

Appendix 4: Blackbird Leys Regeneration Equality Impact Assessment

The following Equalities Analysis has informed the development of this proposal on the future regeneration project for Blackbird Leys and considers impact and likely impact in relation to the nine protected characteristics of the Equality Act 2010. The Public Sector Equality Duty that is set out in the Equality Act 2010 requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people who share a protected characteristic and those who do not.

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
Age	<p>Income deprivation for older people – Northfield Brook are amongst 20% most deprived</p> <p>Acute child poverty in blackbird Leys Wards with 30-36% children living below the poverty line.</p>	<p>Isolation - due to lack of income, reduced mobility links increases limited access to information/resources, less social interaction with neighbours, single older people living alone.</p> <p>Child development/Life chances/opportunities are severely reduced by families in difficult circumstances</p>	<p>Enable older people's participation via initiatives tackling isolation e.g. Digital Inclusion for older people. With 'Good Neighbour' type outreach steps to older people who are housebound</p> <p>Recent cuts in children's services will increase demand for activities engaging children, and young people affected by multiple disadvantage. A need to actively target schools is required to supplement direct participation to disadvantaged families.</p>
Disability	<p>High number of young carers living in the Leys.</p> <p>17% of the people living in the Leys claim Attendance Allowance.</p>	<p>Inaccessible information – lack of alternative formats (both printed & online)</p> <p>Stigma & discrimination</p> <p>Digital exclusion - ('websites not compatible with 'screen readers')</p>	<p>Ensure Accessible Information is provided.</p> <p>Determine how the project will make facilities accessible.</p>

		Inaccessibility of venues/events for physical & 'hidden' disabilities	
Gender Reassignment	Being transgender linked to greater risk of self-harm & thoughts of suicide (JSNA, 2016). National data indicates that Trans children & young people are a particularly vulnerable to bullying	Due to stigma & discrimination many Trans and non-binary people are anxious about disclosing their status.	Need to ensure confidentiality is respected Are funded projects creating Trans-inclusive & supportive environments?
Marriage & Civil Partnership	24% of people in The Leys are married this is lower than the England average, 10% are cohabiting households higher than the England average. There are a high proportion of single parent households on the Leys.	Low access to consultation events due to childcare arrangements	Ensuring consultation and engagement recognises childcare concerns for families and accommodates this.
Pregnancy & Maternity	77% of Women experience negative treatment. Certain ethnic groups and deprivation linked to higher rates of still birth and neonatal death.	Participation for people with caring responsibilities greatly reduced. Time poverty pressures inhibit opportunities to access information.	Ensure that consultation considers those who are caring for children, and time poor e.g. providing facilities for children & for women who are breastfeeding?
Gender	Almost 14% gender pay gap in Oxford - women at greater risk of poverty than Men Pakistani & Bangladeshi women experience the largest gender pay gap at 26.2% Women (including	Work, domestic & caring responsibilities - Time poverty limits access to information and ability to participate Women underrepresented in networks/decision making - Public events can be dominated by men	Recognise that crèche facilities or support with childcare/carer resources can support participation, as can avoiding school holiday times Promote equal participation & activities which challenge gender norms and stereotypes

	<p>working women) undertake more caring/domestic duties – e.g. 70% of housework.</p> <p>Gender based violence against Women and girls. High number of Domestic Violence cases on the estate</p>	<p>Traditional views which see Women having a primarily domestic role can limit participation.</p>	<p>encouraging leadership and empowerment.</p>
Sexual Orientation	<p>1 in 6, lesbian, gay & bi people have experienced a homophobic or biphobic hate crime or incident over the last 3 years.</p>	<p>Stigma and discrimination can deter LGBT people's participation.</p> <p>Isolation is a major barrier for LGBT people, particularly older LGBT people.</p>	<p>Ensure active participation by making content inclusive to all.</p>
Race & Ethnicity	<p>Ethnic penalty in the labour market, higher rates of poverty, unemployment, health inequalities linked to multiple disadvantage for some ethnic minorities.</p> <p>There is a higher number of families on the estate compared to the England average who have English as a second language or who speak to English at all.</p>	<p>Direct & indirect discrimination reduces access.</p> <p>Poor English literacy.</p> <p>Knowing how systems work – lack of connections to key networks/Forums</p>	<p>Encourage collaborative working and engagement to increase- community cohesion from smaller ethnic minority groups & emerging communities.</p> <p>Promote a diverse workforce around the regeneration.</p> <p>Take lessons from how other regeneration projects use language and cultural understanding to engage with smaller emerging community groups' understanding/ awareness of needs.</p>

Recommendations:

The Blackbird Leys Regeneration Project works alongside the Local Priorities set for the area reflective of the current needs of the estate. That the social regeneration is embedded within the physical regeneration meeting the current and future needs of the community. The project encourages and empowers the community throughout the process and makes engagement inclusive to all.

Evidence Annex:

Age

Older people

- Oxford Older People's Needs Analysis (2013)
- English Indices of Deprivation 2015
- Age UK: Engaging with Older People Evidence Review.
- Local Insight 2018 OSCI 2016

Disability

- End Child Poverty
- Local Insight 2018 OSCI 2016

Gender

- *"Women are at greater risk of poverty than men and are more likely to suffer recurrent and longer spells of poverty (22% of women have a persistent low income compared to 14% of men)" – 'Closing the Gender Pay Gap', Government Equalities Office (2016)*
- Bangladeshi & Pakistani groups have the widest gap with just 31% of women in employment compared to 67% for men. – 'Closing the Gender Pay Gap' (2016)
- Employment opportunities for Muslims in the UK (2016-17, House of Commons Women & Equalities Committee).
- Ending Violence Against Women and Girls Strategy 2016-2020 (HM Government)
- *"Gender norms and stereotypes are holding young women back" – Sounds Familiar, Fawcett Society Report 2017.*

Gender reassignment

- *"being transgender is linked to greater risk of self-harm and thoughts of suicide"* (Oxfordshire JSNA, 2016).
- First Steps to Trans Inclusion: An Introduction Stonewall (2016).

Marriage & Civil Partnership

- Local Insight 2018 OSCI 2016

Pregnancy & Maternity

- Oxfordshire JSNA (2016)
- Maternity Action – <http://www.maternityaction.org.uk>

Sexual Orientation

- Oxfordshire JSNA 2016
- Lesbian, Gay & Bisexual People's Experiences of Discrimination, Stonewall (2013).

Race and Ethnicity

- Centre on dynamics of diversity – www.ac.uk/research/outputs/briefings/dynamics-of-diversity
- Assessment of the Organisational Development Needs of Communities of Refugees in Oxford (Asylum Welcome, 2017)
- Primary Health Care Services for refugees, asylum seekers & vulnerable migrants in Oxfordshire (Refugee Resource, 2016)
- The Asian Women's Wellbeing Project (Oxfordshire Healthwatch Report 2014)
- Oxfordshire Health Inequalities Commission Report (2016)
- Local Insight 2018 OSCI 2016

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