

## 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	We All Belong. A Cohesion and Integration Strategy for Barking and Dagenham
Lead Officer	Geraud de Ville de Goyet
Contact Details	

### Why is this service or policy development/review needed?

Our ambition for cohesion and integration in the years 2019 - 2024 is to lay the foundation 'to make Barking and Dagenham a friendly and welcoming borough with strong community spirit' – the vision set out in the Borough Manifesto for 2037. At the heart of this vision is the need to reinforce the links that keep and bring people together, across opinions and beliefs, culture, ethnicity, age, and gender, and to ensure that no one is left behind.

Integration, for us, means *the process of developing equality, participation and belonging to achieve cohesion in a community*. This suggests that cohesion is not a fixed state of affairs and needs constant nurturing through integration, particularly in a rapidly changing and diversifying community like Barking and Dagenham.

#### **Background and current context**

The sheer scale and pace of the demographic change which has taken place within Barking and Dagenham over recent decades have put unprecedented pressure on our established resident communities. Over the past 5 years, migration has resulted in nearly 11,000 more residents arriving in the borough than leaving during the same period. Overall population figures show an increase from 163,944 residents in 2001 to 210,711 in 2017 (ONS mid-year estimate). Population growth is also projected to continue, with forecasts for the borough as high as 290,417 by the 2050 horizon.

The impact of migration is also visible in the changing housing landscape. The borough has seen the largest proportional increase in the private rented sector (PRS) between 2001 and 2017 – from 3,363 units in 2001 (5% of total stock) to 18,209 units in March 2017 (24% of total stock), compared with the rest of London. This represents an overall increase of 415%. Incidentally, over half of LBBD housing stock has been lost through the Right to Buy scheme (from 40,000 properties in 1980 to 17,500 in 2017). Currently, several thousands households are on the housing register and NHS GP registration data shows that over 70% of international migrants move into private rented accommodation, as well as over 50% of internal migrants.

These migrants tend to be more socially and economically vulnerable, and regularly find themselves exposed to rogue landlords and poor housing conditions. Internal figures suggest that there has been an increase in the number of cases of non-compliance against landlords from 11% to 31% between the second quarter of 2014 and the third quarter of 2017. This situation is often intensified due to the lack of knowledge of these migrant communities about how to improve their situation, language barriers and, in certain cases, the fear of coming forward to engage with services.

## Why is this service or policy development/review needed?

In this fast-changing context, it becomes ever more important to increase community cohesion and integration. Many of us spend little time with people from other walks of life. Isolation and division make it more difficult for us to understand other people, and more difficult to connect with the community and to stop prejudice against people from different ethnicity, faith, age or sexual orientation. According to *The Challenge*, this lack of connectedness affects us all, whatever our backgrounds. It magnifies divisions and contributes to problems, such as the rise in extremism and the disillusion among sections of society (*The Challenge*, 2018).

The 2017 Resident's Survey found that just about 7 in 10 (73%) residents agree that their local area is a place where people from different backgrounds get on well together. This is significantly lower, by 17 percentage points, compared to the national average (89%). Overall, 1 in 7 residents have no intention of staying in the borough. Surveys carried out since 2008 have systematically ranked LBBD below the national average on questions related to community cohesion in the borough.

There is a difference of perception between people who have moved into the borough recently, who tend to be more open to diversity and willing/able to adapt to the impact of migration, and those who have been settled here for several generations, who feel more affected by the change brought about by the arrival of new residents. Established residents, particularly the White British Ethnic group, are less likely to be satisfied with their local area as a place to live than in other parts of England (*Overall 64% compared to 83% nationally*).

A study by The Campaign Company found a predominance of Settler preoccupations: traditionalism, social conservatism, fear of threats. People had a siege mentality -relying on familiar, informal and ultra-localised channels. For these residents, changing communities and diversification can be associated with a feeling of losing their identity. Newcomers are perceived as directly responsible for the growing difficulty to access affordable housing and for their children's inability to set up home near where they live. There is a perception that resources – or services – are distributed to the advantage of specific people in our community. The negative impacts of a transient population, increased lettings and overcrowding on neighbourhood and communities is fuelling a sentiment of unfairness and prejudice towards newer communities which, ultimately, is a threat to equality.

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

What impacts will this service or policy development have on communities?  
Look at what you know? What does your research tell you?

*Consider:*

- National and local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

## Demographics

This strategy outlines the Council's ambition and commitment to equality and diversity, and to counteract some of the negative impacts of fast population change by challenging prejudice among residents, increasing the opportunities for them to meet and interact, increasing cross-cultural exchanges, ensuring that everyone is offered a chance to integrate, and increasing equality of opportunities for all.

Barking and Dagenham has had the fifth largest growth in residents born outside the UK and Ireland between 2001 and 2011 (333.66 percent), compared with other local authorities in England and Wales. Evidence suggests that outward migration is also significant. Between 2013 and 2015, approximately 33,000 new residents came to the borough, and roughly 30,000 left, meaning that the 'turnover' was almost a quarter of the borough's population. The 2011 census recorded a population of 49.5 percent White British ethnicity in the borough, compared with 80.9% a decade earlier (2001 figure). The largest non-white British ethnicities were Black (20 percent), Asian (15.9 percent) and White Other (7.8 percent). 72 different non-English languages were recorded in the 2011 census as the main language in the household. In addition, the borough has the largest percentage of residents aged under 16 years in London and the UK.

The 2011 census also points to the highest percentage of African Christians of any local authority in England and Wales (12.29 percent) and the seventh highest population of African Christians in England and Wales (22,842). The Muslim population in the borough has increased from 4.4% of the population in 2001 to over 13.9% in 2011, representing a 257% growth in a decade. The London Church census 2012 (Brierley, 2015) identifies 79 Christian places of worship in Barking and Dagenham. This includes 23 known Pentecostal churches alone, which represents a 77% growth since 2005, the fifth highest such growth rate for London boroughs.

Other figures on protected characteristics groups include:

### Age

The borough has the highest population percentage of 0-19 year olds in the country at 31%. The over 60 population accounts for one

	of the smallest percentages of population in England and Wales (Source: Census 2011).
<b>Disability</b>	Approximately 9,100 people are claiming disability allowance (Source: Department of Work and Pensions, 2016).
<b>Gender</b>	51.5 % of the borough's residents are female, and 49.6% are male (Source: Census 2011).
<b>Gender reassignment</b>	We estimate that there may be approximately 40 people in the borough who have or who will undergo gender reassignment (Source: Gender Identity Research and Education Society advice).
<b>Pregnancy and maternity status</b>	Teenage pregnancy rates are significantly higher than average. The rate of teenage conceptions in 2014 was 32.4 per 1000 population of females aged 15-17. This was the second highest rate in London (Source: ONS).
<b>Marriage and civil partnership</b>	41.9% of the population aged 16 and above are married, 38.8% are single and never married, and 0.2% are in a same-sex civil partnership (Source: Census 2011).
<b>Sexual orientation</b>	Between 10,000 – 14,000 people in Barking and Dagenham are lesbian, gay and bisexual (Source: Stonewall estimates).

Diversity is an asset and a strength, but it also brings challenges. As a commissioner and provider of public services the Council must keep up-to-date with demographic changes and adapt our approach to meet the needs and expectations of our residents. We must value diversity and understand that residents are individuals. As such we must evolve how we plan and deliver services that are inclusive, accessible, outcomes focussed, and where appropriate, personalised.

Overall the launch of the Cohesion and Integration strategy should make an impact on reducing barriers for communities, supporting confidence enabling access to services and advancing equality of opportunity for all LBBD residents.

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
<b>Local communities in general</b>	X			The strategy aims to generate a more equal distribution of the benefits of regeneration in the borough, and create more opportunities for people from different backgrounds, age, faith,	These benefits will be enhanced by embedding the cohesion priorities across council services and upcoming strategies, e.g. in the inclusive growth strategy, sport strategy
<b>Age</b>	X				A number of actions are aimed at supporting young people, including youth arts projects, the development of a sports and physical activity strategy, as well as the proposal to commission a group of students to produce a youth-friendly version of the cohesion strategy and distribute it in schools in the borough.
<b>Disability</b>	X				

				ethnicity to meet and interact. This will benefit all communities	Activities proposed through sport, culture, volunteering opportunities and Every One Every Day across the borough, ensuring that elderly people, as well as people are able to attend, engage and link up with others.
<b>Gender reassignment</b>		X			
<b>Marriage and civil partnership</b>		X			
<b>Pregnancy and maternity</b>		X			
<b>Race (including Gypsies, Roma and Travellers)</b>	X			The strategy aims to generate a more equal distribution of the benefits of regeneration in the borough, and create many more opportunities for people from different backgrounds, age, faith, ethnicity to meet and interact. This will benefit all communities	Specific actions are aimed at migrant populations, including immigration advice, English language support, as well as an increase in the support for migrants in hostels
<b>Religion or belief</b>	X				These benefits are enhanced through the current engagement with faith communities and the ongoing development of a Faith Policy for the borough
<b>Sex</b>	X				
<b>Sexual orientation</b>	X				
<b>Any community issues identified for this location?</b>		X			

## 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?

The development of this strategy has undergone several phases. We have carried out an extensive review of the academic and policy literature to provide a snapshot on what is being done around cohesion nationally and in other localities. We have then engaged in a listening exercise locally, through a series of world-café style events, e.g. The Big Conversation and focus groups with residents, using pictures of places and situations in the borough as triggers for conversation. These exercises have sought to open the floor to residents to tell us about how they feel living in Barking and Dagenham, what are the borough's challenges and opportunities, but also what people's aspirations are as individuals and as a community. Beyond talking about cohesion, these dialogues have also served as vehicles for cohesion themselves, bringing people together in meaningful exchanges.

Third, we have embedded the principle of co-production within the developments of the strategy itself, e.g. through co-design workshops with partners and residents, as well as with council services.

The consultation, engagement and co-production have included the following:

- Sep-Dec 2017: One to one conversations with VCS organisations (BDCVS, CAB, BDSWA, Digilab, Lifeline, Studio3Arts, Integrated youth Services (LBBD))
- Jan-May 2018: 6 focus groups with residents, in partnership with local organisations (Gascoigne Children's Centre, Young Carers of Barking and Dagenham, Osbourne Partnership, Gascoigne Primary School, Chadwell Heath Tenants and Residents Association)
- May-Jun 2018: Workshop with Community Solutions and engagement with other services as part of the Council's response to MHCLG's Integrated Communities Strategy Green Paper.
- 12 June 2018: Presentation of progress at Core Directors Meeting
- 13 Jun 2018: Workshop at the Barking and Dagenham Delivery Partnership
- August 2018: Feedback to all participants on progress to date, lessons learnt and invitation to September co-production sessions
- Aug-Sep 2018: Conversations with Disability Service, Adults and Children Care and Support, Children's Social Care
- Sep 2018: Co-production sessions (x2) with panels of participants
- February 2019: Presentation of the draft strategy at Commission Watch

In addition, a number of conversations and workshops have been held in January 2019 with services to assess how best they can support the cohesion and integration agenda moving forward. This includes senior officers from Enforcement, Public Realm, Healthy Lifestyles, Inclusive Growth, ComSol, Social Care, Community Safety, Culture, Heritage and Events, Comms, Workforce and CCTV as there are a number of initiatives that inform and operationalise the strategy.

Lastly, the public was consulted on the draft strategy in the period between 5 February and 11 March 2019, providing over 50 responses on the Council's portal, and a lot of social media engagement (Facebook and Twitter). These responses were taken into account in finalising the strategy's vision and themes.

### 3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented? <i>These actions should be developed using the information gathered in <b>Section 1 and 2</b> and should be picked up in your departmental/service business plans.</i>		
Action	By when?	By who?
Review of the Community and Equality Impact Assessment	April 2020	Policy Officer Communities
Strategy impact evaluation	Yearly	Participation and Engagement Team
Final evaluation	March 2024	Participation and Engagement Team

### 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.

Take some time to précis your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

Implications/ Customer Impact
<p>The vision of <i>no-one left behind</i> promoted by Barking and Dagenham Council has informed the three priorities on which our transformation efforts have been based, i.e.:</p> <ul style="list-style-type: none"> <li>• To fulfil our growth potential by driving and shaping inclusive regeneration</li> <li>• To deliver a new kind of council focused on enabling independence and empowering people</li> <li>• To foster a new relationship with residents based on a citizenship rooted in civic pride, active participation and social responsibility.</li> </ul> <p>In 2016-2017, building on the ambition to foster a new relationship with residents, we have engaged with partners and over 3000 residents to deliver a clear, and long-term vision for the borough, known as the <a href="#">Borough Manifesto</a>. This, in turn, has informed our <a href="#">Corporate Plan (2018-2022)</a>, which focuses on ensuring that we set ourselves on the right track to deliver these long term ambitions.</p> <p>As part of these efforts, the Council is looking to adopt a new Cohesion and Integration</p>



Strategy for the borough, in line with the vision set out in the Borough Manifesto for 2037, that is *'to make Barking and Dagenham a friendly and welcoming borough with strong community spirit'*. At the heart of this vision is the need to reinforce the links that keep and bring people together, across opinions and beliefs, culture, ethnicity, age and gender, and to ensure that no one is left behind.

In this context, we define integration as *the process of developing equality, participation and belonging to achieve cohesion in a community*. This definition suggests that cohesion is not a fixed state of affairs and needs constant nurturing through integration, particularly in a rapidly changing and diversifying community like Barking and Dagenham.

The themes of focus for this strategy are:

1. Relationships and culture
2. Inclusion and participation
3. Equality of opportunities

In this regard, the implementation of this strategy will contribute to the Council's Equality and Diversity outcomes

## 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
Monica Needs	Head of Participation and Engagement	14 March 2019