

Youth Support Services
Positive Activities Fund (PAF) Programme
Equalities Analysis Assessment

Jan 2012

1. Summary

This document is the Equalities Analysis Assessment (EAA) of the proposed recommendations of the Positive Activities Fund (PAF) Funding 12/13. It considers how the recommendations made as part of the application process ensure that certain groups or individuals are not discriminated against or excluded from any services or practices. It also outlines the activity that the Council will take to ensure that whole communities benefit from the services that are delivered. More specifically, under the new Equality Duty it ensures that consideration is given to the following protected characteristics (in accordance with the Equality Act 2010):

- age,
- disability,
- gender reassignment,
- pregnancy and maternity,
- race,
- religion or belief,
- sex,
- sexual orientation,
- marriage and civic partnership

2. Executive summary

The overall assessment of the EAA is that the awarding of grants in line with the recommendations will affect organisations differently, however, no protected characteristic will be affected disproportionately. The awarding of grants to a wide variety of organisations that work with and support young people from many different elements of Lewisham's diverse communities will help to meet the Equality Duty's requirement to demonstrate due regard to the elimination of discrimination, advancement of equal opportunities and the fostering good relations

Grant funding has been recommended for organisations which work across a range of protected characteristics. The targeted focus of the PAF programme is aimed at ensuring that protected characteristics and groups with specific needs receive particular focus e.g. young people at risk of criminal activity. By virtue of being grants to organisations to work with children and young people, the fund positively meets needs according to age. This framework provided

the basis for applicants to take into consideration the impact their organisations have in regards to equalities.

While some organisations have focused their work at the specific needs of individual groups, other organisations have aimed to cover a broad range of service users and offered a diverse range of opportunities for communities to become involved. A number of organisations identified building community cohesion amongst diverse local communities as their core aim.

There is nothing in the proposals of those organisations recommended for funding that would suggest that individuals or groups with protected characteristics would be disproportionately affected or would face discrimination as a result of the main grants programme being awarded.

3. PAF Programme

The Council has a long standing grant aid programme which is designed to strengthen the effectiveness of the voluntary sector. The sector provides services that the statutory sector cannot easily provide and is often best placed to reach out to those residents in the community who have been traditionally excluded from mainstream services., in this case with a specific focus on children and young people.

The aim of the Council's PAF programme is to:

- Reduce crime and anti-social behaviour both in the short and long term;
- Support young people back into employment, education or training and help them stay there, by working with those at risk of truancy and exclusion;
- Ensure young people are supported as they move from primary to secondary school;
- Offer access to high-quality arts, sport and cultural activities, and provide those with an interest and/or talent to continue after the programme has ended;
- Bring together young people from different geographical and ethnic communities to help break down prejudice and misunderstanding;
- Give young people opportunities for personal development including building self discipline, self-respect and self-confidence, helping them communicate more effectively with a range of people and work well in a team;
- Encourage young people to contribute to their communities through volunteering and active citizenship.
- Provide young people with inclusive, positive activities all-year round at times they want e.g. weekends and evenings

In particular, we sought to fund targeted projects which supported young people within the following groups (please see Appendix 1 for more details), some of which are incorporated within protected characteristics as outlined by the Equality Act 2010:

- Not in Education, Employment and Training (NEET)
- Looked after children (LAC)
- Young people leaving care (LC)
- Learning difficulties and/or disabilities (LDD)
- Teenage parents, pregnant teenagers and young people identified at risk of becoming pregnant
- White males
- Females
- Young offenders and those at risk of offending
- Substance misuse

The PAF programme also aims to stimulate and support a far-reaching, independent and vibrant voluntary and community sector. It provides a funding regime which encourages organisations to develop solutions to local needs.

Lewisham developed a compact with the third sector in 2001, seeking to continue the positive relationship between the sector and other statutory partners. Guidelines for commissioning were introduced in 2010 in recognition of their contribution to effective service identification and delivery. The PAF programme continues to be important for the third sector's role as an independent, local voice outside of the commissioning framework.

The PAF programme supports the continued development of partnership work between the third sector and the Council, to assist local residents to build social capital and provide them with the means to find solutions to their concerns. These can range from providing preventative services, promoting volunteering and improving community cohesion.

The PAF programme focuses on promoting the third sector's ability to provide tailored services for community youth groups where statutory services may not reach effectively or where take up is low, such as in marginalised or vulnerable communities.

The role of voluntary, community and faith organisations working with young people in Lewisham has been significant, with over 100 organisations applying for the fund this year. It is a mixed market with some long established organisations and new groups emerging all the time.

4. What is an Equalities Analysis Assessment (EAA)

An Equalities Analysis Assessment (EAA) is the process of systematically analysing proposed or existing policies, strategies, procedures, projects, reviews, organisational change or budget cuts to identify what effect, or likely effect, will follow from its implementation for different groups in the community. Assessments should consider the effect of a service on Race, Gender, Disability, Age, Sexual Orientation, Religion/Belief, Pregnancy and Maternity, Marriage and Civil Partnership, and Gender Reassignment. In addition, EAAs consider whether proposals might contravene human rights. By conducting an EAA, organisations can consider what good practice could be shared or what measures might need to be taken to address any adverse impact.

Lewisham's diversity is one of its strengths and the Council is committed to supporting an inclusive and cohesive local community. EAAs support this intention, by identifying how the Council's services can eliminate discrimination, advance equal opportunities and foster good relations.

Scope and structure of the EAA

This document considers the equalities impact of the organisations which have been recommended for funding as part of the PAF Programme. It draws upon information to assess what effect the recommendations will have on the communities involved as well as the overall borough and its citizens.

The EAA provides the answers to the following questions:

1. Could the proposed changes affect some groups in society differently?
2. Will the proposed changes disproportionately affect some groups more than others?
3. Will the proposed revisions promote equal opportunities?

5. EAA team

A team of officers developed this EAA and considered these implications. These officers included:

Mervyn Kaye	Service Manager Youth Support Services
Elaine Smith	Positive Activities Manager
Valerie Gonsalves	Positive Activities Team Leader

6. Equalities Context

National context

The Equality Act 2010 provides cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all. It aims to deliver a simple and accessible framework of discrimination law which

protects individuals from unfair treatment and promotes a fair and more equal society.

On 5 April 2011 the new public sector Equality Duty came into force. The Equality Duty replaces the three previous duties on race, disability and gender, bringing them together into a single duty, and extends it to cover age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment. The aim of the Duty is for public bodies to consider the needs of all individuals in their day to day work, in developing policy, in delivering services, and in relation to their own employees.

This EAA has been undertaken in line with the Council's legal duties in relation to equality and as such has assessed the potential impact across the nine quality protected characteristics.

Local context

Lewisham's commitment to promoting equalities is held in partnership and at the highest level. *Shaping our future – Lewisham's Sustainable Community Strategy* establishes an overarching principle for all activity in the borough of '*Reducing inequality – narrowing the gap in outcomes for citizens.*'

This commitment is reiterated in the Council's corporate priority to ensure that all of its services are delivered in an efficient, effective and equitable manner to meet the needs of the community.

The Comprehensive Equalities Scheme (CES) is Lewisham Council's equality policy. It sets out the Council's commitment to equality and diversity and incorporates the Council's specific equality schemes covering the six strands of Race, Age, Gender, Disability, Religion/belief and Sexual orientation. The Council is currently finalising a new CES which is due to come into place on the 6th April 2012 to reflect all nine of the protected characteristics under the Equality Act (2010).

7. Equalities Assessment of the PAF Programme for Recommended Organisations and Mitigation

The Council's support for the community sector is a major expression of its commitment to making social inclusion and community cohesion a reality in meeting the needs of the borough's diverse communities. Specific initiatives to deal with areas of need within the community, such as support for older people and the promotion of race equality are addressed by the organisations funded. The application procedure is open and transparent, with clear guidance given to all applicants to help support them through the process.

The aims for the Positive Activities Fund, and groups for targeted focus, as detailed above, has not changed from previous years. The Positive Activities Fund aims to provide open access activities to all young people, while recognizing that there are specific needs which may need to be addressed,

with one of the key criteria for organizations to receive funding is being able to demonstrate they have a robust Equalities policy in place.

The overall assessment of this EAA is that recommending these organisations for funding provides support for organisations who meet the needs of groups with protected characteristics and organisations with inclusive remits. The recommendations will not have a disproportional impact on equality groups relating to protected characteristics.

Disability

Grant funding has been recommended for organisations whose aim is supporting members of the community with disabilities. 22 projects have been funded which have specified that young people with LDD will be one of the target groups for focus including Youth Village and Streetvibes Youth.

In this respect the information suggests that the proposed recommendations for funding do not affect this group disproportionately to other groups, and the activities supported by the organisations actively promote equal opportunities.

Age

As the PAF fund is focused specifically on delivering services for children and young people only, this category does not apply.

Faith

Faith based organisations continue to be funded by the programme, not in a role to promote an individual religion but as a provider of services to the community. In order to ensure a broad take-up of services by all members of the community, irrespective of religious affiliation, monitoring of equalities policies and data collecting will place. Information on groups who's bids the proposals support and those that have been rejected suggests that of those who applied no one faith has not been disproportionately judged by the recommendations made this year. Applications for funding however were received only from Christian faith organisations which does leave an unavoidable potential gap for other faiths. Targeted support for other faiths will however be considered through the Youth service support both during the funding year and to encourage bids for future funding rounds.

Gender

Two of the nine target groups we asked projects to identify if they are working with (as detailed previously) included white males, and females as data indicates that these groups are historically under-represented in accessing youth services, despite a 51% female, 49% male gender demographic in Lewisham, with 59% of the population from a White ethnic group. As such, some gender specific organisations have been recommended for youth activity in order to address specific needs, the Young Women's Resource Project being one example. The majority of the organisations aim to be gender inclusive, though some of the organisations dealing with sport and youth engagement tend towards young BME males as the user group in most need. As such, no specific gender characteristic was disproportionately affected by the recommendations of the PAF programme.

Ethnicity

Overall all the organisations recommended to be funded are not delivering to specific ethnicities, although they may have indicated that they will work with White males, as one of our identified priority groups. In addition, the Vietnamese Women and Families Association has been recommended for funding, as this provides support to women and children from the Vietnamese community with specific identified needs across Lewisham, who are often non-English speaking and has a large presence in the North of the Borough. With 121 languages spoken in Lewisham schools there is an increasing number of small community organisations that deliver services to a single ethnic community.

In addition, the Lewisham Somali Forum Organisation was funded last year and worked predominately with young people from this community, however they were not successful this year. Given however, all young people are able to access all PAF funded activities, young people of this specific ethnicity characteristic should not be disproportionately affected by the recommendations of the PAF programme.

Should a clear gap in provision in relation to evidenced need for a specific ethnic group under spend will be targeted towards supporting this. This will however demand the expected level of quality from providers as those currently proposed for funding.

Sexual Orientation and Maternity

We did not receive any applications from organisations working specifically with Lesbian, Gay, Bi-sexual, Transgender and Questioning (LGBTQ) young people. We will however be seeking to address this as a priority focus in the commissioning of approximate £66k underspend in a future round of funding. In addition, all organisations are required to promote equality of access and will be monitored to ensure this occurs.

It has also been identified that of the recommended successful projects, there is a lack of provision targeting young people who are teenage parents and those who are pregnant (see Appendix 1)., We will be seeking to address this in the commissioning of any underspend in future rounds.

Other Priority groups

It has been identified that of the recommended successful projects, there is a lack of provision targeting young people who are leaving care (LC) (see Appendix 1). We will be seeking to address this in the commissioning of any underspend in future rounds.

Mitigation

Any evidence of gaps in provision, with regard to any one protected group as defined by the Equality Act 2010 or in relation to priority areas as detailed

above, will be addressed in a future commissioning round and be identified as priorities for funding from the current underspend.

In addition, in order to ensure a constantly competitive and open application process for the PAF Programme, Youth Support Services is recommending organisations who have not been put forward for funding this year receive additional support in the preparation of applications next year. This will include additional equalities training, updated in light of the Equality Act 2010, which is being developed for organisations seeking future funding from the PAF. Such additional support will ensure a better understanding of the Equality Duty on the part of organisations seeking funding as well as supporting providers to offer applications which present a clear high quality provision, as judged against Lewisham's expected delivery requirements and stated priority focuses. During the lifetime of the 2012/13 programme we will also ensure recording of information on the impact of services on different protected characteristics which can inform the focus of future funding.

Appendix 1 – Equality Impact Assessment against PAF targeted groups

Equality Impact Assessment Table

Organisation			Teenage Parents & Pregnant teenagers		White males		YOS & those at risk of offending		Total # Yes
Quadrant 1	LAC	LC	LDD	Females	NEET				
The Albany	1	1	1	1	1	1	1	7	
Woodpecker Youth Centre	1	1	1	1	1	1	1	8	
Community Youth London-CYL	1		1	1	1	1	1	6	
Vietnamese Women & families Association	1	1	1	1	1	1	1	7	
Honor Oak APG	1		1	1	1	1	1	6	
Community Youth London-CYL	1	1	1	1	1	1	1	7	
Elevating Success	1			1			1	3	
Pat Farrell			1				1	3	
Inspiring your imagination						1		1	
Total Score out of 10 organisations	7	5	6	1	8	6	7	8	
Quadrant 2	LAC	LC	LDD	Teenage Parents & Pregnant teenagers	White males	Females	YOS & those at risk of offending	Total # Yes	
Ladywell Fields APG	1		1	1	1	1	1	6	
Youth Village			1		1	1	1	4	
Ladywell Fields APG	1			1	1	1	1	6	
Ladywell Fields Adventure Playground	1		1	1	1	1	1	6	
Youth Village			1	1	1	1	1	5	
StreetVibes Youth SVY			1	1	1	1	1	6	
Lewisham Youth Theatre					1			2	
Vietnamese Women & families Association	1	1	1	1	1	1	1	7	
Fresh Futures					1	1	1	3	
Youth A.I.D. Lewisham			1		1	1	1	5	
SCALE Projects Ltd.							1	1	
Total Score out of 11 organisations	4	3	6	1	8	9	9	11	
Quadrant 3	LAC	LC	LDD	Teenage Parents & Pregnant teenagers	White males	Females	YOS & those at risk of offending	Total # Yes	
GLYPT	1	1	1	1	1	1	1	5	
LYWRP	1	1	1	1		1		5	
Lewisham open Awards centre	1	1	1	1		1	1	7	
London Urban Arts Academy			1		1	1	1	5	
Catford Wanderers Sports Club	1		1		1	1		4	
Total Score out of 5 organisations	3	4	4	2	3	5	3	2	
Quadrant 4	LAC	LC	LDD	Teenage Parents & Pregnant teenagers	White males	Females	YOS & those at risk of offending	Total # Yes	
Bellingham community project	1		1	1		1	1	4	
Lewisham Youth Theatre					1			2	
The Dumps Adventure Playground	1		1		1	1	1	6	
Home Park APG	1		1		1	1	1	6	
Aspire Learning Solutions CIC								1	
Jameela D Osman						1	1	2	
Dumps Adventure Playground	1		1		1	1		5	
Millwall Community Scheme					1	1		3	
Total Score out of 8 organisations	4	0	5	0	6	5	4	5	