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	Covid -19 One View Platform
Lead Officer Contact Details	Tim Pearse tim.pearse@lbbd.gov.uk

Why is this service or policy development/review needed?

Putting equalities at the forefront of our considerations

The Council understands the importance of considering equality and diversity issues in all aspects of its work. An Equalities Impact Assessment (EIA) is a tool which allows for the consideration of equality impacts for the various protected characteristics using a structured approach. An EIA ensures that the Council is mindful of its public sector duty under the Equality Act 2010. The legal duty requires that we, as a local authority, must consider all individuals when carrying out our day-to-day work. This includes shaping policy, delivering services and how we treat our employees.

More broadly, under the Equality Act, we must ensure that we are taking steps to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;

- Advance equality of opportunity between people who share a protected characteristic and those who do not;

- Foster good relations between people who share a protected characteristic and those who do not.

In meeting these duties, we will have regard for the equal treatment of people based on the Equality Act's nine protected characteristics:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity status
- Marriage and civil partnership
- Ethnicity
- Religion or belief
- Sexual orientation

The duty for public bodies to consider the impact of their policies on reducing class or socio–economic disadvantage was removed from the Equality Act. However, we consider that it is necessary to pay due regard to the socio-economic duty as we believe it is fundamental to delivering true equality for all our residents and improving living standards.

The Council views an EIA as more than a tool to discharge its public sector equality duty. It is seen as an opportunity to consider things from a resident's perspective, allowing the council

Why is this service or policy development/review needed?

to identify any potentially negative impacts of its policies, and where possible put in place mitigating actions. The Council is committed to putting equalities at the heart of what it does. It is therefore vital that a project such as One View which uses data and insights to enable council services to support those people or families experiencing hardship at an early stage, properly considers these issues.

Our approach to considering equalities

This EIA considers the overarching equalities considerations for the implementation of the Data Analytics and Predictive Modelling for Children's, Homelessness and Adult Services, known as the 'One View' project. The purpose of this EIA is to consider the cumulative impact of implementing the One View system into the borough. We believe EIAs should not be documents which are completed at the point of making a decision without being considered again. EIAs should be dynamic documents which are constantly reviewed and updated as projects move through their life cycle so that each project properly considers equality issues.

In order to fully understand the equality impact of the One View system it is necessary to understand our community, their needs, our current context and how this will change in future, the need for change and the consequences of not changing. The EIA considers each of these aspects in the following sections.

Background and current context

In 2016, the council consulted with over 3,000 residents to understand what was important to the residents of the borough and what they wanted the Council and partners to deliver. Called 'The Borough Manifesto', this is our public mandate and we must act on it. Our vision is clear: one borough, one community, no-one left behind. This vision is at the heart of everything we do. It means a relentless focus on creating the conditions, partnerships and services that support improved outcomes for residents, ensuring they have opportunities to succeed and thrive. No-one left behind also means harnessing the borough's potential as London's growth opportunity to deliver growth that is inclusive and benefits all residents. It is what has driven our approach to be ambitious and aspirational in meeting the challenges we face as a borough. A key product of the conclusion of the manifesto consultation was the council's Social Progress Index – a first of its kind at a ward level, this tool brought together 50+ datasets at a ward level to measure social and environmental outcomes, and is used to be an entirely transparent measure of progress.

Outcomes in Barking and Dagenham are amongst the worst in London across several areas, from unemployment and homelessness to lower life expectancy and domestic violence – within London, we are ranked most deprived on the 2019 Index of Multiple Deprivation, this is in the context of growing demand and financial challenges. Our determination to improve outcomes in this context, seeks innovative use of data to deliver on the commitments agreed in the Borough Manifesto, this drive and focus on innovation is driven and shaped by research and insight – the use of predictive analytics and the One View system is one of the core enabling tools for this.

A key strategic priority in the Council's drive to improve outcomes is prevention. One View enables us to be strategic through the use of insight to target resource allocation and commissioning and the council has had to radically re-think the way it delivers services in order to fulfil its vision for residents to become as independent as possible through an 'early action' approach. The aim is to reduce demand for specialist areas in the face of huge financial challenges and to work differently with residents and empower them to change their

Why is this service or policy development/review needed?

lives. To do this it had to better understand how and why demand flows through the system, and use data and insight to identify those citizens and households most at risk of presenting as homeless, or requiring costly safeguarding or children's and adult's interventions.

Community Solutions is the service now acting as the front door for all people-based services, using One View to identify those households most at risk and then working with them to address the root cause of a person's or family's problems and helping to resolve those problems before they escalate. Community Solutions helps to tackle the wicked and complex challenges facing the borough, such as our high rates of domestic violence, homelessness and unemployment. The service ensures more people are enabled or supported to maintain a home, a job, an income and a good level of general wellbeing, which are the key pillars to leading healthy, safe and fulfilled lives – a key council priority.

Data and insights about current and future demand and costs on services is now more than ever, critical to supporting the delivery of our commitments to residents as set out in the borough manifesto and corporate plan. Data and insight are required to help identify, prioritise and target the right services, interventions and support to address problems early and before they escalate. This will help enable improved outcomes for residents, while ensuring services offer value for money.

The use of predictive analytics has also been used more recently during the early stages of the pandemic to respond to the disproportionate impact that coronavirus has had on our borough due to existing levels of poverty, health inequalities, worklessness, a large BME Community. By identifying those households most 'at risk' from being impacted from lockdown, economic hardship and social isolation, we were able to set up the Citizens Alliance Network (BD CAN); a collective of volunteers who provide wellbeing checks, doorstep visits and food deliveries to our vulnerable residents.

Social responsibility

Predictive analytics is a core component of council activity to enable and deliver social responsibility, by enabling a new approach working with residents to empower them to change their lives for the better. Through using data analytics, we can ensure more people are enabled or supported to maintain a home, a job, an income and general wellbeing which are the key pillars to leading healthy, safe and fulfilled lives. In doing so, services like Community Solutions directly contributes to improving access and take up of employment, jobs, education – helping to ensure growth is inclusive.

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? Please state which data sources you have used for your research in your answer below *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.
- It is Council policy to consider the impact services and policy developments could have on residents who are socio-economically disadvantaged. There is space to consider the impact below.

Demographics

During this century Barking and Dagenham has become one of the fastest-changing communities in Britain:
- Between the 2001 and 2011 censuses the population rose from 164,000 to 186,000 and is projected by the Office for National Statistics (ONS) to rise to 228,000 people by 2043. The most recently available provisional population estimate from ONS is 212,906 as at 30 June 2019.
- The age of the community is changing with the highest birth rate in London, and a large number of young people – Barking and Dagenham has the highest proportion of under 16-year old's in the UK.
- The borough becomes more diverse each year – the proportion of the population identifying as coming from black and minority ethnic backgrounds increased from 19.1% to 50.5% between the 2001 and 2011 censuses, whilst those identifying as White British reduced from 80.9% to 49.5%. Ethnic projections available from the GLA forecast 66% of the borough population identifying as coming from black and minority ethnic backgrounds in 2020 compared to 34% identifying as White British.

People in the borough die earlier, have poorer health and lower levels of education and skills than across London whilst too many residents are in low paid work and struggle to find suitable homes they can afford.   Barking and Dagenham had the highest overall deprivation score in London according to the 2019 indices of deprivation published by the Ministry for Housing, Communities and Local Government (MHCLG).

According to the latest ONS data, 16.9% of Barking and Dagenham residents aged 16-64 years were EA core, or work-limiting disabled as at December 2019 (ONS, 2020).

More nationalities, cultures and faiths are represented than ever before.   The 2011 Census which showed 18.7% of the population aged 3 and over did not have English as their first language with 3.6% unable to speak English well or at all. More recent data taken from the council's latest School Census as at January 2020 shows that the main household language for 51.4% of pupils in Barking and Dagenham was not English (LBBD School Census January 2020).

Diversity is an asset and a strength but it also brings challenges. As a commissioner and provider of public services we 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 personalised.

Age
The borough has the highest proportion of 0-16 year old in the UK. The over 60 population accounts for one of the smallest percentages of population in England and Wales (Census 2011).

Disability
Approximately 9,030 people of working age (16-64 years) are claiming disability allowance (DWP Nomis 2020)

Gender
51.5 % of the borough's residents are female, and 49.6% are male (Census 2011)

Gender reassignment
We estimate that there may be approximately 40 people in the borough who have or who will undergo gender reassignment (Gender Identity Research and Education Society advice 2016)

Pregnancy and maternity status
Teenage pregnancy rates are significantly higher than average. Under 18 conception rate in 2018 was 20.3 per 1,000 females aged 15 to 17, which was 4th highest in London (LBBD Teenage Conception data 2018).

Marriage and civil partnership
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 vi (Source: Census 2011).

Ethnicity
The proportion of the population identifying as coming from black and minority ethnic backgrounds increased from 19.1% to 50.5% between the 2001 and 2011 censuses, whilst those identifying as White British reduced from 80.9% to 49.5%. Ethnic projections available from the GLA forecast 66% of the borough population identifying as coming from black and minority ethnic backgrounds in 2020 compared to 34% identifying as White British (GLA Population Projections).

Religion or belief
56% of the population identify as Christian. 18.9% identify with no religion. 13.7% identify as Muslim (Census 2011).

Sexual orientation
Between 10,000 – 14,000 people in Barking and Dagenham are lesbian, gay and bisexual (Stonewall estimates).

The table below provides an indication of some of the impacts identified for the One View predictive modelling system:

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	X			One View will enable the Community Solutions Service to identify those households in the greatest need of support at the earliest possible stage. This will have a positive impact on the local community in general, because it will enable targeted help to address housing, employment, income and health and well-being needs before they deepen. By directly contributing to improving access and take up of employment, jobs, education, and by helping to ensure growth is inclusive and sustainable, more residents can lead healthy, safe and fulfilled lives.	
Age		X		No perceived impact.	
Disability		X		No perceived impact.	
Gender reassignment		X		No perceived impact.	
Marriage and civil partnership		X		No perceived impact.	
Pregnancy and maternity		X		No perceived impact.	
Race (including Gypsies, Roma and Travellers)		X		No perceived impact.	
Religion or belief		X		No perceived impact.	
Sex		X		No perceived impact.	
Sexual orientation		X		No perceived impact.	
Socio-economic Disadvantage	X			The One View data analytics and predictive modelling system provides data, insights and information that will help the council and Community Solutions ensure that help and support is prioritised at the children, young people and households who are most vulnerable and at greatest risk. In doing so, it will help improve the well-being and outcomes for these children and adults, while ensuring due regards to guidance issued under the Children Act 2006 and the Care	It must be noted that OneView could highlight biases in our services. However we must first test any disproportionate impact against caseload, i.e. is the caseload in a service representative of the borough's

			Act 2014.) It will also enable Community Solutions and the council to ensure that help and support is targeted at addressing health and well-being needs early and before they worsen and escalate.	population or is it disproportionately representative of a particular characteristic?
Any community issues identified for this location?		X	No perceived impact.	

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.

If you have already undertaken some consultation, please include:
- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

Consultation has been carried out (using a mix of individual meetings, demonstrations and meetings) with a range of key officers and council groups as part of the decision-making process underpinning this procurement strategy and proposal. This includes discussion and consideration of the business requirement for the services, the business case, the expected benefits and savings case.

- Chief Executive
- Director of Strategy
- The Corporate Strategy Group
- Operational and Commissioning Directors – Children, Adults
- Community Solutions Directors

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 **Section1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Monitor the use of data and insights to ensure that it is facilitating the right outcomes for residents.	On-going	Community Solutions and Insight Hub.

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 summarise 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
It is thought that the overall impact of the One View - Data Analytics and Predictive Modelling for Children's, Homelessness and Adult Services is positive for the community overall. This is because it acts as an enabler for the Community Solutions Service to identify households who need help at an early stage, and to support their housing, employment, income and health and wellbeing needs before they escalate. This in turn will prevent households falling in to worsening hardship, and will enable residents to help themselves to lead fulfilling and positive lives.

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
Tim Pearse	Head of Insight & Innovation	October 2022
Alex Powell	Director of Strategy	October 2022