

REPORT TO:	Cabinet 25 April 2016
AGENDA ITEM:	7
SUBJECT:	Equality Policy 2016-2020; and Opportunity and Fairness Plan 2016-20 (Statutory Equality Objectives)
LEAD OFFICER:	Sarah Ireland Strategy, community and commissioning
CABINET MEMBER:	Councillor Mark Watson Cabinet Member for Safety and Justice
WARDS:	All

CORPORATE PRIORITY/POLICY CONTEXT:

The development of an Equality Policy and statutory Equality Objectives sets out the Council's ambition to make Croydon a place of opportunity and fairness where no community is held back.

AMBITIOUS FOR CROYDON AND WHY ARE WE DOING THIS:

In an economic climate where public services face cuts, fairness and inclusion matters more than ever. This policy supports the Council's ambition to reduce inequality and promote opportunity and fairness for all of our communities by working with partners in the public, business and voluntary sectors in order to secure better outcomes for all.

FINANCIAL IMPACT:

Utilisation of existing budget to deliver the policy.

KEY DECISION REFERENCE NO:

This is not a key executive decision. As part of the core policy framework it is reserved to Council for decision.

1. RECOMMENDATION

- Cabinet is asked to recommend to Full Council that it agrees the Equality Policy 2016-20 at appendix one to this report and the supporting Equality Objectives in the Opportunity and Fairness Plan 2016 – 2020 at appendix two.

2. EXECUTIVE SUMMARY

- 2.1 The Equality Policy 2016 - 20 found at appendix one sets out the Council's commitment to equality and its ambition to create **a stronger, fairer borough where**

no community is held back. The policy is supported by the new equality objectives set out in the Opportunity and Fairness Plan 2016-2020 that sets out the statutory equality objectives in line with the specific duties in Regulations made under the Equality Act 2010. Both documents aim to create a place where people share a sense of belonging, are united by a sense of shared values and are able to lead fulfilling lives through access to fair and equal opportunities and life chances.

- 2.2 In order to set the Council's equality objectives for 2016-20 and develop the policy, an evidence base has been drawn upon specifically, the Croydon Opportunity and Fairness Commission's final report, the Borough Profile 2015, the Index of Multiple Deprivation (IMD) and the performance information that is available through the Corporate Plan: Ambitious for Croydon performance framework. A gap analysis was undertaken to identify the key equality issues that the borough faces and set objectives. These objectives will enable the Council to work effectively with its partners to target resources and co-produce specific interventions to help minimise the disadvantage that different communities and neighbourhoods experience whilst creating opportunities and improving the life chances of everyone who lives in the borough.
- 2.3 The proposed equality objectives for 2016-20 focus on tackling disadvantage and differences in outcomes in relation to service access and delivery, satisfaction with services, opportunities for employment and community trust and confidence that certain groups of people face due to their socio-economic circumstances. The Council recognises that some residents and community groups that share a protected characteristic (such as disability, race, gender, transgender, age, religion or belief and sexual orientation) or live in neighbourhoods that experience higher levels of deprivation may have different experiences of public services and employment. Therefore, while taking steps to improve the quality of life for all, the focus will also be on narrowing the gap between disadvantaged groups and the majority population.
- 2.4 The equality objectives for 2016-20 are aligned to and will support the delivery of the Council's business outcomes set out in its Corporate Plan particularly in relation to:
- **Growth** - creating growth in the local economy and ensuring that all residents in the borough are able to share the benefits
 - **Independence** - taking on an enabling role to help residents to be as independent as possible
 - **Liveability** - creating a welcoming, inclusive and pleasant place in which local people want to live and work and feel safe.

3. BACKGROUND

3.1 The Equality Act 2010 and the Public Sector Equality Duty (PSED)

- 3.1.1 Section 149 of the Equality Act 2010 (the Act) contains the Public Sector Equality Duty (PSED) that applies to public bodies and others carrying out a public function.

It contains nine characteristics that are protected in law and these include age, gender, disability, race, religion and/or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, and gender reassignment.

3.1.2 The Act and PSED support good decision-making by ensuring that the Council as a public body considers how different people will be affected by their activities by developing policies and delivering services which are efficient and effective; accessible to all; and which meet different people’s needs.

4. EQUALITY POLICY 2016-20

4.1 The proposed Equality Policy (2016-20) is found at appendix one. The policy defines the Council’s strategic approach and commitment to equality. This policy is an overarching statement and supported by equality objectives which are found in the council’s opportunity and fairness plan 2016 – 20 found at appendix two and summarised in table one.

4.2 Table one

Equality Objectives – needs updating		
1	Jobs and the Economy	To increase the rate of employment for disabled people, young people, over 50s and lone parents who are furthest away from the job market
2	Housing	To increase the support offered to people who find themselves in a position where they are accepted as homeless especially those from BME backgrounds and women
3 and 4	Children and Families	To reduce the rate of child poverty especially in the six most deprived wards To improve attainment levels for white working class and Black Caribbean heritages, those in receipt of Free School Meals and Looked After Children, particularly at Key Stage 2 including those living in six most deprived wards
5 6 7	Community Safety	To increase the percentage of domestic violence sanctions To increase the reporting and detection of the child sexual offences monitored To reduce the number of young people who enter the youth justice system
8	Social Isolation	To reduce social isolation among disabled people and older people
9	Stronger Communities	To improve the proportion of people from different backgrounds who get on well together

Equality Objectives – needs updating		
10	Health	To reduce differences in life expectancy between communities

- 4.3 The Council will use these objectives to ensure that equality considerations are integrated into the delivery of the Council’s strategic business priorities outlined in the Growth Promise, Independence Strategy, Liveability Strategy and its Enabling functions. Progress in relation to the council’s equality objectives will be reported twice a year as part of the corporate plan performance reporting.
- 4.4 The Council recognises that it cannot deliver change and transform lives without working in partnership with other local organisations. The new equality objectives will be delivered by working with partners in the public, community, voluntary and business sectors delivering the highest standard of equality practice and secure better outcomes for local people. The delivery of these objectives will contribute towards making Croydon a fairer place, where no community is held back thereby placing equality and fairness at the heart of the Council’s funding decisions and service delivery.
- 4.5 The Council will ensure that performance monitoring against the equality objectives and measures is explicitly integrated into existing sources of published information. In January 2015, Cabinet agreed a new set of outcomes and performance measures for the corporate plan; Ambitious for Croydon that underpin these objectives. The performance measures set out in the opportunity and fairness plan will be integrated into the performance framework and reviewed regularly and report to cabinet. More information about the Council’s outcomes and performance measures can be found at www.croydon.gov.uk

5. EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT (EFLG)

- 5.1 Croydon Council is an ambitious organization and it is our ambition to work towards achieving excellence in equality and inclusion policy and practice. The proposed equality and inclusion objectives for 2016-20 have been closely aligned with the strategic themes of the Equality Framework for Local Government (EFLG). The EFLG is a national benchmark that many local authorities and other public bodies use to measure their organisational performance on equality and inclusion and put in place improvement plans.
- 5.2 The EFLG consists of five cross-cutting and performance driven principles which align with the PSED. These are:
- Knowing your communities
 - Leadership, partnership and organisational commitment
 - Community engagement and satisfaction
 - Responsive services and customer care

- A skilled and committed workforce

It has three levels of achievement; 'developing', 'achieving' and 'excellent'.

- 5.3. The EFLG principles for achieving excellence are at the centre of the Council's equality and inclusion policy. They have been adopted and translated into our equality and objectives that provide us a framework to manage performance and service improvement across the Council and in our work with partners. They will also enable the Council to continue its journey to be an excellent authority for all of its communities.
- 5.4 The Council is also proposing complete an internal self- assessment and then to seek external challenge and accreditation against the EFLG. This will involve an external assessment of a council's own judgement of its performance against the Equality Framework benchmark through the "Peer Challenge" process that is managed by the Local Government Association.
- 5.5 The Peer Challenge is designed to validate the Council's own self-assessment at either the "Achieving" or "Excellent" level by:
 - A review of the authority's self-assessment document, including supporting documentary evidence; and
 - A two-day, on-site visit to conduct interviews and focus groups with employees, members and other stakeholders.

Based on all it has learned during the Peer Challenge process, the Peer Challenge team will determine whether the award of 'Achieving' or 'Excellent' should be made to the Council and will also feedback its decision, observations and recommendations at the end of the visit through a formal report and presentation.

6. NEXT STEPS

- 6.1 Subject to approval by Full Council of the Equality Policy 2016-20, the equality objectives will be embedded within the corporate performance framework "Ambitious for Croydon" and delivered through integration into key strategic plans such as the Growth Plan, Independence Strategy and Liveability Strategy as well as relevant service and borough-wide partnership plans.

7. CONSULTATION

- 7.1 The Equality Policy and related objectives have been determined by a range of information in particular it draws on the findings from the Opportunity and Fairness Commission (OFC) which engaged with more than 3000 people both staff and communities about inequality in the borough. The recommendations from the OFC report influenced the setting of the equality objectives 2016-2010.
- 7.2 The Opportunity and Fairness Commission has in the course of its work examined the issues of inequality and fairness in the borough, undertaken extensive engagement with local people such as residents, community and voluntary groups and groups that share a “protected characteristic” in order to understand the inequality and fairness challenges that they face. The feedback and findings from the engagement have informed the development of the recommendations included in the final report published by the Opportunity and Fairness Commission. The final report suggests actions that the Council and other organisations in the public, private as well as the community and voluntary sector can take to use their roles and influence, both individually and collectively, to reduce inequalities and increase the perception and experience of fairness within the local economy and local communities. The findings of the report have been used by the Council to inform the development of the equality policy and statutory equality objectives for 2016-20.

8. FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

8.1 Financial Impact

The cost of creating and delivering these policies will be funded from within existing revenue resources.

8.2 Future savings/efficiencies

There are no savings or efficiencies associated with the approval of this report.

(Approved by: Lisa Taylor , Head of Finance and Deputy Section 151 Officer)

9. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- The Council Solicitor comments that as a London Borough the Council is required by the Equality Act 2010 (Specific Duties) Regulations 2011 to Prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the general equality duty. This had to be done for the first time by 6 April 2012, and then at least every four years thereafter.
 - Ensure that those objectives are specific and measurable.
 - Publish those objectives in such a manner that they are accessible to the public.

Agreement of the recommendations in this report will contribute to the fulfilment of the Council's statutory duties to promote equality and fairness within the Borough. There are no other direct legal implications arising from this report.

(Approved by Gabriel MacGregor, Acting Council Solicitor and Acting Monitoring Officer)

10. HUMAN RESOURCES IMPACT

- 10.1 The Council's Human Resources Delivery Action Plan 2016 – 20 will set out the equality objectives and desired cultural outcomes related to the council's workforce; included in it are aims to ensure the workforce is more reflective of the community it serves. In addition, the HR Action Plan will help to support the important outcomes highlighted in this report.

(Approved by: Michael Pichamuthu HR Business Partner on behalf of Heather Daley, Director of Human Resources)

11. EQUALITIES IMPACT

- 11.1 A detailed equality analysis is provided through the work of the Croydon's Opportunity and Fairness Commission and is essentially an extensive analysis of equality and inclusion issues in Croydon. The report and recommendations made by the Opportunity and Fairness Commission in January 2016 (add link) supported by evidence found in the Borough Profile 2015 and the Index of Multiple Deprivation (IMD) analysis of deprivation and poverty in the borough collectively act as the full equality analysis such that at this stage a further equality analysis is not considered.
- 11.2 Equality analysis of geographic inequality and that related to people who share a protected characteristic and those who do not is embedded in the Borough Profile that was published by the Council in autumn 2015. The Indices of Multiple Deprivation for Croydon and other borough-wide documents such as the annual health report, crime analysis or workforce profile also provide a robust evidence base on which to determine and set equality objectives. In addition the Council's programme of equality analysis has provided evidence of need relating to specific policies and has been published with the relevant reports, where appropriate to do so.
- 11.3 The summary below provides an overview of the key inequality issues that have considered in the setting the objectives for the Equality and Inclusion Policy 2016-20:
- **Poverty**- differences in income, child poverty, older people's poverty, in-work poverty, especially among women as well as food and fuel poverty
 - **Education** -including attainment and lifelong learning, significant proportion of young people who leave school with no qualification

- **Employment** - including young people Not in Employment, Education or Training (NEET), unemployment, long-term unemployment, lone parents, disabled people, women, types of jobs/sectors, full-time/part-time
- **Health inequalities** - including differences in life expectancy, obesity and access to good quality food that is inexpensive, physical health of people who suffer mental health concerns
- **Community safety**- including hate crime and prejudice, domestic abuse and sexual violence, child sexual exploitation, bullying, trafficking, female genital mutilation, fear of crime, and confidence and trust
- **Population change** – plan and manage demographic change including ensuing new and existing communities have opportunities to integrate
- **Housing** - including homelessness, affordable homes, temporary accommodation and use of empty properties
- **Social and civic participation** - including the community, faith and voluntary sector, digital inclusion, social isolation, volunteering, voting and involvement in community activity especially among young people and women
- **Community relations** - greater community response and opportunity for meaningful interaction between different groups of people

11.4 Further information and analysis of equality and inclusion in Croydon can be found at the Croydon Observatory: <http://www.croydonobservatory.org/> or <http://www.croydon.gov.uk/contents/departments/community/pdf/EqIAEqStrategy>

12. ENVIRONMENTAL IMPACT

12.1 There are no implications arising directly from this report

13. CRIME AND DISORDER REDUCTION IMPACT

13.1 The implementation of the Equality Policy and statutory equality objectives will support the Council to:

- Work in partnership with public sector agencies including the police, voluntary, faith and community organisations to raise awareness of and address hate crime – in particular disability, race, faith / religion and LGBT (Lesbian, Gay, Bisexual, Transgender) hate crime.
- Lead on developing a coordinated partnership approach to tackle domestic abuse, sexual violence and female genital mutilation.

14. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION

- 14.1 To support the Council demonstrate transparency and fairness in its operations as well as compliance with its public sector equality general duty and specific duties as defined by the Equality Act 2010.

15. OPTIONS CONSIDERED AND REJECTED

- 15.1 None

CONTACT OFFICER: Sharon Godman, Head of Strategy and Community, ext. 47034

BACKGROUND DOCUMENTS: NONE

Cabinet report – appendix one

CROYDON COUNCIL EQUALITY POLICY 2016 - 20

Council Outcomes and Values

The council's over-arching ambition is to **make Croydon a stronger, fairer place where no community is held back.**

The council has identified three major priorities that support our ambition to make Croydon a stronger, fairer borough and organisation. These are:

- **Growth:** creating growth in our economy
- **Independence:** helping residents be as independent as possible
- **Liveability:** creating a welcoming, pleasant place in which people want to live

Our corporate values are an integral part of this. They state that as an organisation we are: **honest and open, value diversity, proud to serve, take responsibility, and act as one team.**

These values inform everything that the council does including our work with partners to improve the quality of life for everyone who studies, works and lives in Croydon.

Our commitment to equality

The council acknowledges its statutory equality duty as a Public Sector employer under s149 of the Equality Act 2010. In particular, whilst we exercise our functions, we aim to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The council will ensure that staff, residents and service users are treated equally, with dignity and respect, regardless of age; disability; race (including ethnic origin, colour, nationality and national origin); sexual orientation; sex/gender; religion or belief (including philosophical belief) gender reassignment; marriage and civil partnership; pregnancy and maternity (the nine characteristics protected by the Equality Act 2010). In addition to these 'protected characteristics' we will ensure that socio-economic status will also be taken into consideration when carrying out our work.

The council recognises it has an important community leadership role and will use this opportunity to advance equality, fairness and community cohesion, as well as improve social and economic environment in the borough.

The council will monitor and address unequal consequences for different equality groups in the delivery of our corporate outcomes and ensure that our over-arching values are integrated throughout our work.

About Croydon

One of Croydon's unique strengths is its diverse population which the council is proud of. The borough shares similar demographic, economic and social characteristics with both inner and outer London boroughs as well as having

- One of the largest boroughs in London in terms of overall population
- One of the largest populations of children and young people whilst also having an ageing population
- Over 100 languages spoken
- One of the highest proportions of black and minority ethnic groups in South London, and one that is rapidly growing
- Some of the most deprived places in England

Legal duties

Under the Equality Act 2010 there are nine different characteristics, which are listed below, that are protected from discrimination. The council is also bound by the Act and the 'public sector equality duty' which requires us to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.

Putting Policy into Practice

The council will engage in a range of activities in order to translate our commitment to equality into practice and to meet our legal duties.

As a community leader we will:

Promote good relations between communities in our communications and address negative stereotyping of any groups.

Organise and support a range of equality and diversity events throughout the year to promote understanding and awareness, foster community cohesion and inter-community dialogue.

As a community leader we will:

Encourage councillors and senior managers to demonstrate personal leadership in equality and inclusion.

Work with our key partners in the borough to develop and implement the Community Strategy which seeks to improve the social and economic environment.

As a service provider we will:

Deliver services that are accessible to all and that are tailored to the diverse and individual needs of our community.

Obtain up to date equality information and data on Croydon residents and use it intelligently to inform priorities and policies as well as target interventions and resources.

Ensure that equality is a key way of delivering greater social value through our procurement process and monitoring the policies and practices of our suppliers.

Ensure our work reflects the views of local people by consulting and engaging with all groups in our community especially those representing marginalised or disadvantaged groups or where involvement is low.

Ensure that all residents have equal opportunity to participate and influence the democratic process.

Monitor and respond to outcomes for all equality groups (including socio-economic status) in each of the Council's priority areas of work.

Use equality analysis when introducing any new policy, practice, or function.

As an employer we will:

Ensure the council has a representative workforce.

Continue to review and develop all of our human resources policies and practices (including recruitment, learning and development, and employee relations) to ensure that they are inclusive and accessible for all staff with 'protected characteristics'.

Provide staff with training and support to enable them to manage and/or work within a diverse workforce.

Address any unfair treatment in the workplace relating to any of the 'protected characteristics'.

Use equality analysis when introducing any new policies practices and functions in the workplace (including restructures and organisational change).

Recognise the contribution of the staff network groups and support their work.

Governance arrangements for equality

Equality objectives

The council's equality objectives that are set out in our Opportunity and Fairness Plan at appendix one that outline the key areas the council and its partners from public, community, faith, voluntary and business sectors, will focus on over the next four years. The aim is to deliver the highest standard of equality and inclusion practice and secure better outcomes for local people as described in our corporate plan: Ambitious for Croydon. The council equality objectives will **help make our borough a stronger, fairer plan where no community is held back.**

Annual publication of information

The council has a statutory obligation to publish information on its performance on equality and inclusion on an annual basis and demonstrate compliance with the requirements of the PSED set out in the Equality Act 2010. The council is working towards integrating the performance reporting on equality into the corporate performance reporting framework and will commencing bi-annual reporting in 2016.

Roles and responsibilities

The individual roles and responsibilities for the implementation of the equality and inclusion objectives are outlined below:

Cabinet and elected members	<ul style="list-style-type: none">• Provide leadership and accountability on equality and inclusion• Review the council's annual performance to ensure that we provide services that are accessible, meet individual need and meet our regulatory and legislative obligations
Executive Leadership Team	<ul style="list-style-type: none">• Ensure that leadership, resources and governance arrangements are in place to deliver the council's equality and inclusion vision and objectives
Communities Board / Culture Board	<ul style="list-style-type: none">• Lead on defining the strategic equality and inclusion objectives for the council, review progress and set targets for improvements
Departmental Leadership Teams	<ul style="list-style-type: none">• Lead on integrating equality and inclusion objectives into departmental service plans and monitoring performance• Cascade information, identify and share best practice within teams
Council Staff, Contractors and Partnerships	<ul style="list-style-type: none">• Responsible for understanding and applying the council's equality and inclusion objectives, standards and behaviours in the services they provide

Corporate Strategy Managers	<ul style="list-style-type: none"> • Work as business partners to provide strategic advice and support to enable colleagues to embed equality and inclusion good practice

Benchmarking

The council aims to be a leading authority for promoting equality in local services and being an employer of choice. Our aspiration is to be accredited as ‘excellent’ for embedding equality and inclusion into our mainstream functions. The equality policy is also closely aligned to the strategic themes of the **Equality Framework for Local Government (EFLG)** - an external national benchmark that is used to measure organisational performance on equality and plan improvements.

The Equality Framework consists of five cross-cutting and performance driven principles which align with the PSED. These are: **knowing your communities, leadership, partnership and organisational commitment, community engagement and satisfaction, responsive services and customer care, a skilled and committed workforce.**

Taking action when things go wrong

As a council we aim to apply the highest equality and inclusion standards, however, despite the best intentions sometimes things can go wrong.

The council acknowledges that people have the right to complain about either a service they have received from us, a contractor that provides services on our behalf, or their experience in the workplace. The council has a formal complaints procedure for service users and a grievance procedure for employees. We also have a procedure for harassment and bullying for those who feel they have faced discrimination through service delivery or employment.

The council takes all complaints seriously and actively encourages people to voice their concern when things go wrong, so that the issue can be addressed and lessons can be learnt. Responding to and learning from complaints will form a key part of the council’s drive for better local services.

The council does not tolerate unlawful discrimination, harassment or victimisation and will take decisive and appropriate action against people found in breach of this policy. Employees found in breach of this policy may be liable to disciplinary action including dismissal.

Cabinet report: appendix two

Croydon's Opportunity and Fairness Plan 2016 - 20

'a stronger, fairer borough where no community is held back'

FOREWORD

The main aim of the council is to ensure it makes **Croydon a stronger fairer place where no one community is held back**. This means being on the side of residents, meeting their needs and being ambitious to make difference to those who most need our help. A key priority for the council is ensuring we work with our partners to make Croydon a stronger and fairer place for all our communities and to achieve this we recognise the need to focus on reducing inequality in housing, community safety, attainment, employment, health and wellbeing especially in some of our most deprived neighbourhoods.

The council must demonstrate community leadership, in the services we provide, the money we spend and people we employ in order to achieve excellence in equality. Our staff and partners are important to achieving the council's ambition and for ensuring, as required by the Equality Act 2010, that we eliminate unlawful discrimination, advance equality of opportunity and foster good relations between different people and communities.

This Opportunity and Fairness Plan sets out the council's Equality Objectives for 2016 – 20 and provides a summary of the information that has informed the selection of these objectives. This information is from the Borough Profile, the recent publication of the Index of Multiple Deprivation, as well as the views of 3000 people including staff, residents, local businesses, community and voluntary organisations all of whom have contributed to the Opportunity and Fairness Commission's final report published in January 2016. However, the council recognises that these equality objectives are not the only issues for example we need to improve the information gathered about the people who use council services so that resources and interventions can be effectively targeted. However, based on the information the council looked at, it has consider the equality objectives set out in this document to be those that require a focus over the next four years in order to make the greatest impact on improving individual and community outcomes. **Sign off: Leader, Cabinet Member, Chief Executive**

COUNCIL'S EQUALITY OBJECTIVES 2016 – 20

EMPLOYMENT	
Town centre that lifts the whole borough	
<p>What is our equality objective?</p> <p>To increase the rate of employment for disabled people, young people, over 50s and lone parents who are furthest away from the job market</p>	<p>Community Impact</p> <p>Race Gender Disability Age Six most deprived wards</p>
<p>Measures</p> <p>The proportion of 18 – 24 years unemployed in the six most deprived wards The proportion of people with long-term health conditions or illnesses in employment The proportion of over 50s in employment in six most deprived wards The number of customers who have moved to a digital (self-service) channel of communication</p>	
<p>Why have we chosen this equality objective?</p> <p>Despite falling unemployment the Index of Multiple Deprivation (IMD) 2015 showed there are still challenges around the proportion of working age population excluded from the labour market especially those aged 18 – 24, over 50, and who would like to work but are unable to do so due to sickness, disability and/or caring responsibilities. There are geographical differences across the borough between ethnic groups as well as men and women.</p> <p>The Opportunity and Fairness Commission found that many disabled people, those who have long-term health conditions, or with mental health concerns, want to work but struggle to gain employment. There has been a significant increase in people claiming Employment and Support Allowance and Incapacity Benefit. Ill health and disability account for over half of benefit claimants and one in five are carers of adults and children.</p> <p>Residents told the Opportunity and Fairness Commission that they would like to see local employers doing more to recruit disabled</p>	

people and those from BME backgrounds. The Commission also found that female workers wanted better support with childcare and caring responsibilities to access the jobs market. In addition the Commission highlighted workers needed to be paid the London Living Wage. Recent figures from ONS in 2014 found 26.9% of jobs in Croydon, approximately 24,000, were below the London Living Wage and by 2015 only eight employers in Croydon had signed up to the scheme. Finally the Commission found Croydon's employers did not reflect the diversity of its population and ethnicity, gender and disability still play a significant role in shaping outcomes.

What are we doing?

- Working with partners to revise the employment and skill strategy and implement a range of programmes including the job brokerage scheme to ensure a focus on groups of people living in the six most deprived areas.
- Actively promote the London Living Wage among employers in Croydon
- Deliver greater social value through the council's contractual arrangements
- Promoting Value Croydon among local businesses
- Implementing new Council Human Resource Plan 2016 – 20 to ensure the workforce is reflective of the wider community at all levels.

Homelessness

Finding homes for all

What is our equality objective?

To increase the support offered to people who find themselves in a position where they are accepted as homeless especially those from BME backgrounds and women

Community Impact

Race
Gender
Six most deprived wards

Measure

The number of households accepted as homeless under the Housing Act from BME backgrounds and women

Why have we chosen this equality objective?

We know many people have difficulty finding a home or keeping the one they live in. The Commission reported high levels of overcrowding in north of the borough especially amongst Asian families. A cap on housing benefit means only the lowest 30% rents in the private sector are covered and as many as 8 out of 10 landlords will not accept tenants on benefits. The Commission found that many of those who had become homeless did so because their temporary accommodation or short term tenancy came to an end, often abruptly, they couldn't afford the rent or had a family breakdown. Often people cannot find suitable, affordable alternative accommodation at short notice.

Croydon's Nightwatch reported that 60 people could be sleeping rough in the borough each night. Most of those who are at risk of homelessness present to the council. In Croydon we know that nearly half of those who find themselves homeless are registered as Black or Black British. Two thirds of those accepted as homeless in Croydon are families with children. The Commission highlighted that the impact on children may continue into their adult life in terms of their mental and physical wellbeing as well as their education and attainment.

The IMD showed Broad Green and West Thornton had some barriers to housing and services, such as a lack of central heating or access to a GP. These are areas that are very ethnically diverse suggesting a disproportionate impact on particular ethnic groups.

What are we doing?

- Working with families to ensure that those who experience difficulties are supported so that they avoid homelessness especially those from poorer areas and BME backgrounds by ensuring information and services are accessible including those offered by community and voluntary sector.
- Implement a range of programmes and services aimed at intervening before crisis which include Gateway service, troubled families service, mediation, landlord licensing, shared lives programme, Croydon's rent in advance scheme and promote the Credit Union.

Child Poverty

Leaving no child behind

What is our equality objective?

To reduce the rate of child poverty especially in the

Community Impact

Gender

six most deprived wards	Age Disability Race Six most deprived wards
<p>Measure</p> <p>The reduction in child poverty in the most deprived wards.</p>	
<p>Why have we chosen this equality objective?</p> <p>One quarter of children in the borough grow-up in poverty. Although the overall proportion of children in poverty has fallen the areas with the highest rates of child poverty have remained the same such as New Addington and Fieldway as well as Broad Green, Selhurst and Thornton Heath. The Income Deprivation Affecting Children Index (IDACI) 2015 showed that areas of Fieldway and Heathfield (Shrublands) have a higher proportion of children and young people 0 – 19 who experience child poverty at over 40%. Fieldway where 70% of the population is recorded as White, has high levels of unemployment and people claiming benefits. In addition 50% of households have dependent children and there is a high proportion of lone parent families.</p> <p>Between 2010 and 2015 West Thornton, where 24% of the population is Asian, had increasing levels of income deprivation amongst older people and children. The census found Broad Green and West Thornton to have the highest proportion of Asian families with dependent children at approximately 35%.</p> <p>Recent welfare reforms will have further compounded the situation for many of those who already find it difficult to make ends meet. The Opportunity and Fairness Commission found at least eight food banks dotted around the borough that are struggling to cope with the increase in demand from people who are in need of food. At a time when money is tight many people get into debt and turn to payday loans or hire purchase. Citizen Advice in Croydon told the Commission that after benefits, tax credit and housing issues, debt represented their third biggest case load.</p>	
<p>What are we doing?</p> <ul style="list-style-type: none"> • Working with partners to ensure the council’s Gateway services focus on the six most deprived wards where child poverty is highest • Ensuring there is information and advice about benefits on offer for people looking for work including access to affordable finance • Working with employers to encourage childcare provision, flexible working and paying the London Living Wage. 	

Attainment	
Leaving no child behind	
What is our equality objective?	Community Impact
To improve attainment levels for white working class and Black Caribbean heritages, those in receipt of Free School Meals and Looked After Children, particularly at Key Stage 2 including those living in six most deprived wards	Disabled children (SEN and Carers) Race Looked After Children (LAC) Unaccompanied Asylum Seeking Children (USAC) Children receiving Free School Meals (FSM) Six most deprived wards
Measure	
<p>The increase the proportion of , LAC, SEN, FSM children and those from white working class and Black Caribbean in achieving GCSE A* - C grade including English and Maths and those achieving the expected level at the end of Key Stage 2</p> <p>The reduction in the number of adults who have no qualifications in the borough</p> <p>The reduction in the number of young people from BME backgrounds excluded from school.</p>	
Why have we chosen this equality objective?	
<p>Croydon's borough profile highlighted that the proportion of children achieving a good level of development by age 5 was lower than the national average across England and significantly lower for children from poorer backgrounds. Recent research found one of the biggest influences on a child's attainment takes place during the early years and can be as simple as reading to your child. Poor levels of literacy and language among a family can have a detrimental impact on early learning and development that result in greater exclusion later on in life. In 2011 17.6% of adults in Croydon had no qualifications, however in New Addington and Fieldway, this figure rose to a third. In addition, 2.5% of the population could not speak English well or at all. This was slightly higher in women and primarily among residents in Broad Green, West Thornton and Norbury.</p> <p>Despite improving attainment among children and young people in Croydon gaps remain difficult to close for BME children, disabled children with special educational needs and those receiving free school meals, especially those who are carers and living in the most deprived wards in the north and in New Addington and Fieldway. In addition, children who are looked after in care,</p>	

especially unaccompanied asylum seeking children, of which Croydon has the largest number of any London Borough, experience significant difficulties including trauma and mental health issues for unaccompanied asylum seeking children there are also often cultural and language barriers. The Young Opportunity and Fairness Commission highlighted young people's growing concerns for their mental health and wellbeing suggesting a greater role for schools and colleges to ensure their emotional health is nourished along with social networks and community support.

What are we doing?

- Implement a revised schools improvement programme which outlines the work with schools, colleges and Octavo that supports a focus on narrowing the gaps in the most deprived wards
- Delivery of phase two of Best Start programme for 0 – 5 which includes greater involvement of the community and voluntary sector.

Community Safety

Domestic abuse and sexual exploitation - not in OFC but corporate plan etc.

What is our equality objective?

- To increase the percentage of domestic violence sanctions
- To increase the reporting and detection of the child sexual offences monitored
- To reduce the number of young people who enter the youth justice system

Community Impact

- Gender
- Religious belief or not
- Disability
- Race
- Age
- Six most deprived wards

Measure

- The number of cases of domestic abuse referred to the Multi Agency Risk Assessment Conference (MARAC)
- The number of young people who enter the criminal justice system a) from BME backgrounds b) from the most deprived wards
- The percentage of assessments undertaken where Child Sexual Exploitation was a factor
- The number of cases accepted by the Channel Panel – radicalisation programme
- The number of incidents of hate crime

Why have we chosen this equality objective?

Violence

Like in other London Boroughs, overall crime in Croydon is falling. The Indices of Multiple Deprivation 2015 showed geographic inequalities with wards in the north of the borough having higher rates of violent crime, criminal damage, burglary and theft from person than in the south. Of recorded violent crime, domestic abuse and sexual violence account for a significant proportion of this crime where approximately 26% victims had experience three or more incidents in the previous year. The number of recorded sexual offences has increased in Croydon with 308 rape cases recorded in the 12 months to March 2015. This is part of a wider trend in increased reported domestic and sexual violence cases across London. Victims of domestic abuse and sexual offences are predominantly women.

Child Sexual Exploitation

In Croydon recent research conducted by the Safer London Foundation found that the largest proportion of young people recorded to be most affected by Child Sexual Exploitation were aged between 14 – 16 years old. This research also showed Black or Black British young people were known to be affected (39%), followed by white or white British (30%) and then mixed heritage (26%). The young people who took part in the research said they are least likely to speak to adults from their religious/cultural community (27%), followed by the police (25%). They were most likely to entrust a parent/carer (20%), followed by a confidential helpline (15%).

Offending by young people

Overall the proportion of young offenders from BME backgrounds is reducing and nearly in line with the ethnic make-up of Croydon's population of young people. However, young people, mainly boys, from Black and Black British backgrounds are over-represented with a higher percentage involved in serious youth violence, drug or theft offences, and first time entrants to the youth justice system, and many of whom reoffend. Croydon has a higher rate of first time entrants to the youth justice system than the national average. Young offenders often present with other risk factors such as drug addiction, alcohol use and behavioural issues associated with mental health problems and special educational needs.

Hate crime

Despite significant under-reporting of hate crime there has been an increase in reports to the police and remains a key indicator of not only community safety but also community relations. Most hate crime is recorded as race or religious hate crime and reported by people living in the north of the borough. The numbers of reported Islamophobic hate crimes continue to rise as does the number of reported cases of homophobic hate crime. Disability hate crime is a new category so the level of reported cases is quite low however in the 12 months to April 2015, 17 incidents had been recorded in Croydon.

Radicalisation

In London, Croydon has one of the highest numbers of referrals, mainly male, to the channel project which is aimed at addressing concerns of possible radicalisation. Croydon has worked with the community and organisations such as schools and colleges to ensure concerns are addressed early.

What are we doing?

- Implement the Children’s safeguarding plan, troubled families programme, promote channel project, deliver the domestic abuse and sexual violence strategy and youth offending plan all of which seek to increase reporting, support victims and tackle perpetrators
- Following-up and embedding actions and proposals put forward by Croydon’s Congress in particular those aimed at working with different communities to drive a change in attitudes and behaviours towards, child sexual exploitation, hate crime, radicalisation, domestic abuse and sexual offending.

Social Isolation

A connect borough where no one is isolated

<p>What is our equality objective?</p> <p>To reduce social isolation among disabled people and older people</p>	<p>Community Impact</p> <p>Age Disability</p>
<p>Proposed measure</p>	

The percentage of people who use services who reported that they have as much social contact as they would like
The proportion of carers who reported that they have as much social contact as they would like

Why have we chosen this equality objective?

Being socially isolated is different to loneliness but they are closely related and nationally 1 in 10 of people aged over 65 said they were lonely most or all of the time. Although it is important to be aware that social isolation and loneliness can affect all people across the life-course and not just older people. Recent research suggests that being isolated has a significant impact on health and wellbeing and is as impactful as other health issues such as obesity. The Campaign to end Loneliness found 3 in 5 people who report poor health say that they are lonely some of the time or often, compared with 1 in 5 who report excellent health. ONS data is based on a wellbeing survey of Croydon residents in 2014/15 suggests a lower level of personal wellbeing amongst Croydon residents compared with regional and national averages. Social Isolation can be caused by different factors such as poverty, disability, long-term illness, caring responsibilities, and age. Left unchecked it can lead to depression and poor mental health.

The Opportunity and Fairness Commission highlighted that not only does social isolation have a significant personal cost but also has an implication for public services as it can lead to people needing more social and medical support. For example GPs and hospital accident and emergency departments have visits from people who are simply seeking someone to talk to or because their isolation has resulted in depression or another preventable illness. In addition, people often have prolonged stays in hospital because there is no one to care for them upon discharge.

What we are doing?

- Mapping social isolation community assets
- Implementing the care place online information portal
- Undertaking a joint strategic needs assessment
- Hosting a congress event in June which will focus on social isolation
- The Health and Wellbeing Board will be taking a lead in developing a borough wide plan to addressing social isolation
- Delivering outcome based commissioning for over 65s ensuring social isolation is a key priority

Community cohesion	
Vibrant, responsible and connected communities	
What is our equality objective?	Community Impact
To improve the proportion of people from different backgrounds who get on well together - new	Race Gender Sexual Orientation Disability Religious belief or not Age Pregnancy and maternity
Measure	
<p>The perception of people from different backgrounds who say they get on well</p> <p>The perception of people from different backgrounds who volunteer</p> <p>The perception of people from different backgrounds who feel they participate and influence</p> <p>The perception of people from different backgrounds who have trust and confidence in public services</p> <p>The number of cultural events and programmes supported and delivered by the council across the borough</p>	
Why have we chosen this equality objective?	
<p>In Croydon communities are changing fast with the borough has one of the fastest growing BME populations in London. More than 50% of children and young people are from a BME background and approximately 47% of adults. More than 100 languages are spoken across the borough. Croydon also has the largest number of unaccompanied asylum seeking children and our residents speak more than more than 100 languages. Croydon has a great sense of community pride but social cohesion is challenged when there are poor community relations and people from different backgrounds don't get on and live isolated from each other. In addition, high levels of poverty lead to people feeling that a place is unfair, and they cannot influence change or trust organisations.</p> <p>The Opportunity and Fairness Commission said that residents told them that too often there was a lack of respect amongst people living in their area and insufficient shared ownership of problems. Many residents mentioned people from different backgrounds moving into their local area and their struggle to create strong integrated communities especially at times when national or international activity can cause concern locally. We know from local police figures and recent engagement activity that there has</p>	

been an increase in hate crime and extremist activity that can seek to undermine community relations.

In addition, the Commission highlighted that while migration had brought new energy and perspectives but there was recognition that communities were isolated from each other rather than working together to tackle shared challenges. However, many people told the Commission that they would be willing to do more in their local community including volunteering and wanted to participate and influence what was going on locally and across the borough.

What are we doing?

- Develop and implement a stronger community plan working with partners and a range of different groups to promote community cohesion, ensure there is a vibrant and thriving voluntary sector as well as tackling inequality
- Deliver the new community fund
- Revamp small grants programme
- Review the community ward budgets
- Explore opportunities to leverage external funding to the community and voluntary sector
- Develop new volunteering framework for the borough
- Work with the community to deliver a programme of community engagement activity
- Implement key activity outlined in the Opportunity and Fairness Commission report

HEALTH	
Help people from all communities live longer, healthier lives	
What is our equality objective?	Community Impact
To reduce differences in life expectancy between communities	Gender Race Disability Age Pregnancy and maternity
Measure	
Difference in healthy life expectancy at birth between men and women in Croydon in years	

- Slope index of inequality in life expectancy at birth within English local authorities, based on local deprivation deciles within each area for men
- Slope index of inequality in life expectancy at birth within English local authorities, based on local deprivation deciles within each area for women
- Disability-free life expectancy at birth for men in Croydon B) Disability free-life expectancy at birth for women in Croydon (in years).

*(Measures set out above for reducing child poverty, level of development at age 5, educational attainment, employment, homelessness)

Why have we chosen this equality objective?

The Annual Report of the Director of Public Health for 2015 identified a number of significant inequalities in health outcomes in the borough. The causes of these inequalities are multi-factorial and deep rooted. Sir Michael Marmot recommended six areas where action will have the greatest impact on health inequalities.

1. Give every child the best start in life
2. Enable all children, young people and adults to maximise their capabilities and have control over their lives
3. Create fair employment and good work for all
4. Ensure healthy standard of living for all
5. Create and develop healthy and sustainable places and communities
6. Strengthen the role and impact of ill health prevention

The Indices of Deprivation 2015 showed that health deprivation and disability indicator is greatest in West Thornton, Broad Green, Selhurst and Thornton Heath as well as New Addington and Fieldway. West Thornton and Selhurst have become significantly more deprived in this domain since IMD data was last released in 2010. In West Thornton it appears to be related to morbidity and in Selhurst, mental ill health and anxiety disorders. Both areas are ethnically diverse. Finally there are higher levels of income poverty amongst older people in ethnically diverse wards in the north along with a lack of access to services such as a post office or community services.

What we are doing?

- Delivering the Best Start programme to improve outcomes for 0-5s
- Working to tackle child poverty through the People Gateway
- Raising educational attainment amongst the most disadvantaged communities through the schools improvement

programme

- Increasing the rate of employment for those who are furthest from the job market
- Improving the quality of private sector housing through the landlord licencing scheme and effective enforcement of housing standards
- Improving access to outdoor leisure opportunities to promote physical activity and mental wellbeing in the most deprived areas of the borough
- Integrating lifestyle services (e.g. stop smoking, weight management, physical activity) into a LiveWell model with targeted support for behaviour changes in those with greatest need.