

# EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Joint Local Health and Wellbeing Strategy

Date

April 2024



## What is the Public Sector Equality Duty (PSED)?

**The Public Sector Equality Duty (PSED) is set out in the Equality Act 2010 (s.149). This requires public authorities, in the exercise of their functions, to have 'due regard' to the need to:**

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and Foster good relations between people who share a protected characteristic and those who do not

**The characteristics protected by the Equality Act 2010 are:**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation

**What is due regard?**

- It involves considering the aims of the duty in a way that is proportionate to the issue at hand
- Ensuring real consideration is given to the aims and the impact of policies with rigour and with an open mind in such a way that influences the final decision

The general equality duty does not specify how public authorities should analyse the effect of their business activities on different groups of people. However, case law has established that equality analysis is an important way public authorities can demonstrate that they are meeting the requirements.

Case law has established the following principles apply to the PSED:

- **Knowledge** – the need to be aware of the requirements of the Equality Duty with a conscious approach and state of mind.
- **Sufficient Information** – must be made available to the decision maker.
- **Timeliness** – the Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken not after it has been taken.
- **Real consideration** – consideration must form an integral part of the decision-making process. It is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision.
- **Sufficient information** – the decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the Equality Duty.
- **No delegation** – public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the Equality Duty, are required to comply with it, and that they do so in practice. It is a duty that cannot be delegated.
- **Review** – the duty is not only applied when a policy is developed and decided upon, but also when it is implemented and reviewed.

- Due regard should be given before and during policy formation and when a decision is taken including cross cutting ones as the impact can be cumulative.

## What is an Equality Analysis (EA)?

An equality analysis is a risk assessment tool that examines whether different groups of people are, or could be, disadvantaged by service provision and decisions made. It involves using quality information, and the results of any engagement or consultation with particular reference to the protected characteristics to understand the actual effect or the potential impact of policy and decision making decisions taken.

**The equality analysis should be conducted at the outset of a project and should inform policy formulation/proposals. It cannot be left until the end of the process.**

**The purpose of the equality analysis process is to:**

- Identify unintended consequences and mitigate against them as far as possible, and
- Actively consider ways to advance equality and foster good relations.

**The objectives of the equality analysis are to:**

- Identify opportunities for action to be taken to advance quality of opportunity in the widest sense;
- Try and anticipate the requirements of all service users potentially impacted;
- Find out whether or not proposals can or do have any negative impact on any particular group or community and to find ways to avoid or minimise them;
- Integrate equality diversity and inclusion considerations into the everyday business and enhance service planning;
- Improve the reputation of the City Corporation as an organisation that listens to all of its communities;

**However, there is no requirement to:**

- Produce an equality analysis or an equality impact assessment
- Indiscriminately collect diversity data where equalities issues are not significant
- Publish lengthy documents to show compliance
- Treat everyone the same. Rather, it requires public bodies to think about people's different needs and how these can be met
- Make service homogenous or to try to remove or ignore differences between people.

An equality analysis should indicate improvements in the way policy and services are formulated. Even modest changes that lead to service improvements are important. In it is not possible to mitigate against any identified negative impact, then clear justification should be provided for this.

By undertaking an equality analysis officers will be able to:

- Explore the potential impact of proposals before implementation and improve them by eliminating any adverse effects and increasing the positive effects for equality groups
- Contribute to community cohesion by identifying opportunities to foster good relations between different groups
- Target resource more effectively
- Identify direct or indirect discrimination in current policies and services and improve them by removing or reducing barriers to equality

- Encourage greater openness and public involvement.

## How to demonstrate compliance

### **The Key point about demonstrating compliance with the duty are to:**

- Collate sufficient evidence to determine whether changes being considered will have a potential impact on different groups.
- Ensure decision makers are aware of the analysis that has been undertaken and what conclusions have been reached on the possible implications.
- Keep adequate records of the full decision making process.

In addition to the protected groups, it may be relevant to consider the impact of a policy, decision or service on other disadvantaged groups that do not readily fall within the protected characteristics, such as children in care, people who are affected by socio-economic disadvantage or who experience significant exclusion or isolation because of poverty or income, education, locality, social class or poor health, ex-offenders, asylum seekers, people who are unemployed, homeless or on a low income.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic – such as providing computer training to older people to help them access information and services.

### **Taking account of disabled people's disabilities**

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

## Deciding what needs to be assessed

The following questions can help determine relevance to equality:

- Does the policy affect service users, employees or the wider community, including City businesses?
- How many people are affected and how significant is the impact on them?
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, significantly affecting how functions are delivered?
- Will the policy have a significant impact on how other organisations operate in terms of equality?
- Does the policy relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the policy relate to an area with known inequalities?
- Does the policy relate to any equality objectives that have been set?

Consider:

- How the aims of the policy relate to equality.
- Which aspects of the policy are most relevant to equality?
- Aims of the general equality duty and which protected characteristics the policy is most relevant to.

If it is not clear if a policy or decision needs to be assessed through an equality analysis, a Test of Relevance screening tool has been designed to assist officers in determining whether or not a policy or decision will benefit from a full equality analysis.

Completing the Test of Relevance screening also provides a formal record of decision making and reasoning. It should be noted that the PSED continues up to and after the final decision is taken and so any Test of Relevance and/or full Equality Analysis should be reviewed and evidenced again if there is a change in strategy or decision.

## Role of the assessor

An assessor's role is to make sure that an appropriate analysis is undertaken. This can be achieved by making sure that the analysis is documented by focussing on identifying the real impact of the decision and set out any mitigation or improvements that can be delivered where necessary.

### Who else is involved?

Chief Officers are responsible for overseeing the equality analysis proves within departments to ensure that equality analysis exercises are conducted according to the agreed format and to a consistent standard. Departmental equality representatives are key people to consult when undertaking an equality analysis.

Depending on the subject it may be helpful and easier to involve others. Input from another service area or from a related area might bring a fresh perspective and challenge aspects differently.

In addition, those working in the customer facing roles will have a particularly helpful perspective. Some proposals will be cross-departmental and need a joint approach to the equality analysis.

## How to carry out an Equality Analysis (EA)

There are five stages to completing an Equality Analysis, which are outlined in detail in the Equality Analysis toolkit and flowchart:

**2.1 Completing the information gathering and research stage** – gather as much relevant equality-related information, data or research as possible in relation to the policy or proposal, including any engagement or consultation with those affected;

**2.3 – Developing an action plan** – set out the action you will take to improve the positive impact and / or the mitigation action needed to eliminate or reduce any adverse impact that you have identified;

**2.4 Director approval and sign off of the equality analysis** – include the findings from the EA in your report or add as an appendix including the action plan;

**2.2 Analyse the evidence** – make and assessment of the impact or effect on different equality groups;

**2.5 Monitor and review** – monitor the delivery of the action plan and ensure that changes arising from the assessment are implemented.

# The Proposal

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## 1. What is the Proposal

*The City of London Joint Local Health and Wellbeing Strategy (JLHWS) 2024 - 2028*

## 2. What are the recommendations?

The Strategy is built around 3 key priorities:

- Increasing financial resilience
- Increasing social connectedness and tackling social isolation
- Improving mental health

## 3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

Joint Strategic Needs Assessments (JSNAs) and JLHWS are statutory requirements under the Health and Care Act 2012 and the purpose of JSNAs and JLHWSs are to improve the health and wellbeing of the local community and reduce inequalities across all ages.

The priorities of this strategy are designed to reflect and meet need across all City of London residents, and in some areas relates to workers in the City of London.

**Age - Additional Equalities Data (Service Level or Corporate)**

Census data from 2021 shows that of the 8,600 population in the City of London, the majority are of working age. 8% (657) of the population are aged under 18 and 14% (1204) of the population are aged over 65.

**Financial resilience:** As noted above, the majority of the City of London resident population are of working age. Across protected characteristics, local evidence suggests that many City of London residents would like to upskill and improve their career prospects. There is a wealth of evidence that suggests social mobility and progressing with careers can be experienced differently by different protected characteristics. With the cost of living crisis, financial resilience is a key issue and can specifically impact on older people. The impact of the proposal is therefore positive

**Social connection and isolation:** Evidence referenced in the strategy shows that risk factors for social isolation are likely to increase with age and that once one factor is present, other factors then have more of an impact. However, social isolation and lack of connection can occur at all lifestyles and for a range of different reasons. Given the profile of population in the City of London and anecdotal evidence shows that social isolation is an issue in the City of London therefore the impact is positive.

**Improving mental health:** Mental health and wellbeing is important across the lifecycle and other interconnecting factors such as social isolation will have an impact. Evidence suggests that the impact of the Covid-19 pandemic has been significant in terms of mental health and wellbeing and demand for Mental Health services, particularly in Child and Adolescent Mental Health Services has increased. Mental Health and Wellbeing is also a specific issue within certain cohorts within the City of London such as our Looked After Children and Care Leavers, many of whom have experienced trauma as Unaccompanied Asylum Seeking Children. Therefore this is considered to have a positive impact.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?****Financial resilience:**

The strategy will need to:

- Promote existing opportunities and support through a range of networks
- Secure further opportunities for apprenticeships and internships through anchor organisations and businesses and promote these through a range of networks

**Social connection and isolation:**

The strategy will need to:

- Equip partners to better identify City of London residents at risk of social isolation and signpost them to support
- Consider if any targeted / specific social isolation support is required for any particular and signpost accordingly (e.g. men's project in east of City)

**Improving mental health:**

The strategy will need to:

- Shape robust identification and understanding of mental health and wellbeing needs in the City of London and advocate for different ways these could be met
- Promote prevention and self-help in a variety of ways

**Key borough statistics:**

Included above



## Disability - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

*Click or tap here to enter text.*

### What is the proposal's impact on the equalities aim?

The 2021 Census showed that there were 919 people (11%) in the City of London who were disabled under the Equality Act. This is the lowest percentage in London. Of these, 280 were limited a lot in their daily activities. 651 of these residents noted that they had a long-term physical or mental health condition but that it did not limit their day-to-day activities.

**Financial resilience:** Research by Disability Rights UK found three-in-ten (27%) of Disabled households are in serious financial difficulty, compared to one-in-ten (11%) of non-disabled households. Nearly one-in-three (29%) Disabled people said that 'it is a constant struggle' to meet bills and credit commitments, with a third (33%) saying they were struggling just to pay for food or other necessary expenses.

There are other intersectionalities here which impacted on disabled people's financial wellbeing including age and income.

Other findings suggested that not being able to purchase medical treatment or medication has become a worrying new trend. Nearly a third of Disabled people (32%) had avoided going to the dentist or receiving dental treatment because of the cost, while a quarter (25%) had cut down or stopped receiving medical services that they had been paying privately for – such as counselling or physiotherapy.

Data from Employment Outcomes For Disabled People in the UK: 2021 Between July and September 2021, 53.5% of disabled people aged 16 to 64 years in the UK were employed compared with 81.6% of non-disabled people. While similar patterns were seen for both sexes, a larger gap was seen in the employment rate between disabled and non-disabled men (31.1 percentage points) than for women (24.8 percentage points).

### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

#### Financial resilience:

The strategy will need to:

- Explore if a more robust data base on disabled people and financial resilience can be developed in the City of London
- Promote existing opportunities and support through a range of networks

<p>There is no specific data on financial resilience of disabled people in the City of London. Therefore the impact is currently neutral</p> <p><b>Social connection and isolation:</b> ONS data shows that in the year ending March 2018, 13.3% of disabled people reported that they felt lonely “often or always”, compared with only 3.4% for non-disabled people.</p> <p>Again, there is likely to be some intersectionality here with other factors such as financial resilience, age, gender and race.</p> <p>There is no specific qualitative City of London data on social isolation of disabled people in the City of London. Therefore the impact is currently neutral</p> <p><b>Improving mental health:</b> The Equality Act says you have a disability if you have a physical or mental impairment that has a substantial, adverse, and long-term effect on your ability to carry out normal day-to-day activities. Where mental health conditions impact on people’s ability to carry out normal day-to-day activities they may consider themselves disabled. Similarly, disabled people may also experience poorer mental health as a result of other conditions or their situation.</p> <p>Again, there is likely to be some intersectionality here with other factors such as financial resilience, age, gender and race.</p> <p>There is no specific City of London data on mental health and wellbeing of disabled people in the City of London. Therefore the impact is currently neutral</p>	<p><b>Social connection and isolation:</b></p> <p>The strategy will need to:</p> <ul style="list-style-type: none"> <li>• Equip partners to better identify City of London residents at risk of social isolation and signpost them to support</li> <li>• Consider if any targeted / specific social isolation support is required for any particular group and signpost accordingly</li> </ul> <p><b>Improving mental health:</b></p> <p>The strategy will need to:</p> <ul style="list-style-type: none"> <li>• Shape robust identification and understanding of mental health and wellbeing needs in the City of London and advocate for different ways these could be met</li> </ul>
<p><b>Key borough statistics:</b> Included above</p>	

# Gender Reassignment

Check this box if NOT applicable

## Gender Reassignment - Additional Equalities Data (Service Level or Corporate)

### What is the proposal's impact on the equalities aim?

92.07% of the City of London population that completed the Census 2021 stated their gender as being the same as their sex registered at birth.

0.11% reported sex being different to that registered at birth but did not specify identity

0.15% reported as a trans woman

0.06% reported as a trans man

0.15% reported as non-binary groi

0.01% reported as all other gender identities

There is a lack of further data on this community within the City of London. National data suggests that there are likely to be some mental health issues and / or social isolation experienced by the LGBTQIA+ community.

Due to lack of further data, we would conclude that there is a neutral impact of the proposals on this protected characteristic.

### Key borough statistics:

Included above

### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Many of the proposals and proposed actions in the strategy will be available and accessible to all.

Data will be kept under review to monitor any emerging specific needs within this protected characteristic group.

# Pregnancy and Maternity

Check this box if NOT applicable



Click or tap here to enter text.

## What is the proposal's impact on the equalities aim?

There are around 50 births a year in the City of London.

**Financial resilience:** Peer research at the University of Bristol with mothers, exploring financial resilience found that key insights on the factors that were most helping or hindering from building financial resilience. These included:

- Constantly juggling
- Shouldering responsibility and
- Getting advice and support.

It is well documented that pregnancy can lead to discrimination in terms of employment and subsequently the potential impact of parenthood on career progression and infrastructure issues such as the cost of childcare.

There is no specific City of London data on the financial resilience of those who are pregnant or in a maternity period and therefore the impact is neutral.

**Social connection and isolation:** There is a range of national research and evidence which demonstrates some of the intersectionality of pregnancy, maternity, mental health and social isolation. This includes societal expectations about motherhood, changes of life and identity, financial resilience, especially in single parents and the demands of parenthood.

There is no specific City of London data on this intersectionality and therefore the impact is neutral.

**Improving mental health:** Research by NICE reported that Women can develop mental ill health for the first time during pregnancy, and pre-existing mental health conditions can get worse in the perinatal period. Perinatal mental health problems affect up to 20% of women.

There is some data regarding peri-natal health but this is at a City and Hackney partnership level.

## What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

As noted opposite, there are a small number of births in the City of London and a lack of detailed qualitative and quantitative data about their experiences in pregnancy and maternity.

However, the strategy will need to ensure that:

- In any work on the three priorities of the strategy, this group is considered

<p><b>Key borough statistics</b></p> <p>Included above</p>	
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## Race

Check this box if NOT applicable

**Race - Additional Equalities Data (Service Level or Corporate)** *Include data analysis of the impact of the proposals Click or tap here to enter text.*

### What is the proposal's impact on the equalities aim?

Overall, the majority of the population of the City of London is white (69.4%). 16.8% of the population are Asian and the Portsoken ward on the east of the City of London is the most diverse ward (at around 40%) and where the youngest population is fastest growing. The Black population in the City of London is the next largest global majority group at 2.7%

**Financial resilience:** The Financial Conduct Authority (FCA) found undertook research that showed Lower income households, younger adults and those from certain global majority communities are more likely to have low resilience or be in financial difficulty in May 2022. It found that you are nearly twice as likely as the UK average (24%) to have low financial resilience, if you are Black (44%). Black adults were also almost twice as likely to have said that they find keeping up with their domestic bills and credit commitments to be a heavy burden (27%, compared with 15% of all UK adults).

There is evidence from initiatives such as peer research and this bears out some of the national evidence above. Any work on financial resilience will have a positive impact on this protected characteristic.

**Social connection and isolation:** Mental Health Foundation research found that while anyone can experience loneliness, certain risk factors increase our chances of severe and lasting loneliness that can affect our mental health this includes being from a global majority community. Research also suggests that

### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

#### Financial resilience:

The strategy will need to:

- Promote existing opportunities and support through a range of networks
- Secure further opportunities for apprenticeships and internships through anchor organisations and businesses and promote these through a range of networks

#### Social connection and isolation:

The strategy will need to:

- Equip partners to better identify City of London residents at risk of social isolation and signpost them to support
- Consider if any targeted / specific social isolation support is required for any particular group and signpost accordingly (e.g. men's project in east of City)

#### Improving mental health:

The strategy will need to:

- Shape robust identification and understanding of mental health and wellbeing needs in the City of London and advocate for different ways these could be met

<p>racism can be a contributing factor to social isolation.</p> <p>There is no specific City of London data on this so the impact is currently neutral.</p> <p><b>Improving mental health:</b> The Mental Health Foundation on notes that as well as the factors that can affect everyone’s mental health, people from global majority communities may also contend with racism, inequality and mental health stigma. It also notes that rates of mental ill health can be higher for some global majority groups. For example:</p> <ul style="list-style-type: none"> <li>• Black men are more likely to have experienced a psychotic disorder in the previous year than white men.</li> <li>• Black people are four times more likely to be detained under the Mental Health Act than white people</li> <li>• Refugees and asylum seekers are more likely to experience mental health problems than the general population, including higher rates of depression, anxiety and PTSD.</li> </ul> <p>There is no detailed analysis of this data for the City of London but there is a project underway to improve data on City residents who receive mental health services and support. At the present time the impact is neutral.</p>	<ul style="list-style-type: none"> <li>• Promote prevention and self-help in a variety of ways</li> </ul>
<p><b>Key borough statistics:</b></p> <p>Included above</p>	

## Religion or Belief

Check this box if NOT applicable

### Religion or Belief - Additional Equalities Data (Service Level or Corporate)

#### What is the proposal's impact on the equalities aim?

Census 2021 data shows that amongst City of London residents, 43.8% had no religion, 34.7% were Christian and 6.3% were Muslim. These were the biggest groups in the census with other religions making up the remainder of the population.

There is limited information available on the interaction of religion and belief with financial resilience, social isolation and mental health although some evidence that organised religion offers positive factors around social isolation and mental health.

#### Key borough statistics – sources include:

Included above

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

## Sex

Check this box if NOT applicable

### Sex - Additional Equalities Data (Service Level or Corporate)

#### What is the proposal's impact on the equalities aim?

The census 2021 showed that the City of London population comprised of 4,800 males and 3,800 females (56% and 44% respectively)

**Financial resilience:** FCA data shows that the UK average for financial resilience was

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

**Financial resilience:**

The strategy will need to:



24% in 2022. For women, this was 28%. Similarly, for financial difficulty the UK average was 8% and for women 9%.

**Social connection and isolation:** Research by Age UK found that older women are more likely to report feeling lonely than older men do, but this does not mean that men aren't experiencing loneliness or social isolation.

- Women may feel more able to admit they're lonely.
- Women are more likely to live longer than men and experience life events, like losing their partner, which can cause loneliness.
- Women are more likely to have wider social networks than men across their lifetime.
- Older men in heterosexual relationships are more likely to rely on their female partner for maintaining social networks.
- A greater percentage of older men (50+) report moderate to high levels of social isolation.
- Older men without partners report higher levels of loneliness and isolation than women without partners.

**Improving mental health:** Although the data is old, it is likely to still be relevant. The Mental Health Foundation reported that:

- rates of common mental health problems in England steadily increased in women and remained largely stable in men with around 1 in 5 women and 1 in eight men
- Men report lower levels of life satisfaction than women, according to the government's national wellbeing survey.
- Men are less likely to access psychological therapies than women
- The majority of rough sleepers are men. Mental health and substance misuse are common issues amongst the rough sleeping population.
- Men are more likely than women to become dependent on alcohol and three times are likely to report frequent drug use
- Men are more likely to be compulsorily detained (or 'sectioned') for treatment than women
- Men make up the vast majority of the prison population. There are high rates of mental health problems and increased rates of self-harm in prisons

- Promote existing opportunities and support through a range of networks

**Social connection and isolation:**

The strategy will need to:

- Equip partners to better identify City of London residents at risk of social isolation and signpost them to support
- Consider if any targeted / specific social isolation support is required for any particular and signpost accordingly (e.g. men's project in east of City)

**Improving mental health:**

The strategy will need to:

- Shape robust identification and understanding of mental health and wellbeing needs in the City of London and advocate for different ways these could be met
- Promote prevention and self-help in a variety of ways

**Key borough statistics:**

Included above

# Sexual Orientation

Check this box if NOT applicable

## Sexual Orientation - Additional Equalities Data (Service Level or Corporate) *Include data analysis of the impact of the proposals*

### What is the proposal's impact on the equalities aim?

Data from the census 2021 for the City of London showed:

79.28% of City residents that undertook the census 2021 identified as heterosexual or straight.

7.58% identified as gay or lesbian

2.31% identified as bisexual

0.29% identified as pansexual

0.06% identified as asexual

0.10% identified as queer

0.01% identified as all other sexual orientations

10.37% did not answer.

**Financial resilience:** There is limited evidence and research about financial resilience within the LGBTQIA+ community either nationally or locally. Therefore the impact is considered neutral.

**Social connection and isolation:** A range of research suggests that social isolation is an issue within LGBTQIA+ communities and particularly amongst younger and older people. There is a lack of detailed data on this in relation to the City of London population and therefore the impact is considered neutral.

**Improving mental health:** The Mental Health Foundation report that Being LGBTIQ+ doesn't automatically mean someone will have mental health issues but may mean they're at higher risk of experiencing poor mental health.

A study by Stonewall found that over the previous year:

- half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety

### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

#### Financial resilience:

The strategy will need to:

- Promote existing opportunities and support through a range of networks

#### Social connection and isolation:

The strategy will need to:

- Equip partners to better identify City of London residents at risk of social isolation and signpost them to support
- Consider if any targeted / specific social isolation support is required for any particular community and signpost accordingly

#### Improving mental health:

The strategy will need to:

- Shape robust identification and understanding of mental health and wellbeing needs in the City of London and advocate for different ways these could be met

<ul style="list-style-type: none"> <li>• one in eight LGBTIQ+ people aged 18 to 24 had attempted to end their life</li> <li>• almost half of trans people had thought about taking their life</li> </ul> <p>There is no specific data on this related to the City of London so the impact is considered to be neutral.</p>	
<p><b>Key borough statistics:</b></p> <p>Included above</p>	

## Marriage and Civil Partnership

Check this box if NOT applicable

<p><b>Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate)</b></p>	
<p><b>What is the proposal's impact on the equalities aim?</b></p>	<p><b>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</b></p>
<p><b>Key borough statistics – sources include:</b></p>	

# Additional Impacts on Advancing Equality and Fostering Good Relations

Check this box if NOT applicable

## Additional Equalities Data (Service Level or Corporate)

*Click or tap here to enter text.*

## Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

None

*Click or tap here to enter text.*

## What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

*Click or tap here to enter text.*

This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims.

In addition to the sources of the information highlighted above – you may also want to consider using:

- Equality monitoring data in relation to take-up and satisfaction of the service
- Equality related employment data where relevant
- Generic or targeted consultation results or research that is available locally, London-wide or nationally
- Complaints and feedback from different groups.

# Additional Impacts on Social Mobility

Check this box if NOT applicable

## Additional Social Mobility Data (Service level or Corporate)

*Click or tap here to enter text.*

## Are there any additional benefits or risks of the proposals on advancing Social Mobility?

None

## What actions can be taken to avoid or mitigate any negative impact on advancing Social Mobility not considered above?

Provide details of how effective the mitigation will be and how it will be monitored.

*Click or tap here to enter text.*

This section seeks to identify what additional steps can be taken to promote the aims or to mitigate any adverse impact on social mobility. This is a voluntary requirement (agreed as policy by the Corporation) and does not have the statutory obligation relating to protected characteristics contained in the Equalities Act 2010. Analysis should be based on the data you have available on social mobility and the access of all groups to employment and other opportunities. In addition to the sources of information highlighted above – you may also want to consider using:

- Social Mobility employment data
- Generic or targeted social mobility consultation results or research that is available locally, London-wide or nationally
- Information arising from the Social Mobility Strategy/Action Plan and the Corporation's annual submissions to the Social Mobility Ind

# Conclusion and Reporting Guidance

Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.

If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.

If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.

Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.

Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.

## This analysis has concluded that ...

*Click or tap here to enter text.*

### Outcome of analysis – check the one that applies

**Outcome 1**

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

**Outcome 2**

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustment will remove the barriers identified.

**Outcome 3**

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

**Outcome 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director:



Name: *Simon Cribbens – Assistant Director of Commissioning & Partnerships*

Date: *18/04/2024*