

Appendix Four Equality Analysis Croydon's Community Strategy 2013-18

Appendix 4 to item 6
Cabinet 15 July 2013

DRAFT

Name of document				
Version	Date reviewed	Date of next review	Reviewed by	Changes made
1-4	From 22 May 2013		Richard Eyre	Initial draft
5	2 July 2013		A Guest-Collins	Final draft

1. Decide whether a full equality analysis is needed

1.1 What are you analysing?

Question	Guidance	Answer
What is the name of your change or review?	<p>The change or review may involve</p> <ul style="list-style-type: none"> o policies, strategies and frameworks o budgets o plans, projects and programmes o staff structures (including outsourcing) o the use of buildings o commissioning (including re-commissioning and de-commissioning) o services (for example, how and where they are delivered) o processes (for example thresholds, eligibility, entitlements, and access criteria) 	A refresh of the Community Strategy
Why are you doing this?	For example, we are considering cutting a service.	<p>This update of the Community Strategy takes a medium term strategic perspective and has been developed in support of the delivery of Croydon's long-term vision for Croydon.</p> <p>The vision and Community Strategy sit at the top of the overall planning and delivery</p>

		<p>framework for Croydon. They set the policy context and overall priorities for other Croydon strategies including the Children and Young People's Plan, Community Safety Strategy, Health and Wellbeing Strategy, Economic Development Plan and Stronger Communities Strategy.</p> <p>The vision and Community Strategy also inform the plans of partner organisations and provide a framework for those delivering front line services.</p>
<p>What is likely to be different when you have finished?</p>		<p>Croydon's Community Strategy provides a framework of key policy and strategic goals which informs the work of all partner organisations within Croydon's Local Strategic Partnership and the context for future plans and strategies in the borough.</p>
<p>What will be the main outcomes or benefits from making this change?</p>		<p>Croydon's Community Strategy provides a framework of key policy and strategic goals for the work of all partner organisations within Croydon's Local Strategic Partnership and the context for future plans and strategies in the borough.</p>

What stage is your change at now?	See appendix one for the main stages at which equality analyses need to be started or updated. In many instances, an equality assessment will be started when a report is being written for a committee. If that report recommends that a project or programme takes place, the same equality assessment can be updated to track equality impacts as it progresses. If the project or programme includes commissioning or de-commissioning, the same equality assessment can be updated again.	Develop full equality analysis.
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An equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your director that you have not yet completed an equality analysis.

1.2 Who could be affected and how?

Question	Guidance	Answer
Who are your internal stakeholders?	For example, groups of council staff, members	<ul style="list-style-type: none"> • Councillors • MPs and GLA member • CLT • EMT • Partnership Managers • Heads of Service • Commissioning Managers • Council staff
Who are your external stakeholders?	For example, groups of service users, service providers, trade unions, community groups and the wider community?	<ul style="list-style-type: none"> • Local statutory agencies • Local voluntary and community groups • Tenants and residents associations • Faith organisations • Disability Forum • Business sector • Local residents and services users • LSP Chief Executive's Group • LSP partnerships

		<ul style="list-style-type: none"> • Croydon Congress • All other Croydon community interested groups/individuals
<p>Does your proposed change relate to a service area where there are known or potential equalities issues?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. If you don't know, you may be able to find out on the Croydon Observatory (http://www.croydonobservatory.org/)</p>	<p>Yes.</p> <p>The refreshed strategy sets the policy context and overall priorities for other Croydon strategies including the Children and Young People's Plan, Community Safety Strategy, Health and Wellbeing Strategy, Economic Development Plan and Stronger Communities Strategy. Each of these focuses on key areas of potential equalities and enabling better outcomes in these areas. Equality Analysis will have been undertaken in the development of these strategies.</p> <p>The strategy has three overarching goals, A better borough, protect vulnerable people; take responsibility, and each has a set of sub-priorities. Its purpose is not to repeat the contents of other key strategies and documents, but rather to influence the future direction.</p> <p>The LSP partnerships will be responsible for developing and delivering these goals and actions within their own strategies and service plans which link to and support the priorities and goals. As such there will be an effect on all service areas.</p>

<p>Does your proposed change relate to a service area where there are already local or national equality indicators?</p>	<p>You can find out from the Equality Strategy (http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes.</p> <p>This strategy will include a comprehensive performance framework, which incorporates key local and national indicators including specific national equality indicators.</p>
<p>Would your proposed change affect any protected groups more significantly than non-protected groups?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix Two.</p>	<p>Yes. Examples include:</p> <p>A better borough Safer Communities More educational opportunities, skills and jobs Attractive place to invest and live</p> <ul style="list-style-type: none"> • People say they feel safer and there is less crime • Improving educational attainment and narrowing gaps • More working age people in work and 16-18 year olds in education, employment or training • More businesses in Croydon • Increasing the footfall and retail sales in the town centre • More affordable homes <p>Protect vulnerable people Good quality, accessible and joined-up services Better prevention and early intervention for vulnerable people Meeting housing need</p> <ul style="list-style-type: none"> • Improving satisfaction with services • Reducing child poverty and supporting families at risk • Promoting a healthy start in life

		<ul style="list-style-type: none"> • Better support for victims of domestic abuse and tackle perpetrators • Narrowing inequality gaps in the borough • More people supported to live independently and treated with dignity and respect • Reduction in statutory homelessness <p>People take more responsibility Community capacity to organise and have a greater voice Trust and confidence in local services Resilient and integrated communities Harness community and voluntary sector enterprise, creativity, innovation</p> <ul style="list-style-type: none"> • People feel they can influence decisions • Increasing volunteering and civic participation • Increasing self-reported wellbeing • Improving trust and confidence in local agencies • People feel they get on well together and belong to their local neighbourhood • A thriving voluntary and community sector and more social enterprises
<p>Would your proposed change help or hinder the council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the protected groups?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes.</p> <p>The main priorities of the strategy are the key tools in advancing equalities under this duty.</p> <p>By empowering residents and partnership agencies with the tools and power to take and shape decisions which affect their neighbourhoods, the strategy will ensure that</p>

		<p>all residents, voluntary and community groups and businesses are able to influence these decisions, and will identify where some may need additional support.</p> <p>Through improving the information collected on the boroughs protected groups and by consulting with them, the strategy will be able to identify service gaps and needs accurately. Relevant planning and actions can then be developed to ensure steps are taken to meet the identified needs.</p>
<p>Would your proposed change help or hinder the council in advancing equality of opportunity between people who belong to any protected groups and those who do not?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes.</p> <p>The strategy includes a performance framework which incorporates key priorities and indicators relating to equality of opportunity. These will be monitored as part of the annual performance monitoring for the strategy.</p>
<p>Would your proposed change help or hinder the council in fostering good relations between people who belong to any protected groups and those who do not?</p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes.</p> <p>The strategy will empower all new and existing groups and communities to foster good relations. Supporting the sharing of information is likely to help to break down myths and barriers and foster increased interactions and understanding between all groups.</p> <p>The strategy will enable the different groups to influence and make decisions that shape their neighbourhoods and the services they receive. It will ensure that if a group identifies prejudice, they are empowered with the correct information, contacts and procedures</p>

		<p>to eliminate it.</p> <p>Community empowerment has the potential to give individuals and communities the tools to support increased dialogue between these groups, especially those whose voices may not normally be heard, including young people.</p>
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1.3 Decision

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different/significant impact on protected groups (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
No, further equality analysis is not required	Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge. You must include this statement in any report used in decision making, such as a Cabinet report	
Yes, further equality analysis is required	Please state why and outline the information that you used to make this decision. Also indicate <ul style="list-style-type: none"> - when you expect to start your full equality analysis - the deadline by which it needs to be completed (for example, the date of submission to Cabinet). - where and when you expect to publish this 	<p>Yes.</p> <p>Full equality analysis initiated in May 2013. Completion date for submission to Cabinet is 4 July 2013, for 15 July meeting. Officers have delegated authority to make any further urgent changes arising from engagement up to 12 July.</p> <p>This analysis will be published in the Cabinet</p>

	analysis (for example, on the council website). You must include this statement in any report used in decision making, such as a Cabinet report.	report and will also be made available on the Council's website, alongside published strategy.
Officers that must approve this decision	Name and position	Date
Report author	R Eyre, Community Partnership Officer, /A Guest-Collins, Community Partnership Manager	2 July 2013
Director	Sharon Godman, Head of corporate community relations	4 July 2013
Please email this completed form to data.equalities@croydon.gov.uk , together with an email trail showing that your director has approved it.		
1.4 Feedback from the corporate equalities team		
Name of equalities officer		
Date received by equalities officer	Please send an acknowledgement	
Should a full equality analysis be carried out?	Note the reasons for your decision	
Please send this document to - the person responsible for making the decision - democratic services, the corporate programme office or procurement as appropriate in time for the relevant decision making meeting		

2. Evidence Considered

List the documents and information that have been considered as part of this review to enable reasonable judgments to be made on the assessment of impact.

Quantitative Data	Qualitative Data
<ul style="list-style-type: none"> Croydon's borough profile 2013 (consolidated needs assessment) and information on the Observatory Children and Young People's Plan, Child Poverty Strategy 	<ul style="list-style-type: none"> Croydon Residents' Survey 2012 National Citizenship Survey 2011

<ul style="list-style-type: none"> • Community Safety Strategy and Crime Assessment 	<ul style="list-style-type: none"> • Talkabout Croydon (30) Survey 2010, 2011
<ul style="list-style-type: none"> • Health and Wellbeing Strategy, JSNA, Health Inequalities Scrutiny Sub-Group Report Feb 2013 	<ul style="list-style-type: none"> • Croydon Congress discussions and recommendations
<ul style="list-style-type: none"> • Economic Development Plan 	<ul style="list-style-type: none"> • Public response to Croydon riots
<ul style="list-style-type: none"> • Stronger Communities Strategy 	<ul style="list-style-type: none"> • Engagement via LSP partnerships, Croydon Congress, individual partner agencies, council CLT and EMT, Talk2Croydon
<ul style="list-style-type: none"> • Housing Strategy 	<ul style="list-style-type: none"> • Croydon Local Independent Review Panel report into the Riots Local Review Panel recommendations and feedback from post riots engagement
<ul style="list-style-type: none"> • Skills and Employment Plan 	
<ul style="list-style-type: none"> • Croydon Local Plan Strategic Policies 	
<ul style="list-style-type: none"> • Equality Strategy 	

2.1 Analysing Impact

Use the table below to plot and identify where there is a potential impact on any of the staff and customers/service users by protected characteristic arising from the change.

The cells of the matrix should be filled in as below:

Key	
O	Indicates a Neutral Impact on Service Users/Staff
P	Indicates the change may have a potential Positive Impact on Service Users/Staff
N	Indicates the change may have a potential Negative Impact on Service Users/Staff
P/N	Indicates the change may have both Positive and Negative Impacts on Service Users/Staff

Community Strategy	Protected Characteristics								
Goal One: A better borough	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership
Tackle violent crime and anti-social behaviour	P	P	O	P	P	P	P	P	O
Support people to develop the right skills to access employment	P	P	O	O	P	O	P	O	O
Identify and maximise employment opportunities, especially for young people and the long-term unemployed	P	P	O	O	P	O	P	O	O
Manage growth and change in physical and social infrastructure	O	O	O	O	O	O	O	O	O
Stimulate new business, innovation, enterprise and culture	P	P	O	O	P	P	O	O	O
Attract and retain businesses	P	O	O	O	P	O	O	O	O
Regenerate Croydon's town and district centres	O	O	O	O	O	O	O	O	O
Improve Croydon's parks and open spaces	P	P	O	O	O	O	O	O	O

Community Strategy	Protected Characteristics								
Community Strategy Goal Two: Protect vulnerable people	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership
Develop integrated and accessible information and services	P	P	O	O	P	O	O	O	O

Tackle child poverty and reduce childhood obesity	P	O	O	O	O	O	O	O	O
Tackle domestic abuse and sexual exploitation	P	O	O	P	O	O	P	P	O
Tackle complex needs through early intervention	P	P	O	P	P	O	P	O	O
Safeguard vulnerable children and families	P	P	O	O	O	O	O	O	O
Tackle persistent inequalities	P	P	P	P	P	P	P	P	P
Support people to live independently	P	P	O	O	P	P	O	O	O
Ensure access to affordable housing and tackle homelessness	P	O	O	O	P	O	O	O	O

Community Strategy	Protected Characteristics								
	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership
Goal Three: Take responsibility									
Promote opportunities to get involved and take part in civic life	P	P	O	O	P	O	O	O	O
Encourage self –help activity and greater responsibility for health and wellbeing	P	O	O	O	P	P	P	O	O
Increase community engagement to grow trust in different communities	P	O	O	O	P	P	O	O	O
Promote stronger neighbourhoods and community cohesion, and integration	P	O	O	O	P	P	O	O	O

Encourage a thriving community, voluntary and faith sector	P	P	O	O	P	P	P	O	O
Encourage people to develop cultural activities, social enterprise and community services	P	P	O	O	P	O	O	O	O

Description of Impact – Service User Related

Service Area/Key Partnership Actions	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Goal one –Tackle violent crime and anti-social behaviour	Age, disability, pregnancy and maternity, race, religion and belief, sex, sexual orientation	This draft partnership action is designed to bring a greater focus to reducing the crimes that have an impact on the lives of local people including domestic abuse and serious youth violence as well as anti-social behaviour (this includes hate crime such as homophobic, racist and disability related offences).		Community Safety Strategy Children and Young People’s Plan Crime Assessment Borough Profile
Goal one - Support people to develop the right skills to access employment	Age, disability, race, sex	This draft partnership action is designed to bring a greater focus to improving educational attainment and narrowing gaps including pupils eligible for free school meals (FSM) and pupils with some level of Special Educational Needs (SEN) are performing less well than other pupils at key stage 4.		Children and Young People’s Plan Economic Development Plan Skills and Employment Plan Borough Profile Croydon Congress reports
Goal one - Identify and maximise employment opportunities, especially for young people and the long-term unemployed	Age, disability, race, sex	This draft partnership action is designed to bring a greater focus to issues affecting access to employment especially tackling unemployment amongst young people and the long term unemployed. While data for June 2012 shows that Croydon has higher employment rates than the national and regional averages for all disabled groups although Croydon is below the averages for the 'not disabled' working age population. Latest data also shows that the gender pay gap has increased between 2011 and 2012.		Economic Development Plan Skills and Employment Plan Children and Young People’s Plan Borough Profile Croydon Congress reports
Goal one - Stimulate new business, innovation, enterprise and	Age, disability, race, religion and belief	This draft partnership action is designed to bring a greater focus to business, innovation and enterprise opportunities in particular for the following identified groups: <ul style="list-style-type: none"> • Young people and NEETS; 		Economic Development Plan

culture		<ul style="list-style-type: none"> • People from BME communities; • People with ESOL needs; • Lone parents and carers; • Graduates returning to Croydon; and • Mature executives and how their experience and skills can be used. 		
Goal one - Attract and retain businesses	Age, race	<p>This draft partnership action is designed to bring a greater focus to business opportunities in particular for the following identified groups:</p> <ul style="list-style-type: none"> • Young people and NEETS; • People from BME communities; • People with ESOL needs; • Lone parents and carers; • Graduates returning to Croydon; and • Mature executives and how their experience and skills can be used. 		Economic Development Plan
Goal one - Improve Croydon's parks and open spaces	Age, disability	<p>This draft partnership action is designed to bring a greater focus to access and links to and through green spaces to encourage more physical activity including walking and cycling.</p>		Local Development Plan Health and Wellbeing Strategy
Goal two - Develop integrated and accessible information and services	Age, disability, race	<p>This draft partnership action is designed to bring a greater focus to ensuring more older people and disabled people to live independent and fulfilled lives and that services are accessible to people from people from a range of ethnic backgrounds</p>		Children and Young People's Plan Health and Wellbeing Strategy Borough Profile Consultation feedback
Goal two - Tackle child poverty and reduce childhood obesity	Age	<p>This draft partnership action is designed to bring a greater focus to areas of the borough that experience the highest levels of child poverty including Fieldway, where nearly half of children aged under 16 live in poverty. Children living in poverty (entitled to free school meals) are also more at risk of poor outcomes, including lower achievement levels, higher persistent abuse and poor health outcomes. The highest proportion of obese reception year children live in Norbury while the highest proportion of obese year 6 children live in Thornton Heath.</p>		Children and Young People's Plan Child Poverty Strategy Borough Profile

Goal two - Tackle domestic abuse and sexual exploitation	Age, pregnancy and maternity, sex, sexual orientation	This draft partnership action is designed to bring a greater focus to issues around domestic violence and sexual exploitation. There were 5,972 allegations of domestic violence recorded in Croydon in the calendar year January to December 2011. The victims of domestic abuse are primarily women and children, but some men are also victims.		Community Safety Strategy Crime Assessment Children and Young People's Plan Borough Profile
Goal two - Tackle complex needs through early intervention	Age, disability, pregnancy and maternity, race, sex	This draft partnership action is designed to bring a greater focus on early intervention including strengthening the resilience of families with complex needs and addressing differential outcomes for key groups including looked after children.		Children and Young People's Plan Health and Wellbeing Strategy JSNA Borough Profile
Goal two - Safeguard vulnerable children and families	Age, disability	This draft partnership action is designed to bring a greater focus to better safeguarding vulnerable children and families through early identification and early help.		Children and Young People's Plan Borough profile
Goal two - Tackle persistent inequalities	All	This draft partnership action is designed to bring a greater focus to tackling persistent inequalities across all key groups. People in the north of the borough experience poorer outcomes compared with the rest of the borough, in particular communities in the five wards of the central north area: Bensham Manor; Thornton Heath; Broad Green; West Thornton, and; Selhurst. The main areas of concern are income, employment, education, health, crime, and child poverty.		Equality Strategy Borough profile
Goal two - Support people to live independently	Age, disability, race, religion and belief	This draft partnership action is designed to bring a greater focus to enabling people to live as independently as possible.		Health and Wellbeing Strategy Borough Profile
Ensure access to affordable housing and tackle	Age, race	This draft partnership action is designed to bring a greater focus to tackling homelessness. In 2010-11 for the first time in a few years the number of people registered as homeless		Equality Strategy supporting data

homelessness		increased to 575. More than seven out of ten households accepted as homeless by the council classified themselves as belonging to a BME ethnic group. In the majority of homeless applicants accepted as homeless were under 45 and in nearly four out of ten acceptances the applicant was aged less than 25.		
Goal three - Promote opportunities to get involved and take part in civic life	Age, Disability, Race	<p>This draft partnership action is designed to bring a greater focus to levels of participation. The National Citizenship survey 2011 shows that people without a disability (57%) were more likely to participate overall than people with a disability (55%). The Talkabout Croydon (30) Survey 2011 results indicated only 76% of people with a disability, compared to 79% of people without a disability, felt that by working together, people in their neighbourhood can influence decisions. Only 39% of people with a disability, compared to 50% of people without a disability, thought that 'better information on what is on' would encourage them to increase participation in groups that affect decisions in their local area.</p> <p>BME groups were less likely than White people to get involved in overall participation.</p> <p>The Citizenship survey identified BME people are more likely than white people to feel they can influence decisions affecting their local area.</p> <p>The strategy will aim to empower all residents to encourage greater overall participation and so they are able to influence the design and delivery of the services they receive.</p> <p>The Talkabout Croydon (30) Survey 2011 survey indicates that those aged 17-24 (30%) and 25-34 (28%) are least likely to have given unpaid help over the last 12 months.</p>		Stronger Communities Strategy Residents' Survey National Citizenship Survey Talkabout Croydon Croydon Congress reports

<p>Goal three - Encourage self –help activity and greater responsibility for health and wellbeing</p>	<p>Age, race, religion and belief, sex</p>	<p>This draft partnership action is designed to bring a greater focus to promoting health and wellbeing and tackling health inequalities. For example, life expectancy is 9.5 years lower for men, and 5.2 years lower for women in the most deprived areas of Croydon.</p>		<p>Health and Wellbeing Strategy JSNA Borough Profile Croydon Congress reports</p>
<p>Increase community engagement to grow trust in different communities</p>	<p>Age, race, religion and belief</p>	<p>This draft partnership action is designed to bring a greater focus to issues around community trust and confidence in particular the rebuilding of trust and understanding between itself and young people and young adults in Croydon as highlighted in the local review recommendations, as well as community concerns that stop and search is biased towards black youth.</p>		<p>Local review recommendations and feedback from post riots engagement</p>
<p>Goal three - Promote stronger neighbourhoods and community cohesion, and integration</p>	<p>Age, race, religion and belief</p>	<p>This draft partnership action is designed to bring a greater focus to promoting people getting on well together. The TalkAbout Croydon survey 2009 found 67% of people aged 65+ feel that they belonged strongly to their immediate neighbourhood compared with a smaller proportion amongst younger respondents. Nationally, the Citizenship survey 2010 indicates older people are more likely to feel people from different backgrounds get on well together, those aged 50 to 64 (87%), 65 to 74 (89%) and 75+ (91%).</p> <p>The Citizenship survey 2011 also indicates a large difference between young people aged 16 to 24 (71%), aged 25 to 34 (66%) and those aged 65 to 74 (86%), 75+ (88%) in feeling they belong strongly to their neighbourhood.</p> <p>The Citizenship survey indicates that BME groups (89%) are more likely than White groups (86%) to agree their area is a place where people from different backgrounds get on well</p>		<p>Stronger Communities Strategy Equality Strategy Residents' Survey Citizenship Survey Talkabout Croydon</p>

		<p>together. The Talkabout Croydon survey 2010 indicates respondents from BME groups were significantly more proud of their area than those from White groups.</p> <p>The Citizenship survey also indicates that Sikhs (85%) are most likely to in feeling they belong strongly to their neighbourhood whilst Buddhist's were least likely (70%).</p>		
Encourage a thriving community, voluntary and faith sector	Age, disability, race, religion and belief, sex	This draft partnership action is designed to bring a greater focus to the role of the community, voluntary and faith sector in working across communities and with vulnerable and disadvantaged groups, providing support and helping to shape and provide services to meet identified local needs.		Stronger Communities Strategy
Encourage people to develop cultural activities, social enterprise and community services	Age, disability, race	This draft partnership action is designed to bring a greater focus to promoting opportunities within the diverse populations of Croydon to explore new markets and sectors to develop especially in hospitality, cultural, creative, digital and technological sectors.		Stronger Communities Strategy

Description of Impact – Employment Related				
Service Area	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Goal one - Support people to develop the right skills to access employment	Age, disability, race, sex	This draft partnership action is designed to bring a greater focus to improving educational attainment and narrowing gaps including pupils eligible for free school meals (FSM) and pupils with some level of Special Educational Needs (SEN) are performing less well than other pupils at key stage 4.		Children and Young People's Plan Economic Development Plan Skills and Employment Plan Borough Profile Croydon Congress reports

Goal one - Identify and maximise employment opportunities, especially for young people and the long-term unemployed	Age, disability, race, sex	This draft partnership action is designed to bring a greater focus to issues affecting access to employment especially tackling unemployment amongst young people and the long term unemployed. While data for June 2012 shows that Croydon has higher employment rates than the national and regional averages for all disabled groups although Croydon is below the averages for the 'not disabled' working age population. Latest data also shows that the gender pay gap has increased between 2011 and 2012.		Economic Development Plan Skills and Employment Plan Children and Young People's Plan Borough Profile Croydon Congress reports
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2.2 Is there any evidence missing? If so, how will you gather this missing evidence?

If you do not have all the evidence you need to make an informed decision, talk to your departmental equality lead about practical ways to gather it. For example, if you do not have time to conduct a survey, is there a way can increase your understanding before undertaking more robust research at a later date? Perhaps by meeting with stakeholders. The depth and degree of any consultation or research will be determined by the relevance of the change or review to different groups. Those who are likely to be directly affected should be consulted. Read the corporate public consultation guidelines before you begin (http://intranet.croydon.net/finance/customerservices/public_consultation/default.asp).

If you really cannot gather any useful information in time, then note its absence as a potential negative impact and describe the action you will take to gather it in section 3. Insert new rows as required.

Do not continue onto stage 3 until your departmental equality lead is satisfied that you have gathered all the evidence you need.

Protected Group	Evidence missing	Description of potential negative impact
None identified		

3. Determining Actions

The overall potential impact is the likelihood of the impact multiplied by the strength of that impact. The higher the score, the more

significant the impact. The tables below identify actions to be taken to minimise negative impacts or maximise positive impacts within the programme.

3.2 Maximising Positive Impacts								
Ref	Protected Group	Potential Positive Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed
1	Age, Disability, Race	Improve participation in civic life especially amongst groups of people where representation is low or in areas where community involvement is low	4	4	4	Encourage each partnership board including the Health and Wellbeing Board to promote participation opportunities	Equality and Community Relations team	August 2014
2	Age, race, religion and belief	Community relations are improved between groups of people and communities and specific locations in the borough.	4	4	4	Encourage each partnership board including the Health and Wellbeing Board to promote ways of achieving better community relations across the borough	Equality and Community Relations team	August 2014
3	All	Equalities is promoted through a high level equality statement	4	4	4	Publish a high level equality statement alongside Community Strategy	Equality and Community Relations team	August 2014

4. Decisions

4.1 Based on the information in sections 1-3, what are you going to do?

Decision	Definition	Yes/no
We will not make any major change to our project because it already includes all appropriate actions	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our project already includes all appropriate actions to advance equality and foster good relations between groups.	Yes

4.2 Next steps

You may find it useful to consult Appendix One before completing this section.

Does this analysis have to be considered at a scheduled meeting?	If so, please give the name and date of the meeting.	Yes Cabinet 15 July
When and where will this equality analysis be published?	An equality analysis should be published alongside the policy or decision it is part of. As well as this, the equality assessment could be made available externally at various points of policy development. This will often mean publishing your analysis before the policy is finalised, thereby enabling people to engage with you on your findings.	Cabinet papers for 15 July meeting. The analysis will also be made available on the Council's website, alongside published strategy
When will you update this analysis?	Please state at what stage of your project you will do this and when you expect this update to take place. If you are not planning to update this analysis, say why not.	Next strategy refresh

4.3 I confirm that the information in sections 1 - 4 is accurate, comprehensive and up-to-date

Officers that must approve this decision	Name and position	Date
Report author	Amanda Guest-Collins	2 July 2013
Head of Service	Sharon Godman	3 July 2013

Email this completed form to data.equalities@croydon.gov.uk, together with an email trail showing that the director is satisfied with it.

4.4 Feedback from the corporate equalities team

Name of equalities officer		
Date received by equalities team	Please send an acknowledgement	
Feedback on decision		

Please send this to the report author and democratic services, corporate programme office and procurement team as appropriate