

## Equality Impact Assessment (EIA)

### Document control

<b>Title of activity:</b>	Voluntary Sector Strategy and Action Plan
<b>Type of activity:</b>	Development of Strategy and Action Plan.
<b>Lead officer:</b>	Brian Partridge, Interim Corporate Policy and Community Manager.
<b>Approved by:</b>	Andrew Blake Herbert, Group Director, Communities and Resources
<b>Date completed:</b>	May 2015
<b>Scheduled date for review:</b>	2018

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

# 1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at [diversity@haverinq.gov.uk](mailto:diversity@haverinq.gov.uk)

## About your activity

1	<b>Title of activity</b>	Voluntary Sector Strategy and Action Plan
2	<b>Type of activity</b>	Development of Strategy and Action Plan.
3	<b>Scope of activity</b>	Delivery of new Voluntary Sector Strategy and action plan – This sets out the outcomes the Council wants to achieve and how it will work with the voluntary and community sector (VCS). This has been consulted upon with the sector and the results of that consultation are incorporated in this EIA.
4a	<b>Is the activity new or changing?</b>	Yes - New
4b	<b>Is the activity likely to have an impact on individuals or groups?</b>	Yes
5	<b>If you answered yes:</b>	<i>Please complete the EIA on the next page.</i>

<b>Completed by:</b>	Brian Partridge, Interim Corporate Policy and Community Manager, Communities and Resources Directorate.
<b>Date:</b>	May 2015

# 1. Equality Impact Assessment

## Background

The Council is undertaking a review of its relationship with the voluntary and community sector (VCS), to ensure that the investments it makes into community projects and voluntary sector services address residents' needs, reduce demand on public services and

provide value for money for the taxpayer. As part of this work, a new voluntary sector strategy and action plan has been developed and consulted on with the sector. The issue being assessed within this EIA is whether people of any particular protected characteristics are likely to be disproportionately impacted by the Voluntary Sector Strategy and Action Plan.

The strategy sets out a vision and aims as follows:

“The long-term vision for this strategy is to ensure that communities are resilient and supported by an effective and sustainable voluntary and community sector. We want to work more effectively with the sector to deliver the best value for money outcomes at a time of limited resources, and to help us achieve this, the strategy has two key aims:

1. To strengthen communities and to increase the effectiveness and impact of the voluntary sector so that it can support communities to be more resilient, by enabling neighbours, communities and families to support one another, and local people to take the lead on improving their local areas through voluntary action, and
2. To improve local voluntary sector capacity to deliver quality local services that people need, and that new types of services, which best meet people’s needs are developed with and by the sector (possibly through new models of delivery).”

The strategy set out 4 additional outcomes to be achieved which are:

1. Communities will be resilient and self-supporting, reducing demand on public services and improving the quality of life of local people
2. Capacity and skills in both the voluntary sector and the Council will be built up, to encourage enterprise and innovation within the voluntary sector and co-production of services that meet community needs
3. There will be infrastructure support for the sector that is fit for purpose
4. The Council’s financial support to the sector will be targeted, transparent and deliver quality, tangible outcomes

The strategy underwent a period of three months’ consultation between October 2014 and January 2015, in line with the Council’s commitment to the Voluntary Sector Compact. The consultation sought to reach as many community groups and voluntary sector organisations as possible. Consultation was carried out in a range of ways including:

- Face to face interviews with voluntary organisations
- Focus groups
- Meetings with Boards of Trustees
- A series of workshops
- Circulation of the draft strategy to a wide range of groups (and publishing it on the web) with an invitation to comment directly
- A feedback event at which the messages delivered through the consultation were replayed, along with the Council’s proposed responses to these

Over 116 people attended the workshops from a wide range of groups and the feedback has been quite diverse in nature, reflecting the different levels of experience, needs and views in the sector. There are however, a number of ideas for action that are supported by a wide range of groups. Organisations see potential for real improvements in relationships and to that end wish to see a small number of realistic, clear and achievable actions on the part of the Council to achieve this. In particular the key challenges to be tackled relate to:

- Information and communication;
- Enabling innovation and forward planning, and
- Joint working / partnerships

Ideas for action which were put forward included:

- Maintaining effective communication through designated points of contact in the Council to support the sharing of relevant information (which is needed to enable better joining up of services, understanding of need and development of ideas).
- Jointly developing a solution to meet the need for people (service users and other community organisations as well as public services) to know about each other's services and activities. This could be achieved through a single high quality website / directory.
- Commissioning cycles that build in time to engage organisations in service shaping and allow the opportunity to explore and develop new ideas about service delivery.
- Publishing the 'outcomes' required by the Council so that organisations are able to take these into account in their business and strategic planning
- Maximising use of premises / access to space.
- Ensuring funding processes and criteria work so they add value in building the resilience of local communities e.g. by supporting projects and initiatives that invest in the skills and capacity of local people.
- Reviewing and re-launching the Compact to ensure it is fit for purpose and can help with the need for dispute resolution processes (identified by some groups) as well as providing a forum for dialogue outside of grant / contract discussions.
- Commissioning future infrastructure support to deliver on needs identified throughout the consultation, particularly in relation to information sharing, policy engagement, and capacity building to increase sustainability, resilience and capacity for innovation within the sector.

The consultation feedback broadly supported the aims and outcomes set out above and no changes were proposed to these.

A draft action plan has been developed to respond to the points raised in the consultation and the Council's wider offer to the sector is being reviewed.

## The EIA

The assessments below are based on data that we have on the **current** picture of the voluntary sector in Havering, taken from HAVCO's community portal, as well as a recent study carried out by the National Council for Voluntary Organisations (NCVO) to compile data on the Voluntary Sector in London. This study included a breakdown for each borough, although it only captured organisations that are registered charities. Also included is evidence from the 2010 National Survey of Charities and Social Enterprises (NSCSE) carried out by Ipsos MORI on behalf of The Office for Civil Society. 440 charities, voluntary groups and social enterprises within Havering were asked to take part in the 2010 NSCSE, of which 186 organisations responded to the survey (a 42% response rate).

### Local Context: Havering's Voluntary Sector

Havering has a fairly large voluntary sector, believed to be in excess of 800 organisations. These range from larger voluntary organisations, such as the Citizens Advice Bureau, Age Concern Havering, the Carers Trust, YMCA, etc., through to small neighbourhood-level groups of residents - local people giving up their spare time to make a difference in their neighbourhood. It is estimated that around £200m each year is brought into the local economy by Havering's VCS<sup>1</sup>.

Because of the informal nature of much of the community sector, it is very difficult to get a complete picture of how many organisations there are and what types of services they provide.

- **Number of Organisations registered on Charities Commission website**

	Local	National	National & Overseas	Overseas	Not Known	Total
<b>Number</b>	242	25	10	16	26	319
<b>Income</b>	£39.9m	£3m	£2.4m	£1.4m	£0	£46.9m
<b>Expenditure</b>	£38.6m	£3.1m	£2.4m	£1.5m	£0	£45.6m
<b>Employees</b>	579	25	57	9	0	670

- **Overview of charities registered on Charities Commission website**

Type of charitable organisation	Number
Charities	319
Community Interest Companies	6
Industrial and Provident Societies	6
Companies Limited by Guarantee	146
<b>Total charitable organisations</b>	<b>477</b>

The registered charities data used in all tables have been filtered using a 'third sector test'. Included are organisations generally considered to be part of the third sector. We have removed organisations not traditionally seen as third sector organisations but still registered as charities, such as housing associations, independent schools, government bodies, trade associations and faith groups whose main objective is the promotion of religion. The list of Companies Limited by Guarantee has been filtered to remove registered charities (to avoid double counting) as well as organisations not traditionally viewed as third sector, such as management companies of blocks of flats.

<sup>1</sup> This includes larger organisations who may also operate outside the borough as well as within Havering

- **Finances**

Item	Number
Income	£46.9m
Expenditure	£45.6m
Assets*	£54.5m
Employees*	670
Organisations	319
Trustees	1,736

- **Charities based outside of Havering that operate in the Borough**

Item	Number
Count (Havering only)	44
Income (Havering only)	£6.1m
Count (throughout London)	896
Income (throughout London)	£346.6m

<http://data.ncvo-vol.org.uk/areas/london/intro>.

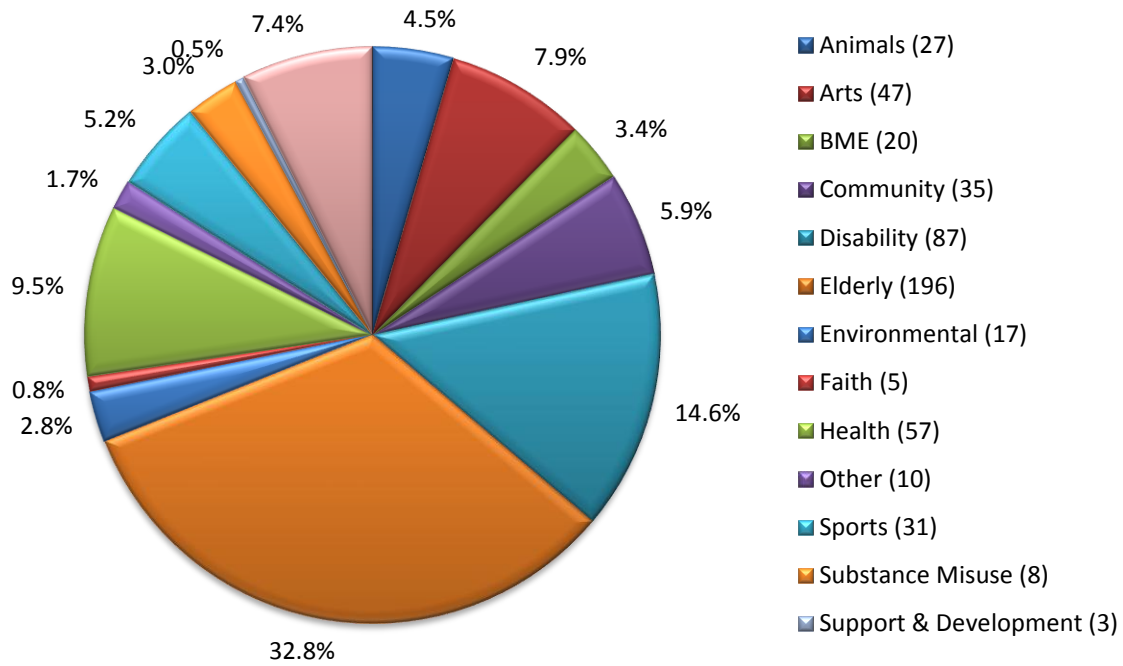
- **Organisations listed on the HAVCO Community Portal**

The figures for assets and employees are based **only** on those organisations with incomes greater than £500,000 per year, so will be lower than for the whole sector. “Local” includes organisations working at any level below national – i.e. regional, cross-borough, single borough or smaller.

We know that the research carried out into organisations listed on the Charities Commission website is not the full picture of, particularly, some of the smaller organisations working at a community level. Havering Association of Community and Voluntary Organisations (HAVCO) has 597 organisations on its Community Portal database.

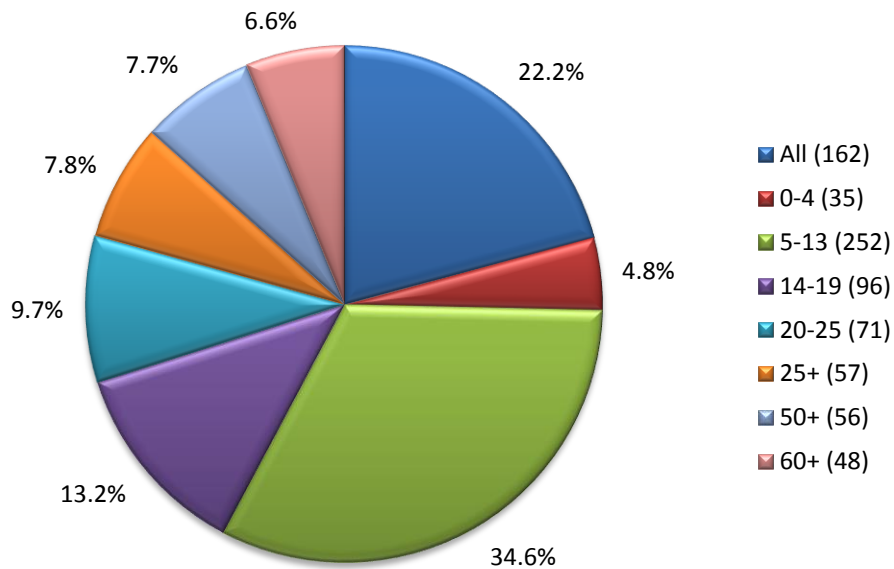
The information contained on the Portal tells us that these organisations operate in the following fields:

## Type of Organisation

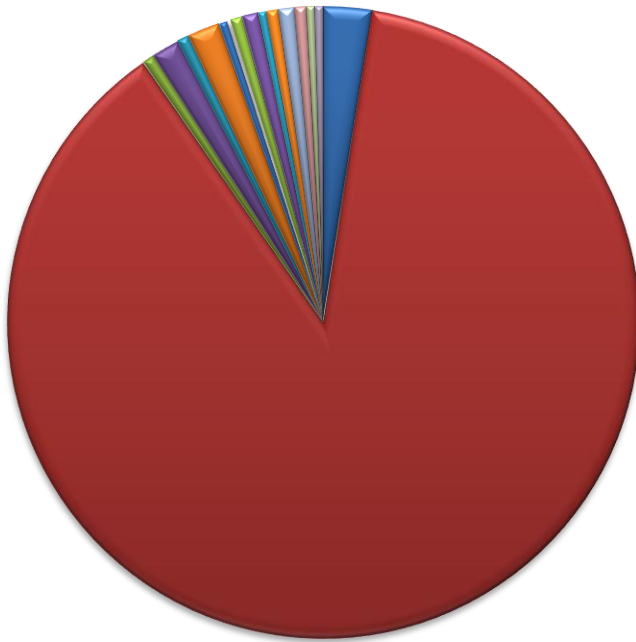


And their beneficiaries are of the following ages and ethnicities:

## Age

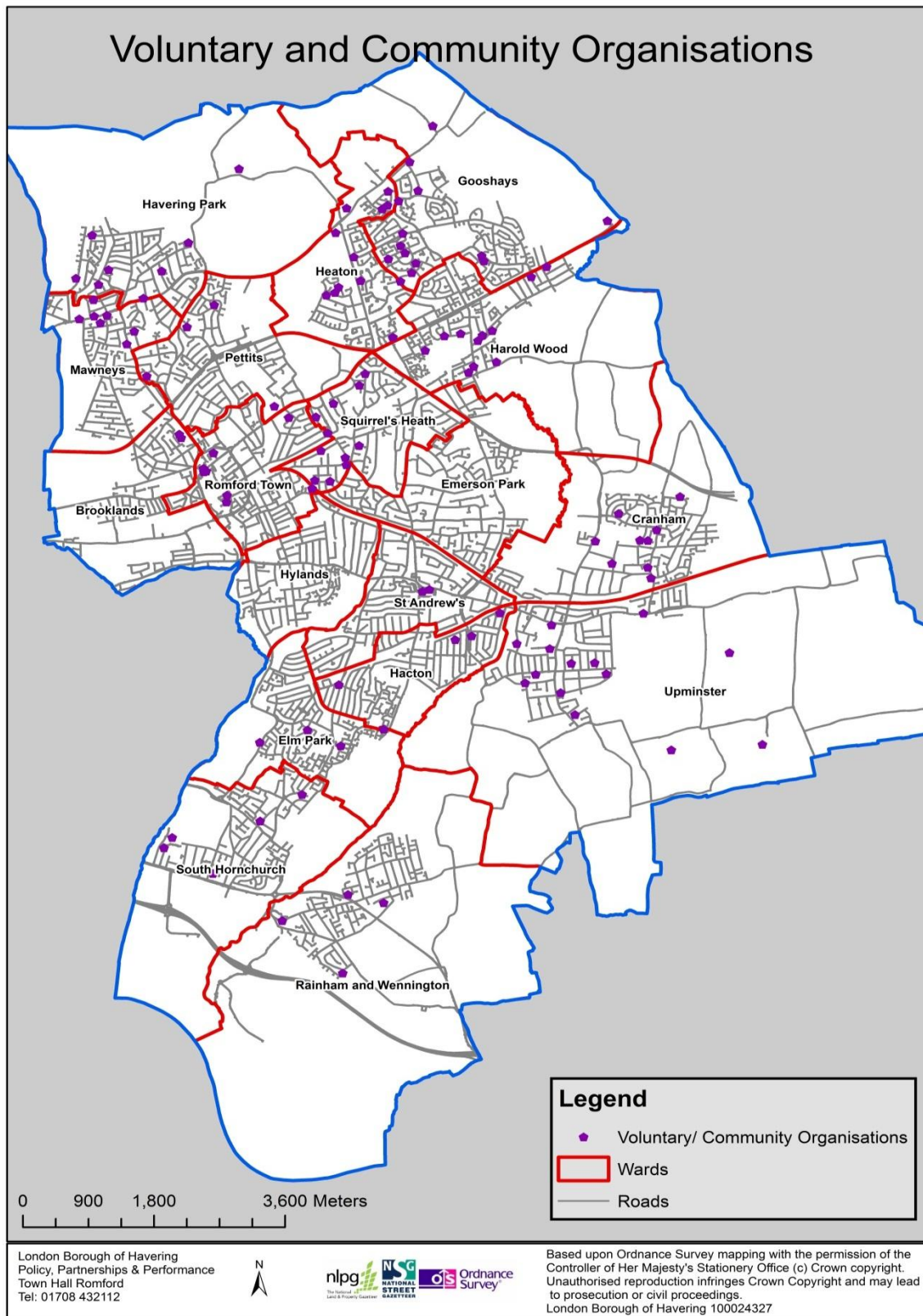


## Race





And have bases located fairly evenly across the borough:



## The Findings of the 2010 National Survey of Charities and Social Enterprises (NSCSE)

The 2010 NSCSE asked organisations to identify the *main* clients, users or beneficiaries of their organisation. Of the 440 charities, voluntary groups and social enterprises in Havering invited to take part in the survey, 186 responded (a 42% response rate).

### Users or beneficiaries of organisations:

Havering		
Rank	Main clients, users or beneficiaries	%
1 <sup>st</sup>	The general public / everyone	38%
2 <sup>nd</sup>	Children (aged 15 or under)	31%
3 <sup>rd</sup>	Young people (aged 16 to 24)	23%
4 <sup>th</sup>	Women	16%
5 <sup>th</sup>	Older People	14%

### Main areas that organisations work in:

Havering		
Rank	Main areas for organisations	%
1 <sup>st</sup>	Education and Lifelong Learning	27%
2 <sup>nd</sup>	Leisure (including sport and recreation)	26%
3 <sup>rd</sup>	Religious / Faith-based Activity	25%
4 <sup>th</sup>	Community Development and Mutual Aid	17%
5 <sup>th</sup>	Health and Well-being (e.g. medical, health, sickness, disability, mental health, counselling)	15%

The top five main areas identified by organisations in Havering mirrored that of our nearest statistical neighbours in London. Organisations in Bexley, Hillingdon, and Bromley all documented the same main areas in the 2010 NSCSE - the only exception being Hillingdon who also listed culture (including arts and music) as a main area of their organisations in the 2010 NSCSE.

### Main roles undertaken

Havering		
Rank	Main roles your organisation undertakes	%
1 <sup>st</sup>	Delivery of other services (e.g. business services, financial services, leisure, retail, manufacturing, community support, sports coaching/club, and recreation),	28%
2 <sup>nd</sup>	Advancing religion and / or spiritual welfare by supporting religious or spiritual practice	24%
3 <sup>rd</sup>	Delivery of public services (e.g. social housing, health care, day centre, counselling, community safety, education, childcare)	22%
4 <sup>th</sup>	Community development and mutual aid	13%
5 <sup>th</sup>	Provides advice to individuals	12%

### Geographic areas of operation

<b>Havering</b>		
<b>Rank</b>	<b>Top five geographic areas</b>	<b>%</b>
1 <sup>st</sup>	Your local authority area	40%
2 <sup>nd</sup>	Your neighbourhood	31%
3 <sup>rd</sup>	Regionally	12%
4 <sup>th</sup>	Nationally	11%
5 <sup>th</sup>	Internationally	7%

### Approximate number of full-time equivalent employees

Over half of the organisations in Havering reported no full-time equivalent employees currently in their organisation. This is either due to mostly part-time staff, or a large proportion of volunteer workers, or both.

<b>Havering</b>		
<b>Rank</b>	<b>Number of full-time equivalent employees</b>	<b>%</b>
1 <sup>st</sup>	None	56%
2 <sup>nd</sup>	No answer provided	10%
3 <sup>rd</sup>	One	9%
4 <sup>th</sup>	Two	8%
5 <sup>th</sup>	Three to Five	6%

### Approximate total number of volunteers, including committee / board members

<b>Havering</b>		
<b>Rank</b>	<b>Volunteers, including committee / board members</b>	<b>%</b>
1 <sup>st</sup>	1 to 10	36%
2 <sup>nd</sup>	11 to 20	32%
3 <sup>rd</sup>	No answer provided	11%
4 <sup>th</sup>	21-30 / 31-50 / 101 to 500	6%
5 <sup>th</sup>	51 to 100	2%

### Approximate annual turnover or income from all sources

<b>Havering</b>		
<b>Rank</b>	<b>Annual turnover / income</b>	<b>%</b>
1 <sup>st</sup>	£10,001 - £30,000	19%
2 <sup>nd</sup>	£5,001 - £10,000	17%
3 <sup>rd</sup>	£100,001 - £500,000	12%
4 <sup>th</sup>	More than £500,000	9%
5 <sup>th</sup>	£30,001 - £60,000	8%

### Top five sources of income

<b>Havering</b>		
<b>Rank</b>	<b>Sources of income</b>	<b>%</b>
1 <sup>st</sup>	Donations and fundraising activities	75%
2 <sup>nd</sup>	Membership fees / subscriptions	43%
3 <sup>rd</sup>	Grants from non-statutory bodies	23%

4 <sup>th</sup>	Earned income from training including retail	20%
5 <sup>th</sup>	Earned income from contracts	10%

<b>Age:</b> Consider the full range of age groups		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  Based on the data currently available we have identified that further work is needed to stimulate the provider market in the older people's sector. In response to this, one of the actions set out in the action plan is to use LEP funding to establish a cross service review looking at building capacity with providers (including the VCS) to take advantage of the changes occurring in social care and the availability of personalised budgets. The action plan also includes an action to complete a review of commissioned services within Adult Social Care.
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b>		
Havering's age profile is as follows:		
<b>2013</b>	<b>Number</b>	<b>Percentage of population (%)</b>
All persons	242,080	100.0
0-4 years	14,808	6.1
5-10 years	16,867	7.0
11-17 years	20,445	8.5
18-24 years	21,048	8.7
25-64 years	124,097	51.3
65-84 years	38,306	15.8
85+ years	6,509	2.7
<p>The HAVCO Community Portal suggests that the organisations listed with HAVCO work with users across all age groups, but that more organisations work with younger people than older residents. This evidence is also supported by the 2010 National Survey of Charities and Social Enterprises (NSCSE), which showed that 31% of organisations in Havering work with younger people and only 14% with older people.</p> <p>The number of children and young people (aged 0-17) in Havering is expected to grow by 22% by 2019, so it could be seen as an encouraging sign that this age group is well represented across and catered for by Havering's voluntary sector. However, the consultation feedback identified gaps in children and young people provision, including for those aged 0-5 years and for young carers, as well as a need for more substance misuse support for young people.</p>		

Evidence also suggests that further work needs to be done to stimulate the provider market in the older people's sector, particularly as the 65+ population in Havering is expected to grow the fastest overall in the future, increasing by 18.5% by 2019, and that that there will be a sharp increase in the over 85s – from 6,975 (in 2014) to 8,040 (in 2019).

The Voluntary Sector consultation highlighted that the growing older people population means that there are more vulnerable adults and gaps in services for them, including advocacy for older people and a lack of support for parent carers.

**Sources used:**

2013 mid-year population estimates, Office of National Statistics

HAVCO Community Portal (data accessed 12/8/14)

GLA population projections

2010 National Survey of Charities and Social Enterprises (NSCSE)

Strategy consultation outcomes

SITRA Phase 1 Interim Report – Market Shaping and Business Development

**Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

*Please tick (✓) the relevant box:*

**Positive**

✓

**Neutral**

**Negative**

**Overall impact:**

It is anticipated that the actions set out in the Voluntary Sector Strategy and action plan will benefit a wide range of voluntary and community groups within the borough, including those working with people with disabilities. Based on the data currently available we have identified that more work needs to be done to stimulate the voluntary sector market in this area.

**Evidence:**

According to the definition of 'disability' under the Equality Act 2010, a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

Havering's disability profile is as follows:

- 31,400 (21%) working age (16-64) people living in Havering have a disability or long term illness/health condition
- 22,320 (52%) of older people (65+ years old) have a disability or long term illness/health condition

According to the HAVCO Community Portal, 18 of their member organisations (only 3%) work in the disability sector.

According to the 2010 National Survey of Charities and Social Enterprises (NSCSE), 15% of organisations work in the health and wellbeing sector (including medical, health, sickness, disability, mental health, counselling, etc.).

The above data clearly shows there are gaps in VCS provision that need to be addressed for the disability sector.

The VS consultation highlighted a number of related issues:

- A lack of social clubs for young disabled persons and those just over 18
- Lack of services for children with a disability moving to adult services and for those aged 0-5
- An increase in mental health problems and cases of dementia
- A gap in services for young people with substance misuse issues

Work to refresh the market position statement has highlighted few local services for people with autism; a lack of employment and training opportunities for working age persons with disabilities, and an over provision of nursing and residential home care and supported living for persons with learning disabilities.

**Sources used:**

2012/13 Annual Population Survey, Office of National Statistics  
 2011 Census, Office of National Statistics  
 HAVCO Community Portal (data accessed 12/8/14)  
 2010 National Survey of Charities and Social Enterprises (NSCSE)  
 Strategy consultation outcomes  
 SITRA Phase 1 Interim Report – Market Shaping and Business Development

**Sex/gender:** Consider both men and women

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  It is anticipated that the actions set out in the Voluntary Sector Strategy and action plan will benefit a wide range of voluntary and community sector groups within the borough, working with both men and women.
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

The gender profile of Havering is as follows:

2013	Number	Percentage of population (%)
All persons	242,080	100.0
Male	116,232	48.0
Female	125,848	52.0

According to the HAVCO portal, 303 organisations have stated that they work with both sexes, 12 specifically with men and 129 with women, while the 2010 National Survey of Charities and Social Enterprises (NSCSE) suggests that 16% of organisations from Havering who responded to the survey work with women.

The VS consultation highlighted an increase in reports of domestic violence in the Borough. In addition to this, there were felt to be gaps in provision, such as counselling services and provision for offenders leaving prison, which are disproportionately needed and used by men.

**Sources used:**

Source: 2013 mid-year population estimates, Office of National Statistics  
 2010 National Survey of Charities and Social Enterprises (NSCSE)  
 HAVCO Community Portal (data accessed 12/8/14)  
 Strategy consultation outcomes  
 SITRA Phase 1 Interim Report – Market Shaping and Business Development

**Ethnicity/race:** Consider the impact on different ethnic groups and nationalities

Please tick (✓) the relevant box:

<b>Positive</b>	<input checked="" type="checkbox"/>
<b>Neutral</b>	<input type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>

**Overall impact:**

It is anticipated that the actions set out in the Voluntary Sector Strategy and action plan will benefit a wide range of voluntary and community sector groups within the borough, including those working with different ethnic groups and nationalities.

At this moment in time there does not appear to be a disproportionate provision of VCS services targeted specifically at ethnic minorities within the borough. Given that Havering's Black and Minority Ethnic (BME) population has grown significantly and is expected to continue to grow during the next five years, this may be an area of growth for the voluntary sector in future.

**Evidence:**

Havering's ethnicity profile is as follows:

2014 (projection)	Number	Percentage of population (%)
All ethnicities	246,269	100.00
White	211,126	85.7
Black Caribbean	3,335	1.4
Black African	9,485	3.9
Black Other	4,524	1.8
Indian	5,813	2.4
Pakistani	1,820	0.7
Bangladeshi	1,205	0.5
Chinese	1,662	0.7
Other Asian	4,467	1.8
Other	2,833	1.2
BAME <sup>2</sup>	35,144	14.3

According to the HAVCO Portal, which is the only local data source we have on ethnicity, organisations working specifically with ethnic minorities are fairly well represented in Havering's voluntary sector. However, given that Havering's Black and Minority Ethnic (BME) population has grown by 20% since 2011, and is expected to grow further 25% by 2019, this may be an area of growth for the voluntary sector in future.

As the GLA projection data incorporates the White: Other groups (such as Eastern Europeans, Gypsies, Roma and Irish Travellers) within the wider 'White' category, it is difficult to analyse VCS services provision and take-up by White: Other groups. For example, according to 2011 Census at least 3% (or 7,580 people) of the population living in Havering belong to the White: Other category, and yet, only 2 organisations cater for Eastern European residents.

**Sources used:**

2012 Round SHLAA ethnic group projection - final, Greater London Authority  
 HAVCO Community Portal (data accessed 12/8/14)  
 Strategy consultation outcomes  
 SITRA Phase 1 Interim Report – Market Shaping and Business Development

<sup>2</sup> The GLA define BAME differently to the ONS. The GLA does not include a 'White Other' Group. Instead they have one category 'White' that includes 'White British' and 'White Other'.



<b>Religion/faith:</b> Consider people from different religions or beliefs including those with no religion or belief		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	✓	It is anticipated that the actions set out in the Voluntary Sector Strategy and action plan will benefit a wide range of voluntary and community sector groups within the borough, including those working with people of different religions and faiths.  The data available on beneficiaries by faith is very limited. However, based on the data currently available to us there does not appear to be any under-representation of groups working with people of different religions / faiths within the local voluntary and community sector.
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

In the 2011 Census, Havering's religious profile was:

2011	Number	Percentage of population (%)
All religions	237,232	100.0
Christian	155,597	65.6
Muslim	4,829	2.0
Hindu	2,963	1.2
Sikh	1,928	0.8
Jewish	1,159	0.5
Buddhist	760	0.3
Other religion	648	0.3
No religion	53,549	22.6
Religion not stated	15,799	6.7

According to the 2010 NCSCE, 25% of respondents from Havering stated that their main purpose was religious / faith-based activity.

According to the HAVCO portal, the majority of organisations said they worked with 'all' faiths, with a small number (32) being Christian, 3 Jewish, 3 Muslim, and 2 Sikh.

This is unlikely to be a full and accurate picture of Havering's faith sector. However, on the basis of the information available, there does not appear to be any significant under-representation in terms of faith within the local voluntary and community sector.

**Sources used:**  
 2011 Census, Office of National Statistics  
 HAVCO Community Portal (data accessed 12/8/14)  
 Community Engagement Team faith database

<b>Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<b>Overall impact:</b> There is little information available at national and local levels to make an assessment on the impact of the Voluntary Sector Strategy and action plan on this protected characteristic.
<b>Neutral</b>	
<b>Negative</b>	
<b>Evidence:</b> <p>There is no sufficient information on sexual orientation at national or local level. Nor is there any local data on this protected characteristic, in terms of voluntary sector provision.</p> <p>There are no organisations listed on the HAVCO portal which specifically work with LGB people living in Havering, but nor were any gaps in provision identified within the consultation.</p>	
<b>Sources used:</b>	

<b>Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<b>Overall impact:</b> There is no information available to make an assessment on the impact of the review on this protected characteristic.
<b>Neutral</b>	
<b>Negative</b>	
<b>Evidence:</b> <p>There is no local data on this protected characteristic, in terms of voluntary sector provision.</p> <p>There are no organisations listed on the HAVCO portal which specifically work with transgender people living in Havering, but nor were any gaps in provision identified within the consultation.</p>	

**Sources used:****Marriage/civil partnership:** Consider people in a marriage or civil partnership*Please tick (✓)  
the relevant box:***Overall impact:****Positive****Neutral****Negative**

There is no information available to make an assessment on the impact of the Voluntary Sector Strategy and action plan on this protected characteristic.

**Evidence:**

According to the 2011 Census, Havering's profile at a Borough level is:

2011	Number	Percentage of population (%)
All persons	192,844	100.0
Single (never married or never registered a same-sex civil partnership)	63,549	33.0
Married	93,587	48.5
In a registered same-sex civil partnership	196	0.1
Separated (but still legally married or still legally in a same-sex civil partnership)	4,699	2.4
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	15,492	8.0
Widowed or surviving partner from a same-sex civil partnership	15,321	7.9

There is no information available to make an assessment of the impact of the Voluntary Sector Strategy and action plan on this group.

**Sources used:**

2011 Census

**Pregnancy, maternity and paternity:** Consider those who are pregnant and those who are undertaking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  There is no information available to make an assessment on the impact of the Voluntary Sector Strategy and action plan on this protected characteristic.
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

**Evidence:**

There is very little evidence available on the number of organisations falling under this category. An internet search unveils community support groups around breastfeeding e.g. <http://www.latchon.org.uk/about-us/> . The Community Centre-based Breastfeeding Cafés are run by Children’s Services.

[Home-Start Havering](#) caters for children under five and their families. Home-Start recruits and trains volunteers from the London Borough of Havering, then carefully matches the volunteer with an appropriate family. All of the families they support must have at least one child under five. The volunteer visits the family in their own home once a week. They run groups in conjunction with children centres; including messy play and music and movement and multicultural sessions.

There may be other groups without an online presence, however this is unknown at this time.

The VCS consultation identified gaps in provision for 0-5 year olds, which will indirectly impact on pregnancy, maternity and paternity.

**Sources used:**

Google  
Netmums.org  
Home-Start Havering

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  There is no information available to make an assessment of the direct impact of the Voluntary Sector Strategy and action plan on people from low income or financially excluded backgrounds. However the action plan does include a number of actions aimed at promoting volunteering, which can serve as a pathway into work. It is also more likely that people from lower socio-economic status are more likely to be dependent services within the voluntary and community sector,
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

which it is hoped will benefit from the actions set out in the strategy and action plan.

**Evidence:**

Multiple disadvantage was a new 2011 Census measure, defined as the proportion of households who have one or more of the following deprivation characteristics (dimensions):

- No qualifications
- A long-term illness
- Unemployment
- Overcrowded housing

2011	Number	Percentage of population (%)
1 Dimension	33,711	34.68
2 Dimensions	20,248	20.83
3 Dimensions	4,272	4.4
4 Dimensions	401	0.41

Havering has relatively low levels of deprivation. Havering is ranked 177th out of 326 local authorities (1st being most deprived, 326th being least deprived). However there are pockets of deprivation - two small areas of Havering (an area in Gooshays and an area in South Hornchurch) falling into the 10% most deprived areas in England. Overall, Gooshays remains the most deprived ward in Havering, with Hylands ward being the least deprived. An analysis of the map of organisations listed on the HAVCO Community Portal suggests that both areas are covered by voluntary and community sector organisations.

Feedback from the voluntary sector consultation indicates that there is an increasing number of residents facing poverty but that there are groups who specifically work with people living in poverty, such as the three Food Banks.

**Sources used:**

HAVCO Community Portal (data accessed 12/8/14)  
Index of Multiple Deprivation, Communities and Local Government, released 2011

Strategy consultation outcomes

SITRA Phase 1 Interim Report – Market Shaping and Business Development

