

LONDON BOROUGH OF HAMMERSMITH & FULHAM

Report to: The Economy, Housing and The Arts Policy and Accountability Committee

Date: 6 April 2021

Subject: Opportunity to comment on the Council's draft Equalities Plan, setting the inclusion agenda for 2021-2025.

Report Author: Dawn Auger, Assistant Director of Transformation, Talent and Inclusion

Responsible Directors: Tony Clements, Director of The Economy, Rhian Davies, Director of Resources

Summary

This report alerts members to the recently launched draft Equalities Plan 2021-2025, currently open to public consultation for a 12-week period until the end of April.

Recommendation

The Committee is asked to note and comment on the draft Equalities Plan, which will reframe and set the borough direction for progressing equality of opportunity over the next four years.

H&F Priorities	Summary of how this report aligns to the H&F Priorities
Creating a compassionate council	We are a council that acts with compassion. Our vision is to become the most inclusive borough in the country. We are committed to tackling unfairness and ensuring the most vulnerable among us are looked after, including as part of our response to Covid-19.
Doing things with residents, not to them	Residents are at the heart of our draft Equalities Plan for 2021-25. We are committed to residents developing and co-producing council policies and strategies that impact on their lives, so they are valued and we remove barriers to participation.
Building shared prosperity	Consideration of the needs of people who are disadvantaged or suffer inequality is central to the Public Sector Equalities Duty. Through considering equalities, diversity and inclusion implications at every stage of the

	decision-making process and creating targeted programmes where necessary, we seek to remove barriers and ensure that all can share in prosperity.
Taking pride in H&F	Our actions and policies for equalities, diversity and inclusion celebrate and protect the diversity of the borough, creating a place we can all be proud of.
Being ruthlessly financially efficient	Working with and valuing the contributions of residents leads to services which better meet the needs of our population in a financially efficient way.
Rising to the challenge of the climate and ecological emergency	Providing opportunities for training and employment are central to the Equalities Plan (particularly objectives 3 and 4). A green new deal will help recovery from the employment effects of Covid by creating new jobs and skills.

Introduction

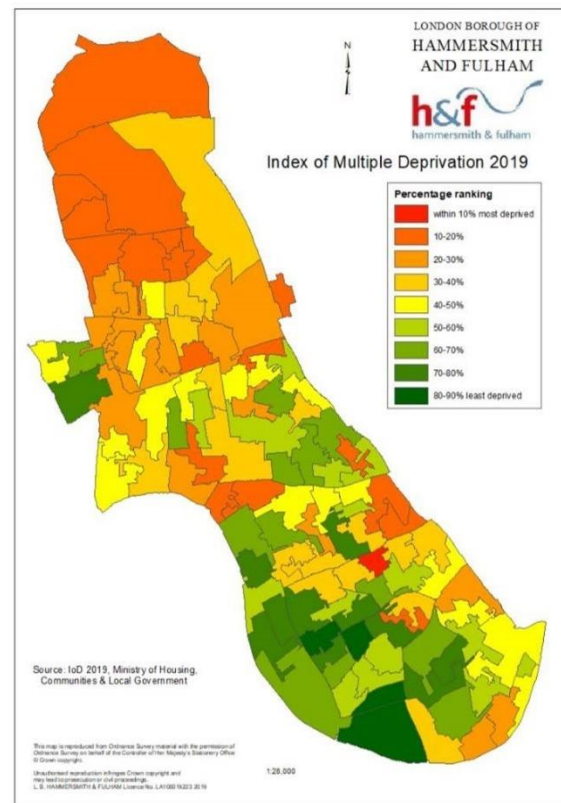
1. Equalities, diversity and inclusion is at the heart of what H&F is about, both as a place and a council. That's why we have a Cabinet Lead for Social Inclusion (the Deputy Leader), are the only local authority to have abolished home care charges for adult social care and we also provide free breakfasts to all school-age children.
2. Our vision is to become the most inclusive borough in the country, where residents feel valued, welcome and included, embracing the diversity of backgrounds, experiences and perspectives.
3. In 2020, the Covid-19 pandemic highlighted inequalities more than at any other time in a generation, making this work more important than ever and has dominated the inclusion agenda. Examples of this work, have included addressing language barriers to spread the stay at home message; supporting children and families to access education; tackling vaccine hesitancy; supporting residents whose incomes have been significantly impacted; and supporting vulnerable, particular older, residents, to shield. The launch of 'H&F Can' in March of 2020 underpinned and co-ordinated the support provided to and needed by residents during the pandemic and gave an in-depth and comprehensive understanding of the inequalities some residents face.
4. Following the success of the resident lead Disabled peoples' commission, we have been working in partnership with disabled residents on the new Civic campus project to ensure it becomes the most inclusive and accessible building possible. All senior staff and Cabinet Members have been provided with training on the social model of disability as recommended by the commission.
5. After the murder of George Floyd in America in May 2020, evidence of racial inequalities and ethnic disparities became further highlighted. The impact of the

pandemic raised clear health inequalities for many communities within the borough. These areas of work are a key focus.

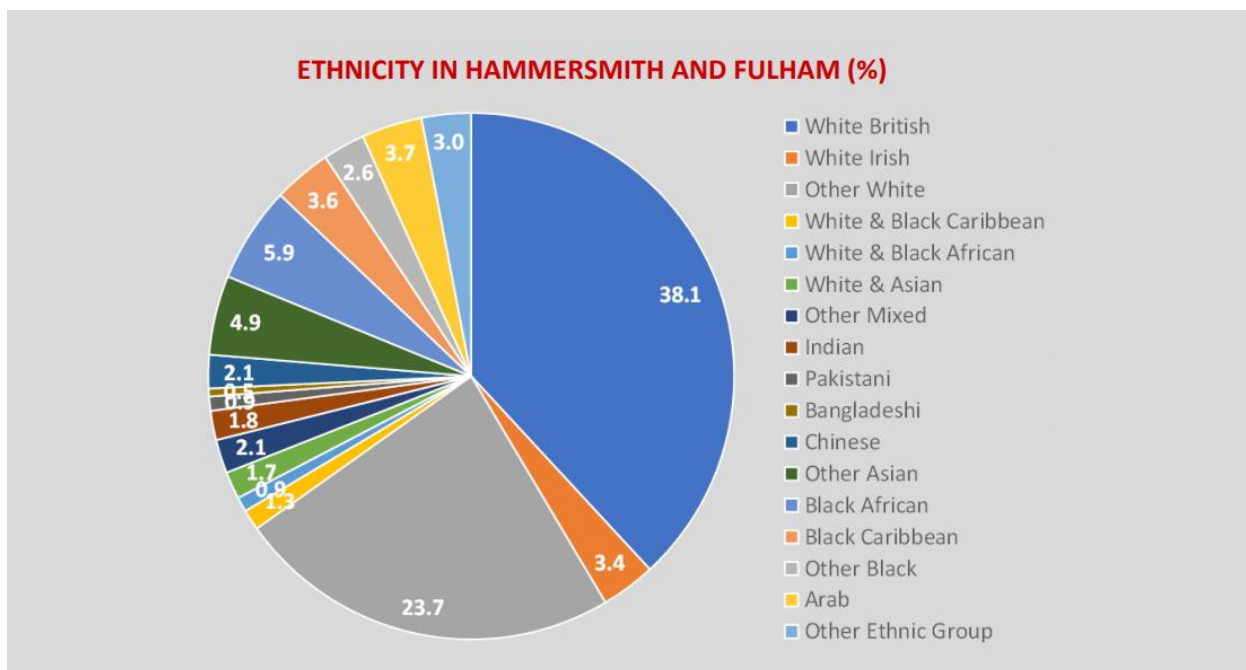
6. The Equalities Plan will provide focus and a framework for inclusion activities over the next four years.
7. Members should note that equalities work is well embedded in all departments, with equalities implications detailed in every policy and expenditure report as a key part of the decision-making process.

Background

8. H&F is one of the most diverse local authorities in the country. It has a young, diverse and mobile population, with the sixth highest mobility rate in London.
9. While parts of the borough are among the least deprived and most affluent, there are pockets of deprivation. Overall, in 2019 H&F was ranked the 112th most deprived local authority in England according to the national deprivation index which looks at measures including living environment, housing, crime, income, employment, health and education.
10. The borough is split into 113 parts, each comprised of around 1,550 residents or 700 households. Only one of these (Clem Attlee estate) is ranked in the 10% most deprived nationally. Some 17% are ranked in the next band, 10-20% most deprived. These areas are mostly in the north of the borough including College Park & Old Oak and Wormholt & White City wards, but also in parts of Hammersmith and north Fulham.
11. This is an improvement from the previous two datasets in 2015 and 2010, where H&F was ranked 91st and 55th most deprived respectively.
12. The northern part of H&F is more ethnically diverse than the southern part, with diversity greatest in younger age groups. 43% of its residents were born outside of the UK, coming from over 100 different countries.



13. In mid-2020, 35% of the borough's residents were estimated to be from an ethnic group other than white (up from 32% in 2011). 12% of our population are from a Black background, 10% Asian, 7% Arab & Other, and 6% Mixed.



Launching the 2021-25 H&F Equalities Plan Consultation

14. Steered by the Deputy Leader, our equalities plan seeks to deliver measurable improvements.
15. There are nine 'protected characteristics' set out in the Equalities Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Act sets out the public sector equality duty to ensure public authorities think about the needs of people who are disadvantaged or suffer inequality when making decisions about how they provide services and implement policies. Our plan seeks to promote equality of opportunity for all.
16. We've launched a [12-week public consultation](#)¹ of our [draft Equalities Plan 2021-25](#) which is open until the 30th of April on the council's consultation platform Citizenspace.
17. We're asking residents to comment on the draft five key objectives.

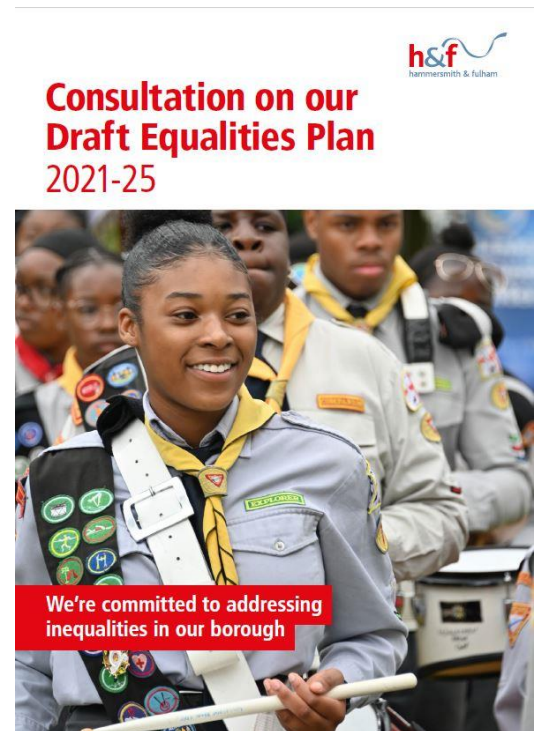
¹ For those not able to access the embedded hyperlink, the consultation can be found at <https://www.lbhf.gov.uk/equality>

I. Everyone in our borough must feel valued when the Covid-19 pandemic ends

The Covid-19 pandemic has highlighted the importance and impact of community wellbeing and collaboration. Our goal is to keep this at the heart of our public health response and draw on it to strengthen wider community and social cohesion.

II. Removing barriers to inclusion

Our objective is to establish H&F as the most accessible and inclusive borough in the country. Following the recommendation of our local Disabled People's Commission, led by local Disabled residents, our aim is for all residents to be involved in developing and co-producing all council policies and strategies that impact on their lives.



III. Ensuring that our services tackle the disproportionate impact on young people of the risks of street crime and exploitation by gangs

We want to make sure that all children and young people at risk of gangs and street crime receive the critical services and interventions available to better equip them to secure positive opportunities and bright futures.

IV. Improving opportunities for all

We want to create opportunities for residents and communities of all backgrounds to flourish, developing their skills and abilities in their chosen career paths.

V. Becoming an employer of choice and fostering greater inclusion

We want to recruit from all sections of our community to ensure that the council's workforce reflects the borough's diversity whilst creating an environment where all staff feel secure and confident in being themselves.

18. Everyone is encouraged to participate in the [survey](#). Equalities, Diversity and Inclusion is a corporate commitment and underpins all our priorities and practice and we want to ensure a high profile and active engagement across our borough. A full report is going to the Public Services Reform Policy and Accountability Committee on 7 April which reflects the range of work already in train across the council.

Appendices

Appendix 1 - Draft Equalities Plan 2021 - 2025