Single Equality Scheme for Hackney

2018 - 2022

Contents

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[1], 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 of five Mayoral priorities for Hackney's Mayor, elected in 2016 and re-elected in 2018.

> " Tackling inequality needs to be business as usual

---

[1]   2001 Census Population Estimate is 202,824 compared with 2016 mid year estimate of 273,200

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. This is a consultation draft which we would now like to develop further with residents and partners. Over the next few months we will invite views in an online survey and also in focus groups and meetings.

I welcome your challenge and insights so we can make sure that this scheme reflects a very broad range of equality issues and solutions.

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

1. Introduction

"Tackling Inequality" has been the first of five Mayoral priorities for Hackney's Mayor, elected in 2016 and re-elected in 2018.

This means that we need to consider how we tackle inequality in all Council services and this 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 for 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 group 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 against because of who they are, for example gender, 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" in the place of "sex" as we consider it to be a more familiar term, that is more inclusive of different identities.

We use "ethnicity" in place of "race" for the same reason. We use "gender identity" instead of "gender reassignment" as it is more inclusive of all identities which come under the transgender spectrum.

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.

3. Adopting a new vision for the borough

The Single Equality Scheme is informed by the Council's new vision for the borough, as expressed by a new Community Strategy.

This strategy sets out the Council's over-arching 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.

> **%** The Council carried out a major engagement exercise, 'Hackney a Place for Everyone' and heard from **4,500 residents and businesses**

Partner 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 Hackney, our Government grant has shrunk from £310m in 2010/11 to £184m this year (2018/19) - and by 2019/20 it is expected to be just £170m - 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[2].

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[3], and in July 2017, 6,285 people were claiming Personal Independence Payments[4]. 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[5].

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.

---

2   ONS Mid-Year Population Estimates 2015

3   Department for Work and Pensions, November 2016

4   There may be some overlap due to incompatible data

5   ONS Census, 2011

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[6]. 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.

% Hackney is the **sixth most diverse borough** in London

6   Mayhew population estimate, 2011

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.

Faith

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.[7]

Gender

There are slightly more females than males currently living in the borough (50.2 % to 49.8 %)[8].

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.[9]

Pregnancy and maternity

7   2011 Census

8   ONS, Mid-Year Population Estimates 2015

9   Written evidence submitted by GIRES to the Transgender Equality Inquiry Author,

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[10].

In some parts of Hackney fertility rates are amongst the highest in London, particularly in certain wards in the north-east of the borough[11].

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 %.[12]

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 %.[13]

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).[14]

> " Our ongoing challenge is to ensure children from all backgrounds perform equally well

2016

10   ONS, Live Births by Area of Usual Residence, 2015

11   GLA Datastore, Births and Deaths by Ward, 2014

12   Hackney Profile 2018

13   Hackney Profile 2018. This is the first year that we are using the new measure at Key Stage 4 which replaces the 5 GCSEs A*-C (including English and Maths). Hackney's achievement using this former measure was 69.7 %, above the national average of 59 % in 2015

14   From Child Poverty and Family Wellbeing Data Update November 2015

We are also concerned about the under-performance of Turkish Kurdish, African, Caribbean groups and looked after children.[15]

Employment and economic development

Over the past ten years Hackney's employment rate has increased from 58 % to 73.6 %.[16] In 2017, LBH hosted 18,070 firms, a 68 % increase from 2004. This growth is 23 % higher than London as a whole.[17] 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.[18] 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

---

15   From Chapter 5 of Hackney's Child Poverty Needs Assessment 2014

16   Hackney Profile 2018

17   From Hackney's Local Economic Assessment 2017

18   Hackney Profile 2018

Wellbeing Plan 2016 keeps a dual focus on maximising income and tackling complex need.

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 stock 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.

% In 2015, 1,660 homes were built

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.[19] 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 enhance connectivity and promote sustainability, such as Crossrail 2. 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 is a major contributor 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 policy powers also lie with others and that we must work in close partnership with regional and local government

> " **We are concerned about the health impact of poor air quality and have set a high aspiration for improving it**

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.[20]

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 the MPS as a whole (down by 13.4 %), and similar to the average reduction for the other London boroughs most similar to Hackney.[21] 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 have 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 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

---

20   Resident satisfaction with parks was 95 % in 2008 (Ipsos MORI Place Survey) and 95 % in 2014 (Hackney Matters Survey – with a smaller sample size). In the Residents Survey in 2015, when asked what had got better in the last 5 years, 15 % said, unprompted, "improved parks / open spaces."

21   From Hackney's Community Safety Partnership Plan 2016-18

---

19   From Hackney's recently adopted Housing Strategy

(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.[22]

We are developing a new Community Safety Plan which will be adopted later this 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.[23]

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.

We have key levers we can use to influence the wider, social determinants of health for example, through education, housing services and shaping the built environment. The Health and Wellbeing Board will develop and adopt a new Health and Wellbeing Strategy later this year.

---

22   MOPAC Hate Crime Dashboard 2016

23   From Hackney's Health and Wellbeing Profile 2018

8. Hackney's Single Equality Scheme 2013

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.

The wider context, however, has meant that 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 drive cross cutting programmes tackling inequalities in health, education and employment.

However, making an impact on key inequalities is long term work. We have published cases 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.

We have embedded equality awareness fully into the organisation development offer and expanded our guidance and briefing on equality groups.

We have established new approaches to engagement such as Hackney a Place for Everyone, maintained ward forums and trialled Hackney an Accessible Place for Everyone to enhance the way people who are less mobile can help shape plans for local areas.

Young Hackney has maintained extensive youth engagement models and Adults have re-launched user engagement and are developing co-production. ICT have embedded user experience into the development of apps and portals.

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

We have valued and maximised use of our universal settings such as libraries, parks and leisure centres, supported whole borough community events such as the Hackney Half Marathon and the Carnival, created new ways for residents to engage with each other through play streets, maintained our investment in the voluntary sector and promoted volunteering.

We run a year around LGBTQI festival Hackney 365.

HACKNEY'S SINGLE EQUALITY SCHEME
2018 - 2022

1 **Increase prosperity for all and tackling poverty and socio-economic disadvantage**

Poverty is the main driver of inequality. We are concerned about the growing inequalities in the borough. We are seeing the cost of living increasing whilst wage levels stagnate and there is greater wage and job insecurity. The growth in households in the private rented sector may also mean more people are living in insecure and precarious situations in the borough.

2 **Tackle disadvantage and discrimination that is linked to a protected characteristic**

Whilst socio-economic disadvantage is the key driver of inequality, we also recognise that people can be disadvantaged and discriminated because of a protected characteristic. Furthermore, some groups experience the structural inequality which means that they are more likely to be poor and face socio-economic disadvantage.

3 **Building a cohesive and inclusive borough**

Hackney has a diverse population with complex dynamics. As the borough population continues to change and grow we need to maintain our high levels of cohesion by understanding where there are strains in the community and where there are prejudices and proactively responding to these.

Enabling objective 1:
Embed prevention into service delivery

The Council has already been radically re-thinking many services so we tackle root causes and toencourage and empower people. There is more to do to share and embed these approaches.

Enabling Objective 2:
Promoting a culture of inclusive leadership

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.

OBJECTIVE ONE

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

Amera Hussain, Hackney 100 graduate from the programme pilot
Loredana Leska, supported through Hackney Works to gain employment

Poverty[24] is the main driver of inequality and we are concerned about the growing inequalities in the borough. The cost of living has gone up, whilst wage levels have stagnated and there is greater wage and job insecurity. Hackney faces severe and wide-ranging housing needs, as a result of a lack of genuinely affordable housing and the Government's welfare reforms.

The growth in households in the private rented sector 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.[25] The average house price is 16 times the average salary.[26]

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.

% Poverty is the **main driver** of inequality

---

24   The Government definition of poverty is a starting point for defining poverty. This is 60% of median income. However, this relative measure is limited as it does not consider living costs which are high in a borough like Hackney, as well as personal circumstances which might put further pressure on a household income. We therefore also consider a broader definition provided by the Joseph Rowntree Foundation "When a person's resources (mainly their material resources) are not sufficient to meet their minimum needs (including social participation)."

25   Hackney Profile 2018

26   ONS, People, Population and Community, 2017

Developing a new cross cutting approach to tackling poverty

Key issues:

This section considers in greater detail the wide ranging and interrelated challenges faced by many Hackney residents who are struggling with poverty, despite the visible increase in wealth and prosperity in Hackney.

However, by considering the challenges individually, we are not seeing things from the perspective of the person who is in poverty, and multiple and compounding ways that this impacts on their life.

We are also not understanding 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[27].

We may also be missing the opportunity to tackle poverty through cross cutting approaches.

Key actions:

✔ We will develop a poverty reduction strategy

---

[27]   The Inner Level: How More Equal Societies Reduce Stress, Restore Sanity and Improve
         Everyone's Wellbeing, 2018

HOUSING

Key issues:

Between 2012 and 2016, the Council and its partners have delivered 1,479 new homes for social housing and 901 new homes for shared ownership. In addition 69 homes were built for "affordable rent" (80 % of market).[28]

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.[29]

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 which are summarised next.

% Around a **third** of Hackney's residents now **live in the private rented sector**

---

[28]   Hackney Local Authority Monitoring Report, 2016 and 2017
[29]   Data in Housing Strategy 2017-2022

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.[30]

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[31].

Key actions:

✔ 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

---

30   Based on Hackney's Strategic Housing Market Assessment 2015

31   Nationally, there is evidence of wealth discrepancies between age groups, noting that fewer than half of millennials – those born between 1981 and 2000 – are expected to own their own home by the age of 45 based on current market trends.

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 from newly built homes.

It is therefore essential that we make the best use of this existing housing stock. Government housing policies – such as the forced sale of Council homes to fund the extension of Right to Buy to housing association tenants – 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:

✔ 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, 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 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 :

✔ 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.[32]

We do not have Hackney statistics for zero hour contacts, 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 %).[33]

Young people are also likely to experience overall job insecurity than older people.[34]

> **%** The **employment rate** in Hackney **increased from 53.3% in 2006 to 69% in 2016**

32   Hackney Local Economic Assessment 2017

33   ONS Employment and Labour Market Tables 2017

34   A steady job? The UK's record on labour market security and stability since the millennium,

Zero hours may suit some people, but it creates greater job insecurity and can make people more exposed to exploitative practices.

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 %.[35]

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 (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 %.[36]

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.[37]

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[38].

Key actions:

✔ 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

% **41%** of Hackney's **children live in households in poverty**

Resolution Foundation, 2015

35   Hackney Council's Equality Evidence Base on the Equality and Diversity webpages

36   Hackney Council's Equality Evidence Base on the Equality and Diversity webpages

37   Hackney Council's Equality Evidence Base on the Equality and Diversity webpages

38   Mistimed sleep disrupts human molecular clock, 2014 Sussex University research

Financial inclusion and support for people living in poverty

Key issues:

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[39].

Hourly earnings are also lower than the London average.[40] An estimated 23 % of Hackney residents are paid below the London Living Wage.[41]

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.[42]

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.

---

39   GLA Household Income Estimates, 2015

40   ONS, Annual Survey of Hours and Earnings, 2017

41   ONS, Annual Survey of Hours and Earnings, 2017, figure cited by Trust for London
        in their Hackney Poverty Profile 2017

42   End Child Poverty 2018

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[43].

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

✔ Maintain a dual approach to child poverty in the the Child Poverty Plan, both 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

---

43   A steady job? The UK's record on labour market security and stability since the millennium,
        Resolution Foundation, 2015

✔ 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,[44] 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 provide our free childcare offer and to work with providers to increase capacity

---

44   Hackney Childcare Sufficiency Statement 2015

OBJECTIVE TWO

Identify and tackle disadvantage and discrimination that is linked to a protected characteristic

Whilst poverty and socio-economic disadvantage is the key driver of inequality, we also recognise that people can be disadvantaged and discriminated against because of a protected characteristic. For example because of their gender, race or age.

Furthermore, some groups experience societal discrimination which means that they are more likely to experience structural inequality and therefore more likely to be poorer and be disadvantaged.

We therefore want proactively to tackle disadvantage and discrimination, which might be borne out of a range of factors such as prejudice or stereotyping.

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 race, gender 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 because no one should be treated differently or disadvantaged because of prejudice.

This is not about "identity politics," it is about taking full action to address all the drivers of inequality.

Ummy Bajuny for the 2018 "I Am Hackney" Apprenticeship summer campaign
Children enjoying physical exercise

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.[45]

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 illnesses. 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[46]. **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[47].

- **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 (LGBT+)** people is limited. National estimates indicate that half of all LGBT+ people say they would not join a sports club, twice the number of non LGBT people. Nearly **half of trans people questioned did not use public, social and leisure facilities** for fear of discrimination.[48]

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

- Partnership with voluntary and community sector through Connect Hackney

---

45   Public Health England Profiles

46   Hackney Hackney Hackney Hackney Hackney Hackney JSNA

47   Hackney Hackney Hackney Hackney Hackney Hackney JSNA

48   Press for Change, Engendered Penalties, Transgender and Transsexual People's Experience of Discrimination, 2007

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

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 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.

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 %.[49] Disabled adults are also twice as likely to have no formal qualifications as non disabled adults.[50] Mobility and access was raised as a key concern for disabled residents as part of the Hackney a Place for Everyone engagement activity.

Hackney has a higher percentage of children with Special Educational Needs and Disabilities (16.8 %) than the London and England averages (14.5 % and 14 % respectively)[51]. There is no formal transitions service within Hackney or the City of London that caters for the health and social care needs of people moving 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 %).[52]

The City and Hackney Health and Wellbeing Profile, currently being updated, reveals that seven percent of Hackney residents (of all ages) were recorded as

49   Census 2011

50   Adult Learning Difficulty Needs Assessment in Hackney Hackney Hackney Hackney Hackney JSNA

51   Disabled Children's Needs Assessment in Health and Well Being Profile in Hackney Hackney Hackney Hackney Hackney JSNA

52   Adult Learning Difficulty Needs Assessment in in Hackney Hackney Hackney Hackney Hackney JSNA

providing some level of unpaid care to a family member or friend during the census in 2011.

Applied to the 2017 projected population number this rate equates to 20,180 individuals (of all ages) in Hackney and 586 in the City providing unpaid care.

There are 2,959[53] carers currently signed up to the City and Hackney Carers Register.

In addition during 2016/17 Hackney Adult Services undertook 1,341 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

✔ Take actions to ensure that Hackney, and Hackney Council is a more accessible and inclusive place for disabled residents

✔ Put in place a new support service for carers, based on needs and aspirations of carers

Ethnicity and Race

Tackling key racial inequalities

Key inequalities have been identified for certain groups.
We recognise the structural disadvantage that these groups experience that leads to them being more likely to be poorer or in lower socio-economic groups, and how this then drives inequality.

We want to tackle the root causes of this disadvantage, including the impact of racism, prejudice and stereotyping.

Tackling key health inequalities for different ethnic groups

There are very significant health inequalities between different ethnic groups, nationally, and we see this reflected in Hackney as well.[54] The Joint Strategic Needs Assessment (JSNA) for Hackney considers, where possible, inequalities by ethnicity, as well as providing context and commentary.

It is important to understand what is driving specific health inequalities, but it is also important to recognise the overall picture of ethnic minority health inequality.

These inequalities may be linked to biological or genetic factors that are more common in some ethnic groups, individual lifestyle factors, support networks the wider context such as income, work conditions or housing or a complex combination of these.

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

53   Briefing from Adult Services, 19 September 2017

54   Understanding health inequalities in England, Public Health Matters, 2017

residents were nearly half (18 %) as likely to eat five portions of fruit and vegetables a day as the average in the population (35 %).[55]

🚶 Screening for breast cancer and cervical cancer is lower for some ethnic groups.[56] Nationally, prevalence and risk factors are higher for different ethnic groups and, 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.[57]

🚶 In England, people from Black African and Black Caribbean ethnic groups have a higher risk of hypertension than the general population, although any differences in hypertension between other ethnic groups is not always apparent. 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.[58]

🚶 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 on life expectancy and physical and mental health and wellbeing. While the burden of morbidity and mortality at the population level is small (there are an estimated 600 patients in Hackney)[59], 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. Sickle cell disease is also significant because it is associated with higher rates of hospital utilisation, particularly acute care admissions and longer length of stay. 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.[60]

⚙ 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; draw on insight from the Healthier Hackney grants programme to develop our understanding on inequalities and of the solutions needed

✔ Develop a new Health and Wellbeing Strategy for 2018 onwards which seeks to 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

✔ For sickle cell, a needs assessment has been undertaken as part of the new JSNA chapter on adult health and illness. This will identify good practice and service gaps and opportunities.

55   Ipsos MORI, Health and Wellbeing in Hackney: Survey Report for Hackney Council, 2015

56   Grants guidance for Healthier Hackney Fund

57   Cancer Inequalities Report, Macmillan Cancer, 2017

58   Health Matters, Combating High Blood Pressure, Public Health England, 2017

59   http://www.homerton.nhs.uk/our-services/services-a-z/s/sickle-cell-service-thalassaemia-service/

60   Data from Hackney Hackney Hackney Hackney Hackney JSNA chapter on Adult Health and Illness
      to be published later this year

African heritage / Black residents [61]

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 decade.

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)[62]. 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.[63]

> **%** **Black residents** are **more likely** to be **concerned about crime and be a victim of crime**

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 %).[64]

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 on vulnerable migrants).

---

61   This section is drawn the Equality Evidence Base 2018 - https://www.hackney.gov.uk/equality-diversity

62   MOPAC Crime Dashboard, 2017

63   Confidence in the local police, ONS, 2018

64   Hackney a place for everyone, resident's survey report 2016

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.[65]

Turkish/Kurdish pupils have amongst the lowest educational outcomes in Hackney with attainment gaps widening during school life[66]. There are a number of areas where Turkish/Kurdish residents have poorer health on average, and Turkish / Kurdish groups are also more likely to have someone in the house with a health condition.

Smoking and rates of child obesity are higher, as are diabetes and other related issues connected with diet.[67] 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 overcrowding[68]. Turkish/Kurdish residents can experience a greater sense of social isolation[69].

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.

> **%** **Turkish and Kurdish residents** are almost **twice as likely to** **experience overcrowding**

---

65   Census 2011

66   Hackney Child Poverty Needs Assessment, 2014

67   Hackney Hackney Hackney Hackney Hackney Hackney JSNA

68   Census 2011

69   Older Turkish Migrants' Care Needs In The UK: Cultural Encounters And Unmet Needs, Kings College, 2012

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 the 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 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[70].

The report identified a perceived lack of aspiration amongst parents for their children's future and a lack of engagement in their schooling. Concerns were also raised about the curriculum and whether this reflected adequately the needs of White British Working Class pupils and a perception that their identities are not being affirmed in school.

Key actions:

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

Gypsy Roma Traveller

The Traveller Education Service estimates that there 6-800 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.[71]

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 to engage with travellers and act as a point of contact and advice for other Council services.

70   Raising the Achievement of White Working Class Pupils- Barriers and School Strategies, 2014

71   Children and Young People's Needs Assessment, Hackney Hackney Hackney Hackney Hackney JSNA

Gender

Boys / Men

Tackling gender inequalities

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.

62% of rough sleepers are men

Key actions:

✔ Review how we reach and engage men in early intervention and preventative work

✔ Identify ways that culture and identity may create barriers to engagement

Girls / Women

Key inequalities:

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 over the last year from March 2017-March 2018[72]. 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.[73] 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 key gender 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

---

72   Metropolitan Police, Crime Dashboard

73   Violence against women and girls strategy-2016-2019

Gender Identity and Sexual Orientation

Key inequalities for LGBT residents

Key issues:

A systematic review by the National Institute for Mental Health in England (NIMHE) showed that nationally lesbian, gay and bisexual people are at greater risk of suicidal behaviour and self-harm.[74]

National literature reviews show that transgender young people have higher rates of depression, suicidality and self-harm, and eating disorders when compared with their peers.[75] Local research by City and Hackney Mind found that 50 % of Hackney's LGBT population experience mental health difficulties.[76]

Gay and bisexual men and men who have sex with men

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.

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.[77]

---

74   Mental health and substance misuse needs assessment, Hackney Hackney Hackney Hackney
        Hackney Hackney JSNA, 2016

75   The Mental Health of Transgender Youth: Advances in Understanding, Journal of Adolescent Health,
2016

76   How does mental health impact the lgbt community in Hackney, Hackney and Waltham Forest Mind

77   Most recent crime data provided to Community Safety Partnership 2018

Key actions:

✔ identify opportunities to improve engagement with sexual health and mental health services by LGBT residents

✔ Community Safety Partnership to look more closely at what is driving the increase in male victims of rape and how to respond

Religion

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 have worse outcomes in a number of areas compared to the general population.

For example, over half of Orthodox Jewish men and just under two-thirds of Orthodox Jewish women are overweight or obese. Data also suggests that there is lower coverage in Orthodox Jewish locations for the five-in-one vaccine for one year olds putting these children at a greater risk of measles.

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 Orthodox Jewish areas with half of children affected compared to a third of the total child population.

Public Health are working with partners and the Charedi community to undertake a health needs assessment.

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. Yeshivas are not set up as schools and therefore are seen by the Department of Education as "illegal schools."

However these are where boys spend their day when other children are in educational settings.

In Hackney, around 29 unregistered 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.

Key actions:

✔ Work with residents to implement the findings of the Charedi Health Needs Assessment

✔ Continue to tackle safeguarding and quality concerns in yeshivas, responding to the recent Scrutiny Commission findings and continuing to lobby central government for legislative reform

Other Groups

Looked after children[78]

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:

✔ Maintain bespoke and tailored support for looked after children to support educational achievement and health and wellbeing for looked after children

Enabling vulnerable migrants to thrive in Hackney

Key issues:

Over the last 18 months we have been looking at the needs of vulnerable migrants. A corporate 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 relating to signposting and outreach, training needs for staff, addressing language and ICT needs, strengthening the relationship between the local authority and voluntary community sector to meet migrants' needs and a number of service specific areas such as increasing access to free childcare, greater pro-activity in intervening early and placing more emphasis on 'hearing the migrant voice'.

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.[79]

We also already know from Census data about language barriers. 14 % of households in Hackney did 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.

---

78   City and Hackney Joint Strategic Needs Assessment Children and young people, Hackney Council, 2016

79   Hackney Knowing Our Communities web pages

We successfully secured funding from the Department for Communities and Local Government to explore many of the issues raised in the research further through the fixed term 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.

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.

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 ESOL 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

✔ 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

OBJECTIVE THREE

Building a cohesive and inclusive borough

Hackney Council Mayor and Staff at the Pride March 2017

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 that people from different socio-economic backgrounds get on well together (70%).[80]

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 of 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.

---

80   Ipsos MORI Hackney Residents' Survey Report, 2016

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 LGBT residents as part of Hackney a Place for Everyone called for more positive activities and statements about LGBT 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[81].

Key actions:

✔ Deliver a communications campaign, 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.

---

81   Understanding the needs of vulnerable migrants in Hackney, Hackney Council, 2017

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[82].

Key actions:

✔ Develop and implement a Hate Crime Strategy

% The proportion of **looked after children** gaining **good GCSEs continues to rise**

---

82   MOPAC Hate Crime Dashboard 2017

Creating a sense of belonging and inclusion

Belonging and isolation

Key issues:

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.

Residents expressed an appetite to contribute to their community through volunteering. People in Social Class C, especially those in C2 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.[83]

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 recent research in Hackney Wick[84] and in community events in response to the increase in serious violent crime.

---

83   Ipsos MORI Hackney Residents' Survey Report, 2016

84   Hackney Wick through young eyes, Hackney Quest, 2018

Transport for London have identified the barriers to transport and mobility experienced by different groups.[85]

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 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.

A sense of exclusion

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. 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[86] [87]. 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[88], 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.

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 (busy roads).

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

✔ 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

85   Action on Equality, Transport for London, 2016

86   Hackney a Place for Everyone Summary Findings 2016

87   Hackney Wick through Young Eyes, Hackney Quest, 2018

88   In January 2011, 25% of Hackney's population said they had never accessed the internet. By September 2015 this had fallen to 7% (Comparison of Annual Population Surveys)

✔ Make it easier for residents to find opportunities to give their time through clear 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 economic development strategy, area based regeneration plans and place based approaches, which promote inclusive growth and benefit for local residents

✔ 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, properly recognised and enhanced through volunteering, employment and leisure

✔ Work with residents to develop Hackney as a Child Friendly Borough

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 are 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 % of 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 LGBT 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.

At a national level half of Lesbian, Gay, Bisexual and Transgender (LGBT) school students experience homophobic bullying and almost all are exposed to homophobic language at school and only 10 % of LGBT teachers feel confident about being open about their sexuality with students.

Specifically, services are inconsistent about using inclusive language in relation to transgender and non binary people, and few facilities are inclusive.

The allocation of a gender neutral space and change facilities along with signage at London Fields Lido, that clearly signals trans inclusion, 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 LGBT 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
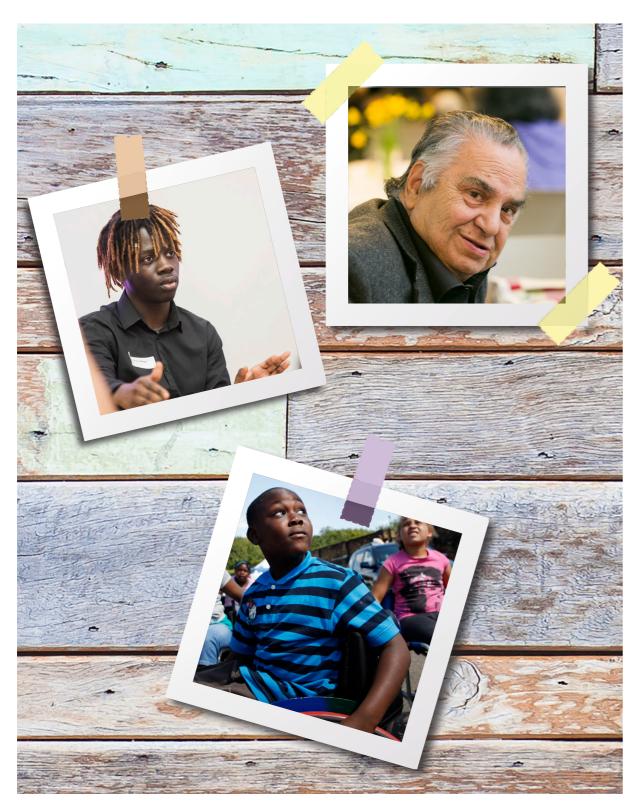
Key actions:

✔ Work with services to identify areas for development in making services LGBT inclusive, specifically considering how services can be made more inclusive and welcoming for residents and staff who identify as trans or non binary

✔ Develop a corporate positon on trans and non binary inclusive facilities

✔ Roll out training on trans awareness

✔ Identify ways to make policies and services more inclusive of fathers, co-parents and LGBT 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 ONE

Embedding prevention into service delivery

Inspiring Young Men event, 2017
Your Homes Festival, 2017
Wheelchair Basketball at the Parks for life event, 2011

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. A programme is being delivered to enable the borough to effectively and innovatively safeguard children and adolescents beyond the home. Hackney will be working closely with the contextual safeguarding network throughout the project to share learning with network members.

> 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 transferable learning from these programmes across the Council and partners to promote a culture which focuses on prevention and early intervention

✔ Share transferable 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 TWO

Promoting a culture of inclusive leadership

Hackney Youth Parliament Elections, 2015
Inspiring young men event, 2017
Inspiring young women event, 2018
92

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[89] 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.[90]

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

---

89   The Civil Service Diversity and Inclusion Strategy 2017 and the Equalities and Inclusion web pages of the Local Government Association

90   How diversity can drive innovation, Harvard Business Review, 2013

that, where a workforce is 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[91] 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[92]

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 [93]

91   This refers to posts which are graded at Po10 or above, which is a salary of about £55,000

92   Hackney Workforce Profile 2017

93   The Civil Service Diversity and Inclusion Strategy 2017 and the Equalities and Inclusion web pages of the Local Government Association