# Hackney's Equality Plan 2024-26 Scrutiny January 2024



# Scrutiny January 2024

### **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.



### The purpose of the Equality Plan:

The new Equalities Plan will sit alongside the 2022-2026 Strategic Plan and aims to:

- Be a flexible, iterative and responsive plan which can adapt to changing circumstances
- Help us understand what the key inequalities in outcomes are, what causes them, and what actions we can take to address them
- Explore the many strengths of our diverse communities, and ensure we're not just meeting needs but enabling communities to thrive
- Encourage us to be more thoughtful about how we listen to residents and learn what they think about us and about where they live; and how we can use what we learn to make our services better and more accessible

- Make sure that when we have to make difficult decisions around finances or services we have the potential impact on diverse communities at the heart of each decision
- Identify the proactive actions needed and what needs to become business as usual and be embedded into service design, delivery and practice
- Consider the changes we need to make in our workforce so that our own workplace culture is open, reflective and culturally humble



# 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



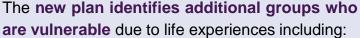
Race



Gender Reassignment



Marriage & Civil Partnership\*





- 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



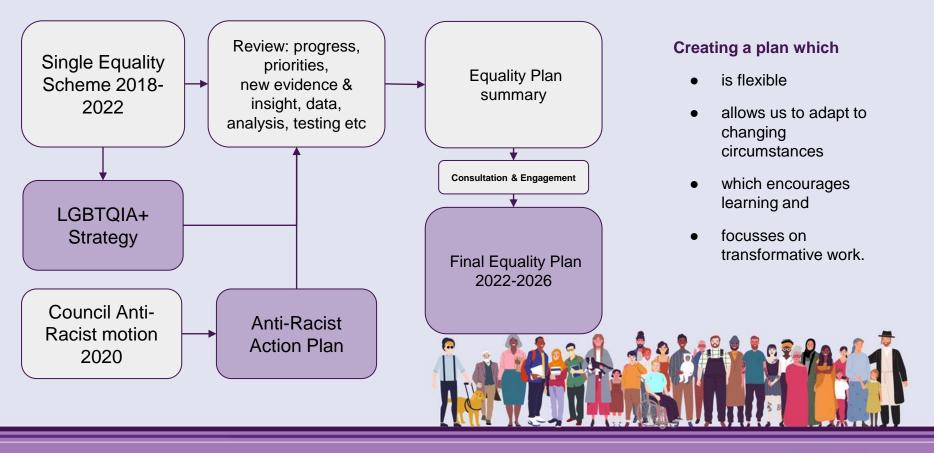
Hackney also recognises social and economic disadvantage and social class as a key driver of disadvantage and seek to address it within an equality framework



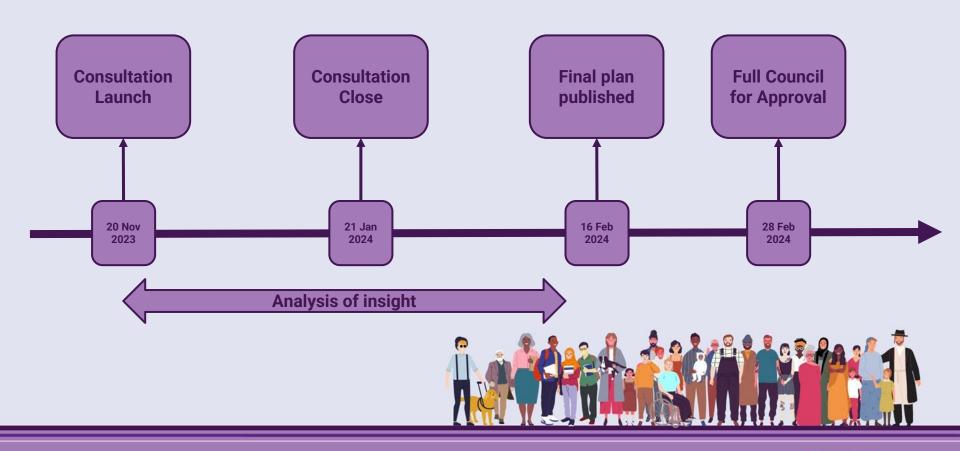


<sup>\*</sup> Only covers unlawful discrimination

# Development



### Timeline



# Under development

We are also developing a full equality needs analysis to build on high level data about key inequalities and informing performance management metrics. This seeks to go beyond traditional public sector analysis which concentrates on individual and community barriers and factors:

- Cultural and community
- Individual and family factors

And will also help us understand drivers of inequality in the wider societal context:

- Poverty and socio-economic inequality
- Institutional, societal and systemic discrimination
- Lack of trust between the community and state
- The impact of trauma

To do this effectively and meaningfully, we need to think forensically about what is driving inequality and the experiences and status of different groups rather than generalise issues.



### 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 -		



### Building on what we know about key inequalities- illustrative

Languages	Ethnic Group, National Identity, Language and Religion Thematic insights from recent workshop on English Language barriers 2023 Translation and Interpretation Review Report
Digital	Digital exclusion - key groups and barriers 2021
Trust and confidence in council	Young Futures Ageing Well Improving outcomes Poverty Reduction Framework LGBTQIA data and insight Child Q review related work Kings Park moving together insight



# Consultation & Engagement

Online consultation	Take part in the online survey from 20th November - 21 January 2024 <u>Click to go to consultation</u>
Signposting	Share the survey link and consultation & engagement opportunities with your networks
Convened	Attend an existing focus group convened by Hackney Council which will explore the plan in greater depth
Collaborate	Run your own group to explore the plan in greater depth. This could be with an existing group, during an upcoming activity or event
Submit existing insight	If you have insight from your current work which responds to the <a href="mailto:exploratory questions">exploratory questions</a> , submit it directly before 21st January.

research@hackney.gov.uk



# Qualitative insight questions

- 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?
- You are also invited to share your views on the LGBTQIA strategic framework and anti-racism action plan.



### Online Consultation Questions

- 1. To what extent do you agree or disagree with the following statements:
  - a. I think this objective will help us tackle inequality
  - b. I think the proposed activities will help achieve these objectives

[Scale: Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

- 1. Is there anything you would like to add or change about this objective?
- 1. What should the council be doing differently in order to tackle inequality?



### **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** 



### 1. Tackle inequality at every life stage

### Why This Matters:

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

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.

- Ensuring that we identify children's needs as early as we can to improve life chances.
- Taking 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.
- Making 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.



### 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.

- 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



### 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.

- 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



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

#### Why This Matters:

Some groups are more likely to face inequality and experience poor outcomes and to live in poverty. Groups don't happen to be more disadvantaged by chance. Structural disadvantage is rooted in prejudice and discrimination that is both historical and current and deeply embedded into societal structures, including public institutions.

We need embed a more inclusive, humble, antidiscriminatory mindset into culture, service planning, practice and accountability. This is so we stop repeating the patterns of failure that lead to differential treatment because of unchecked bias, prejudice, ignorance, stereotyping which leads to unfair treatment which can have a devastating impact on people's lives and is a waste of resources and of talent.

- Developing a workforce which is confident, collaborative, resident-focussed, inclusive, humble, anti-discriminatory, anti-racist and trauma informed
- This needs to be embedded into culture, service planning, practice and accountability. To support this we will update or develop guidance and toolkits:
  - Language and communication
  - Embedding equality and anti-racism into commissioning and procurement guidance
  - Participation and engagement
  - Developing our understanding of specific communities
  - Refreshed approach / toolkit to reaching diverse communities and working intersectionally
  - Informed Allyship, Inclusive leadership and cultural humility



### **Accountability**

#### Metrics and governance established to ensure:

- Everyone progressing actions are 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.

#### To support this it is proposed that:

- A delivery group of senior officers is established
- There are sessions led by the lead Cabinet Member with Cabinet leads and senior officers to review progress and impact.
- The Council's Corporate Leadership and Cabinet will jointly consider progress on a six monthly basis.
- An annual report on progress against this plan that is resident facing and in an accessible form
- There is critical challenge from residents in holding us to account.
- We will ask formal partnerships and partners to commit to working towards a shared approach to tackling key inequalities.



# 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	
Accessibility & Service     Provision	ensure LGBTQIA+ people are able to access services that meet their needs where they are listened to, understood, and taken seriously without judgement	
<ul> <li>Intersectionality</li> </ul>	recognise and celebrate the diversity of our LGBTQIA+ communities, paying attention to those who are often least heard and represented	
Demographics & Data	improve our knowledge of our LGBTQIA+ communities through responsible data collection and use this information when planning services	
<ul> <li>Informed Allyship</li> </ul>	be visible allies, open to learning and reflection, working in coalition with residents and organisations to promote LGBTQIA+ rights	
Participation & Engagement	empower LGBTQIA+ people in Hackney to be able to influence the council on matters and policy that affect their communities	
Community Resilience &     Belonging	be a place where LGBTQIA+ people feel free and safe to express themselves with opportunities to connect with others	

LGBTQIA Strategic Framework Summary



### Links

Equality Plan - Show & Tell 1st December

- → Summary Slides
- → Detailed Summary
- → Watch Show & Tell

Anti-Racism Plan - Show & Tell 8th December

- → Summary Slides
- → Detailed Summary
- → Watch Show & Tell

LGBTQIA+ Strategic Framework- Show & Tell 15th December

- → Summary Slides
- → Detailed Summary
- → Watch Show & Tell

