



Appendix 4

Form to be used for the Full Equalities Impact Assessment

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Service Area:	Community Services	Section: Leisure And Youth Ambition Program	Date of Initial assessment: 27 th July 2023	Key Person responsible for assessment: Hagan Lewisman Leonard Sackey	Date assessment commenced: 27 th July 2023
Name of Policy to be assessed:			Youth Investment Fund		
1. In what area are there concerns that the policy could have a differential impact			✓ <i>Race</i>	✓ <i>Disability (Visible and Invisible)</i>	✓ <i>Age</i>
			✓ <i>Gender reassignment</i>	✓ <i>Religion or Belief</i>	✓ <i>Sexual Orientation</i>
			✓ <i>Sex</i>	✓ <i>Pregnancy and Maternity</i>	<i>Marriage & Civil Partnership</i>
Other strategic/ equalities considerations			✓ <i>Safeguarding/ Welfare of Children and</i>	✓ <i>Mental Wellbeing/ Community Resilience/ Health and Wellbeing</i>	✓ <i>Socio-Economic Status</i>

	vulnerable adults		
<p>2. Background: Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.</p>	<p>Project Overview:</p> <p>The project will re-purpose and re-construct currently under-utilised space in Blackbird Leys Pools & Leisure Centre, to run a much-needed inclusive and safe space for Oxford City's youths-- The Youth Hub.</p> <p>Work will start in Autumn 2023 and completing in Spring 2024.</p> <p>This is being made possible by utilising government DCMS Youth Investment Funding for both capital (building works) and revenue (youth work). The project is in partnership with Oxfordshire County Council. Oxford Direct Services would be the construction contractor.</p> <p>The re-purposed and re-designed space will include a community kitchen, collaboration space, IT/Media room, 1-1 space, and climbing wall. The cost of the changes to the space is fully funded by the grant. As part of the project both the County Council, local partners and Oxford City Council will continue to explore other external funding options as well as other youth partnership opportunities to further sustain this project.</p> <p>There is opportunity to generate and use income from the climbing wall and youth spaces (when not in use) to subsidise this.</p> <p>Change being considered in the EqIA:</p> <p>The front side of the building will be reimagined, a soft play area and old offices that were not being used as well as the café area. Creche will be moved. More usable space and dead space such as the corridor will be used Design is being co-produced with youth.</p>		

	<p>What is driving the change:</p> <p>This space would provide young residents (11-18 years old) a space outside of school and home to connect with others and engage in diverse activities. Especially, after the pandemic, the need to re-connect with their communities and to try new activities, build resilience and gain confidence is high.</p> <p>Additionally, there is added value to the larger communities that this Hub will run in. Informed by strategic best practice (place-shaping strategy/placemaking (UN-Habitat 2015) that encourages placing linked facilities and services within a larger community asset can provide multiple opportunities for residents to utilise valuable community resources (advice, information, networks, etc.) and take ownership of this space to engage and empower youths and add value to their own neighbourhoods and lives.</p> <p>This new space will accommodate and engender opportunities for hosting a wide range of people locally, with a diverse and exciting set of services it will perform multiple activities with strong and established links to other provision and partnerships going forward e.g., education (local college and secondary school), apprenticeships, leisure, culture and health.</p> <p>What will happen if the change is not implemented?</p> <p>The Youth Hub in this space will transform local youth opportunities to engage, discover, explore and learn in Blackbird Leys, Oxford. At present the local provision is low in attendance with poor quality facilities and unsustainable infrastructure. Many young residents, that we have engaged with, told us that existing spaces are not welcoming or inclusive as they often encounter 'other people' that they don't 'get on with'. They also note that the activities are not fun or interesting, their interactional and social needs are not being adequately met.</p> <p>235 additional young people each week may use these services. The impact of this project failing will be wide-ranging and cumulative in negative outcomes.</p>
<p>3. Methodology and Sources of Data:</p>	

<p>The methods used to collect data and what sources of data</p>	<ol style="list-style-type: none"> 1. Qualitative Data: Consultation (formal and informal)- residents (youths), stakeholders (partners), Oxford City Council Staff & County Council Staff. 2. Quantitative Data: Census Data 2021, Joint Strategic Needs Assessment, Blackbird Leys Ward Profile 2021; English Index of Multiple Deprivation 2019; Leys Community Profile on the Oxfordshire Insight 3. Third party research- UN-Habitat- Global Public Space Toolkit: From Global Principles to Local Policies and Practices 2015
<p>4. Consultation This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	<p>All consultations took place between Oct 2022- May 2023:</p> <ol style="list-style-type: none"> 1. Key focus demography consultation: face-to-face young (age 11-19 years) people identifying as both genders in the local area have been consulted and fed into our plans including the types of sessions and activities, they would like to attend. 2. Stakeholder Engagements done: Oxfordshire County Council; Thames Valley Police; & Fusion Lifestyle. 3. Internal meeting with staff over a period of 1 year. <p>-> These three key parties were consulted as they were identified as primary users and providers of the service. Hence, it was imperative that their voices and experiences were considered.</p>

5. Assessment of Impact:

Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults

The following assessment is based on **data and insights specific to Blackbird Leys** as that is the site of change and immediate impact.

Data is used from multiple sources including 2021 census and ward profiles. Where possible most recent data has been used and date cited. In some case the data is limited, it is highly recommended that monitoring processes are put in place where that is the case. The assessment is based on quantitative data that has been published for the public to see. At the time of this assessment, there was very little focus-group data that was shared. Nonetheless, the data available is vast and it has been triangulated and supplements with insights derived from the fields of Sociology, Psychology, Anthropology and Economics to suggest mitigations and monitoring.

Total Blackbird Leys Population (2011)- 5,652

Social Mobility Indicators & deprivation (2011) pertinent for this assessment

- According to Indices of Deprivation 2019, the following factors are probably driving this deprivation – 1st – Level of Education; 2nd – Income; 3rd Crime; 4th - Employment; & 5th – Health
- Poverty- 28% of children are living in poverty (2011)
- **Educational attainment- 36% (National average = 22.5%) have no standard educational qualification (2011). It must be noted, generally, educational qualifications at all levels are below the national average in this area. However, this does not indicate a lack of skills or literacy.**
- 17.2% of working age population (16-24 years & 16-64 years) in Blackbird Leys are claiming benefits for being out of work. Average in Oxfordshire in 2020 was 6.6% in comparison.
- Access to private mode of transport- 42% of households have no cars (2011)
- Number of people dependent on working population is higher in Blackbird Leys compared to England (2011)
- High levels of in-migrating population are aged 1-44 years (very young to working age) (2011). This can also explain low levels of employment and standard measures of education levels as migrants will often take longer to find their feet and secure jobs and economic opportunities. But, this is also an opportunity for this space to provide that critical space for

gaining familiarity, making connections, gain key experience in a safe and welcoming environment.

- Employment (Job Seeker's Allowance and Universal Credit Claims 2020, for more than 12 months):
 - I. Youth unemployment – 12.1 %, higher than national average.
 - II. Gender unemployment:
 - Female unemployment claims –140; 2016, working age benefit claimants 355
 - Male unemployment claim- 205; 2016 working age benefit claimants 254
- Unpaid Carers – 9.3% (England average –10.2%)
- Personal Debit per head is significantly higher than the national average (2020)

Community Need Index is also lower in this area which includes measures of Connectedness, Civic Assets available & community fulfilling Community Needs

Crime rates are high- Violent crime is 47.6% per 1000 population (England – 29.7% per 1000 population)

Interlocking Disadvantages faced: It is critical to note that a single household might face multiple forms of barriers to social mobility, thus the preceding observations cannot be taken in isolation or outside the cultural, historical or social context of lived realities of the residents. Additionally, as the Intersectionality paradigm states, these forms of social and economic deprivation may have a cumulative effect, meaning that it is most likely that since the point at which this data was collected, households facing multiple domains of deprivation would have struggled harder and longer, compared to others in the absence of support and through the Pandemic.

However, broader social and economic (contextual), factors, trends and research findings were used to draw critical insights to inform nature of impact and checks and mitigations that we need to adopt.

DIRECTION OF IMPACT IS ASSESSED AS:

Race

Disability

Age

	Positive (needs to be monitored)	Positive (needs to be monitored)	Positive for some age groups (11-19 yeas) (needs to be monitored)
	Gender reassignment Positive (needs to be monitored)	Religion or Belief Positive (needs to be monitored)	Sexual Orientation Positive (needs to be monitored)
	Sex Positive (needs to be monitored)	Pregnancy and Maternity Positive (needs to be monitored)	Marriage & Civil Partnership Neutral (needs to be monitored)
EQUALITIES INSIGHTS AND MITIGATION			
Protected Group	Data	Analysis/ insights/ impact considerations	Mitigation
Race/Ethnicity (Data – mostly 2011)	1. 3,724 = Non-White British aggregate 3,968= White British aggregate 2. Non-White British population are diverse with a greater number of residents self-	Diverse ethnic composition of the people residing in the neighbourhood, key areas of barriers and inclusion to consider are: 1. Use of inclusive language & signage: use more universal symbols, alongside	Actions to consider and monitor: -co-produce signage and language used, if possible.

		<p>identifying as Black Caribbean, Black African, Mixed White & Black, Bangladeshi, Other Asian, Pakistani, & Indian.</p> <p>3. The difference between the number of residents identifying as Non-White British and White British is not significantly different.</p> <p>4. 15.9% (almost double the national average) of households with multiple ethnicities.</p> <p>5. 6.3% of households don't have English as their main language. This does not mean that they cannot understand or converse in English.</p> <p>6. 20.9%- Sizable migrant population, higher than national average.</p>	<p>English, especially regarding health and safety, safeguarding, Environment considerations, access to spaces and directions of movement and use.</p>	<p>-monitor how signage are being designed and used.</p>
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	<p>Disability (Data- Mostly 2020)</p>	<ol style="list-style-type: none"> 1. Both visible and invisible disability reported- DWP 2020. 2. On average, both men and women live with long term disability and at a higher rate than the national average. 3. Females who reside in Blackbird Leys are twice as likely to be on PIP compared to females in England, on average. 4. Visible disability is twice likely if one was living in Blackbird Leys, compared to England as whole. 	<p>With high levels of disability observed, following areas of mitigation must be considered.</p>	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> - Use inclusive symbols and language. -Provision for a quiet space so that individual with invisible disability can retrieve to when needed. -Use Universal Design principles to design the space, paying particular focus to the inclusion of visual and tactile signage, enough space for wheelchairs to move. -Cares of people with sever disability will need a space to relax and wait.
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Age	Age 0-15 years- 1,516 (This group will have the highest impact from the project.)	By virtue of being a tragated service, it will exclude other groups. However, this will not have an impact on Oxford City Council's Public Sector Equalities Duty.	Actions to consider and monitor: - Use inclusive symbols and language around age.
Gender Reassignment Census 2021	No specific data is available for Blackbird Leys. Data for Oxford shows, 16 and over): -Gender identity the same as sex registered at birth (88.8%) (Lower than Oxfordshire and England) - Gender identity different from sex registered at birth but no specific identity given (0.6%)	This data indicates that there is a group of population that might access this space. There was little disaggregated data to show the patterns in terms of age.	Actions to consider and monitor: - Use inclusive symbols and language so as to not exclude member of this community. -The provision of toilets needs to be clearly marked and safe use of toilets encouraged.

	<p>Religion/Belief</p> <p>Census 2021- Blackbird Leys</p>	<p>49.4% = Christian (slightly above national average) 32.9% = No religion 9.8%= Muslim (considerably above national average) 1.3%= Hindu 0.6%= Buddhist 0.5% = Othe religion 0.4% = Sikh</p>	<p>The category of no-religion proves to be tricky, and it is an unknow. However, based on data that we have it is safe to say that a diverse range of people could access this space.</p>	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> - A quiet room to accommodate diverse religious practices such as prayers, kosher/Hala food spaces, etc. - Use inclusive symbols and language in spaces
	<p>Sexual Orientation</p> <p>Census 2021</p>	<p>No specific data is available for Blackbird Leys.</p> <p>Data for Oxford shows, (for 16 and over):</p> <p>80.4% = Straight or Heterosexual (Oxfordshire = 88.4%)</p> <p>Bisexual= 3.6% (higher than Oxfordshire and England)</p>	<p>This data indicates that there is a diverse group, identifying themselves with having different sexual orientation and they might access this space. There was little disaggregated data to show the patterns in terms of age.</p>	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> - Use inclusive symbols, images, and language. - The provision of toilets needs to be clearly marked and safe use of toilets encouraged.

		<p>Gay or Lesbian = 2.4%</p> <p>Pansexual= 0.5%</p> <p>Asexual = 0.2%</p> <p>Queer= 0.1%</p> <p>Non-binary = 0.2%</p>		
	<p>Sex (M/F) Census 2021</p>	<p>49.7% Male 50.3% Female</p>	<p>-Gender is balanced, the likelihood of both genders accessing this facility is high.</p> <ul style="list-style-type: none"> - However, there are some key noticeable difference when we disaggregate the data based on age. - The population pyramid (in the Ward Profile report) shows that Females constitute 11.2% of age groups 5-9 years, while Male are 8.6% - Male population in the age Bracket 15-19 years is double that of Female (M= 6.7% vs. F 3.8%) 	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> - Use inclusive symbols and language, especially so that it accounts for age groups is critical. -High percentage of Female population in the bracket for 5-9 years indicates a need to think about design principles that will be gender & age inclusive

			<ul style="list-style-type: none"> - In the age groups 10-14, the gender is more balanced (M= 8.3% vs F= 7.8%) 	
	<p>Pregnancy and Maternity</p>	<p>Pregnancy and experiences of maternity is low in the age group that will use this space. However, there is data, at the national level, that shows that pregnancy and maternity is still a trend and as such it must be considered in the impact.</p>	<ul style="list-style-type: none"> -There is a likelihood that pregnant mothers and young mothers and fathers may access this space, based on prevalence data on national level 	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> -The Café will provide opportunities to connect and is community owned. -Creche in the different side of the building and will allow parents with childcare responsibility to access childcare. -Multi-use and gender inclusive gym and activity arrangements and other resources will make the space feel more inclusive. -Co-location of other activities such as medical practitioners, will add value.

				<p>-Use of diverse images & symbols, especially access to toilets for changing nappies for babies.</p>
	<p>Marriage and Civil Partnership</p>	<p>1. Lone parent families with dependents – 43.1% (double the national average)</p>	<ul style="list-style-type: none"> - From the data it is unclear the age or gender of this group. However, it is likely that lone parents will access this space to provide critical resource for their dependent. - It is also possible that lone parents might also have multiple levels and types of disadvantages to overcome to ensure that their children could access this space such as travel cost, organising care of other dependents, job commitments, etc. - Personal Debt is high in this area and this could also be a significant barrier if lone parents have to travel to access 	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> - The plan incorporates an operational Creche that can be used for single parents who might have other dependents. - Cost of access to the site could be mitigated through various provision within the Youth Ambition Program that will run in this Hub. <p>-Use inclusive symbols and language.</p>

			<p>this space as they will then have to pay for transport (please note, the number of households that have their own cars is also low.)</p>	
	<p>Health and Wellbeing</p>	<p>See the adjacent box for discussion.</p>	<p>-Prevalence of Obesity in children (reception and year 6) is higher in this area compared to Oxfordshire and England.</p> <p>-Smoking in age group 15 is lower than Oxfordshire and England.</p> <p>-Physical activity amongst adults is low compared to Oxfordshire and England.</p>	<p>Actions to consider and monitor:</p> <ul style="list-style-type: none"> - Use inclusive symbols and language. - Smoking and non-smoking zones clearly marked.

<p>6. Consideration of Measures: This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy.</p>	<p>See above (question 5)</p>
<p>6a. Monitoring Arrangements: Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>-> Youth Ambition Program Processes, as best practice, is already in place. However, in this particular space and geographical location, it is advisable to review and update Youth Ambition Process and policies through the equalities lens.</p> <p>-> The prevalence of disability (visible and invisible) is high and the Universal Design Principles can make the space more inclusive and accessible for both these groups.</p> <p>-> Additionally, it is also suggested that best practice and systematic monitoring is embedded in design of this space around key protected characteristics- Sex, Religion, Sexual Orientation & Sex reassignment.</p>
<p>7. Date reported and signed off by City Executive Board:</p>	<p>Cabinet 13 September 2023</p>
<p>8. Conclusions: What are your conclusions drawn from the results in terms of the policy impact</p>	<ul style="list-style-type: none"> • It is recommended that there is a system put in place to monitor impact of design of the change to the space around signage and flow of people • This change is much needed, but a strong focus on how to mitigate impact on travel cost might be considered so as to not disadvantage households facing multiple forms of disadvantage.

		<ul style="list-style-type: none"> The prevalence of disability (visible and invisible) is high and the Universal Design Principles can make the space more inclusive and accessible for both these groups. 			
9. Are there implications for the Service Plans?	No	10. Date the Service Plans will be updated	October 2023	11. Date copy sent to Equalities Lead Officer	24 th July 2023
13. Date reported to Scrutiny and Executive Board:	TBC	14. Date reported to City Executive Board:	13 Sept 2023	12. The date the report on EqIA will be published	Sept 2023

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Signed (completing officer) Hagan Lewisman, Leonard Sackey and Mili Kalia
Hagan Lewisman

Signed (Lead Officer)

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