

Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

About the service or policy development

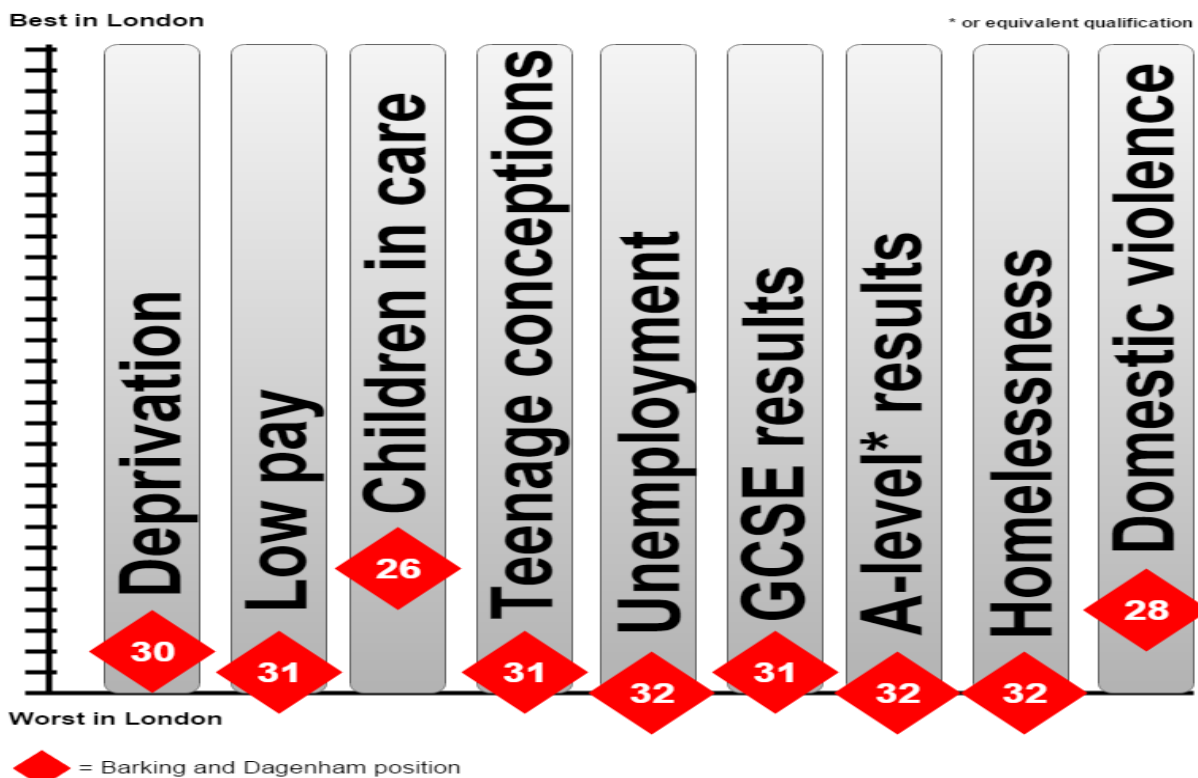
Name of service or policy	Ambition 2020 and Response to the Growth Commission
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Why is this service or policy development/review needed?

Barking and Dagenham is one of London’s most rapidly growing and diverse areas, with a low relative position when compared to the rest of London in areas such as deprivation, household income, children in care, educational attainment, teenage pregnancy and homelessness.

Outcomes for our residents are towards the bottom of too many London league tables. People in our borough die earlier, have poorer health, and lower levels of education and skills than in most other London boroughs. Too many are insufficiently skilled, too many are in low paid work, too many struggle to find suitable accommodation to live in.

How did Barking and Dagenham compare to other London boroughs in 2015?



On many measures of health and well-being, the borough is also significantly worse than national averages – including life expectancy, obesity, diabetes, and smoking prevalence.

It is faced with unprecedented challenge caused by the financial pressures, social and demographic change and the current government’s policy priorities, but is fortunate to have a once in a lifetime opportunity to secure the benefits of huge economic growth for its residents to ensure that nobody is left behind.

Why is this service or policy development/review needed?

The council recognises that no other part of Greater London has the potential to play the role that Barking and Dagenham does in the expansion of London's economy, but that there is much work to do to prepare for this future if growth is going to be inclusive and sustainable, making the borough a better place for all residents. Over the next 20 years the borough has the potential for over 35,000 new homes and over 10,000 new jobs in the borough, and it is recognised that the council has an important opportunity to shape the future so that the whole community positively benefits and prospers.

To underpin and inform the overarching long term strategy for the borough, in 2015, the council launched two major pieces of work:

- A panel of independent experts – the Growth Commission – to review the council's ambition to be London's growth opportunity, and to recommend how to maximise the contribution of the Borough and its people to the London economy.
- The 'Ambition 2020' Programme, concerned with re-examining every aspect of what the council does, how it is organised, and fundamentally redesigning the way the council delivers its services. The current public service offering is unsustainable based on the likely pressures in government funding over the next few years. The principle behind the proposals for redesign and transforming services will require us to rethink public services which put an emphasis on independence resilience and opportunity which will benefit and provide a potentially positive impact for all protected characteristics.

Recommendations from the Growth Commission and proposals developed through Ambition 2020 will deliver real change to both the council and the community. This EIA is therefore overarching and reflects the formative stages of the proposals. We recognise that our Ambition 2020 plans will transform the way in which services are delivered and people will experience change.

We see the Council's role as harnessing the borough's potential for the benefit of all, where no one is left behind. Ultimately there is a simple choice: we can do nothing and continue to salami-slice services, or we can find new ways of delivering them. The Ambition 2020 programme seeks to break down silos, maximise early intervention and solve underlying issues rather than manage symptoms.

As each programme of work is developed consideration will be given, within the design of the service, its access routes and eligibility criteria, to the equality and community impact. By adopting this approach we will ensure we are being fair – that we are not disproportionately disadvantaging one group because of their protected characteristic or vulnerability or because they are already disadvantaged. It will allow us to try to anticipate all consequences as far as possible so it informs final decision-making and implementation.

We will also, however, look holistically across our whole change programme to ensure that we understand the cumulative impact of what we are proposing.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

Demographics

What do we currently know about our community?

- Over the last 15 years Barking and Dagenham has become one of the fastest- changing communities in Britain. This is in contrast to the post-war years when the borough was predominantly made up of traditional white working-class East End families with a close knit sense of community
- The population of Barking and Dagenham rose from 164,000 in 2001 to 186,000 (a 13.4% increase) in 2011, and an estimated 198,000 in 2014.
- Population growth is set to continue. National statistics forecast a population of 220,000 by 2020, and up to 275,000 by 2037.
- The population is much more diverse than 15 years ago – since 2001 the proportion of the population from minority ethnic backgrounds has increased from 15% to 50%. That proportion is projected to increase to 62% over the next 25 years.
- Like other London boroughs, there is also rapid movement of people: between 2012 and 2014 approximately 50,000 new residents came to the borough, and roughly the same number left, meaning that the ‘turnover’ was almost a quarter of the total population.
- The age profile of the population is also changing. Between the last two national censuses, the 0 – 4 year old age group grew by almost 50%. More recent data show that the rate of increase in the very young has slowed, with the largest increases now in primary school ages.
- The borough has the fourth highest proportion of people aged 10 to 19 in the country and has seen an increase in the 20 to 29 age group of just under a quarter.
- According to the 2015 overall Indices of Multiple Deprivation Barking and Dagenham is now the 3rd highest ranked borough in London for overall deprivation.
- Between the two Census periods of 2001 and 2011, Barking and Dagenham saw an increase in numbers for all religious groups in the borough, except Christian and Jewish religions. The number of Muslims saw the most significant growth with the proportion rising from 4.36% to 13.73%.
- The 2011 Census illustrated that 6.6% of Barking and Dagenham residents aged 16-64 believe that their day to day activities are limited a lot because of a health problem or disability including problems related to old age, which is slightly higher than the London average of 5.6%.
- Between 5-7 % of the population are Lesbian, Gay or Bisexual.
- The 2011 Census recorded 138 Same Sex Civil Partnerships; this represents 0.2% of the borough’s population.
- Unfortunately we do not have accurate statistics for gender reassignment; however we do know that some local people are accessing gender reassignment services
- There are now significantly less people with no qualifications representing a 14.4% drop in numbers between 2001 and 2011 (Census 2011).
- Lone parent households with dependent children have seen a large increase with Barking

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Demographics

and Dagenham now having the highest percentage of lone parent households in England and Wales at 14.3%. This is much higher than in other parts of London and England as a whole.

Potential impacts	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	<p>A move away from a traditional model of service delivery will mean a different relationship between the Council and residents.</p> <p>Residents that are higher users of Council services will experience more change in the services they access.</p> <p>Communities and individuals will need to be more resilient with the Council focusing its resources on specific interventions.</p>	<p>The Growth Commission and A2020 look at ways of addressing the challenges facing the borough, focussing on how we do things differently for the benefit of the community as a whole – ensuring nobody is left behind.</p> <p>However the context and one of the drivers for the proposed changes is one of large budget cuts which will mean an overall reduction in the level of service provided directly by the Council.</p> <p>Earlier prediction of need and intervening to solve underlying issues, rather than manage symptoms, lie at the heart of our approach. Community Solutions will seek to identify through the use of data, groups of residents who may experience issues and intervene early, thus having a positive impact on outcomes.</p> <p>Access for all customers for council services will increasingly be through a single digital platform that will enable seamless on-line, phone and face-to-face contact. This will streamline and simplify most residents' interaction with the Council and improve customer service.</p>
Age	<p>Services will be increasingly tailored to meet needs that have been identified at an</p>	<p>The significant increase in young people in the Borough is predicted to continue and Council services will need to respond to this trend.</p>

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	earlier stage.	
Disability	A single disability service ensuring more consistent services and outcomes.	Integration will deliver a more seamless service and better 'life course' planning. In particular, the transition from children to adult services will be easier to plan and easier for parents and young people to navigate. Where possible, we will seek to bring together health and social care services in a way which promotes independence, reduces gaps and overlaps and delivers savings by reducing demand and through economies of scale.
Gender reassignment	See cross cutting comments	See cross cutting comments
Marriage and civil partnership	See cross cutting comments	See cross cutting comments
Pregnancy and maternity	See cross cutting comments	See cross cutting comments
Race (including Gypsies, Roma and Travellers)	See cross cutting comments	See cross cutting comments
Religion or belief	See cross cutting comments	See cross cutting comments
Gender	See cross cutting comments	See cross cutting comments
Sexual orientation	See cross cutting comments	See cross cutting comments
Any community issues identified for this location?	See cross cutting comments	Changes will be on a Borough-wide basis although some elements such as specific developments will obviously have a more localised impact. These will be picked up as part the development of individual programmes & projects.

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?

A consultation is to be launched immediately after Cabinet authorisation to further develop the proposals has been forthcoming. This will be made available via the Council's website for a period of eight weeks.

Additionally hard copies will be made available in libraries, meetings will be held with public sector partners and third sector organisations. Two public drop in sessions will be held where it will be possible to ask questions of Council officers.

A report will come back to Cabinet in July with the results of the consultation and asking for permission to progress those programmes that are feasible further.

As work streams develop individual equality impact assessments will be developed to consider the impact on the community in more detail.

The council has also committed itself to taking decisions based on the very best available evidence, which will ensure proper consideration is given to residents and their needs before changes are implemented.

It is important to recognise that extensive consultation was undertaken with the community / third sector, council staff, councillors, schools and government agencies as part of the Growth Commission process. The voices of these people were fed in to the findings of the Commission's report which is also publicly available via the council's website.

Large scale engagement activity has also been happening inside the organisation with a series of 'roadshow' events, led by the Chief Executive which has enabled the opportunity for staff to feed in their views on service transformation and what this might mean for the council and community.

The individual equality impact assessments which will be developed as the transformation programme evolves will establish whether there are representative groups where additional consultation is required.

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Analysis of the Ambition 2020 Consultation results	July 2016	Strategy Team
Scope Individual EIAs into project plans for the Ambition 2020 work streams	Each work stream will have a different timetable	Ambition 2020 Sponsors
The A2020 programme will be monitored through the Programme Board, Corporate Performance Group. Reporting monthly the corporate PMO will provide RAG updates. These updates will reflect the overall health of the programmes, including EIAs and consultation.	Monthly	A2020 Programme Board, Corporate Performance Group
Once implemented performance will be managed through a focus on outcomes and commissioning plans.	Quarterly	Corporate Performance Group

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

All proposals forming part of the report will develop individual Equality Impact Assessments (EIA) considering more detailed impacts on the protected characteristics. The overall cumulative impact of all proposals will also be considered.

Implications/ Customer Impact

We know that we cannot continue to deliver the services the way we are given what we are seeking to achieve and the level of future funding available to us. The scale of economic growth needed to truly improve the overall life outcomes for our residents is significant and needs to be delivered in tandem with bold steps to transform the council's service offer for the borough, and build resilience in the community.

We know that compared to other London boroughs, people in our borough die earlier, have poorer health, and lower levels of education and skills. Too many are insufficiently skilled, too many are in low paid work, too many struggle to find suitable accommodation to live in.

This is why the outcome of the work from the Growth Commission and Ambition 2020 is vital in achieving positive outcomes for the community. By genuinely understanding our current position, we have worked hard to underpin areas of work which will get us to where we need to be: One Borough, One Community, and London's Growth Opportunity.

The effective use of data and intelligence to inform decision making, design services, consider impacts, and target interventions will be a key part of the organisational design moving forward. By doing so, we will be able to intervene early and provide appropriate support in a timely manner tackling issues and reducing the need for them to escalate to intensive support.

We recognise the need to carry out full equality analysis on appropriate work streams and ensure we address the barriers to residents with a particular focus of those with the most complex needs; and identify the best way of working with them to address or respond to the issues which may exclude them from taking advantage of the positive opportunities this growth and transformation programme presents.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT**5. Sign off**

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Teresa Evans	Equalities & Cohesion Officer	21/03/2016
Tom Hook	Divisional Director, Strategy & Programmes	24/03/2016