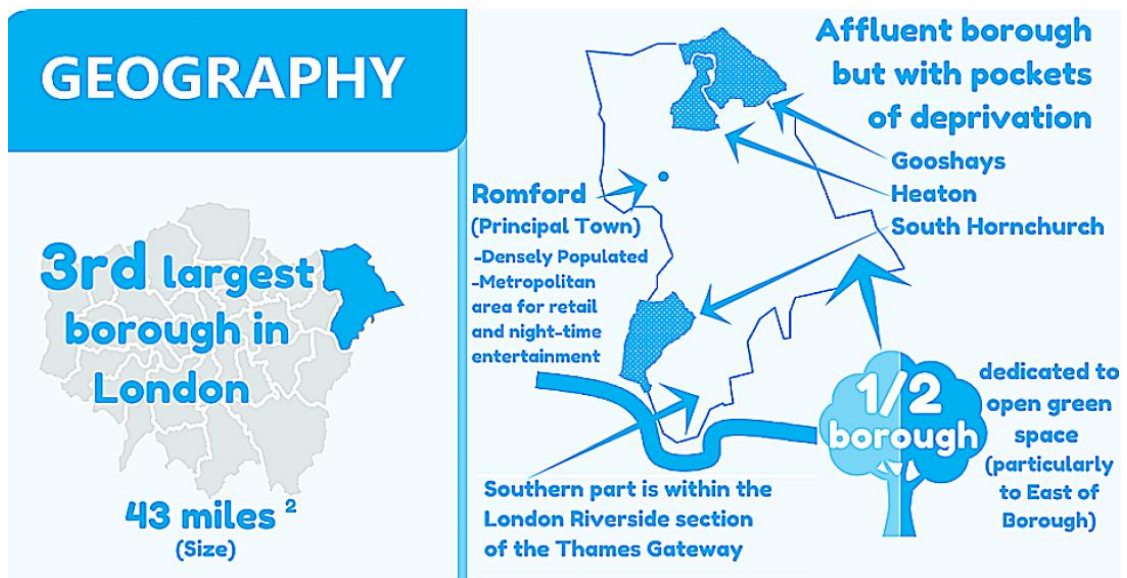
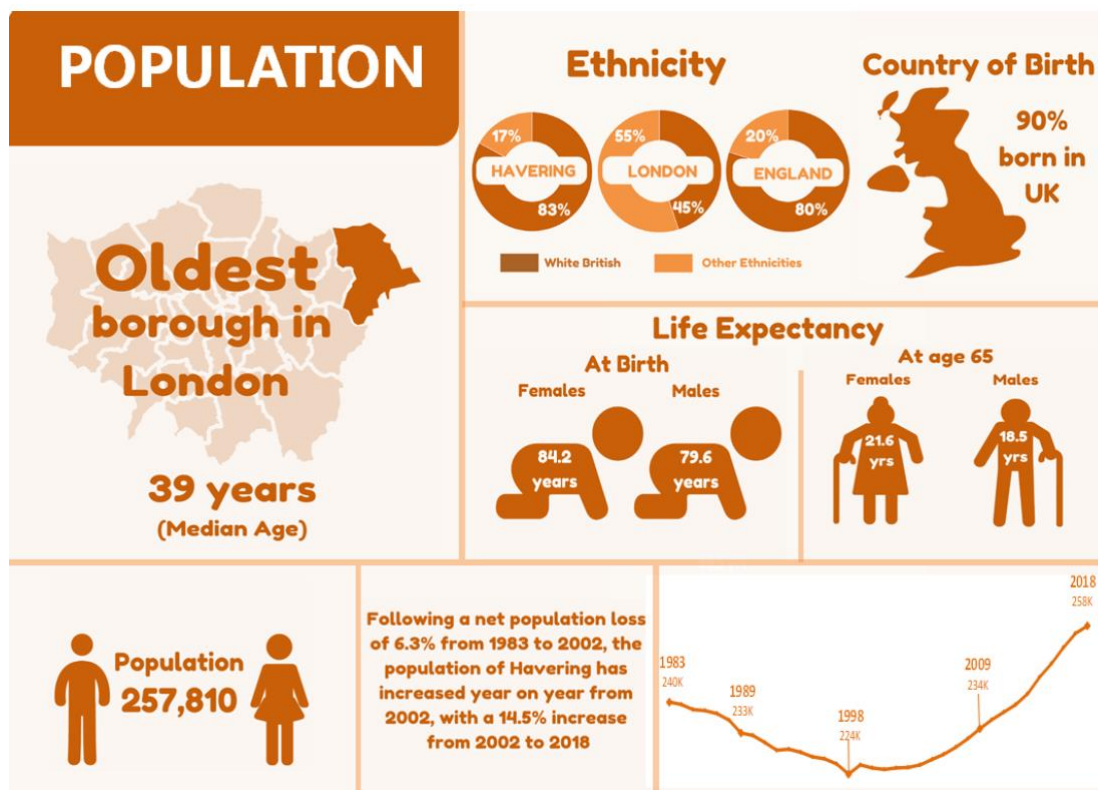


***ANNUAL REPORT: MEMBER CHAMPION FOR
EQUALITIES & DIVERSITY 2019/20***

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One Havering: Key population and demographic facts

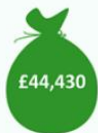


ECONOMY

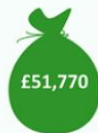
14th highest
proportion of
working-age residents
in employment in
London

76.1% (Employment)

**Average gross income
per household**



HAVERING



LONDON



ENGLAND

**Employment Rate
(Overall)**

76.1% HAVERING

74.2% LONDON

75.6% ENGLAND

Out of Work Benefits

6.8%

7.3%

8.4%



HAVERING



LONDON



ENGLAND

Car Ownership

70%

households have at
least one car / van

Child Poverty

**30-33% of
children live in poverty***



**Children in income-
deprived households**



HOUSEHOLD

Highest
proportion of one-person
households occupied by
persons aged 65 years

48%
(One-person Households)

**107,933
Households**



HAVERING



LONDON



ENGLAND

**Household Composition
mainly composed of**



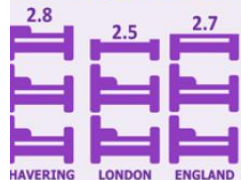
Lone Parent Households
Year 2001 Year 2011



52% Households
with Adults
working

16% Households
with NO Adults
working

Bedrooms per household



HAVERING

LONDON

ENGLAND

**Homeless Households in
Temporary Accomodation**



**Traveller Caravans
on unauthorised sites**



**Short-term
International Migration**



**32% of elderly
population**



Vision: Havering's Equality and Community Cohesion Objective



Community Cohesion and Equality Objective:

'To nurture and promote a cohesive, healthy and optimistic Borough underpinned by mainstreamed inclusive British values, where everyone experiences dignity and equal life chances, and where neighbours, colleagues and different community groups interact, respect and value each other.' *

* Regardless of age, class, colour, disability, education, ethnicity/race, gender, health status, marital status, nationality, political perspective, religion, sexuality, or socio-economic status.

Policy: The Council's commitment to Equality and Diversity

As the Member Equality and Diversity Champion, I want everyone to feel at home in Havering, regardless of race, background, religion, gender or sexuality. We must continue to work together to make sure we treat everyone with equality, fairness and kindness in everything we do.

I'm proud that Havering Council actively works against racism and discrimination and we do not tolerate it. We recognise that the borough is becoming more diverse and that we cannot be complacent, and have to do more to tackle long-standing societal inequalities, attitudes and challenges that arise and could challenge community tensions and the harmony enjoyed within the Borough.

To help understand the changing demographics in 2019, the Council commissioned a "Cohesion Atlas" survey undertaken by the Campaign Company to ascertain exactly how this diversification is taking place within the borough, within wards. The campaign company was created by Richard Webber (inventor of MOSAIC) and Trevor Phillips (former Equalities & Human Rights Commission chair

This identified Havering as among the top 10 most diverse councils in the country. It said that Havering is homogenous and highly diverse with many different nationalities living within same postcode areas.

It further determined that the changes taking place essentially represent the expansion of London, as the capital gets larger and central areas become more expansive.

It concluded that Havering's multi-diversity is both an asset – in that it sometimes makes integration easier-and a challenge-in that it means it is more difficult to establish relations with the myriad small communities who are settling.

It recommended that the council considered its wider communication of its place narrative, one that is open about the pace and nature of change being experienced: why this is happening and how Havering Council is responding to this.

It identified engagement as key to bringing new and existing residents together, through participatory initiatives or use of community assets

It urged the Council to identify potential service challenges related to areas of higher change and churn. For example, potential housing standards issues with HMO's or needs to boost recycling rates amongst new groups with lower understanding of council policy.

A large number of staff, who work for the Council, live in the borough, and the Council is committed to ensuring its workforce is a diverse one that is fully supported to reach their potential. The development of staff forums form part of the ambition of the council's People Strategy; providing opportunity for staff to time, space and support to share their experiences and ideas about how the Council, as an employer, can make improvements in the workplace in respect of diversity, equality and fairness. These are all up and running.

The Covid-19 Pandemic and subsequent Public Health England Report "*Disparities in the risk and outcomes of COVID-19*", highlighted how groups such as BAME, Older People and those with underlying health conditions were adversely impacted. This together with research from

organisations such as the Runnymede Trust, reinforces how essential tackling inequality and access to services is to increasing life outcomes and achieving cohesion.

This together with other global events saw the Leader At the Council's Annual General Meeting on 10th June, set out plans for an independent review of race relations, saying : *"The questions that have been raised about racism across the country following the tragic events in America that led to the death of George Floyd requires clear and decisive action. We must always fight for what is right and challenge ourselves to ensure that we do not allow complacency or injustice to enter our Council. Therefore, to guard against this, I am committing to an independent review of Havering Council and race relations in our borough more widely, and in particular, whether this Council has the policies and processes in place to erase bias and discrimination. The result of this report will be taken to our Cabinet"*. This work is underway and will be reported on as it progresses and an update provided as part of next years report.

The Equality Act 2010

Havering Council, has a duty under the Equality Act 2010 to pay 'due regard' in carrying out its functions, to ensure it:

- Eliminates unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advances equality of opportunity between people who share a protected characteristic and those who do not
- Fosters good relations between people who share a protected characteristic and those who do not

The Equality Act 2010 specifically states that no individual should be treated less favourably based on their protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnerships
- Pregnancy and Maternity
- Race/Ethnicity
- Religion and Belief
- Sex/Gender
- Sexuality
- *Health (LBH has added)*
- *Socio-economics (LBH has added)*

The Council has commitment to Equality and Diversity (E&D), through its Cohesion Strategy and Community Cohesion Forum and in the following internal corporate and partnership policies, strategies and plans:

- | | |
|--|--|
| • Voluntary Sector Resilience Strategy | • Think: "Service Excellence includes equality and fairness" |
| • Corporate Plan | • Equality in Service Provision Policy |
| • Fair to All Equality Policy | • Harassment and Bullying Policy |
| • Single Equality Scheme Action Plan, | • Equality & Health Impact Analysis (EqHIA) |
| • Departmental Service Plans | • EFLG: Aiming for Excellence |
| • Financial Inclusion Strategy | • Community Safety Plan |
| | • Health and Wellbeing Strategy |

The ‘One Havering: Community Cohesion Strategy 2018 – 2022’

This is Havering’s first Community Cohesion Strategy which, in line with the Equality Act 2010, aims to foster good community relations and a complementary union between the Council’s stated values and the borough’s evolving diversity profile. The Strategy deliberately focuses on the many common experiences, aspirations and values that unite local people as one community, as One Havering. It seeks to make a very clear policy statement about how the Council will go about nurturing and promoting “a cohesive, healthy and optimistic borough, underpinned by modern British values; where everyone experiences dignity and equal life chances, and neighbours, colleagues and different community groups interact with, respect and value each other, regardless of age, colour, disability, education, ethnicity, gender, health status, marital status, nationality, political perspective, religion, sexuality or socio-economic status”.

The strategy is framed around four themes:

- Building – Enabling new interactions and relationship building between different community groups;
- Sharing – Promoting common aspirations and experiences between different people;
- Protecting – Activities that promote crime prevention and community safety, and
- Healthier – Activities and projects that promote health and wellbeing

The crucial practical element involves the rollout of a series of community-facing projects designed to encourage different community groups to interact and get to know each other. This is achieved through the Community Cohesion Forum that meets on a six-weekly basis and supported by the Community Resilience team who will work with services, both internal and external, to produce and develop cohesion-related projects across the borough and within available resources. The list of projects has been reported at the appropriate Community Cohesion Forum Meeting.

The Community Cohesion Strategy 2018 - 2022 is a four-year plan. The strategy will be refreshed by March 2022. The Council has established an internal Equalities, Diversity, Inclusion and Cohesion Group, that will ensure the strategy objectives are progressed. It is chaired by a member of the Council’s Senior Leadership Team.

For further information, please contact Jerry Haley by email to diversity@haverling.gov.uk or jerry.haley@haverling.gov.uk

To read the full strategy, please see here:

<http://democracy.haverling.gov.uk/documents/s33666/Cab%20Appendix%20A%20-%20Community%20Cohesion%20Strategy%20LB%20Sept%202018.pdf>

Objectives and recommendations

Objective 1. Understanding the needs of Havering's diverse communities

As I set out above, Havering's demographics are changing; Havering is the third largest London borough with an increasing population. Havering is not a transient area and there is a relatively low population turnover. Havering has one of the fastest changing populations in the country, with an increase in the non-White British population of over 6% since 2011. This is occurring from a low base, meaning that the area is '*Newly diversifying*'. Areas like this are often vulnerable to cohesion challenges, as they have little history of migration or experience of new groups. This can mean that change is more immediately felt among residents.

Recommendation

The Recommendations of the Councils Independent Review of Race Relations forms the basis of the action plan to ensure priority actions are undertaken.

The Council collects and uses key data to underpin its decision-making.

The Community Cohesion forum considers issues to improve cohesion.

Objective 2. Removing barriers to accessing Council's services

A critical barrier to integration and community cohesion is the persistence of inequality and unequal outcomes or access to services and removing barriers to our services and closing equality gaps is a key aim. The Councils Policies, Strategies and Plans must support equal access

Recommendation

Ensure the Independent review considers the key policies strategies and plans and identifies barriers or improvements for supporting better access.

The Overview and Scrutiny function provides independent scrutiny in-line with their remits.

Ensure the Independent Organisation has related reports, concerns and actions to inform their review.

The Staff forums experience informs better access to services and removals of barriers.

Objective 3. Promoting Community Relations, Diversity and Civic Pride

Austerity and the impact of Covid-19 has stretched Councils Finances. These challenges undermine cohesiveness. The Council must do more with less and work with its partners to maximise the borough efforts to this end. The Pandemic has shown us how communities are stronger when they work together for a common purpose.

Recommendation

The Community Cohesion Forum projects are progressed

The Community Cohesion Forum receives an annual update on the Cohesion Strategy progress

The Community Cohesion forum inputs into the Independent Review of Race Relations within the council and wider Borough.

The Council works in partnership with residents, community groups and businesses to achieve this objective.

The Council continues promotes cohesion and civic pride through its communication activities

Objective 4. Embed equalities into business as usual, and improve the life chances for all, particularly for the most vulnerable

Equality and diversity is not the “job” of a single individual, it should be second nature to ensure that processes, procedures, and systems work for everyone, regardless of identity, characteristics, or circumstances.

One Havering’ will only be achieved when equality and diversity is embedded into every service, decision, policy, transaction, and interaction.

Recommendation

The Councils adopted ICARE values are lived and breathed and all are role models – specifically the “Respect Everyone” value.

The Council supports the increase of reporting of hate crime and all forms of discrimination.

Maintain Equality and Health Impact Assessments (EqHIA, they are not statutory).

Publish Annual Diversity Data.

Objective 5. Develop a diverse workforce (both staff and Councillors) that can respond to the needs of all our customer

The London Borough of Havering should be a workforce that resembles the community in which it operates. We must have a workforce which feels supported, included and confident to meet the needs of our diverse customer base.

Recommendation

Ensure Staff Forums are supported and able to raise their ideas about how the Council, as an employer, can make improvements in the workplace in respect of diversity, equality and fairness.

The staff forums develop a specific an Equality Workforce Development Objective

Review recruitment and HR practises, (training, mentoring, shadowing, talent management), that will diversify the Senior Leadership Team.

Encourage people from underrepresented groups, women, Young, LGBT or people with disability to become Councillors.

Publish an annual workforce equalities report.

Improved mental health support for both Councillors and Staff.

Undertake staff surveys/consultation on key changes and to seek ideas for improvement.

Ensure a clear and confidential complaints route.

Conclusion

Havering is among the top 10 most diverse councils in the country. Havering's multi-diversity is both an asset – in that it sometimes makes integration easier – and a challenge – in that it means it is more difficult to establish relations with the myriad small communities who are settling.

The Council needs to prepare for this and the Independent review of Race Relations within the Council and wider Borough will provide a unique opportunity to ensure it is on track and can take action to ensure it meets that opportunity and the associated challenges.

The evolving demographics and cultural norms of Havering now include diverse families, individuals, community groups and lifestyles. With the level of planned regeneration across the borough, it is expected that this diversity will continue to increase. As stated before, the borough's increasing diversity will bring new opportunities and challenges, such as providing high quality services in a climate of greatly reduced budgets, to new service users.

This will help ensure Havering is well placed to tackle long-standing societal inequality and issues that have an impact on people's outcomes and life opportunities.

I would urge the Councillors, staff, partners and residents to engage with the 'One Havering' vision and be champions of equality and diversity. Together if we are brave and prepared to have the difficult conversations and open ourselves up to independent review – we will reduce inequality.