

## London Borough of Hackney Full Equality Impact Assessment Form

Title of Policy:

Hackney Local Area Agreement 2008-11

Directorate:

Customer Corporate Services

Department/Division:

Team Hackney

Purpose for Full EIA:

Policy/Service/Function Review

If other, please specify:

Date of Assessment:

January 2009

### A) Understanding the Pick from list

**1. What are the aims, objectives and purpose of the Service, including desired outcomes:**

The Hackney LAA is a three year strategic service delivery agreement between central Government, Hackney Council and other strategic partners (The Learning Trust, City and Hackney Primary Care Trust, the Homerton Foundation Hospital, the police, Connexions, the Learning and Skills Council, schools, GPs and the voluntary and community sector) to pool funding streams and jointly deliver improved local services with a greater focus on local needs and priorities (as opposed to national targets). It is an agreement between a local area (i.e. a Local Strategic Partnership, in our case Team Hackney) and central government and acts as the delivery plan for the community strategy (Hackney's Sustainable Community Strategy 2008-18). It involves:

- Automatic and negotiated freedoms and flexibilities
- A reduction of monitoring and reporting around pooled funding streams
- Access to pump priming and reward grant for agreed performance on specific stretch targets
- Joint delivery of services across partners where appropriate
- Introduction of a new LAA Performance Management Framework (PMF)

Our Local Area Agreement reflects the vision for Hackney 2018, set out in our Community Strategy, which are:

- Tackling worklessness
- Closing the housing gap
- Continuing educational improvement
- Improving environmental sustainability

The Hackney LAA 2008-11 will act as a short-term delivery plan for the Community Strategy. The development of the LAA alongside the refresh of the Community Strategy has ensured that it is evidence-based, has strong partnership support, and is an integral part of delivering the vision for Hackney over the next 10 years.

This vision is mapped onto the LAA through a suite of 35 local indicators selected from the set of 198 national indicators set by central government. These 35 local indicators were agreed after sharing information and holding discussions with our partners.

A strategic commissioning framework is being used to ensure that the LAA funding secures the delivery of priority outcomes based on analysis and evidence in an effective and transparent way. The interventions commissioned in 2007-08 through this commissioning framework have been targeted at areas of need with a focus on particular communities and groups that suffer disadvantage.

We have also developed an LAA Performance Management Framework (PMF) which will be used by Government to monitor and measure our performance.

**2. Who are the main people/groups that will be affected?**

People who live and work in Hackney.

**3. How relevant is the Initiative to the following equality strands:**

|                  | <b>Age</b> | <b>Disability</b> | <b>Gender</b> | <b>Race</b> | <b>Religion / Belief</b> | <b>Sexual Orientation</b> |
|------------------|------------|-------------------|---------------|-------------|--------------------------|---------------------------|
| <b>Relevance</b> | High       | Medium            | High          | High        | Low                      | Low                       |

## B) Identifying the Impact

### 4. What systems do you have in place to find out who uses the service and what they think?

Hackney's Community Empowerment Network (CEN) was closely involved during the development of LAA to inform its outcome priorities through engagement with CEN's thematic network of networks such as Women's Equalities Forum, Disabilities Equalities Forum etc. CEN was also involved in the final stages of the LAA sign-off. Chief officers from HCVS and Chair of CEN are also members of the TH Partnership Board, and there are CEN places on each of the thematic partnership boards and sub-groups.

The delivery of the LAA 2008-11 has been underpinned by a rigorous PMF to challenge and review the delivery of the LAA and to support the annual re-focussing and refreshing of programmes and targets.

A total of 35 indicators were defined for the LAA to measure the desired outcomes of the LAA (plus 17 mandatory targets on education). In 2007/08 eleven reward targets were negotiated with GoL with over £10m of extra funding to be rewarded to Hackney on the stretched performance of these reward targets.

By exploring existing performance management reporting tools within the Council, it was decided to align the performance reporting of LAA targets with the Corporate Performance Team's (CPT) Performance Management Software System known as Covalent. Covalent forms providing detailed definitions and yearly targets for each of these 35 LAA indicators were completed by the partners owning these indicators, and then entered on the Covalent system by dedicated CPT and Team Hackney officers. Quarterly, LAA indicators monitoring data is entered onto Covalent and quarterly reports generated showing the performance of these indicators against their agreed targets, highlighting under-performance and listing the steps that will be taken to bring performance on track.

Next, these reports are passed through the performance monitoring scrutiny structure of Team Hackney, where they can be reviewed and challenged jointly by the partners. The report is first presented to the performance working sub-groups of the 5 thematic partnerships, then taken to the Performance, Intelligence and Equalities (PIE) group of Team Hackney partnership, after which it is finally taken to the Team Hackney Board. At this Board the indicators are signed-off by the appropriate lead members from each of the thematic partnership.

Over 200 interventions have been commissioned since 2007-08 to meet the LAA outcome priorities. These interventions were monitored quarterly to ensure that the services are being delivered to the target groups. A number of LAA indicators will also require the conducting of user satisfaction surveys.

### 5. What is overall impact of the Policy?

*Positive Impact:* The LAA will strengthen partnership work, improve local services and reduce inequalities through a range of interventions addressing unemployment, educational underachievement, health, teenage pregnancy, infant mortality, violent crime, gang culture and housing.

*Negative Impact:* None.

### 6a. Age Equality

Does the Policy involve or impact upon any of the following?

|  |     |                                     |    |                                     |
|--|-----|-------------------------------------|----|-------------------------------------|
| 1. Eliminating unlawful discrimination and harassment based on someone's age | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |
| 2. Promoting equality of opportunity between different age groups            | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/>            |

Please provide an explanation of the impact below:

*Positive impact related to Age:*

Hackney has a lower number of people aged 55+ making up only 15.5% of the population, compared to 27% in E&W. However, the proportion of under 15s in Hackney is above the London and England averages particularly among the 0 to 14 age groups. This is reflected in the large number of outcomes in the LAA related to children and young people:

- Improvement at Early Years Foundation Stage
- Improvement at KS3 Level 5+ English Maths and Science
- Improvements at KS2 level 4+ English + Maths
- Improvement at KS1 Level 2+ Reading
- Achievement of a level 3 qualification by age 19
- Young people participating in positive activities
- Proportion of children in poverty
- Reduction in rate of infant mortality
- Improving young people's health
- Improving mental health services for young people
- Improving services for disabled children
- Reduction in number of NEETS
- Reduction in teenage conception rates
- Reduction in youth crime

At the last census 58.7% of Hackney residents aged 65 or over reported having a long term limiting illness, indicating a need for floating support. Consumption of fruit and vegetables was lowest amongst the over 65's. To address these concerns, the LAA includes the following outcomes:

- The extent to which older people receive the support they need to live independently at home
- The percentage of people who believe people from different backgrounds get on well together in their local area
- Percentage of non-decent Council homes

*Negative impact related to Age: None.*

## 6b. Disability Equality

Does the Policy involve or impact upon any of the following? (Please put a 'x' in the relevant box)

|   |     |                                     |    |                                     |
|---|-----|-------------------------------------|----|-------------------------------------|
| 1. Promoting equality of opportunity between disabled persons and other persons   | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/>            |
| 2. Eliminating disability discrimination that is unlawful under the act           | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |
| 3. Eliminating harassment of disabled persons that is related to their disability | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |
| 4. Promoting positive attitudes towards disabled persons                          | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |

|  |     |                          |    |                                     |
|--|-----|--------------------------|----|-------------------------------------|
| 5. Encouraging participation by disabled persons in public life  | YES | <input type="checkbox"/> | NO | <input checked="" type="checkbox"/> |
| 6. Taking steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons | YES | <input type="checkbox"/> | NO | <input checked="" type="checkbox"/> |

Please provide an explanation of the impact below:

|  |
|--|
| <i>Positive impact related to Disability:</i> A target has been set under the employment outcome "Increase employment by tackling worklessness" for the number of LB Hackney residents who have been in receipt of incapacity related benefits for a minimum of 6 months, to be assisted by LAA funding into sustainable employment. Those receiving incapacity related benefits includes people who are unable to work because of disability. In addition to this the LAA monitors the percentage of vulnerable people achieving independent living; adults receiving secondary mental health services in settled accommodation; adults receiving secondary mental health services in employment; services for disabled children; and effectiveness of child and mental health (CAMHS) services |
| <i>Negative impact related to Disability:</i> None   |

### 6c. Gender Equality

Does the Policy involve or impact upon any of the following?

|   |     |                                     |    |                                     |
|---|-----|-------------------------------------|----|-------------------------------------|
| 1. Eliminating unlawful discrimination and harassment based on someone's gender | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |
| 2. Promoting equality of opportunity between men and women                      | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/>            |

Please provide an explanation of the impact below:

|   |
|---|
| <p><i>Positive impact related to Gender:</i> The LAA has a number of outcomes directed specifically at improving women's health, safety and employment opportunities, these include:</p> <ul style="list-style-type: none"> <li>• Reduction in rate of infant mortality <ul style="list-style-type: none"> <li>i. Percentage of women known to be smokers at time of delivery</li> <li>ii. Percentage of new mothers known to initiate breast feeding</li> <li>iii. Number of vulnerable women supported to present early</li> </ul> </li> <li>• Reduction in Domestic Violence</li> <li>• Reduction in teenage conception rates</li> <li>• Increase employment rates of Hackney residents <ul style="list-style-type: none"> <li>i. Number of London Borough of Hackney residents who are Lone parents, assisted by the London Borough of Hackney LAA funded worklessness initiative into sustained employment</li> </ul> </li> <li>• All-age all cause mortality rate by gender</li> </ul> <p>As lone parents are predominantly women, the intervention to assist lone parents into sustained employment will help mothers to get into employment.</p> <p><i>Negative impact related to Gender:</i> None.</p> |
|---|

### 6d. Race Equality

Does the Policy involve or impact upon any of the following?

|                                      |     |                                     |    |                                     |
|--------------------------------------|-----|-------------------------------------|----|-------------------------------------|
| 1. Eliminating racial discrimination | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |
| 2. Promoting equality of opportunity | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/>            |
| 3. Promoting good race relations     | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |

Please provide an explanation of the impact below:

*Positive impact related to Race:* To address under performance of children from Caribbean, Turkish and Kurdish communities a number of outcomes have been included in the LAA to improve their achievement: at:

- KS3 Level 5+ English Maths and Science
- KS1 Level 2+ Reading

Hackney also has high levels of infant mortality (6.5 per 1,000) which disproportionately affects Black and Ethnic Minority groups, particularly those from African and Caribbean communities. This is addressed under the LAA outcome to reduce infant mortality via interventions targetting these groups of women. In addition there are indicators which have been identified as they relate to issues within certain groups in Hackney - for example, poor infant mortality rates are strongly linked to new migrant communities, as are TB Cases.

*Negative impact related to Race:* None

### 6e. Religion and or Belief Equality

Does the Policy involve or impact upon any of the following?

|   |     |                                     |    |                                     |
|---|-----|-------------------------------------|----|-------------------------------------|
| 1. Eliminating unlawful discrimination and harassment based on someone's actual or perceived religion | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/>            |
| 2. Promoting equality of opportunity between religious/beliefs groups                                 | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |

Please provide an explanation of the impact below:

*Positive impact related to Religion/Belief:* LAA outcome relating to Hate crime in a targetted area in Hackney, where there a known patterns of crime.

*Negative impact related to Religion/Belief:* None

### 6f. Sexual Orientation Equality

Does the Policy involve or impact upon any of the following?

|   |     |                                     |    |                                     |
|---|-----|-------------------------------------|----|-------------------------------------|
| 1. Eliminating unlawful discrimination and harassment based on someone's actual or perceived sexual orientation | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/>            |
| 2. Promoting equality of opportunity between people with different sexual orientation                           | YES | <input type="checkbox"/>            | NO | <input checked="" type="checkbox"/> |

Please provide an explanation of the impact below:

*Positive impact related to Sexual Orientation:* LAA outcome relating to Hate crime in a targetted area in Hackney, where there a known patterns of crime.

*Negative impact related to Sexual Orientation:*

### C) Action Planning

| No | Objective  | Actions  | Outcomes | Timescales / Milestones | Lead Officer |
|----|--|--|----------|-------------------------|--------------|
| 1  | Reports for Q1-Q4 from Covalent to show indicators that have an impact on the 6 equality strands required under the EIA. | Reports for Q1-Q4 from Covalent to be produced to show indicators that have an impact on the 6 equality strands required under the EIA, and be shared with Team Hackney Board Performance Equalities Group |          | May 09                  | James Palmer |
| 2  |  |  |          |                         |              |
| 3  |  |  |          |                         |              |
| 4  |  |  |          |                         |              |
| 5  |  |  |          |                         |              |
| 6  |  |  |          |                         |              |
| 7  |  |  |          |                         |              |
| 8  |  |  |          |                         |              |
| 9  |  |  |          |                         |              |
| 10 |  |  |          |                         |              |

|   |
|---|
| <p><b>13. Have the above actions been incorporated into the Directorate's Equality Plan?</b></p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>If No, why not?</p> |
|---|

## E) Signing Off

Form must be signed and dated by the relevant Assistant Director:

**Director of Partnerships:** Ian Lewis

**Date:** 17 March 2009

**Additional Comments:**

**Signature:**

Ian Lewis

Form must be signed and dated by the Equalities Team

**Name of Equality Officer:** Ben Smith

**Date:** 17 March 2009

**Additional Comments:**

**Signature:**

Ben Smith

PLEASE EMAIL COMPLETED FORM TO [equality.diversity@hackney.gov.uk](mailto:equality.diversity@hackney.gov.uk)

**Contact:**

**Shivangi Medhi, Equalities Team, 020 8356 3169**

**Customer and Corporate Services**

**London Borough of Hackney**