

Hackney's Equality Plan 2024-26

Scrutiny January 2024



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Agenda

1. The Equality Plan 2022 - 2026: purpose & development
2. Consultation & Engagement process
3. Equality Plan 2022-2026: objectives
4. Anti-racism action plan
5. LGBTQIA framework



Equality Plan 2024 - 2026

We have published a **summary** of our new **Equality Plan for 2024-2026**. The consultation and engagement period is intended to develop insight which will help determine the full plan.

Input into this consultation period has been invaluable. Beyond establishing whether we have the right objectives, it is supporting us to identify how to achieve them and how we can be held accountable for them.



Who the Equality Plan is for:

There are **9 protected characteristics** covered by the Equality Act



Age



Sex



Pregnancy or
maternity



Disability



Religion or
Belief



Sexual
Orientation



Race



Gender
Reassignment



Marriage & Civil
Partnership*



Hackney **also recognises social and economic disadvantage and social class** as a key driver of disadvantage and seek to address it within an equality framework

The **new plan identifies additional groups who are vulnerable** due to life experiences including:

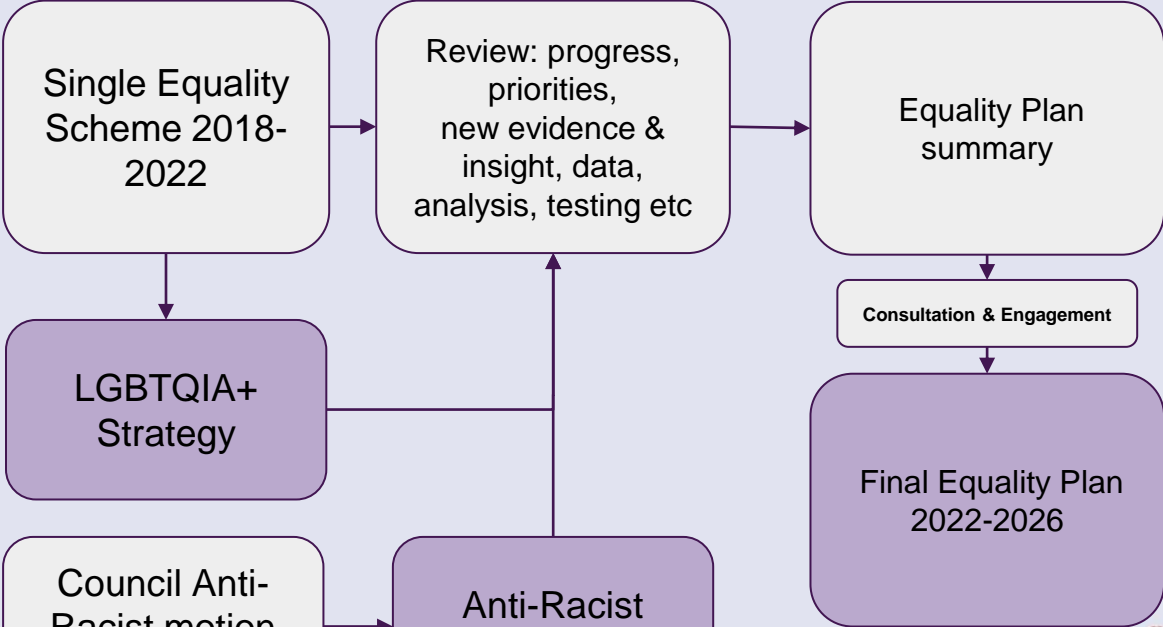


- looked after children, care experienced people & care leavers
- single parents
- Refugees and people who have an immigration status that makes them vulnerable
- Small population communities e.g. ex Armed Forces
- people with multiple interconnected challenges (“complex needs”)
- People experiencing menopause



* Only covers unlawful discrimination

Development

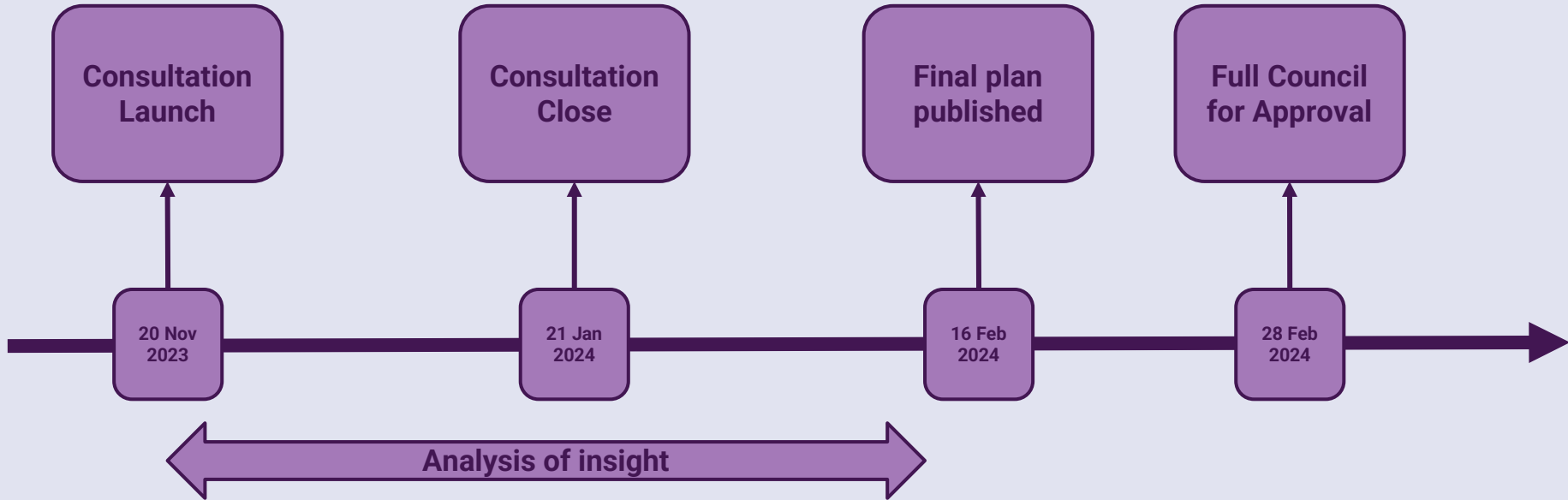


Creating a plan which


- is flexible
- allows us to adapt to changing circumstances
- which encourages learning and
- focusses on transformative work.



Timeline



Building on what we know about key inequalities- summary

age	Ageing Well Strategy 2020 0-18 health needs assessment March 2022 includes maternity Young Futures	religion or belief	Ethnic Group, National Identity, Language and Religion Profiling the needs of faith communities - needs updating
disability	Disability and Health 2021 Census data Needs assessment started	sex	Needs of women and girls - needs updating and to look at key inequalities for men
gender reassignment	LGBTQIA data digest	sexual orientation	LGBTQIA data digest
pregnancy and maternity	0-18 health needs assessment March 2022 includes maternity	socio-economic	Poverty Reduction Framework 2023 -sets out key inequalities and cumulative impacts Hackney Economic Profile Indices of multiple deprivation Housing Strategy (not yet published)
race	Draft anti-racist action plan Inequalities for black children and young people Inequalities in the Turkish Kurdish community (not published) Understanding the needs of vulnerable migrants -		

Equality Plan Objectives

Working together with partners and communities to:

Tackle inequality at every life stage

Build prosperity and wellbeing

Celebrate, value and serve diverse communities

Take action to develop the leadership and management culture and ensure workforce diversity at all levels



[Equality Plan Summary](#)

2. Build prosperity and wellbeing

Why This Matters:

Poverty and socio-economic disadvantage are the main causes of inequality.

We are in a cost of living and housing crisis, wage levels have stagnated and job security is eroded. Poverty is entrenching and more people are falling into difficulty or living in increasingly insecure and precarious situations in the borough. This is leading to growing inequalities. An unequal place affects everyone and has been proven to lead to greater mental health difficulty. A lot of what needs to change is outside of our control. What we can do is very limited.

We need to ensure we are proactively taking actions to build prosperity, wellbeing and to tackle poverty, and taking positive action to ensure that all residents benefit.

What this looks like:

- 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.
- 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 and we need to be honest about what we can achieve.



3. Celebrate, value and serve diverse communities

Why This Matters:

Hackney's diverse, dynamic and changing population is what makes Hackney so unique and gives different areas their unique sense of identity. The very communities that helped create a sense of place could now be excluded and marginalised.

Hackney is a relatively cohesive borough but the community and community organisations are under strain. There is a relatively high level of trust overall in the Council, although this is much lower for Black and Global majority residents and social housing tenants. We need to put residents and communities first, pay attention to and consider underserved communities, and ensure residents have opportunities to shape our plans through effective engagement, co-design and co-production.

What this looks like:

- Develop partnerships with communities and community organisations to better support communities and build trust and confidence in the state.
- 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
- Greater opportunities for co-production and embedding approaches to place based working
- Revised engagement principles, including establishing more consistent ways of engaging residents on equality issues on an ongoing basis



Anti-racism Action Plan Objectives

Working together with partners and communities to:

Tackle racial inequality at every life stage, by taking protective, preventative and positive action

Build prosperity and wellbeing, ensuring a focus on racial inequality

Embed anti-racism into service plans and practice

Celebrate and serve diverse communities and value the contribution they make

Change as an institution: the leadership and management culture and diversity of leadership



[Anti-racist Action Plan Summary](#)

LGBTQIA+ Strategic Framework Aspirations

Theme	Hackney Council Aspires to...
<ul style="list-style-type: none"> ● Accessibility & Service Provision 	<p>...ensure LGBTQIA+ people are able to access services that meet their needs where they are listened to, understood, and taken seriously without judgement</p>
<ul style="list-style-type: none"> ● Intersectionality 	<p>...recognise and celebrate the diversity of our LGBTQIA+ communities, paying attention to those who are often least heard and represented</p>
<ul style="list-style-type: none"> ● Demographics & Data 	<p>...improve our knowledge of our LGBTQIA+ communities through responsible data collection and use this information when planning services</p>
<ul style="list-style-type: none"> ● Informed Allyship 	<p>...be visible allies, open to learning and reflection, working in coalition with residents and organisations to promote LGBTQIA+ rights</p>
<ul style="list-style-type: none"> ● Participation & Engagement 	<p>...empower LGBTQIA+ people in Hackney to be able to influence the council on matters and policy that affect their communities</p>
<ul style="list-style-type: none"> ● Community Resilience & Belonging 	<p>...be a place where LGBTQIA+ people feel free and safe to express themselves with opportunities to connect with others</p>



[LGBTQIA Strategic Framework Summary](#)

