

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities 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>26.8% population aged 0-15</p> <p>26% of Children in The Leys are experiencing poverty in comparison to 16% across Oxford (LI 2019). 900 Children are experiencing deprivation due to income. 6 of the 8 SOA's are in the top 3 domain for child poverty with one categorised in domain 1. (IMD 2019)</p> <p>61.9% population are of working age. 30.7% have no qualifications higher than Oxford average. 72.2% economically active with Retail being largest sector. Average annual income after housing costs of £23,288 compared to Oxford average £30,846 (LI 2019)</p> <p>11.4% of population is identified as 65%.</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 marketing to disadvantaged families.</p>

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
	<p>45.2% has no car, 65.2% are identified as single pensioner household, 96.1% claim state pension, 25.4% claim pension credit (LI 2019). 430 older people are experiencing deprivation due to income, 5 out of 8 SOA's are in the top 3 domain for pensioners experiencing poverty (IMD 2019).</p>		
Disability	<p>8.7% people providing unpaid care higher than Oxford average. (LI 2019)</p> <p>7.1% claim incapacity benefits, with Local insight using 3 measures of disability: Attendance Allowance (18.5%) Personal independence payments (6.5% Men, 9% Female, 2.8% due to mental health) 4.2% claiming disability allowance. (LI 2019)</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>Inaccessibility of venues/events for physical & 'hidden' disabilities</p>	<p>Ensure Accessible Information is provided.</p> <p>How is the project making facilities accessible.</p>
Gender Reassignment	<p>Being transgender linked to greater risk of self-harm & thoughts of suicide (JSNA, 2016).</p>	<p>Due to stigma & discrimination many Trans and non-binary people are anxious</p>	<p>Need to ensure confidentiality is respected</p>

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
	<p>During the 2017-18 financial year there was 370 applications for gender recognition certificates in the UK, slightly higher than in 2016-17 (364). (JSNA 2019)</p> <p>National data indicates that Trans children & young people are a particularly vulnerable to bullying</p>	<p>about disclosing their status.</p>	<p>Are funded projects creating Trans-inclusive & supportive environments?</p>
Marriage & Civil Partnership	<p>24.8% of people in The Leys are married this is lower than the England average, 10.3% are cohabiting households higher than the England average. There are a high proportion of single parent households on the Leys (LI 2019).</p>	<p>Low access to consultation events due to childcare arrangements</p>	<p>Ensuring consultation and engagement recognises childcare concerns for families and accommodates this.</p>
Pregnancy & Maternity	<p>77% of Women experience negative treatment during pregnancy.</p> <p>Certain ethnic groups and deprivation linked to higher rates of still birth and neonatal death.</p>	<p>Participation for people with caring responsibilities greatly reduced. Time poverty pressures inhibit opportunities to access information.</p>	<p>Ensure that consultation considers those who are caring for children, and time poor e.g. providing facilities for children & for women who are breastfeeding?</p>
Sex	<p>48.9% Male, 51.1% female.</p>	<p>Work, domestic & caring responsibilities - Time poverty limits</p>	<p>Recognise that crèche facilities or support with childcare/carer</p>

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
	<p>Life expectancy in the area for Males is 77 and Females 79 significantly lower than other parts of Oxford (LI 2019, JSNA 2019).</p> <p>Almost 14% gender pay gap in Oxford - women at greater risk of poverty than Men</p> <p>Pakistani & Bangladeshi women experience the largest gender pay gap at 26.2%</p> <p>Women (including working women) undertake more caring/domestic duties – e.g. 70% of housework.</p> <p>Gender based violence is experienced against Women and girls from certain communities.</p> <p>The Leys has a number of Domestic Violence cases on the estate</p>	<p>access to information and ability to participate</p> <p>Women underrepresented in networks/decision making - Public events can be dominated by men</p> <p>Traditional views which see Women having a primarily domestic role can limit participation.</p>	<p>resources can support participation, as can avoiding school holiday times</p> <p>Promote equal participation & activities which challenge gender norms and stereotypes encouraging leadership and empowerment.</p>
Sexual Orientation	<p>There is limited data on sexual orientation</p> <p>Using the proportion of LGB population by age from ONS</p>	<p>Stigma and discrimination can deter LGBT people’s participation including LGBT people who do not wish to be ‘outed’.</p>	<p>Ensure active participation by making content inclusive to all.</p>

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
	<p>research in 2019, it is estimated that there was a total of 11,500 people aged 16+ in Oxfordshire identifying as lesbian, gay or bisexual in 2017 (JSNA 2019).</p> <p>Research done in July 2018 on larger respondent showed that people identifying as LGBTQ were less satisfied with their life than the general UK population (rating satisfaction 6.5 on average out of 10 compared with 7.7). Trans respondents had particularly low scores (around 5.4 out of 10).</p> <ul style="list-style-type: none"> • More than two thirds of LGBT respondents said they avoid holding hands with a same-sex partner for fear of a negative reaction from others. • At least two in five respondents had experienced an incident because they were LGBT, such as verbal harassment or physical violence, in the 12 months preceding the survey. 	<p>Isolation is a major barrier for LGBT people, particularly older LGBT people.</p>	

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
	<p>However, more than nine in ten of the most serious incidents went unreported, often because respondents thought 'it happens all the time'.</p> <ul style="list-style-type: none"> • 2% of respondents had undergone conversion or reparative therapy in an attempt to 'cure' them of being LGBT, and a further 5% had been offered it. • 24% of respondents had accessed mental health services in the 12 months preceding the survey. <p>Around a quarter (26%) had experienced verbal harassment, insults or other hurtful comments, 14% had experienced disclosure of their LGBT status without permission, 6% had been threatened with physical or sexual harassment or violence, 2% had experienced physical violence and 2% had experienced sexual violence.</p>		

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Equality Group Protected characteristics	Key Inequalities in Oxford & The Leys (including Northfield Brook and Blackbird Leys Ward)	Specific Barriers	Implications for regeneration
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 Oxford average who have no adults but some children who has English as their main language 6.3% of households speak no English (LI 2019)</p> <p>67% community identify as White British 25.1% identified as from minority groups. (LI 2019)</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>
Religion or Belief	<p>56.8% identify as being Christian, 5.5% identify as being Muslim, 29.5% identify as having no religion, under 1% of people identify as having another religion such as Buddhism, Hinduism, Judaism and Sikhism or another religion.</p>		

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

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 project and makes engagement inclusive to all. It also recommended that local needs assessment is done to triangulate statistical data, and health impact assessment is done for the area due to significant health inequalities this community faces.

It also recognises that multiple levels of deprivation are experienced by those in the Leys community and therefore socio-economic status should also be included.

In the most recent publication on the multiple indices of deprivation 2019, of the eight superout areas which make up the Leys. 6 are in the top 10 ranked deprived areas for multiple levels of deprivation. The breakdown is as follows:

SOA	Rank 2015	Rank 2019
BBL (17)	7	8
BBL (18)	4	5
BBL (19)	13	14
BBL (20)	5	4
Northfield Brook (67)	10	9
Northfield Brook (68)	2	1
Northfield Brook (69)	3	3
Northfield Brook (70)	44	47

This table shows IMD rank across UK, indicating some improvements whilst also some increases in deprivation across the leys.

Evidence Annex:

Age

- Oxford Older People’s Needs Analysis (2013)
- English Indices of Deprivation 2019
- Age UK: Engaging with Older People Evidence Review.
- Local Insight 2019 ONS 2018
- Indices of multiple deprivation 2019, Ministry of housing, communities and local government
- Local insight 2019 DWP 2016
- Local insight Census 2011
- Local insight ONS 2015/16

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

Disability

- End Child Poverty
- Local Insight 2019 DWP 2019

Sex

- *“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.*
- Local insight 2019 ONS 2018
- JSNA 2019
https://insight.oxfordshire.gov.uk/cms/system/files/documents/JSNA_Oxford_2019.pdf

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).
- JSNA 2019
https://insight.oxfordshire.gov.uk/cms/system/files/documents/JSNA_2019_Ch3_PopulationGroups.pdf

Marriage & Civil Partnership

- Local Insight 2018 OSCI 2016

Pregnancy & Maternity

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

Sexual Orientation

- Oxfordshire JSNA 2019
- Lesbian, Gay & Bisexual People’s Experiences of Discrimination, Stonewall (2013).

Blackbird Leys Cabinet Report 11 March 2020

Appendix 6 – Equalities Impact Assessment

- LGBT Survey, Government Equalities Office, July 2018
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf
- JSNA 2019

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 2019 Census 2011

Blackbird Leys Cabinet Report 11 March 2020
Appendix 6 – Equalities Impact Assessment

This page is intentionally left blank