

EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Adult Social Care Strategy

Date

April 2025



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 it 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

Assessor Name:	Scott Myers	Contact Details:	Scott.Myers@cityoflondon.gov.uk
----------------	-------------	------------------	---------------------------------

1. What is the Proposal

Adult Social Care Strategy 2025-29

2. What are the recommendations?

A five-year strategy to set strategic priorities for the Adult Social Care service as well as a dedicated action plan to deliver these priorities.

3. Who is affected by the Proposal?

Social Care staff, adults with care and support needs, their carers and families.

Age

Check this box if NOT applicable ☐

Age - Additional Equalities Data (Service Level or Corporate)

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

Age is a highly significant factor in the need for and access to adult social care services. National data indicates higher usage among older adults. For example, the King's Fund highlights around twice as many people aged 65+ receive council-funded long-term care compared to working-age adults (18-64). This impact is particularly pronounced for those aged 85+, who represent a large proportion of care home residents nationally. With the UK population ageing, demand for services, particularly for older people, is projected to intensify significantly.

The City of London has a relatively young population profile compared to England, with a median age of 37 in 2021. Approximately 14% of residents were aged 65+ in

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

The draft Adult Social Care strategy recognises that age is a significant factor in how adults' access, experience and benefit from social care services. With targeted interventions and a focus on prevention, the strategies priorities consider all age groups while actively promoting equality across generations.

To mitigate potential negative impacts, the strategy puts an emphasis on a strength-based approach to care and support of individuals to make sure that regardless of age, a person's strengths are promoted to support them with their care and support needs.

<p>2021 (around 1,200 people), with the largest proportions in the 25-34 and 35-49 age bands, according to Census 2021 data.</p> <p>Despite the younger resident profile, there has been a 73% increase in requests from over-65s between 2019/20 and 2022/23. Significantly, almost half (49%) of residents receiving long-term care were of working age (18-64) in 2023/24. This highlights the importance of meeting the needs of working-age adults alongside the growing needs of older residents.</p> <p>Providing effective support for young people transitioning from children's to adult social care services (typically around age 18-25) is crucial to ensure continuity of care and support independent living.</p> <p>The adult social care workforce nationally has an average age of 45, with nearly a third (29%) aged 55 or over and potentially nearing retirement, posing future capacity challenges. Those under the age of 25 are underrepresented in the sector.</p>	<p>The strategy prioritises the development of our workforce and includes a focus on improving our training offer available to social care practitioners that will equip staff to further challenge aged, based assumptions and stereotypes, whilst developing cultural competence in working with people across all age groups.</p> <p>Engagement also plays a significant part in mitigating any potential negative impacts regarding this protected characteristic. The strategy emphasises a co-production approach with adults, carers, their families and professionals, in service design and evaluation. This co-production approach ensures that diverse perspectives are incorporated into service development, whilst working in partnership with organisations will strengthen the understanding of varied needs amongst different age groups.</p> <p>Additionally, information about services is provided in accessible formats suitable for different age groups, recognising that communication preferences and digital skill levels may vary significantly across different generations.</p>
<p>Key borough statistics:</p> <p>The City has proportionately more people aged between 25 and 69 living in the Square Mile than Greater London. Conversely there are fewer young people. Approximately 955 children and young people under the age of 18 years live in the City. This is 11.8% of the total population in the area. Summaries of the City of London age profiles from the 2011 Census can be found on our website.</p>	<p>A number of demographics and projections for Demographics can be found on the Greater London Authority website in the London DataStore. The site details statistics for the City of London and other London authorities at a ward level:</p> <ul style="list-style-type: none"> • Population projections <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

Disability - Additional Equalities Data

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

According to the 2021 Census 11.8% of residents in the City of London reported that their day-to-day activities were limited 'a little' or 'a lot' by a long-term health problem or disability. This was the lowest proportion among local authorities in England and compares to the England average of 17.7%. Analysis also suggests that within the City of London, around 31% of disabled people report their day-to-day lives are limited 'a lot'. It is important to note the City's unique demographic profile and small population size (approx. 8,600 residents).

The Strategy notes that in 2023/24, 133 new requests for help were received. At that time, 24 residents were placed in residential care and 69 received care at home. Almost half (49%) of those receiving long-term care were of working age (18-64). Data on ethnicity indicates adult social care users are predominantly White-British (53%).

The Strategy highlights that there are no residential, nursing, or supported living facilities within the City of London's boundaries, meaning placements are typically spot-purchased out-of-borough.

The small size of the social care workforce means less opportunity for staff specialisation compared to larger authorities.

National and London-wide challenges faced by disabled people accessing social care include financial pressures due to care charging and cost of living, difficulties navigating complex systems and challenging decisions, accessing suitable information and advocacy, physical and digital accessibility barriers, securing appropriate housing, and sometimes encountering attitudinal barriers.

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

Overall, the Strategy has the potential to positively impact on the aim of advancing equality for disabled people, particularly through its strong emphasis on personalisation, choice and control, independence, and strengths-based practice. However, the positive impact is contingent on effectively managing the inherent challenges related to the City's small scale, reliance on external markets, and ensuring genuine accessibility and co-production.

The Strategy reinforces key principles aligned with disability rights, such as promoting independence, choice and control (Direct Payments, co-created plans), community connection, and using enabling technology. Commitments to workforce development and partnership working aim to improve service quality and coordination.

The continued commitment to a Strengths-Based Approach and anti-racism, coupled with the aim to respect individuals' values, beliefs, cultures, and lifestyles, should help reduce discriminatory assumptions based on disability or other characteristics. Requiring commissioned providers to demonstrate cultural awareness further supports this. Providing access to information and advocacy services is intended to support informed choices.

While the Strategy aims to provide technological solutions, a significant shift towards digital interactions without robust, equally accessible non-digital alternatives could inadvertently discriminate against disabled people with limited digital access, skills, or specific sensory/cognitive impairments. The effectiveness of ensuring providers are culturally aware relies heavily on monitoring and enforcement.

Commitment one strongly emphasises empowering individuals through promoting Direct Payments, exploring pooled budgets, using technology to support independence, supporting housing adaptations, and offering choice and control over placements where possible. Collaborating with individuals to co-create and review plans and linking people with community resources via social prescribing aim to

	<p>enhance participation and wellbeing. Improving pathways for young people with learning disabilities transitioning to adult services addresses a specific potential inequality. The focus on integrated working (Commitment 3) with health, housing, and voluntary sectors aims to provide more joined-up support.</p> <p>The reliance on spot purchasing care due to the lack of provision within the City of London could limit choice or consistency for individuals with complex needs if suitable providers are scarce or unwilling to engage at fair cost. While the Strategy aims for high-quality options, market pressures and the small scale could pose challenges in securing highly specialised support. Ensuring the workforce has the skills (Commitment 2) to support diverse and complex needs, despite the lack of specialism opportunities noted as a challenge, will be critical. The success of co-production depends on meaningful engagement with a diverse range of disabled residents, which is noted as a challenge due to the small population size.</p>
<p>Key borough statistics:</p> <p>Day-to-day activities can be limited by disability or long term illness – In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Additional information on Disability and Mobility data, London, can be found on the London Datastore.</p>	<p>The 2011 Census identified that for the City of London’s population:</p> <ul style="list-style-type: none"> • 4.4% (328) had a disability that limited their day-to-day activities a lot • 7.1% (520) had a disability that limited their day-to-day activities a little <p>Source: 2011 Census: Long-term health problem or disability, local authorities in England and Wales</p> <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</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?

No identified impact.

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

No identified impact.

Key borough statistics:

- [Gender Identity update 2009 - ONS](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Pregnancy and Maternity

Check this box if NOT applicable ☒

Pregnancy and Maternity - Additional Equalities Data (Service Level or Corporate)

<p>What is the proposal's impact on the equalities aim?</p> <p>No identified impact.</p>	<p>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</p> <p>No identified impact.</p>
<p>Key borough statistics:</p> <p>Under the theme of population, the ONS website has a large number of data collections grouped under:</p> <ul style="list-style-type: none"> • Contraception and Fertility Rates • Live Births 	<p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

Race

Check this box if NOT applicable ☐

Race - Additional Equalities Data (Service Level or Corporate)	
<p>What is the proposal's impact on the equalities aim?</p> <p>The City of London has a diverse population. 42% of residents are from a black or global majority background. This aligns with broader London data showing significant ethnic diversity across the city.</p> <p>Data within the strategy shows Adult Social Care users in 2023/24 were predominantly White British (53%), with 13% White Other, 12% Asian, 5% Black, 2% Other, 1% Mixed, and 14% undisclosed. Comparing this to resident demographics suggests potential underrepresentation among some ethnic minority groups in accessing services, or variations in need across groups.</p> <p>Structural racism is recognised as a key driver of ethnic inequalities in London, impacting health, housing, employment, and poverty, which in turn affect social care needs and outcomes. Evidence indicates that people from global majority backgrounds may face barriers accessing social work (e.g. lack of information,</p>	<p>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</p> <p>The strategy explicitly states that the City Corporation and Department of Community & Children's Services is "committed to being anti-racist in everything we do ensuring equality and inclusion are at the forefront of our services".</p> <p>The explicit anti-racist commitment and the aim to respect diverse cultures, values, and lifestyles directly target the elimination of racial discrimination. Requiring cultural awareness from commissioned providers further supports this. A strengths-based approach can help challenge stereotypes. However, if the requirement for provider cultural awareness is not robustly monitored and enforced, services delivered via spot purchasing could vary significantly in quality and appropriateness for diverse ethnic groups, leading to indirect discrimination. Generic processes (e.g., assessments, 'front door' service) could disadvantage individuals if they do not adequately account for language needs or cultural differences in expressing need.</p>

<p>language barriers, professional assumptions) and can report poorer experiences or outcomes compared to those of the White ethnic background. Additionally, the Equalities and Human Rights Commission have stated that within the workforce, global majority staff nationally report disproportionately higher levels of discrimination and face barriers to career progression.</p>	<p>Actively working to address health inequalities through the North-East London Integrated Care System could disproportionately benefit ethnic groups known to experience poorer health outcomes. Ensuring access to information and advocacy can empower individuals from all backgrounds. The focus on co-production, if successful in reaching diverse groups, can ensure services better meet varied needs.</p> <p>Challenges in co-production due to the small population might make it harder to ensure representation from smaller minority communities. However, to address this we have set up a dedicated ASC Advisory Group that will look to represent the communities we provide services for.</p> <p>To further challenge the career progression and workplace discrimination barrier the workforce strategy could further improve opportunities for staff for progression and developing new experiences essential for successful career progression, as well as a raining plan and components for further promoting anti-racism, cultural competence and tackling workplace discrimination.</p> <p>The main risks lie in the effective implementation and monitoring of these commitments. Ensuring genuine cultural competence from providers, equitable access regardless of language or digital skills, meaningful co-production with diverse groups, and addressing potential workforce inequalities are crucial. Without robust action and monitoring, disparities could persist or widen, particularly given the reliance on external providers.</p>
<p>Key borough statistics:</p> <p>Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City has a relatively small Black population, less than London and England and Wales. Children and young people from minority ethnic groups account for 41.71% of all children living in the area, compared with 21.11% nationally. White British residents comprise 57.5% of the total population, followed by White-Other at 19%.</p>	<p>The second largest ethnic group in the resident population is Asian, which totals 12.7% - this group is fairly evenly divided between Asian/Indian at 2.9%; Asian/Bangladeshi at 3.1%; Asian/Chinese at 3.6% and Asian/Other at 2.9%. The City of London has the highest percentage of Chinese people of any local authority in London and the second highest in England and Wales. The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and also smaller than the percentage for England and Wales of 3.3%.</p> <p>See ONS Census information or Greater London Authority projections.</p> <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</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?

No identified impact.

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

No identified impact.

Key borough statistics – sources include:

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Sex

Check this box if NOT applicable ☐

Sex - 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?

Life expectancy in the City of London is higher for females (90.7 years) than males (88.8 years), according to Census 2021 data.

According to the LGA, nationally women make up most adults accessing long-term social care support (approx. 56%), particularly in residential and nursing settings (around 60%). This reflects higher female life expectancy and potentially higher rates of conditions associated with older age, such as dementia.

Across England and Wales, women are significantly more likely to provide unpaid care than men (10.3% vs 7.6%), especially those aged 55-59. Men are more likely to provide care only in the oldest age groups (80+), according to Census 2021 data. The

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

The commitment to person-centred care driven by individual needs, culture, and context aims to prevent assumptions based on sex or background. The strengths-based approach promotes fairness and ensures that an individual's strengths and independence are at the forefront of the support they receive.

The focus on supporting unpaid carers and delivering the Carers Strategy is likely to disproportionately benefit women, given they constitute most unpaid carers nationally and locally. Services or support mechanisms might be less attuned to the needs of male carers if assumptions are based on female caring roles. Men may face different barriers to accessing support or may present with different types of needs which could be overlooked if services are not tailored to their specific needs.

<p>Strategy notes that 34 unpaid carers were supported in the City of London as of December 2024.</p> <p>The adult social care workforce survey states that nationally and in London, the adult social care workforce is predominantly female (around 79-82%) Men are underrepresented, particularly in direct care roles. This statistic is reflected within our own social care workforce.</p>	<p>Efforts to improve and promote prevention and delay care needs could particularly benefit women due to their longer life expectancy.</p> <p>The workforce strategy must consider potential gender-specific issues such as flexible working needs (often, but not exclusively, impacting women), pay gaps, progression barriers, and health issues like menopause support, to ensure equality for the largely female workforce.</p>
<p>Key borough statistics:</p> <p>At the time of the 2011 Census the usual resident population of the City of London could be broken up into:</p> <ul style="list-style-type: none"> • 4,091 males (55.5%) • 3,284 females (44.5%) 	<p>A number of demographics and projections for demographics can be found on the Greater London Authority website in the London DataStore. The site details statistics for the City of London and other London authorities at a ward level:</p> <ul style="list-style-type: none"> • Population projections <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

Sexual Orientation

Check this box if NOT applicable ☒

Sexual Orientation - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim?	What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?
No identified impact.	No identified impact.
Key borough statistics: <ul style="list-style-type: none">Sexual Identity in the UK – ONS 2014Measuring Sexual Identity - ONS	NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Marriage and Civil Partnership

Check this box if NOT applicable ☒

Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate)

What is the proposal's impact on the equalities aim?	What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?
No identified impact.	No identified impact.
Key borough statistics – sources include: <ul style="list-style-type: none">The 2011 Census contain data broken up by local authority on marital and civil partnership status	NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

Additional Impacts on Advancing Equality and Fostering Good Relations

Check this box if NOT applicable ☒

Additional Equalities Data (Service Level or Corporate)

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

None identified.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?

None identified.

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)

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

None identified.

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

None identified.

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: Assistant Director People ; Chris Pelham.

Name: Chris Pelham.

Date April 2025.