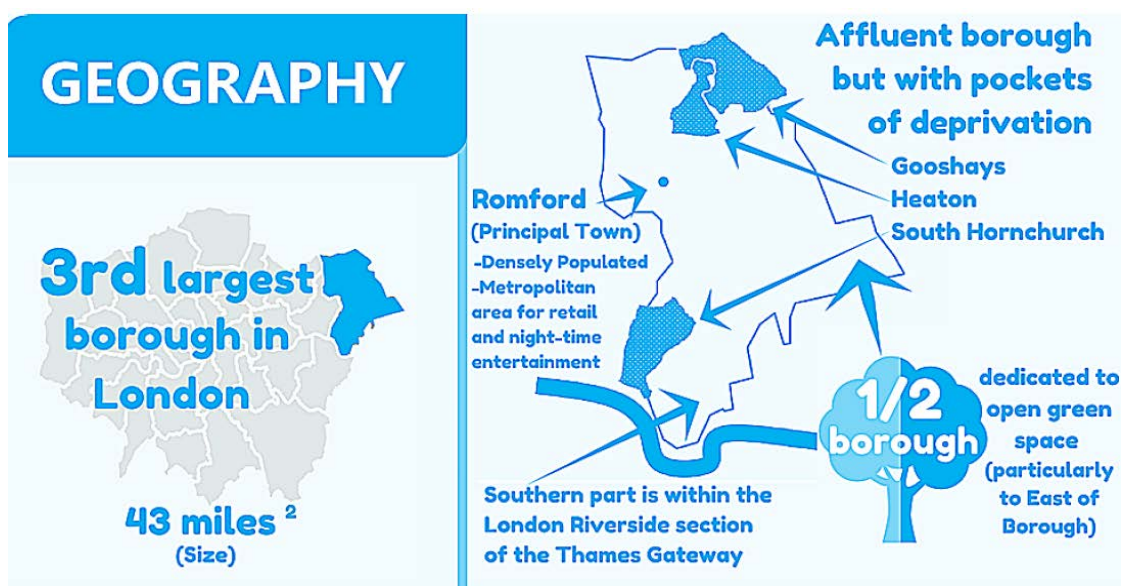
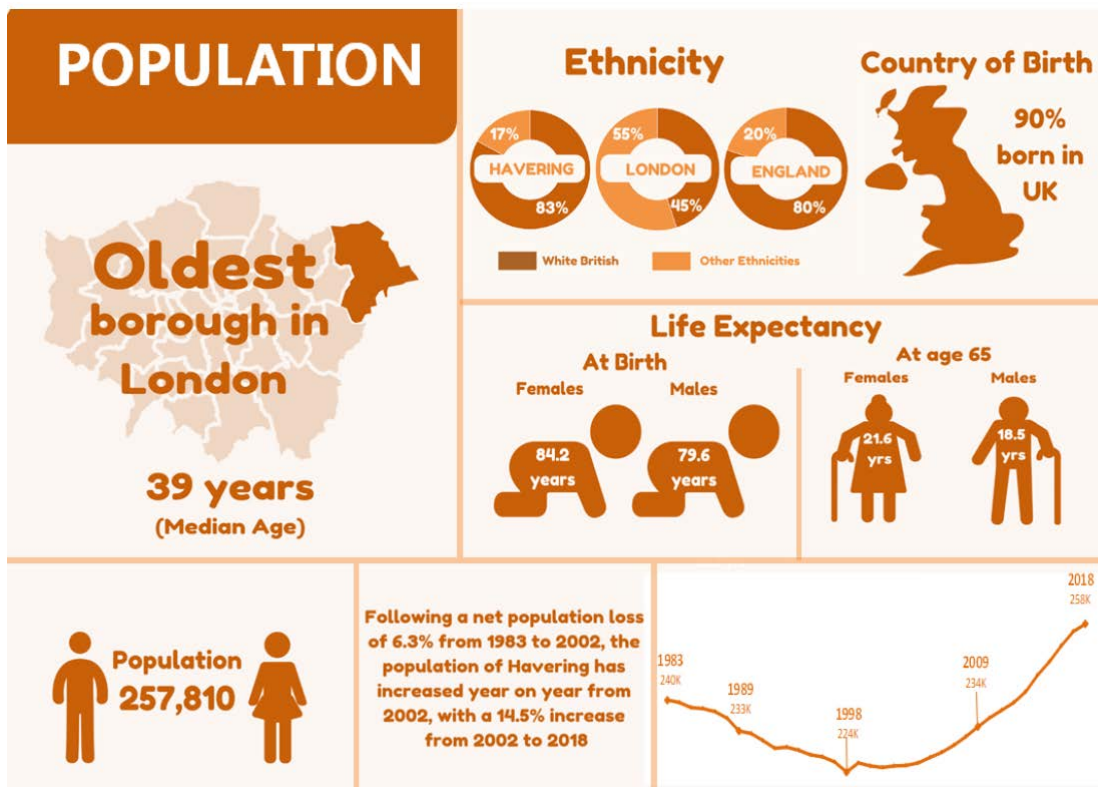


***ANNUAL REPORT: MEMBER CHAMPION FOR
EQUALITIES & DIVERSITY 2020/21***

One Havering: Key population and demographic facts

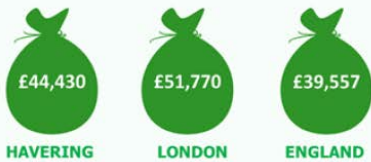


ECONOMY

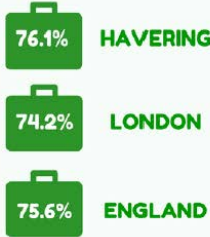
14th highest
proportion of
working-age residents
in employment in
London

76.1% (Employment)

**Average gross income
per household**



**Employment Rate
(Overall)**



Out of Work Benefits



Car Ownership



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**



**Household Composition
mainly composed of**



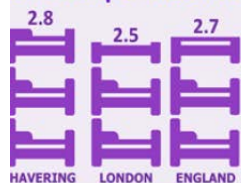
Lone Parent Households
Year 2001 Year 2011



52%
Households
with Adults
working

16%
Households
with NO Adults
working

Bedrooms per household



**Homeless Households in
Temporary Accomodation**



**Traveller Caravans
on unauthorised sites**

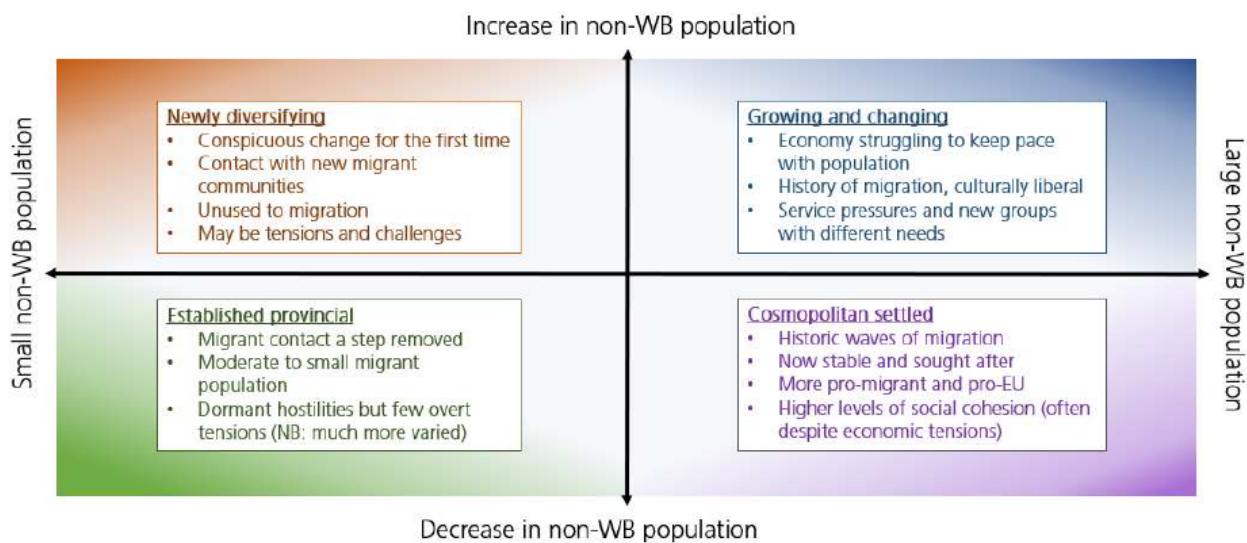


**Short-term
International Migration**



**32% of elderly
population**





Vision: Havering's Equality and Community Cohesion Objective

One Havering

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.

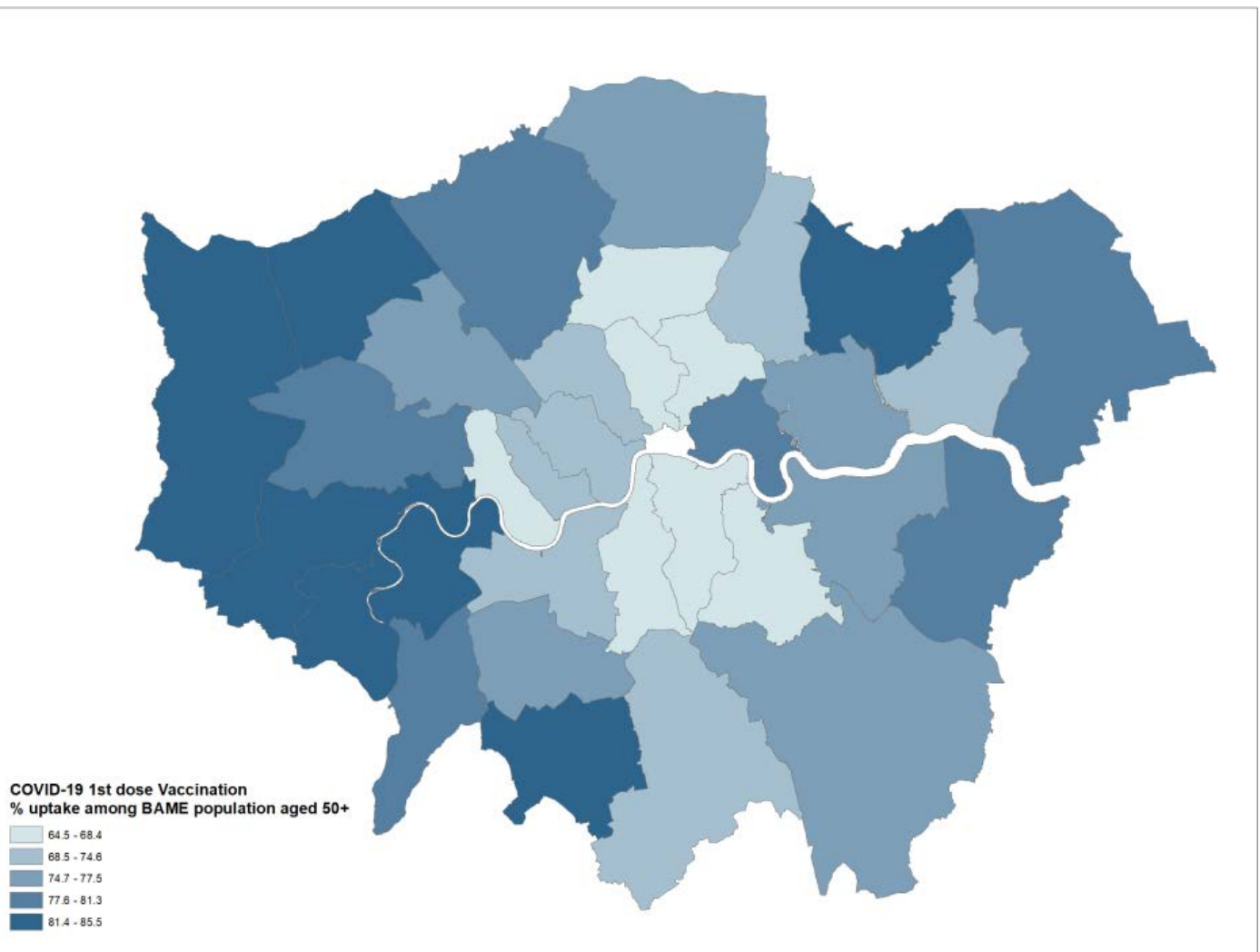
I'm proud that Havering Council actively works against racism and discrimination and we do not tolerate it. We recognise that the borough is becoming more diverse and that we cannot be complacent, and have to do more to tackle long-standing societal inequalities, attitudes and challenges that arise and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

I will go through some of main areas of my work this year

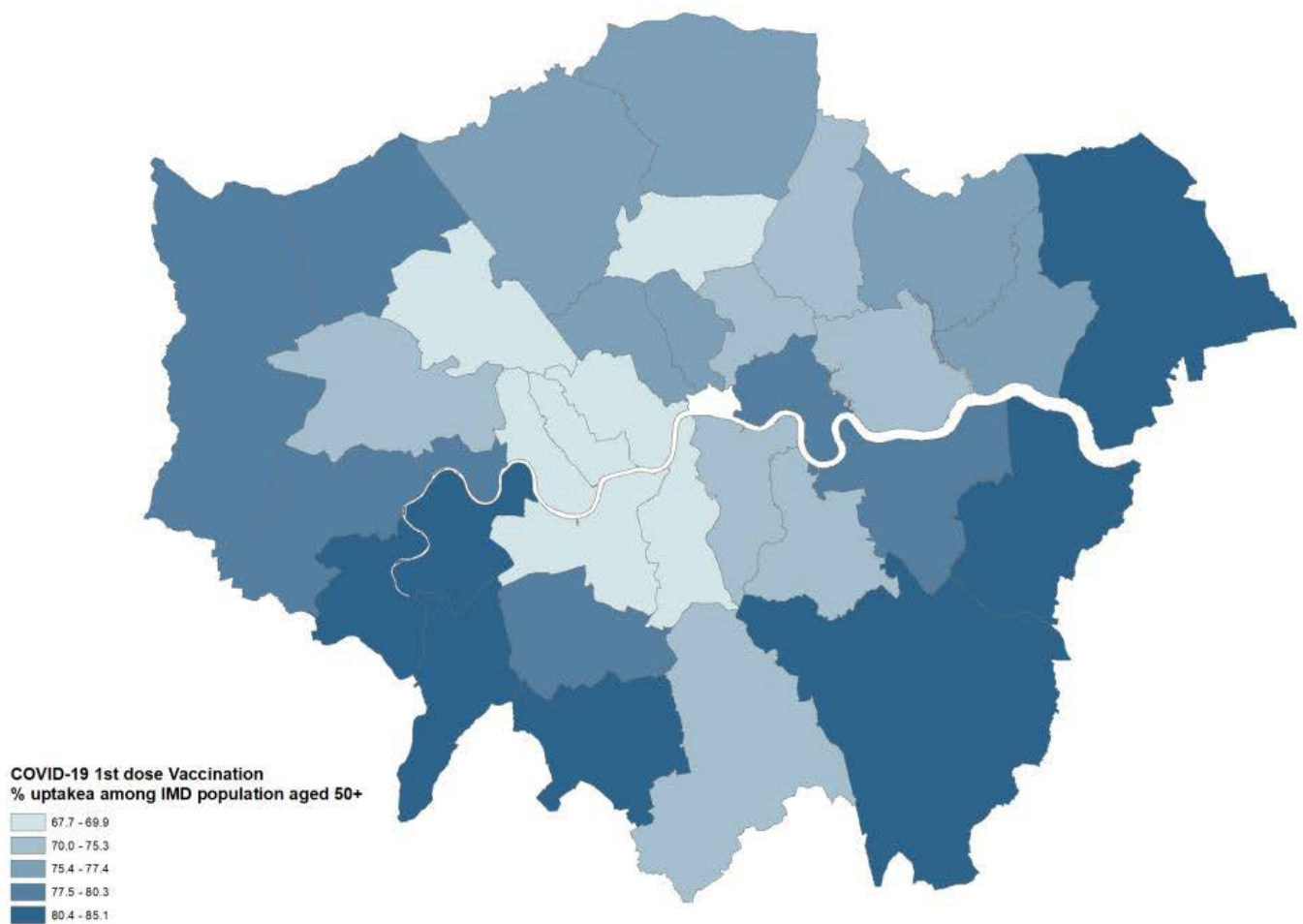
Covid19

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.

I would like to draw your attention to two recent maps that are an example that Havering is doing well regarding vaccine take up.



This map shows the take up of a covid19 vaccine across London for B.A.ME populations aged 50+. I am pleased to say Havering is doing quite well in this regard with a take of between 74.7% and 77.0%. There is still room for improvement however I know that the Vaccination Bronze Group that includes the CCG are introducing many innovative methods to increase take up rates.



This map shows the proportion of people from the **30% most deprived areas aged over 50** that have received their first COVID-19 vaccine. The darker had a higher uptake compared with the lighter areas which had the lowest one. This is important to Havering as we do include a social economic category in our EqHIAs that is an addition to the other protected characteristics.

Both maps were provided by the Regional Vaccination London Report and Public Health England

Post George Floyd – AGM June 2020

Following the tragic death of George Floyd, on May 15th 2020, the Leader of Havering council set out our commitment towards race equality in the AGM, in June 2020, 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”.*

There are 2 core programmes of work arising from this, a full READI review of all policies and processes modelled on the LGA template, with an explicit strand on Race Equality, as well as an independent race relations review across the borough.

Our Approach



The diagram above shows the different elements of the EDI insight and delivery mechanisms.

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 its 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 is uses that have an impact on peoples 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.

Councillor Robby Misir
June 2021