

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
2023-2028 Tower Hamlets Partnership Plan
Service area and Directorate responsible
Corporate Strategy and Improvement Service; Strategy, Improvement and Transformation Division
Name of completing officer
Onyekachi Ajisafe
Approved by (Corporate Director / Divisional Director/ Head of Service)
Yes
Date of approval
Date to be inserted

Where a proposal is being taken to a committee, please append the completed EIA(s) to the cover report.

Conclusion – To be completed at the end of the Equality Impact Analysis process

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the negative impact on a particular group was disproportionate and the appropriate actions cannot be undertaken to mitigate risk. Or, based on the EIA, the proposal was amended, and alternative steps taken.*

The focus of this is to analyse the impacts of the proposal on residents, service users and the wider community that are likely to be affected by the proposal. If the proposed change also has an impact on staff, the committee covering report should provide an overview of the likely equality impact for staff, residents and service users and the range of mitigating measures proposed.

Conclusion	Current decision rating (see Appendix A)
<p>The Tower Hamlets Partnership Plan aims to reduce inequality and improve outcomes for all who live, work, study and visit the borough. Extensive engagement has been conducted to understand the needs of service users, and we have used the findings to promote positive impact on any particularly protected characteristic groups in the Plan's outcomes.</p> <p>The Plan does not appear to have any adverse effects on people who share protected characteristics, but will instead have a positive impact, hence no further actions are recommended at this stage.</p>	<p>Green - Proceed</p> 

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

The Tower Hamlets Partnership is a coalition of public services (including council, health police and education), voluntary, faith and community and business organisations committed to making Tower Hamlets a great place for all who live, work, visit and study here through a shared vision. Through civic engagement and participation, and through leadership of place we remain ambitious to improve the lives of our residents and create a Tower Hamlets that delivers for everyone. With Partners working together, and with residents, to improve services and outcomes and provide strategic leadership on complex cross-cutting issues through shared resources and collaboration.

The 2023-28 Partnership Plan embraces the new shared vision for the borough for the next 5 years: *'Residents and partners working together to improve quality of life, advance equality, opportunity, and empowered communities.'* As well as our shared outcomes:

- Address inequalities between residents from different backgrounds reducing gaps in health, earnings, education, housing, and opportunity.
- Improve our neighbourhoods, ensuring they are places for living, shopping and entertainment where communities feel safe and get on well together, and climate change is tackled.

While developing this Partnership Plan over the last year, we heard from residents about their aspirations for the borough and the biggest issues they face. This Partnership Plan focuses on what matters most to residents and on the practical difference residents, young people, public services, community, faith and voluntary groups and businesses can make when they work together empowering collective action.

To achieve these, the Plan outlines a set of priorities and underlying outcomes:

Priority 1 - Tower Hamlets will be a fair, inclusive and an anti-racist borough.

What we will do together:

- 1.1 Work in partnership to reduce unequal life chances.
- 1.2 Fulfil our partnership ambition to make Tower Hamlets an anti-racist borough.

Priority 2 - Everyone in Tower Hamlets should be able to enjoy good mental health and wellbeing.

What we will do together:

- 2.1 Work in partnership to reduce unequal life chances.
- 2.2 Fulfil our partnership ambition to make Tower Hamlets an anti-racist borough.

Priority 3 - Everyone in Tower Hamlets should feel safe and live in good-quality homes and healthy, inviting neighbourhoods.

What we will do together:

- 3.1 Support safer communities.
- 3.2 A Public Health approach using guidance and insight.
- 3.3 Address housing needs and improve our neighbourhoods.

Priority 4 - Everyone in Tower Hamlets should have access to good work and skills and an income that meets their needs.

What we will do together:

- 4.1 Promote inward investment and create wealth.
- 4.2 Support skills development, good work and financial security.

Priority 5 - A child-friendly borough where children and young people from all backgrounds thrive, achieve their best, have opportunities, and are listened to.

What we will do together:

- 5.1 Improve the life chances and outcomes of our children and young people.

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 Tower Hamlets Partnership Plan used a wide range of engagement, as well as service, local and national data and information, to help inform the Plan. The Plan's background evidence paper details the key evidence base for the plan, these include:

Tower Hamlets State of the Borough 2023

This report was prepared in March 2023 to support development of a new Tower Hamlets Partnership Plan. It uses data from the 2021 census and other official statistics to describe some of the key features of Tower Hamlets and the borough's population, and some of the most important changes the borough's population have experienced in recent years.

Some of the most notable features of the borough's population are:

- **310,300:** number of residents, the fastest growing population in England.
- **22%:** the population increase between 2011 – 2021.
- **15,695:** residents per square kilometre. Most densely populated area in England.
- **30 years:** the median age of our residents, the youngest of any area.

- **71%:** of all residents aged 20-64, disproportionately comprised of working-age adults.
- **34.6%:** the proportion of residents of Bangladeshi origin, the highest in the country.
- **2%:** the proportion of residents from Somali and Somalilander communities.
- **39.9%:** the proportion of residents identifying as Muslim, the highest in the country.
- **50th:** the 50th most deprived local authority district (rank of score) in England (of 317).
- **£37.4 billion:** The Gross Value Added produced by Tower Hamlets economy in 2020. A larger economy than the cities of Birmingham, Manchester or Leeds, with more jobs (291,000) than working age residents
- **16,855:** Number of businesses in Tower Hamlets.
- **291,000:** employee jobs in 2021, but unemployment higher than the national average, and women are less likely to be employed
- **46,000:** the number of residents aged 16 and over who have never worked.
- **47.5%:** children estimated to be living in relative low-income families in 2021 (after housing costs – highest in England).
- **46,000:** the number of residents aged 16 and over who have never worked.
- **96.8%:** the proportion of schools and nursery rated ‘good’ or better in December 2022.
- **65 years:** healthy life expectancy at birth for males in 2018-20.
- **58 years:** healthy life expectancy at birth for females in 2018-20.
- **45%:** proportion of children aged 10-11 (school year 6) who were overweight or obese in 2021/22.
- **70%:** of dwellings are rented, split roughly equally between social renters and private renters.
- **38.2%:** Proportion of households in private rented accommodation, 5th highest in England and Wales (2021).
- **15.8%:** proportion of households with at least one fewer bedroom than they require, 4th highest in England and Wales (2021).
- **47%:** proportion of residents citing crime and anti-social behaviour as a top concern (2021).
- **106.9 per 1,000 residents:** crime rate for total notifiable offences, below some central London Boroughs, but higher than most London Boroughs.

‘Tower Hamlets for All’ Tower Hamlets Partnership Plan Engagement

The engagement of the Tower Hamlets Partnership Plan – ‘Tower Hamlets for All’ sought to gather views of those who live, work, study and visit the borough using various methods and wide-ranging channels to ensure the views of different groups in the borough are heard. Over 700 people were involved. This included: a Tower Hamlets for All Survey resulting in 262 responses over a period of two

months (December 2022 – January 2023); virtual engagement events and a series of in- person events with 464 people engaged. Some of the notable things residents told us are:

What people like most about Tower Hamlets

- The borough's diversity.
- Arts, culture, shops, restaurants, and historical districts.
- Tower Hamlets' location, transport connections to central London and proximity to River Thames and the canal.
- Public spaces such as local parks and green spaces.

The issues people would like action on

- Housing conditions and the need for more affordable and family-sized homes.
- Public spaces, air quality and transport.
- Crime, violence, and anti-social behavior.
- Poverty and the cost of living.
- Access to health and GP services, better mental health and wellbeing, and reducing health inequalities.
- More community spirit and neighborliness.
- Opportunities for young people in education, employment and careers.
- Equal access to opportunities for young people, women and all our residents from Black, Asian and Multi-Ethnic communities to learning, skills and job opportunities and career progression.
- Celebrating the borough and its people.
- Fairness, cohesion and opportunities for all.
- Building personal and community responsibility.
- Sharing the benefits from regeneration, growth and economic opportunities.

The evidence for the Partnership plan also draws on a number of other research and engagement exercises carried out with residents since 2020, with a focus on those exercises where residents shared their views on a wide range of topics. These include:

2021 Annual Residents Survey

The resident survey provides a snapshot of the views of 1,108 residents representative of the Tower Hamlets population, on a range of topics including the council, local services, and their local area.

2022 Pupil Attitude Survey

The survey capture views of 1,526 primary school and 271 secondary school pupils' views and experiences about learning, health and well-being, staying safe, and plans for the future.

2021 Poverty Review

The review heard from over 300 residents and partners, as well as council staff, through 6 themed review meetings; 5 partnership groups; 3 resident workshops, 10 focus groups, an online call for evidence on the online 'Let's Talk' portal, in-person call for evidence boxes in Idea Stores.

Health and Wellbeing Strategy

Consultation and engagement on the Health and Wellbeing Strategy provides views of 240 residents in face-to-face neighbourhood conversations, phone and online engagement survey with 354 residents, and a range of 25 face-to-face meetings and workshops with resident groups, boards, and professionals.

2023 Healthy Neighbourhoods project

The Healthwatch project heard the views and opinions of 361 local people via an online survey, face-to-face street surveying, and 2 focus groups.

New Grants Programme engagement

The New Grants for the Voluntary and Community Sector Captured the views of 155 people through 6 workshops delivered across the borough at different times of the day, face-to-face and virtual sessions, 7 pop-up engagement events across the borough, and an online survey.

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"/>	The Plan's priorities aim to have a positive impact on people of all age groups.
Disability (Physical, learning difficulties, mental health and medical conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on disabled people.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on all gender groups.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on this group.
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on this group.

Religion or philosophical belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on people of all religions and philosophical beliefs.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on people of all races.
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on people of all sexual orientations.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on pregnant women, and those on/returning from maternity.
Other				
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on people of different socio-economic backgrounds.
Parents/Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on parents and carers.
People with different Gender Identities e.g. Gender fluid, Non-Binary etc	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on all gender identities.

People with Care Experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact on carers, people in care, and those trying to access care services.
Any other groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Plan's priorities aim to have a positive impact several other groups in the borough not listed here such as people of different ethnicities, job/skill seekers, businesses and voluntary organisations, etc.

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

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?

The 2023-2028 Tower Hamlets Partnership Plan has undergone extensive range of engagement, based on the findings, the Plan identifies priorities for the Tower Hamlets Partnership to improve outcomes for of all who live, work, study and visit the borough.

Once the Plan has been approved, an action plan will be developed for the implementation of its priorities, with the delivery monitored by the Partnership Executive Group (PEG), ensuring that the stated outcomes and objectives are met, to which an annual report will be published on the Partnership's progress towards these.

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> 