


Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Children's and Young People	
Service	Children's and Young People	
Proposed policy	Approval of a Management Arrangement between the Council and the Jewel Foundation	
Date	16 th October 2019	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Marcus Connor
	Post Title	Corporate Policy Manager
	Contact Number	0161 253 6252
	Signature	
	Date	7 th October 2019

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>A Memorandum of Understanding be entered into by the Council with the Jewel Foundation (from which there will be an associated lease and service level agreement), to take responsibility for the management of the Sedgley Children's Centre and provision of services at this venue.</p> <p>The proposals will help to improve trust and proactively develop stronger relationships between the Jewish (in particular Haredi) Community and public services generally, and the Council in particular. It will enabled increased provision of services tailored to local needs; maximising the use of the community asset for local people to deliver improved outcomes including access to services and enhancing safeguarding.</p>
Who are the main stakeholders?	<p>Bury Council Jewel Foundation Sedgley Ward Councillors Members of the Jewish and in particular Haredi Community St Gabriel's Parish Church and Sedgley Park School Sedgley Park Primary School Friends of Prestwich Residents of Prestwich Existing service providers and users of services provided at the centre.</p>

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.

If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	While services at the centre will be available to the whole community, this proposal is aimed at overcoming barriers, strengthening safeguarding, and building trust with the Haredi community in Sedgley Park. As such this proposal is seen as having a positive impact on members of the local Jewish community whilst retaining an important community asset for all local people of Sedgley.
Disability	No	No	
Gender	No	No	
Gender reassignment	No	No	
Age	No	No	
Sexual orientation	No	No	
Religion or belief	Yes	No	While services at the centre will be available to the whole community, this proposal is aimed at overcoming barriers, strengthening safeguarding, and building trust with the Haredi community in Sedgley Park. As such this proposal is seen as having a positive impact on members of the local Jewish community whilst retaining an important community asset for all local people of Sedgley.
Caring	No	No	

responsibilities			
Pregnancy or maternity	No	No	A number of the services currently provided by the centre are for women who are either pregnant or who have given birth. These will continue, as per the Memorandum of Understanding, with the potential for additional services tailored to the needs of local communities through the new running of the centre.
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (e.g. by removing or minimising disadvantages or meeting needs)	Yes	<p>It is recognised that there is a lack of connection and trust between the large and growing Haredi (Chareidi) community in the Sedgley area of the Borough and Bury Council specifically, and public services generally. To seek to address this the Council is looking to proactively grow relationships and to use engagement with existing public services as a basis to extend relationships with this important community. All existing services provided by or run from the Centre will continue should the providers wish to do so and the facility will remain available for the whole local community. The Jewel Foundation will, however, deliver a specific objective to increase engagement between the local Jewish community and the Council by securing greater use of existing and future services by the Haredi community in particular.</p> <p>A stakeholder group has been established to ensure that no members of the local community in Sedgley feel disenfranchised by this decision. It will proactively manage any tensions or challenges locally and ensure all elements of community can play an active role in their local community.</p>
Need to foster good relations between people who share a protected characteristic and those who do not (e.g. by tackling prejudice or	Yes	This proposal presents an opportunity to continue to deliver services valued in the local community whilst enhancing the offer to address particular needs of the Jewish (Haredi) community, as per the Memorandum

promoting understanding)		of Understanding and the associated stakeholder group. This enables the community at large to come use a shared resource for the benefit of all and could stimulate opportunities for further co-operation.
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If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available (including a list of all EAs carried out on existing policies/procedures/strategies),

OR for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Profile of the population in Sedgley. Census data shows that 33.8% of the population of Sedgley identified as Jewish.	N/A	N/A
Feedback from community groups in Sedgley	N/A	N/A
Data on take up of council services	N/A	N/A

4b. Are there any information gaps, and if so how do you plan to tackle them?

As part of the Service Level Agreement, referenced in the Memorandum of Understanding, monitoring of service usage and utilisation of the building will take place.

Local neighbourhood profiles are also being developed by Bury Council as part of ongoing public sector reform. This will include demographic information on all local communities.

Addition qualitative feedback will be assess through the recent Bury 2030 consultation with reference to any responses specific to this part of the Borough.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

What will the likely overall effect of your policy/service plan be on equality?	The proposal should enable proactive relationship building with the Jewish, and particularly Haredi, community in the south of the Borough. This in turn will help develop a greater trust of the Council, wider public services, leading to increased use of a valued local building by all elements of the local community.
If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?	Officers from the Council and the Jewel Foundation will meet regularly to ensure that the centre remains a facility available to all the community. A Stakeholder Group with wider representation of the local community will oversee engagement with all elements of the community including dealing with any tensions that may arise from other community members wanting to maintain a stake in the site.
Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.	Establishing a Stakeholder Group with full representation of the local community will enable the council and Jewel Foundation to further consider opportunities in relation to advance this as the new arrangements become established.
What steps do you intend to take now in respect of the implementation of your policy/service plan?	Service Level Agreement to be agreed and signed in accordance with the Memorandum of Understanding. Stakeholder group meetings to take place in addition to establishing ongoing monitoring arrangements as per section 6.

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

Quarterly meetings to be established between the Jewel Foundation and the Strategic Lead (Education Services) - these are to include feedback from the wider stakeholder group.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY
REPORTS/SERVICE PLANS AND ALSO SENT TO YOUR DEPARTMENTAL
EQUALITY REPRESENTATIVE FOR RECORDING.**