

## Community and Equality Impact Assessment

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

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in 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

**About the service or policy development**

Name of service or policy	Faith Builds Community: Working Together for Barking and Dagenham
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**Why is this service or policy development/review needed?**

Barking and Dagenham has seen a huge pace and scale of demographic change in recent decades. This pace of demographic change has put unprecedented pressure on resident communities to integrate and share space. There is also huge demand for suitable spaces in the borough for faith organisations to operate. With fewer community assets in use across the borough, coupled with increasing private sector rental prices, there is an urgent need for faith-based organisations to explore new opportunities to work together progressively. In addition the policy seeks to address some of the challenges faced by members of faith communities and the wider impact in our broader community. “Faith Builds Community” was developed to address these challenges and to add value to our work on cohesion and integration.

“Faith Builds Community” has been developed in collaboration with The Faith & Belief Forum, who have been tasked with delivering 22 months of interfaith connectivity work and capacity building in the borough. The Faith & Belief Forum are a national interfaith charity, whose aim is to build good relations between people of all faiths and beliefs.

“Faith Builds Community” sets out an action plan to be delivered in partnership by the Council, Faith Based-Organisations (FBO’s) and other relevant stakeholders, based around seven key themes:

1. **Celebrating faith-based social action** – the Council will work with Faith Based organisations to celebrate and enable faith based social action. The Council will celebrate and promote Faith based social action through various channels, support FBOs to access relevant funding and work to convene shared learning spaces.
2. **Responding to hate crime and prejudice** – The Council will work with Faith Groups to tackle hate crime and prejudice, through training, education and evaluation of how hate crimes are currently reported and handled.
3. **Accessing space and buildings** –The Council will support FBOs in maintaining their leases where appropriate. It will also work with FBOs where possible to explore opportunities to access appropriate premises and provide guidance on setting up a new place of worship. There will be a review of the business rates relief policy.
4. **Safeguarding vulnerable people** – The Council and Faith Groups will work together to ensure effective safeguarding of children and vulnerable adults. All FBO signatories to the Faith Policy will have developed safeguarding policies and nominated safeguarding leads. The Council will provide support and training to FBOs on

Why is this service or policy development/review needed?

safeguarding.

5. **Respecting different faiths** – FBOs and the Council will work together to enhance respect among different faiths. The B&D Faith Forum will act as a vehicle for education, interfaith events and relationship building between different faith leaders. The Council will support the activities of the Faith Forum. Council Staff will receive Faith Inclusion Training and Council run events will be assessed to ensure they are accessible to different faith groups.
6. **Faiths working together** – FBOs will work together through the B&D Faith Forum to organise educational faith events and run social action projects. The Council will provide a point of contact for supporting FBOs with interfaith activity and will monitor levels of engagement with FBOs.
7. **Promoting diverse voices** – the B&D Faith forum will provide feedback on Council-led events, highlighting where diverse voices are excluded. The Council will engage with a diverse range of organisations and individuals to improve diversity of Faith events. The Council will continue to mark faith-based festivals and celebrations throughout the year.

**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 & 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**

Barking and Dagenham has seen a huge scale and pace of demographic change over the recent decades which has put unprecedented pressure on our established resident communities. Our population is growing fast and is highly deprived.

The ONS mid-year population estimates for 2017 estimate our total population as 210,711, which represents an increase of nearly 42,000 people during the ten years between July 2007 and June 2017. By 2020, the population is expected to grow to 223,000 and will reach 270,000 by 2041. Between July 2016 and June 2017, approximately 18,000 new residents came to the borough and roughly the same number left, meaning that the ‘turnover’ was almost a fifth of the borough’s population. In 2019, the White British population is estimated

as 35.1 percent (GLA 2016 ethnic group projections), compared with 49.5 percent during the 2011 Census and 80.9 percent a decade earlier (2001 figure).

The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation for small areas or neighbourhoods in England, focusing on issues such as income, employment and housing. IMD 2015 ranks Barking and Dagenham as the 12<sup>th</sup> most deprived local authority in England and the 3<sup>rd</sup> most deprived borough in London.

In this context, the 2018 Resident's Survey found that just about 7 in 10 (73%) respondents agreed that their local area is a place where people from different backgrounds get on well together. Residents who are either 25-34, Black and/or Muslim were more likely to agree whilst those who are either over 55, retired and/or White British were less likely to agree. More than two fifths of those who responded to the survey expected to move away from Barking and Dagenham within the next five years. Surveys carried out since 2008 have systematically ranked LBBD below the national average on questions related to community cohesion in the borough.

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.

A recent study, carried out by CAG Consultants surveyed organisations of faith during 2017, identified a desire (from organisations of faith in the borough) for improved, high quality, long term engagement with the local authority. The study told us that organisations of faith are keen to build a positive relationship with the local authority to support, connect and strengthen the capacity of many of these organisations who are delivering important services to their communities such as childcare, youth work, welfare support and advice, job clubs and inter-generational activities. The full report can be found at <https://www.lbbd.gov.uk/wp-content/uploads/2018/06/Faith-groups-and-meeting-places-Evidence-base-study.pdf>

The following table shows the changes in religious affiliations in the borough between the census in 2001 and the most recent 2011 census. While this data is now significantly out of date (new data is shown below) it does show that there was and still is huge diversity and change in the make-up of religious characteristics.

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Table 1: Religious affiliations, 2001-2011

	Barking and Dagenham						London	England
	2001	%	2011	%	Change 2001-2011	% Change	% change, 2001-2011	% change, 2001-2011
<b>Christian</b>	113,111	69	104,101	56	-9,010	-8	-5.22	-10.70
<b>Buddhist</b>	366	0.2	842	0.5	476	130.1	51.07	71.62
<b>Hindu</b>	1,867	1.1	4,464	2.4	2,597	139.1	40.86	47.39
<b>Jewish</b>	547	0.3	425	0.2	-122	-22.3	-0.79	1.40
<b>Muslim</b>	7,148	4.4	25,520	13.7	18,372	257	66.83	74.45
<b>Sikh</b>	1,754	1.1	2,952	1.6	1,198	68.3	21.02	28.37
<b>Other religion</b>	308	0.2	533	0.3	225	73.1	31.22	58.42
<b>No religion</b>	25,075	15.3	35,106	18.9	10,031	40	49.86	82.87
<b>Religion not stated</b>	13,768	8.4	11,968	6.4	-1,800	-13.1	11.49	0.73
<b>Total</b>	163,944	100	185,911	100	21,967	13.4	-	-

Source: 2001 and 2011 Censuses

LBBB see organisations of faith as a significant area of opportunity for creating and maintaining strong, healthy and inclusive communities.

However, research from focus groups during 2017 and 2018 tells us there are tensions between established working-class communities and new, fast-growing religious organisations in the borough. The table above gives a picture of this growth, with the Muslim population growing by 257% in just 10 years, with Buddhism and Hinduism also realising significant increases in real term percentages. Also, the CAG report done in 2017 shows that the composition of the Christian community has rapidly changed, with significant numbers of newer groups outside of the traditional denominations. There has been particularly strong growth in the African Christian community, with a 307% growth between the census of 2001 and 2011. This growth is predicted to continue. For African Christian populations of over 10,000 people, of the 17 boroughs with this demographic, Barking & Dagenham has the fifth highest growth rate. Identified trends seem to suggest that after a period of significant decline in church attendance between 1989 and 2005, there has been a marked upturn in the borough (see table below).

Change in church attendance (across all churches) in Barking & Dagenham

Years	Percentage growth
1989-1998	-17%
1998-2005	-13%
2005-2012	+31%

Source: Brierly, P., 2015, UK Church Statistics 2: 2010-2010, Tonbridge: ADBC

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?

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<p><b>Local communities in general</b></p>	<p>X</p>	<p>The local authority (through The Faith and Belief Forum) will play an enabling and facilitation role by building capacity, upskilling faith leadership and improving the engagement of faith-based organisations (FBO's) that reflect the faith diversity of LBBD.</p> <p>We expect these FBO's to work with and between faith communities to develop a better understanding of the issues affecting their local community and to work to address them.</p> <p>FBO's can provide support networks, projects and participation initiatives which are key to helping to improve residents' health and wellbeing. The improved capacity and engagement of FBOs will promote general health and wellbeing in the borough.</p> <p>The policy will also help to define the relationship that the council and the faith sector share with a clear action plan in place to define future priorities.</p>	<p>The faith community has been engaged throughout the production of the policy. The Barking &amp; Dagenham Faith Forum were engaged at an early stage and a survey has been used during conversations with faith leaders and online to gather the views of faith-based organisations and people who attend them.</p> <p>The actions within the faith policy, are specifically designed to service legitimate expectations between the council, faith sector and wider stakeholders. These solutions have been drawn out through the engagement phase.</p> <p>Specific issues raised have been addressed, such as the focus on preventing hate crime. Faith leaders told us that underreporting was due to a lack of information and clear pathways to report. The policy actions address this, in proposing to work closer with faith-based organisations to increase confidence in reporting hate crimes, exploring opportunities with training providers and creating space for dialogue on hate crime reporting processes and why there might be underreporting from certain communities.</p> <p>Actions within the policy will be monitored and coordinated jointly by the council, local Barking &amp; Dagenham Faith Forum and the Faith &amp; Belief Forum (F&amp;BF), as long as they remain contracted to do so. F&amp;BF have already indicated that the sphere of their work will lead them to retain a</p>
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				presence in Barking & Dagenham, post-contract, even if it is just in a digital advisory capacity. They will retain strong links with the boroughs faith organisations and will ensure that the boroughs local Faith Forum are in an ideal position to support the actions of the policy.	
<b>Protected Characteristics in general</b>			<p>The councils Equality and diversity strategy (2017-2021) outlines our commitment to continue to improve the lives of residents by advancing equality, diversity, fairness and inclusion. The vision to create a place of understanding, respect, tolerance and understanding, is one that encompasses the whole borough and every organisation within it.</p> <p>The faith policy will further this message, by ensuring that faith organisations are aware of their duty to deliver and operate in line with current equalities legislation. It also includes actions, which will help to address issues with under-reporting of hate crime in the borough.</p>	<p>We do not currently have recent data on faith population intersected by other protected characteristics.</p> <p>Broad data will be collected on groups that do engage with policy actions, to indicate areas of focus for future reviews.</p>	
<b>Age</b>	X		X	<p><b>Positive Impacts</b></p> <p>Young People –</p> <p>FBO’s and the Council will work together to safeguard young people. FBO’s will create safeguarding policies and designate</p>	<p><b>Enhancing Positive Impacts</b></p> <p>The Council will support FBO’s in their engagement with young people of faith, to gauge their views on interfaith celebrations and events</p>

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		<p>safeguarding leads. The council will provide training for safeguarding leads and provide support to FBO's in fulfilling their safeguarding obligations.</p> <p>FBO's can provide young people with opportunities to engage with their local communities in meaningful activities. Through supporting interfaith organisations and access to assets, "Faith Builds Community" will contribute to improved outcomes for young people.</p> <p>Interfaith dialogue and understanding between young people will be facilitated through educational activities, including work in schools.</p> <p>Older People –</p> <p>FBO's are valuable sources of community activity and can help in reducing social isolation among older people. By supporting and enhancing social action projects delivered by FBO's, "Faith Builds Community" will aid in the reduction of loneliness and isolation.</p> <p><b>Negative Impacts</b></p> <p>During consultation, concerns were raised by Faith Groups about the impact of safeguarding policy..</p>	<p>The Council will support FBO's in organising community events and ensure Council-led events appeal to a range of ages.</p> <p><b>Mitigating Negative Impacts</b></p> <p>The Council will work with faith groups on safeguarding in a direct and transparent way, engaging faith groups in a conversation.</p> <p>The Council will provide safeguarding training to</p>
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				<p>safeguarding leads within FBO's. The training will make clear that all organisations and individuals working with children and vulnerable adults have a duty to safeguard them against harm.</p>
<b>Disability</b>	X	X	<p><b>Positive Impact</b></p> <p>Educational events, celebrations and other events referenced in "Faith Builds Community" have the potential to provide opportunities for people with disabilities to engage in the community. FBO's have the potential to provide community support for people with disabilities.</p> <p><b>Negative Impacts</b></p> <p>There is a risk of people with disabilities being excluded from events and from places of worship if they are not sufficiently accessible.</p> <p>Parking at places of worship could potentially have an impact on the wider community, especially on people with mobility issues, if parked cars block walkways.</p>	<p><b>Enhancing Positive Impact</b></p> <p>All FBO's working with the policy make a commitment to Equality and Diversity. The council will create opportunities for conversations about intersections between disability and faith.</p> <p>The Faith Policy signposts to a variety of sources of support and information concerning disability.</p> <p><b>Minimising Negative Impacts</b></p> <p>The Council will provide support and guidance to FBO's looking to move premises or set up new places of worship, including guidance on accessibility needs for disabled people.</p> <p>FBO's will agree to encourage sensible parking at Places of Worship which does not impede public walkways.</p>

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<b>Gender reassignment</b>			X	<p>There may be tensions among some members faith community on the topic of gender reassignment. Some FBO's may be resistant to engaging in discussions on the topic of gender reassignment.</p> <p>There is a possibility that some individuals may use faith organisations as a platform to promote discrimination.</p>	<p>“Faith builds Community” informs FBO's of their equalities obligations. When deciding how to work and engage with FBO's, the Council will take into consideration FBO's equalities records.</p> <p>If FBO's want to engage with issues relating to gender reassignment the Council will provide support, guidance and signposting to relevant organisations.</p>
<b>Marriage and civil partnership</b>			X	<p>The Public Sector Equality Duty only applies to marriage and civil partnership in the context of preventing discrimination.</p>	N/A
<b>Pregnancy and maternity</b>	X			<p>The work of FBO's can contribute to thriving, connected communities which provide support for women during pregnancy and maternity. Social action projects run by FBO's, such as social and support groups, can benefit women during pregnancy and maternity.</p>	<p>“Faith Builds Community” provides an action plan for supporting FBO's in community involvement, with clear cross overs with the councils Health &amp; Wellbeing strategy, it will therefore enhance work done by FBO's in supporting women during pregnancy and maternity.</p>
<b>Race (including Gypsies, Roma and Travellers)</b>	X			<p>FBO's play an important part in connecting communities and encouraging social mixing. By encouraging interfaith events “Faith Builds Community” will enable people from a diverse range of ethnicities to be involved in shared community events, encouraging community cohesion.</p>	<p>The Council will promote and support community events that bring diverse communities together.</p>
<b>Sex</b>	X		X	<b>Positive Impacts</b>	<b>Enhancing Positive Impacts</b>

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			<p>Faith based women’s groups provide opportunities for women to become more actively involved in their communities. The Council will support FBO’s to continue with and enhance these activities.</p> <p><b>Negative Impacts</b></p> <p>Within some faith communities, there are potential tensions around understandings of sex/gender and the roles of men and women. A minority of groups may promote ideas, concepts or stereotypes about sex/gender that run contrary to the understandings implicit in the Council’s Equality and Diversity Strategy.</p>	<p>“Faith Builds Community” provides an action plan for the Council to support FBO’s community activity and social action, this includes those activities aimed at women.</p> <p><b>Mitigating Negative Impacts</b></p> <p>The Faith Policy informs FBOs of their equalities obligations. When deciding to how work and engage with FBOs, the Council will take into consideration FBOs’ equalities records.</p> <p>The Council will continue to support celebrations of women’s empowerment, including those that include, promote or celebrate women of faith.</p>
<b>Sexual orientation</b>		X	<p>There may be tensions among some members of the faith community on the topic of sexual orientation. There are risks around some individuals using faith organisations as a platform to promote discrimination.</p>	<p>The Council will inform FBO’s of their equalities obligations. When deciding how to work and engage with FBO’s, the Council will take into consideration it’s public sector equality duty</p> <p>If FBO’s want to engage with issues relating to sexual orientation the Council will provide support, guidance and signposting to relevant organisations.</p>
<b>Religion or belief</b>	X	X	<p><b>Positive Impact</b></p> <p>“Faith builds Community” includes guidance and actions for faith/belief organisations and the Council. The Council will work with FBO’s to enhance the relationship between FBO’s and</p>	<p><b>Enhancing Positive Impacts</b></p> <p>“Faith Builds Community” contains actions to support FBO’s in engaging in interfaith activities, including supporting FBO’s to access funding and providing venues when appropriate.</p>

		<p>strengthen FBO's as centres of community activity. Therefore, the policy will have a positive impact on religion and belief.</p> <p>In the borough there are 130+ organisations of faith/belief, with Christianity making up the largest percentage in the borough (according to the 2011 census). However, over the last 7 years since the 2011 census, it is evident that there has been further rapid growth and change in terms of people identifying with other beliefs. We also know, through anecdotal evidence and focus groups in 2017/18 that current community tensions are centred around issues with faith organisations.</p> <p>“Faith Builds Community” will help fulfil the public sector Equality Duty, to foster good relations between different groups, by encouraging intra/interfaith work and dialogue between FBOs.</p> <p>Council staff will also be able to participate in Faith Inclusion Training to improve their understanding of the challenges, diversities and scope of faith communities.</p> <p>When planning events, Council teams will consider faith-based access needs. This will enable better inclusion of faith groups in community events and improve cohesion.</p>	<p><b>Mitigating Negative Impacts</b></p> <p>Some groups have indicated to the council that they do not see sharing space as viable. The policy includes actions under two themes; Accessing Space &amp; Buildings &amp; Faiths Working Together, which encourage shared enterprise, collaboration and community relationship building. These are the building blocks of a more cohesive, effective and shared network of faith organisations. With these actions, there is every chance that future considerations could be made by faith organisations to share physical space.</p> <p>The B&amp;D Faith Forum is committed to maintaining a diverse board of trustees. The Council will work to engage with and support a wide range of religious groups, communicating with faith groups through a variety of channels, including social media, newsletters and council publications. There will a single point of contact within the council responsible for engagement with FBO's.</p> <p>The Public Sector Equality Duty is inclusive of those with no faith or religion. Non-Faith groups, as such secular and humanist societies, will have access to the same opportunities as Faith-based organisations, such as support in accessing funding or securing new assets.</p>
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		<p><b>Negative Impacts</b></p> <p>Some religious groups do not like to share spaces with organisations outside their own faith. During the engagement phase we have received positive feedback on this issue, however a number of organisations have stated that they would not be interested in sharing a place of worship.</p> <p>The distribution of assets between FBO's was highlighted during consultation as a source of intercommunity tension. Groups can feel that they are in competition for assets. Council work to support FBO's in accessing assets needs to take this into account.</p> <p>Consultations with Faith groups demonstrated the diverse and often conflicting views held by different groups and residents. "Faith Builds Community" seeks to set a shared vision of the future, which could risk alienating certain groups and leaving some viewpoints under-represented.</p> <p>Currently, some faith groups and organisations work more closely with the Council than others. There is a risk of some faith groups being under-represented relative to population size.</p> <p>There is a risk of tensions between faith and non-faith</p>	
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			groups and the perception that non-faith groups (such as secular or humanist organisations) are being excluded from “Faith Builds Community”.	
<b>Socio-economic Deprivation</b>	X		<p><b>Positive Impacts</b></p> <p>FBO’s are involved in a variety of community activities that support socio-economically deprived residents and tackle poverty, including shelters and foodbanks. By supporting FBO’s to work together on social action projects, “Faith Builds Community” will enable FBO’s to improve and expand upon this work.</p> <p><b>Negative Impacts</b></p> <p>There is a risk of individuals using FBOs to defraud members of the public, for example by soliciting donations under false pretences. These may target vulnerable people, such as older residents or people with learning disabilities. The Council needs to ensure it does not promote or provide funding to organisations where financial abuse is taking place.</p>	<p><b>Enhancing Positive Impacts</b></p> <p>The Council will support FBO’s to collaborate on social action projects and gain access to the assets necessary for social action projects.</p> <p><b>Mitigating Negative Impact</b></p> <p>When awarding funding to any organisations, the Council will engage in thorough background checks and require accounting of the use of the funds. The council will not fund religious organisations for religious worship.</p> <p>For organisations soliciting donations for charitable purposes, responsibility for enforcement of regulations lies with the Charities Commission. However, where the council suspects that there is financial mismanagement, we will report this to the appropriate authority.</p> <p>The Council will provide support and signposting to FBOs on effective financial management.</p> <p>Safeguarding training will be offered to designated safeguarding leads within FBO’s. This training will include an element covering financial abuse.</p>

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<b>Any community issues identified for this location?</b>				n/a	
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## 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 council and our contracted partner, The Faith & Belief Forum (F&BF) spent 5 months engaging with faith-based organisations (FBO's) and faith leaders, in both face to face interviews and using an online survey. The purpose of the engagement was to gather opinion and initiate a two-way conversation that explores sensitive and potentially challenging (in terms of the council and the faith sector) themes including;

- The leasing of council buildings and what is expected from faith groups
- How we work together to safeguard children and vulnerable adults
- Examples of best practice for involving and working with the wider community and recommending ways to increase this
- Responding to and preventing all forms of hate crimes together

The Faith & Belief Forum conducted extensive consultation during the period November 2018 to May 2019, speaking to over 100 people through an online survey, face-to-face meetings with faith leaders and people of faith from different faith groups, consultation meetings with community organisations that support faith groups, hosting three focus group workshops, and attending existing community events and meetings.

- 51 online surveys (see Appendix 1) were completed by residents from diverse faith backgrounds:
  - 51% Christian; 20% do not identify with a faith / not disclosed; 18% Muslim; 2% Pagan; 2% Sikh.
  - 51% White; 24% Black; 18% Asian; 2% Mixed; 6% not specified.
- 40 consultation meetings with local faith leaders:
  - 72% Christian; 13% Muslim; 3% Sikh; 3% Hindu; 3% Jain; 3% Buddhist; 3% Jewish.
- 5 consultation meetings with community organisations that support faith groups. This included an arts-based organisation, a network meeting for faith leaders, and a group of community leaders meeting to address knife crime.

The Faith & Belief Forum also ensured that internal council departments responsible for relevant areas of work were similarly consulted, including; Policy & Participation, Children's Care & Support (Safeguarding), Community Solutions, My Place, Adult Care & Support, Faith (Policy and Participation), Equalities lead, and Commissioning (Violence Against Women & Girls).

From the engagement a set of new themes emerged, which framed the policies make up. Associated priorities have been used in the development of the action plan. The themes and associated priorities are;



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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?

Theme	Priority
<b>Celebrating Faith Based Social Action</b>	<i>The Council and faith groups should work together to raise the profile of faith-based social action, and convene spaces for collaboration and learning.</i>
<b>Responding to hate crime and prejudice</b>	<i>The Council and faith groups should work together to improve residents' knowledge of how to identify and report race and faith related hate crimes.</i>
<b>Accessing space and buildings</b>	<i>The Council and faith groups should work together to ensure that where possible there is sufficient space for residents of different faiths to worship and practice their faith, as well as to work together to ensure policies are fair and transparent and are followed by all.</i>
<b>Safeguarding vulnerable people</b>	<i>The Council and faith groups should work together to safeguard vulnerable people of different faiths, including co-creating and delivering appropriate strategies for particular issues that affect LBBB residents.</i>
<b>Respecting different faiths</b>	<i>The Council and faith groups should work together to improve their understanding of different faith communities, and should work together in a spirit of respect and ongoing learning.</i>
<b>Faiths working together</b>	<i>The Council and faith groups should work together to provide opportunities for residents of different faith backgrounds to meet and learn about each other, enabling further collaboration and improved understanding among groups.</i>
<b>Promoting diverse voices</b>	<i>The Council and faith groups should work together to ensure faith groups are fairly represented in borough events and programming across the year.</i>

These themes will contribute to the overall policy aims, which are to;

## COMMUNITY AND EQUALITY IMPACT ASSESSMENT

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?

- Reflect the current make up, activity and impact faith has in Barking and Dagenham, including through best practice case studies
- Set policy on shared issues of concern such as the use of buildings, hate crime reporting and safeguarding
- Provide guidance for the Council and faith groups about how they can better work together in the future
- Demonstrate the value of local faith-based organisations and showcase their contribution

The consultation and engagement phase has included the following;

- Oct 2018 to March 2019 – Online survey and face to face discussions with faith leaders.
- Oct 2018 - March 2019 – Internal engagement with relevant officers/depts and members.
- Portfolio engagements with relevant council member
- 23 April & 3 May 2019 - Lightning style workshops with faith leadership, to further explore the themes outlined
- 14<sup>th</sup> May 2019 – Faith Forum workshop on response distilled from engagement sessions, final comments for policy
- July 2019 – Faith Policy Review Period – Faith Forum and Council

### 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.*

<b>Action</b>	<b>By when?</b>	<b>By who?</b>
Review of the Faith Policy, in line with the Interfaith Connectivity contract term.	June 2020	Participation & Engagement Team  Faith & Belief Forum
Monitoring of Action Plan outcomes	June 2020	Participation & Engagement Team and Barking and Dagenham Faith Forum
Final review and evaluation	July 2024	Participation & 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 wider community.

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

## COMMUNITY AND EQUALITY IMPACT ASSESSMENT

'Faith Builds Community' Policy helps set out a vision for the relationship between the council, wider community and faith-based organisations in the borough, whose impact and reach is numerous. The main aims of the document are to;

- Reflect the current make up, activity and impact faith has in Barking and Dagenham, including through best practice case studies
- Set policy on shared issues of concern such as celebrating faith-based social action, the use of buildings and assets, hate crime reporting and safeguarding
- Set guidelines for the Council, wider stakeholders and faith-based organisations about how they can better work together in the future
- Demonstrate the value of local faith-based organisations and showcase their contribution to achieving the overall vision

The adoption of the policy will impact all faith organisations in the borough, with a set of collaboratively designed and jointly agreed actions that will have real impact within faith/belief settings.

### 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
Mark Tyson	Director of Policy and Participation	

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