However, the public sector duty is relevant to all aspects of the strategy: this impact assessment provides an overview of key equality considerations to which partner organisations will have regard in their work. Specific proposals taken to implement the strategy will be subject to their own EQIA.

The vision for all partners is of “A child-friendly borough where children and young people from all backgrounds thrive, achieve their best, have opportunities, and are listened to.”

The strategy priorities are as follows:

1. A great start in life
2. A healthy childhood
3. Good mental health and wellbeing
4. Support for children with SEND
5. Safe and secure
6. Achievement and opportunity

With two cross-cutting priorities:

7. Tackling child poverty and the cost of living crisis
8. Co-production, equality and anti-racism

Promoting equality is embedded in the vision for the strategy, and a specific objective. The sections below provide some more detail about key issues for children and young people with different protected characteristics.

Section 3: Evidence (consideration of data and information)

What evidence do we have which may help us think about the impacts or likely impacts on residents, service users and wider community?

The development of the strategy has drawn on a range of evidence, including:

- Qualitative information about children and young people's views and experiences gathered through co-production and activities at Takeover meetings of the Every Chance for Every Child Forum
- Census data from 2021 and 2011: information about the number and characteristics of children and young people in the borough.
- Pupil Attitude Survey: information about school-age children's views and experience on a wide range of issues including education, safety, wellbeing and health, leisure and transport.
- Joint Strategic Needs Assessments conducted with a focus on children and young people
- Research carried out as part of the Act Early research project and other research
- Service level data and topic-specific data informing the development of improvement programmes and strategies (for example, Corporate Parenting, SEND, Early Help Partnership).

Section 4: Assessing the impacts on different groups and service delivery

Groups	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?																				
Protected																								
Age (All age groups)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>The strategy focuses on children, aged under 0-17 years, and 0-24 for children and young people with Special Educational Needs and Disabilities. It includes priorities relevant to children and young people of different ages.</i></p> <p>There were 64,250 0-17 year-olds in Tower Hamlets in 2021, 21% of the resident population. The number of children increased by 8,855 between 2011 – 2021. The child population is expected to remain at current levels until 2030, with an increase in pre-school, and declines in school age children.</p>																				
Disability (Physical, learning difficulties, mental health and medical conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Improving the lives of children and young people with Special Educational Need and Disabilities (SEND) is a specific focus of the strategy.</i></p> <p>18.6% (8619) of school age children and young people are reported in the 2022/23 school census to have special educational needs or disabilities:</p> <table border="1"> <thead> <tr> <th>Primary identified need</th> <th>% pupils with SEND</th> </tr> </thead> <tbody> <tr> <td>Autistic Spectrum Disorder</td> <td>14.5%</td> </tr> <tr> <td>Hearing Impairment</td> <td>2.3%</td> </tr> <tr> <td>Moderate Learning Difficulty</td> <td>6.3%</td> </tr> <tr> <td>Multi- Sensory Impairment</td> <td>0.2%</td> </tr> <tr> <td>Other Difficulty/Disability</td> <td>2.2%</td> </tr> <tr> <td>Physical Disability</td> <td>1.7%</td> </tr> <tr> <td>Profound & Multiple Learning Difficulty</td> <td>2.1%</td> </tr> <tr> <td>SEN support but no specialist assessment of type of need</td> <td>3.8%</td> </tr> <tr> <td>Severe Learning Difficulty</td> <td>1.2%</td> </tr> </tbody> </table>	Primary identified need	% pupils with SEND	Autistic Spectrum Disorder	14.5%	Hearing Impairment	2.3%	Moderate Learning Difficulty	6.3%	Multi- Sensory Impairment	0.2%	Other Difficulty/Disability	2.2%	Physical Disability	1.7%	Profound & Multiple Learning Difficulty	2.1%	SEN support but no specialist assessment of type of need	3.8%	Severe Learning Difficulty	1.2%
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				<p>Social, Emotional and Mental Health 18.4%</p> <p>Specific Learning Difficulty 6.0%</p> <p>Speech, Language, Communications needs 40.5%</p> <p>Visual Impairment 0.8%</p> <p>100.0%</p> <p>In comparison to other areas, children and young people with SEND in Tower Hamlets achieve good outcomes at school, exceeding national averages at year 1 phonics level and at GCSE or equivalent. Children at SEN Support perform above the national average across all KS1 and KS2 assessments, with a similar picture for children and young people with an Education Health and Care Plan. Attendance rates for children and young people with SEND also out-perform national averages at primary and secondary level, with low exclusion and suspension rates below national levels.</p> <p>We know there is more to do through improving support for children with SEND and are developing a SEND strategy, supported by a Joint Strategic Needs Assessment focusing on children and young people with SEND. This will assess outcomes for children with SEND in a range of areas and help to identify priorities for tackling inequalities.</p>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Implementation of the strategy will consider the views and needs of girls and boys throughout, and tackle gender inequalities, including in the areas of education, safety, and wellbeing.</i></p> <p>Amongst children aged 0-17 in Tower Hamlets, 50.9% are male and 49.1% are female.</p> <p>Girls and boys have different experiences and outcomes on average in many aspects of childhood. These are shaped by other aspects of their identity, and change over time. For example, the Tower Hamlets Pupil Attitude Survey (2022) does not point to major differences on average in the experiences or views of girls and boys at primary school age. However, amongst secondary school pupils, there were some notable difference (note that the sample sizes were small) in how safe and how happy girls and boys felt.</p> <p>Health and wellbeing:</p>

				<ul style="list-style-type: none"> • The Pupil Attitude Survey (2022) found that girls at secondary school age were more likely than boys to disagree with the statement – “I feel happy about life at the moment”, and consistently less likely than boys to agree that they often/all of the time had had positive feelings over the previous two weeks (feeling optimistic; useful; relaxed; dealing with problems well; thinking clearly; feeling close to other people; able to make up my mind about things). • Boys were also more likely than girls to report they had been active before and after school and at breaktimes. • Boys are more likely to be overweight than girls by year 6. <p>Safe and secure:</p> <ul style="list-style-type: none"> • Boys are more likely than girls to be involved in the criminal justice system and make up a large majority of children cautioned or sentenced. • Boys and girls have different perceptions of safety: amongst secondary school pupils responding to the 2022 Pupil Attitude Survey, boys were more likely than girls to say they felt ‘very safe’ in a number of different locations (in their local area, on their way to school, in school, outside their local area, on public transport) and girls were more likely than boys to say that somebody had shared a video or photo that had made them feel uncomfortable. <p>Achievement and opportunity:</p> <p>On average, girls achieve better outcomes than boys in Tower Hamlets:</p> <ul style="list-style-type: none"> • 67.5% of girls and 53.6% of boys have a good level of development at reception age (2021/22) • 70.6% of girls and 63.7% of boys meet the expected standard in Reading, Writing and Maths at Key stage 2 (2021/22) • 56.1% of girls and 52.9% of boys achieve a grade 5+ in GCSE English and maths (2021/22)
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				<ul style="list-style-type: none"> At age 16-17, boys are consistently more likely than girls to be not in education, employment or training. (3.9% compared to 2.1% in 2023). <p>The strategy also needs to take into account inequalities in life chances and outcomes for adult women and men in Tower Hamlets and identify whether these could be addressed by interventions during childhood. The most striking differences are in healthy life expectancy (where female healthy life expectancy in Tower Hamlets is much below regional averages and females can expect to live 7.5 fewer years in good health than males) and in the high proportion of long term unemployed females in Tower Hamlets. Recent analysis by the public health analysis team suggests that long-term unemployment is a driver of the gender gap in healthy life expectancy. Supporting girls to translate their high achievement at school into good careers has the potential to improve incomes and health.</p>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Data on the number of children and young people who are trans in Tower Hamlets is not available. The focus on equality and anti-discrimination in services, as well as the focus on safety and tackling peer-on-peer harm, should contribute to a safe and supportive environment where young people who identify as trans can thrive.
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p><i>Marriage and civil partnership status is not a specific dimension of the strategy.</i></p> <p>Fewer than twenty 16 and 17 year olds were (or had been) married or in a civil partnership in 2021.</p>
Religion or philosophical belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>The strategy includes a focus on tackling discrimination and inequality.</i></p> <p>In the 2021 census, two thirds of 0-17 year olds (67%) were reported to be Muslim, 15% Christian, and 11% with no religion, just over 1% were Hindu, and small number of children reported to be Buddhist, Sikh, Jewish and other religions.</p>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Tackling racism and promoting equality is a specific focus of the strategy.</i></p> <p>Children in Tower Hamlets come from a diverse range of backgrounds. The composition of the child population is different from Tower Hamlets residents as a whole: a much higher</p>

				<p>proportion of children come from a non-White background (84.5%), compared to residents of all ages (60%).</p> <p>63.5% of 0-17 year olds children come from an Asian background (58.3% of the child population are Bangladeshi). 9.1% are from a Black background; 8.4% of children are from a mixed heritage background; 15.5% are from a White background. 2.5% of 0 to 15 year olds are from a Somali background.</p> <p>Health and wellbeing</p> <ul style="list-style-type: none"> • Children from Black and Asian ethnic groups in Tower Hamlets are more likely to have excess weight at age 10/11 (2013/14 – 2018/19). • There is limited local data on ethnic disparities in health outcomes amongst children. Analysis of national evidence by the Association for Young People’s Health concludes that : “young people aged 10-25 from ethnic minority groups are likely to face inequalities in a range of health outcomes and within the social determinants that are related to health outcomes. Though the patterns are not always clear and consistent, White British young people in the UK tend to be in better health and are living within healthier environments than their peers from ethnic minority backgrounds. There are particular concerns arising for the disparities faced by Gypsy and Traveller young people and Black young people” (AYPH: Themes from available data The importance of ethnicity for understanding young people’s experiences of health inequalities, February 2023) <p>Safe and secure</p> <ul style="list-style-type: none"> • Nationally, Black and Mixed ethnicity young people are overrepresented in the criminal justice system: Black, Asian and other ethnic minority children are nearly three times more likely to be in custody compared to their share of the population. Children from BAME backgrounds also have different experiences of services, including support services, and of stop and search. A survey for the Endowment Foundation found that “Black children are disproportionately affected by violence. 33% of Black children were
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				<p>victims of violence in the last 12 months, compared to 13% for White children and 11% for Asian children.” (Youth Endowment Foundation: Children, Violence and Vulnerability 2022).</p> <ul style="list-style-type: none"> In Tower Hamlets, amongst stop and searches of under 18’s in the past two years, young people whose ethnic appearance was recorded as Asian or White were roughly proportionate to the young population, young people whose ethnic appearance was recorded as Black were stopped and searched more relative to the population. <p>Opportunity and achievement.</p> <ul style="list-style-type: none"> Children from Asian and Black backgrounds (and particularly boys) are less likely than children from White and mixed backgrounds to be assessed as having a good level of development at Reception age. However, at Key Stage 2 and Key stage 4, this pattern has reversed and children from Asian and Black backgrounds outperform their peers from White and Mixed backgrounds. At age 16-17, the proportion of young people from White and mixed backgrounds who are not in education, employment or training is higher than those from Asian and Black Backgrounds.
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Key areas of the strategy have the potential to support and protect children who identify as LGB.</i></p> <p>We do not hold information on the proportion of young people who identify as lesbian, gay or bisexual in Tower Hamlets. Across England, younger people aged 16 – 24 are more likely than older age groups to identify and LGB+ (Census 2021) The focus on equality and anti-discrimination in services, as well as the focus on safety and tackling peer-on-peer harm, should contribute to a safe and supportive environment where young people who identify as trans can thrive, and are supported to achieve.</p>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Support for expectant and new parents is a specific focus of the strategy as this is key to a better start in life.</p>

<p>Socio-economic</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Tackling child poverty and responding to the cost of living crisis is a specific priority for the strategy.</i></p> <p>26.5% of children under 16 years in Tower Hamlets are living in relative low income families. This figure rises to close to 1 in 2 children when housing costs are taken into account.</p> <p>19.2% of the Tower Hamlets population was income-deprived in 2019. There are inequalities within the borough: with 2.5% of people estimated to be income-deprived in the least income deprived neighbourhood, and 31.8% of people estimated to be income-deprived in the most income deprived neighbourhood.</p> <p>Nationally, 46% of children in households from a Bangladeshi or Pakistani ethnic group were in poverty in the period 2019/20-2021/22, and 62% of children in households from a Bangladeshi ethnic group were in poverty after housing costs in the same period. 35% of children in households from a Black ethnic group were in poverty before housing costs, and 53% were in poverty after housing costs. Children in families with a disabled member were more than three times as likely to experience low income and material deprivation (20%) than children in families where no one is disabled (6%).</p> <p>Employment is an important contribution to household income. In Tower Hamlets, there is a lot of variation in which residents are likely to be employed. Most male groups have higher rates of employment than most female groups. The male group with the highest rate of employment was white other at 81.5% and the male group with the lowest rate was Bangladeshi at 52.9%. The female group with the highest rate of employment was White Other at 72.6% and the lowest group was Bangladeshi at 28.6%. Seven female ethnic groups had an employment rate below 50% while no male ethnic groups did. Muslim residents were the least likely to be in employment (both males and females). (House of Commons Research Library: Poverty in the UK: Statistics, 2023)</p>
<p>Parents/Carers</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Support for parents and carers is a specific focus of the strategy.</i></p>
<p>People with different Gender</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Key areas of the strategy have the potential to support and protect children who have different gender identities. The focus on equality and anti-discrimination in services, as well as the</i></p>

Identities e.g. Gender fluid, Non-Binary etc				focus on safety and tackling peer-on-peer harm, should contribute to a safe and supportive environment where young people with different gender identities can thrive.
People with Care Experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>Ensuring that children who we care for, and care experienced young people are able to thrive, achieve and have opportunities in life is an important cross-cutting priority for the strategy.</i></p> <p>Adults, children and young people who are care-experienced often face significant barriers in life, including access to equal education, training, and employment opportunities. They are more likely to experience discrimination and stigma and are disproportionately represented in terms of poorer health outcomes, social mobility and the criminal justice system. As a result, they are at a higher risk of experiencing poverty and social exclusion.</p> <p>Supporting children and young people we care for is a key element of the children and families partnership, and the Corporate Parenting Strategy and Corporate Parenting Pledge will support partnership working to ensure children who are looked after are supported to thrive. This work is led by the Corporate Parenting Board, working in close partnership with the Children and Families partnership.</p>
Any other groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Section 5: Impact analysis and action plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Update on progress
Implement priority 7: support families to be resilient in the cost of living and child poverty crisis	Agree delivery plan	By June 2024	Chair Children and Families Executive	
Implement priority 8: champion co-production, equality and anti-racism	Agree delivery plan	By June 2024	Chair Children and Families Executive	
Monitor equality impacts	Annual stocktake to address equality	Annual stocktake	Chair Children and Families Executive	

Section 6: Monitoring

What monitoring processes have been put in place to check the delivery of the above action plan and impact on equality groups?

Annual stocktake to include equality analysis of data.

Appendix A

EIA decision rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act and appropriate mitigations cannot be put in place to mitigate against negative impact. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p>Suspend – Further Work Required</p>	<p>Red</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p>Further (specialist) advice should be taken</p>	<p>Red Amber</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Impact analysis and action plan</i> section of this document.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber</p> 
<p>As a result of performing this analysis, the policy or activity 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.</p>	<p>Proceed</p>	<p>Green</p> 