

Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

About the service or policy development

Name of service or policy	Neighbourhood Community Infrastructure Levy (NCIL)
Lead Officer	Tom Hook
Contact Details	tom.hook@lbbd.gov.uk

Why is this service or policy development/review needed?

Putting equalities at the forefront of our considerations

The Council understands the importance of considering equality and diversity issues in all aspects of its work. An Equalities Impact Assessment (EIA) is a tool which allows for the consideration of equality impacts for the various protected characteristics using a structured approach. An EIA ensures that the Council is mindful of its [public sector duty](#) under the [Equality Act 2010](#). The legal duty requires that we, as a local authority, must consider all individuals when carrying out our day-to-day work. This includes shaping policy, delivering services and how we treat our employees.

More broadly, under the Equality Act, we must ensure that we are taking steps to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

In meeting these duties, we will have regard for the equal treatment of people based on the Equality Act’s nine protected characteristics:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity status
- Marriage and civil partnership
- Ethnicity
- Religion or belief
- Sexual orientation

The duty for public bodies to consider the impact of their policies on reducing class or socio-economic disadvantage was removed from the Equality Act. However, we consider that it is necessary to pay due regard to the socio-economic duty as we believe it is fundamental to delivering true equality for all our residents and improving living standards.

The Council views an EIA as more than a tool to discharge its public sector equality duty. It is seen as an opportunity to consider things from a residents perspective, allowing the council to identify any potentially negative impacts of its policies, and where possible put in place mitigating actions. The Council is committed to putting equalities at the heart of what it does

Why is this service or policy development/review needed?

and therefore it is vital that a policy such as the Neighbourhood Community Infrastructure Levy which aims to deliver a new way of communities accessing funding, properly considers these issues.

Our approach to considering equalities

This EIA considers the overarching equalities considerations for the implementation of the Neighbourhood Community Infrastructure Levy (NCIL) policy. The purpose of this EIA is to consider the cumulative impact of introducing an grants funding model drawn from NCIL funding in to the borough. We believe EIAs should not be documents which are completed at the point of making a decision without being considered again. EIAs should be dynamic documents which are constantly reviewed and updated as projects move through their life cycle so that each project properly considers equality issues.

In order to fully understand the equality impact of the Neighbourhood Community Infrastructure Levy policy, it is necessary to understand our community, their needs, our current context and how this will change in future, the need for change and the consequences of not changing. The EIA considers each of these aspects in the following few sections. It will also be necessary to closely monitor the delivery of any project delivered through NCIL funding to ensure that what is delivered is accessible to all community members, and that there is a good geographic spread of the benefits delivered through the projects.

Background and current context

The Council has been on a journey over the last few years, one that has seen us transform the way we deliver services. At the heart of this transformation is our community and the establishment of a new relationship founded upon building resilience and enabling residents to fulfil their potential by providing them with opportunities to prosper.

Our aim is to harness the collective financial and nonfinancial resources of the public, private and voluntary sectors together with the hope, determination and aspiration of individuals, families and communities to live better lives, in a better place.

The Neighbourhood Community Infrastructure Levy is essentially an inclusive growth fund, funded by developers through physical housing and regeneration developments in the borough. This levy offers one solution to community funding shortages, through the ability of Voluntary and Community sector to access this money through a grants funding process.

Importantly, the Neighbourhood Community Infrastructure Levy will be accessible to the VCS at no cost to them, opening up the platform to raise funds and make improvements in the local community which are important to residents.

A Neighbourhood Community Infrastructure Levy grant funding model is versatile enough to fit with a wider local giving model for Barking and Dagenham which is important as Council budgets decrease moving forward.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know? What does your research tell you?

Consider:

- National and local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

Demographics

Over the last 15 years Barking and Dagenham has become one of the fastest-changing communities in Britain both in terms of population growth and ethnic diversity.

Based on the latest projections, the population for the borough stands at roughly 201,979. Since 2001 the population has risen by 35,000 and growth in the future will continue at a similar rate. By 2020, the population is expected to grow to 220,000, and reach 275,000 by 2037. The growth in the population is largely due to the borough having the highest birth rate in London.¹ Our population is characterised by its large proportion of young people, of which we have the largest proportion of 0-16 year olds of anywhere in the UK (54,912 or 27% of the overall population). We also have an ageing population with 20,924 people over 65. Where people are living longer we can expect this section of the population to grow. Due to advances in healthcare and better quality of life we now have 9,100 people with a disability living in the borough.

The population has also become more ethnically diverse. 50% of the population is BME, compared to just 15% in 2001. In 2035 the BME population is projected to rise to 62%. There has been growth in representation from people with Black African, Black Caribbean, Bangladeshi, Indian and Pakistani heritage. More nationalities, cultures and faiths are represented than ever before. 30% of the population was born outside of the UK and for 18.5% of residents English is not their first language.

Diversity is an asset and a strength but it also brings challenges. As a commissioner and provider of public services we must keep up-to-date with demographic changes and adapt our approach to meet the needs and expectations of our residents. We must value diversity and understand that residents are individuals. As such we must evolve how we plan and deliver services that are inclusive, accessible, outcomes focussed, and where appropriate, personalised.

¹ 79.4 births per 1000 population.

Age

The borough has the highest population percentage of 0-19 year olds in the country at 31%. The over 60 population accounts for one of the smallest percentages of population in England and Wales.ⁱ

Disability

Approximately 9,000 people are claiming disability allowance.ⁱⁱ

Gender

51.5 % of the borough's residents are female, and 49.6% are male.ⁱⁱⁱ

Gender reassignment

We estimate that there may be approximately 40 people in the borough who have or who will undergo gender reassignment.^{iv}

Pregnancy and maternity status

Teenage pregnancy rates are significantly higher than average. The rate of teenage conceptions in 2016 was 27.9 per 1000 population of females aged 15-17. This was the second highest rate in London.^v

Marriage and civil partnership

41.9% of the population aged 16 and above are married, 38.8% are single and never married, and 0.2% are in a same-sex civil partnership^{vi} (Source: Census 2011).

Ethnicity

The population ethnicity is 37% White British, 23% Black (African, Caribbean and Black Other) residents; 19% Asian (Bangladeshi, Indian and Pakistani); and 19% from other or mixed ethnic groups.^{vii}

Religion or belief

56% of the population identify as Christian. 18.9% identify with no religion. 13.7% identify as Muslim.^{viii}

Sexual orientation

Between 10,000 – 14,000 people in Barking and Dagenham are lesbian, gay and bisexual.^{ix}

The table below provides an indication of some of the impacts identified for Neighbourhood Community Infrastructure Levy funding process:

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	X			<ul style="list-style-type: none"> Opportunities for communities to fund neighbourhood priorities in local areas. Money generated by the NCIL will only be spent in Barking & Dagenham, thus benefiting the wider community. 	
	X				
Age		X			No perceived impact
Disability		X			No perceived impact
Gender reassignment		X			No perceived impact
Marriage and civil partnership		X			No perceived impact
Pregnancy and maternity		X			No perceived impact
Race (including Gypsies, Roma and Travellers)		X			No perceived impact
Religion or belief		X			No perceived impact
Gender		X			No perceived impact
Sexual orientation		X			No perceived impact
Any community issues identified for this location?	X				The entire borough has been defined as a neighbourhood for the purposes of NCIL allocation, and therefore no areas within the borough are excluded.

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?

In April and July 2016 reports were presented to the Council's Cabinet about the Ambition 2020 programme – the reports detailed plans for reshaping the Council – moving away from the current parental stance to a more enabling and supporting position for our residents.

The report recommended an action plan to develop civil society organisations and a more participative culture characterised by greater levels of volunteering both across, and in different parts of, the Borough and that this should include the provision of very modest funding. Support should be available both to enable existing organisations to modernise and increase their reach in the community and to enable new community interests to come together and find their voice.

Following a large scale consultation in 2016, nearly 3,000 residents have helped us create a place based 20 year vision for the borough, resulting in a series of themes, aspirations and targets which articulate the priorities for the borough over the next 20 years. Importantly, the Borough Manifesto vision can be seen as a golden thread within the Neighbourhood Community Infrastructure Levy grant funding process, through the application of scoring criteria which has been specifically designed to ensure that project outcomes support the priorities local people told us were important to them.

In 2018 the role of the Council is changing and it is seeking to be enable and support, setting the direction with people, businesses and the community and voluntary sector. The traditional role of the Council as the provider needs, in many areas, to evolve into an equally important but more facilitatory mode of operation. The Neighbourhood Community Infrastructure Levy grant funding process is a platform that can facilitate renewal of the civic culture through the development of a vibrant community, organised and empowered to underpin, support and challenge the public and private sectors.

The Neighbourhood Community Infrastructure Levy is one way that local groups can achieve improvements in line with local priorities that matter to local people through small funding pots, and supports the Council's role to play in meeting the needs of the community, and encouraging and supporting enterprise to relocate into the area. It creates an additional way to help the Voluntary and Community sector gain access to new funding streams that are relatively long term (10 years).

This means the role of the Council is changing and enabling and supporting, setting the direction with people, businesses and the community and voluntary sector. It will take responsibility for, and bear more of the burden of, change. The traditional role of the Council as the provider needs, in many areas, to evolve into an equally important but more facilitatory mode of operation. The Neighbourhood Community Infrastructure Levy is a platform that can facilitate renewal of the civic culture through the development of a vibrant community, organised and empowered to underpin, support and challenge the public and private sectors.

In July 2018, the Council began a 6-week public consultation, asking residents to share their opinions on the proposed process for allocating grant funding from the NCIL to community projects. Overall, the response was positive with the majority of respondents agreeing broadly with proposed priorities, scoring criteria and model.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Monitor NCIL grant funding bids and applications to ensure fair representation across the voluntary and community sector.	On-going	PET Manager

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

Implications/ Customer Impact

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

It is thought that the overall impact of introducing a Neighbourhood Community Infrastructure Levy which can be accessed by the Not for profit sector in the form of grant funding will be positive for the community overall. This is because it will act as an enabler for the local community to access income that would otherwise not be available to them, and to use it to make positive change to their local area.

It is recognised that as a new funding stream, there will have to be considerable focus on the equality impact of the outcomes that the projects deliver. It will be necessary to continuously look across the piece to ensure that what projects deliver is accessible for all members of the community with a good geographical spread.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Monica Needs	Community Enterprise Team Manager	11/09/2018
Tom Hook	Director Policy and Participation	11/09/2018

ⁱ Census 2011

ⁱⁱ Department of Work and Pensions, 2016

ⁱⁱⁱ Census 2011

^{iv} Gender Identity Research and Education Society advice

^v ONS 2016

^{vi} Census 2011

^{vii} GLA population projections

^{viii} Census 2011

^{ix} Stonewall estimates