

London Borough of Hackney Equality Impact Assessment Form

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision making process.

All the information needed in this form should have already been considered and should be included in the documentation supporting the decision or initiative, e.g. the delegate powers report, saving template, business case etc.

Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.

The form must be reviewed and agreed by the relevant Director, who is responsible for ensuring it is made publicly available and is in line with guidance. Please note that it is your responsibility to send the completed form to your Director. If you are using the Google Form [here](#) please forward them the link you will receive via email after you press 'Submit'. Amendments can be made to submitted Google forms.

Detailed guidance on completing Equality Impact Assessments is available [here](#).

Title of this Equality Impact Assessment:

Equality Plan - consultation and engagement draft

Purpose of this Equality Impact Assessment:

To consider Equality Impacts of this consultation and engagement draft of the Equality Plan

Officer Responsible: *(to be completed by the report author)*

Name: Sonia Khan	Ext:5148
Directorate:Chief Executives	Department/Division: Policy and Strategic Delivery

Director:	Date:
Comment :	

PLEASE ANSWER THE FOLLOWING QUESTIONS:

STEP 1: DEFINING THE ISSUE

1. Summarise why you are having to make a new decision

In November 2022 Hackney adopted a new Strategic Plan at Cabinet and Council. An equality plan is needed to support the ambitions of the strategic plan and political priorities and consider these ambitions through an equality prism. The new Equality Plan will replace the existing Single Equality Scheme 2018-2022 and so we are at a key point of change in policy which requires consultation and engagement. It is, furthermore, a statutory duty to publish equality objectives, and consult on them. The new Plan includes a set of new issues that have, to date, generated a lot of community interest. Further engagement will help ensure our responses meet community aspiration and need. Consultation and engagement on the Equality Plan is therefore in part a legal requirement but also responds to community interest and builds on past practice.

The aim is to consult and engage residents on the Draft Equality Plan during August, September and October and to take back a final plan for agreement by Council on 29th November.

Before this begins, the Draft Equality Plan, the anti-racism action plan and the LGBTQIA framework are being presented for approval by Cabinet as a consultation and engagement draft.

Rather than present a fully worked up equality plan and consult on this, the July Cabinet paper presents a set of documents that are still at an open and developmental stage. This allows residents, partners and staff to shape them further. The plans are:

Appendix 1: an initial set of equality objectives at summary level, describing the objectives, why they are being proposed and an outline of key actions (a designed version will be used in consultation and engagement)

Appendix 2: the anti-racism action plan

Appendix 3: the LGBTQIA framework.

2. Who are the main people that will be affected? Consider staff, residents, and other

All staff, partners and residents are potentially affected by a new Equality Plan. .

Residents who are more likely to be impacted by the plan are those who are more likely to be discriminated or disadvantaged because of a protected characteristic:

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership status](#)
- [being pregnant or recently pregnant](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)

Another group are residents who are socio-economically disadvantaged. Socio-economic disadvantage could be about education, occupation, income, locality, housing or social class. There is no singular way to measure “social class.” Hackney’s approach considers income inequality and poverty, housing, skills levels and occupation. As there is no national measurement, we have to draw on academic research and qualitative insight. In this new plan, our focus is on the:

- 20% of households living in poverty which rises to 36% of households after housing costs are taken into account
- 48% of children who live in poverty
- People on low incomes in the private rented sector

In the Equality Plan, we have identified groups who are more vulnerable because of life experiences or life stages including:

- ex Armed Forces
- Care experienced people and care leavers
- Carers
- People with complex needs and long term conditions (they should also be included in the disabled group)
- Looked after children
- People going through the perimenopause / menopause
- Single parents
- Refugees and people who have an immigration status that makes them vulnerable

We also need to consider those who:

- are digitally excluded
- have higher levels of distrust in the state
- have been excluded by existing systems/ structures making it harder for their voices to be heard or for them to “take up the space.”

There is an objective in the Equality Plan focused on how we change as an institution and staff will be a key group to test this with, working closely with HR/OD. Again, we will focus on staff who are more likely to be discriminated against or disadvantaged because of a protected characteristic or because they are socio-economically disadvantaged or belong to one of the groups we have identified as being more likely to be vulnerable. We are particularly concerned about reaching non office based staff.

Key stakeholders who are also affected are:

- Community partners - who can support targeted resident / service user engagement
- Senior managers and partners responsible for delivery
- Thought leaders- think tanks, pressure groups, national equality groups
- Other Councils and associations

Public bodies must take action to tackle discrimination and disadvantage when it relates to a protected characteristic. We have to think about how we foster good relations between all groups. This is called “Due Regard.” Marriage and civil partnership only counts as a protected characteristic when we are thinking about discrimination.

Public Bodies are also expected to publish draft objectives and consult on them. This Equality Plan presents a set of draft objectives for consultation. We must also publish data about communities and workforce. This is also being updated as part of the development of this Equality Plan. This will be published along with the final document.

This is a summary of equality groups in Hackney:

Hackney population (from Census 2021)

- Hackney's population has increased by 5.3%, from around 246,300 in 2011 to 259,200 in 2021. This is lower than we expected and lower than the overall increase for England (6.6%), but comes after a previous decade of substantial growth. This is likely to be because the Census date was during the Covid-19 pandemic and Hackney's population may have been temporarily lower. We estimate Hackney's population to be closer to 280,941 which is the 2022 estimate based on population trend analysis.
- Hackney had a population density of 13,611 residents per sq km and it remains the 3rd most densely populated local authority after Tower Hamlets and Islington.
- Hackney has 106,100 households compared with 101,690 in 2011.

Age

- Hackney's median age is 32 which is younger than England and London. 50% of the population are aged from 22 - 45. This makes us a younger than average borough. Hackney's average age is, however, increasing at a faster rate than the England average, and the proportion of under 20s has decreased from 25.1% in 2011 to 23.5% in 2021.
- 7.9% of the population is over 65 now compared with 7% of the population in 2011 and we expect this age group to increase in the next ten years.

Ethnic diversity

- Hackney is a "super diverse" community, made up of many different communities and as a consequence, there are many groups whose population size may not be large, but whose needs we have to consider.
- 53.1% of Hackney residents identified their ethnicity within the 'White' category. The proportion of the population who identify as 'White' is largely consistent with London (53.8%) but is far below the average for England as a whole (81%). This is reflective of the relative ethnic diversity of the population of London and Hackney. The proportion of Hackney residents identifying as English/Welsh/Scottish/Northern Irish/British, has fallen from 36.2% in 2011 to 33.9% in 2021. This trend is also observed across London where the percentage decrease in the White British population is 11.72% and England, where it is 8.26%.
- The second most common ethnic group category in Hackney after "White" is 'Black', with 21.1% of Hackney residents identifying in this category. Hackney has a significantly higher proportion of residents who identify as 'Black' than the average for both London and England where the figures are 13.5% and 4.2% respectively. Hackney's Asian population is 10.37% which is significantly less than the average for London (20.7%) but is more in line with the average for England (9.6%). Census data does not give us an accurate % for the Turkish population and we will do more work to develop an accurate estimate. 2% of the population wrote in Turkish as an identify, 3.3% gave Turkey as their place of birth. Others will have identified themselves under other categories such as Other White.
- Hackney is also home to distinct ethno-religious groups:

- People of the Jewish faith make up 6.7% of the population which is much higher than London (1.7%) and England, (0.5%). This community is largely made up of Orthodox, or Charedi Jewish people who mainly live in the North East of the borough. We understand this is likely to be an underrepresentation of the current population. We will do more work to develop an accurate estimate.
- Many Kurdish people from Turkey live in Hackney and Haringey. The majority of Turkish-speaking residents belong to the Sunni sect of Islam, with most Kurds are Alevi who make up about 1% of Hackney's population. There are also a small number of Kurdish Christian.
- An estimated 89 languages are spoken in Hackney. The top 10 preferred languages in Hackney are: English (80.1%), Turkish (3.2%), Spanish (2%), French (1.3%), Portuguese (1.3%) Yiddish (1.3%), Italian (1.2%), Polish (0.9%), Bengali (with Sylheti and Chatgaya) (0.8%) and Gujarati (0.6%).

Religion and belief

- In the 2021 36.3% in Hackney stated they had 'no religion'. This was 9.2% above the London average but around the same as for England as a whole.
- Just under a third of Hackney residents identify as Christian (30.7%), 10% lower than for London, and 15.6% lower than in England as a whole.
- Hackney has a considerably higher proportion of Muslims (13.3%) than England as a whole (6.7%) but slightly lower than the London average (15%).
- Hackney has considerably more people of the Jewish faith (6.7%), which equates to an estimated 17,426 people, compared with London (1.7%) and England, (0.5%). This community is largely made up of Orthodox, or Charedi Jewish people who mainly live in the North East of the borough. As described above, this is likely to be an undercount and we need to work with the Charedi community to address this. The Census did not distinguish between Orthodox, and Non-Orthodox Jewish people so all are categorised as 'Jewish' in the Census.

Economy (from ONS Business Register 2019_)

- Hackney has experienced rapid economic growth. Our business base has more than doubled since 2010, when we had 10,450 businesses, to 22,560 businesses in 2019. The vast majority of our businesses (99.8%) count as small and medium size businesses which means they have less than 250 employees.
- Nationally 72% of businesses reported they had some form of concern for their business for October 2022.

Children and maternity (Health Needs Assessment for the population 0-19 in Hackney and the City of London 2022)

0-5

- The infant mortality rate is 3.5 per 1000 births which is in line with London and England. Nationally children from the Black ethnic group have the highest rates of stillbirths and infant deaths, with babies from the Asian ethnic group consistently the second highest.
- 69.6% of reception pupils in Hackney schools are achieving a good level of development by the end of their first school year. This has remained at around the same level for the last 5 years and is lower than London (74.1%) and England (71%). Nationally, there is a noticeable gap between children who receive free school meals and all other children. Gaps are also visible among ethnic groups, with the proportion of children from Asian (69%) or black (70%) backgrounds

reaching 'a good level of development' lower than for those from white (72%), mixed (73%) and Chinese (74%) backgrounds (152).

5-19

- Hackney's average "Attainment 8 Score" is 54 which is the same as London and higher than England (50.9). Although attainment has improved over the last 5 years, students on free school meals, Turkish Kurdish Cypriot pupils, Caribbean pupils (boys) and Orthodox Jewish pupils face inequalities in outcomes. (Department of Education data for 2021).
- In 2018/19, 44 young people from Hackney were permanently excluded from school which equated to a rate of 0.13 of the whole school population, which exceeded both national (0.1) and regional (0.07). Some children are significantly more likely to be excluded from school - boys, children from black and mixed heritage backgrounds, children from gypsy traveller backgrounds, children with special educational needs, children in receipt of free school meals, children from single parent families and looked after children
- Fewer than one in 100 Hackney children have informal or formal contact with the Youth Justice System each year which is a low rate for first-time youth offending rate at 141 per 100,000 of the 10-17 population. In 2020/2021, the Hackney YJS cohort was 84 percent Black, Asian or minority ethnic, while the general Hackney population of under 19s was 62 per cent. They accounted for 83 percent of custodial sentences in 2021/2022 (six children).
- By year 6 (10-11), 40% of children (at 10-11 years old) are overweight. Higher rates are observed for black and global majority children living in more deprived neighbourhoods, boys and nationally for disabled children.

Complex needs

- Out of nearly 2000 homeless approaches from single people, nearly 60% declared multiple needs -mental health, physical health needs, substance misuse and domestic abuse (from service data)
- City & Hackney has the fifth highest rate of psychotic and bipolar disorders in England, with 4,500 on the Serious Mental Illness register and 11,000 people diagnosed with a personality disorder (linked to childhood abuse and neglect). (from Hackney JSNA)

Older people (From Ageing Well Strategy 2020)

- Nearly two thirds of older people in Hackney live in social housing, 22% higher than the borough average while 7% live in the private rented sector but this is expected to increase in the future.
- Hackney has proportionally more older people of White British and Black Caribbean origin, but fewer from Other White, Asian or Black African communities.
- The income deprivation affecting older people index for Hackney indicates that 40% of older people in Hackney are living in income-deprived households.
- Hackney and the City had 1450 people aged 65 and over living with Dementia in 2019. We expect the numbers to increase by 46% to over 2120 by 2030.

Life expectancy

- Life expectancy in Hackney from birth is estimated in 2018-2020 to be 84 for women and 79 for men. Women's life expectancy has increased from 2001 from 80 and men's from 74 so there's a slightly larger increase for men, although the trends have broadly similar trajectories. Life expectancy is lower in areas with higher levels of income deprivation and disability. (From Public Health England)

- Hackney's residents have a higher under 75 mortality rate from all cardiovascular diseases than the London and England average (85.2 per 100,000 residents) (From Public Health England)
- 7% of deaths of people over 30 can be attributed to air pollution in Hackney. This is similar to neighbouring boroughs, Tower Hamlets and Islington but is slightly lower than London as a whole and is 2% higher than England. In London communities which have higher levels of deprivation, or a higher proportion of people from a non-white ethnic background, are more likely to be exposed to higher levels of air pollution (2019 Air Pollution and Inequalities)

Economic well being (ONS)

- Average pay in Hackney is higher than London. Women's weekly full time average is now lower than men's having been higher 5 years ago (ONS annual survey). 22% of residents are low paid (two thirds of average hourly income), compared with 20% in London.
- Hackney's **out of work claimant count has come down to 5.2%** (11,395 people) in July 2022 from just under 9.7% (20,000 people) in March 2021, **but this is still much higher than pre pandemic**- last time the rate was this high was 2012. This is also higher than London and 18-24 year olds and over 50s are particularly affected.
- Hackney saw a 108% increase in housing prices in the ten years to 2021, which is a faster rate than anywhere in London (UK Land Registry data)
- One third of residents live in private rented housing. A three bedroom property in Hackney is £2280 in rent which is £500 per month or more above the London average (ONS data used in this London Rents Map)

Poverty and housing need (2022 Poverty Reduction Framework)

- **1 in 3 households in poverty after housing costs:** Just under 20% (17.9%) of Hackney households live in poverty before housing costs and this rises to over a third (36.3%) after housing costs - Hackney is ranked the third highest out of all London boroughs for poverty after housing costs. This represents 39,000 households.
- **Almost half of children in poverty after housing costs:** In 2021 it was estimated that 48% of children in Hackney were living in poverty after housing costs. This represents just under 28,000 children. . Child poverty affects all age groups but especially younger families with children aged under 10 and larger families with more than two children.
- 1329 households are homeless and a further 3668 households are threatened with homelessness or in temporary accommodation.
- In Hackney and across London, the average household size has increased since 2001 as the rate of growth in the household population has exceeded the rate of household growth. The increase in household size may in parts be linked to affordability constraints which will have resulted in younger people increasingly living with family or friends (i.e., in larger households). 13,475 households are considered to be overcrowded.

Community relations (2022 Household Survey)

- 65% of residents are satisfied with Hackney Council, down from 68% in 2018 and 74% in 2013.
- 67% of residents say that they have trust in the Council compared with 73% in 2018. Social renters and Black residents are significantly more likely to give negative responses to all these questions.
- 85% of residents feel they belong to the area.

- 75% feel their local area is a place where people from different backgrounds get on with each other.
- 86% (down from 90% in 2018) feel it is important for people from different backgrounds to get on well with each other.

Safety (2022 Household Survey)

- Being worried about being a victim of a crime has decreased significantly since 2018 for all types of crimes (e.g. knife crime is down from 55% in 2018 to 36% in 2022, but women and Global Majority ethnicity residents remain more likely to be worried about some types of crime.

Key inequalities in the workforce

Workforce profile (2019-2021)

- Of the top 5% of earners
 - 3% are disabled up from 2.2% compared with 5.2% of the workforce
 - 25.7% are from black and global majority groups up from 21.5% compared with 51.7% of the workforce
 - 6.5% are LGBTQIA which is about the same and compared with 3.5% of the workforce
 - 55% are women up from 50% and compared with 54.6% of the workforce - 55% from
- 50% of staff feel senior management is committed to inclusivity and this is up from 38% in 2018.
- 76% of staff feel Hackney Council is committed to Equality in principle and 62% of staff feel Hackney Council is committed to Equality in practice and although both have reduced since 2018, the gap has narrowed. The rate is lower for Black Staff (56%), disabled staff (49%), staff with caring responsibilities (54%), lesbian or gay women (57%), lowest for those who prefer not to say (46%), and people with secular beliefs (48%). Across all equality groups, when people choose the “prefer not to say” option they are more likely to rate the Council’s commitment to Equality more poorly,

STEP 2: ANALYSING THE ISSUES

3. What information and consultation have you used to inform your decision making?

The Equality Plan has been informed by:

Review of 2018-22 priorities - progress and impact

Insight Community impact assessment - pandemic and cost of living / poverty

Analysis of equality issues that was carried out when we developed the 2002-26 strategic plan

Data Population data,

Insight including existing residents’ survey; young futures, aging well, trust and confidence in policing

Existing / emergent frameworks- anti-racism action plan and LGBTQIA framework, Health and Wellbeing Strategy and Poverty Reduction Framework

Continuous learning - eg child q review response and engagement

Equality Impacts

4. Identifying the impacts

4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

The Equality Plan is intended to ensure that:

- Everyone across the system is working together towards a common set of outcomes and intermediate outcomes.
- We are tracking progress against intermediate outcomes and regularly assessing if these are making a difference on our long term outcomes.
- We are taking action to embed equality, diversity and inclusion into service design, delivery and practice.
- We are taking action to ensure an open and humble and anti-racist leadership style
- We are taking action to ensure that the workforce reflects the diversity of Hackney's population at all levels and are working towards a common set of measures of success.
- We are tracking progress against these measures of success and our workforce is becoming more reflective of the diversity of the community at all levels.

The Equality Plan is intended to achieve the following objectives:

Working with communities to:		
<u>1. Tackle inequality at every life stage</u>	<u>2. Tackle Poverty and support people to thrive</u>	<u>3. Celebrate, value and serve diverse communities</u>

<p>More disadvantaged groups will face greater inequality. There is also proven bias in the system that may impact negatively on these same groups. As people get older, they can become more disadvantaged. We see inequality of outcome at every life stage: Pregnancy, School readiness, Key Stage 4 (GCSE), Leaving school, Employment, Parenthood, Caring and Old age</p> <p>When people face difficulty they can also experience inequality or unfair treatment. Examples include- Assessment of additional needs, Exclusions, Entering the criminal justice system, Unemployment, Eviction, Debt and Illness.</p> <p>We need to ensure that we identify children's needs as early as we can to improve life chances.</p> <p>We need to take preventative action at every life stage, working across the whole system. We need to be specific to needs and intersectional in the way we work.</p> <p>We need to make it easier for residents experiencing difficulties in life to get help early. This should be in community settings so we prevent crisis points and needs becoming more complex.</p>	<p>Poverty and socio-economic disadvantage are the main causes of inequality.</p> <p>We are in a cost of living and housing crisis, wage levels have stagnated and there is greater job insecurity. For people who were already in poverty, it is getting worse. Other groups are falling into difficulty. Many more people are living in more insecure and precarious situations. This is leading to growing inequalities. This affects the whole community.</p> <p>We will: Take action in line with our Poverty Reduction Framework, 2022. This strikes a balance between the immediate needs of people in poverty today and thinking about what we need to do to prevent poverty in the future. Support people to thrive. Tackle education inequalities and support people into employment. Take action to make sure the local economy benefits local people. Take action to promote wellbeing and tackle health inequalities. A lot of what needs to change is outside of our control. This includes responding to the housing crisis. What we can do is very limited.</p>	<p>Hackney's diverse, dynamic and changing population is what makes Hackney feel unique. It gives different areas their unique sense of identity.</p> <p>There is, however, a risk that the very communities that helped create a sense of place are excluded and marginalised.</p> <p>Hackney is a cohesive borough but the community and community organisations are under strain.</p> <p>Although there is a high level of trust in the population overall, this is much lower for Black and Global majority residents and social housing tenants. We need to put residents and communities first, thinking about underserved communities.</p> <p>We will take action to: work with residents so they help shape our plans through effective engagement and collaboration.</p> <p>Develop partnerships with communities and community organisations. They can help us support communities and build trust and confidence in the state.</p> <p>Promote tolerance and stand up for groups who have become the scapegoats in current public discourse. Break down barriers that limit our reach, like language barriers. Develop a segmented, targeted and intersectional approach to community needs.</p>
---	---	--

4. Take action to develop the leadership and management culture and ensure workforce diversity at all levels. This is so we can better meet the needs of residents.

Some groups are more likely to face inequality and experience poor outcomes and to live in poverty. But groups don't happen to be more disadvantaged by chance. The origins of structural disadvantage are related to prejudice and discrimination. This is historical and current. It is deeply embedded into societal structures, including public institutions.

As well as taking action to tackle key inequalities and disadvantages in communities, we need to change as an institution.

We want this change to happen across the system that residents come into contact with. So this is not just about the Council. It is about statutory partners, the voluntary and community sector, local businesses and employers. It is about representative and participatory structures and boards and committees.

There is good practice in progress across the system. We will lead by example and bring partners together to support change.

We will take action to:

- develop a more inclusive leadership, management and governance culture.
- ensure that there is workforce diversity at all levels
- work with others across the system to embed a more inclusive, humble, anti-discriminatory mindset. This needs to be embedded into culture, service planning, practice and accountability. This is the only way we will stop repeating the patterns of failure. This is a failure of public service that is linked to unchecked bias, prejudice, ignorance, stereotyping. This unfair treatment can have a devastating impact on people's lives. It is a waste of resources and of talent.

We to develop a workforce that:

- understands what being inclusive, humble, anti-discriminatory, anti-racist and trauma informed means.
- is confident working with communities
- can operate in a no blame culture, but also knows that bias, prejudice, ignorance, stereotyping will not be tolerated.
- leads and works as a system- from a resident / borough not service perspective
- understands Hackney's diverse communities and is aware of the impact of poverty
- reflects the diversity of Hackney, at all levels
- can collaborate with communities, co-designing long lasting solutions

4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

The negative impacts at this stage are that we do not consult and engage the groups identified at 3 who are more likely to be affected by the plan.

This will mean that we are not capturing the issues and insights to inform the final Equality Plan and that the final Equality Plan will not include the right priorities.

STEP 3: REACHING YOUR DECISION

This consideration has informed why we are sharing a set of plans that are still at an open and developmental stage. This allows residents, partners and staff to shape them further.

This will be through open engagement about the objectives. It will also be through a more thematic exploration of specific areas of work. Through this, we will be developing a much richer evidence base of need during this time. These insights will directly inform the more detailed Equality Plan which will be presented to a meeting of the Council later in the year.

We will ask:

- Have we got the objectives right?
- Are the priorities the right ones? What actions are missing? What groups are missing?
- What do you think the council needs to do differently to tackle inequality of outcomes? Is there something we could learn from your community?
- What new solutions do you want to see? What good practice are you aware of or progressing?
- How can we best involve residents in shaping solutions and holding us to account?

We will adopt a range of methods to engage with residents, partners and staff:

<p>Sense check if we have got the objectives right and if we are explaining them in an accessible and relevant way</p> <p>Test if priorities are the right ones and understand what is missing?</p> <p>Share the groups we are planning to focus on and identify if any groups are missing</p>	<p>Online consultation / paper surveys (limited)</p> <p>Resident Focus groups - open and targeted (from Hackney Matters Panel and targeted)</p> <p>Staff Focus groups - open and targeted</p> <p>Community Partners - service providers</p> <p>Community partners - to help reach residents</p> <p>Statutory partners</p>
<p>Share the context for this work, the challenges and constraints and role of the Council, partners and residents</p> <p>Gather new insight about what is driving inequality, that helps us develop a shared understanding of inequality</p> <p>Take a strength based approach to understand what is working and is valued in tackling inequality and identify new ideas and solutions</p>	<p>Resident Focus groups - open and targeted (from Hackney Matters Panel and targeted)</p> <p>Staff Focus groups - open and targeted</p> <p>Saff networks and inclusive champions</p> <p>Community Partners - service providers</p> <p>Thematic deep dive co-production sessions on specific areas of the Equality Plan and the anti-racism Action Plan and LGBTQIA framework.</p>

<p>Develop specific thematic areas of work with those who face inequality or discrimination</p> <p>Help us develop richer deeper links into communities with insights, actions and ideas to share</p> <p>Help us develop more ongoing ways to involve partners and residents in working with us to help us tackle inequality and provide critical challenge and accountability - learning from existing approaches.</p>	<p>We will draw on existing engagement activity to help us deliver the targeted and thematic sessions. We will develop a full engagement plan.</p>
---	--

The alternative would have been:

To only do what was statutorily required and develop draft objectives and consult on these without developing the more detailed plans that flow from these objectives.

To develop a full equality plan and consult rather than undertaking a more detailed engagement exercise

This options were rejected because:

- We are unlikely to reach beyond those most likely to respond to consultation documents and to reach the residents most impacted by inequality, if we only consult
- The Council is committed to putting residents first and co-designing solutions with residents because we want to develop the right responses; to tackle inequality effectively, we need to engage residents with lived experience who can share their insight into what is driving inequality and what needs to change.
- Trust and confidence in the Council is low for some groups including black and global majority residents and social housing tenants. These are groups who face greater inequality and can be poorly served by statutory services. We need to adopt an engaging approach that builds trust and confidence.
- Tackling inequality is an issue that attracts public interest and scrutiny from a wide range of stakeholders and and we want to create the right engagement to respond to this interest and invite ideas
- We want to ensure that we reach residents who are more likely to be impacted by the Equality Plan so that they can provide comments and ideas on the plan overall, and engage with the shaping of new ideas and solutions. These are residents who are more likely to be discriminated against or disadvantaged because of a protected characteristic or because they are socio-economically disadvantaged or belong to one of the groups we have identified as being more likely to be vulnerable. This will include residents who the Council struggles to reach through universal or traditional methods including those who are digitally excluded, have been excluded underserved by Council services and excluded by existing systems and structures making it harder for their voices to be heard or for them to “take up the space.” These groups will inevitably have higher levels of distrust in the state.

STEP 4 DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

6. Equality and Cohesion Action Planning

Please list specific actions which set out how you will address equality and cohesion issues identified by this assessment. For example,

- Steps/ actions you will take to enhance positive impacts identified in section 4 (a)
- Steps/ actions you will take to mitigate against the negative impacts identified in section 4 (b)
- Steps/ actions you will take to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing the policy team (equalityanddiveristy@hackney.gov.uk).

All actions should have been identified already and should be included in any action plan connected to the supporting documentation, such as the delegate powers report, saving template or business case.

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones	Lead Officer
1	To adopt a range of methods to reach resident and staff groups who are least likely to engage with the plan.	To carry out detailed engagement as outlined above.	We want to reach a wide range of residents that reflects the diversity of Hackney and specifically from the groups who are least likely to engage with the plan.	By Nov 2023 when the final plan is adopted	Sonia Khan Emmie Bathurst

2					
3					
4					
5					

Remember

- Assistant Directors are responsible for ensuring agreed Equality Impact Assessments are published.
- Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.
- Make sure that no individuals (staff or residents) can be identified from the data u