'You will not get far if you perceive the duty to be over burdensome or take a mechanistic approach….there will be progress if the duty is seen as a way of fundamentally changing the core values and culture of the organisation…..we need and outcome-oriented approach' – CRE Chair 2001

Equality Impact Assessment (EIA): Stage 1: Initial Screening Form for New/Revised Policies or Functions

A: Summary Details

Directorate: Chief Executives

Section: Tower Hamlets Partnership

Person responsible for the assessment: Heather White

Contact details: heather.white@towerhamlets.gov.uk Ext 4244

Name of Policy to be assessed: Local Management

Is this a new or revised policy: No

Date policy scheduled for Overview and Scrutiny/Cabinet/LAB: None so far as I'm aware

B: Preparation

It is important to consider all available information that could help determine whether the policy could have any potential adverse impact. Please attach examples of available monitoring information, research and consultation reports.

1. Do you have monitoring data available on the number of people (from different target groups) who are using or are potentially impacted upon by your policy? *Please specify what monitoring information you have available (your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service).*

The work of the Local Management Team potentially affects all people who live and work in the borough. It is underpinned by the community plan, the LAA and the neighbourhood renewal strategy.

Our monitoring information mainly comes from the Annual Residents' Survey in terms of people's satisfaction with services, their sense of being able to influence decisions, how well they are listened to etc . It also comes from performance data across services. Putting this information together enables us to come to a view about the impact of local management activities, such as the LAP action plan, has had in an area.

2. If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data for this area? If not, specify the arrangement you intend to make; if not please give a reason for your decision.

3. Please list any consultations that you may have had and/or local/national consultations, research or practical guidance that will assist you in completing this EIA

C: Your Policy or Function

1. What is the main purpose of the policy or function?

Aims and objectives of local management

To
- achieve both national and local targets more quickly through better co-ordination and a cross cutting approach to service delivery, and
- make services more responsive to local people's views and needs
- empowering local people to play an effective role in the design and delivery of their services

by
- facilitating and supporting effective working between LAPs and service providers
- facilitating and supporting effective working between service providers

2. Are there any other objectives of the policy or function, if so what are they?

To improve the quality of life for all those who live and work in Tower Hamlets

3. Do any written procedures exist to enable delivery of this policy or function?

There is an agreed scoping paper on the Tower Hamlets website and attached, but no written procedures as such.

4. Are there elements of common practice in the service area or function that are not clearly defined within the written procedures?

We do not provide services directly to the public. We work with existing service providers to try and improve the quality of services they provide by making them more responsive to local people's needs and views as explained in the scoping paper.

5. Who are the main stakeholders of the policy?

All those who live and work in Tower Hamlets and all those who provide services to them.

6. Is the policy associated with any other Council policy (s)?

It is a cross cutting policy for the Tower Hamlets Partnership which includes the Council amongst other service providers within the borough.

7   Are there any areas of the service that are governed by discretionary powers? If so, is there clear guidance as to how to exercise these?

No. We have no powers. We facilitate, negotiate and influence.

8   Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, what responsibility, and which bodies?

The policy is the responsibility of the Tower Hamlets Partnership

D: The Impact

Assess the potential impact that the policy could have on each of the target groups. The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will need to also assess whether that negative potential impact is high, medium or low – see glossary in the attached guidance notes for definitions.

1.

a) Identify the potential impact of the policy on men and women:

The potential impact on different genders will depend on local needs and circumstances e.g. in one part of the borough our evidence (both hard performance data and soft perception or anecdotal information) may suggest that the LAP should support more women only activities and better provision of youth services for young people in preference to supporting activities for older men. Conversely, in another part of the borough, our evidence may suggest that more emphasis needs to be given to get more men involved in physical activity. All our work is evidence based. For each intervention funded through the Neighbourhood Renewal Fund, an assessment has to be made on the different groups within the community it will have an impact on.

Gender	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Women				
Men				

b) Identify the potential impact of the policy on different race groups:
As above, depending on local needs and circumstances, particular ethnic groups might be targeted for different interventions e.g. smoking cessation for Bangladeshi men in Spitalfields

Race	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Asian (including **Bangladeshi, Pakistani, Indian, Chinese, Vietnamese, Other Asian Background – please**				

specify_____)			
Black (including Caribbean, Somali, Other African, Other black background – please specify_____)			
White (including English, Scottish, Welsh, Irish, Other white background – please specify_____)			
Mixed Dual heritage (White and Black Caribbean, White and Black African, White and Asian, Other mixed background - please specify_____)			
Other (please specify)			

c) Identify the potential impact of the policy on disabled people:
As above

Disability	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason

d) Identify the potential impact of the policy on different age groups:

As above

Age Group (specify, for example younger, older etc)	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason

e) Identify the potential impact of the policy on lesbian, gay men, bisexual or heterosexual people:
As above

Sexual Orientation	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Lesbian				
Gay Men				
Bisexual				
Heterosexual				

f) Identify the potential impact the policy on different religious/faith groups?
As above

Religious/Faith groups (specify)	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Buddhist				
Christian				
Hindu				
Jewish				
Muslim				
Sikh				
Other (please specify)				

g) As a result of completing Question 1 a-f above what is the potential impact of your policy?

High ☐   **Medium** ☐   **Low** ☐

If you have assessed the potential impact as HIGH you must complete a full potential impact assessment.

Local Management has a positive effect on improving the quality of all those who live and work in the borough including all the groups outlined above as it is aimed at making services more responsive to local needs and views. As such we expect our activities to benefit all residents in the borough, including white working class people which often get forgotten, as our approach is to look at local needs and how these can best be met. Of course, it could be argued that by taking a needs based approach and targeting particular groups that not everyone is treated equally or have equal access to all services. However, our approach is about accelerating improvements in the quality of life for those who live and work in Tower Hamlets and so narrow the gap within Tower Hamlets and between Tower Hamlets and the rest of the country, both in terms of performance and satisfaction. This requires us to develop bespoke approaches with different groups.

2. Could you minimise or remove any negative potential impact that is of medium or low significance? Explain How.

Race:

Gender:

Disability:

Age:

Sexual Orientation:

Religious/Faith groups:

I don't understand this question. However, we are always looking to improve the service we provide and seek ways to access groups which are sometimes as known as 'hard to reach' using different mediums and mechanisms, such as our Neighbourhood Managers and LAP Development Officers as well as the Tower Hamlets Community Empowerment Network.

3. If there is no evidence that the policy promotes equal opportunity– could it be adapted so it does? How?

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Please sign and date this form, keep one copy and send one to Equalities Team..

Signed   Signed   Signed
Lead Officer   Service Head   Strategy and Programmes
Date   Date   Date

Action Plan

Recommendation	Key activity	Progress milestones	Officer Responsible	Progress