

## 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>	Jerry Haley (Senior Community Safety and Development Officer)
<b>Approved by:</b>	Cabinet
<b>Date completed:</b>	July 2016
<b>Scheduled date for review:</b>	July 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@havering.gov.uk](mailto:diversity@havering.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>	Changing
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>	Jerry Haley
<b>Date:</b>	June 2016

## 2. Equality Impact Assessment

### Background

The Council undertook 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 have 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

### Process for consultation and review

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 was quite diverse in nature, reflecting the different levels of experience, needs and views in the sector. There were however, a number of ideas for action that were supported by a wide range of groups. Organisations saw potential for real improvements in relationships and to that end wished 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.
- 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.

An 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. Data for the original EIA was taken from HAVCO's community portal, as well as a 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 (a 42% response rate). There are no updates available for this data.

### Local Context: Havering's Voluntary Sector

Because of the informal nature of much of the third sector, it is very difficult to get a complete picture of how many organisations there are and what types of services they provide. The Council is aware of 14 newly registered charities between 27<sup>th</sup> July 2015 and 27<sup>th</sup> July 2016.

The data captured below is taken from the Charities Commission website. It's important to note that where a charity is listed as operating in Havering, it may also operate across East London and other areas such as Essex.

What the Charity Does	
Purpose	# of Charities
General Charitable Purposes	137
Education / Training	63
The advancement of health or saving of lives	25
Disability	23
The prevention or relief of poverty	18
Overseas Aid / Famine Relief	5
Accommodation / Housing	11
Religious Activities	15
Arts / Culture / Heritage / Science	20
Amateur Sport	18
Animals	7
Environment / Conservation / Heritage	35
Economic / Community Development / Employment	77
Armed Forces / Emergency Service Efficiency	1
Human Rights / Religious or Racial Harmony / Equality	20
Recreation	31
Other Charitable Purposes	39

<b>Who the Charity Helps</b>	
<b>Target</b>	<b># of Charities</b>
Children / Young People	239
Elderly / Old People	123
People with Disabilities	131
People of a particular Ethnic or Racial Origin	42
Other Charities or Voluntary Bodies	89
Other defined groups	53
The general public / Mankind	206

<b>How the Charity Operates</b>	
<b>Target</b>	<b># of Charities</b>
Makes Grants to Individuals	53
Makes Grants to Organisations	92
Provides other finance	28
Provides Human Resources	116
Provides Buildings / Facilities / Open Spaces	141
Provides Services	206
Provides Advocacy / Advice / Information	139
Sponsors or Undertakes Research	19
Acts as an umbrella or Resource Body	45
Other Charitable Operations	85

<b>Income</b>	
	<b># of Charities</b>
£0 - £1	21
£2 - £1,000	20
£1,000 - £5,000	39
£5,001 - £10,000	57
£10,001 - £25,000	87
£25,001 - £100,000	82
£100,001 - £500,000	67
£500,001 - £1,000,000	17
£1,000,001 - £10,000,000	14
£10,000,000 and over	3

### **Capacity building - achieving sustainability**

Sustainable funding is based on the idea that organisations are most at risk if too much of their funding is concentrated in one source. This could be the Council or another agency. The key to achieving sustainability is an understanding of the diverse and durable funding streams available as well as a sound understanding of financial management and strategic planning.

The streams available are as follows:

- Grant funders such as the Big Lottery
- Trust funds that may be set aside for charitable purposes
- Private sector company who have community funds

The Council has moved for a model of community engagement to community development; in short a model that enables the community to do things for themselves and take the lead rather than the Council being the lead body.

This is demonstrated by the recently reformed Compact, a body of voluntary sector organisations who have worked together to create a Special Project Vehicle (a formal consortium). This will allow the voluntary sector to take the lead in further developing formal working arrangements or special purpose vehicles (SPVs) of Compact partners to bid for funds / contracts that will relieve pressure on council grant funding and facilitate joint working.

**Age:** Consider the full range of age groups

Please tick (✓) the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

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. This is being taken forward through various commissioning exercises led by the Council's Joint Commissioning Unit as well as its Market Position Statement.

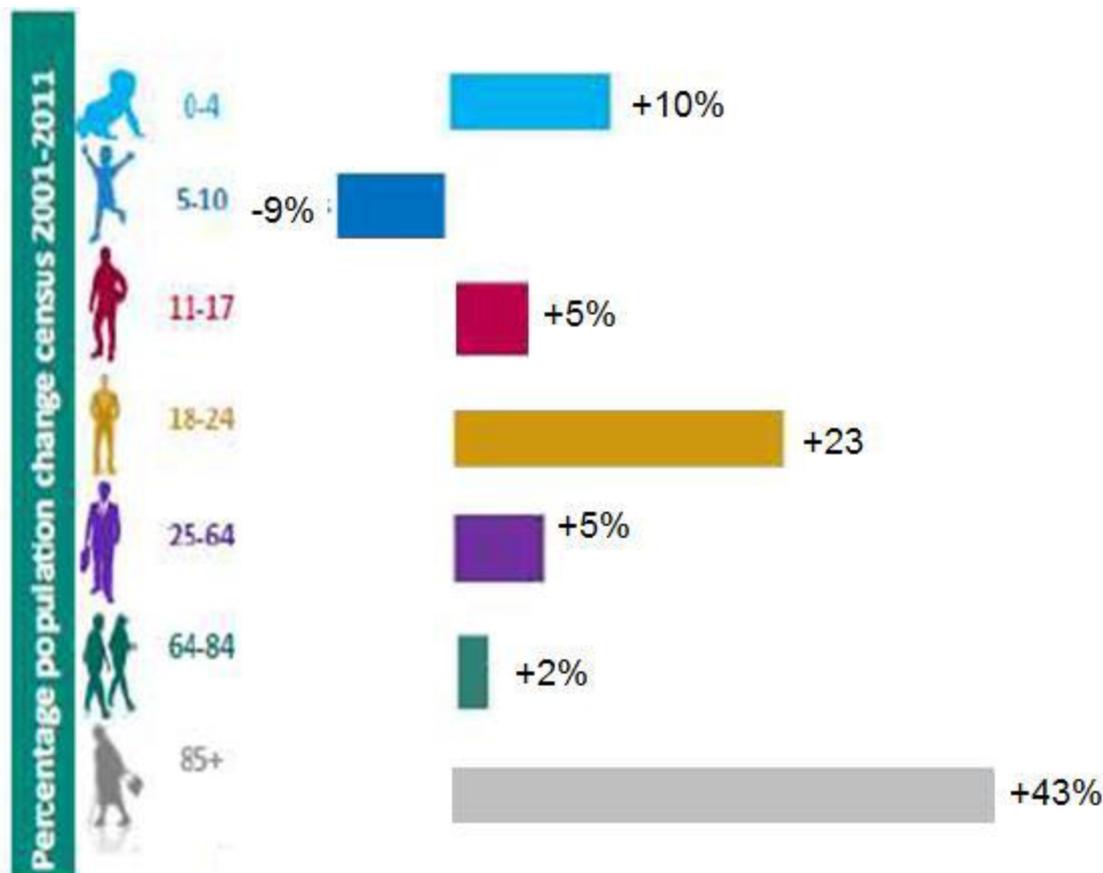
**Evidence:**

Havering has the oldest population in London with a median age of 40 years, as recorded in the 2011 census. Table 1 shows the breakdown of current (mid-2015) population by gender and five-year age bands and the population pyramid in Figure 1 compares the population figures for Havering with London and England by five-year age bands. Figure 1 shows a much older age structure for the population of Havering compared to London but similar to England.

Table 1: Estimated population of residents in Havering by gender and five-year age group

Table 1: Estimated population of residents in Havering by gender and five-year age group <b>AGE BAND (YEARS)</b>	<b>MALE</b>	<b>FEMALE</b>	<b>PERSONS</b>
<b>0-4</b>	8,273	7,893	16,166
<b>5-9</b>	7,720	7,450	15,170
<b>10-14</b>	7,021	6,863	13,884
<b>15-19</b>	7,485	7,244	14,729
<b>20-24</b>	7,616	7,414	15,030
<b>25-29</b>	8,119	8,877	16,996
<b>30-34</b>	7,974	8,734	16,708
<b>35-39</b>	7,504	8,247	15,751
<b>40-44</b>	7,554	8,040	15,594
<b>45-49</b>	8,297	9,108	17,405
<b>50-54</b>	8,423	9,094	17,517
<b>55-59</b>	7,779	7,647	15,426
<b>60-64</b>	6,248	6,602	12,850
<b>65-69</b>	6,423	7,049	13,472
<b>70-74</b>	4,460	5,377	9,837
<b>75-79</b>	3,654	4,892	8,546
<b>80-84</b>	2,791	4,209	7,000
<b>85-89</b>	1,608	2,946	4,554
<b>90+</b>	687	1,763	2,450
<b>All Ages</b>	<b>119,636</b>	<b>129,449</b>	<b>249,085</b>

**Figure 1: Population change from Census 2001 and 2011, by service user age groups in Havering compared to London and England**



Our current limited data indicates 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.

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.

Havering has experienced the largest net inflow of children across all London boroughs in recent years. In a six year period (from 2009 to 2014), 4,606 children have settled in the borough from another London Borough.

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. Other 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 6,509 (in 2016) to 8,040 (in 2019).

**Sources used:**

- “This is Havering” demographic data
- 2015 mid-year population estimates, Office of National Statistics
- GLA population projections
- 2010 National Survey of Charities and Social Enterprises (NSCSE)
- Strategy consultation outcomes

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

*Please tick (✓) the relevant box:*

<b>Positive</b>	✓
<b>Neutral</b>	
<b>Negative</b>	

**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:**

The definition of ‘disability’ under the Equality Act 2010 shows 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.

According to the latest Annual Population Survey (2012-13), 21% (or 31,400) of working age (16-64) people living in Havering have disclosed that they have a disability or long-term illness / health condition. The Annual Population Survey 2012-13 also shows that 58% (or 18,300) of people with a disclosed disability are economically active (16-64) and 49% (15,300 people) of those are in employment.

4% (or 9,855 people) of Havering’s population claimed Disability Living Allowance in 2013 (DWP data, Q2 2013).

2% (or 2,825 people) of Havering’s population claimed Incapacity Benefits in 2013 (DWP data, Q2 2013).

16% (or 6,960 people) of Havering’s population of pensionable age claimed Attendance Allowance in 2013 (DWP data, Q2 2013).

It is estimated that 52.5% (or 22,320) of older people (aged 65 and over) in Havering have a long term limiting illness where long term illness is considered to last 12 months or longer (2011 Census).

More than 1,100 residents are registered as being blind or partially sighted in Havering.

It is estimated that more than 14,000 adults (aged 18 - 64) in Havering have a moderate or severe disability, with the number of adults with learning disabilities increasing by roughly the same amount.

The number of adults (aged 18 – 64) with moderate or severe disabilities will rise by around 7% in the next ten years, with more than 15,000 adults in Havering having a physical disability by 2021.

The number of children in Havering with learning difficulties and disabilities (LDD) will

increase, most significantly among primary school age children. The most common categories of LDD are Moderate Learning Disability (30%), Behaviour, Emotional and Social Difficulties (19%) Speech, Language and Communication Needs (17%).

According to the School Census in 2013 37,602 pupils in maintained primary secondary schools and special schools had Special Education Needs (SEN).

There are approximately 20,000 adults in Havering who have a common mental health issue. It is estimated that there are more than 600 adults in Havering with a Borderline Personality Disorder (BDP), nearly 600 people with Psychotic Disorders and around 500 people with Antisocial Personality Disorder.

Predicted future population growth means that the number of adults (aged 18-64) experiencing each of these mental illnesses is expected to increase by 6%, by 2021, in Havering.

Adults in Havering that are receiving treatment for severe mental health problems are less likely than others to be in employment (less than 4%) or in stable accommodation (less than 50%). These percentages are below the average in England and London.

10.4% of adults in Havering have identified themselves as carers, compared to 8.5% in London. At the same time, a very small proportion of carers in Havering receive support than is the average nationally. Support given to carers includes advice services or receiving a carer's break.

According to the 2011 Census, 11% (or 25,214) of Havering's residents provide unpaid care. 7% (or 16,094) of those people provide care of between 1-19 hours of unpaid care per week and further 3% (5,835) provide 50 hours and over of unpaid care per week. Both categories are higher than England and London averages.

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:**

- 2011 Census, Office of National Statistics
- 2010 National Survey of Charities and Social Enterprises (NSCSE)
- Strategy consultation outcomes

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

*Please tick (✓) the relevant box:*

<b>Positive</b>	✓
<b>Neutral</b>	
<b>Negative</b>	

**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, working with both men and women.

**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

Demand for services to support victims of domestic violence continues to grow. For the local authority, Domestic Abuse has become one of the main contact reasons for all contacts made to children's social services and the multi-agency safeguarding hub (MASH). It is estimated that 9,780 Havering residents aged 16-59 suffered some form of domestic abuse in the previous 12-months, contributing to an estimated socio-economic cost of £53.6million to services

Havering Women's Aid delivers refuge provision, DV advocacy and a support group. Victim Support delivers IDVA provision.

The MENDAS (Men's Domestic Abuse Service) project provides advice and support to male victims of domestic violence living and working within the Borough. Although domestic violence is widely considered a gendered crime as it is predominantly women who are identified as victims, we recognise that there are male victims in the Borough who seek to access services and that more men are coming forward as a result of improved awareness. It was also considered a great barrier to men seeking access to domestic violence services for the project to be widely known as 'Women's Aid.' MENDAS seeks to remedy this by providing a dedicated helpline for men. Sessions are held at identified drop in centres across the borough and Havering Women's Aid, as the provider, has agreed to a baseline target of 100 clients accessing the service. We now have 10-15 men accessing support every month which indicates that local awareness is improving. Ascent is a GLA funded consortia provide advocacy, support and counselling

**Sources used:**

- "This is Havering" demographic data
- 2013 mid-year population estimates, Office of National Statistics
- 2010 National Survey of Charities and Social Enterprises (NSCSE)
- Strategy consultation outcomes
- Violence against Women & Girls (VAWG) Strategic Group performance reports

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

Please tick (✓) the relevant box:

**Positive**

✓

**Overall impact:**

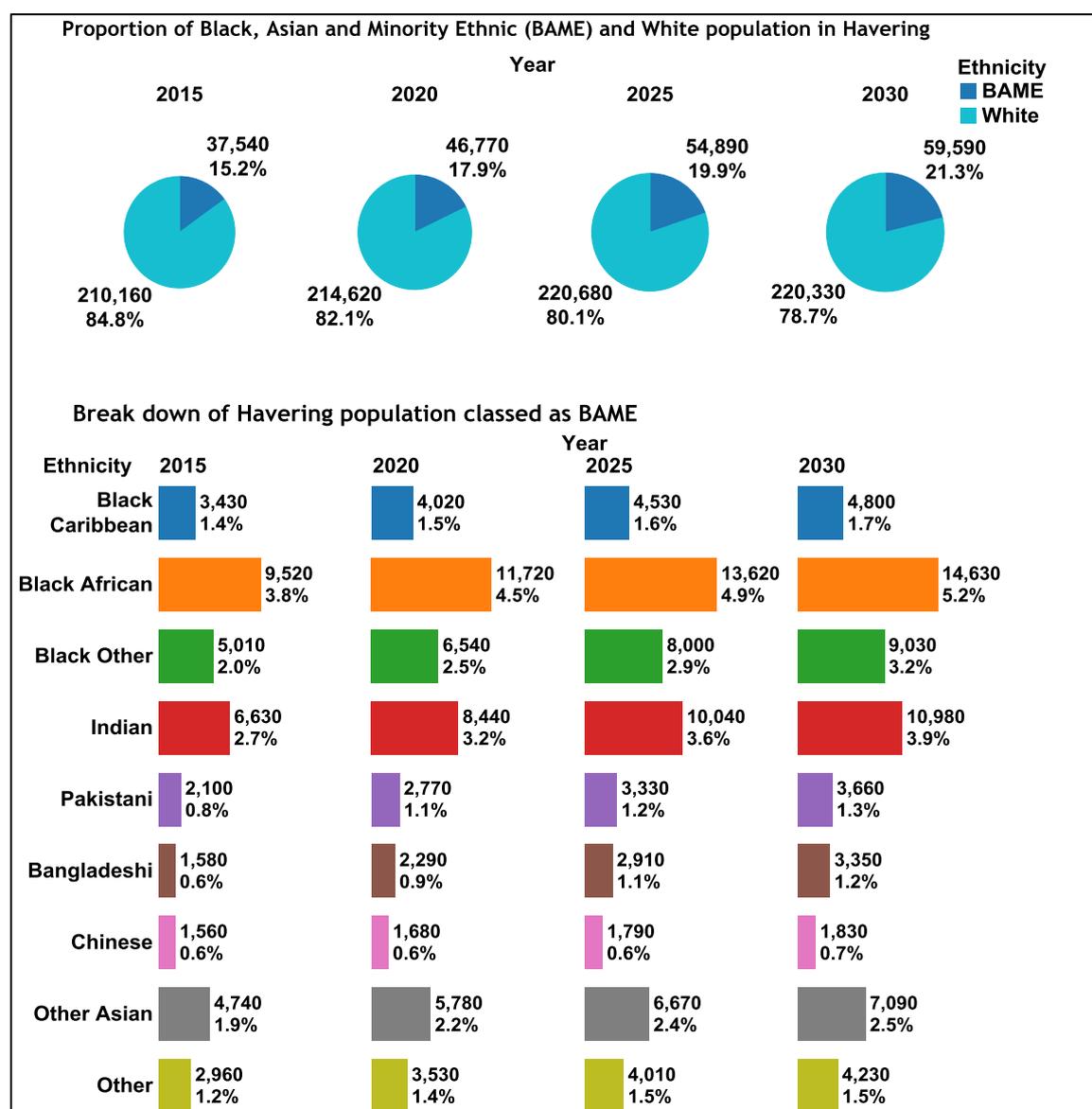
Havering is one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British in the 2011 census, higher than both London and England as a whole. However the

Neutral		strategy seeks to support groups working with all ethnicities and races.
Negative		

**Evidence:**

Havering’s Black and Minority Ethnic (BME) population has grown by 20% since 2011, and is expected to grow further 25% by 2019, so this is likely to be an area of growth for the voluntary sector in future.

The GLA produce estimates of population change by ethnicity. The projections from the 2013 SHLAA based tool are presented below. The white population is projected to decrease from 85% (in 2015) to 79% (in 2030) of the population. It is projected that the Black African population will increase from 3.8% in 2015 to 5.2% of the Havering population in 2030.



<sup>1</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:*

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.

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.

**Sources used:**

- “This is Havering” demographic data
- 2012 Round SHLAA ethnic group projection - final, Greater London Authority
- Strategy consultation outcomes
- Charities Commission website

**Religion/faith:** Consider people from different religions or beliefs including those with no religion or belief

*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 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.

**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

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. Our current database needs updating to record the true extent of voluntary organisations that support faith communities across Havering.

The Havering interfaith forum exists to promote cohesion and religious harmony for the benefit of the whole community.

**Sources used:**

- “This is Havering” demographic data
- 2012 Round SHLAA ethnic group projection - final, Greater London Authority
- Strategy consultation outcomes
- Charities Commission website

**Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

*Please tick (✓) the relevant box:*

**Positive**

**Neutral**

**Negative**

**Overall impact:**

There is little information available at national and local levels to make an assessment of the impact of the Voluntary Sector Strategy and action plan on this protected characteristic.

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 the LGBT community

The community development team is currently supporting the newly formed LGBT Forum. The aims of the Forum shall be to:

- a) Provide and maintain resources for Havering’s LGBT+ communities including training, advice and support.
- b) Build effective relationships with individuals and groups in Havering and across London and Essex.
- c) Become a focal point for advice and consultation with service providers and departments within statutory organisations.
- d) Promote acceptance, equality, and understanding of Havering’s LGBT+ communities.
- e) Challenge discrimination in all its forms against LGBT+ people.

**Evidence:**

There is not sufficient information on sexual orientation at national or local level.

**Sources used:**

- “This is Havering” demographic data
- Strategy consultation outcomes
- Charities Commission website

**Gender reassignment:** 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>		<p><b>Overall impact:</b></p> <p>A person has the protected characteristic of <b>gender reassignment</b> if that person “is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex”.</p> <p>There is no information available to make an assessment of the impact of the review on this protected characteristic.</p>
<b>Positive</b>		
<b>Neutral</b>	✓	
<b>Negative</b>		

**Evidence:**

There is no local data on this protected characteristic, in terms of voluntary sector provision.

The newly formed LGBT community group will provide much needed support for anyone undergoing or wishing to undergo gender reassignment or living in the sex in which they wish to be known.

**Sources used:**

- “This is Havering” demographic data
- 2012 Round SHLAA ethnic group projection - final, Greater London Authority
- Strategy consultation outcomes
- Charities Commission website

**Marriage/civil partnership:** Consider people in a marriage or civil partnership

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

**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

**Sources used:**

- "This is Havering" demographic data

**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 of the impact of the Voluntary Sector Strategy and action plan on this protected characteristic.  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 parents and expectant parents and carers.
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

**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. 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

*Please tick (✓) the relevant box:*

**Positive**

✓

**Neutral**

**Negative**

**Overall impact:**

Havering is a relatively affluent borough. Based on the IMD (Index of Multiple Deprivation) 2015, Havering is ranked 166th overall out of 326 local authorities in England for deprivation (1st being most deprived, 326th being least deprived). Although this suggests a relative slight increase in deprivation compared to the IMD 2016 ranking (177th out of 326 local authorities), Havering remains within the third deprivation quintile when compared to all local authorities.

However, there are pockets of deprivation to the north (Gooshays and Heaton wards) and south (South Hornchurch ward) of the Borough. People who live in the most deprived areas have the poorest health and well-being outcomes. On average people living in deprived areas, lower socio-economic groups and otherwise marginalised groups have poorer health and poorer access to health care than people resident in affluent areas and people from higher socio-economic groups.

The action plan includes a number of actions aimed at promoting volunteering, which can serve as a pathway into work and help to prevent social isolation. People with lower socio-economic status are also more likely to be dependent on services within the voluntary and community sector, which it is hoped will benefit from the actions set out in the strategy and action plan.

**Evidence:**

- The average gross income per household in Havering (£44,430, as measured in 2012/13) is low in comparison to the London average (£51,770) but slightly higher than the England average of £39,557
- 77% of households in Havering have at least one car. Compared to other local authorities in London, Havering has the second highest proportion of households (32.8%) with 2 or more cars.
- The majority of children in Havering are not poor, but around 8,800 live in income-deprived households. Gooshays and Heaton wards have the highest proportion of children living in poverty. Havering is one of only two London boroughs bucking the trend by seeing rates of child poverty increase.
- The overall employment rate in Havering is higher than London (72.9%) and England (73.6%).
- The proportion of working age residents in Havering claiming out-of-work benefits (7.3%) is significantly lower than England (9.0%)

**Sources used:**

- Index of Multiple Deprivation, Communities and Local Government, released 2011
- “This is Havering” demographic data
- 2012 Round SHLAA ethnic group projection - final, Greater London Authority
- Strategy consultation outcomes

## Action Plan

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
ALL	Data is historic (although a negative impact is unlikely)	Database needs to be refreshed	Fully developed 'database'. This will be a product of the current health check	March 2017 and annually thereafter	Jerry Haley
ALL	Compatibility and compliance issues regarding strategies	Establish commonalities between voluntary sector strategy and volunteering strategy	To increase representation both with the voluntary sector and amongst volunteers resulting in vibrant strategies that are reflective of the changing demographics of Havering	Completed December 2016	Jerry Haley
ALL	'Engagement' rather than 'Development' (training / mentoring the sector so it delivers for itself rather than the Council delivering on its behalf)	Facilitating models such as Special Project Vehicles to get organisations involved	New models (e.g. SPVs) established	Havering Compact re-launched November 2015  Ensemble Community Solutions Limited established August 2016.	Jerry Haley

## **Review**

This EIA is due to be reviewed in 2018 as part of the development of the next Voluntary Sector Strategy.