

Equality Impact Analysis

EQUALITY ANALYSIS COUNCIL'S EQUALITY STRATEGY 2012 - 16

March 2012

EQUALITY IMPACT ASSESSMENT (EqIA)

SECTION 1: SUMMARY OF EQUALITY IMPACT ASSESSMENT (EqIA)

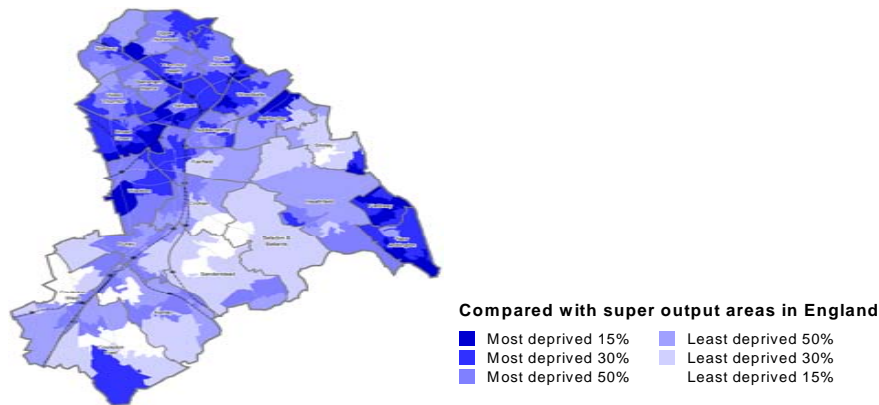
1.1	Details of the Policy, Strategy, Function, Project or Activity
	<p>Title of EqIA: Equality Strategy 2012-16</p> <p>Date of EqIA: 22nd December</p> <p>State whether EqIA is on a policy, strategy, function, project or activity or a combination: Strategy</p> <p>Indicate whether it is a 'new' or an 'existing' policy, strategy, function, project or activity:</p> <p><input type="checkbox"/> New</p> <p>X Existing</p>
1.2	Details of the person responsible for the EqIA
	<p>Full Name: Sharon Godman</p> <p>Position: Head of Equality and Community Relations</p> <p>Directorate: Community Relations Team</p> <p>Department: Workforce and Community Relations</p> <p>Full Contact Details: sharon.godman@croydon.gov.uk</p>
1.3	What is the aim and objective of the policy, strategy, function, project or activity?
	<p>The proposed draft Equality Strategy 2012-16 sets out the Council's commitment to equality in Croydon, through a set of draft equality objectives and measures, over the next four years in accordance with the Equality Act public sector duty.</p>

SECTION 2: SCOPING THE ASSESSMENT

2.1 What information is currently available about the different protected groups that the policy, strategy, function, project or activity is likely to effect? (for examples see guidance)

This assessment provides a high level summary of the borough's population, deprivation and headlines from the community safety assessment, joint strategic needs assessment for health and social care, children's needs assessment as well as the workforce profile. More equality information can be found by using the links found in section 2.2

According to the GLA population mid year estimates for 2010, Croydon is the second largest London borough in terms of population, and one of the most diverse in outer-London. In Croydon between 2004 and 2010 all electoral wards have become more deprived relative to England and the borough is ranked in the top 100 most deprived places in the country. The north of Croydon is generally more deprived than the south, being more characteristic of Inner London. People living in northern parts of the borough experience poorer outcomes compared with elsewhere, in particular communities in the five wards of the central north area: Bensham Manor; Thornton Heath; Broad Green; West Thornton, and; Selhurst. Key areas of concern are income, employment, health, crime, and child poverty. Borough-wide figures mask real pockets of deprivation with nine Local Super Output Areas (LSOAs – small areas in a ward) ranked as the 10% most deprived in the UK. Croydon has the six of the most deprived super output areas in South West London including parts of Fieldway and New Addington, Broad Green and South Norwood. Fieldway is the most deprived ward in South West London. Croydon also has the 18th highest level of child poverty in London (out of the 32 boroughs in the capital) with 1 in 4 children living in poverty. The map of Index of Multiple Deprivation demonstrates the level of poverty in specific areas. At a London-wide level, Fieldway and New Addington are amongst the 30% most deprived wards while Sanderstead and Selsdon some of the most affluent areas. The data used in this map below comes from a range of factors such as housing tenure, employment status, poverty, crime, services and attainment.



Population

Croydon's population is estimated at 345,600 (2010 mid-year estimates) which has increased by 2,700 people from 2009 and one of most significant increases across all London boroughs.

Age and gender

The total number of children and young people 0 – 19 is 89,200 of which 51,400 were school aged (5-16). Whilst this makes Croydon the “youngest” borough in south London the population is also ageing with approximately 60,000 people aged 60 or above. In 2011 Croydon had one of the largest populations of older people with 12.9% aged 65 plus compared with 11.2% for London and 16.5% for England; and 6.2% aged 75 plus compared with 5.7% for London and 7.8% for England. Chart one illustrates the change in population that will take place by 2021, where there is likely to be a 26% increase in older people, despite the relative stability of population growth.

Projected population change, by gender and age, Croydon 2011, 2014, 2016 and 2021

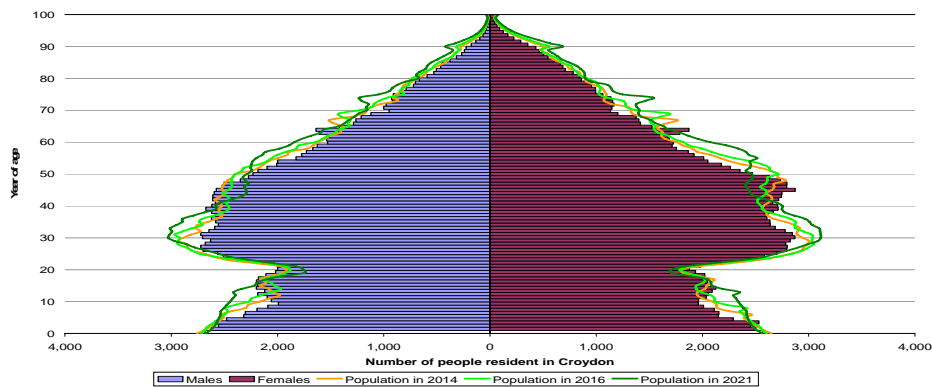


Chart One

Source: Greater London Authority Population Projections: 2010 Round for London Plan

Ethnicity

In 2001 Croydon's Black and Minority Ethnic (BME) population was 36.3%, compared with 40.2% in London and 13.0% in England. Croydon's changing BME population is one of the fastest growing in London and in 2007 data from the population projections indicated this figure to be approximately 42% and projected to be more than 50% by 2026. During the spring of 2011 89,200 children were aged 0-19 years old of which 53.7% of children and young people are from a BME background. Chart two demonstrates the diversity between ethnic groups in Croydon compared with the rest of London in 2007.

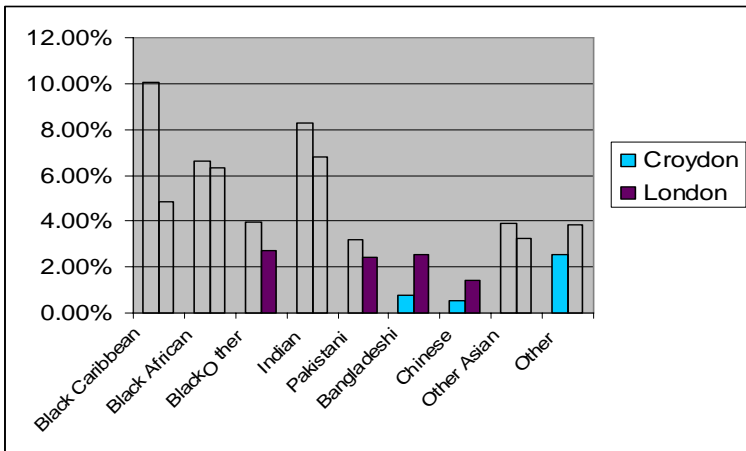


Chart two: Croydon and London's 2009 BME Profile (GLA 2008 Round Projections PLP Low)

Religion

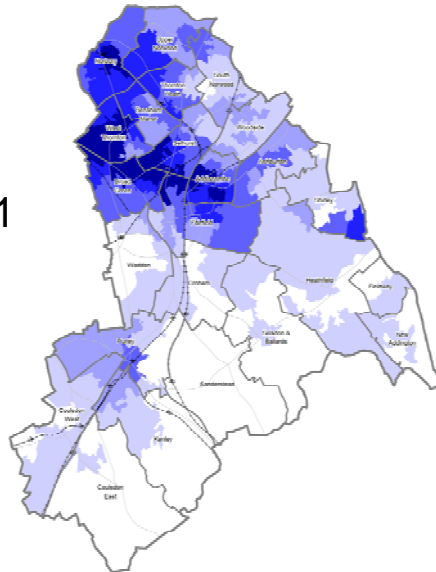
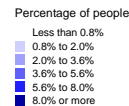
Croydon's religious diversity is likely to have significantly changed since the last published figures from the Census in 2001. Then, there were approximately 260 known faith groups and in terms of congregations the Black churches have some of the fastest growing in the borough. The most common religion was Christianity (65%), followed by those reporting no religion/not stated (23%), Muslim (5%) and Hindu (5%). At the time of the census more people in Croydon stated they had a religious belief than any other London borough but we also had a significant proportion that either had no religion or it was not stated.

Migration

Local data sources provide an indication of how Croydon's population is changing, the pressures on services and challenges faced by existing and new communities. In 2011 approximately 6,560 migrants registered with a doctor with 34% from India and Pakistan and where the main languages recorded were Tamil and Urdu – see the language map below. More than 100 different languages are spoken and the borough's interpreting and translation service dealt with 11,067 (April to December 2011) requests, where the greatest need came from people speaking Pashto (9.8%), Tamil (6.6%), and Urdu (6.5%). In 2011 31% of all primary school children, 23% of secondary school children and 24% of special school children had English as an additional language. In 2011 of the 845 children who were looked after by the local authority, 579 were unaccompanied asylum seeking children. With the UK Border Agency located in the borough, Croydon is a gateway site and has the only asylum screening centre in the country.

Top ten languages spoken in Croydon 2011

- | | |
|-------------|---------------|
| 1. Tamil | 6. Hindi |
| 2. Urdu | 7. Malayalam |
| 3. Gujarati | 8. Portuguese |
| 4. Polish | 9. Bengali |
| 5. French | 10. Punjabi |



Lesbian Gay Bi-sexual Trans-gender

Nationally there is insufficient data for the Lesbian, Gay, Bi-sexual and Transgender (LGBT) community. It has been estimated between five and ten percent of the population could potentially classify themselves in this way. This would indicate Croydon's LGBT community could range between 15,000 and 30,000 people. More information on the impact of LGBT communities is shown below.

Disability

In the 2001 Census 48,660 people described themselves as having a limiting long-term illness, health problem or disability that limits their daily activity or work. Given that the population of Croydon has increased and become older since the 2001 Census, it is likely that this figure now exceeds 50,000 and it is estimated that this will exceed 53,000 by 2018. In 2011/12 approximately 11,500 Blue Badges for disabled or blind people had been issued. The Children's needs assessment noted 1.3% of the children registered disabled many having communication difficulties or some form of autism as well as an increasing number with complex needs. In addition, between April – December 2011 the borough's interpretation and translation service had 11,067 users of which 3.1% accessed services for sign-language. Tables 10 and 14 (below) which are from the 2010 Joint Strategic Needs Assessment (JSNA), shows a statistical summary of disability in the borough.

Table 10 | disabilities in Croydon, London and England

	Croydon	London	England
Number of people registered blind and partially sighted*	955	21,650	152,980
Modelled number of people with learning disability	6,237	145,612	973,428
Number of older people unable to manage mobility activities	8,282	167,420	1,599,206
Number of older people with a visual impairment	3,946	79,113	759,603

Source: Health Needs Assessment Toolkit, Commissioning Support for London, 2010

* 2008 figures

Table 14 | number of social care clients by client group and age group

Client group		Age group	Croydon	London	England
Physical disability, frailty and sensory impairment	Number of clients	18-64	885	29,160	220,685
		65+	5,100	111,085	1,045,250
	Number of clients receiving services in the community	18-64	810	27,855	212,470
		65+	4,205	97,425	901,545
Learning disability	Number of clients	18-64	1,090	17,730	126,245
		65+	95	1,535	14,155
	Number of clients receiving services in the community	18-64	630	13,085	101,440
		65+	35	860	9,300

Information Centre for Health and Social Care, Community Care Statistics, 2007/2008

Research

Research conducted by Joseph Rowntree Foundation suggests Black and Minority Ethnic (BME) communities experience multiple inequalities: 70% live in 88 of the most deprived neighbourhoods in the UK and are more likely to be poor, with lower incomes spread across larger household sizes. They also continue to experience stereotyping and racism. Gypsies and Travellers often face particularly acute discrimination as public services sometimes have difficulty engaging with this community to assess their needs. In addition:

- Public services have a great impact on the lives of women and men, there are often significant inequalities in the way these services are managed and delivered. Gender inequality is experienced across the full range of public services: in employment; access to public services; take-up of health care services; and protection from crime.

- Negative assumptions can be made about people because of their age, especially children and older people - for example, children and young people lack maturity, or older people lack flexibility and the ability to learn. These attitudes can become built into the fabric of an organisation and shown in its policies and practices - for example, advertising jobs for a particular age range only.
- Religion and/or belief is an active part of the lives of individuals and communities and often central to someone's identity. There is still widespread indifference and ignorance towards religion and other beliefs which can lead to discrimination.
- At all stages of life it is disability that is more likely to lead to greater social exclusion, for example, disability rather than lone parenthood is the factor most likely to leave a person without work. The risk of poverty for disabled people is greater than a decade ago. At 30% the poverty rate among disabled people is twice the rate for those who are not.

Legislation has introduced rights and protection for people who classify themselves as Lesbian, Gay, Bi-sexual and Transgender (LGBT). Research conducted by Stonewall found that despite advances that include recognition of relationships through civil partnerships, and the opportunity to adopt as well as protection from discrimination in employment, provision of services, homophobia still has an impact on the lives of LGBT people. Attitudes have changed and there is greater understanding but many LGBT people feel that their choices are often shaped by negative attitudes.

In 2010 the Equality and Human Rights commission's published its first three-year review, '[How Fair is Britain](#)'. This report found that some inequalities remain entrenched, new challenges are emerging as the country's population becomes older and more ethnically and religiously diverse. It recommended fairness revolved around five public policy gateways that are well-being, education, work, security and voice in society.

Findings – community safety

Domestic violence

At a national level repeat victimisation is higher for domestic violence than any other violent crime. In addition, monitoring the prevalence rates for domestic violence is problematic as statistics from the British Crime Survey suggest only between 10 and 20% of incidents are reported to the police. Studies also show between 30 – 40% of domestic violence starts during pregnancy and children are often significantly affected. National research found the despite significant under-reporting the incidence of domestic violence remains a main contributor to rates of violent crime. Recent local figures suggest a reduction in the reporting of domestic violence and sanction detection rates remain low but locally on target with a 48% sanction detection rate. There is also a lack of information relating to same-sex domestic violence.

Rape and sexual offences

In addition, despite significant under-reporting of rape and sexual offences recent local figures suggest an increase in the reporting but sanction detection rates remain low. Nationally figures indicate an increase in the cases that go to court which secure a prosecution. National research suggests there has been an increase in the number of rapes of children under 16 reported to the police as well as a lack of information for the most vulnerable to trafficking and sexual exploitation. In addition very little information exists for same-sex rape or sexual offences.

Serious violence

High level of violent crime and particular concerns with serious violent offending committed by young boys and adults as well as gun and knife crime especially those resulting in homicide. Offending is primarily in the north of the borough.

Hate Crime

Despite significant under-reporting national research suggests an increase in homophobic, religious and racial crime. Locally there is low level reporting given the size of population but recently there has been a slight increase in the recording of both hate crime – racist and homophobic incidences. Sanction detection rates remain low. Within Croydon from January 2010 – 2011 there were 156 racist/religious hate crime incidents, compared to 141 in the previous 12 months representing an increase of approximately 11%. In the same period 24 homophobic hate crime incidents were recorded compared to 23 the previous year.

Youth offending

During 2009 – 10 the majority of young people seen by the youth offending team was male aged between 16-18 years and lived in the north of the borough, primarily Broad Green, Thornton Heath, Woodside, Waddon and Fieldway. Young people supervised by the youth offending service (YOS) are predominantly male, aged 15 to 17, 45% white and 65% BME.

In Croydon new entrants to the youth justice system are lower than the London average but slightly higher than the national average. Once in the criminal justice system reconviction rates remain high. Information about first-time offenders predominantly boys suggest a range of risk factors including; special education needs, excluded from schools, looked after in care or not in education, employment or training.

Research suggests that young people from black and minority ethnic backgrounds are worried about being stopped and search and more likely to be arrested as a consequence. In addition research undertaken by the department for education into families with complex needs (such as mental health problems, unemployment, poor housing) indicated the children are eight times as likely to be suspended or excluded from school and ten times as likely to be involved in some level of offending.

The peak time for offending is between 12 and 6 pm and, during school term time, around 50,000 young people travel through Croydon before and after school hours.

Victimisation in relation to violent offences against young people increases from age 11 years, with robbery offences peaking between 13 -19 years and violent offences peaking between 18 – 21 years.

Findings – health inequalities – early life

There are increasing levels of child poverty especially for families who live in the north of the borough affecting between 20 – 30% of children including those living in families at risk of greater vulnerability such as teenage parents or single parents.

Birth weight

There are links between people living in the most deprived wards who give birth to low birth weight babies and Croydon is in the bottom 10% of local authorities in London.

Immunisation

Croydon's performance is significantly below the national average for all indicators of immunisation. Locally, of the six indicators, five have got worse in the last three years and two indicators related to MMR are ranked in the bottom 10% of local authorities in London.

Breastfeeding

Croydon has a higher rate of breastfeeding than the national average. However this masks disparities a ward level with high rates more affluent areas e.g. in Purley has the highest rates of breastfeeding initiation and lowest found New Addington and Fieldway.

Obesity

Croydon's performance is significantly worse than the national average for the percentage of children in reception and year 6 and among the bottom 10% of local authorities in London. Levels of childhood obesity in Croydon are worse than for England, although there has been a slight improvement for reception year. There is a gap in childhood obesity between boys and girls and those from black and minority ethnic backgrounds as well as those living in deprived areas.

Drugs and alcohol

Croydon has higher rates of alcohol related crime and drug offences than England. In joint strategic needs assessment 2010/11, alcohol attributable mortality rates for men were 27.3% Croydon 33.4% London 35.9% England and for women 12.7% Croydon 12.5% London 14.9% England.

Findings – attainment and attendance

Attainment

At key stage four (KS4) the attainment gap for young people from Black and Minority Ethnic (BME) backgrounds has reduced year on year to three percentage points, which is now below national levels. However, at KS2 this group remains a focus for improvement as the attainment gap has fluctuated over time between 5 and 12 percentage points.

In Croydon the main under-attaining group at both key stages is children from White backgrounds who have Free School Meals (FSM). At KS2 the attainment gap for this group has widened over the past three years and is now higher than the national gap. Data available shows that GCSE attainment for children who are eligible for FSM is lower than children who are not eligible. The attainment gap is greatest for 5+ A*-C including Maths and English at 26.4%. Across all levels of GCSE attainment the variance is small when comparing children who speak English as a first language and those speak English as an additional language. The attainment gap is greatest for 5+ A*-C including Maths and English at 2.1%. There is a significant difference in the attainment between students with no Special Educational Needs (SEN) and those with SEN. The attainment gap is significant for 5+ A*-C including Maths and English at 42.5%. There is also an attainment gap at this key stage for looked after children (LAC). For 5+ GCSEs at grades A*-C including Maths and English the attainment gap increases to 52.7%. In 2010/11 the Joint Strategic Needs Assessment (JSNA) educational attainment was three times lower for Looked After Children (LAC), and 20% (16-19 year olds) were not in education, employment or training (NEET).

The number of pupils with English as an additional language (EAL) including refugees and asylum seekers is on the increase. More looked after children are boys in both the indigenous population of looked after children (57%) and UASC (89%). Ofsted has identified Gypsy, Roma and Traveller (GRT) pupils as the lowest achieving and most at risk minority ethnic groups in the education system. There are currently about 200 GRT pupils within Croydon.

Absence

School attendance remains high for Croydon primary and secondary schools with over 90% of the children in attendance. The authorised absence rate in both primary and secondary schools combined is just below the national average at 4.11%. The unauthorised absence rate in Croydon schools is higher than the national average at 1.43%. Schools in the north locality have the highest percentage of overall absence in the borough at 5.69%, but the east locality has the highest percentage of unauthorised absence at 2.26%. Pupils who are persistently absent from school are from particularly vulnerable

groups of children in particular pupils with SEN and those in receipt of free school meals. In 2010/11 school absence figures found White British pupils at 44.8% are disproportionately represented within the persistent absentee group. The next highest groups are Mixed White and Black Caribbean at 6.5%.

Exclusion

Figures for permanent exclusions for 2009/10 equate to 0.15%, in other words 15 permanent exclusions in the borough for every 10,000 pupils. This year's figure (2010/11) will be 0.16%. This is worse than the London average at 0.10% and the England average 0.08%, and our statistical neighbours.

In 2010/11 3.1% of all exclusions were of Looked After Children, 66% of excluded pupils were in receipt of free school meals. Permanent exclusions of SEN pupils with statements have decreased from 53 during 2008/9 to 42 in 2010/11. There is little change in exclusions of looked after children with 59 fixed term exclusions and two permanent exclusions in 2010/11 (55 fixed term and 1 permanent in 2009/10).

At a national and local level there are concerns about the number of children from Black Caribbean backgrounds excluded from school. In Croydon Black Caribbean pupils make up just over 11% of the school population but constitute 24% of all excluded pupils. This level of disproportionality (twice the percentage in the overall population) is lower than the national average (three times the percentage in the overall population) but remains an issue for the borough to address.

Research from a recent national TellUs survey found 44% of young people reported that they had experienced bullying either at school or in their community. Pupils also stated that they felt school dealt badly with bullying and 60% think they cannot do much to change bad things that happen in school. In 2007 Stonewall research into experience of homophobic bullying in schools found about two thirds (65 per cent) of young lesbian, gay and bisexual pupils have experienced direct bullying. Approximately 75% of young gay people attending faith schools have experienced homophobic bullying. In July 2011 a bullying survey was conducted involving 3,918 pupils from year 5 (primary school) and 10 (secondary school). Results found 73% of children would tell a teacher if they had or knew someone who had been bullied. There is an information gap in relation to the nature and extent of bullying within schools.

Findings - Access to education, employment and training

Unemployment levels are higher for young adults aged 16 – 24 living in deprived areas especially among vulnerable people including those from Black and Minority Ethnic backgrounds communities.

In 2010/11 the proportion of Croydon's working age people aged 16 – 24 claiming Job Seekers Allowance (JSA) was 8.1% and higher than the national average. In addition, data for September 2011 shows that 18-24 year olds make up 10.1% of JSA claimants.

The proportion of young people who are not in education, employment or training appears to have improved but remains higher than the national average. In Croydon 14.9% of young people with learning difficulties and/or disabilities (LDD) are NEET (compared to 12.8% in England).

Approximately 25% of long-term (20 weeks or more) young people who are not in education, employment or training (NEET) are classified as being in vulnerable. Analysis suggests that the largest vulnerable group is teenage pregnancy/ mothers which account for approximately 10% of NEET, followed by learning difficulties and/or disabilities (9.6%), and those supported by youth offending service (3.4%) and looked after children/care leavers (2.7%). However, it is likely that there are also vulnerable characteristics in the remaining 75% of long-term NEET young people which have not been declared.

In Croydon the proportion of disadvantaged young people (using eligibility for free school meals [FSM] as a proxy) attaining level 2 by 19 has increased. In

2010 69.7% of these young people attained level 2 by age 19 compared to 82.2% of those who were not eligible for FSM. Over 75% of skills for life learners and those achieving level 2 and 3 qualifications are female.

Health inequalities

[The Marmot Review](#) into health inequalities in England was published on 11 February 2010. It proposes an evidence based strategy to address the social determinants of health, the conditions in which people are born, grow, live, work and age and which can lead to health inequalities. It draws further attention to the evidence that most people in England aren't living as long as the best off in society and spend longer in ill-health. Premature illness and death affects everyone below the top. The report, titled 'Fair Society, Healthy Lives', suggested a new way to reduce health inequalities in England post-2010. It argues that, traditionally, government policies have focused resources only on some segments of society. To improve health for all of us and to reduce unfair and unjust inequalities in health, action is needed across the social gradient.

In Croydon, like other areas, people who live in deprived areas have poorer health outcomes. Croydon performs close to or better than the national average on a number of indicators of health inequality identified by the Marmot (2010) review. The main Marmot indicator where Croydon performs worse than the national average is the number of households in receipt of means tested benefit.

There has been some narrowing of the gap in life expectancy between the most deprived areas and the least deprived areas. In Croydon the life expectancy gap between the most deprived 10% of areas and the least deprived 10% is 9.9 years for men and 5.4 years for women. Black African women who are asylum seekers are estimated to have a mortality rate seven times higher than for White women, partly due to problems in accessing maternal healthcare. The gap is approximately 10 years in life expectancy between men and women and socio-economic groups living in the most deprived areas of the borough. Trend data shows this gap has been closed slightly for women but has remained unchanged for men over the last 15 years.

There are significant differences in preventable deaths between the most and least deprived areas in Croydon and circulatory disease show a higher level of inequality compared to the England. Circulatory diseases, cancers and respiratory diseases cause the majority of excess deaths when comparing mortality between the most and least deprived areas.

Mortality

There is a gap in infant mortality between minority ethnic and socio-economic groups in the most deprived areas of the borough. The risk of infant mortality was almost twice as high for Black women compared to those who are White and twice as high for single mothers compared to married women.

Still births and early infant deaths are significantly higher in Croydon than England or London, and Croydon's performance compared to other areas has deteriorated in previous years.

Repeat abortion

Croydon has the highest rate of repeat abortions in the country and the figures suggest more young women and possibly those from Black and Minority Ethnic backgrounds and living in deprived area.

Conception

Croydon's under 18 and under 16 conception rates are both significantly higher than national average.

Exercise

With only 7.7% of Croydon's adult population regularly taking part in sports or other active recreation, Croydon ranks in the bottom 10% of local authorities for physical activity.

Sexual Health

Terence Higgins Trust estimate that a third of people with HIV do not know that they have been infected. At the end of September 2004, 32,412 men who have sex with men have been diagnosed with HIV. In 2008, 953 Croydon residents accessed care for HIV, which represents a rate of 4.43 per 1,000 population aged 15 to 59 with HIV. Of patients accessing HIV care, 22% were men who have sex with men and 59% were of Black African ethnicity. The majority of those living with HIV in Croydon acquired the infection outside the UK. In 2008, 40% of HIV patients in Croydon were diagnosed late compared with a London average of 30%. Croydon has not been able to reduce the number of late diagnoses since 2004 and ranks 25th out of 31 primary care trusts in London in terms of performance.

Findings – later life

[‘Deprivation and Death’](#) a joint report by the NHS and National Intelligence, suggests that people who live in deprived areas are more likely to die in hospital than those living in affluent areas. The report reveals that 61% of deaths amongst people living in the most deprived quintile (the poorest 20% of areas) occurred in hospital – compared to 54% amongst the two least deprived quintiles. It concludes that the gap is not solely accounted for by factors such as differences in the causes of death between the social groups.

Croydon has an ageing population and health needs change as people get older often experiencing greater disability. We know from what people have told us that they are better able to deal with older age and control its effects on their wellbeing when they have access to information about choices available to them. Demand for sheltered housing has not increased with people preferring to stay in the homes. Inevitably with greater independence comes and increase in demand for equipment and home adaptations as well as other services that are associated with ageing.

In Croydon the proportion of social care clients receiving self directed support has increased steadily in the past year and more than 50% of those who receive a care package also have a personal budget. The percentage of people receiving Self-Directed Support (Direct Payments and Individual Budgets) improved from 4.4% in 2008/09 to 5.9% in 2009/10 and to 20.2% in 2010/11. However, current performance is below the national average and for London.

Croydon current data shows it is ranked in the worst performing 10% of local authorities in London for helping older people achieve independence through rehabilitation, as well as for supporting older people to live independently at home. At 16.9%, end of life deaths that occur in the home is worse than national average and ranked in the bottom 10%.

Findings - Vulnerable people

National estimates suggest Croydon has about 30,000 carers, 5,000 of whom provide more than 50 hours of care a week. In Croydon amongst groups of people more likely to be in need of community care services, 60,000 are aged 60 and over, more than 6,000 people have a learning disability, nearly 5,000 a serious physical disability, and over 4,000 a severe mental health problem. In Croydon the prevalence of learning disability in adults is higher than the national and regional average despite improvements in supporting people into accommodation and employment.

National research suggests 1 in 4 women and 1 in 5 men in their fifties are carers and in Croydon we know of almost 500 young carers that receive support through dedicated projects. There are a range of new measures around the support of carers that fall into the outcomes framework for social care – results

of which will emerge following the 2011/12 social care assessment.

National research suggests approximately 1 in 10 people experience a mental health condition with women more likely to report than men. Croydon's joint strategic needs assessment found performance for indicators for adults with mental illness in accommodation and employment significantly below the national average, with 33% of adults with mental illness in settled accommodation, which is below the London average at 62.1% and the national average at 58.7%. Also for adults with mental illness in employment Croydon is at 4.9%, which is below the London average at 6% and the national average at 7.9%.

The economic downturn combined with welfare reforms especially those made to housing benefit are expected to impact on people seeking accommodation that is available and affordable. Croydon's research estimates that there will be an increase of up to 380 single homeless people during 2012 – 2014. Recently the number of households living in temporary accommodation provided under the homelessness legislation has increased from 1,478 last year to 1,531 to August 2011.

In 2010-11 for the first time in a few years the number of people registered as homeless increased to 575. More than seven out of ten households accepted as homeless by the council classified themselves as belonging to a BME ethnic group. In the majority of homeless applicants accepted as homeless were under 45 and in nearly four out of ten acceptances the applicant was aged less than 25.

Findings - workforce

Croydon Council is one of the largest local authorities in London employing over 11,000 staff, of which 7,545 are in teaching. At the end of 2011 the Council produced its workforce profile that indicated:

- women make up nearly 65% of the workforce;
- the proportion of black and minority ethnic staff has doubled from 18.08% in 2004 to 34.87% in December 2011;
- the proportion of disabled staff (those who have declared) has more than doubled from 1.49% in 2005 to 9% in December 2011;
- the proportion of women in the top 5% of earners has increased from 46% in 2004 to 52% in December 2011;
- the proportion of black and minority ethnic staff in the top 5% of earners increased from 13.00% in 2004 to 19% in 2011;
- the proportion of disabled staff in the top 5% of earners increased from 6% in 2005 to 7% in 2011;
- 49% of the workforce have registered as Christian, and 2% are either Muslim or Hindu;
- 67.8% are heterosexual with less than 1.5% recording they were homosexual or bi-sexual and 30.7% preferred not to say.

Black and Minority Ethnic (BME) staff account for approximately 35% of workforce against an increasing BME residential population projected to be approximately 41%. Women and BME staff are under-represented in the top 5% of earners and the proportion of BME staff amongst top earners has fallen by 5%. In addition, 12%, of BME staff receive a "fair" rating, compared to 6% of white staff, in their annual appraisal.

2.2 What are your information gaps? For example service user data, or employment data on a particular protected group.
What steps are you/have you taken to fill them as part of this assessment?

This equality analysis contains a summary of the current information available and published on Croydon's observatory and website. Conducting joint strategic needs assessments for health, social care, community safety and children as well as the workforce profiles has helped the council improve the

equality information – qualitative and quantitative - we use to inform our strategies and plans. The information in these documents continues to improve but acknowledge there are data gaps within existing sources which require further analysis an/or a need to find out information about new protected characteristics.

Reliable information is a critical tool that helps us demonstrate fairness and how we are using it in practical ways to improve people's lives. However, it is clear that in some cases we don't have the information or that we have the information but it hasn't been used in any analysis. We have data gaps in our information about some vulnerable groups of people and where we do have information it is not always sophisticated enough to allow us to draw useful inferences. For example our data doesn't always allow us to distinguish difference that is between the experiences of a teenage who has had mental health difficulties since birth or an older woman who recently suffered a fall and now needs support to get around. We have patchy information about people who identify themselves as lesbian, gay, bisexual or transgender, religious/faith groups, newer communities as well as some of the of the new protected characteristics. There are gaps in our data about who uses our frontline services, especially transactional activity such as over the counter, over the telephone and using the web. We also have basic information about the number of complaints about discrimination but not the nature. The council has made a number of changes that include the centralisation of complaints, engagement, performance and analysis and further improvements will take place in the coming years. Links to the sources of information used have been provided below:

Performance information is taken to Cabinet [committee](#).

Satisfaction with services [TalkAbout Croydon](#) is a panel of 1,500 representative residents who provide the council with reliable feedback on important Croydon issues.

Complaints the Council's annual report can be found on the [Standards Committee](#) page.

Engagement The council has created an [engagement system](#) which sets out all community engagement.

[The Croydon Observatory](#) provides information about the population and deprivation as well as links to the analysis listed below about access to, and take-up of services.

Analysis

Joint strategic needs assessment (JSNA) The Local Government and Public Involvement in Health Act 2007 requires NHS primary care trusts and local authorities to produce a [joint strategic needs assessment](#). Joint strategic needs assessment identifies 'the big picture' in terms of health and wellbeing needs and inequalities of a local population and informs future service planning taking into account evidence of effectiveness.

Children's need assessment This [needs analysis for children and young people](#) in Croydon was carried out by the [Croydon Children and Family Partnership](#) as part of the commissioning cycle. The purpose of the needs analysis is to inform the review of Croydon's Children and Young People's Plan for the three years from April 2012 to March 2015.

Economic bulletin The [economic bulletin](#) provides key information and analysis on Croydon's economy alongside changes in employment, skills and business activity.

The [strategic assessment](#) document is a product of joint working, drawing on the expertise from within the Croydon Police and the Safer Croydon Partnership Unit. The crime assessment informs the crime reduction strategy.

Local account is an annual report to Croydon residents around social care and support needs is called a ['local account'](#). It aims to tell people about how Croydon Council, with its partners in the National Health Service, voluntary sector and other organisations performed.

Workforce data [This data](#) was collated using the new management information (internal) system - CHRIS.

Completed equality impact assessments – The Council's [EqIA programme](#) for years between 2008 and 2012.

Equality and Human Rights Commission (EHRC), (2010) How fair is Britain?: Equality, human rights and good relations in 2010 : the first triennial review. Marmot (2010). The Marmot Review: Fair Society, Healthy Lives. Strategic review of health inequalities in England post-2010.

A range of publications Joseph Rowntree Foundation that focus on research that is both qualitative and quantitative can be found www.jrf.org.uk/publications

2.3 Who have you engaged with (staff, service users, community groups etc)?

Describe the methods of engagement you used

What are the issues arising from the engagement?

What are the outcomes of this engagement?

What engagement did not or could not take place?

This section sets out the different types of engagement used to gather views to inform the draft objectives and measures that form the new Equality Strategy 2012-16.

As an overarching strategy for the council that impacts on all aspects of policy, practice or criterion including that which is delivered through our partnership work and by those who deliver services on our behalf. The engagement activity has been integrated into planning cycle so that local people have an opportunity to influence and shape priorities throughout a process rather than at the end. For example the themed partnerships for health, crime and children and young people have undertaken a range of engagement in the determination of the priorities from which these proposed objectives and measures were drawn and details can be found in these individual plans. Membership for each of the themed partnerships comprise of representation from statutory, business, community and voluntary sector. In addition the work undertaken builds from the develop recent strategies and plans as these provide a summary of residents' views on a range of issues including stronger communities' strategy, children and young people's plan, crime reduction strategy or our housing strategy.

Our engagement activity has been designed to encourage the views of all people who live or work in Croydon using online surveys, feedback through partnership groups, submissions in writing or by attending a meeting. The following stakeholders were invited to take part:

- Local statutory agencies
- Local voluntary and community groups
- Croydon's Voluntary Sector Alliance
- Tenants and residents associations
- Faith organisations
- Disability forum
- Business sector
- Staff interest groups
- Council staff
- Local residents and services users
- Councillors
- MPs and GLA member

Our engagement involved attendance at the following meetings of the:
Children, Young People and Learners Partnership

Health and Well-being Board executive
Safer Croydon Partnership Board
Social Inclusion Partnership
Corporate Equalities Board
Croydon Disability Forum

Internal meetings
Corporate management team meetings
Extended management team
Corporate equality board

Staff survey

Workforce engagement has involved the conducting of the staff survey in 2011. Results show that 61% of staff felt that they are treated with fairness and respect, with 24% of responses being neutral and 14% of staff feeling that they were not treated fairly or with respect. This is an increase on the results from the 2009 survey when 58% of staff agreed that colleagues treated each other with fairness and respect.

In addition, 41% of staff said the council valued their contribution, 35% responded neutrally and 24% said it did not. This is a slight improvement on the 2009 result of 39%.

The recent staff survey also found 11% of staff that feel they have been subjected to bullying and harassment, which has reduced from 18% in the 2009 staff survey. In addition

- 64% of staff said the council valued diversity, 27% responded neutrally and 9% said it did not. This shows a slight decrease on 2009 results when 68% of staff felt that the council actively valued diversity.
- 66% of staff said the council was an equal opportunity employer, 22% responses were neutral and 12% said it was not. This question was not asked in 2009.
- 9% of staff felt they had been discriminated against in the last 12 months. A comparison with the 2009 staff survey is not available because the same question was not asked.

Resident survey

In 2008 results from the national Place Survey indicated low levels of involvement and satisfaction with the Council amongst residents. People in the north of the borough are also less satisfied with the council and believe there has been deterioration in the quality of their local environment. In 2010-11, before the recent riots 86 per cent of people thought their community cohesive, agreeing that their local area was a place where people from different backgrounds got on well together. The level was higher than all previous years. In a recent resident survey 45% of people who responded said they were satisfied with the way that the Council runs things. Men were less likely to be satisfied (43%) than women (47%). The highest levels of satisfaction were given by Chinese/other (65%), Black or Black British (59%) and Asian or Asian British (49%) with 42% of White people were satisfied with the service, and 44% of those with mixed ethnicity.

Drawing on recent consultation undertaken during January and April 2011 for the development of the stronger communities' strategy involved approximately 1400 people. The two big priorities focused on think transparency, accountability and fairness as well as creating a centre of excellence for youth empowerment. In addition there was engagement with local communities following the August civil unrest in Croydon which involved a series of nine meetings so that local people had an opportunity to speak to members of the cabinet and senior Council officers about the disturbances. The key issues raised are summarised below:

- Need for more community reassurance. Some fears of reporting crimes and anti social behaviour to the police.
- A long term recovery process is needed, with more targeted resources in affected areas of the borough and a focus on addressing underlying social issues.
- Need to address a sense of neglect in specific areas of the borough following the unrest.
- Need to look at how parenting values can be improved to help young people who were involved in the unrest.
- Concerns about cuts to services and community projects as these offer people the opportunity to engage with others.
- Need for more resources and support for young people.
- Concerns that the police stop and search is biased towards black youth.
- Need to improve trust and confidence in local institutions and that they will deliver what they promise.
- Communications between public authorities and communities need to be improved and a range of communications needs to be used.
- Feeling of disconnection from communities, and both local and national public institutions.
- Community need to feel their views are listened to.
- Concerns about a lack of community engagement and communities breaking down.
- Need for more meetings and events where young people and those cut off would feel safe to raise their concerns and questions.

Engagement with young people following the civil unrest has also highlighted a number of concerns including:

- Addressing safety on the streets, educating young people on their rights.
- Advertising activities for children and young people and getting more young people involved.
- Schemes for young people to mentor other children and young people in schools and youth groups.
- Recognition that young people are citizens.
- Providing youth spaces.
- More school based and street based youth work.
- Dispelling myths that university is the only path to success and encouraging other options.
- Encouraging schools and companies to offer work experience and training on the job.

Resident's priorities emerged through the borough-wide consultation exercise that took place between December 2011 and January 2012 to determine the Council's budget which included

- School Education;
- Children's Social Care;
- Support for Special Needs Education;
- Community Safety and
- Adults Social Care

Feedback from meetings

Conference on domestic violence and Islam on 24 November 2011 found messages about safeguarding and domestic violence need to be conveyed to a much wider audience including men.

At the Social Inclusion Partnership Group meeting on 23 February 2012 members wanted to ensure everyone had an opportunity to take part in the online survey.

At the LGBT conference on 22 February 2012 the following issues were raised included the lack of specific mention in the draft equality objectives, the availability of literature in libraries, place for young people who are questioning or classify themselves as LGBT to come together to discuss issues, a lack of funding and more activity to raise awareness among staff.

At the meeting of the Disability Forum on Friday 24th February the issues raised included the lack of disability hate crime data being available to the public although it was acknowledge the police can and do provide it, basic support for elderly disabled people living alone, wheelchair accessible housing accommodation and the need to improve the way the council collects and use data about disabled people.

Results from the online questionnaire

A method of engagement used was an online Survey Monkey questionnaire which set out the proposed draft objectives and measures. The questionnaire was launched on 6 February 2012 and ran through to 16 March 2012. The aim of this survey was to offer people an opportunity to agree or not with the proposed objectives and measures as well as offer views. The questionnaire was published on the Council's website and publicised widely via departmental and partnership communications, newsletters, Twitter, on Talk2Croydon and through community groups in the borough. Results taken from 16th March found over 82% of people who responded strongly agreed or agreed with all objectives and over 70% strongly agreed or agreed with the measures. At 64% more women responded than men at 34% and 2% were transgender, 7% gay, 4% bi-sexual and 11% preferred not to say. Approximately 13% were aged 31- 40; 38% were Christian, 7% Muslim and 38% had no religion; 77% were White and 23% from Black and Minority Ethnic backgrounds; 17% had a disability. A range of groups responded to the online questionnaire including those representing views relating to domestic violence, rape and sexual offending; and mental health. In addition other groups responding included two pupil referral units, five schools including primary, residents' associations, faith groups and care associations. More than 70% lived or worked in Croydon. A range of views were expressed including

- Concerns the measures will not be broken down by equality groups
- Need for qualitative data to fill gaps in local knowledge about issues
- Need for more information about physical disability and the use of adaptations
- The need for more specialised services to become available for women who experience violence and have been raped
- Using evidence from local organisations who provide services to women who have been traumatised by sexual violence
- Lack of information about carers
- Concerns about how the council will deal with poor performance
- Lack of information on housing and issues related to overcrowding and unsuitable housing and how it effects disabled children
- There should be a focus on dealing with people who are high achievers than those who are at the bottom end
- Insufficient equality data related to the measures
- Concerns about physical access to spaces and buildings for physical disabled
- Monitoring of birth and death rates by ward
- No mention of homophobic crime

- Concerns about personalization and dealing with people with the greatest needs
- How is the life expectancy gap being dealt with in the borough, between men and women and in different areas
- Lack of funding to the voluntary sector
- Issues around using BMI as an indicator for obesity – suggest using Health at Every Size approach (HAES)

More information related to the views expressed in the comments section of the survey can be found in this summary of analysis or in other assessments found in the links provided in section 2.2. Information gaps have been acknowledged and actions have been set out in the plan outlined in section 3.4.

SECTION 3: ANALYSING YOUR EQUALITY INFORMATION

3.1 From the information you have gathered (including information gathered to fill existing gaps) and the engagement you have undertaken how are each protected group affected (positively or negatively, or not affected at all)? What changes could be made to the policy, strategy, function, project or activity to mitigate a negative impact?					
Age					
	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
0–18 years	✓			<p>The draft equality objective to provide a better start in life for children and young people is designed to bring focus to those from complex families, who are vulnerable or living in the poorest parts of the borough. Objectives will be aligned with the children and young people’s plan and future health and wellbeing strategy.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.3.</p>	<ul style="list-style-type: none"> • Increase birth weight • Increase childhood immunisations • Increase breast feeding among young women and teenage parents especially in deprived areas • Reduce the childhood obesity gap between boys and girls • Reduce childhood obesity gap between children from Black and Minority Ethnic backgrounds • Monitor trust and confidence in public institutions • Increase participation on public life • Monitor bullying in schools

19-35	✓			<p>The draft equality objective to increase the opportunities for young people to be in education, employment or training is designed to bring greater focus to the needs of those at greatest or at risk of becoming further disadvantaged. Objectives will be aligned with the children and young people's plan and the strategy to raise skills and employment.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.3.</p>	<ul style="list-style-type: none"> • Increase young people engaged in apprenticeships • Increase young adults aged 16 – 24 engaged in education, employment or training especially among boys, carers, disabled people, children looked after in care and those with special educational needs • Monitor unemployment of young adults, women, and those from black and minority ethnic backgrounds including those who are ex-offenders • Reduce the inequality gap in the achievement
36-65			✓	None specifically identified from other than those found elsewhere in this analysis.	
Over 65	✓			<p>The draft equality objective to achieve better care in later life is designed to bring greater focus on the issues affecting the over 65s and those who are vulnerable. Objectives are aligned to council's plans for social care and the future health and wellbeing strategy.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents</p>	<ul style="list-style-type: none"> • Increase the social care clients receiving self directed support (giving local people the option of deciding how their personal budget for care is spent) • Increase the number of people who say they are treated with respect and dignity in their treatment • Increase the up take of flu jabs • Achieving independence through rehabilitation/intermediate care • Support older people to live independently

				listed in section 2.2.	<ul style="list-style-type: none"> • Increase the proportion of people who die at home rather than in hospital • Increase the number of people over 65 who say that they receive the information, assistance and support needed to exercise choice and control to live independently
Disability					
	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Learning disability	✓			<p>The draft equality objective to improve the outcomes for people with learning difficulties will bring greater focus to the issues faced by the people with this protected characteristic especially in relation to education, health, social care, housing and employment. Objectives will be aligned with a range of council and partnership plans.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Increase the number of young offenders with settled accommodation • Increase the number of vulnerable people achieving independent living • Increase the number of older people achieving independent living through rehabilitation • Increase the number of adults with learning disabilities in settled accommodation • Increase the number of looked after children who are adopted • Increase satisfaction with the quality of special educational needs services • Increase the percentage of completed safeguarding vulnerable adult cases • Accessible information, advice and support • Provide accessible information, advice and support • Monitor access to and take-up of service to identify gaps in accessibility • Increase participation on public life

Physical disability	✓			<p>The draft equality objective to improve the outcomes for people with physical disabilities will bring greater focus to the issues faced by the people with this protected characteristic especially in relation to education, health, social care, housing and employment. Objectives will be aligned with a range of council and partnership plans.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Increase the number of vulnerable people achieving independent living • Increase the number of older people achieving independent living through rehabilitation • Increase the number of looked after children who are adopted • Increase satisfaction with the quality of special educational needs services • Increase the percentage of completed safeguarding vulnerable adult cases • Install adaptations in the home • Accessible information, advice and support • Provide accessible information, advice and support • Monitor access to and take-up of service to identify gaps in accessibility • Increase participation on public life
Mental health	✓			<p>The draft equality objective to improve the outcomes for people with mental health will bring greater focus to the issues faced by the people with this protected characteristic especially in relation to education, health, social care, housing and employment.</p> <p>Objectives will be aligned with a</p>	<ul style="list-style-type: none"> • Increase the number of vulnerable people achieving independent living • Increase the number of older people achieving independent living through rehabilitation • Increase the number of adults with mental illness in settled accommodation • Increase the number of adults with learning disabilities in settled

				<p>range of council and partnership plans.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<p>accommodation</p> <ul style="list-style-type: none"> • Increase the number of looked after children who are adopted • Increase satisfaction with the quality of special educational needs services • Increase the percentage of completed safeguarding vulnerable adult cases • Decrease households accepted as homeless • Provide accessible information, advice and support • Monitor access to and take-up of service to identify gaps in accessibility
Deaf or hard of hearing	✓			<p>A number of draft equality objectives are designed to improve outcomes for vulnerable people especially among those who need specific services such as education, health, social care, housing and employment.</p> <p>Objectives will be aligned with a range of council and partnership plans.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Increase the number of young offenders with settled accommodation • Increase the number of vulnerable people achieving independent living • Provide accessible information, advice and support • Monitor access to and take-up of service to identify gaps in accessibility • Increase participation on public life
Visually impaired	✓			<p>A number of draft equality objectives are designed to improve outcomes for vulnerable people especially among those who need</p>	<ul style="list-style-type: none"> • Increase the number of vulnerable people achieving independent living • Provide accessible information, advice and support • Monitor access to and take-up of

				<p>specific services such as education, health, social care, housing and employment.</p> <p>Objectives will be aligned with a range of council and partnership plans.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<p>service to identify gaps in accessibility</p> <ul style="list-style-type: none"> • Increase participation on public life
Other, incl carers	✓			<p>A number of draft equality objectives designed to improve the outcomes for vulnerable people especially among those who need specific services such as education, health, social care, housing and employment.</p> <p>Objectives will be aligned with a range of council and partnership plans.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Increase the number of vulnerable people achieving independent living • Provide accessible information, advice and support • Monitor access to and take-up of service to identify gaps in accessibility • Monitor attainment level of those who are carers • Increase participation on public life
Gender/Sex					
	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?

Female	✓			<p>A number of the draft equality objectives are designed to improve outcomes for women and bring greater focus to the issues faced by the people with this protected characteristic especially in relation to safety, social care and health as well those living in the most deprived areas of the borough.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Reduce pay inequality within the workforce • Reduce obesity • Reduce domestic violence especially repeat victimisation • Reduce rape and sexual offences • Reduce repeat abortions • Reduce teenage pregnancy • Increase choice and control in later life
Male	✓			<p>A number of the draft equality objectives are designed to improve outcomes for men and bring greater focus to the issues faced by the people with this protected characteristic especially in relation to safety, social care and health as well those living in the most deprived areas of the borough.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Reduce the gap in life expectancy • Reduce smoking • Reduce obesity • Reduce circulatory and respiratory diseases • Reduce offending in particular violent offending • Access to services drug and alcohol treatment • Access to settled accommodation
Gender reassignment			✓	<p>None specifically identified from the information provided in the sources found in the previous sections.</p> <p>There is a lack of local information about people who have this</p>	<ul style="list-style-type: none"> • Monitor the incidence of hate crime and increase the sanction detection rate • Engage with people who have this protected characteristic to find out about their experiences • Provide accessible information, advice

				protected characteristic.	and support <ul style="list-style-type: none"> • Monitor access to and take-up of service to identify gaps in accessibility
Race/Ethnicity					
	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Asian	✓			<p>A number of the draft equality objectives are designed to improve outcomes for people from Asian backgrounds bringing greater focus to the issues faced by the people with this protected characteristic especially in relation to safety, social care and health as well those living in the most deprived areas of the borough.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Monitor hate crime and sanction detection rates • Reduce the gap in life expectancy between different ethnic groups especially those living in deprived areas • Provide accessible information, advice and guidance to difference communities • Monitor access to and take-up of service to identify gaps in accessibility
Black	✓			<p>A number of the draft equality objectives are designed to improve outcomes for people from Black and Minority Ethnic backgrounds bringing greater focus to the issues faced by the people with these protected characteristics especially in relation to safety, education, housing, social care and health as well those living in the most</p>	<ul style="list-style-type: none"> • Reduce deprivation in the poorest parts of the borough • Reduce the infant mortality gap for women from Black and Minority Ethnic backgrounds • Reduce the late notification of HIV especially among Black African community • Monitor the incidence of hate crime and sanction detection rates

			<p>deprived areas of the borough.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Reduce the incidence of repeat abortion among young women from Black and Minority Ethnic backgrounds • Under 18 conception • Increase employment, education and training opportunities • Address pay gaps • Provide accessible information, advice and guidance for different communities • Monitor the access to and take up of services • Monitor trust and confidence in public institutions • Monitor people getting on well together • Monitor the exclusion (fixed and permanent) of all vulnerable groups by protected characteristics • Monitor the representation of young people from Black and Minority Ethnic communities in different data sets e.g. exclusion, NEET, SEN, PRU, LAC and youth justice system
White	✓		<p>A number of draft equality objectives are designed to improve the learning outcomes for people who share this protected characteristic and bring greater focus to the issues for those in the poorest parts of the borough.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents</p>	<ul style="list-style-type: none"> • Attainment gap for children in receipt of free school meals (KS2) • The percentage point gap between pupils eligible for free schools meals (FSM) achieving at least Level 4 in English and Maths at Key Stage (KS) 2 and pupils ineligible for FSM achieving the same outcome • The percentage point gap between pupils eligible for FSM achieving 5A*-C grades at GCSE (and equivalent),

				listed in section 2.2.	including GCSE English and Maths, at KS4 and pupils ineligible for FSM achieving the same outcome. <ul style="list-style-type: none"> • Monitor people getting on well together
Mixed			✓	None specifically identified other than those found elsewhere in this analysis.	
Other, such as Travelers	✓			Specific programmes found in the children's and young people's plan will help Gypsy Roma and Travelling (GRT) family members are able to access services such as education.	<ul style="list-style-type: none"> • Support for families with school admissions and promoting attendance • Support with initial assessments to identify educational needs and work collaboratively with teachers to provide appropriate teaching strategies, activities and experiences that support GRT pupils achieve • Mentoring support for GRT pupils at risk of under-achieving (e.g. 0.5 per week based on 6 week intervention on developing literacy skills) • Liaison support with parents of GRT pupils to support increased attendance, home/school relationships and transition • Support for transient travellers visiting the borough including supporting travellers from the Circus and Fairground community.

Religious/Faith Groups

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Buddhist			✓	None specifically identified other than those found elsewhere in this analysis.	Engage with members of different religious groups to identify their key issues. Collect data and information about

					employees and service users – where appropriate to do so – to inform future plans.
Christian			✓	None specifically identified other than those found elsewhere in this analysis.	Engage with members of different religious groups to identify their key issues. Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
Hindu	✓			<p>A number of draft equality objectives are designed to improve the outcomes for people who share this protected characteristic in particular bring greater focus to the issues affecting living in the poorest parts of the borough and those who experience hate crime.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Monitor the incidence of hate crime and sanction detection rate • Engage with members of different religious groups to identify their key issues and needs • Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
Jewish	✓			<p>A number of draft equality objectives are designed to improve the outcomes for people who share this protected characteristic in particular bring greater focus to the issues affecting living in the poorest parts of the borough and those who experience hate crime.</p> <p>A summary of the issues can be found in this assessment or for greater detail in the documents listed in section 2.2.</p>	<ul style="list-style-type: none"> • Monitor the incidence of hate crime and sanction detection rate • Engage with members of different religious groups to identify their key issues and needs • Collect data and information about employees and service users – where appropriate to do so – to inform future plans.

Muslim	✓			A number of draft equality objectives are designed to improve the outcomes for people who share this protected characteristic in particular bring greater focus to the issues affecting living in the poorest parts of the borough and those who experience hate crime.	<ul style="list-style-type: none"> • Monitor the incidence of hate crime and sanction detection rate • Engage with members of different religious groups to identify their key issues and needs • Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
Sikh	✓			None specifically identified other than those found elsewhere in this analysis.	<ul style="list-style-type: none"> • Monitor the incidence of hate crime and sanction detection rate • Engage with members of different religious groups to identify their key issues and needs • Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
No religion/faith			✓	None specifically identified other than those found elsewhere in this analysis.	Engage with people who have no faith or religious belief to identify their key issues. Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
Other			✓	None specifically identified other than those found elsewhere in this analysis.	Engage with members of different religious groups to identify their key issues. Collect data and information about employees and service users – where appropriate to do so – to inform future plans.

Sexual Orientation					
	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Heterosexual			✓	None specifically identified apart from those referenced elsewhere in this document.	
Lesbian			✓	None specifically identified other than those found elsewhere in this analysis.	<ul style="list-style-type: none"> • Monitor the incidence of rape and sexual offences and sanction detection rate • Monitor the incidence of hate crime and sanction detection rate • Engage with people who share this protected characteristic to identify their key issues. • Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
Gay	✓			A number of draft equality objectives are designed to improve the outcomes for people who share this protected characteristic in particular bring greater focus to the issues affecting living in the poorest parts of the borough and those who experience homophobic hate crime.	<ul style="list-style-type: none"> • Monitor the incidence of rape and sexual offences and sanction detection rate • Monitor the incidence of hate crime and sanction detection rate • Engage with people who share this protected characteristic to identify their key issues • Collect data and information about employees and service users – where appropriate to do so – to inform future

					plans.
Bisexual			✓	None specifically identified other than those found elsewhere in this analysis.	<ul style="list-style-type: none"> • Incidence of rape and sexual offences and sanction detection rate • Incidence of hate crime and sanction detection rate • Engage with people who share this protected characteristic to identify their key issues • Collect data and information about employees and service users – where appropriate to do so – to inform future plans.

Pregnancy and maternity

Pregnancy and maternity	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
	✓			A number of draft equality objectives designed to reduce health inequalities including providing a better start in life and reducing violence will have a positive focus on people who have this protected characteristic.	<ul style="list-style-type: none"> • Increase birth weight • Increase childhood immunisations • Increase breast feeding among young women and teenage parents especially in deprived areas • Reduce domestic violence • Reduce rape and sexual offences

Marriage and civil partnership

	Impact	Negative Impact	None	Brief detail of impact	What changes could be made?

Marriage/civil partnership			✓	None specifically identified from the information provided in the sources mentioned previously.	Collect data and information about employees and service users – where appropriate to do so – to inform future plans.
-----------------------------------	--	--	---	-------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------

3.2 From the information you have gathered and the engagement you have undertaken describe how the policy, strategy, function, project or activity actively enables the council to meet its public duties to:

Advance equality of opportunity between different groups of people by removing or minimizing disadvantages, taking steps to meet needs and encouraging participation in public life	The Council is committed to advancing equality of opportunity between people who share a protected characteristic and those who do not. The equality objectives and measures are designed to that we can monitor disadvantage among some of the most vulnerable people and those living in the poorest parts of the borough. The council's guidance equality monitoring, performance, and analysis programme including needs assessments are designed to identify disadvantage or gaps in service provision so that action can be taken to address these. Many of the equality objectives and measures focus on ensuring participation in public life especially where it is low. The council's engagement system provides a portal in relation to the activity taking place including that which is not.
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Eliminate discrimination, harassment and victimisation	The Council is committed to eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. This applies to all our functions including those carried out in partnership with others as well as by those providing services on our behalf. People can make complaints using the council's complaint system and staff can do the same through the grievance and whistle-blowing procedure. Decisive action will be taken against anyone found to be in breach of the council's policy including those who provide services on our behalf or work in partnership with us.
---------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Foster good relations between different groups and communities by tackling prejudice and promoting understanding	The Council is committed to fostering good relations between people who share a protected characteristic and those who do not. The council has a learning and development programme that integrates equality throughout as well as specific learning sets such as bitesize programmes. The council's policy on encouraging strong and active communities looks at ways to raise awareness. Specific events are delivered in partnership with the community, schools and organizations and include holocaust memorial day, big lunch, LGBT history month, Black history month, carers day, disability awareness, as well as inter-faith events and noting key religious days.
-------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

3.3 Having considered the potential or actual effect of the policy, strategy, function, project or activity on equality make an informed judgment about what should be done (more than one may apply)?

Outcome	Definition (more information is available in the guidance)	Judgment
----------------	-------------------------------------------------------------------	-----------------

		(Y/N)
Outcome 1: no major change	Your assessment demonstrates that the policy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	Y
Outcome 2: adjust the policy	This involves taking steps to remove barriers or to better advance equality and introducing measures to mitigate the potential effect.	N
Outcome 3: continue the policy	This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate.	N
Outcome 4: stop and remove the policy	If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether. If a policy shows unlawful discrimination it must be removed or changed.	N

3.4 Planning actions – please record all actions arising from the assessment, with clear targets, milestone and lines of responsibility.

Protected group ¹	Action (SMART)	Intended Outcome	Completion Date	Lead Officer	Lead Partner ²
All protected characteristic	Departments to collect, use and publish relevant equality information that is both qualitative and quantitative before or by the 31 January every year	Improve the targeting of resources Improve workforce planning Improve service delivery and satisfaction	Ongoing	Chief Executive	All departments and partnerships

¹ Enter in this column which of the protected characteristics that the action encompasses: race/ethnicity (r), disability (d), age (a), sexual orientation (so), gender/sex (g), religion/belief (rb), gender reassignment (gr), marriage and civil partnerships (m), pregnancy and maternity (pm).

² If appropriate.

LGBT, religion and belief and disability including carers, pregnancy and maternity and civil partnerships	Use a range of methods to collect and use information about protective characteristics that people feel is sensitive	Improve the targeting of resources Improve workforce planning Improve service delivery and satisfaction	Ongoing	Chief Executive	All departments and partnerships
All protected characteristics	Review staff and community engagement networks	Improve the targeting of resources Improve workforce planning Improve service delivery and satisfaction Improve participation among groups where it is disproportionately low	By March 2013	Chief Executive	Workforce and Community Relations
All protected characteristics	Implement the equality analysis programme found in the strategy	Improve the targeting of resources Improve workforce planning Improve service delivery and satisfaction Improve participation among groups where it is disproportionately low	Annually	Chief Executive	All departments
Travelers	Implement that actions outlined in section three and found in the children and young people's plan	Improve access to key services for Gypsies, Roma and Travelling communities	By March 2013	Executive Director of Children, Families and Learners	Children, Family and Learners Partnership
All protected characteristics	Produce an annual report about the engagement activity registered across the council	Improve the targeting of resources	By March 2013	Executive director of corporate resources and	Corporate resources and customer

		<p>Improve workforce planning</p> <p>Improve service delivery and satisfaction</p> <p>Improve participation among groups where it is disproportionately low</p>		customer services	services
All protected characteristics	<p>Review customer access to frontline services especially those provided over the counter, over the phone and through the web</p> <p>Produce an annual report with relevant equality information</p>	<p>Improve the targeting of resources</p> <p>Improve service delivery and satisfaction</p> <p>Improve access and take-up of services where it is disproportionately low</p>	<p>By 31 March 2013</p> <p>Annually</p>	Executive director of corporate resources and customer services	Corporate resources and customer services
All protected characteristics	Produce annual performance information related to the objectives that is disaggregated by protected characteristics	<p>Improve the targeting of resources</p> <p>Improve workforce planning</p> <p>Improve service delivery and satisfaction</p> <p>Improve participation among groups where it is disproportionately low</p>	Annually	Executive director of corporate resources and customer services	Corporate resources and customer services
All protected characteristics	Customer satisfaction surveys to include equality analysis	Improve participation among groups where it is disproportionately low	Ongoing	Executive director of corporate resources and customer services	Corporate resources and customer services
All protected characteristics	Review customer complaints to ensure complaints about discrimination including the nature and type of complaint	Improve service delivery and satisfaction	By March 2013	Executive director of corporate resources and customer services	corporate resources and customer services

All protected characteristics	Publish new borough, ward/community profiles using new information from the Census	<p>Improve staff knowledge and understanding of Croydon's community</p> <p>Improve the targeting of resources</p> <p>Improve workforce planning</p> <p>Improve service delivery and satisfaction</p> <p>Improve participation among groups where it is disproportionately low</p>	By March 2013	Executive director of corporate resources and customer services	corporate resources and customer services
-------------------------------	------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------	-----------------------------------------------------------------	-------------------------------------------

3.5 Please indicate the risks and what will be done to address them? Risks may need to be recorded in your risk register.

Risk/ issues identified	Action required	Resource implications	Timescales	Lead Officer	Expected outcome	Progress
Not collecting and using data about different protected characteristics will result in an inability to demonstrate compliance with the public sector equality duty and the specific regulations to publish information every year	Implement that actions outlined in section 3.4	Staff time	As set out in section 3.4	Chief Executive	Actions to be delivered	

Challenge from the community if the information published by the council relevant to the public sector equality duty does not contain equality dimensions	Implement actions outlined in section 3.4	Staff time	As set out in section 3.4	Chief Executive	Actions to be delivered	
Challenge from the equality and human rights commission	Implement actions outlined in section 3.4	Staff time	As set out in section 3.4	Chief Executive	Actions to be delivered	

SECTION 4: MONITORING AND REVIEW

4.1	Equality impact assessment is an ongoing process that does not end once a policy, strategy, function, project or activity has been agreed or implemented.
Question	Response
How will you measure the effects of the policy on equality?	Consult with public and staff Annual report on the performance indicators Annual report on the actions found in the summary delivery plan
When will the policy be reviewed?	Annually
What type of equality information is needed for monitoring and how often will	Equality information should be collected where possible through an equality monitoring form. It may also be more appropriate to seek the views from bodies representing those affected

it be analysed?	groups, such as from Croydon Disability Forum and those representing LGBT communities. Analysis will be conducted throughout the year.
How will stakeholders be engaged in the implementation, monitoring and review?	A range of stakeholders will be engaged in the implementation, monitoring and review of this strategy including staff. Members of the thematic partnerships will be responsible for the engagement of stakeholders and the implementation, monitoring and review of relevant objectives and performance measures.

5.1	Before sending the EqIA to be approved by the relevant director use the following checklist to ensure the process is completed. The completed initial EqIA should also be checked.	
The EqIA clearly outlines the purpose of the policy, strategy, function, project or activity? (initial and full assessment template)		y
The EqIA clearly outlines how the policy, strategy, function, project or activity relates to equalities and to the council's public duties? (initial and full assessment template)		y
The EqIA clearly outlines the evidence available and the information gathered for the assessment? (full template only)		y
The EqIA clearly outlines the community engagement undertaken for the assessment? (full template only)		y
The EqIA clearly identifies the impact on each protected group based on the information available and how the policy, strategy, function, project or activity enables the council to meets its public duties? (full template only)		y
Final judgement has been made based on the evidence available? (full template only)		y

The EqIA identifies SMART actions and identifies risks? (full template only)	y
The EqIA includes information on how the policy, strategy, function, project or activity will be monitored and reviewed? (full template only)	y

SECTION 6: DECISION MAKING AND PUBLICATION

6.1	I agree with the outcome of the above EqIA and actions arising, and have integrated the outcome into the policy decision	
Lead Officer		
Name	Sharon Godman	
Signature		
Date	8 March 2012	
Lead Director		
Name	Pam Parkes	
Signature		
Date	8 March 2012	
Date sent to corporate equalities and cohesion team (data.equalities@croydon.gov.uk)		
THIS SECTION TO BE COMPLETED BY THE CORPORATE EQUALITIES AND COHESION TEAM		
Publication Date (summary on website)	At cabinet meeting on 20 March 2012 and final version by 6 April 2012	