

EQUALITY IMPACT ASSESSMENT

Name of Policy/Service/Function	Development of a Construction Training Facility
Date of Assessment	December 2007
Directorate	Regeneration, Environmental Services
Head of Service	Anne Bonsor
Names and Roles of the people carrying out the EIA	Chris Dransfield: Economic Development Manager Salema Khatun: Programme Officer
Why is the Equality Impact Assessment being done?	To support the cabinet report of February 2008 and inform future development of the training facility

1. Introduction and Background

- 1.1 The London Borough of Waltham Forest (LBWF) is bringing forward the development of a flagship construction training centre in Leyton, in close proximity to the Olympic and Stratford City development sites. It is anticipated that these developments will create a demand for construction skills locally, to be partially met by the training centre.
- 1.2 The training centre will be developed by LBWF in partnership with a development and delivery partner and/or consortium . The development partner will be contractually obliged to undertake measures in both the design and operation of the training centre to ensure equality and inclusiveness.
- 1.3 The training centre will contribute significantly to addressing skills gaps and key requirements identified by the construction industry in East / North London. This will require a focus on key construction skills skills, which are in short supply and are insufficiently provided for by existing training and learning establishments. The developments of improving access to and variety of vocational training are central to achieving our goals of a strong local economy underpinned by a thriving business sector and a skilled and flexible workforce. They are an essential contributor realising our vision of creating a vibrant and sustainable economy in Waltham Forest.
- 1.4 This report covers assessment of the the equalities impact of the training centre and if it is consistent with LBWF's commitment to equality, set out in LBWF's Corporate Equality Plan 2005/2008. Working with our preferred

partners LBWF will ensure that the physical design is inclusive. The Building will be DDA compliant and ensure ease of access to disabled users. In addition, a multi faith room will be made available to ensure that those who wish to use the facility are able to do so freely and there will be separate male and female changing areas.

- 1.5 The operation of the training centre is also the focus of efforts to ensure equality and inclusivity. These will include targeted marketing to certain groups, such as women, BAME and ex offenders etc. The recruitment process of staff will also be undertaken to ensure inclusivity
- 1.6 It should be noted that this document is an initial Equality Impact Assessment, mainly concerning the concept and general approach of the project. Therefore specific details and possible equality impacts may not be covered here, but added at a later date when details are known.
- 1.7 This report will assess the implications and any negative impact resulting from the development of the training facility. The six key equality groups covered are age, disability, gender, race, religious and sexual orientation. If there are any negative impacts then mitigation measures are suggested alongside an action plan.

2. Profile of groups affected

2.1.1 Age Equality

The North East London Construction Skills Training Centre has the potential to affect all age groups from 16 onwards but especially the 16-24 years age group, as they will form some of the target beneficiaries. Waltham Forest is characterised by a relatively young population with over a third of residents aged less than 25 years of age. The employment rate for young people currently stands at only 42%.

There are currently 384 NEET (not in employment, education or training) young people in the Borough between the ages of 16-18, of which 58% are male and 42% female. 35% are of those in the NEET category are White British, 11% are Caribbean and 10% from a Pakistani background. The 2001 Census showed that those aged 16-24 and from Indian, Irish and Black African backgrounds had higher educational attainments (5 A-C GCSE grades or equivalent) compared to lower attainment in the Black Caribbean, Black Other, Mixed, Other Asian, and Bangladeshi populations. The training centre will provide routes to construction employment for young people particularly those from Black Caribbean, Black Other, Mixed, Other Asian, and Bangladeshi populations. This should lead to a positive impact on employment rates among this group.

The GLA (2001) report on 'Unemployment in London' stated: 'Young people from BME groups are much more likely than young people from White groups to be in full-time education. So, in effect, the high unemployment rates (among BME young people) are reflecting the fact that while young people from BME groups

are less likely to be in the labour force, those who are in the pool for work suffer a disproportionately high risk of unemployment’.

The focus on skills training and the development of strong links with major developments across North & East London, as well as with individual employers, will ensure the training centre helps meet the needs of unemployed young people and provides real opportunities to gain skills and employment. In this way the training centre will help provide young people with the chance for long term, skilled employment. It is not anticipated that there will be any negative impacts on other age groups.

2.1.2 Disability equality

There are no absolute answers about how many disabled people there are in Waltham Forest. However, the Council uses the number of people who declared they had a “long term limiting illness” in the 2001 census as an approximation.

With regard to people of working age the 2001 Census shows that 13.04% had a long term limiting illness. In 2005 an estimated 25,000 people of working age in Waltham Forest were disabled. Of these one in three had visual or hearing loss and another third had health problems relating to blood and circulation. In 2006 there were 11,475 people of working age claiming Incapacity Benefit or Severe Disablement Allowance.

We also know that there are currently 299 Children on the Council’s Disability Register and 746 disabled pupils in Waltham Forest schools (2% of all pupils). A third had physical difficulties and another third Autistic Spectrum Disorder. The ethnicity of pupils with a disability is similar to that of the total pupil population (DES).

In Waltham Forest the employment rate of people with a disability is worse than for London and England. 43% of disabled people in Waltham Forest were employed in 2006, which is lower than both the England (50.9%) and London employment rate (45%). People with a physical disability are the most likely to be employed (44.8%) and the least likely to be employed suffer from a skin condition or other progressive illness.

Nationally disabled people have lower qualification levels than non disabled people. For example 51.6% are qualified to below level 2 or have no qualifications, compared with 27.9% of non disabled people (Labour Force Survey, spring 2006).

Disability is identified as an equality target group and has been mapped. On the whole there is little distinction in the percentage of disabled residents in each ward. However using the cluster method it is possible to pick out the wards of Cathall, Higham Hill and Markhouse, which contain significant clusters. As the training centre will be located in the Cathall ward where there is a higher number of disabled people, due consideration will be given to the needs of this group to ensure the benefits of the training facility have a positive impact on them.

The construction industry training board (CITB) report “deconstructing barriers” (2007) reports that disabled people are one group who face institutional and cultural barriers to employment within the construction industry. The report states that the barriers already faced by disabled people are “exacerbated in construction” and can be strengthened by “workplace culture, practices and procedures”.

The training centre will help equip disabled people to overcome obstacles to working in the construction industry. It can demonstrate, for example by making the centre disabled access; that disabled people can succeed in construction. Additionally by working with employers the training centre can help to achieve a more diverse workforce within the construction industry, in particular on major developments across North and East London. The CITB report provides additional justification for disabled people being a target group.

2.1.3 Gender equality

ONS (2005) mid-year population estimated that there were around 111,800 male residents living in the Borough alongside 112,300 female residents. Of those who are of working age, 23% of men are economically inactive compared to 32% of women who are economically inactive.

Whilst it is anticipated that the training facility would predominantly attract male beneficiaries, women will be a key target beneficiary group as traditionally they are and have been under-represented in the construction field.

According to the Labour Force Survey four-quarter average for summer 2004 to Spring 2005, women accounted for only 10.2% of the construction workforce in the UK compared with 46% of the economically active population (an equivalent proportion applied to London). This proportion has not changed in recent years – since 1990 it has remained broadly stable between only 10% and 12% (Briscoe, 2006). More recent data also indicates that the women are particularly under-represented ‘on site’ across all trades. Currently we do not have local level construction industry data.

The Construction Industry Council (CIC) note that there are specific challenges facing women employed in the construction industry. The CIC reports for example that the construction industry is losing qualified, senior female members of staff as “they are unable to secure family-friendly hours”.

An important role for the construction centre will be to engage with local employers stressing the importance of a diverse workforce, it will also ensure women know their rights in regard to issues such as flexible working. Through a focus on diversity the training centre will help to attract more women to the construction industry which in turn will have a positive impact upon the local construction industry. The training centre will include practical steps in its design to support diversity amongst trainees e.g. separate female and male changing areas. It is not anticipated there will be a negative effect on men.

2.1.4 Race equality

The training facility will serve as a resource to beneficiaries of all races but will have a special focus on people from BAME backgrounds. It is not envisaged that the centre would have a negative impact on any racial group.

Just over half of Waltham Forest (56%) population is White British. The borough is unusual for London in that both the Black and Asian groups form at least 15% of its overall population. The Black group is marginally the more populous of the two, accounting for nearly 34,000 of the borough's 218,000 residents; slightly less than one in six. More than half (18,000 people) are from the Black Caribbean group.

Waltham Forest is home to the second-largest concentration of Pakistani residents among the 32 London boroughs; more than 17,000 (8% of all residents). Pakistanis form the largest sub-group within the overall Asian group, and are more numerous than the Indian, Bangladeshi and Other Asian groups combined. Between 1991 and 2001, the number of people of Pakistani origin in the borough increased by 30%.

The distribution of the Black population in Waltham Forest is notably more dominant in the south of the borough. The main distribution of the Asian population in Waltham Forest is also towards the south of the borough. The 2001 Census showed that the highest levels of unemployment is experienced by the Black African and Pakistani communities, with the Bangladeshi and other Asian (not Indian), Other Black, and Mixed Origin groups all exceeding 10%.

Recent surveys have also found that BAME people are under-represented in the construction workforce. For the UK overall, the Labour Force Survey four-quarter average for Summer 2004 to Spring 2005 inclusive found that only 2.8% of the construction industry workforce were from non-white ethnic minorities, compared with 7% of the total economically active population. In relation to London, this source estimated that the proportion of BAME workers was 15.7%, which was a higher proportion than in the rest of the country but still under-represented compared to the total London population. The proportion of BAME workers amongst the manual occupations was also lower (14.4%). The IFF survey (2005) of over 8,000 manual trade workers in the UK, found that only 11% of the London sample were from BAME backgrounds. Briscoe (2006) commented that BAME people own a relatively low proportion of all construction SMEs. In terms of training London has a disproportionately high share of ethnic minority first year construction trainees; over 35% of all those recorded by Further Education colleges in Britain (CITB, 2005).

The CITB 'deconstructing barriers' report also states that BAME people face cultural and institutional barriers within the construction industry. Such barriers are likely to have "common roots in institutional discrimination, unwitting prejudice and stereotyping that are reinforced by processes and behaviours". The image of

construction is a problem; it is “often stereotyped, and any barriers that exist are likely to be reinforced by people in a variety of positions”.

The inequalities experienced by BAME populations generally in employment and specifically in the construction industry justifies making them a target group. The training centre can improve BAME employment opportunities and help deliver benefits of diversity to the construction industry. It is not anticipated there will be a negative impact upon the white population.

A relatively recent demographic trend within the UK has been the immigration of people from the new EU accession countries; the 10 who joined in 2004 and 2 who joined in 2007. Within Waltham Forest the largest immigrant population from these countries appears to be from Poland. In 2006/2007 National Insurance Number Registrations in respect of non-UK Nationals showed out of a total of 9680 registrations in Waltham Forest 1980 were Polish (statistics.gov.uk). Other significant groups from EU accession countries included populations from the Slovak Republic, Lithuania, Czech Republic, Latvia and Hungary.

Such populations will be taken account of but will not be a priority group as they are likely to be in work and are also likely to be more transient. The training centre is a long-term project prioritising permanent residents of Waltham Forest who are unemployed, low skilled or in low paid employment. Any language needs will be met by referring individuals to English language services through the LBWF access officer. In addition it will be vital for health and safety that training centre clients have Basic English skills, arrangements for English support will be made with existing training providers specialising in this area.

2.1.5 Religion/Beliefs

The borough has a very diverse population in terms of its religious groups. The major difference with London as a whole is that the borough has a higher than average Muslim population, as the census 2001 data outlines below, showing just over 15% of the boroughs population as Muslim, Waltham Forest has the third largest Muslim community in London, numbering almost 33,000 people.

It is envisaged that the Construction Centre will impact positively upon unemployed people of all faiths. LBWF's development and delivery partner will be contractually obliged to ensure that individual's rights in regard to their faith and use of the multi faith room are respected.

2.1.6 Sexual Orientation

Getting reliable figures for sexual orientation is very difficult and this information is not available for Waltham Forest. To give an estimate of the number of Gay and Lesbian residents in Waltham Forest statistics from the National Survey of Sexual Attitudes and Lifestyles (NSSAL) 1999-2001 have been used. This survey was a probability sample of 11,161 people aged 16-44 using computer-assisted interviews. This survey found that nationally 5.4% of men and 4.9% of women in

Britain had had same-sex partners. However, in London this figure rose to 10.5% for men and 6.9% of women.

It is envisaged that the Construction Centre will impact positively upon unemployed people of all sexual orientations and that there will be no negative impacts or specific needs.

3. Questions this assessment addresses

3.1 What kind of equality impact may there be?

The training centre will ensure that all equalities groups are able to access and benefit from the opportunities presented by the facility. It will increase equality of opportunity to pursue a career within an industry that has been criticised for its lack of diversity.

The training centre will ensure that there is satisfactory access for disabled people into the building as well as the surrounding area. A multi faith room and separate male and female changing areas will be provided.

As well as inclusive design policies the training centre's operation will need to support a culture of equality. This will include targeted marketing at groups likely to be otherwise underrepresented in the training centres clients and staff. Equality training and monitoring, for example of the make up of people who drop out of the centre will also help meet commitments to equality.

The policies of the training centre should also reflect a commitment to be inclusive. For example a strong anti-bullying policy will help build confidence in the training centre and create an inclusive culture

This document is an initial impact assessment and therefore cannot describe the details of some of the policies described above. However it can be said LBWF's development and delivery partner would be contractually obliged to carry out policies that are inclusive and promote equality.

3.2 How significant is it in terms of its nature and the number of people likely to be affected?

The training centre has the potential to impact on a range of unemployed , low skilled and low paid people in the Borough as well surrounding boroughs, with a minimum forecast of 500 trainees p.a.. In the long term the training centre is likely to have a positive impact upon employers within the construction industry, both within Waltham Forest and in the wider area. This is because a supply of skilled employees from all equalities groups will become more available as a result of the training centre operation.

In terms of unemployed people affected by the construction centre as noted above there are high proportions of unemployed BAME and disabled

populations. Therefore the impact is likely to be significantly higher on these populations.

The centre could also play a role in attracting inward investment into the area, helping achieve objectives set out in Waltham Forest's Draft Enterprise and Employment Strategy 2007.

3.3 Is the impact positive or negative (or is there a potential for both)?

The overall impact will be positive as the training centre will increase each beneficiary's chances to gain employment in the construction field at a time when there are severe skills shortages within the sector. As outlined above the intention is for the centre to have a particularly positive impact among young people, women and disabled people.

The training centre will allow groups marginalised within the construction industry the opportunity to train in an environment of equality of opportunity. As a result it can also help lead to the local construction industry having a more diverse workforce able to meet the needs of projects such as 2012 and Stratford City.

The CITB report 'Deconstructing barriers' emphasised the importance of training and recruitment within the construction industry to help achieve a more diverse workforce. Recruitment can often be through word of mouth, which can help reinforce the "current workforce stereotypes". The training centre will help to break down barriers to equality of opportunity within the construction industry and promote a more diverse workforce.

A positive equality impact will be achieved through both the physical design of the training centre and the long term organisation of how the centre is run and how its policies will contribute towards a positive impact. It is envisaged this will include policies concerning areas internal to the training centre, such as anti-harassment, and areas such as staff recruitment. A positive equality impact will be achieved through partnership between LBWF and a private sector developer partner.

3.4 On what aspects of the Equality Duties will this impact be?

Disability Equality Duty; Gender Equality Duty and Race Equality Duty.

The centre will contribute to the Council's equality objectives of enabling disabled people to live independently by increasing access to paid employment and to the gender equality objectives of raising girl's aspirations by challenging occupational stereotyping.

3.5 Could the impact constitute unlawful discrimination?

Any impacts either positive or negative will not constitute unlawful discrimination. If positive action takes place at any stage of the process of setting up and running the training centre in regard to gender or disability then this would not

constitute unlawful discrimination. A possible example would be in relation to the specific targeting of women to take courses at the training centre though direct marketing, this would not constitute unlawful discrimination.

3.6 What further information is required to gauge the probability and extent of the impact?

Initial impact of the project will not be known until the end of Year 1. All the current available information regarding the project has been analysed at this stage and no further information is required. Equality monitoring information will be collected during year one to allow analysis of the actual impact of the centre and to ensure business plans for subsequent years fully reflect the equalities agenda.

3.7 Where and how can that information be obtained?

Information reports and press releases will be made available via the Internet website, as well as articles in the local press and the WF Newsletter. Presentations on progress will also be made available to Community Councils.

Information will be collected and analysed in order to ensure the equality impact that is sought is being delivered. Monitoring of, for example, success in finding jobs, will help measure the actual impact of the centre.. Targets will cover areas such as the proportion of target groups, enrolling at the centre. These will help ensure the training centre is meeting its commitments and is benefiting those who have been identified as in greatest need.

4. Action Planning Questions

4.1 What action do we need to take to reduce negative impact?

Reduction of negative impact will take place firstly through the physical design of the building, as described above. The training centre's policies will also be used to reduce potential negative impacts. How the training centre is organised and run will also be crucial in reducing negative impact. Therefore an effective procurement process to appoint the most appropriate development and delivery partner is essential and extensive work has been undertaken to ensure this has taken place.

Through consultation, the specific needs of the key equality groups will be identified and where possible practical steps will be implemented to support both collective and individual needs are supported. Further risks management will be addressed using the Council's project management approach.

It is important to state that many policies are being developed but that there will be a continuous effort to reduce negative impacts.

4.2 If the action proposed will not fully mitigate adverse consequences for equality, or if the decision is to take no action, why is this, and can we justify it?

Not applicable.

4.3 Can any further action be taken to promote equality of opportunity in relation to any of the equality strands?

An accompanying Communications plan (currently being developed) will provide the opportunity to promote equality of opportunity across each of the equality strands. The plan will also set out the way in which the training centre will be marketed to target and attract specific equality target groups, this will cover both staff and clients.

4.4 Do we need to undertake any further consultation or research?

The Communications Plan will ensure that consultation is carried out at various intervals over the next two years.

4. Conclusions and Next Steps

4.1 The key areas, which were improved as a result of this assessment, were:

- The physical design, policies and management of the training centre will make it inclusive and reduce negative equality impacts.
- Equality and inclusiveness have been established as core areas of this project.
- It is accepted that there are areas of the project where details are not known and further assessment will need to be carried out at a later date. However a commitment has been made to contractually oblige LBWF's partner to deliver on equality and inclusiveness targets.
- Next steps will be to implement the actions set out below and continue to gather information as the project continues in order to gain a fuller understanding of equality and diversity impacts of the project.

5. Action Plan

Action required	Lead Officer	Time Scale	Comments/Outcomes
Undertake Consultation with Equality Groups	Chris Dransfield	March 08	To be undertaken alongside wider community consultation through LSP etc.
Communication Plan developed	Maddelyn Sutton	January 08	
Devise a strategy to ensure key equality groups are engaged	Delivery Providers	March/April 08	As part of contractual duty on training

and courses are available to all			provider
Monitor beneficiary profiles	Delivery Providers	Bi-Annual	As part of contractual duty on training provider
Ensure multi faith room is available	Development Partner		As part of contractual duty on training provider
Ensure the premises are DDA compliant	Development Partner/design team/LBWF planning		As part of contractual duty on training provider
Ensure separate male and female changing areas are available.	Development Partner		As part of contractual duty on training provider
Ensure partners are contractually obliged to deliver equality and inclusiveness.	LBWF	January 08	As part of contractual duty on training provider
Develop strong equality and inclusiveness policies			As part of contractual duty on training provider
Deliver equality training			As part of contractual duty on training provider

Appendix - Meeting our statutory duties - Legal Requirements

Race

The Race Relations (Amendment) Act 2000 requires that we assess all of our functions, policies, procedures and strategies (or those that are new or proposed) for relevance to the general duty which requires local authorities to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity, and;
- Promote good race relations.

Disability

The Duty to Promote Disability Equality through the Code of Practice takes account of the requirements of the Disability Discrimination Act 1995 and as amended by the Disability Discrimination Act 2005. The general duty requires local authorities that in carrying out their public functions, they must have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons;
- Eliminate discrimination that is unlawful under the DDA 95 and 05;

- Eliminate harassment of disabled persons that is related to their disabilities;
- Promote positive attitudes towards disabled persons;
- Encourage participation by disabled persons in public life;
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

In undertaking an EIA you must take into account how the policy, proposal or service will or can contribute to all of the above.

Gender

Gender Equality Duty requires us to undertake an assessment of existing policies and practices, as well as those, which are developed subsequently, on their likely impact on gender equality. Similar to race in terms of assessing functions and policies etc, the general duty requires local authorities in respect of gender to:

- Eliminate unlawful discrimination and harassment

Promote equality of opportunity between men and **WOMEN**