

Consultation on our Draft Equalities Plan 2021-25



**We're committed to addressing
inequalities in our borough**



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Front cover: CommUnity Day marchers arrive in Ravenscourt Park for the celebration.

This page: Residents enjoy a Black History Month event, Hammersmith & Fulham Foodbank volunteers work to distribute parcels at Olympia London, and Free school lunches underway at Fulham Cross Academy.

H&F Draft Equalities Plan

Foreword from Councillor Sue Fennimore



We're committed to making Hammersmith & Fulham the most inclusive borough in the country; a place where everyone feels valued and residents have equal access to the opportunities our borough offers. I believe that local government should change people's lives for the better – it can and it does. Fundamental to achieving that is identifying and dismantling inequalities that hold us back.

The council has a major role to play, both in tackling inequality and in creating new opportunities. That's why we're working hard and have created an Industrial Strategy that responds to the needs of young people and provides access to future growth sector careers, such as digital media and STEM (Science, Technology, Engineering and Maths) industries amongst other projects and policies that create a strong and inclusive environment.

We want to hear your views as part of this consultation, we don't have all the answers but we're committed to doing things with residents not to them. We want to hear the barriers you or others may face and how you believe they can be tackled. We believe that if we work together we can develop new policies that really go to the heart of the barriers that our residents face and together, we can address them.

We've set out our vision for tackling inequality. It has five draft objectives:

1. Everyone in our borough must feel valued when the Covid-19 pandemic ends.
2. Removing barriers to inclusion.
3. Ensuring that our services tackle the disproportionate impact on young people of the risks of street crime and exploitation by gangs.
4. Improving opportunities for all.
5. Becoming an employer of choice and fostering greater inclusion.

But we want to know what you think. Are these the right objectives for H&F's Equalities Plan? What else should we include?

The council has already made great strides over the last seven years in addressing inequality by tackling issues ranging from food poverty, crime and discrimination to loneliness and homelessness. We've also supported and helped local businesses, generated employment and educational opportunities and we continuously promote social cohesion. We put compassion at the heart of everything we do.

But we can do more

The coronavirus pandemic has put into stark relief the inequalities that still persist within our communities – disproportionate numbers of people from our Black, Asian and Minority Ethnic communities have lost their lives and the most deprived communities have been the hardest hit, both economically and in terms of unemployment and worsening mental health. We also know that working women and female carers have borne a disproportionate impact and that our Disabled residents face new and specific challenges.

But this pandemic has also revealed the strength in our communities as illustrated by the army of volunteers who have provided food, company and support to those in our community who needed it most.

When we emerge from this pandemic, we have an opportunity to not only build back better, but to build back fairer. Please let us know how you think we can achieve that.

Councillor Sue Fennimore
Deputy Leader Hammersmith & Fulham Council



Fairness and Equality at the heart of what we do

Hammersmith & Fulham Council puts fairness, equality and compassion at the heart of everything we do. Here's a snapshot of some of our recent work:

In 2019, we started providing free school breakfasts for all our primary school children and pilots in two secondary schools, to help them reach their full potential. We already provide free home care for all our Disabled and older residents, and, in partnership with local charities, a free Christmas meal to the over 60s, which helps to tackle loneliness and isolation at a critical time. Supporting our residents always come first, but we're also proud that we were able to offer sanctuary to unaccompanied refugee children many of whom were stranded in terrible conditions in camps in mainland Europe.

This borough celebrates our residents' diversity, whether during Black History Month, Inter Faith Week or UK Disability History Month and throughout the year. Our International Women's Day celebrations are important to us and last year we promoted a full community programme marking 16 Days of Gender-Based Activism.

We proudly fly the EU flag over our Town Hall because we value our EU citizens and the contribution they have made to our communities over generations.

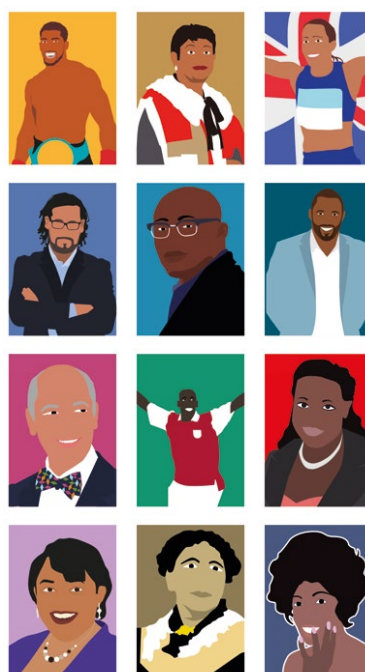
We work hard to tackle all forms of discrimination and prejudice and we launched CommUnity Day in response to the spike in hate crime we witnessed after the Brexit Referendum. It's our answer to efforts to divide our communities and provides an opportunity to come together in celebration of our borough's rich multicultural heritage.

These events are important symbols of our determination to tackle inequality, but they are not

only symbolic. Through our ambitious Industrial Strategy: 'Economic Growth for Everyone,' which will shape our post-Covid-19 recovery efforts, we're determined to provide educational and employment opportunities across our borough through apprenticeship incentives and employment support for local residents.

Our Town Hall redevelopment is being co-produced with a group of Disabled residents to make sure it is the most accessible and inclusive Civic Campus in Britain allowing everyone to share in the prosperity it will bring.

And we take our responsibilities as a large local employer seriously too, with a diverse workforce across all grades including senior management and a focus on inclusive and responsive services, solutions and opportunities that address the needs of people who are faced with disadvantage or inequalities.



Previous page: Our efforts to challenge violence against women and girls included 16 days of activism as part of an international campaign, Lord Alf Dubs and Vanessa Redgrave joined local refugees to celebrate Refugee Week, an International Women's Day event, our campaign to encourage EU citizens in H&F to apply for full settlement rights before Brexit. This page: Black History Month.



Who can participate in this consultation?

Everyone!

Hammersmith & Fulham is one of the most diverse places in the country, home to communities of people with different identities, cultures, languages and traditions including some of the poorest and some of the wealthiest in London.

We encourage participation from all sections of our diverse community, irrespective of age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation, or because someone is married or in a civil partnership.

We believe our borough will be a better, more creative and innovative place to work, visit and live in if we can actively listen to lots of different perspectives, so please tell us what you think.

We'll produce an updated final plan once we've considered your views and ideas.

Take part in our survey

We've drafted five objectives for our H&F Equalities Plan 2021-25 in response to our public sector equalities duty. We're serious about achieving measurable and sustainable change.

We would welcome your feedback on the following questions:

- Are these the right objectives for H&F's Equalities Plan?
- What else should we include?

To take part and improve Hammersmith & Fulham Council, please visit:
www.lbhf.gov.uk/equality

This consultation will be open from
1 February 2021 until midnight on
30 April 2021.

Accessing the H&F website

We're committed to a website that is accessible to all users. We've taken on board international guidance and web accessibility legislation about how to do this.

Our accessibility statement provides details on the steps we've taken. We review the site and make updates to improve access regularly.

Need more help?

If you need more help accessing this consultation, or need the material in a different format, please email: equalitiesconsultation@lbhf.gov.uk or call 020 8753 1040.

Previous page: Residents join our annual CommUnity Day celebrations and our fight against racism, a Fulham Cross Academy pupil takes part in the annual H&F Chef of the Year competition, local business winners at our annual H&F Brilliant Business Awards ceremony, an Adult Education class at the Macbeth Centre in Hammersmith, and members of the independent, resident-led Women's Equality Commission get to work, Youth Takeover Challenge day at Chelsea FC, a same sex wedding ceremony.

Our Draft Equalities Plan – the protected characteristics

There are nine protected characteristics and in the following pages we outline five key draft objectives to focus on deliverable outcomes.



Our draft objectives

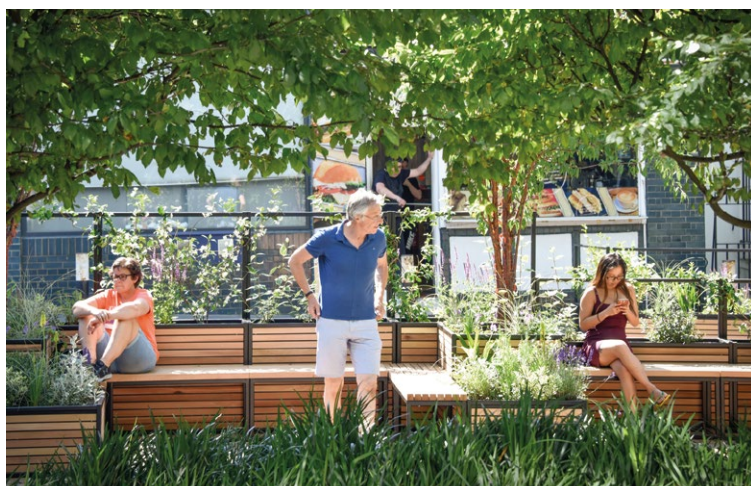
Objective 1 Everyone in our borough must feel valued when the Covid-19 pandemic ends

We aim to foster an environment in which all residents, workers and borough visitors feel valued, included, safe from discrimination and prejudice and that our public services are responsive to their needs.

The Covid-19 pandemic of 2020 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.

We want to ensure that everyone in Hammersmith & Fulham is free from the fear of attack or abuse on the basis of their age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation or any other factor that defines their unique identity, that they are not isolated from wider society and that they have access to a healthy environment.

As a local authority, we use our limited powers and resources to enable us to achieve these objectives as far as we can. We work in partnership with other agencies and look to central government to provide supportive legislation and enforcement to promote equality.



The council's workstreams already supporting this objective include:

- Tackling health inequalities and disproportionate impact.
- Tackling social isolation and loneliness.
- Supporting greater community participation, volunteering and involvement.
- Delivering environmental improvements, e.g. cycle paths and pocket-sized areas of seating and greenery called "parklets".
- Tackling poverty, homelessness and rough sleeping.
- Supporting local businesses and access to good quality jobs.

This page: One of four new community green spaces opened in Hammersmith Grove.



Objective 2

Removing barriers to inclusion

Our objective is to establish Hammersmith & Fulham as the most accessible and inclusive borough in the country. We're connecting with more and more residents to identify the challenges and barriers they face. Those connections have grown stronger during the pandemic.

Following the recommendations 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.

We recognise that as well as facing discrimination on individual grounds of age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation our residents can face discrimination for more than one reason. The push for greater inclusion and equality will increasingly identify those different experiences so that they are reflected in what we do.

The work we're doing is all about 'Doing things with residents and not to them'. Co-production (working together) is a way for us to make that happen in practice and includes everyone. The work we've been doing shows that we can be successful in bringing about inclusive change if we adopt the approach of 'Nothing About Us Without Us' with residents and staff.



The council's workstreams already supporting this objective include:

- Co-producing council policies and strategies with those they impact.
- Ensuring the Civic Campus development is co-produced, inclusive and fully accessible.
- Working with residents to co-produce more public projects such as White City.
- Developing our Independent Living vision with residents to support more choice and control over support and services in areas such as social care, housing, employment and education.
- Recruiting residents to support the delivery of our new Disabled People's Housing Strategy.
- Developing resources with community organisations so residents can feel confident to get involved if they want to.
- Challenging digital exclusion and connecting residents with council services.
- Continuing to foster a resident focused culture within the council.

All our work is about building good, inclusive, relationships with residents.

Previous page: Year 11 pupils conduct an experiment at Imperial College in White City. This page: Councillor Sue Fennimore presents the final report of the independent Disabled Residents' Commission alongside members of the commission.



Objective 3

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

Our values include economic prosperity for all. We want to ensure 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.

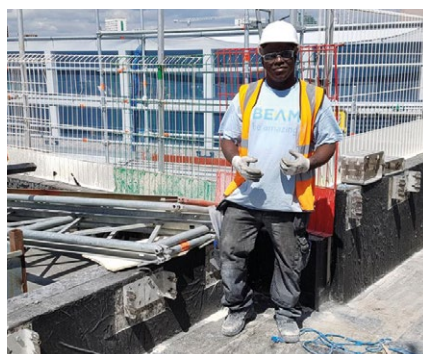
Over the past eighteen months the borough has seen an increase in serious youth violence, largely attributed to organised gang activity. In response, we've set up a new Gangs, Violence and Exploitation Unit, in partnership with the Metropolitan Police Service, tasked with keeping people safe, preventing young people from being victimised or exploited by organised criminals and tackling the fear of crime.



The council's workstreams already supporting this objective include:

- Getting the most value from our new dedicated Gangs unit.
- Embedding The NET, our expanded street Neighbourhood Enforcement Team.
- Developing a safer streets and gang strategy.
- Continuing to tackle hate related crime.
- Delivering the Prevent strategy (which identifies and engages with individuals who may be susceptible to being radicalised and drawn into terrorist activities).
- Promoting inter-generational initiatives that are proven to deliver greater community cohesion and a better understanding of the different challenges affecting younger and older people.
- Ensuring that the Hammersmith & Fulham's Industrial Strategy responds to the needs of young people and is a catalyst for boosting career opportunities and enterprise in growth sectors, such as digital media and science, technology, engineering and mathematics (STEM) industries.

Previous page: H&F Council Leader Stephen Cowan and Deputy Leader Sue Fennimore launch the new Gangs, Violence and Exploitation Unit, in partnership with the Metropolitan Police.



Objective 4

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.

We'll use our influence, powers and resources to ensure that borough residents have full access to training, enterprise and career opportunities, to help them reach their full potential and fulfil their aspirations. No one should face any disadvantage in the labour market in Hammersmith & Fulham.



The council's workstreams already supporting this objective include:

- Ensuring our Industrial Strategy helps tackle a post-Covid-19 recession in collaboration with key anchor institutions and business, regional and pan-London partners.
- Targeted employment and training initiatives, including:
 - Earn while you Learn initiative: expanding council and borough-wide apprenticeship activity, from entry level to advanced and improving access for all residents.
 - Growing our Supported Interns programme.
 - Rebooting Workzone: our borough-wide employment brokerage service so we better support access for all residents to good jobs and skills opportunities.
 - Beam programmes: helping homeless people get the training and support they need to access skilled jobs.
- Promoting adult learning and skills training and building greater access to employability and life-long learning for all.
- Valuing the voices of the Youth Council in all our work.

Previous page: Working with Imperial College means we can encourage young people to fulfil their potential in science and technology, Youth Parliament at Hammersmith Town Hall 2017, H&F and Beam are helping homeless people get the training they need to access skilled jobs, International Day of Persons with Disabilities event at Hammersmith Town Hall. This page: Duke at Pedal Back Cycling in Fulham, Adult education courses at H&F's Macbeth Centre.



Objective 5

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.

We believe that the council cannot ensure the delivery of equal opportunities and equal treatment and inclusion for its residents and service users, if its workforce doesn't reflect the community it serves. We aim to employ a workforce that represents our borough's demographic, one that is treated equally and respectfully with all its differences embraced and celebrated.

The council is working on its pledge to ensure equality of opportunity among staff and potential recruits. We'll lead by example. We'll monitor our own standards to make sure we achieve and maintain an inclusive workforce at all levels of the organisation through coaching, mentoring, job carving and career pathways.



The council's workstreams already supporting this objective include:

- People and Talent initiatives, e.g. Get Ahead (promoting internal staff development opportunities).
- Recruitment and selection policies and procedures – maximising inclusive career opportunities for residents and young people.
- Inclusion matters – developing a participative staff culture (e.g. H&F Way, a staff led initiative).
- Tackling race inequality initiatives in response to the Black Lives Matter movement.
- Communicating with our customers – improving customer services.

Previous page: H&F Council aims to be a fully inclusive employer. However, focusing on inclusion does not mean that we don't need to think, talk or take action around issues of diversity and equality. This page: Earn While You Learn (apprenticeships).

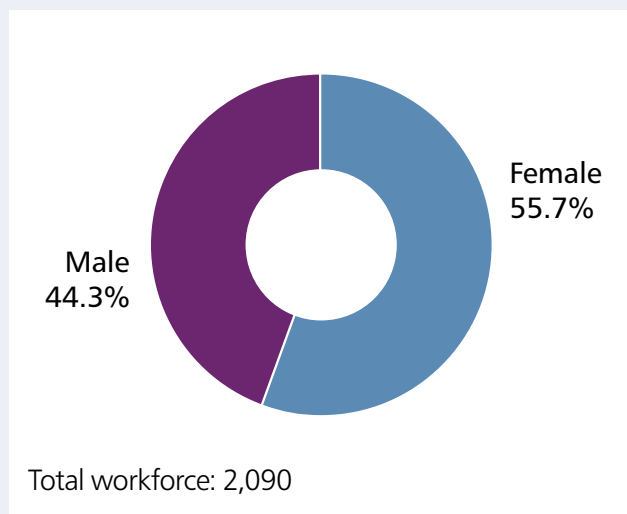
A volunteer at the Hammersmith & Fulham Foodbank helps package a parcel for a resident in need.



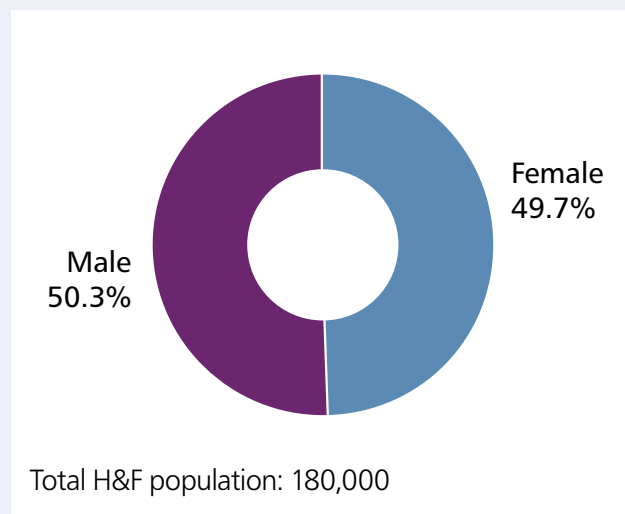
How the council is doing as an employer – a snapshot

We employ 2,090 people and work well with a good number of contractors. The opportunity to be an exemplar employer for equality, diversity and inclusion is something we are striving towards.

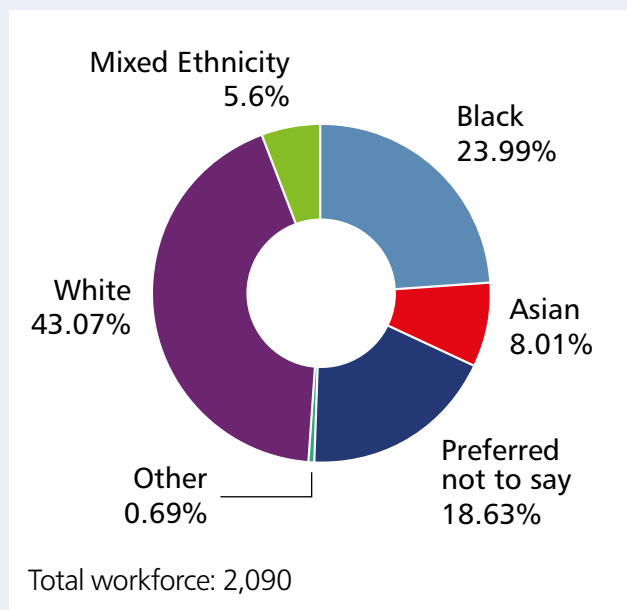
Workforce by gender, December 2020*



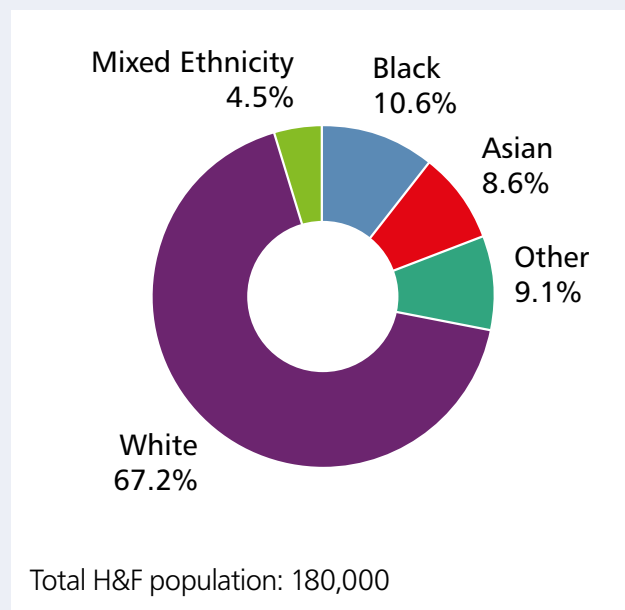
H&F working age population by gender, 2020



Workforce by ethnicity, December 2020*



H&F working age population by ethnicity, 2020



*At the council we are promoting a 'share not declare' initiative with staff and are pleased to see that more staff are sharing their data.

