



Decision

Communities Scrutiny Committee and Children and Families Scrutiny Committee Joint
Themed Review 2022-23: Equality, Diversity, and Inclusion in Child Safeguarding

Date XX/XX/XXX

The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult

social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

5. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
6. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
7. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the

need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities *and*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

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.

Fostering good relations [Double click here for more information / Hide](#)

Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

Protected Characteristics [Double click here for more information / Hide](#)

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination.

Guidance on compliance with the PSED for officers and decision makers [Double click here for more information / Hide](#)

To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate e.g. before consultation on a proposal.
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/equalities/equality-analysis.htm> for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

The Proposals [Click and hover over the questions to find more details on what is required](#)

1. What is the Proposal?

In July 2022, the Communities Scrutiny Committee and the Children and Families Scrutiny Committee decided to look at *Equality, diversity, and inclusion in child safeguarding* as a joint themed review. The Committees sought to understand barriers facing young people whilst they are in the education system, care system and Youth Justice System (YJS) to ensure each young person in the borough has the same opportunities. The past few years have highlighted the importance of safeguarding and championing young people, as a repercussion of the pandemic was a heightened national conscience surrounding inequalities. Members believe it is important the Council does everything within its power to support every young person within the borough, allowing them the best chance of success. Members sought to investigate and tackle inequalities within the borough, focusing on three main areas: education, the care system, and the youth justice system.

2. What are the recommendations?

Recommendation 1: Services must continue to champion children in care and explore innovative ways to achieve this. This must be accompanied by advocating for young people that experience disproportionality in youth justice, care and education settings.

Recommendation 2: Services to consider ways to improve communication and signpost children/young people in the youth justice system to activities in the borough (such as the new Youth Hubs).

Recommendation 3: The Council supports the extension of the Ether program.

Recommendation 4: That the committee hear from police officers who work with vulnerable young people in the 'reachable moment' and seek to gain insight as to how we can divert them away from violence.

Recommendation 5: Services to investigate whether the payment process for those in care can be simplified to ensure young people do not miss out on experiences (such as educational trips).

Recommendation 6: Council to investigate why MyGuide (electric tool) is not universally used and address these barriers.

Recommendation 7: The criteria for access to a leaving care coach is simplified and well signposted. That services let our care leavers know that they are entitled to support until the age of 25, including telephone and face to face.

Recommendation 8: Adequate space is reserved within the new Children and Families hub in order for the coaches and social workers to facilitate group activities like table tennis to allow care leavers to socialize more fully and regularly. Services to facilitate Councillor's and Care Leavers engagement by inviting Councillors to existing activities.

Recommendation 9: Committee task cabinet with reporting back [Should receive a report on how this will be achieved.] That all possible efforts are made to place our care leavers at the forefront of all employment, apprenticeship and training opportunities provided by Waltham Forest council and its partners/stakeholders.

Recommendation 10: That training for a 'care informed' approach be embedded into the relevant departments working with care-leavers (in a similar manner to the recommendations of the VAWG task and finish group regarding a 'trauma informed approach'). This training should also be made available to Councillors and be supplemented by workshops for council employees that focus on diversity and disproportionality experienced by young people in care.

Recommendation 11: Council to research reasons for biases in PRU exclusions and alternative provision and work with young people whilst in and other alternative provision and work with schools address these issues.

Recommendation 12: Officers seek to find ways to standardise careers training across schools.

3. Who is affected by the Proposal? Identify the main groups most likely to be affected by the recommendations, directly and indirectly.

All wards effected.

For the purpose of the report, young people are defined as those under 25. There are three main groups of young people who will be affected if recommendations are accepted by Cabinet: those who are experiencing care and care leavers, children/young people in the youth justice system and those in mainstream and PRU education. Those indirectly affected would be families and carers of those groups of young people. Along with providers of care – for example, better signposting would create more users of services such as care leaving coaches. Council services will also be affected as officers would likely have to develop new resources in response to the recommendations.

Age [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics: Waltham Forest has an estimated total population of 271,200 as at 2015. It has a higher proportion of young and working-age people compared to the national average but similar to the London as a whole. The median age of residents is 34.1 years compared to the London average of 34.6 years and the UK average of 40 years.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

	Waltham Forest	Waltham Forest (%)	London (%)	England and Wales (%)
Aged 0-4	22,100	8%	7%	6%
Aged 5-15	37,000	14%	13%	13%
Aged 16-24	28,800	11%	11%	11%
Aged 25-49	115,400	43%	42%	34%
Aged 50 – 64	40,000	15%	15%	18%
Aged 65+	27,900	10%	12%	18%
Total	271,200	100%	100%	100%

Source: 2014 Mid-year population estimates, Office for National Statistics

[Double click here to show borough wide statistics / hide statistics](#)

Age [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

Recommendation 2: Services to consider ways to improve communication and signpost children/young people in the youth justice system to activities in the borough (such as the new Youth Hubs).

Recommendation 5: Services to investigate whether the payment process for those in care can be simplified to ensure young people do not miss out on experiences (such as educational trips).

Recommendation 7: The criteria for access to a leaving care coach is simplified and well signposted. That services let our care leavers know that they are entitled to

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

support until the age of 25, including telephone and face to face.

Recommendation 8: Adequate space is reserved within the new Children and Families hub in order for the coaches and social workers to facilitate group activities like table tennis to allow care leavers to socialize more fully and regularly. Services to facilitate Councillor's and Care Leavers engagement by inviting Councillors to existing activities.

Recommendation 9: Committee task cabinet with reporting back [Should receive a report on how this will be achieved.] That all possible efforts are made to place our care leavers at the forefront of all employment, apprenticeship and training opportunities provided by Waltham Forest council and its partners/stakeholders.

Recommendation 12: Officers seek to find ways to standardise careers training across schools.

These recommendations were informed by oral evidence gathered in two sessions held with young people. The following groups were identified for participation: YA/YIAG and Voices in Partnership (VIP) and Voices and Influence (those experiencing care and care leavers). A variety of questions were sent to key officers for clearance ahead of the session, during the session notes were taken and anonymised before being shared with members.

What is the proposal's impact on the equalities aims?

The Committee heard from officers about how young people are missing out on opportunities the Council provides due to lack of effective communication. Members heard directly from young people that they were not aware of services provided by the Council and sought further support from leaving care coaches. The above recommendations have been suggested to tackle inequalities amongst young people who may not have stable support systems in their lives. By improving communication about services and ensuring consistent support from workers, members seek to provide young people who have experienced care and/or exclusion and/or the youth justice system with various means of support which is consistent across the borough for the best chance of success.

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

Members are seeking to mitigate the negative impact young people face after experience with the youth justice system, school exclusions and the care system. By removing barriers which may hinder young people accessing support and ensuring said support is consistent across the borough, the Council can take steps to improve the lives of young people. By increasing opportunities for Councillors and young people to communicate, this should foster good relations and enable young people to trust the Council.

Key borough statistics: The 2011 Census asked people to rate their health as very good, good, fair, bad or very bad. The data shows that a total of 13,500 residents of Waltham Forest considered their health to be bad or very bad (5% of the population). In addition, the 2011 census asked people if they had a health problem or disability that has lasted or was expected to last for at least 12 months and which limited the person's day-to-day activities, either a little or a lot. As many as 37,600 residents said in the census that their day-to-day activities are limited because of their health. This is made up of seven per cent of population who said their day-to-day activities were limited a lot (17,900 people) and eight per cent whose activities were limited a little (19,700). In total, this is 15 per cent of residents compared to 18 per cent nationally.

Health tends to deteriorate further with age with more than half of residents aged 65 and over (57 per cent) having a limiting long-term health problem or disability. Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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[Double click here to show borough wide statistics / hide statistics](#)

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*

Type response here

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***

Type response here

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

Type response here

Key borough statistics: In 2014, a total of 4,600 children were born in Waltham Forest. The General Fertility Rate (number of live births per 1,000 women aged 15-44) in the borough is 74.2 (3rd highest in London) compared to the London average of 63.3.

The borough also has the 7th highest teenage (under 18) conception rates of London Boroughs (26.2 compared to the London average of 21.5 per 1,000 female population aged 15 to 17). In 2014, there were 114 teenage conceptions with 62% abortion rate among 15-17 year olds in Waltham Forest (*Source: Office for National Statistics*).

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity [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.*

Type response here

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Type response here

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

Type response here

Key borough statistics: About half of Waltham Forest residents are White ethnic background (52%) and within this 38% are White British or Irish background. 15% are categorised as 'White Other', who are predominantly from the other European countries (Source: 2011 Census). About two thirds of the EU migration to Waltham Forest in the last five years originates from the Central and Eastern European countries such as Romania, Bulgaria and Poland (Source: DWP). The largest ethnicity in the borough is Asian (21% of the total population) including people of Pakistani (10%), Indian (4%), Bangladeshi (2%) and Other Asian (5%) backgrounds. 17% of the resident population is Black split by Black Caribbean (7%), Black African (7%) and Other Black (3%). 5% of the population have mixed/multiple ethnicities.

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Race [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

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Recommendation 11: Council to research reasons for biases in PRU exclusions and alternative provision and work with young people whilst in and other alternative provision and work with schools address these issues.

The following data was presented to members by Council officers or representatives from the Metropolitan Police:

- The proportion of children who reoffended has decreased by 3 percentage points to 31.2%, the lowest level in the last ten years. For the year ending March 2021, the reoffending rates were highest for Black children (36.8%) compared to White (32.4%), Asian (25.4%), and Other (27.5%).
- In March 2023, 67% of children open to Waltham Forest Youth Justice System were from a minority ethnic background with 48% being Black, 11% Mixed heritage and 7% Asian. 70% of First Time Entrants (FTE's) into the Criminal Justice System were Black, Asian or Mixed Heritage.
- 49% of children who received an Out of Court Disposal (OCCD) were from an ethnic minority background while 24% were White.
- In the past year, 31% of White children, 40% Black, 52% Asian and 46% Mixed Heritage went on to commit a further offence.
 - Out of Court Disposals (OCCDs) were introduced to divert children who had been involved in low level offending or committed a first offense away from the CJS. Waltham Forest has reviewed the function of the OCCD process to ensure panels are used to consider the most appropriate outcomes for children and considers cultural needs, safety and well-being and neurodiversity needs.

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

- Due to the correlation between school exclusions and involvement in offending behaviour, Waltham Forest has a joint approach to understand how one service's policies can inform the other.

As a matter of course, our data on children who are referred for SEMH offer, FAP and AP flags key risk factors including: frequent missing episodes, involvement with Children's Social Care, Youth Justice, and SEND services. From this data we know that:

a) Black children in cohort, compared to proportion in population:

- Much more likely to receive permanent exclusion
- Much more likely to receive suspensions

b) Children of mixed heritage are:

- Less likely to receive permanent exclusion
- Less likely to receive suspensions

c) Children of Asian heritage are:

- Less likely to receive permanent exclusion
- Less likely to receive suspensions

d) White children are:

- Less likely to receive permanent exclusion
- Less likely to receive suspensions

e) Children of Gypsy/Roma heritage:

- Much more likely to receive suspensions

Stop and Search data within Waltham Forest:

- **By Age**

Age	No of Searches	Per '000 population
<10	3	0.1
10-14	152	10.3
15-19	1,879	123.3
20-24	1,660	80.6
25-29	895	33.8
30-34	575	23.8
35-39	473	22.4
40-44	355	17.5
45+	499	6.4

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

- Breakdown of the 6,491 volume of Stop & Searches according to Ethnic Appearance.

EA	No of Searches	Per '000 population
White	2,345	17.4
Black	2,299	44.4
Asian	1,640	30.1
Other	207	12

What is the proposal's impact on the equalities aims?

The above data presented to the Committee's demonstrated how young people who identified as Black, Asian or Mixed Heritage were more likely to end up engaging with the Criminal Justice System and be excluded from educational settings. By investigating this data, members sought ways to reduce biases in educational settings and identify reachable moments where the Council and Police can collaborate to identify a young persons need and if required signpost them to the relevant support. The Council recognised the successful prevention schemes already in place and has recommended funding can be secured so this can continue.

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

The recommendations proposed by members are aimed to mitigate factors which may result in young people being unfairly treated by the Youth Justice System and educational settings. Members are aware there are many factors outside of their control which are beyond the remit and powers of a Scrutiny Committee, they hope by ensuring prevention measures are in place and support networks are established young people will have a reduced risk of being excluded and entering the Youth Justice System.

Key borough statistics: The borough also has a diverse range of faith communities. According to the 2011 Census, Christianity is the main religion in Waltham Forest, with 48 per cent of residents identifying as Christian. The second biggest religion is Islam with 22% of residents saying they are Muslims compared to 5% nationally. Other religions in the borough are Hindu (2.3% of residents), Buddhist (0.8%), Jewish (0.5%) and Sikh (0.5%). 18% of residents said they are secular/have no religion and 7% chose not to state their religion in the Census.

Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

[Double click here to show borough wide statistics / hide statistics](#)

Religion or Belief [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*

Type response here

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***

Type response here

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

Type response here

Key borough statistics: In total, there is approximately equal number of men and women living in Waltham Forest (2014 Mid-year population estimates, ONS). However, there is a growing gender imbalance as people get older. 47% of those aged 50 and over are male and 53% are female, compared to 51% male and 49% female among the residents aged under 50.

Age	Male	Female
Aged 0 to 15	51%	49%
Aged 16 to 24	51%	49%
Aged 25 to 49	51%	49%
Aged 50 to 64	48%	52%
Aged 65+	45%	55%
Total	50%	50%

Source: 2014 Mid-year population estimates, Office for National Statistics

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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[Double click here to show borough wide statistics / hide statistics](#)

Sex [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

Recommendation 11: Council to research reasons for biases in PRU exclusions and alternative provision and work with young people whilst in and other alternative provision and work with schools address these issues.

Data which was presented to members and informed this recommendation:

f) Girls are:

- Less likely to be referred to FAP
- Less likely to receive permanent exclusion

g) Boys are:

- More likely to be referred to FAP
- More likely to receive permanent exclusion

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

What is the proposal's impact on the equalities aims?

Members were informed by officers about how sex influences how likely a child is to be excluded from school. Members considered this data along with the school exclusion data covered in the 'race' section of the report highlights the biases which influence school exclusions. Members are deeply concerned school exclusions are effecting boys disproportionately. The proposed recommendation aims to uncover the reasons behind biases so measures can be implemented to reduce this. This will enable young people to feel safe and valued in their educational setting and empower officers to recognise unconscious bias influencing these decisions.

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

Members hope this recommendation will reduce the negative impact young people experience when it comes to school exclusions and reduce the chance they will be excluded due to unjust reasons (gender/race). By committing to tackling the underlying issues behind this, the Council should foster good relations by gaining trust and respect from young people.

Key borough statistics: In 2014, 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual. This comprised of:

- 1.1% who identified as gay or lesbian
- 0.5% who identified as bisexual.

A further 0.3% of population identified their sexual identity as other, not falling into heterosexual/straight, gay/lesbian, or bisexual categories.

London had the highest percentage of adults identifying themselves as lesbian, gay or bisexual, at 2.6%.

The likelihood of an adult identifying as LGBT decreased with age. In 2014, 2.6% of adults aged 16 to 24 identified as LGBT, which decreased to 0.6% of adults aged 65 and over. (Source: Integrated Household Survey, Office for National Statistics).

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact Insight and Performance Team (ed.maguire@walthamsforest.gov.uk, ext. 4855).

[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment [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*

Type response here

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Type response here

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Type response here

Key borough statistics:

Marital and civil partnership status	Waltham Forest	%
All usual residents aged 16+	203,100	100%
Single	88,100	43%
Married	81,300	40%
In a registered same-sex civil partnership	700	0%
Separated	7,600	4%
Divorced or legally dissolved same-sex civil partnership	15,400	8%
Widowed or surviving partner from a same-sex civil partnership	10,000	5%

Source: 2011 Census

The Civil Partnership Act 2004 came into force on 5 December 2005. The Marriages (Same Sex Couples) Act made provision for the marriage of same sex couples in England and Wales with first marriages taking place on 29 March 2014. From 10 December 2014 civil partners were able to convert their civil partnership into a marriage.

Number of marriages/civil partnerships by area of formation

	2011	2012	2013	2014
Marriages	956	773	878	n/a
Civil partnerships (total)	30	18	31	8
..Civil partnerships (male)	16	16	20	5
..Civil partnerships (female)	14	2	11	3

Source: Office for National Statistics

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[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership 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

Type response here

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**

Type response here

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

Type response here

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 statistics: According to the **Resident Insight Survey** (wave 13 conducted in Feb-Mar 2016), 77% of Waltham Forest residents feel that their local area is a place where people from different backgrounds get on well together.

Women are more likely than men to feel that people from different backgrounds are getting on well locally (81% compare to 74%). Young people aged 16-29 are most likely to feel people are getting on well (84%), while older residents aged 65+ are least likely to think so (66%). BME residents are more likely to think that people from different background are getting on well in their local area than White residents (83% compared to 74%), which is likely related to the different age profile of the BME and White populations.

The Living Together Survey from Dec 2015-Feb 2016 found that 62% of residents agreed that they have the opportunity to mix with people from different backgrounds to themselves. One fifth (20%) feel they do not really mix with people from different backgrounds. People in the north of the borough (Chingford) are least likely to feel they have opportunity to mix with people from different backgrounds to themselves (55% compared to 68% in Leytonstone, 63% in Walthamstow and 61% in Leyton). Younger and BME residents are more likely to mix with people from different background than older residents and those of White background. The survey also found that not enough mixing between people of different backgrounds and lack of understanding of each other are perceived to be the two main reasons which can stop people from getting on together.

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[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations [Click and hover over the questions to find more details on what is required](#)

Additional Equalities Data (Service level or Corporate)

Type response here

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

Type response here

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Type response here

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...

Type response here

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 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 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 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Head of Service:

Name:

Date: