

EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Date

What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

What is an Equality Analysis (EA)? [Double click here for more information / Hide](#)

How to demonstrate compliance [Double click here for more information / Hide](#)

Deciding what needs to be assessed [Double click here for more information / Hide](#)

Role of the assessor [Double click here for more information / Hide](#)

How to carry out an Equality Analysis (EA) [Double click here for more information / Hide](#)

The Proposal *Click and hover over the questions to find more details on what is required*

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1. What is the Proposal?

The proposal is to review our existing Resident Communications & Engagement Strategy.

2. What are the recommendations?

The recommendations are to update the Strategy; the 2014 version contains some information that is no longer relevant relating to the service.

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

The Resident Communications & Engagement Strategy applies to our work across our 13 housing estates, both within the Square Mile and across London. However, the policy relates to the non-statutory aspects of the Housing Service, therefore the majority of the services are optional and residents can choose to engage as they wish. The strategy also recognises that our work extends beyond estate boundaries and into the wider community.

Age [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics:

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](#)

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:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Age

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2016/17 Spice Data – which demonstrates the level of involvement using Time Credits across the Department of Community and Children’s Services shows: 23.5% of participants were under 16 and 15.4% over 65 with a relatively even split for age ranges in between.

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

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

Age

The majority of the Housing Service work relates to engagement with residents, by definition tenants and leaseholders will be over 18, so there will be some elements of the strategy which are not applicable to those under 18. However, we offer events and activities which are aimed at families which will ensure those under 18 may access some of the benefits of community engagement work.

We have an Action Plan which supports this Strategy and as part of the local work which the team do, should residents identify that they wish us to provide further services for young people we can implement this.

Furthermore, the DCCS department has a Family & Young People's Information Service and partners with organisations such as City Gateway which we can signpost young people to if they wish.

Disability [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics:

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. Extract from summary of the [2011 Census relating to resident population health for the City of London can be found on our website](#).

The 2011 Census identified that for the City of London's population:

- 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.

Source: 2011 Census: [Long-term health problem or disability, local authorities in England and Wales](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Disability

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2016/17 Spice Data – which demonstrates the level of involvement using Time Credits across the Department of Community and Children's Services shows: 89.9% of those who responded to the question regarding Disability selected the option 'No Disability'.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on those with Disabilities; however, we recognise that the actions we take under this strategy may impact differently upon those with disabilities.

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

To mitigate any negative impact, we will ensure the services we offer are diverse and inclusive, and we will ensure our Communications are accessible – both the formatting on the website and providing in appropriate formats where necessary.

For example, our Housing User Board is open to all to access via the internet, this means that residents can use this method to engage with our service at a time and place that suits them.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics:

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Conception and Fertility Rates](#)
- [Live Births and Still Births](#)
- [Maternities](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

Type response here

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on those who are pregnant or have children, however we recognise that the actions we take under this strategy may impact differently upon those with these characteristics.

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

To mitigate against any negative impact, we arrange the timing of meetings as flexibly as possible, for example, we avoid traditional ‘school-run’ times, to ensure those with childcare responsibilities may still attend.

Furthermore, we will respond to needs where identified, for example, where we stage events we have previously offered childcare to enable parents to become involved in activities.

Race [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key Borough Statistics:

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%.

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 percentage 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%.

[See ONS Census information](#) or [Greater London Authority projections](#)

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

[Double click here to show borough wide statistics / hide statistics](#)

Race

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2016/17 Spice Data – which demonstrates the level of involvement using Time Credits across the Department of Community and Children’s Services shows: 55.4% of respondents identified as White British and 14.4% of respondents identified as Asian or Asian British Bangladeshi.

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on race; however, we recognise that the actions we take under this strategy may impact differently upon those of different races.

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

We recognise that whilst we would like all of our resident groups to be open to all, there may be occasions where supporting an exclusive group may initially encourage involvement and address cultural barriers. This is intended to encourage the members of the group to become further involved and integrated into other groups or activities in future. For example, the Community Development Team supports a Bangladeshi women’s group in Portsoken and we hope the members of that group will become involved in other projects such as the Aldgate Community Events programme.

We also acknowledge that language barriers may prevent residents from becoming involved. We will signpost residents to appropriate options such as ESOL classes.

Religion or Belief [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

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 proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Religion or Belief

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on Religion or Belief; however, we

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

For example, we work within the communities that surround our estates. This means

Religion or Belief

recognise that the actions we take under this strategy may impact differently upon those with these characteristics.

we work alongside the church on the Avondale Square Estate and with the synagogue near the Middlesex Street Estate. Within our Action Plan we will ensure that we are not discriminating against certain religions or beliefs, for example, Sabbath days vary between religions and we will ensure we do not repeatedly schedule certain events on the same day.

Furthermore, we will ensure our programme of events and activities does not become too heavily focused on one religion or belief, to ensure that those of a differing or no belief are not excluded from participation.

We will fund specific projects which seek to foster good relations among communities for example, through the small grants process we have funded the 'Talking Matters' project for older Jewish people to share their history with the wider City community.

Sex [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics:

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

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:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Sex

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

2016/17 Spice Data – which demonstrates the level of involvement using Time Credits across the Department of Community and Children’s Services shows: 48.8% male and 51.2% female participation.

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on sex; however, we recognise that the actions we take under this strategy may impact differently upon those with these characteristics.

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

To mitigate against negative impact, we recognise that whilst we would like all of our resident groups to be open to all, there may be occasions where supporting a group that is specifically established for one purpose may initially encourage involvement which leads the members of the group to become further involved.

Sex

We are aware of a number of women's and girls' community groups, and we are aware that a number of our male residents attend an existing men's group in Islington.

Currently on the Golden Lane Estate, our partner City Gateway run a 'girls group' before the main mixed youth group on a Wednesday this is designed to help the girls feel more confident within themselves and they then join the mixed group afterwards.

If residents wish to see a higher proportion of activity designed for separate groups, we can build this in to our work programme.

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics – suggested sources include:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring 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 proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on sexual orientation or gender reassignment however, we recognise that the actions we take under this strategy may impact differently upon those with these characteristics.

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

For example, through the Social Isolation review it was identified that the City has a relatively high proportion of older, LGBT households who are disproportionately likely to be socially isolated. To tackle this, the City has commissioned some work from a specialist LGBT charity to assist with reducing isolation and support social wellbeing for those households. The outcomes of that work may lead to longer term activities for this specific group, alternatively it may highlight ways in which we can alter our existing services to meet this community's needs.

Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

Key borough statistics - sources include:

- [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 proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The Strategy does not specifically impact on Marriage and Civil Partnership however, we recognise that the actions we take under this strategy may impact differently upon those with these characteristics.

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

To mitigate against any negative impact, we will ensure our Codes of Conduct/Constitutions in relation to projects are not so restrictive to prevent those who are married or have a civil partnership from both representing their individual views.

Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#)

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 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.

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations

Additional Equalities Data (Service level or Corporate)

Type response here

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

The purpose of the Resident Communication & Engagement strategy is to foster good relations among all of our residents by encouraging active participation in a range of community development activities.

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.

When implementing the Strategy we commit to preserving diversity wherever possible and exclusive groups or activities are only supported where it is essential to engage the community.

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...

Type response here

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 adjustments 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 in line with the duty 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:

Date:

