

LBHF Equality Impact Analysis

An Equalities Impact Assessment is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

1. An Equalities Impact Assessment was conducted which considered the positive or negative impact regarding each service area, of all services, whether recommended for funding or not prioritised.
2. Statutory Equality Duties from S149 of the Equality Act 2010 is as follows: The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;
 - 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.
3. Having due regard for advancing equality involves:
 - Removing or minimising disadvantages suffered by people due to their protected characteristics;
 - Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
 - Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low
4. The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.
5. Although the council's duty is to consider Age, Disability, Gender Reassignment, Marriage and Civil Partnership (not always applicable), Pregnancy and Maternity, Race, Religion or Belief (including non-belief), Sex, and Sexual Orientation (known as the protected characteristics) as part of an equalities impact assessment, officers gave broader consideration to socio-economic factors of the services recommended for funding, to ensure the best possible provision of services to local residents.
6. As part of the application form, organisations were required to profile who their anticipated service users would be. Information was requested regarding:
 - Ethnicity
 - Age
 - Gender
 - Sexual orientation
 - Disability (physical, mental, sensory impairment, learning difficulty, long term health condition, none)
 - Faith
 - Location (by ward)

- Other factors such as: single household; low income, single parent family; carers; substance misuse; homeless; work but do not live in the borough etc.
7. Officers compared the user profiles across Race, Gender and Disability for all applicants, both recommended and not recommended, to identify if any particular impact would result from the range of services recommended. While these three profiles do not cover all the nine protected characteristics, all protected characteristics was considered as part of the EIA and therefore as part of the decision that is being recommended to members in this report.

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2014-15 Quarter 3 2015-16 1016-17 Quarter 1
Name and details of policy, strategy, function, project, activity, or programme	Title of EIA: 3 rd Sector Investment Fund allocation report Short summary: The report recommends allocation of the 3 rd Sector Investment Fund to local 3 rd sector organisations across the services areas of: <ol style="list-style-type: none"> 1. Infrastructure 2. Children, Young People & Families 3. Economic Development 4. Health & Wellbeing 5. Safer Communities 6. Arts, Culture & Sport 7. Environment & Community Transport 8. Homelessness Prevention & Home Safety
Lead Officer	Name: Sue Spiller Position: Head of Community Investment Email: sue.spiller@lbhf.gov.uk Telephone No: 020 8753 2483
Date of completion of final EIA	28/07/2014

Section 02	Scoping of Full EIA
Plan for completion	Timing: March to July 2014 Resources: Community Investment Team

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Analysis	Impact:
Age	<p>All recommended services are likely to provide services across all age groups. Although services specifically for Children & Young People and Older People were funded in 2010, it was anticipated that a number of services under the service areas currently being tendered would also benefit younger and older age groups. This is particularly relevant for Environment & Community Transport and Home Safety services, where the service specification detailed the likely residents that should benefit from services, which included vulnerable families and individuals.</p>	Positive
Disability	<p>8. The profile of potential beneficiaries of services across all service areas indicates a higher proportion of disabled people, or residents with long term health conditions will benefit from the service, than are represented in the borough demographics. In particular, higher numbers of disabled people are likely to be supported by services delivered under the Health & Wellbeing (adults) service area, including adults with both low and high mental health needs – in particular to prevent them from reaching crisis point and assisting to prevent homelessness.</p> <p>9. The services are anticipated to deliver a positive impact for disabled people and those with long term health conditions. No negative impact has been identified.</p> <ul style="list-style-type: none"> • Infrastructure: 13% of users are likely to be disabled or have a long term health condition • Children, Young People & Families: 28% of users are likely to be disabled or have a long term health condition • Economic Development: 10% of users are likely to be disabled or have a long term health condition • Health & Wellbeing: 51% of users are likely to be disabled or have a long term health condition. • Safer Communities: 15% of users are likely to be disabled or have a long term health condition. • Arts, Culture & Sport: 18% of users are likely to be disabled or have a long 	positive

		<p>term health condition.</p> <ul style="list-style-type: none"> Environment & Community Transport: 68% of users are likely to be disabled or have a long term health condition. Homelessness Prevention & Home Safety: 18% of users are likely to be disabled or have a long term health condition. <p>10. All successful organisations will be expected to meet targets regarding delivering services to targeted communities, and closely monitored to ensure these targets are met. Organisations will be required to address issues of disabled communities not accessing the services provided.</p>	
	Gender reassignment	For most service areas, few or no users were anticipated from Lesbian, Gay, Bisexual or Transgender communities. Transgender was included under the sexual orientation section of the beneficiary profile guidance. We recognise that sexual orientation is to do with attraction to members of the same or a different sex, and trans is to do with gender identity and not with sexual orientation, we included sexual orientation and trans together under LGBT. LGBT organisations have often organised under this term, as many of the prejudices and issues faced by LGBT people are commonly to do with 'not being' heterosexual or 'male' or 'female' in the sense historically understood by society in general. As above, it may not be possible for organisations to request and record sexual orientation information from service users. No negative impact was identified.	neutral
	Marriage and Civil Partnership	organisations were not requested to consider the profile of service users in terms of marital or partnership status. As above, it may not be possible for organisations to request and record this information from service users. No negative impact was identified	Neutral
	Pregnancy and maternity	organisations were not requested to consider the profile of service users in terms of pregnancy or maternity status. As above, it may not be possible for organisations to request and record this information from service users, although in future they could use ONS data such as live births per 1000 women for Hammersmith and Fulham. A number of applications were received that would specifically target parents –, which may have had a positive impact in terms of maternity and paternity. However, as other support services are available to parents, it was felt that the negative impact of not funding parenting related services was low.	Neutral
	Race	<p>The profile of potential beneficiaries of services across all service areas broadly matches the borough profile. No negative impact has been identified.</p> <ul style="list-style-type: none"> Infrastructure: 50% of users are likely to be from White backgrounds, 50% of 	Positive

		<p>users from BME communities</p> <ul style="list-style-type: none"> • Children, Young People & Families 40% of users are likely to be from White backgrounds, 60% of users from BME communities • Economic Development: 55% of users are likely to be from White backgrounds, 45% of users from BME communities • Health & Wellbeing (adults): 74% of users are likely to be from White backgrounds, 26% of users from BME communities • Safer Communities: 52% of users are likely to be from White backgrounds, 48% from BME communities. • Arts, Culture & Sport: 66% of users are likely to be from White backgrounds, 34% from BME communities • Environment & Community Transport: 68% of users are likely to be from White backgrounds, 32% from BME communities. • Homelessness Prevention & Home Safety: 68% of users are likely to be from White backgrounds, 32% from BME communities. • In total, across all service areas, 59% of users are likely to be from White backgrounds, and 41% from BME communities • In considering all services being recommended under each service area, there is likely to be a positive impact on race as the proportion of users from BME communities exceeds the borough profile. No adverse impact has been identified for any particular BME community. <p>All successful organisations will be expected to meet targets regarding delivering services to targeted communities, and closely monitored to ensure these targets are met. Organisations will be required to address issues of BME, disabled or particular communities not accessing the services provided</p>	
	Religion/belief (including non-belief)	<p>although all organisations were requested to indicate whether any service users were likely to be of a particular faith or sexual orientation, only one applicant indicated that this would be the case in terms of faith. All providers will be required to ensure their services are available and accessible by all communities, however the nature of some services – particularly those of a one-off nature, are unlikely to be able to easily request and record faith or sexual orientation information of service users. No negative impact was identified.</p>	Neutral
	Sex	<p>All recommended services are likely to provide appropriate levels of support to male and female beneficiaries which is reflective of the borough profile. It is anticipated that a number of services will appropriately have a higher take up by gender (e.g. domestic abuse services under the safer communities service</p>	Neutral

	<p>area).</p> <ul style="list-style-type: none"> • Infrastructure: 49% of users are likely to be male, 51% female. . • Children, Young People & Families: 59% of users are likely to be female, 41% male. • Economic Development: 49% of users are likely to be male, 51% female. • Health & Wellbeing: 49% of users are likely to be male, 51% female. The higher proportion of female service users is due to a number of services recommended for funding which are more likely to be accessed by women than men. However, all providers will be asked to ensure the take up of their service reflects the borough profile. • Safer Communities: a 55%:45% ration of men to women service users is anticipated • Arts, Culture & Sport: the anticipated profile of users across all recommended services is 36% male, 64% female • Community Transport: the anticipated profile of users across recommended services is 36% male, 64% female. <p>Homelessness Prevention & Home Safety: the anticipated profile of users across recommended services is 4049 male and 51% female.</p>	
	Sexual Orientation	See Transgender section above.

Human Rights or Children's Rights
If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?
No

Will it affect Children's Rights, as defined by the UNCRC (1992)?
No

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	Analysis of service user profile, submitted by each organisation as part of their application. Local census data against which the profile of service users by service area was compared.

New research	Not applicable					
Section 04	Consultation					
Consultation	Details of consultation findings (if consultation is required. If not, please move to section 06)					
Analysis of consultation outcomes	Not applicable					
Section 05	Analysis of impact and outcomes					
Analysis	Not applicable					
Section 06	Reducing any adverse impacts and recommendations					
Outcome of Analysis	No adverse impact identified. All organisations offered funding will be expected to meet targets in terms of supporting a specified cohort of residents, including those of different ages, gender, race, disability and location. Quarterly monitoring will ensure these targets are met, and identify where remedial action needs to be taken.					
Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan
Section 08	Agreement, publication and monitoring					
Chief Officers' sign-off	Name: Position: Email: Telephone No:					
Key Decision Report (if relevant)	Date of report to Cabinet 1 st September 2014 Key equalities issues have been included: Yes – as an appendix to the report					
Opportunities Manager (where involved)	Name: Position: Date advice / guidance given:					

11. The broader, socio-economic categories of user profiles for recommended applications were then compared to ascertain if any particular sections of residents would be adversely affected, or not identified as potential beneficiaries.
12. It was not felt that any section of the community would be particularly disadvantaged should the recommendations in this report be agreed, and all sections specified under the equalities duties are expected to benefit to some extent. A good span of beneficiaries is covered by the clusters of services being tendered, with profiles of target beneficiaries reflecting the known diversity factors of the borough's population.
19. Impact on protected characteristics are included in the Equalities Impact Assessment undertaken as part of the assessment process, and is available on request. In addition to these protected characteristics, organisations were requested to consider a number of socio-economic categories in considering the likely make up of service users, in order to ensure the best possible clusters of services were available to residents.
 - Single parent families: Moderate positive impact overall, as 11% of services across all services areas are likely to benefit single parent families. This is highest in Economic Development, Environment & Community Transport and Homelessness Prevention & Home Safety service areas. No negative impact identified.
 - Ex offender: Neutral impact overall, as 3% of users across all service areas are likely to benefit ex-offenders who are residents of the borough. This is highest in Safer Communities. No negative impact identified.
 - Low income households: High positive impact, as 30% of beneficiaries are likely to be from low income households. As was anticipated, this is highest in Homelessness Prevention, Economic Development & Home Safety service area. No negative impact identified.
 - Carers: Low positive impact: 4% of services will be carers. All services are charged with ensuring they are supporting Hammersmith & Fulham carers. A higher proportion of carers are supported through the Health & Wellbeing service area (6%). All service areas are likely to benefit carers to some degree. No negative impact.
 - Victims of domestic abuse: Moderate positive impact: As anticipated, a higher proportion appear in safer communities (10%), with specific services recommended that will directly support victims of domestic abuse. Other service areas are also likely to support this cohort. No negative impact identified.
 - Children who attend school, but do not live in the borough: Low positive impact: A number of services are likely to also benefit children and young people who do not live in the borough – however this is due to a number of services delivered through schools, where it is not possible to request that non-resident children do not participate in class-wide activities. No negative impact identified.
 - Unemployed individuals: Moderate positive impact: 9% of beneficiaries are likely to be unemployed residents. This is particularly the case in Economic Development and Environment & Community Transport.. No negative impact identified.
 - 3% of users are anticipated to be refugees or Asylum seekers. Low positive impact, no negative impact identified.

- A further 5% of proposed beneficiaries are likely to be people who live but do not work in the borough. However, a condition of funding will be that all beneficiaries should be borough residents – with the exception of children from out of borough who participate in classroom based activities delivered in local schools.

