**What is an Equality Analysis (EA) for?**

- Double click here for more information / Hide

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

- Double click here for more information / Hide

**Fostering good relations**

- Double click here for more information / Hide

**Protected Characteristics**

- Double click here for more information / Hide

**Guidance on compliance with the PSED for officers and decision makers**

5. Officers and members making a decision where there is an equality impact must give conscious and open-minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made (see 7).

6. The duty is *not*, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, **the duty does not stop difficult but justifiable decisions being made**.

7. The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.

8. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.

9. The above is a general guide to this changing area of law. You should also refer to the Council’s EA Page [http://forestnet.lbwf.gov.uk/index/residents-first/equals/equality-analysis.htm](http://forestnet.lbwf.gov.uk/index/residents-first/equals/equality-analysis.htm) for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

**IMPORTANT NOTES:**

1. **THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.**

2. **IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO **UNLAWFUL DISCRIMINATION** E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.**

The Head of Service or Director who is responsible for member level reports must be satisfied with the finalised equality analysis and for major proposals, it is sensible to ensure your lead member has been consulted.
What to do if your proposal is scheduled for Cabinet/Committee? Double click here for more information / Hide
1. What is the Proposal?
A new set of priorities for the Council to focus its service delivery on.

2. What are the recommendations?
That the Council adopts the three proposed priorities and their separate pledges, including a suggested additional pledge under the first priority.

<table>
<thead>
<tr>
<th>Keep Waltham Forest clean and safe</th>
<th>Ensure everyone has a decent roof over their head</th>
<th>Improve our residents’ life chances</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pledges:</strong></td>
<td><strong>Pledges:</strong></td>
<td><strong>Pledges:</strong></td>
</tr>
<tr>
<td>• Crackdown on fly tipping hotspots and prosecute the perpetrators</td>
<td>• Prioritise affordable housing for local residents</td>
<td>• Help residents gain the skills that will get them into work</td>
</tr>
<tr>
<td>• Work with the Police to reduce antisocial behaviour and knife crime</td>
<td>• Help our young people get a decent home in the borough</td>
<td>• Improve access to affordable childcare</td>
</tr>
<tr>
<td>• Make sure our town centres are vibrant and welcoming</td>
<td>• Push for more services such as GP surgeries and schools as part of new developments to benefit all residents</td>
<td>• Tackle isolation and loneliness in older people</td>
</tr>
<tr>
<td>• <strong>Tackle air pollution and make transport in the borough work for everyone</strong></td>
<td>• Improve the quality of housing in the borough</td>
<td></td>
</tr>
</tbody>
</table>

3. Who is affected by the Proposal?
*Identify the main groups most likely to be affected by the recommendations, directly and indirectly.*
Should the Council agree to adopt the priorities and deliver the work outlined in the pledges, it will potentially affect everyone in the borough. It will predominately affect residents, but also businesses, workers and visitors to Waltham Forest.
During the summer a mass consultation took place where residents were invited to comment on the proposed priorities and pledges. 3315 people responded, representing a wide cross-section of the population.
Key borough statistics: The 2011 census shows that Waltham Forest has a population of 258,249. Broken down by broad age group, some 26.1% of the population (67,303) were aged 0-19, 35.8% (92,392) 20-39, 28.2% (72,988) 40-64 and 10% (25,566) were aged 65+. Compared to London and England and Wales Waltham Forest has a younger age profile with 8.1% of its population aged 0-4 and 26.1% 0-19 compared to 7.2% and 24.5% across London and 6.2% and 24% across England and Wales respectively. Those aged 20-39 (35.8%) constitute the same percentage of the population in Waltham Forest as across London as a whole (also 35.8%) compared to only 26.9% across England and Wales. Smaller proportions of the borough population are found in the 40-64 and 65+ age groups which constitute 28.2% and 10% compared to 32.7% and 16.4% across England and Wales. (Source: 2011 Census, Office for National Statistics).

Children in Care: As at December 2012, we had 289 children in our care. 56% were male and 44% female. Most are in the 12-16 age group (24%) followed by 6-11 age group (24%). Ethnic breakdown - White: 42%; Black or Black British: 28%; Mixed race: 19%; Asian or Asian British: 6%; Other: 4%. NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”. Ward based data is available here: http://www.walthamforest.gov.uk/Pages/Services/statistics-economic-information-and-analysis.aspx?l1=100004&l2=200088

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 proposal supports the equalities aims, especially the priority ‘Improve our residents’ life chances’. This aims to ensure all residents have equal opportunities to thrive.

The responses to the survey were broadly representative of the adult age demographic of the borough.

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

The proposed priorities and objectives are strategic high level commitments. Services, projects and initiatives that are subsequently designed to contribute to meeting these priorities will be subject to equality analysis to ensure opportunities to help advance equality for those with protected equality characteristics are identified as well as any specific actions that can be taken to close equality gaps.

The following pledges are specifically likely to support the advancement of equality for younger and older residents:

- Help our young people get a decent home in the borough
- Push for more services such as GP surgeries and schools as part of new developments to benefit all residents
- Help residents gain the skills that will get them into work
- Tackle isolation and loneliness in older people

Disability Double click here to add impact / Hide
Key borough statistics: Look for update from latest APS / also see Borough profile update. Recent data from the 2011/2012 Annual Population survey suggests there are 31,000 disabled people of working age (16-64) living in Waltham Forest of which around 16,000 are female and 15,000 male. This represents around 1 in 5 (20%) of the working age population, a higher rate than found across London (16.9%) though lower than that found in England (20.5%). 2012 data finds that across the borough some 10,350 residents claim disability living allowance with rates tending to be higher in the southern and middle wards of the borough though this data should only be treated as a rough indicator of the prevalence of disability. As at January 2012, some 1,299 children and young people had a statement of Special Educational Needs in Waltham Forest. 
Notes: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Disability  Click and hover over the questions to find more details on what is required

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

The proposal does not have any particular impact on disabled people, but the importance of supporting residents with disabilities was raised frequently in the consultation.

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 agreement of the priorities and associated pledges is likely to have a positive benefit on all residents including those with disabilities.

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

The Council will ensure that the needs of disabled residents are considered when implementing the work outlined in these pledges, and have regard to the feedback provided in the consultation.

The following pledges are specifically likely to support the advancement of equality for disabled residents:

- Prioritise affordable housing for local residents
- Push for more services such as GP surgeries and schools as part of new developments to benefit all residents
- Improve the quality of housing in the borough
- Help residents gain the skills that will get them into work
- Tackle isolation and loneliness in older people
### Pregnancy and Maternity

**Key borough statistics:** According to the 2011 census, 8.1% (20,839) of the Waltham Forest population is aged 0-4 compared to 7.2% across London and 6.2% across England and Wales. For those aged 0-1 these percentages are respectively 3.3% (Waltham Forest), 3% (London) and 2.5% (England & Wales). The Total Fertility rate for Waltham Forest in 2011 is 2.69 (3rd highest across London) compared to a London and England figure of 1.99. The teenage pregnancy rate in Waltham Forest (2010) is 45.7 per 1,000 of the female population aged 15-17 compared with 37.1 across London and 35.5 across England and Wales. Source: 2011 Census, Conception statistics and Birth Summary Tables, Office for National Statistics. NB: The total fertility rate measures the projected number of births born to a woman over her lifetime. These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

### Race

**Key Borough Statistics:** According to 2011 census data Waltham Forest’s White British population is 92,999, 36% of the total borough population. All other ethnic groups constitute 64% of the population (165,250). Broken down by specified ethnicity: White Other (37,472/14.5%), Pakistani (26,347/10.2%), Black Caribbean (18,841/7.3%), Black African (18,815/7.3%), Indian (9,134/3.5%), Other Black (7,135/2.8%), Any other ethnic group (6,728/2.6%), Bangladeshi (4,632/1.8%) and Chinese (2,579/1%). Note: The more detailed ethnicity breakdown goes into more detail and data for more recent arrivals includes: Polish (6,944/2.7%), Other Eastern Europe (6,020/2.3%) and Baltic states (3,011/1.2%). Data on arrivals from other countries over the last 8 years show that Poland, Pakistan and Lithuania have supplied the greatest number of migrants. (Source: 2011 Census, Office for National Statistics, Department for Work and Pensions)

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

### Additional Equalities Data (Service level or Corporate)

**Include data analysis of the impact of the proposals.**

**What is the proposal’s impact on the equality 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

A pledge to increase the sufficiency of affordable childcare will have a positive impact on new parents. There are no other aspects that have particular impact on pregnancy or maternity.

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

Type response here

**What is the proposal’s impact on the equality aims?** Look for direct impact but

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

Type response here
Race Click and hover over the questions to find more details on what is required

Also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact

While the proportions of ethnic groups participating in the survey was not fully representational, all the main communities in the borough were represented. The agreement of the priorities and associated pledges is likely to have a positive impact on all residents including those from different ethnic backgrounds.

Key borough statistics: According to the 2011 Census the borough has 48.4% of its population stating their religion to be Christian, Muslim 21.9%, Hindu 2.3%, Jewish 0.5%, Sikh 0.5%, Buddhist 0.8% and other 0.4%. Some 18% of residents claimed no religion whilst 7.3% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Religion or Belief

Double click here to add impact / Hide

Sex

Double click here to add impact / Hide

Key borough statistics: The 2011 census put the gender split of Waltham Forest as Male: 128,970 (49.94%) and Female 129,279 (50.06%). (Source: 2011 Census, Office for National Statistics).

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

Sexual Orientation and Gender Reassignment

Double click here to add impact / Hide

Marriage and Civil Partnership

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

See pages 1 and 2 for full details of these two aims. 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 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

**Key borough data:** From our 2011 Cohesion Survey, a third of our respondents believe that differences are ‘definitely respected’. A further 46% believe this is the case most of the time, and just 6% feels this is not the case. By age group, a higher proportion of older residents feel differences are respected ‘definitely/most of the time’ (86% aged 66+ years). Residents with a disability are less likely to feel differences are respected (74%) than those without a disability (80%). The survey also shows that participation in community activity is 75% for Asian residents and residents in North Chingford (72%). Participation is lowest amongst South Chingford residents (63%).

**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.”
Conclusion

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the “Equalities Implications” in the Cabinet report.)

This analysis has concluded that...
The proposal seeks to improve the quality of life for all residents in Waltham Forest, and is based on widespread consultation with residents. The consultation was open to everybody who lives in the borough and was heavily promoted through external communications channels. Demographic information provided by respondents shows a broad diversity. While not all groups are represented in accurate proportions, the response sample is large and diverse enough to constitute reliable insight. The priorities were also subject to consultation when they were being drawn up, being discussed in eight democratically representative focus groups.

Outcome of Analysis  Check one that applies

☑ Outcome 1
No major change required when 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 for 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 Head of Service: ___________________________ Name: ___________________________ Date: ___________________________