

APPENDIX 2

Are these the right objectives for H&F's Equalities Plan? Objective 1 - Everyone in our borough must feel valued when the Covid-19 pandemic ends Yes	Are these the right objectives for H&F's Equalities Plan? Objective 2 - Removing barriers to inclusion Yes	Are these the right objectives for H&F's Equalities Plan? Objective 3 - Ensuring that our services tackle the disproportionate impact on young people of the risks of street crime and exploitation by gangs Yes	Are these the right objectives for H&F's Equalities Plan? Objective 4 - Improving opportunities for all Yes	Are these the right objectives for H&F's Equalities Plan? Objective 5 - Becoming an employer of choice and fostering greater inclusion Yes	Are these the right objectives for H&F's Equalities Plan? General comments	What else should we include?	What is your gender? Female	What is your age group? 30 - 49	Which of the following best describes your ethnic group? Other Black background
Yes	Yes	Yes	Yes	Yes		Treating people and listening to people especially in these difficult times of ours, all same regardless of colour	Female	65 - 84	African
Yes	Yes	Yes	Yes	Yes		THIS SURVEY SHOULD BE THE SUBJECT OF THIS SURVEY- but here are my thoughts on all objectives as there's not really anywhere else to put them.	Male	50 - 64	Other White
						Objective one – think 'after the pandemic' is odd framing for issues that need to be at the forefront now- after all the strategy covers 2021 which is very much during the pandemic. And with links to things like vaccine hesitancy, communities need to be valued not just after the pandemic. Equality cant be deferred- though I think you're trying to frame a post-covid vision, just not sure it makes sense to do it this way.			
						I don't think it's particularly helpful to have a picture of a police before and on objective three. Of course law enforcement is part of this effort to reduce disproportionate violence that certain types of young people suffer but we also know that those very same young people often have a distrust of the police due to racial profiling and overuse of stop-and-			
No	Yes	Don't know/ No opinion	Yes	Yes			Female	18 - 29	Mixed
Yes	Yes	Yes	Yes	Yes			Female	65 - 84	Caribbean
Yes	Yes	Yes	Yes	Don't know/ No opinion			Female	65 - 84	White British
						as a public service you should make sure that all public services are well maintained for all and the police does not harass people			
Don't know/ No opinion	Don't know/ No opinion	Yes	Yes	Don't know/ No opinion			Female	65 - 84	Other White
Yes	Yes	Yes	Yes	Don't know/ No opinion			Female	50 - 64	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	Yes			Female	65 - 84	White British
Yes	Yes	Yes	Yes	Yes		Plant trees on some street Enforcement of cleaning after dog poos	Female	50 - 64	Other White
Don't know/ No opinion	Don't know/ No opinion	Yes	Don't know/ No opinion	Don't know/ No opinion		stop wasting tax payers money doing box ticking rubbish like this	Prefer not to say	Prefer not to say	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	Yes			Female	65 - 84	White British
Yes	Yes	Yes	Yes	Don't know/ No opinion	More facilities and inclusion for Adults with disabilities	As above more facilities and inclusion for adults with disabilities, who tend to be at the bottom of the pile with regards to being a citizen.	Female	50 - 64	White British
Yes	Yes	Yes	Yes	Yes		Responsibility of all individuals to behave as if they were decent human beings. Stop talking about it and do something.	Male	30 - 49	White British
No	No	Yes	Yes	No				65 - 84	Any other ethnic group
						1. Covid isnt going to end so this objective isnt practical. 3. The support for young people thus far has been dire, trying to break them and not support them at all. Too many jobsworth staff.5. What does that actually mean??			
No	Yes	Yes	Yes	Don't know/ No opinion			Female	30 - 49	Prefer not to give ethnic origin
Don't know/ No opinion	No	No	Yes	Don't know/ No opinion	Gibberish questions	Better mental health support all round. Addiction support. Speak to young people who have been through the system in this borough, not the success stories the staff highlight, the forgotten ones. Find out whats really been happening under their watch for years. Keep explaining that equal rights come with equality of obligations and responsibilities	Male	50 - 64	White British
Yes	Yes	Yes	Yes	Don't know/ No opinion			Female	50 - 64	White British
Yes	Yes	Yes	Yes	Yes			Female	50 - 64	White British

Yes	Yes	Yes	Yes	Yes	Inclusion for all regardless of colour of your skin	Female	Prefer not to say	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	Yes	More grassroots community projects to support employment with younger and older generation. An employment skill exchange by establish and business seeking to expand. Friendship groups to share concerns of isolation linked with the council eg Food support, Home/tutoring support, Handy jobs/ Creative jobs/Building Projects.	Female	50 - 64	Caribbean
Yes	Yes	Yes	Yes	Yes	More grassroots community projects to support employment with younger and older generation. An employment skill exchange by establish and business seeking to expand. Friendship groups to share concerns of isolation linked with the council eg Food support, Home/tutoring support, Handy jobs/ Creative jobs/Building Projects.	Female	50 - 64	Caribbean
Yes	Yes	Yes	Yes	Yes	Accessibility for young people to be housed in the borough	Male	30 - 49	Other White
Yes	Yes	Yes	Yes	Yes	Clear objective on tackling economic inequality and deprivation	Female	50 - 64	Other Black background
No	Yes	Yes	Yes	Yes	Objective 1 is so vague it could be used to justify anything. It fails every test as an objective.	Female	50 - 64	White - White British
Yes	Yes	Yes	Yes	Yes	How about "providing more opportunities for people of different backgrounds to interact"? That's what good neighbourliness should mean. We are all in danger of feeling too comfortable within our own groups, whether we are part of a minority group or a majority group. As well as trying to tackle issues within particular groups, the Council can help neighbours get to know each other by facilitating open community events.	Male	30 - 49	Asian or Asian British - Chinese
Yes	Yes	Yes	Yes	Yes		Female	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes		Female	30 - 49	Asian or Asian British - Indian
Yes	Yes	Yes	Yes	Yes	All the main ingredients are included for our bright future	Male	50 - 64	Asian or Asian British - Indian
Yes	Yes	Yes	Yes	Yes	Monitoring and reporting on progress <ul style="list-style-type: none"> publish information explaining the progress it is making towards achieving our equality objectives and review how we are doing listen to and understand the diverse needs of communities and improve how we collect information across different services to better understand the impact of our actions be open and transparent about our progress, sharing information and learning from experience share best practice with partners so that we can collaborate, learn from others, and continually improve 	Prefer not to say	Prefer not to say	Prefer not to give ethnic origin

Yes	Yes	Yes	Yes	Yes	Excellent points : How to engage with the young to see a future within H&F	Male	50 - 64	Black or Black British - Caribbean
Yes	Yes	Yes	Yes	Yes		Female	18 - 29	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes		Female	30 - 49	Black or Black British - African
No	No	No	No	No	No the LBHF council has been so disappointing that cant even put it in words,	Male	30 - 49	Asian or Asian British - Other Asian background (please describe below)
Yes	Yes	Yes	Yes	Yes		Female	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Don't know/ No opinion	Don't know/ No opinion	Don't know/ No opinion	Don't know/ No opinion	Don't know/ No opinion	None of the above actually mean anything, they're just vacuous epithets that don't deliver changed experiences.	Male	65 - 84	Mixed - Other Mixed or multiple background (please describe below)
Yes	Yes	Yes	Yes	Yes		Female	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes		Female	30 - 49	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes	These questions are closed and will only give you what you already know. A bit of a waste of time. Be more granular to really be consultative.	Female	50 - 64	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	Yes		Female	65 - 84	White - Other White background (please describe below)
Yes	Yes	Yes	Yes	Yes		Female	50 - 64	White - Other White background (please describe below)

Yes	Yes	Yes	Yes	Yes		Lobby for the State Pension age for women to go back to 60. Children still at home, elderly parents needing care, older men out of work and work not accommodating people just plain tired and exhausted, but setting targets aimed at 20 year olds mean women in their late 50s and 60s won't make it to get any of the pensions they've paid into. This would help younger people too, who need jobs to buy the things they need to build their own lives.	Female	50 - 64	White Irish
Yes	Yes	Yes	Yes	Yes		More chances for the community to come together and interact with those from different backgrounds.	Female	18 - 29	Black or Black British - Other Black background (please describe below)
Yes	Yes	Yes	Yes	Yes	I feel that LBHF are committed to making positive change to all Borough residents and staff.	Commitment and investment in mental health resources following the pandemic. Activities and events to support those whose mental health has suffered through stress.	Female	50 - 64	Black or Black British - Caribbean
Yes	Yes	Yes	Yes	Yes	strategy well written in accessible language so easy to follow. Would expect final strategy to include measurable outputs AND measurable outcomes from a 2021 baseline for any workstream supporting each objective. I would want to see either an increase or reduction in relation to outcomes from the 2021 baseline. It is not enough for the Equality Strategy to develop a strategy or fund initiatives to achieve objectives: we need measurable outcomes.	disabled and older people experience barriers in the street environment so suggest this workstream is included under Objective 2 removing barriers to inclusion I would want to see more about adults with additional needs or learning disability	Female	65 - 84	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Don't know/ No opinion	Yes	Don't know/ No opinion	for the objectives i have said no to, i believe there are already other statutory services in place to address these objectives. Therefore we need to look at other objectives.	Education and achievement for young people so that the focus is not on knife crime but catching them early and instilling the right attitudes and values. Ensuring that Schools both Primary and Secondary are involved in the process.	Female	50 - 64	Mixed - White and Black African
Yes	Yes	Yes	Yes	Yes	Ensure that the Equality Act 2010 is within the Policy for H&F.	Residents Association, having diverse communities.	Female	65 - 84	Black or Black British - Caribbean
Yes	Yes	Yes	Yes	Yes		Re-modernisation of areas which have been identified as crime hotspots across the borough. Look at initiatives to design out crime and set up, alongside local groups, a Focus groups where decision makers in the council can meet with local residents to discuss their genuine concerns around safety. This does not have to take the place of other good work being done at various forums but will reflect the changes, eg Summer walkabout / Winter walkabout.	Female	50 - 64	Black or Black British - Caribbean

No	Yes	No	Yes	No	<p>I would change the wording of these objectives to be more in sync with the communities who stand to loose out the most from these initiatives, or benefit the most.</p>	<p>Objective 3 should focus on the root of truancy and youth anti-social behaviour: boredom, and limited professional/educational opportunities. This unfortunately sound very "crack down on youth crime heavy" and over-policing. This holds a lot of loaded language that ultimately does little to promote positive social outcomes. Since many of these same youth are the most likely to be victims of over-policing and are the most likely to distrust police officers, is this the most appropriate response? If so, how might we support officers better to be neighbourhood champions of inclusion and youth work as opposed to over-policing minors.</p>	Male	18 - 29	Mixed - White and Black Caribbean
Yes	Yes	Yes	Yes	Yes		<p>"Nothing about us without us" is an excellent aim and should help move us to become a more inclusive Borough. However, key structures need to be built within the borough to ensure that decisions which have an effect on the health and well being of the borough population are taken at a local level. NHS decisions about residents need as far as possible to be taken in H&F with a recognised consultation, decision making platform and control of budget as the CCG has now ceased to meet locally. To have credibility there needs to be a recognised public structure concerning health provision rather than ad hoc practice.</p>	Male	65 - 84	White Irish

Yes	Yes	Yes	Yes	Yes	Budget implications make some of this difficult - central govt needs to release funds	Attention to the different communities (note the plural), to intersectionalities and to a detailed analysis of how exclusion happens. This is particularly important when looking at health inequalities - something that has become much more notable during covid. With the local CCG gone, there is a need for some sort of local body, with the involvement of local citizens, which addresses health issues and health inequalities - with powers to take decisions and implement policies.	Female	65 - 84	White - Other White background (please describe below) White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes			Female	65 - 84	
Yes	Yes	Yes	Yes	Yes	I have noticed your objectives but in practice you do not adhere to them. Our SHO is a gem but she is treated like dirt by Marianne Duffield and the management above. Our petition was completely ignored. We have the most incompetent repairs service at great expense to us but our complaints are ignored and I have to go to the Wandsworth County Court to get the refunds due to me. d	The list outlined in this Consultation is comprehensive enough. The problem is the application. I used to be very active and very successful in employment law. I have never lost a case of constructive and unfair dismissal, even against British Gas and a famous lawyer (Professor Wallington). I was congratulated by Norman Willis who thought I did a good job and I was very fluent in English. I told him that it must be my Scottish blood prevailing on that day, my Grand-Father being Scottish. He survived the trenches but came back so ill that he was dead less than 2 years after WW1. The only photograph I have of him is what the family did not want: an Identity Card showing he was a Member of an Industrial Tribunal for the town of Beziers. Karen is a good case for constructive dismissal.	Female	65 - 84	White - Other White background (please describe below)
Yes	Yes	Yes	Yes	Yes		I think across all the Objectives & initiatives the need for visible "Champions" would assist in promoting the underlying work as it progresses. One notes that many people with have more than one 'protected' characteristic and so any planning/implementation needs to ensure that all of a persons characteristics are validated and not simply 'pigeon holling' into what might seem the 'most appropriate one'. I think trying to involve young citizens in civic life should also be an aim/aspiration.	Male	50 - 64	White Irish
Yes	Yes	Yes	Yes	Yes			Female	30 - 49	Black or Black British - Other Black background (please describe below)

Yes	Yes	Yes	Yes	Yes		A greater emphasis on mental health support (coordinating with the NHS Trust, individual local hospitals and the Claybrook Centre) Use of council premises as drop in Day centres would give those in need somewhere to go and find support. Also coffee mornings, walking and art groups are some examples of activities that are so badly needed. Ideally and eventually occasional trips out of the borough to visit places of interest like Kew, The South Kensington Museums, Hampton Court or the seaside would be of huge benefit to the many local residents who struggle with their mental health.	Male	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes	Don't know/ No opinion	This seems to shift the focus away from residents and towards the quality of employment for local government officials	Male	30 - 49	White - Other White background (please describe below)
No	Yes	Yes	Yes	Yes	Yes		Male	50 - 64	Asian or Asian British - Indian
Yes	Don't know/ No opinion	Yes	Yes	Yes	Don't know/ No opinion		Prefer not to say	30 - 49	Prefer not to give ethnic origin
No	Yes	Yes	Yes	Yes	Yes	Just jumping on a bandwagon with covid=19	Male	50 - 64	Black or Black British - Caribbean
Yes	Yes	Yes	Yes	Yes	Yes	understand & prioritise socio economic equality disparity as it impacts particularly on residents facing more than one level of exclusion / discrimination and develop a clear understanding of intersectionality / identity.	Male	50 - 64	White Irish
Yes	Yes	Yes	Yes	Yes	Yes	it is disappointing that the answers are limited to YES or NO - this doesn't feel in the spirit of the PSED and Equality Act. PSED objectives should have been developed with residents given the LBHF commitment to 'doing things with residents not to them'	Female	50 - 64	White Irish
Yes	Yes	Yes	Yes	Yes	Yes		Female	18 - 29	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Don't know/ No opinion	Don't know/ No opinion	Don't know/ No opinion	Housing- too many residents are not treated with dignity and respect by their landlords including housing association Advocate for and empower tenants to be treated equitably. Residents in some areas of the borough are almost forgotten about. Leave non behind. Don't just focus on white city estate.	Female	30 - 49	Mixed - White and Black Caribbean
Yes	Yes	Yes	Yes	Yes	Yes	We should teach the truth about colonialism in our schools. South Africa and Rwanda engaged the Truth and Reconciliation programme to come clean. Without which denial and ignorance will continue to support the persistent discriminatory behaviours and attitudes we still see. Though LBH&F is better than some London boroughs it can do better by far.	Female	50 - 64	Mixed - White and Black Caribbean
Yes	Yes	Yes	Yes	Yes	Yes		Male	50 - 64	Black or Black British - Caribbean
Yes	Yes	Yes	Yes	Yes	Yes		Female	18 - 29	Prefer not to give ethnic origin

Yes	Yes	Yes	Yes	Yes	The CPS have adopted a Crimes Against Older People policy - CAOP. They recognise that older people are often targeted because of their age and a perception that they are vulnerable.	Female	Prefer not to say	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	No	I would like this policy to be taken up by many more organisations and mentioned in communications alongside Hate Crime.	Male	30 - 49	Black or Black British - African
Yes	Yes	Yes	Yes	Yes	A commitment to ensuring that children with EHCPs are receiving the assistance that their EHCP recommended. Schools are impossible to hold to account regarding this and seem to take the local authority money and use it for other purposes, rather than assisting the child the funding was meant for.	Female	50 - 64	Prefer not to give ethnic origin
No	No	No	No	No	H&I to me is about values and equality and diversity you have covered the most important thank you	Prefer not to say	Prefer not to say	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	Yes		Female	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes		Male	30 - 49	White - Other White background (please describe below)
Yes	Don't know/ No opinion	Yes	No	No		Male	30 - 49	Mixed – Other Mixed or multiple background (please describe below)
Yes	Yes	Yes	Yes	Yes	How/ inclusive practice - I am interested to know more about this especially in relation to promoting work opportunities for people who have a disability or have never been able to work due to a language barrier or caring for children. Entrepreneurship and perhaps the issue of high rent. How do we create spaces for creative entrepreneurs who cannot afford to rent a shop or a stall? Good quality subsidised leisure activities for all children to enjoy- the lyrics theatre has a number of those activities available to kids from all backgrounds which is brilliant. Could the borough create more artistic/ sports hubs like this for all kids primary and secondary age children.	Female	30 - 49	White - Other White background (please describe below)

Don't know/ No opinion	No	Yes	No	No	I don't recognise that there isn't the opportunities that are there for everyone and if course gang culture is a terrible blight on society .	Understanding of how racism or prejudice can invade all cultures and understanding origins of things and how we can all be better by understanding that no culture or background or ethnicity or nation is without fault as well as positives such as recognising as a great example how sports like football encourage brilliantly integrated society when the mainstream says the opposite .	Male	50 - 64	White Irish
Yes	Yes	Yes	Yes	Yes			Female	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes			Female	30 - 49	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes	All good objectives but need input from all Seniors within Council.	Young people with Mental Health. They are not supported enough in this borough. I believe the numbers of YP are increasing with MH related issues and are still being admitted to hospitals far from home. Need to see what resources are in borough to support these YP.	Female	50 - 64	Prefer not to give ethnic origin
Yes	Yes	Yes	Yes	Yes		Better representation for Ethnic staff with in the council management structure, (positions higher the the very junior team lead roles) .	Female	50 - 64	Black or Black British - Caribbean
No	No	Yes	No	No		You are not the government! Stick to doing the stuff you are supposed to do: keep the streets clean, don't roll out ridiculous plans that dont work e.g. monster bins, sands end traffic fiasco. Stick to the day job please because that is not being done at all well at the moment.	Female	30 - 49	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes	Without truly affordable housing for the children and grandchildren of denizens of the borough, none of this will matter.		Female	18 - 29	Mixed – Other Mixed or multiple background (please describe below)
Yes	Yes	No	Yes	No	Forcing or choosing people into jobs based on their identity is regressive action and creates greater division. Identity politics is one of societies biggest ills	No 'numbers' game on how many black, Asian, female etc are in certain jobs. Do it on merit and merit alone. Just like we stopped including age as a determining factor on CVs many years ago, company's should not get targets for employing a number of people based on their identity	Male	30 - 49	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes			Female	50 - 64	Black or Black British - Caribbean

Yes	Yes	Yes	Yes	Yes	Yes	<p>its hard to disagree with the priorities you have chosen but I also see the following in the work we do</p> <p>Housing - one of the biggest inequalities in the borough is access to affordable housing and the high cost of housing underpins other inequalities. Cost of housing dictates where some people live, whether they can afford to stay in the area they know/close to their network, how much money or time they have left over to access other opportunities such as education, cultural or sports activities ,volunteering etc. Poor housing is also obviously linked to other outcomes like poor health.</p> <p>Health inequality - isn't there a 10 year difference in life expectancy between the most and least affluent in the borough?</p> <p>Access to space for community activities - the most common request we have after funding is for</p>	Female	50 - 64	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Yes	Yes	<p>I feel you could include specific actions that would make the lives of LGBT people better. For example, you could ensure that all of your frontline staff are aware of issues that LGBT people may face e.g. homophobia or issues accessing healthcare services, or having issues on the phone due to being trans and having a "non-passing" voice.</p>	Female	18 - 29	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Don't know/ No opinion	<p>Am not sure this should be an objective as focus should be more on services and support.</p>	<p>Elderly care and inclusion is an area I think that should be considered as shown by Covid. The challenge between care and finances and providing opportunities for the elderly (e.g. day centres) is only going to grow.</p>	Male	50 - 64	Black or Black British - African
Yes	Yes	Yes	Yes	Don't know/ No opinion		<p>Allowing all residents to have access to a car parking space if they buy an electric vehicle abs scrap all S106 that denies residents to buy abs park abs electric car</p>	Male	30 - 49	White English/ Welsh/ Scottish/ Northern Irish or British
Yes	Yes	Yes	Yes	Don't know/ No opinion	<p>I already think LBHF had/s a good inclusion and equality view over many years since it had Equal opportunity policies in the 90s. I think more clarity is needed about what are the exact problems LBHF is trying to tackle so we dont needlessly use up resources and time to deal with things we dont have a problem with.</p>	<p>I think businesses in the Borough may need to also be somehow included in this as they are a central core of what LBHF is also about and helps sustain the Borough. They also need to feel valued by LBHF and they also have a lot of workers who may rely on our services and leadership as a Council.</p>	Male	30 - 49	White English/ Welsh/ Scottish/ Northern Irish or British