### EQALITY IMPACT ASSESSMENT

<table>
<thead>
<tr>
<th>Name of Policy/Service/Function</th>
<th>Cabinet Report: Allocation of Local Area Agreement Performance Reward Grant: Round Two</th>
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<tbody>
<tr>
<td>Date of Assessment</td>
<td>October 2009</td>
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<tr>
<td>Directorate</td>
<td>People, Policy and Performance</td>
</tr>
<tr>
<td>Head of Service</td>
<td>Jan Wickham, Director of People, Policy and Performance</td>
</tr>
</tbody>
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#### Names and Roles of the people carrying out the EIA

- Stella Bailey, Public Health Programme Manager, NHS Waltham Forest
- Wayne David, CCTV Project Manager
- Nadia Fiori, Building Schools for the Future Project Manager
- Joyce Guthrie, Head of Sport and Leisure
- Brian Kelly, Forest Recycling Project
- Steve Lambert, Hornbeam Environment Centre
- Alastair Macorkindale, Head of Community Safety
- Ben Plant, Performance Lead
- Sarah Reid, Development Programme Manager, Green Spaces
- Enrique Saenz, Director, Voluntary Action Waltham Forest

#### Why is the Equality Impact Assessment being done?

To inform a Cabinet report

### 1. Introduction and Background

#### 1.1

The Council and its partners on the Local Strategic Partnership (LSP) expect to receive £3.7m of Performance Reward Grant (PRG) from the 2006-09 Local Area Agreement (LAA). Following recommendations from the LSP Board, Cabinet has already agreed that £1m of this funding should be used to contribute towards the cost of the National Skills Academy for Construction at Cathall Road, and that a further £1m should be used to deliver “Seven Steps to a Better Waltham Forest", a package of measures designed to support poor and vulnerable families during the recession.

#### 1.2

The LSP Board has now agreed to recommend that the remaining £1.7m of PRG is used to fund delivery of seven projects, and Cabinet is being asked to agree this recommendation.
2. Equality impact of each project recommended for funding

All seven projects are expected to have a positive equality impact or provide opportunities to promote greater equality. More information on each project and its expected impact is set out below.

A. Community outreach for cardiovascular prevention

Cardiovascular disease (CVD) is the biggest cause of premature death and morbidity in Waltham Forest. This project aims to target people over the age of 40 who do not regularly access primary care and help them to make lifestyle changes that will reduce their risk of CVD.

The project is expected to have a positive impact on:

- age equality: people over the age of 40 are at the highest risk of premature death from CVD; and
- race equality: men and women from some black, Asian and ethnic minority (BAME) groups have a higher than average risk of CVD – for example, people of African descent are at higher risk of strokes.

No adverse impact on any equality group is expected as a result of delivering this project.

Additional equality issues to be considered during the delivery of the project include:

- ensuring that the lifestyle support offered is appropriate to the gender, ethnicity, religion and disability status of participants.

B. Youth engagement, anti-social behaviour reduction and gang disruption

This project consists of a package of intelligence-led measures designed to improve community safety in areas affected by gangs. Key elements include: research capability to identify patterns of disorder and gang membership; a new triage system for managing referrals to the Youth Offending Team; and working with gangs and young people affected by crime through diverting them to existing services and extending these services’ capability.

By reducing the number of young people who commit crimes, the project is expected to have a positive impact on:

- age equality: young people have a higher than average risk of being the victim of personal robbery, which is notable for being a crime most commonly committed by people aged 14-19;
- disability equality: fear of crime is higher among residents with a disability than residents without a disability;
- gender equality: men are more likely to be both victims of crime and offenders;
- race equality: the focus of the project is likely to be on areas of social housing in the centre and south of the borough, where ethnic diversity is high; and
- sexual orientation equality: there is recent evidence of young people targeting gay men in personal robbery incidents.

Although the project is expected to be overwhelmingly positive in its impact, there is the possibility of an initial adverse impact on those young people involved in robbery, gang activity and antisocial behaviour as they will be subject to intense and non-negotiable pressure to change their behaviour. It is likely, given the geographical nature of the targeting of the project, that BAME young people will be over-represented. This is lawful and justified, however, provided that the proposal is intelligence-led, which it is. A clear audit trail will be maintained to evidence this throughout delivery of the project.

Additional equality issues to be considered during the delivery of the project include:

- ensuring that early interventions and diversionary activities are appropriate for females as well as males, since the number of female offenders is increasing; and
- establishing clear links between this project and our tension monitoring processes, to enable identification of any emerging negative impact and plan a response accordingly.

C. Improving voluntary and community sector involvement in the LSP

This project aims to support the development of voluntary and community sector (VCS) thematic networks, providing a voice for at least 600 local groups and ensuring that VCS representatives within the LSP can better reflect the views and experiences of the whole of the third sector.

The project is expected to have a positive impact on all six equality strands by improving statutory agencies’ engagement with voluntary organisations that work to address inequality through advocacy and/or direct service delivery.

No adverse impact on any equality group is expected as a result of delivering this project.

D. CCTV upgrade and enhancement

This project consists of capital works to upgrade elements of the borough’s CCTV network. The original proposal put to the LSP was for £1m of reward grant and the bid requires rescaling to reflect the LSP Board’s recommended allocation of £320k.
By improving the quality of our CCTV network, the project aims to help reduce both crime and the fear of crime. This is expected to have a particularly positive equality impact on:

- disability equality: fear of crime is higher among residents with a disability than residents without a disability; and
- gender equality: men are more likely to be both victims of crime and offenders, while fear of crime is generally higher among women than men.

No adverse impact on any equality group is expected as a result of delivering this project.

E. Climate change strategy projects

The purpose of this project is to install a biomass boiler and two green roofs at Lloyd and Aveling Park, and photovoltaic cells and a green roof at the Hornbeam Centre.

The project in itself is not expected to have a direct equality impact of any kind, but it contributes to a larger programme of activity that is designed to reduce CO2 emissions by 80% by 2050 – an outcome that is expected to have a very positive equality impact, since older people and disabled people are particularly vulnerable to the consequences of climate change, such as heat waves and flash floods.

A detailed equality impact assessment completed on the Council’s climate change strategy is available on the Council website.

F. Dual use performing arts and film centre at Willowfield School

This project aims to enhance the hall and stage at the new Willowfield School to ensure that they meet the standards required of publicly licensed facilities. This will enable the school to provide a dual use performing arts and film centre that is accessible to both school pupils and the wider community.

The project is expected to have a positive impact on:

- disability equality: 43% of pupils at Willowfield School have a statement of special educational needs and the facility will provide them with opportunities to, for example, access work experience and develop new skills; and
- race equality: 74% of Willowfield School pupils and around 40% of residents living in the surrounding wards are from BAME communities, which makes the facility well placed to increase BAME participation in the arts, which at 7% is below the average of 15%.
No adverse impact on any equality group is expected as a result of delivering this project.

Additional equality issues to be considered during the delivery of the project include:

- incorporating plans for the new facility into the wider delivery planning for the new Culture Strategy, which has been subject to a comprehensive EIA that identifies a number of issues to be tackled to improve equality of access to and participation culture and the arts.

G. Multi-skills playground markings and equipment

The purpose of this project is to install multi-skills playground markings and equipment at all schools currently lacking these facilities. Multi-skills activities aim to develop fundamental movement skills such as running, jumping, throwing, agility, balance and hand-eye coordination.

The project is expected to have a positive impact on:

- disability equality: the new facilities will be compliant with the Disability Discrimination Act, and additional adaptive equipment will be provided in the borough’s special schools; and
- race equality: potential exists for the facilities to help contribute towards the objective in our Race Equality Scheme to meet the needs of BAME people experiencing mental health issues.

No adverse impact on any equality group is expected as a result of delivering this project.

3. Questions this assessment addresses

3.1 What kind of equality impact may there be?

We anticipate a positive equality impact, as outlined above for each of the projects.

3.2 How significant is it in terms of its nature and the number of people likely to be affected?

There is scope for the positive equality impact to be significant in terms of its impact and reach. For example, the community outreach for cardio vascular disease project aims to provide advice, referrals and support to 8,800 residents aged over 40, and in doing so reduce the risk of premature death from CVD for at least half the project’s participants.
3.3 Is the impact positive or negative (or is there a potential for both)?

The impact is expected to be overwhelmingly positive. However, as noted above, in relation to the youth engagement, anti-social behaviour reduction and gang disruption project, there is the possibility of an initial adverse impact on those young people involved in robbery, gang activity and antisocial behaviour. It is likely, given the geographical nature of the targeting of this project, that BAME young people will be over-represented. This is lawful and justified, however, provided that the proposal is intelligence-led, which it is. A clear audit trail will be maintained to evidence this throughout delivery of the project.

3.4 On what aspects of the Equality Duties will this impact be?

The proposals will impact on our Equality Duties in respective of gender, age and race. These impacts are identified in Section 2 above.

3.5 Could the impact constitute unlawful discrimination?

We found no evidence that the impact could constitute unlawful discrimination.

3.6 What further information is required to gauge the probability and extent of the impact?

Detailed delivery plans now need to be developed. These plans are important to gauging the full equality impact of the seven projects since they will contain more information about how participants in each project will be targeted, as well as the precise models of service delivery that will be deployed. It is therefore a recommendation of this equality impact assessment (EIA) that these plans should themselves be subject to an EIA, in order to ensure that the full extent of the equality impact of each project is understood and acted upon accordingly. A likely recommendation of a number of these EIAs will be a requirement to make use of equality monitoring data while the project is being delivered.

3.7 Where and how can that information be obtained?

This information will be contained in the EIAs that are carried out on the full delivery plan for each proposal.

4. Action Planning Questions

4.1 What action do we need to take to reduce negative impact?
In relation to the youth engagement proposal, we need to ensure that targeting of young people is intelligence-led and that there is a clear audit trail to enable scrutiny and reporting to the Youth Crime Prevention Board.

4.2 If the action proposed will not fully mitigate adverse consequences for equality, or if the decision is to take no action, why is this, and can we justify it?

Intelligence-led delivery will mitigate any adverse consequences.

4.3 Can any further action be taken to promote equality of opportunity in relation to any of the equality strands?

Possibly. As per Section 3.6, EIAs should be carried out on the detailed delivery plans for each proposal. This will ensure that opportunities to take any further action to promote equality of opportunity are identified and maximised.

4.4 Do we need to undertake any further consultation or research?

Not at this stage, although further consultation or research may be required to inform the EIAs carried out on the detailed delivery plan for each proposal.

5. Conclusions and Next Steps

The key areas that were improved as a result of this assessment were:

- a better understanding of the potential equality impact of each project; and
- a recommendation that the detailed delivery plans for each project should be subject to an EIA, in order to ensure that the full extent of the equality impact of each project is understood and acted upon accordingly.

6. Action Plan

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<th>Action required</th>
<th>Lead Officer</th>
<th>Time Scale</th>
<th>Comments / Outcomes</th>
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<tbody>
<tr>
<td>EIA to be carried out on delivery plan for each project</td>
<td>Jan Wickham</td>
<td>March 2010</td>
<td>Timescale assumes projects commence in April 2010</td>
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<tr>
<td>In relation to the youth engagement proposal, regular reports to be presented to the Youth Crime Prevention Board on young people targeted, supported by a clear audit trail</td>
<td>Andrew Sinclair</td>
<td>Ongoing from the time project delivery begins</td>
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