Hackney's Single Equality Scheme Overview and Progress Update

Context

- Hackney has seen enormous change in recent years and is becoming a very desirable place to live and work.
- The population has grown by a third since the 2001 Census, with a larger proportion of affluent, higher skilled residents moving into the borough.
- The change has also led to rapid economic growth
- We are now seeing growing inequalities whilst average incomes in the borough remain relatively low.
- Tackling Inequality has been the first of five Mayoral priorities for Hackney's Mayor, elected in 2016 and is at the heart of the 2018 Mayoral priority for a Fairer, Safer, More Sustainable borough.

Our response

- This priority needs to be firmly embedded into the way all services are delivered and residents are engaged and viewed as "business as usual"
- However, alongside this we need to look at how we tackle specific inequalities for different groups - this is why the Single Equality Scheme was adopted by Cabinet in November 2018
- This is because a mainstream approach alone will not be enough:
  - To shift complex inequalities
  - To address the external factors which disadvantage some groups more than others
  - To proactively eliminate discrimination and disadvantage faced by certain groups because of who they are.
- The Scheme sets out the key objectives and associated actions which we will take to tackle disadvantage, eliminate discrimination and builds community relations
- Through the Scheme, the Council also shows how we meet the Equality Act 2010 and specific requirements placed on the public sector through the Public Sector Equality Duty.

Developing the Single Equality Scheme

- The Single Equality Scheme drew on all the work that was done to develop the
Community Strategy, including the insight from Hackney a Place for Everyone.
- We then considered key inequalities in more detail, by protected characteristics and poverty and socio-economic disadvantage, as well considering other ways that people may be discriminated or disadvantaged. We reviewed all relevant needs assessments and profiles to collate a full analysis of inequalities into one equalities evidence base.
- This analysis of inequalities has been considered alongside resident insight, staff surveys and an assessment of current progress, to identify the five objectives and the priorities within the scheme.

Single Equality Scheme - Objectives

Increase prosperity for all and tackle socio-economic disadvantage
Poverty and socio-economic disadvantage are the main causes of inequality

Tackle discrimination and disadvantage that is linked to a protected characteristic
Whilst poverty and socio-economic disadvantage are the main causes of inequality, we also recognise that people can be disadvantaged and discriminated because of a protected characteristic.

Build a cohesive and inclusive borough
Hackney has a very diverse population. There are potentially many complex dynamics within the community and between different communities. As the borough population continues to change and grow we need build on the strong sense of community that we have.

Enabling objective 1: Embed prevention into service delivery - *there is a lot of work that is seeking to tackle root causes across the borough - there is more to do to share and embed these approaches*
Enabling objective 2: Promoting a culture of inclusive leadership- *developing an inclusive leadership culture and developing a more diverse workforce will help us better meet the needs of diverse residents*

Overarching measures of success

- Ensuring the gap for key inequalities in education, employment and health does not worsen and, if possible, is narrowed.
- In the Residents Survey: satisfaction improves for equality groups where there is a difference and that borough cohesion indicators remain at the already high levels
- We have developed a cohesive approach to tackling poverty and are delivering tangible new actions that benefit those in poverty and seek to keep people out of poverty

Key inequalities identified in evidence base

- Attainment 8 score is 49 (pupil's average grade across a set suite of eight subject) compared with 46.5 nationally Groups that do less well: boys compared with girls, children on free school meals and Turkish, Kurdish and Caribbean children and looked after children
- Life expectancy - Female life expectancy is 83.3 years compared to 78.5 years for males (82.9% and 79.3% nationally)
- Hackney's unemployment rate is now around 5.6 percent. While this is notably lower than a decade ago and around the same as the rate for London, it is still higher than for the whole country (4.6 percent). Employment rates are lower for:
    - Black, Asian and Minority Ethnic (BAME) backgrounds - black residents least likely to be employed
    - Disabled people- the gap is wider in Hackney than it is for Inner London and London as a whole
    - Women between 24 - 49 years old
    - Local residents aged between 50-64 years

Progress update

- This presentation provides an overview of the scheme and an update of work in progress, but this is in advance of formal updates being formally collated and discussed with Directors / Cabinet Member
- This update will be completed in May 2020 and can be shared with Scrutiny Panel later in the year
- The presentation focuses on the actions in the scheme which require proactive crosscutting work, rather than the ongoing work which is referenced e.g. on the Housing Strategy or early years

Year 1 priorities- Objective 1

Poverty reduction strategy

- We are developing a Poverty Reduction Framework that seeks to embed an approach to poverty reduction into Council plans and policies which supports residents who are living in poverty and seeks to prevent people from poverty. To support this work, an evidence base and a poverty index are being produced and we also have a data dashboard that helps us identify risk factors in individual households.
- As part of the Poverty Reduction Framework, we will adopt a Food Poverty Action Plan which is to be co-produced with stakeholders through workshops, having formally captured views of stakeholders and people living in food poverty through a survey and interviews.
- The framework will be adopted later in 2020/21

Inclusive Economy Strategy

- We adopted this new strategy late in 2019, and are working through the implementation

Year 1 priorities - Objective 2

Improving outcomes for young black men
Three workstreams: education, mental health, reducing harm - moving to a youth led accountability structure from April 2020
Young Futures Commission
Commission will share findings and recommendations early in 2020/21
Older People's Strategy
Ageing Well Strategy being developed through co-production with stakeholders and older people - to go to Cabinet early in 2020/21
Trans and non binary inclusion in services and facilities
Focus groups to capture lived experience of services in February to inform recommendations
Inclusion and access to leisure centres, parks and libraries
Focus groups going on in leisure centres, Parks strategy being developed
Hackney an accessible place for everyone
Visits to areas, involving staff, residents and Members will begin in February 2020- to look at access and mobility and identify changes that can be made to specific sites and to Policy.
Integrated Communities Programme
Identified and mainstreamed improvements to services supporting migrants

Year 1 priorities - Objective 3

Cultural programming

Proactive work underpinned by cultural strategy "community dividend" actions

Inclusive Language guidance

Will be adopted as guidance in 19/20

Improving engagement with the Charedi community

Guidance has been developed and tested with the Charedi community and will be adopted as guidance in 19/20

Year 1 priorities - enabling objectives

Enabling objective 1
- Beginning to share learning from all locality based approaches that seek to take preventative approaches
- Digital - promoting user led approaches to service design

Enabling objective 2

A programme to promote an inclusive leadership culture as part of addressing workforce diversity that embeds the value of inclusive leadership at all levels of the organisations
- The Inclusive Leadership programme was launched in 2019 and we have now trained 35 Inclusive Leadership champions across the organisation. Champions will have trained all senior managers by March 2020 and will then work with them to help embed inclusive principles into culture and process and cascade the training.

Positive actions to support progression for BME staff to management and leadership levels, based on research and insight into individual and institutional issues and barriers
- Insight from recent conversations between Directors and BME staff (over 300 staff) is now informing divisional plans and Council wide actions, which staff are helping to shape. Recommendations are being finalised this month.

Priorities for 2020/21

- Turkish Kurdish inequality - looking more closely at the needs of the community and identifying how outcomes can be improved
- Encouraging men to seek help earlier (link to wider work to encourage earlier engagement)
- LGBTQ Equality plan -scoping and actions
- Undertaking further development work into social isolation
- Making it easier for residents to contribute to community life
- Developing actions to improve digital inclusion
- Developing a better understanding of the nuanced views of the Council - understanding lived experiences of austerity, understanding differentiated views on satisfaction and trust, confidence and fair treatment