

Single Equality Scheme for Hackney 2018 -2022

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Forward

Hackney has seen enormous change in recent years. Improved public services, better transport links and a much improved quality of life have led to Hackney becoming a 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 as it has become an attractive location for businesses. House prices have also more than doubled over the last 10 years. Whilst many residents are very positive about the improvements and changes, we are now seeing growing inequalities whilst average incomes in the borough remain relatively low.

These growing inequalities are a concern for all our residents and tackling this is a key priority. “Tackling Inequality” has been the first Mayoral priority for Hackney’s Mayor since he was elected in 2016.

This priority needs to be firmly embedded into the way all services are delivered and residents are engaged. So, for example, the way we run our children’s centres or deliver care to vulnerable adults will directly contribute to how equal our borough is. However, alongside this we need to look at how we tackle specific inequalities for different groups. This is why we have developed a new Single Equality Scheme which sets out the key objectives and associated actions which we will take to tackle disadvantage, eliminate discrimination and build community relations.

I am pleased that Hackney’s commitment to equality has been recognised through the Equality Framework for Local Government accreditation process. This framework has been developed to assess how we are doing against a fixed set of criteria developed for local government. The accreditation includes a visit conducted by officers and Members from other local authorities to review the work of the Council. Hackney was assessed as Excellent on the Equality Framework for Local Government in 2013, and was re-accredited in 2018.

We have developed this draft by looking carefully at evidence of need and inequalities as well as considering residents’ views and insights. We have talked to those responsible for services within the Council and in partner organisations to discuss their plans and commitments we can make together.

Over the last few months we invited views on this scheme in an online survey and also in focus groups and meetings. I am very grateful to have received these challenges and insights which have helped to make the final version a more detailed and richer draft. This is not the end of the process. In many cases, we will need to continue to work with residents as we develop our solutions.

Cllr Carole Williams, Cabinet Member for Employment, Skills and Human Resources

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1. Introduction

“Tackling Inequality” has been the first priority for the Hackney’s Mayor, since being elected in 2016. This means that we need to consider how we tackle inequality in all Council services and our approach needs to be proactive. It needs to be reflected in our strategic plans, and in the way we design and deliver services. For example equality and cohesion need to be considered in our planning documents and community safety plans. We need to think about how we make Hackney a fairer, more equal borough when we design services, from children’s centres to care to vulnerable adults. We also need to make sure that residents can see this commitment reflected in the way we deliver services.

Tackling inequality needs to be viewed as “business as usual” but we have also decided that we need to look at the proactive work that is needed to tackle specific inequalities for different groups. This is because we know that a mainstream approach will not be enough to shift complex inequalities. Neither will it change the external factors which disadvantage some groups such as low wages. Even in a borough that is diverse and tolerant, some groups experience discrimination and disadvantage because of who they are and this needs to be identified and tackled.

The Single Equality Scheme therefore identifies the key objectives and associated actions which we will adopt alongside key plans and strategies. The Scheme will not reflect everything that is included in other plans that helps promote equality and cohesion. Over the next four years, the Scheme will be used in two ways. Firstly, the Scheme, and the evidence base which has been developed to inform it, will be used to help sharpen our focus on equality as we develop and adopt future plans and strategies. Secondly, the objectives and outline actions in this Scheme will be developed further into a detailed action plan. The Scheme will replace the current one which has been in place since 2013.

Equality is considered from different perspectives. Inequality is most likely to be linked to poverty, so tackling poverty and socio-economic disadvantage is our first objective. By poverty we mean that a person does not have sufficient resources to meet their basic needs. We also recognise that people can be disadvantaged and discriminated because of who they are, for example sex, race and age. Identifying and tackling this is our second objective. Hackney is a diverse and tolerant borough, but it is also a borough which has undergone rapid growth and change and where there are stark inequalities. We want to ensure communities continue to get on well together and building an inclusive and cohesive borough is the third objective. There are also changes we want to see in the way we work. We have proposed two “Enabling Objectives.” The first embeds prevention into service delivery. The second identifies actions which will promote an inclusive leadership culture.

2. Legal requirements

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. The Duty requires us to be planned and proactive in the way we approach equality and cohesion. As part of this we are required to prepare and publish equality objectives so that we demonstrate the tangible actions we will take. Although there is no requirement to publish a scheme, it is a good way to develop

and communicate the proactive work which will be delivered across the Council to promote equality and cohesion.

In the Scheme, we refer to “protected characteristics.” The Equality Act 2010 introduced the concept of protected characteristics to refer to the different ways that someone can be treated unfairly simply because of who they are. For example, someone could be discriminated against because they are older or because they are younger and the protected characteristic would be “age.” The act applies to and protects everyone against unfair treatment, not only groups that are seen as “minority” or traditionally disadvantaged groups. So it protects someone who is White British as well as someone from a minority ethnic group, if they are disadvantaged or encounter discrimination. The protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In this scheme we use “gender” as well as “sex” where we consider it to be more inclusive of different identities. This is because the Equality Act defines sex as “A man or a woman” which is not inclusive of those who are non binary or intersex. However we understand that legally, our duty is to consider the protected characteristic of “sex.”

We use “ethnicity” in place of race as it is a more familiar and nuanced term. However we understand that the Equality Act defines Race as “Nationality, Citizenship, Colour, National or Ethnic Origins.”

We use “gender identity” instead of gender reassignment as it is more inclusive of all identities which come under the transgender spectrum. However we do understand that our legal duties are limited to those who are going through gender reassignment.

The Act also protects people who are married or in a civil partnership from discrimination at work.

The Equality Act originally contained a clause which would have placed a requirement for local authorities to address socio economic inequalities as part of their equality work. Although Government ultimately decided not to implement this socio economic duty, Hackney Council decided to adopt this on a voluntary basis. This means that when we consider equality and cohesion we fully consider socio-economic inequality. This was reflected in our scheme in 2013 and is also reflected in this Scheme.

In putting in place a scheme, we are already going beyond what is legally required. In choosing to include more identities within this Scheme, we are continuing to go beyond what is legally required to tackle inequalities in a more inclusive way.

3. Adopting a new vision for the borough

The Hackney Mayor's Priorities are:

Fairer: Working and campaigning to keep Hackney a place for everyone with genuinely affordable homes, job opportunities, and excellent schools; where everyone can play a part, and where tackling inequality is at the heart of what we do.

Safer: Making Hackney a place where everyone can feel healthy and safe, at home, at work, and on streets, parks, and estates.

More sustainable: Making Hackney an economically, and environmentally sustainable place, with strong, cohesive, and diverse communities.

These new priorities were adopted in 2018 and build on the work undertaken since the Mayor was elected in 2016. They signpost a clear direction for the organisation over the next four years.

The Single Equality Scheme is informed by the Mayor's priorities and the Council's new vision for the borough, as expressed by a new ten year Community Strategy. This strategy sets out the Council's overarching vision for Hackney as it grows and changes over the next decade. It will provide a backdrop for all of our decision making throughout this period and a focus for working in partnership with residents, businesses, the voluntary and community sector, and statutory agencies. The resident insight which underpins this strategy was gathered through a year-long conversation with residents. In 2015, the Council carried out a major engagement exercise, 'Hackney: A Place for Everyone', and heard from over 4,500 local residents and businesses on their views of how the borough has changed and the challenges and opportunities this presents to their day to day lives in Hackney. This rich insight was considered alongside a detailed evidence base about Hackney's population and place. Partners organisations were also engaged in the development of the strategy so we understood their perspectives and planned. The Community Strategy has five objectives:

- A borough where everyone can enjoy a good quality of life and the whole community can benefit from growth
- A borough where residents and local businesses fulfil their potential and everyone enjoys the benefits of increased local prosperity and contributes to community life
- A greener and environmentally sustainable community which is prepared for the future
- An open, cohesive, safer and supportive community
- A borough with healthy, active and independent residents

4. How we developed 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 data digest. This has been published on the [Council's Statistics and Evidence pages](#), where the many needs assessments that have been reviewed are also published.

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.

5. The challenging context for this work

The financial environment that we operate in remains extremely challenging and we are faced with rapidly diminishing income from the Government and rising costs and demands for services. In the financial year 2010/11 the government gave Hackney a total of £310m of funding to support local services. By 2016/17 this was down to £200m and is projected to fall to £171m by 2019/20, a cut of 45% since 2010/11. Managing cuts while ensuring we look after vulnerable children, disabled adults and our older residents and also protect Hackney's excellent quality of life has been very difficult. However, our response is not one that manages decline or cuts universal services such as libraries or youth clubs.

We know our residents are concerned about the pace of growth and change and the way that this can drive inequality and undermine cohesion. The Council cannot control population growth, which is affecting all of London, and we cannot refuse new development proposals on the grounds that we feel Hackney is too densely populated, because the national planning system does not work like this. What we can do, is use planning policy and [a new Local Plan 2033](#) to try to shape the nature and location of that development and maximise its benefit for the whole community.

There are not enough new homes being built in London to meet growing housing demand and need. Housing associations are struggling to build new homes in expensive areas of London like Hackney and are receiving less financial support from the Government. The Council is committed to building on the success of its housebuilding programmes to directly deliver new homes of all tenures, cross-subsidising the provision of new social and intermediate housing through the outright sale of homes. However, the raft of recent reforms to housing and welfare, introduced by the Government over the past six years are likely to adversely impact on the supply of genuinely affordable housing in the borough over the next decade.

6. Equality groups in Hackney – an overview

Population trends

The [2011 Census](#) estimated Hackney's population at 246,300, an increase of 43,500 (21%) since the 2001 Census. The ONS mid-year population estimate for 2016 put Hackney's population at 273,526. The Greater London Authority estimates the population of Hackney will grow to over 344,000 in 2043.

Age

Hackney is a relatively young borough with just under 25% of its population under 20 years. The proportion of residents between 20-29 years has grown in the last ten years and now stands at just under 20%. People aged over 55 make up 14% of the population.

Disability

In the 2011 Census, 14.6% of Hackney respondents said they had a long-term illness that limited their daily activities in some way, compared with 13.6% for London and 17.9% for England and Wales. In May 2017, 12,189 people, 4.5% of Hackney's population, were claiming Disability Living Allowance or Attendance Allowance, and in July 2017, 6,285 people were claiming Personal Independence Payments. Some 7% of Hackney's residents provide at least one hour's unpaid care and support each week to a friend, neighbour or relative because of illness or old age. This is a smaller proportion than for London or in England and Wales and is likely to be because Hackney has a much lower older age population than on average.

Gender reassignment / Gender identity

The Gender Identity Research and Education Society GIRES, currently estimate that 1% of the population's gender identity is likely to be incongruent with their assigned gender. This equates to around 2,700 people in Hackney. According to NHS England data, numbers seeking medical support are lower, although increasing by 20% each year. Within this group will be people who do not identify with a specific gender. The Practical Androgyny website estimates that around 0.4% of the UK population, 1 in 250 people in the UK is Non-Binary. This equates to around 1,200 people in Hackney.

Pregnancy and maternity

There were 4,447 live births to women in Hackney in 2015. The fertility rate for Hackney is 59.7 live births per 1,000 women of child-bearing age compared to 55.1 in London and 62.5 in England. In some parts of Hackney fertility rates are amongst the highest in London, particularly in certain wards in the north-east of the borough.

Race /Ethnicity

Hackney is the sixth most diverse borough in London. Historically Hackney has welcomed people from around the world and inward migration can be traced back to the 17th century. There are well established Caribbean, Turkish and Kurdish, Vietnamese and Orthodox Jewish communities. In the last 15 years they have been joined by migrants from Europe, people from North, and South America, Australasia and African countries like Nigeria and Somalia. The 'Other White' population increased by 60% between 2001 and 2011, and is now the second largest ethnic group. 36% of respondents to the 2011 Census in Hackney described themselves as White British. The remainder is made up of black and minority ethnic groups, with the largest group Other White, 16.3%, followed by Black African, 11.4%. The number of Black Caribbean people fell slightly between 2001 and 2011. They made up 7.8% of Hackney's population in 2011 compared with 10.3% in 2001. Hackney has the largest group of Charedi Jewish people in Europe who predominantly live in the North East of the borough and represent an estimated 7.4% of the borough's overall population. At least 4.5% of the Hackney population is Turkish (derived from the 2011 Census). These populations are often captured in the White British/Other White, Other Ethnic Group or, for Turkish people, Arab. Other significant communities in Hackney include Chinese, Vietnamese and Eastern Europeans especially Polish, Western Europeans particularly Spanish and French people, Australasians and residents from North, and Latin America. Respondents to the 2011 Census were asked to state their main language. Over three quarters of respondents cited English as their main language, but at least 88 other languages were given; the top three are Turkish, Polish and Spanish.

Religion or belief

Just over a third of Hackney's residents describe themselves as Christian, although this is a lower percentage than the London and UK average. Hackney has significantly more people of the Jewish and Muslim faiths and a higher proportion of people with no religion and those who did not state a religion than London and the UK.

Sex

There are slightly more females than males currently living in the borough (50.2% to 49.8%).

Sexual orientation

The July 2017 GP patient survey indicated that, in Hackney there were comparatively high numbers of people who identify as gay or lesbian (5%), bisexual (1%), other (3%). In addition a further 11% preferred not to say. These figures may also under-represent the size of this population, given the problems involved in disclosure of sexual orientation. Some 2.7% of respondents to the Office for National Statistics Household Survey for the year to December 2016 from London identified as Lesbian, Gay or Bisexual. Data on the transgender population is not available at a borough level.

7. Tackling inequalities – progress and challenges

Education

Hackney has seen good improvements in ‘school readiness’, with the percentage of young children achieving a Good Level of Development increasing from 48% in 2010 to 71.2% in 2017. This is above the England average of 70.3% but slightly lower than the London average of 73%. Some 71% of Hackney pupils achieved the expected standard in Reading, Writing and Maths at the end of primary school in 2017, up from 64% in 2016, compared with 69% in London and 61% in England. Some 44.2% of Hackney pupils achieved a good pass (Grade 5-9) in the English Baccalaureate in 2017 up by 11.6 percentage points on the 2016 level. Hackney pupils performed slightly below the London average of 47.7%, but above the England average of 39.9%. Our ongoing challenge is to ensure pupils from all backgrounds perform equally well. Overall, girls perform better than boys. Looking at GCSEs Hackney’s attainment gap between those eligible for Free School Meals and other students is 12% points at GCSE which is less than London (19% points) and England (27% points). We are also concerned about the under-performance of Turkish Kurdish, African, Caribbean groups and looked after children.

Employment and economic development

Over the past ten years Hackney’s employment rate has increased from 58% to 73.6%. In 2017, LBH hosted 18,070 firms, a 68% increase from 2004. This growth is 23% higher than London as a whole. However, despite recent changes in the borough, some local people continue to face persistent inequalities. Latest estimates from End Child Poverty rank Hackney 5th in London with 41% of children living in households in poverty, when housing costs are deducted from household income. . Hackney’s unemployment rate is 5.6%. This is around the same as London (5.5%) and higher than the whole country (4.6%). Pay in Hackney is slightly lower than in London, both for residents and those travelling to and working full time in the borough. We want to ensure that residents benefit from the opportunities in Hackney and the wider region. Our 2016 Corporate Plan placed a renewed focus on employment opportunities in the borough including the relaunch of the Hackney 100 work placement programme to connect young people in the borough with careers in Hackney’s key growth sectors; delivering 100 apprenticeships across the Council and creating a Hackney London Living Wage accreditation scheme. In 2016, the Council was formally accredited as a London Living Wage employer by the Living Wage Foundation. Everyone working for the Council, regardless of whether they are permanent employees, contractors, temporary staff, part-time or agency staff or apprentices over the age of 18, is guaranteed to receive at least the London Living Wage.

Hackney’s new Local Plan 2033 will help ensure we maximise opportunities from growth and regeneration. We are developing a new Economic Development Strategy which will set out the proactive work we will undertake in response to these challenges. Our Child Poverty and Family Wellbeing Plan 2016 looks at how we improve families’ income and also considers how we need to tackle complex needs.

Housing

Hackney faces severe and wide-ranging housing needs, as a result of a lack of genuinely affordable housing and the Government's welfare reforms. Over 40% of Hackney's housing is social housing, either managed by the Council or by housing associations. The Council is trying hard to increase the supply of genuinely affordable housing in the borough, both by building new Council homes and by working with housing associations. Between 2012 and 2016, the Council and its partners delivered 2,449 new homes for social housing and shared ownership, the third highest number of all London boroughs.

To meet demand, we estimate that 1,700 social and private homes need to be built each year between now and 2031. In 2015, 1,640 homes were built. Despite our track record, we need to do more, with over 12,500 households waiting for a home on the Council's housing register, and over 2,900 homeless households living in temporary accommodation. We will also work with partners to see 500 homes for living rent (with rents set at one third of average local incomes) delivered in Hackney, including establishing a wholly owned and democratically accountable housing company.

Around one third of Hackney residents now live in the private sector – double that of ten years ago. While a majority of private renters in Hackney are satisfied with their homes, there are too many properties suffering from poor conditions and management. Renters also face insecurity, often with six-month tenancies and high or unpredictable rent rises. We work with landlords to help raise standards and meet demand by providing training and forums, and we will increase our enforcement action to tackle the minority who break the law. We are introducing borough wide licensing of all HMOs (Houses in Multiple occupation), a pilot scheme licensing all privately rented properties in three wards, as well as introducing new measures such as a database of rogue landlords and agents, landlord banning orders, and a ban on letting agent fees being charged to tenants. As the population of London increases, and housing affordability worsens, housing needs such as homelessness and overcrowding are also expected to intensify. Our homelessness work already aims to improve prevention and provide solutions for those threatened with losing their home. We already have in place a Homelessness Strategy and specific strategies relating to temporary accommodation and rough sleepers.

Hackney has just adopted a new [Housing Strategy](#) which sets out what we can do, working in partnership, to address these challenges as will Hackney's new Local Plan 2033.

Transport and Air Quality

Since 2010, Hackney has enjoyed much improved transport connections, with the opening of the Overground, but still we continue to lobby for changes to improve transport and encourage the use of sustainable transport options, such as walking, cycling and public transport. Hackney is seen as the "[cycling capital of London](#)", with more than 15% of our residents commuting by bike compared to 12% using cars. Hackney's location means there is a lot of traffic passing through which significantly contributes to poor air quality. We are very concerned about the health impact of poor air quality and have set a very high aspiration for improving air quality,

recognising that the power lies with others and that we must work in close partnership with regional and local government to affect real improvements in the quality of London's air. Hackney's Transport Strategy 2015-2025 and our Air Quality Action Plan 2015 set out more on the challenges and actions we are taking. The new Local Plan 2033 will further embed these principle and actions needed.

Leisure and Parks

Hackney has improved the quality and management of its leisure facilities in partnership with Better (formerly Greenwich Leisure Limited) increasing annual usage from 750,000 in 2007/08 to 1.9 million in 2015/16 and reducing subsidy to zero in 2016/17, whilst still ensuring that provision meets the diverse needs of our residents. We have protected our 250 parks and green spaces and resident satisfaction has been very high for the last ten years and we have achieved 23 Green Flags. There is a strong view from residents that they continue to improve.

Community Safety

The borough's commitment to community and neighbourhood policing has seen crime reduce by 34.7% between 2002/3 and 2014/15. This is better than London as a whole (down by 13.4%), and is similar to the average reduction for the other London boroughs most similar to Hackney. Hackney also developed the first integrated gangs unit with the Metropolitan Police and the Department for Work and Pensions. However we are concerned about the increase in the rate of crime in recent years, including violent crimes, and are committed to working across the council in partnership with the community, police and voluntary sector to divert people away from crime, create meaningful opportunities and keep residents safe. Over the past three years the number of recorded hate crimes across London has increased and there has been an increase in each category of hate crime. Of hate crime recorded on the MOPAC dashboard for Hackney in 2016/17, 741 (70%) were race hate crimes, 165 (15.5%) were religious hate crimes, 115 (11%) were sexual orientation hate crimes, 25 (2%) were disability hate crimes; and 16 (1.5%) were transgender hate crimes. Hackney recently consulted on a new Hate Crime Strategy and this was published earlier in the year.

Health inequalities

Although life expectancy in Hackney has been increasing steadily over the past decade for both males and females, Hackney faces key challenges with regards to health inequalities. People who live in more socially deprived circumstances tend to experience more health problems and there are still large pockets of deprivation across the borough. An estimated 47,000 adults in Hackney smoke which is comparably high and most children and young people in Hackney are failing to exercise at levels recommended by government guidelines. In addition, over 50,000 adults across Hackney are doing less than 30 minutes of moderate exercise a week. Childhood obesity is above the national average and Hackney's recorded prevalence of severe mental health conditions is amongst the highest in London.

Hackney and the City have lower levels of GP recorded depression, compared with England, but higher levels of access to and completion of Improving Access to Psychological Therapies (IAPT) services. Local surveys would suggest a quarter of Hackney residents are considered to be "high risk" drinkers. In response to these

challenges, Hackney has adopted a Health and Wellbeing strategy with priorities focusing on children's health and wellbeing and childhood obesity, tobacco control, mental health and dementia. As well as identifying the actions which directly support individuals to improve their health and wellbeing, we also think about the ways we can influence health, education, housing and the built environment. These wider factors also contribute to health and wellbeing.

The Health and Wellbeing Board will develop and adopt a new Health and Wellbeing Strategy by 2019.

8. Hackney's Single Equality Scheme 2013 -16– key highlights

In 2013, we adopted a new [Corporate Equality and Cohesion Policy](#), [Equality Objectives](#) and a [Single Equality Scheme](#). These collectively set out objectives that focus on narrowing the gap, improving the way we listen to residents and fostering good relations. They clarified our understanding and interpretation of equality, diversity and cohesion for residents, service users, staff and the wider community. At a time of government cuts and of increases to the cost of living and housing, this work remains very challenging. Some of the highlights are described in this section, and a full summary of progress against the scheme can be found on the Council's equality and diversity pages.

Narrowing the gap in outcomes between certain disadvantaged groups and the wider community.

We have kept a focus on tackling inequality and this has helped develop programmes tackling inequalities in health, education and employment. However, making an impact on key inequalities is long term work. We have published case studies on our equality and diversity pages which describe the long term work we are doing:

Childhood Obesity

Improving Outcomes for Young Black Men

Access to Employment and Opportunities.

Improve the way we listen to our residents and respond to service users' feedback to improve services.

Our in house training offer includes a range of training opportunities which seek to improve staff awareness of equality issues and their responsibilities. We have established new approaches to engagement such as Hackney a Place for Everyone, maintained and developed ward forums and launched Hackney an Accessible Place for Everyone to enhance the way people who are less mobile can help shape plans for local areas. Young Hackney engages with young people and parents in a range of ways. Adults Services have re-launched their approach to engaging with their users and ways to develop services together through co-production. For ICT, user experience is seen as an integral to the design process when they develop new digital platforms. Earlier in 2018, in response to concerns about SEND funding arrangements for children with special, educational needs and disabilities (SEND), we set up a co-design working group so that we could involve parents of children with SEND in the redesign of any future proposed model.

Foster good relations by building a strong sense of community, neighbourliness and pride:

Our libraries, parks and the Hackney Museum are seen as important spaces which are open to all and are well utilised for cultural activities throughout the year. We have also supported whole borough community events such as the Hackney Half Marathon and the Carnival, which created new ways for residents to engage with each other. We have also continued to support play streets which allow people to get to know their neighbours on one street. We have maintained our investment in the voluntary sector and promoted volunteering. We run a year around LGBTQI festival Hackney 365 and an extended Black History Season.

9. Equality Objectives

1. Increase prosperity for all and tackling poverty and socio-economic disadvantage	2. Tackle disadvantage and discrimination that is linked to a protected characteristic	3. Building a cohesive and inclusive borough
<p><i>Poverty and socio-economic disadvantage are the main causes of inequality. We are concerned about the growing inequalities in the borough. We are seeing the cost of living increasing whilst wage levels have stayed the same. Jobs may be more insecure and offer a less steady income than in the past.</i></p> <p><i>There are now more households in Hackney renting from private landlords than in the past. This may also mean more people are living in insecure and precarious situations in the borough.</i></p>	<p><i>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.</i></p> <p><i>Furthermore, some groups experience societal discrimination which means that they are more likely to be poorer and be disadvantaged. This is known as “structural inequality”.</i></p>	<p><i>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, as well as understanding where there are strains in the community, and where there are prejudices and proactively responding to these.</i></p>
<p>Enabling objective 1: Embed prevention into service delivery</p>		
<p><i>The Council has already been radically re-thinking many services so we are better able to tackle root causes and encourage and empower people. There is more to do to share and embed these approaches.</i></p>		
<p>Enabling objective 2: Promoting a culture of inclusive leadership</p>		
<p><i>Recent work to Improve Outcomes for Young Black Men has highlighted the importance of an inclusive culture and leadership in tackling inequalities. Only by questioning traditional behaviour patterns and decision making structures can we identify the institutional change which is needed to tackle key inequalities. Research has also shown that having a demographically diverse workforce can help drive innovation. In the public sector having a diverse workforce is seen as a way of bringing in a diversity of experiences and perspectives to better meet the needs of residents and improve service.</i></p>		

Objective 1

Increase prosperity for all and tackle poverty and socio-economic disadvantage

Poverty and socio-economic disadvantage are the main causes of inequality. We are seeing the cost of living increasing whilst wage levels have stayed the same. Jobs may be more insecure and offer a less steady income than in the past.

Hackney faces severe and wide-ranging housing needs, as a result of a lack of genuinely affordable housing and the Government's welfare reforms. There are now more households in Hackney renting from private landlords than in the past. This may also mean more people are living in insecure and precarious situations in the borough.

Pay in Hackney is slightly lower than in London, both for residents and those travelling to and working full time in the borough. The average house price is 16 times the average salary.

Under this objective we set out the main ways that we will respond to these complex challenges, whilst recognising there are limitations on what we can do, particularly in relation to housing, but also in relation to the local labour market, without changes to government policy.

Developing a new cross cutting approach to tackling poverty

Key issues:

This section considers in greater detail the wide ranging and connected challenges faced by many Hackney residents who are struggling with poverty, despite the visible increase in wealth and prosperity in Hackney. We need to see things from the perspective of the person who is in poverty, and the multiple and compounding ways that this impacts on their life. We need to improve our understanding of what it means to be poor in Hackney, in an area where there is a great deal of visible wealth, and the impact that this can have on health and wellbeing. We also need to tackle poverty by considering all of the different causes of poverty and tackling these together.

In Hackney 36% of residents currently live in poverty after housing costs have been taken into account, the 3rd highest rate in London and well above the London average of 27%. 22.8% of residents who are working were paid below the Living Wage in 2015, an increase of 2% over three years.¹ The 2015 Indices of Multiple Deprivation (IMD) ranked Hackney as the 11th most deprived Borough in the UK, up from second in 2010. For Hackney the IMD identified the following as being some particular concentrations of deprivation: -

- In the eastern part of the borough around Kings Park and Hackney Wick
- In the north-west of the borough, around Manor House and Woodberry Down
- The borders between Victoria and Homerton wards
- The borders between Springfield and Lea Bridge wards

¹ Trust for London Poverty and Equality Indicators for Hackney

Child Poverty as measured by the Centre for Policy based on official HMRC data stands at 37%, the fifth highest in London, although this is generally viewed as an underestimate. The End Child Poverty Campaign estimate that, after housing costs have been taken into account, in 2017, 41.3% of children in Hackney live in poverty. This figure indicates that child poverty has risen since 2015 when the equivalent figure was 37.1%.

At a time when the employment rate is at a record high in London, the proportion of those in poverty who are working has doubled in the last ten years, making up 58% of the total cohort of 1.3 million London residents. This data is not available for Hackney. According to research by the Institute of Fiscal Studies, the driver for this is that men with low hourly wages are now much more likely to work part-time than they were in the past.

This stagnation of earnings is combined with the rising cost of living, particularly in relation to housing in the Private Rented Sector. More people in poverty live in the private rented sector in London than any other housing tenure, nearly 1 million.

According to the Money Advice Service, Hackney is one of ten areas in England and Wales where more than 1 in 5 people have problem debt.

Nationally, there are certain groups nationally that are more likely to live in poverty:

- Families with children
- Lone parents
- Disabled people
- Certain ethnic minorities
- Households where no-one works

The latest Hackney Child Poverty Needs Assessment also identified these groups and in addition:

- Families with two or more young children (0-10) where the youngest is aged under 4
- Families that claim benefits affected by Welfare Reform
- Disabled parents and disabled children
- New arrivals/emerging communities, including children in families with No Recourse to Public Funds (NRPF)

In terms of ethnic minority groups, African, Caribbean, and Turkish/Kurdish/Cypriot groups were identified as at risk along with the Charedi Jewish community concentrated around the Stamford Hill area in the north of the Borough.

Key actions:

We will develop a poverty reduction strategy, working with partners to tackle the complex causes of poverty, looking at the whole system that causes poverty.

Housing

Key issues:

Between 2012 and 2016, the Council and its partners have delivered 1479 new homes for social housing and 901 new homes for shared ownership. In addition 69 homes were built for “affordable rent” (80% of market). However Hackney faces severe and wide-ranging housing needs, as a result of a lack of genuinely affordable housing and the Government’s welfare reforms. Despite our track record, we need to do more, with over 12,000 households waiting for a home on the Council’s housing register, and over 3000 homeless households living in temporary accommodation.

Housing affordability in Hackney is worsening, with the average price of a home increasing by over 71% in the last five years. The average price of a flat in the borough is around £587,000, placing Hackney within the top 10 most expensive local authority areas in England.

Around one third of Hackney residents now live in the private sector – double that of ten years ago. While a majority of private renters in Hackney are satisfied with their homes, there are too many properties suffering from poor conditions and management. Renters also face insecurity, often with six-month tenancies and high or unpredictable rent rises.

The Council’s Housing Strategy 2017 -2022 addresses these key challenges through its priorities to:

Build high quality, well-designed, and genuinely affordable new homes

With housing need and demand for homes rising, we are working to maximise housing supply across the full range of tenures and price points in Hackney. Our new Local Plan will set out plans for housing and economic growth across the borough. This Housing Strategy focuses on the pressing need for genuinely affordable homes for those on low to middle incomes, as well as the delivery of new high quality private homes for sale and rent. We are doing everything we can to increase the supply of genuinely affordable housing in the borough, both by building our own new homes and by working with housing associations. Over the past five years, the supply of new social housing and shared ownership homes in Hackney was the third highest of all boroughs in London, and one of the top five highest in the country. To meet demand, we estimate that 1,700 homes need to be built each year between now and 2031. In 2015, 1,640 homes were built. Despite our track record, we need to do more, with over 12,500 households waiting for a home on the Council’s housing register, and nearly 3,000 homeless households living in temporary accommodation. The Council’s own housing regeneration programmes (funded without any direct government support) are currently forecast to deliver over 3,000 new homes during the next 10 years.

Private renting is often the only alternative available to those who are unable to take a first step on the housing ladder. Homes built specifically for rent (Build to Rent)

could provide better quality, better managed homes, and potentially more affordable housing. Such schemes could include some homes let at below-market rents, especially living rent homes affordable to those on middle incomes. In Hackney, where there is a shortage of privately rented housing for families, building new homes specifically for rent may be a positive first step in providing the additional homes that the borough needs. We know that the housing crisis is particularly impacting the younger generation, and our suite of actions bear this key inequality in mind.

Key actions include:

- Continue to build our own genuinely affordable homes for rent and low cost home ownership, and investigate ways of expanding the Council's own building programmes
- Introduce the 'Mayor's Housing Challenge' funding for housing associations to build new homes that are affordable to Hackney residents
- Maximise the affordable housing contributions on new housing developments by reviewing the Council's approach to assessing financial viability; securing financial contributions in respect of small sites; and more detailed guidance on off-site or monetary contributions
- Ensure all Council developments that involve the outright sale of homes have a 'Hackney first' sales and marketing strategy, rather than selling to property investors.
- Set up a new housing company, wholly owned by the Council, to help provide new 'living rent' homes – homes that are genuinely affordable to those on medium incomes, with rent levels set at one third of average local incomes

Making the best use of new and existing homes

Over 40% of Hackney's housing stock is social housing, either managed by the Council or by housing associations. The majority of social housing lettings each year are from the existing housing stock, rather than newly built homes. It is therefore essential that we make the best use of this existing housing stock. Government housing policies mean the stock of genuinely affordable social housing could be significantly reduced unless there is like-for-like replacement of all the homes sold. Most new private housing is currently built for sale, even though it may be purchased by investors and let to private tenants. There are widespread concerns about the number of new private homes in central and inner London sold to investors, often from overseas, rather than sold to Londoners – with some left empty to make a profit rather than used as a place to live. The Grenfell Tower fire highlighted the urgent need for central and local government to improve the fire safety and housing regulatory regime and to take measures to help ensure that Hackney residents in high rise blocks, whoever their landlord, can live in their homes safely.

Key actions include:

- Develop an agreement with housing associations to minimise the impact of Right to Buy sales and maximise the like-for-like replacement, within the borough, of homes sold

- Consider ways of giving Hackney residents first priority for the purchase of newly built homes, ahead of overseas buyers and other investors
- Use all empty Council homes awaiting demolition on estates undergoing regeneration for temporary accommodation, unless they are unfit for occupation or otherwise unsuitable
- Working with the Government, the London Fire Brigade, housing associations, private owners and other partners, take necessary action to ensure the fire safety of Hackney's housing blocks

Addressing standards and affordability in the private rented sector

Around one third of Hackney residents now live in the private sector – double that of ten years ago. While a majority of private renters in Hackney are satisfied with their homes, the condition and management of too many properties is poor. Renters also face insecurity, often with six-month tenancies and high or unpredictable rent rises. We already work with landlords to help raise standards and meet demand by providing training and forums, and we will increase our enforcement action to tackle the minority who break the law. Government housing reform proposals include new measures that could help tackle rogue landlords, like a database of criminal landlords and agents, landlord banning orders, a ban on letting agent fees being charged to tenants, and a cap on tenancy deposits. Through our Better Renting campaign, we will continue to make the case for tenants to be given the choice of stable tenancies for years, not months; for rent rises to be capped; and for a range of other measures that will improve the private rented sector for tenants and landlords.

Key actions to include:

- Expand our enforcement activity in the private rented sector, and the way we approach enforcement, to improve management and physical standards
- Deliver a pilot scheme licensing all privately rented properties in three wards
- Lobby government for longer tenancies and powers to control rents

Employment

Key issues:

Over ten years from 2006 and 2016, the employment rate increased from 58.3% to 69%. However between these years, full time employment has fallen from 83% in 2006 to 71.8% in 2016 and part time employment has increased from 16.8% in 2006 to 27.9% in 2016. We do not know whether this increase in part time employment is driven by choice or a changing employment offer. In this same time, the self-employment rate has fluctuated with a low of 10.8% in 2007 and a high of 18.9% in 2015. Hackney has tended to have a higher rate than London and Great Britain over this period. In 2016 the self-employment rate was 16.1% - only slightly higher than the rate of 15.2% recorded in 2006.

We do not have Hackney statistics for zero hour contracts, but nationally the rate is 2.8%, and for London the rate is 2.5% according to the quarterly Labour Force Survey. Whilst we cannot assume that the national data is applicable locally, we can assume that the increased trend has also been seen in Hackney. In 2007, the percentage on zero hour contracts was 0.6%. There is an overrepresentation of 16-24 year olds on zero hour contracts nationally (7.8%) and of over 65s (4%). There are more women on zero hour contracts (3.4%). Young people are also more likely to experience overall job insecurity than older people. Zero hour contracts may suit some people, but they create greater job insecurity and can make people more exposed to exploitative practices, because it can be easier to let someone go.

The employment rate of 69% is slightly lower than the London average (74%) and British average (74%). Working age men (72.4%) are more likely to be employed than working age women (65.7%) although this is lower than the London average for men (81%) and British average (79%). Men are more likely to be employed than women across all age groups except for 16-24 year olds. Hackney has lower youth employment (16-24 age group) than the London average – 36% compared to 47%. Hackney has a significantly lower employment rate amongst people aged 65 and over compared to London – 5% compared to 13%.

Of the faith communities that are significantly represented in the borough, the employment rate is lowest amongst residents of the Muslim faith (39%) and Jewish (49%) faith. Black residents were least likely to be employed while White residents were by far the most likely to be employed at 69%). Black residents were the most likely to be unemployed (22%) compared to an average of 11%. White residents were the least likely to be unemployed at 7%.

Hackney's disabled employment rate is only 58% that of its working age employment rate; this is lower than the London average of 65% and the UK average of 64%. Among those claiming incapacity benefit in Hackney, almost half (47.8%) have mental and behavioural disorders compared to 45.8% in London and 42.5% in England. The high rates of psychoses in Hackney are likely to be a driving factor behind its high rates of economic inactivity and low rates of employment for disabled residents.

We are concerned about the quality of the local and sub regional job offer, in terms of pay and conditions. For example, Hackney has a thriving night time economy which has made a significant contribution to the borough. However, working night shifts will impact negatively on workers – in terms of quality of life, family life and, most seriously health impacts.

Key actions:

- Develop a new inclusive growth strategy, area based regeneration plans and place based approaches, which promote inclusive growth and benefit for local residents
- Deliver employment brokerage and support with a specific focus on tackling key inequalities
- Deliver a co-ordinated supported employment offer for disabled residents

- Offer a wider range of Council apprenticeships at a range of levels to Hackney residents and work with other local partners to increase the range of opportunities
- Ensure employment support, brokerage and employer engagement focuses on people's prosperity and therefore the quality and sustainability of jobs, as well getting people into employment
- Hackney Council's accreditation as a London Living Wage employer guarantees that everyone working for the Council, regardless of whether they are permanent employees, contractors, temporary staff, part-time or agency staff or apprentices over the age of 18, is guaranteed to receive at least the London Living Wage; we now want to see other employers in the borough commit to accreditation as a LLW employer, using our direct levers (purchasing power, procurement, contracts and leases) as well as our influence

Financial inclusion and support for people living in poverty

Average household incomes in Hackney have consistently remained low compared with other London local authorities for both mean and median income, according to household income estimates. Hourly earnings are also lower than the London average. An estimated 23% of Hackney residents are paid below the London Living Wage. Latest estimates of child poverty rank Hackney 5th in London with 41% of children living in households in poverty, when housing costs are deducted from household income.

People on low incomes with poor or no credit history struggle to access mainstream lenders and are forced to apply for higher cost loans or resort to loan sharks. 21% of residents in Hackney are "over indebted." This means that they find keeping up with bills or credit commitments a burden and / or that they have fallen behind or missed payments at least three times in six months. This is the fifth highest level in London and is 5% higher than the UK average of 16%. Universal Credit (UC) will be fully rolled out in October 2018. In other London boroughs where UC has been rolled out, we have seen levels of rent arrears rise (Over 76% of UC recipients in Hounslow are in arrears as opposed to 28% of other tenants). Inside Housing" has reported that Universal Credit rent arrears have reached £6.7m in total, representing 10% of total unpaid council rents, despite only covering 2.6% of tenants nationally.

Households where all members are older have the lowest levels of incomes with almost 79% having incomes of less than £10,000. Black and Minority Ethnic residents are more likely to be in lower skilled roles and to have very low incomes (below £15,000). The younger generation now looks set to collectively own less wealth at each life stage than earlier generations and we need to consider how this might impact on them at different stages of their life . Young people are also likely to experience job insecurity than older people.

Muslim and Christian households are more likely to have a household income below £15,000 but also less likely to live in the private rental sector (PRS).

Key actions:

- Roll out a new approach to debt and advice services working with advice providers to deliver a single service that focuses on a sustainable resolution. We will ensure that this approach targets different groups, including different age groups
- Maintain a financial inclusion plan setting out key actions undertaken to tackle financial inclusion covering advice, access to affordable financial products, digital exclusion and wider Council support
- Continue strategically to support the local credit union to provide an alternative community based savings scheme and loan product
- Ensure that child poverty remains a focus within the Poverty Reduction Strategy and that there is a dual focus to this work, so that we are aiming to maximise income and tackle complex needs
- Progress proactive actions to remove barriers to parental employment and develop more affordable childcare for families on low incomes
- Ensure these key inequalities are addressed in the poverty strategy which we will develop
- Consider as part of the Poverty Strategy and Young Futures Commission whether there are any other actions that local government or local partners can take to tackle generational wealth inequalities

Affordability and availability of childcare

According to Hackney's most recent Childcare Sufficiency Statement, overall, Hackney has sufficient capacity across the sector to meet childcare demand. Day nurseries and after school provision is less expensive than the London average, but Hackney average wages are also lower than the London average. Childminders are more expensive than the London average. A small sample of parents were surveyed as part of developing this statement and over three quarters (77%) felt that that childcare was too expensive and this is also the view of people engaged through the development of the Community Strategy.

Key actions:

- Continue to promote free childcare offer and to work with providers to increase capacity

Objective 2

Identify and tackle disadvantage and discrimination 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. For example because of their sex, race or age. Furthermore, some groups experience societal discrimination which means that they are more likely to be poorer and be disadvantaged. This is known as “structural inequality”.

We therefore need proactively to tackle disadvantage and discrimination, which might be rooted in prejudice and stereotyping, rather than rely on a mainstream approach which offers equality of opportunity to all. This includes tackling issues which could be institutional, whether overt or covert, and considering how we build trust with certain communities that have experienced discrimination. There might also be cultural barriers within communities which disadvantage people further. People can also experience multiple discrimination and disadvantage for example because of sex, race and ethnicity (this is called (intersectionality)).

The priorities which we have identified are based on an analysis of data about inequalities and set out the additional proactive responses which we want to take. We want to focus on these priorities alongside a focus on poverty and socio-economic disadvantage. This is not about “identity politics” or favouring certain groups. It is about taking full action to address inequalities. This will ultimately benefit everyone, because there is clear evidence² that everyone benefits from a more equal society.

ALL GROUPS

Tackling health inequalities by making physical activity more accessible

Key issues:

The mortality rates from smoking, cardiovascular disease and cancer in Hackney are all higher than the rate in London overall. One way to reduce the rate of preventable disease is to encourage take up of physical activity. **In Hackney there are significant barriers to overcome to encourage different groups to take up physical activity.**

- **Older people** are more likely to have health conditions and to live with life limiting conditions. They are also less likely to undertake physical exercise, which we know can help keep people healthy, and this could be worse for black and minority ethnic groups and people who are from poorer backgrounds. **White British people** form a larger proportion of the older population (over 50s) in Hackney. We are particularly concerned about the health of residents on **lower incomes** as they get older, as this group is more likely to experience back pain, to smoke, be obese and experience anxiety and stress.
- **Disabled people** also face greater health inequalities and are far less physically active.

² The Spirit Level: Why More Equal Societies Almost Always Do Better, Richard G. Wilkinson and Kate Pickett, 2009

- **Childhood obesity** in Hackney is above the national average.
- **Women** are slightly more likely to report a long-term health conditions, be obese and far less likely to meet recommended levels of physical activity.
- Research examining physical activity levels among **lesbian, gay, bisexual, transgender (LGBTQ)** people is limited. National estimates indicate that half of all LGBTQ people say they would not join a sports club, twice the number of non LGBTQ people. Nearly **half of trans people questioned did not use public, social and leisure facilities** for fear of discrimination.

Key actions:

We will maintain a broad range of activities that remove barriers to physical activity. These are just illustrative examples of the range of activities we will maintain:

Accessible activities for all

- Low cost exercise classes in community centres ([Healthy Hackney](#))
- Health coaches based in community settings
- Social prescribing
- Pilot with Sport England to increase physical activity working in Kings Park ward

Age

- Partnership with voluntary and community sector through [Connect Hackney](#)
- New Age Games – free activities for over 50s
- Delivering dementia friendly activities
- Promoting physical activity from a young age, e.g. through free swimming classes and the Daily Mile in schools

Disabled people

- Improve access to physical activity for disabled people

Ethnicity

- Partner with organisations that engage BME groups to increase take up of physical activity, where there is evidence of low take up e.g. swimming

Sex and Gender

- Running separate swimming sessions for men and for women to address barriers which different groups may face in a mixed environment
- Targeted work to tackle barriers for different genders

Gender reassignment and gender identity

- Engage with trans people to identify and address ways to address barriers to access to sports and leisure facilities

We will also take actions to improve the environment and make it easier to undertake physical activity, such as greening streets and improving and maintaining parks and open spaces.

AGE

Older People

Key issues:

Community aspirations

- In recent community engagement, older people have told us that they want their voices and contributions heard, properly recognised and enhanced. Some feel that the new spaces in Hackney, including the cafes and bars, are inaccessible and unwelcoming for them and that there are fewer spaces (e.g. cafes) where older people can meet and have a coffee. They want to live in the heart of the community, with people of all ages³.
- One in five older residents aged 65 or over are dissatisfied with the council compared to just 14% of residents overall.
- Phase one findings about reducing social isolation from the Connect Hackney programme⁴ recommend approaches which build in a lot of time to re-engage older people and focus on building relationships based on trust and mutuality. Approaches should be based around the person with wrap around support. It is important to address the complexity of loneliness. There should be opportunities for people to get to know each other, built into activities. More needs to be done to understand and address access and transport barriers and provide opportunities for older people to be valued as volunteers.

Population trends

- At the time of Census 2011, 7% of people in Hackney were over 65; by 2037, this is expected to be 12%. Population research suggests that over the coming decades older people will live longer, particularly people over 85 and that this group of 'older old' people may be living with a number of long term health conditions and be increasingly frail. Three fifths of people over 65 in Hackney describe themselves as disabled; this increases to 85% for over 85s. 4.3% of over 65s registered with GPs are recorded as having dementia (which is in line with national rates).

Barriers and inequalities

- Being able to move around more easily and safely and improving access to public spaces and community facilities is also a big concern for older people, including those with age related impairments. Middle aged and older people are much more likely to have lower skills levels than young people in the borough and over 50s are disproportionately more likely to be claiming Job Seekers Allowance than other age groups and compared to London as a whole. Middle aged and older people have talked about their difficulties

³³ This insight comes from a combination of engagement activities including Hackney a Place for Everyone and Winter Warmer events

⁴ Connect Hackney aims to improve the wellbeing of Hackney residents aged 50 and over by reducing or preventing loneliness and isolation. The £5.8m six-year programme (2015 – 2021) is one of 14 programmes across England funded by Big Lottery Fund's 'Fulfilling Lives, Ageing Better programme.

finding work and getting by in low paid, insecure employment. 79% of households where all occupants are older people (over 65) have incomes of less than £10,000. The 2015 Index of Multiple Deprivation found Hackney ranks 2nd highest in England on income deprivation amongst older people.

- In recent consultation and engagement, older people have raised a range of concerns about housing - repairs and maintenance, housing management and accessibility of social housing, adaptations in general, supported housing and affordability, access and security in the private rented sector. Nearly two thirds of households with people over 65 are social housing households. Nationally, amongst older residents who own outright, there is a risk than many are asset rich but cash poor. Shelter has highlighted particular concerns for BME older people. without the same safety nets and capital assets as previous generations have had.
- Older people are less likely to undertake physical exercise, which we know can help keep people healthy.

Key actions:

- Connect Hackney aims to improve the wellbeing of Hackney residents aged 50 and over by reducing or preventing loneliness and isolation. The £5.8m six-year programme (2015 – 2021) is one of 14 programmes across England funded by Big Lottery Fund's 'Fulfilling Lives, Ageing Better programme'. We will continue to offer strategic support and steer to Connect Hackney and support plans for when that programme ends.
- We will develop an Older People's Strategy which will help us to improve our Council offer for older people as well as identifying ways we can help older people stay active, connected to their community and independent for as long as possible. This will learn from and build on Connect Hackney.

Children and young people (0-18)

Key issues:

- Hackney has just over 66,000 children and young people aged 0-19, making up 24% of its resident population, which is slightly higher than the national proportion. The 0-19 population is projected to increase but the increase is not geographically uniform. The greatest increases are projected in the Stamford Hill area of Hackney. In line with national trends, there is greater ethnic diversity in the 0-19 population than the adult population. In Hackney, just over a quarter of the 0-19 population are White British and a similar proportion are Black.
- Latest estimates from End Child Poverty rank Hackney 5th in London with 41% of children living in households in poverty, when housing costs are deducted from household income.
- Vulnerable children are more likely to experience worse health outcomes and poorer life chances. Vulnerable children include those from disadvantaged backgrounds (such as living in a deprived area, from a minority ethnic group, refugees, asylum seekers, those excluded from school, NEET (not in education, employment or training), homeless, living with mental health problems).

- Research has demonstrated that it is possible to improve children and young people's life chances through a concerted focus on tackling disadvantage in early years and schools. This research shows that Hackney has a strong track record in putting strategies in place that encourage social mobility.⁵
- There is a strong evidence base that intervening early in life can contribute to improving life chances for all children, regardless of their background and level of disadvantage⁶.
- Recent community insight⁷ has revealed a wide range of concerns for young people.
 - Views of the borough: Whilst some young people welcome change and improvements in the borough there are concerns about the pace and extent of social change in Hackney. Some people struggle to see how they can access and benefit from the opportunities that have come to Hackney and do not see a future for themselves in the borough because of the house prices. Children and young people have also talked about the impact of overcrowding and living in poverty. Young people expressed particular concerns about safety.
 - Views of children and young people services: Young people have expressed concerns about the ways that behaviour is sometimes handled in schools. Out of schools opportunities were welcomed, but not all young people knew about what was available. Young people felt there could be more focus and support around emotional wellbeing.
 - Fairness and respect: feeling stereotyped was a strong theme, and a sense that not all young people were treated fairly or treated with respect.

Key actions:

- We will continue to work with early years settings and schools to ensure that all young people access excellent child development and education, focusing on improvements where they are needed, and tackling disadvantage. This will include considering improvements to managing vulnerabilities including exclusions, specifically tackling overrepresentation of groups such as black boys and SEND children.
- The Council will launch the Young Futures Commission into the experiences of young people in Hackney, how they view the borough, respond to its challenges and how they feel about Council services.
- Pembury Children's Community: Peabody and the Council have developed an approach that aims to ensure that every child and young person has the support they need, when they need it, so they are able to thrive and get the best out of life. This is based on taking a long term approach, understanding the assets and needs in the community and

⁵ State of the Nation 2017, Social Mobility in Great Britain

⁶ See research and reports from the Early Intervention Foundation

⁷ Hackney a Place for Every Child Scrutiny Commission 2016, Hackney as Home, Hackney Wick Through Young Eyes, 2018, Improving Outcomes for Young Black Men Background and Context 2015, , Child Poverty Strategy 2016, Children's Voices, Trinity Centre, 2014, Ethnographic Research on Pembury Estate with 9 families, 2016

co-ordinating work across sectors to co-ordinate support “from cradle to career”

- We will continue to offer wide ranging opportunities outside of school through Young Hackney. The opportunities are available in four youth hubs and in youth providers commissioned by [Young Hackney](#).
- Ensure that child poverty remains a focus within the Poverty Reduction Strategy
- Tackle key health and wellbeing inequalities for children and young people through Integrated Commissioning
- Contextual Safeguarding is an approach to understanding, and responding to young people’s experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people’s experiences of extra-familial abuse can undermine parent-child relationships. Hackney is developing a local approach to Contextual Safeguarding.

DISABILITY

Tackling key inequalities for disabled people and carers

Key issues:

There are high levels of unemployment among disabled residents. The employment rate for disabled people in Hackney is only 58%. This is lower than the London average of 65% and the UK average of 64%. Disabled adults are also twice as likely to not have any formal qualifications as non disabled adults. In recent focus groups, residents raised concerns about the availability of education and training for children post 16. Disabled residents talked about difficulties getting around the borough and accessing buildings as part of the Hackney a Place for Everyone engagement activity.

Hackney has a higher percentage of children (16.8%) with Special Educational Needs and Disabilities (SEND) than the London and England averages (14.5% and 14% respectively). SEND children are over-represented in exclusions. There is no formal service within Hackney or the City of London that supports a smooth transition from children’s to adults’ services. Adults with learning difficulties are more likely to experience severe mental illness and to have other impairments. In Hackney, the employment rate is significantly lower than comparable areas in London (Hackney rate 2.9%, CIPFA comparator group rate 6.2%).

The *City and Hackney Health and Wellbeing Profile*, currently being updated, reveals that seven percent of Hackney residents (of all ages) were recorded as providing some level of unpaid care to a family member or friend during the census in 2011. Based on current estimates of the borough’s population, this would mean 20,180 individuals (of all ages) in Hackney are providing unpaid care. There are 2959 carers currently signed up to the City and Hackney Carers Register. In addition during 2016/17 Hackney Adult Services undertook 1341 Carers

Assessments which led to provision of a range of support, including information, advice and direct payments. The majority of carers are of working age 18-64.

Key actions:

- Improve and co-ordinate the supported employment offer, delivered by the Council and by partners
- Improve transition from children's to adults' services
- Look further into equality and access issues in education for disabled people who are 16 +
- Take actions to ensure that Hackney, and Hackney Council is a more accessible and inclusive place for disabled residents, where the achievements of disabled people are visible and celebrated e.g. in cultural events such as carnival
- Put in place a new support service for carers, based on needs and aspirations of carers
- Work with parents of children who have special educational needs and disabilities to co-design services
- As part of wider work to identify improvements to managing vulnerabilities and exclusions, including the overrepresentation of SEND children in exclusions.

ETHNICITY AND RACE

Tackling key racial inequalities

Key inequalities have been identified for the groups identified below. We recognise the structural disadvantage that these groups experience which leads to them being more likely to be poorer or in lower socio-economic groups. This then drives inequality. We want to tackle the root causes of this disadvantage, including the impact of racism, prejudice and stereotyping. During consultation, residents highlighted the importance of understanding the needs of smaller communities that may face specific inequalities. We therefore need to keep learning and remain open to responding to new needs and issues.

Tackling key health inequalities for different ethnic groups

There are very significant health inequalities for certain ethnic groups, nationally, and we see this reflected in Hackney as well. The Joint Strategic Needs Assessment for health and wellbeing in Hackney (Hackney JSNA) considers, where possible, inequalities by ethnicity, as well as providing context and commentary. It is important to understand what is leading to specific health inequalities, but it is also important to recognise that the overall picture is that there are significant health inequalities for ethnic minority groups. There will be a number of reasons for these inequalities. It could be that some ethnic groups are more likely to experience certain health conditions because of genetics or biology. However it could also be that there are greater health inequalities because ethnic minority communities are more likely to live in poverty or be disadvantaged. We also need to consider how lifestyle and access to information contribute to the inequality. There is also the wider context such as income, work conditions or housing.

Health inequalities are also considered elsewhere in this scheme, but the following is just illustrative of some of the serious health inequalities for different ethnic groups:

- According to the Hackney resident health and wellbeing survey, Asian residents were nearly half (18%) as likely to eat five portions of fruit and vegetables a day as the average in the population (35%).
- Screening for breast cancer and cervical cancer is lower for some ethnic groups. Nationally, these diseases can be more widespread in certain ethnic groups. According to Cancer Black Care, there is less awareness about the links between some risks and cancer. There is still not enough known about rare and less common cancers, how prolonged diagnoses might affect some groups and whether there could be even greater inequalities for disadvantaged groups
- In England, people from Black African and Black Caribbean ethnic groups are more likely to have high blood pressure than the general population. Ethnic groups, such as South Asian, Black African and Black Caribbean communities, are more prone to developing type 2 diabetes which also increases the risk of having high blood pressure
- Sickle cell disease is the name given to a group of hereditary conditions that affect the red blood cells. It is the fastest growing and one of the most common genetic disorders in England. The disease is a condition that can seriously impact people's physical and mental health and on how long people live. Whilst the numbers affected are low (there are an estimated 600 patients in Hackney), sickle cell disease is a major cause of inequality due to the disproportionate impact on certain ethnic groups. Sickle cell disease predominantly affects people of Black ethnic origin, but can also affect people from the Mediterranean, south and south-east Asia and the Middle East. In Hackney, the vast majority of adults with sickle cell disease are of Black ethnicity (85%) and prevalence is particularly common in Homerton and Haggerston wards. In 2017, there were 337 adult Hackney residents (age 18+) recorded as having sickle cell disease by their GP and in one year there were 2,344 hospital admissions.

Key actions:

- Ensure ethnic inequalities are systematically identified in needs assessments and where possible the factors and drivers for inequalities are also identified and considered.
- Develop a new Health and Wellbeing Strategy for 2018 onwards which seeks to tackle identify and tackle specific inequalities for all priorities within the strategy.
- Ensure that there are good partnerships with residents, and with the voluntary and community sector to collaborate on interventions which tackle key health inequalities. This should draw on insight from Healthier Hackney grants programme which invest in community based solutions, to develop our understanding on inequalities and of the solutions needed.
- For sickle cell, a needs assessment has been undertaken as part of the new Hackney chapter on adult health and illness within Hackney's Joint Strategic Needs Assessment of health and wellbeing. This will identify good practice and service gaps and opportunities.

African heritage / Black residents

Key issues:

Black residents make up about 19% of the population and are more likely to experience poorer outcomes in health, education and employment, although educational outcomes have improved over the last ten years.

Black children have the poorest performance at GCSE (36.9% achieve a strong pass compared with 44% of all pupils) and are overrepresented in exclusions.

Black residents are more likely to be unemployed and economically inactive and Black and Minority Ethnic residents are more likely to be in lower skilled roles and to have very low incomes (below £15,000). They are also more likely to live in social housing.

In London, Black residents are more likely to be concerned about crime and be a victim of crime. They are the least likely, of all ethnic groups, to say that the Police treats everyone fairly regardless of who they are (63%, compared with 77% overall). Nationally, Black Caribbean people are least likely to have confidence in the police (62% compared with 77% overall). However, the views of Black African residents are in the line with the population overall. There are also a disproportionate number of young black men in Hackney in the youth justice system (however there has been a 43% reduction in Hackney first-time entrants to the youth justice system between 2012 and 2015 and a 66% reduction in numbers re-offending). Black men are also most likely to be searched, as part of stop-and-search.

Satisfaction with the local area is slightly worse amongst the Black population (83% satisfied) than the White population (90% satisfied) but Black residents are more likely to report the area has improved in the past five years (52%) than the general population (46%). In the 2016 Household Survey, black residents are the ethnic group most likely to be dissatisfied with how Hackney Council performs overall (20% compared to 12% of White residents) and are also more likely to agree that the Council does not listen to the views of local people (39% compared to 26% of White residents), and to disagree that it acts on their concerns (27% compared to 16%).

Key actions:

- Continue to deliver the partnership [programme to improve outcomes for young black men](#); whilst the focus is on young black men, this programme also addresses wider inequalities for black people
- Undertake community engagement activity to explore attitudes and views of policing and of reporting of crime within the black community, as part of a wider piece of work into the attitudes and views of ethnic minorities on policing and community safety (see also action below- vulnerable migrants).

Turkish / Kurdish

Key issues:

5.6% of the Hackney population is Turkish, Turkish Cypriot or Kurdish. Turkish is the second most widely spoken language in the Borough after English. Rates of economic activity (employment and self-employment) are lower for Turkish/Kurdish communities than for the general Hackney population. Turkish/Kurdish pupils have amongst the lowest educational outcomes in Hackney with attainment gaps widening during statutory school life. There are a number of areas where Turkish/Kurdish residents have poorer health outcomes than average, and Turkish / Kurdish groups are also more likely to have someone in the house with a health condition. Turkish Kurdish people are more likely to smoke, childhood obesity rates are higher, as are diabetes and other related health issues connected with diet. Turkish/Kurdish residents are far less likely to be home owner occupiers and almost 7 in 10 live in social housing. They are also more than twice as likely to experience over-crowding. Turkish/Kurdish residents can experience a greater sense of social isolation. There are also “hidden inequalities” within this group. A significant proportion of the Turkish / Kurdish population in Hackney is estimated to be Kurdish who may face specific disadvantages as refugees, escaping persecution in Turkey. The Alevi community is also well represented in Hackney. They follow Alevism, which is a branch of Shi’a Islam, and have also been oppressed as a minority group.

Key actions:

- Look more closely at the needs of the Turkish and Kurdish community, considering good practice from elsewhere and engaging with residents to better understand ways that outcomes can be improved in education, employment and health. This work should draw on the approach and method employed in Young Black Men Programme.
- Develop a better understanding of the specific inequalities for groups within the Turkish Kurdish population

White British

Key issues:

White British children have the highest rates of school absence and young people are most likely to be NEET. White British children on free school meals have lower educational attainment (27% compared with 50% of all groups on Free Schools Meals (FSM) achieve 5 A*-C GCSES including English and Maths). Whilst poverty and deprivation will be the key driver for inequality in any groups, studies in Lambeth identified specific inequalities for White British Working Class pupils. The report identified that there could be a lower aspiration amongst parents for their children’s future and that parents could be less engaged in their children’s schooling. Concerns were also raised about the curriculum and whether this reflected adequately the needs of White British Working Class pupils. There was a perception that British working class identities were not always positively celebrated and recognised in schools.

Key actions:

- Work with schools to apply learning from the Young Black Men Programme more widely, as very similar issues have been identified.

Gypsy Roma Traveller

The Traveller Education Service estimates that there 600-800 Travellers in Hackney, but this is felt likely to be an underestimate. The majority of Gypsy Travellers in Hackney are Irish Travellers, however many other Traveller groups also live in Hackney.

There are five Traveller Sites in the borough with 27 residential pitches, no transit pitches and a caravan capacity of 39. Travellers are one of the most deprived communities in England, and have low levels of education, lack of good quality housing, lack of knowledge of mainstream services (including access to primary care) and a mistrust of authority. Members of the Travelling community have a shorter life expectancy and face health inequalities. Gypsy and Roma Travellers are twice as likely to be eligible for free school meals as the average child and have significantly higher levels of absence from school.

Key actions:

- Traveller Education Service to provide a multi-agency approach to supporting families with school access, attendance, special educational needs and tracing children who are missing education
- The Traveller Manager in Housing Services will continue to engage with Travellers and act as a point of contact and advice for other Council services

SEX AND GENDER**Tackling inequalities****Boys / Men****Key issues:**

There is a significant gap in educational attainment between girls and boys at age five in Hackney (girls outperforming boys by 12 percentage points), and this is repeated at GCSE level (12 percentage point difference). However by adulthood, there is no difference between the proportion of women and men who have a higher education qualification. Life expectancy in Hackney has been increasing steadily over the past decade for both men and women. However female life expectancy in Hackney has increased at a faster rate than male life expectancy.

In terms of risks and vulnerabilities, men are more likely to be high risk drinkers. They are overrepresented among those in housing need and facing eviction. Men are at greater risk of suicide, particularly younger unemployed men. National

research suggests that suicide attempts are higher amongst gay and bisexual men than the general male population. A total of 6% of men aged under 24, who are either gay or bisexual, attempted suicide in 2015 compared to just 1% of all men aged under 24. Men are less likely to access Improving Access to Psychological Therapies (IAPT) services compared to women (only 27%). 84% of rough sleepers are men, of whom a high proportion will have multiple complex needs. Men are more likely to be in the criminal justice system.

Although women are far more likely to be victims of rape, we are concerned about the recent increase in male victims of rape and need to understand the reasons for this increase and how to respond.

Key actions:

- Review how we reach and engage men to encourage them to seek help earlier in order to prevent more severe or acute problems
- Identify ways that culture and identity may create barriers to engagement
- Community Safety Partnership to look more closely at what is driving the increase in male victims of rape and how to respond

Girls / Women

Key inequalities:

Women were more likely to be out of work because they were looking after the home and family than men. They are also far more likely to be lone parents. When they are in work, they are less likely to be in full time work. Amongst those who cannot speak English, women outnumber men. The female employment rate is lower and unemployment rate is higher. Men are far more likely than women to be in senior occupations while women are far more likely than men to be in administrative and service occupations. Despite this difference the median weekly income for men and women in Hackney is about the same.

In Hackney victims of sexual assaults are predominantly female. We are concerned about the increase in the number of rapes and sexual assaults reported to the police, which represents a 20% increase from March 2017-March 2018. Women are far more likely to be victims of domestic abuse. In 2015-2016 there were 2,606 recorded domestic abuse offences, a 4.7% increase from 2014-2015 when 2,490 offences were recorded. Women are also far more likely to worry about being a victim of crime than men.

Key actions:

- Identify actions which can be taken to address structural and key inequalities for women regarding employment
- Ensure the Community Safety Partnership Plan continues to focus on preventing sexual violence and domestic abuse and seeks to understand what is driving the increase in sexual violence and how to respond

- Refresh the Violence against Women and Girls strategy to reflect concerns about the increase in sexual violence and to include wider cross cutting actions to create a more protective environment
- Include strategies for preventing sexual assaults on women related to the Night Time Economy area within Licensing Policy

GENDER IDENTITY AND SEXUAL ORIENTATION

Key issues:

In 2016, Government Equalities Office (GEO) commissioned a broad ranging evidence review⁸ to identify the nature of inequality and relative disadvantage experienced by LGBTQ people in the UK. IN 2018 Government released its latest survey findings⁹ and an action plan¹⁰. The inequalities from this national evidence review, survey and action plan are summarised below, with local insight included where it exists.

- **Education:** Nationally, homophobic, biphobic and transphobic (HBT) bullying remains a major problem in schools and, to an extent, in further and higher education. Local consultation, as part of developing this scheme, has stressed the importance of working in schools to ensure that they are inclusive spaces.
- **Safety:** Existing evidence available nationally suggests that LGBTQ people are at greater risk than the general population of being victims of crime. Nationally, LGBTQ people are at greater risk of being victim to hate crime compared to heterosexual people, with recorded incidences increasing over time. Locally, of hate crime recorded on the MOPAC dashboard for Hackney in 2016/17, 115 (11%) were sexual orientation hate crimes and 16 (1.5%) were transgender hate crimes.
- **Health:** There is evidence that LGBTQ people's general health is worse than that of heterosexual people. More LGBTQ people than heterosexual people are dissatisfied with health services. Local research by City and Hackney Mind found that 50% of Hackney's LGBTQ population experience mental health difficulties. According to local data, over 2 in 5 (44%) of new STI diagnoses amongst men where sexual orientation is recorded are amongst gay and bisexual men. In 2015 over half (51%) of Hackney residents with a HIV diagnosis were men who probably became infected through sex with other men.
- **Children and young people:** Nationally, there is evidence of familial rejection, impacting on mental health and resulting in homelessness. Evidence from across all the policy areas shows young LGBTQ people face a hostile environment - in education, at home and in wider society - at a stage in their lives when they are particularly in need of support and validation.

⁸ Inequality among lesbian, gay bisexual and transgender groups in the UK: a review of evidence

⁹ National LGBT Survey: Summary report 2018

¹⁰ LGBT Action Plan 2018

- Older people: Nationally, evidence from across all the policy areas covered by the review shows older LGBTQ people, compared with older heterosexual people, are more concerned about the implications of ageing in relation to care needs, independence and mobility, health, housing and mental health. Locally, this concern has been raised within the Council's Adult Social Care service¹¹.

Key actions:

- Work with Public Health, the local health Clinical Commissioning Group (CCG), Adults Services, Community Safety and Schools to agree how key inequalities can be better reflected in needs assessments and plans.
- Summarise this in a new LGBTQ equality plan. The Government's LGBT Equality Action plan can be used to inform a local refreshed plan for LGBTQ equality.
- Identify opportunities specifically to improve engagement with sexual health and mental health services by LGBTQ residents.

RELIGION OR BELIEF

Charedi – health and economic inequalities

The birth rate amongst the Orthodox Jewish population is very high especially amongst women aged 20-29. Many health indicators show that the Orthodox Jewish population experience health inequalities compared to the general population, for example both Charedi men and women are more likely to be overweight or obese than the Hackney population overall. Data also suggests that there is lower coverage in Orthodox Jewish locations for the five-in-one vaccine for one year olds. Most recent outbreaks of measles have been in locations with a concentration of Orthodox Jewish households. Tooth decay amongst reception age children is also higher in areas where the Orthodox Jewish community is higher, with half of children affected compared to a third of the total child population. Public Health have worked with partners and the Charedi community to undertake a health needs assessment which will be published later in 2018.

There is a distinct gender divide at GCSE within the Orthodox Jewish population with girls performing better than the borough average and Orthodox Jewish boys receiving far fewer formal qualifications. This is also true amongst the adult population with 35% of Orthodox Jewish women having five GCSEs at grades A*-C compared with only 11% of Orthodox Jewish men. The Jewish population is most likely to have no qualifications at 44%. This is linked to the different educational pathway followed by boys, the majority of whom attend Yeshivas from 14 onwards to study religious scripture. In Hackney, around 29 yeshivas offer religious teaching to approximately 1,000-1,500 boys within the Charedi Orthodox Jewish community. The Council's role in enforcement or regulation of these settings is limited, however a recent Scrutiny review considered what else we could do.

¹¹ Profiling the needs of LGBTQ people in Hackney

Key actions:

- Work with residents to implement the findings of the Charedi Health Needs Assessment
- Continue to work with the Charedi community on safeguarding and quality issues in educational settings, including yeshivas, responding to the recent Scrutiny Commission findings

OTHER GROUPS**Looked after children****Key issues**

On March 2015, there were 345 looked after children (LAC) in Hackney. Children of Black ethnicity are over-represented among Hackney's looked after children (45%) but less than one third (29%) of the local 0-19 population. Nearly 50% of children in local authority care have mental illness, compared to 10% of the general population; this increases to 70% among children living in residential care. Of these 5% were unaccompanied asylum seekers.

The proportion of looked after children gaining five good GCSEs, including English and mathematics, continues to improve and at 34% for 2014–15 is much higher than the national average of 14%. This is nevertheless much lower than the Hackney average. In 2014–15, the proportion of care leavers in employment, education or training, at 70%, is much higher than Hackney's statistical neighbours (49%) and care leavers nationally (48%). The proportion of care leavers who entered higher education in 2016 was 16% almost twice the average for care leavers nationally.

Key actions:

- Ensure that tailored support for looked after children remains in place to support educational achievement and health and wellbeing for looked after children

Enabling vulnerable migrants to thrive in Hackney**Key issues:**

Since January 2017, we have been looking at the needs of vulnerable migrants. A Council wide review was undertaken into how well vulnerable migrants access Councils services. The aim of the research was to find out what stops people from using the services, what impact this has on them and how our approach and external agencies' approaches could be adapted to overcome those barriers and ensure we meet the needs of vulnerable migrants.

The report outlines a number of recommendations. The first set of recommendations relate to improving signposting and outreach. To support this, the need to strengthen the relationship between the local authority and voluntary community sector was also identified. Meeting language and digital needs came up as a high priority. There were other more specific areas to work on such as increasing access to free childcare. Overall, 'hearing the migrant voice' came out as key. The report highlights a particular concern about the attitudes of migrants towards policing and reporting

crime. They may come from a country where they feared the police, they may fear reprisal from a perpetrator or come from a culture where there is a lot of shame about sharing personal details, and a desire to keep things private.

From population data (Census 2011) about language barriers, we estimate 14% of households in Hackney do not have English as their main language, and 6% of the population did not speak English well or at all (compared to 1.7% in England). Inability to speak English or to speak it well is higher in older age groups, with 11% of the 50-64 age group and 10% of the over 65s unable to speak English well.

We successfully secured funding from the then Department for Communities and Local Government to explore many of the issues identified in the research through the time limited [Integrated Communities programme](#). What has become clearer since beginning this programme is the extent to which migrants are made vulnerable because of the “hostile environment” created through central government policy and specifically the Immigration Act 2014. For example, there are anecdotal reports of landlords expressing reluctance to rent out accommodation to migrants, for fear of falling foul of the Act, which requires landlords to check the immigration status of prospective tenants. During 2018, the scale and seriousness of problems encountered by the “Windrush generation” has come to light. This is as a direct result of the hostile environment, with people unable to prove they are in the UK legally because the Home Office did not keep records. The Council has conducted a survey of local organisations that has found that there are significant numbers of affected residents in Hackney.

Those on a ten year route to settlement or those EU citizens who lose their treaty rights with no recourse to public funds can face destitution and homelessness.

In parallel, the Public Health Team have undertaken a Migrant Health Needs Assessment. This has found that migrants are healthier on arrival, but their health and wellbeing outcomes worsen in comparison to those born in the UK the longer that they remain here. Recent legislative changes and the introduction of health charges are rapidly changing the health environment.

As part of the Single Equality Scheme consultation, residents have also highlighted the need to understand the needs of smaller communities that may face specific inequalities. We therefore need to keep learning and remain open and flexible so we can respond to new needs and issues.

Key actions:

- Through the Integrated Communities Programme, we will seek to put in place improvements which will be sustained beyond the life of the current funding:
 - improve equality of access to Council services
 - improve support for vulnerable migrants through better signposting and partnership working with the voluntary and community sector
 - review English as a Second or Other Language and employment needs and the way these needs are currently met, in terms of advice and guidance, provision and resources.
 - Improve reach and preventative work with very vulnerable and destitute migrants
 - Continue to identify new needs in newer and smaller communities.

- Undertake community engagement activity to explore attitudes and views of policing and of reporting of crime among vulnerable migrants.
- Ensure that the new approach to Advice meets the needs of vulnerable migrants
- Implement cross cutting recommendations of Public Health's Migrant Needs Assessment
- Develop advice and support tailored to migrants affected by the Windrush scandal and by Brexit

Objective 3

Building a cohesive and inclusive borough

Levels of community cohesion have remained very high since 2013, with nine in ten residents surveyed agreeing that the local area is a place where people from different backgrounds get along well with each other and the same proportion placing a strong value on social mixing. There is also an interest in encouraging and supporting community projects. However, there is a marked difference between the proportion of residents who feel people from different backgrounds get on well together (90%) and the proportion who feel people from different socio-economic backgrounds get on well together (70%).

Some of the main challenges relate to the way the population and economy have grown and changed over the last decade, leading to social polarisation and social isolation for some groups. However, in a busy, congested and densely populated place, there are also tensions between different groups.

To maintain our high levels of cohesion, we need to understand where there are strains in the community and where there are prejudices. We are also concerned about increases in hate crime and how we can ensure that there is no place for hate in Hackney. We are aware that some people feel excluded by the changes, feeling that the borough is no longer “for them” as it looks and feels very different and people may have lost their social networks or social spaces. Despite growing and visible affluence, average incomes remain lower than the London average. This means that many of our residents feel shut out of what is on offer in the borough in terms of shops, cafes or leisure because it is unaffordable.

There are also varying levels of trust and confidence in the Council which we need to address, along with making services as inclusive of Hackney’s diverse communities as possible.

Under this objective we set out the main actions we will take to promote tolerance, build a sense of belonging and promote inclusion.

PROMOTING TOLERANCE

Communication and engagement

Key issues:

Levels of community cohesion remain very high with 9 in 10 residents surveyed agreeing that the local area is a place where people from different backgrounds get along well with each other. However residents have also told us that more could be done to promote tolerance. Focus groups with LGBTQ residents as part of Hackney a Place for Everyone called for more positive activities and statements about LGBTQ equality. Focus groups with disabled people and site visits to consider access and mobility have highlighted the need for residents to be more tolerant of those with mobility and access issues. Research into the needs of vulnerable migrants revealed

how the external environment had become more hostile for migrants and that they experience discrimination and prejudice.

Key actions:

- Deliver a communications campaign and cultural offer, aimed at staff and residents, which sets out our commitment to equality and cohesion and the actions we will take
- Develop awareness campaigns and training to promote equality awareness in an open and targeted way, across the Council
- Hackney Libraries and Museum will deliver a strong community facing offer of activities, events and exhibitions which celebrate Hackney's diverse heritage and communities.
- Understand the lines of tension and difference, and taking targeted, proactive approaches to address these through engagement.

Tackling Hate Crime

Key issues:

Over the past three years the number of recorded hate crimes across London has increased in each monitored category and this is also true in Hackney. Of hate crime recorded on the MOPAC dashboard for Hackney in 2016/17, 741 (70%) were race hate crimes, 165 (15.5%) were religious hate crimes, 115 (11%) were sexual orientation hate crimes, 25 (2%) were disability hate crimes; and 16 (1.5%) were transgender hate crimes.

Key actions:

- Develop and implement a Hate Crime Strategy which proactively tackles all types of hate crime, including race hate, religious hate (including anti-Semitism and islamophobia), homophobic hate, disability hate and transphobic hate.

CREATING A SENSE OF BELONGING AND INCLUSION

Belonging and isolation

Key issues:

Making it easier to contribute to community life: In the 2015 resident survey, residents expressed an appetite to contribute to their community through volunteering. In focus groups for the Community Strategy and Single Equality Scheme, there was discussion about how the Council could better enable communities to run activities in their communities, making it easier to hire space and run activities. Not all activities needed grant funding, and this could seem like the only route to securing support from the Council.

Social Isolation and dissatisfaction: Whilst just over three quarters of residents had a close bond with other residents, one in ten felt isolated and just over 1 in 4 know fewer people than a few years ago. Isolation is more likely to be experienced by semi-skilled, manual and very low income groups, social tenants and Asian

residents. One in five Muslim residents said they felt isolated. Social and community networks (social capital) can provide an important first level of support in the community and give people access to new opportunities. People who are categorised in lower occupational groups (Social Class C, especially those in C2¹²) are less likely than other social groups to feel that the borough is improving. Disabled people are also less likely to be satisfied with the local area.

Barriers to mobility and access: Mobility and access is a key concern for older and disabled residents who talked about access issues in the public realm and in businesses as part of the Hackney a Place for Everyone. Young people talked about safety, and how concerns about safety might impact on their mobility around the borough. This has been raised again recently in research in Hackney Wick and in community events in response to the increase in serious violent crime. Transport for London have identified the barriers to transport and mobility experienced by different groups. According to their research, LGB Londoners (69 per cent), BAME Londoners (70 per cent) and women (70 per cent) are the least likely to be 'unworried' about taking public transport and younger Londoners (65 per cent), BAME Londoners (62 per cent) and women (61 per cent) are the most likely to say that their frequency of travel is affected by this. 44% of disabled Londoners cite accessibility as a barrier to using public transport. Hackney a Place for Everyone identified concerns about poor driver and cyclist behaviour, including cyclists on the pavement and jumping red lights. This was also discussed in the focus group with disabled residents and was seen as inhibiting people who are less mobile from moving confidently around the borough.

Building a sense of belonging: Respondents also talked about a sense of division in areas where people can mix, with some residents feeling 'locked out' of the new cafes and shops. In recent consultation about the Scheme, residents have reinforced the importance of whole borough community events that are for everyone. In recent focus groups residents have also raised concerns about there being a lack of shops selling healthy affordable food. Young people in focus groups at Woodberry Down observed this, as did young black men and young people who participated in the research about Hackney Wick. Like the population overall, young people in focus groups valued parks and open spaces, but some felt they were not welcome to "hang out" and would be moved on and also that local leisure facilities were not welcoming for young people. Workspace is becoming increasingly unaffordable for the voluntary and community sector and this could affect the level and type of community activity available to promote equality and cohesion.

Digital inclusion: Whilst rates of digital inclusion are going up, there is still a proportion of the population who are not confident about accessing information and services online. This is becoming more of a pressing concern as Universal Credit fully rolls out in Hackney in 2018. We recognise that there will be some people who will not be able to go online for Council services; we want to encourage those who can to shift to digital channels, to free up limited time for those who need telephone or face to face support.

¹² The use of Social Classes A – E are standard way to categorise people by social class, based on the occupation of the "Head of the Household." Social Class C covers C 1 (Supervisory or clerical and junior managerial, administrative or professional) and C 2 (Skilled manual workers).

Air quality: There are some parts of the borough which experience far worse levels of air pollution, leading to inequalities. These can also be parts of the borough where poorer people live.

Key actions:

Social isolation

- Undertake further research into community belonging and isolation, focusing on groups who feel the most isolated

Making it easier for residents to contribute to community life and run activities in their local area

- Improving our understanding of the ways that social and community networks support better outcomes and of how social and community networks can be valued and strengthened
- Identify ways to make it easier for residents to run local activities, considering barriers such as venues, start up help and promotion
- Make it easier for residents to find opportunities to give their time through investing in volunteering brokerage and support

Access and mobility

- Review how accessible people find parks, and how inclusive they feel to all groups
- Work with businesses and local developers to promote inclusive practices
- Promoting Hackney as an accessible place for everyone and identifying and removing the barriers that might limit physical mobility for some groups such as disabled people, older people, families and children.

Tackling exclusion and building a sense of belonging

- Develop a new inclusive growth strategy, area based regeneration plans and place based approaches, which promote inclusive growth and benefit for local residents
- Through planning policy and our plans for street markets, we will protect and promote our street markets, ensuring that some focus on competitively priced fruit and vegetables
- Ensure that Council's assets are managed to ensure there is a supply of affordable workspace and we are protecting small businesses; work with partners to align their asset management plans with this wider objective
- Ensure that the voice of older people and their contribution to Hackney is heard, recognised and enhanced through a new Older People's Strategy.
- Work with residents to develop Hackney as a Child Friendly Borough
- Continue to support whole borough community events such as the Hackney Half Marathon and the Carnival. Continue to support play streets which allow people to get to know their neighbours on one street.

Digital inclusion

- Develop a digital inclusion action plan which co-ordinates activities led by the Council and community to promote digital inclusion.

Air quality

- Ensure that air quality improvement actions tackle these spatial inequalities.

INCLUSIVE COUNCIL SERVICES

Trust in the Council

Key issues:

The majority of residents (70%) are satisfied with how well Hackney Council runs things overall, and only one in seven (14%) are actively dissatisfied (in line with national figures). Residents are also far more likely to think Council services have got better rather than worse over the last two years despite the ongoing financial pressures facing the Council. There is a greater level of satisfaction in Council services among the 25-34 age group (78%) whereas 1 in 5 residents who are over 65+ are actively dissatisfied compared with 14% overall. Professional and managerial groups more likely to be positive about the Council whilst semi-skilled, manual and very low income groups more likely to be dissatisfied and to disagree that the quality of service is good. Social tenants are the least content with only 62% satisfied and 25% disagreeing that the quality of Council services is good. Black residents are also less likely to be satisfied or think the quality of Council services is good and this has gone down since 2013 by 10% from 69% to 57%. Nearly a third of disabled residents are not satisfied with services, double the population overall. People with children are also less likely to be satisfied as are longer term residents.

Key actions:

- Understanding people's lived experiences of public service changes / cuts and feeding this into service development through focus groups
- Targeted focus groups to understand what is driving dissatisfaction with the Council
- Gather differentiated views on trust and confidence and fair treatment e.g. through residents survey and other community insight work

Inclusive services

Key issues:

Hackney has focused in recent years on ensuring that services are inclusive of LGBTQ residents in terms of service offer, policies and language. However, there is still more to do to ensure that services remain inclusive. Although we do not have direct control of schools we are also concerned about homophobic bullying in schools. Specifically, services are inconsistent about using inclusive language in relation to transgender and non-binary people, and few facilities are inclusive. A

gender neutral space and changing facility along with signage has been offered at London Fields Lido as an alternative option alongside segregated provision. This clearly signals trans. inclusion and has been received very well.

Qualitative insight from fathers through the Pembury Children's Community identifies opportunities for Council policies and services for parents to be more reflective and inclusive of the diversity of family units in Hackney, and specifically more inclusive of fathers. National research identifies opportunities for policies and services to be more inclusive of LGBTQ parents.

There is still more to do to ensure services are accessible and inclusive of disabled people, including those with mental health difficulties or neuro diverse conditions

Key actions:

- Work with services to identify areas for development in making services LGBTQ inclusive as part of a wider LGBTQ action plan (see above). This will specifically consider how services can be made more inclusive and welcoming for residents and staff who identify as trans or non-binary
- Develop a corporate position on trans and non-binary inclusive facilities
- Roll out training on trans awareness
- Identify ways to make staff and service policies and services more inclusive of fathers, co-parents and LGBTQ parents through an internal awareness campaign.
- Identify further actions needed to make Council services friendly for disabled people
- Research and develop guidance and advice on inclusive language
- Work with partners to make Hackney dementia friendly
- Continue to deliver the Mental Health Action Plan, led by a Member Mental Health Champion. This plan seeks to reduce stigma around mental health and to make Hackney a borough where improving mental health and wellbeing is at the heart of everything we do.

Enabling objective 1:

Embedding prevention into service delivery

This objective is about encouraging approaches which tackle inequalities “upstream” through early intervention, prevention and/ or tackling underlying issues. This work will draw on and share good practice across sectors in Hackney and nationally.

Some of the examples of good practice within the Council include:

- Developing a local approach to Contextual Safeguarding (as outlined above under actions in response to inequalities by age for Children and Young People)
- Ensuring that advice and support tackles underlying issues such as mental health: a new approach to debt and advice will be rolled out which focuses on a sustainable resolution, tackling underlying issues as well as presenting issues
- Pembury Children’s Community: Peabody and the Council have developed an approach that aims to ensure that every child and young person has the support they need, when they need it, so they are able to thrive and get the best out of life. This is based on taking a long term approach, understanding the assets and needs in the community and co-ordinating work across sectors to co-ordinate support “from cradle to career”
- Obesity Partnership: Childhood obesity is high across all ages but increases considerably between Reception and Year 6 and adolescents have the poorest diets of all groups. 11.6% of adults in Hackney who were registered with a GP were recorded as obese. This is the fifth highest prevalence in London.
- Pause Project: Over a 5 year period we had identified that 49 women had had, between them, 205 children removed into care. In 2013, Pause was launched, with a small team helping women take control of their lives and develop new skills rather than focusing on individual presenting issues.
- Improving outcomes for Young Black Men: a 10 year programme to improve outcomes for young black men. Our approach brings the voluntary and community sector together with the statutory sector, young black men, parents and the wider community to develop solutions.
- Making Every Contact Count: There are a number of programmes that develop the ways we reach vulnerable people through making the most of the points of contact we have in the Council. An example of this is embedding Public Health (PH) into the Private Sector Housing service and developing a Private Rented Sector Network.

Key actions:

- Share learning from these programmes across the Council and partners to promote a culture which focuses on prevention and early intervention
- Share learning from local partners and from outside of Hackney
- Build on a recent series of pilots within the Council which focus on making sure that people’s experiences and needs are carefully considered as part of designing new services.

Enabling objective 2

Promoting a culture of inclusive leadership

Hackney was rated Excellent on the Equality Framework for Local Government in 2013, and was re-accredited in 2018. The recent re-accreditation identified strong leadership and organisational commitment to equality and diversity, which was championed by Members and senior leaders. However, the review identified the workforce strand as the area where the Council was potentially most at risk. The review acknowledged that the Council was already aware of the issues and plans to address this. The peer review provides us with additional impetus. We are adopting a dual approach, focusing on workforce diversity and also leadership culture. We see this as a way of tackling underlying and systemic issues that might drive inequalities as well as promoting a more inclusive and positive workforce.

Research has shown that having a demographically diverse workforce can help businesses to be successful, drive innovation and capture new markets. In the public sector having a diverse workforce is seen as a way of bringing in a diversity of experiences and perspectives to better meet the needs of residents and improve service. It is also seen as a way of tapping into and harnessing talent from across the whole community. Research reported in the Harvard Business Review also makes the case that a workforce which reflects a diversity of perspectives also supports innovation. Our research into leadership culture also suggests that by questioning traditional behaviour patterns and decision making structures we will be better able to identify the institutional change which is needed to tackle key inequalities.

Actions which promote a demographically diverse workforce and those which promote “acquired diversity” can also reinforce each other. By promoting a more inclusive leadership culture, the workforce may become more welcoming to people from different backgrounds as well as ensuring that, where a workforce is not demographically diverse, there is a culture which values and draws on a diversity of perspectives. By promoting a demographically diverse workforce, you are more likely to promote an inclusive leadership culture that draws on the perspectives of people from different backgrounds.

The key drivers for Hackney are:

- The under-representation of BME and disabled staff at senior levels
- The under-representation of disabled staff at all levels
- The variations in workforce diversity between different directorates
- Much lower rates of satisfaction amongst disabled staff and (to a lesser extent) for BME staff

Key actions:

We will deliver:

- a coherent well utilised organisational development programme promoting equality and diversity for staff and managers
- an ongoing communications campaign that sets out the Council’s overall approach and commitment to equality and cohesion, raises the profile of

specific equality issues and encourages behavioural and cultural change within the Council when needed

- support and guidance for managers to ensure they can manage disabled staff competently and confidently
- 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
- 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
- An equal pay audit for gender, ethnicity and disability