



# STATEMENT OF INTENT

**Our Commitment to Addressing Poverty,  
Racism and Structural Inequality in  
Barking and Dagenham**

**Barking &  
Dagenham**





## Executive Summary

Barking and Dagenham is a proudly diverse borough, with links to important figures in history who made great strides in advancing equality, such as Mary Wollstonecraft, Elizabeth Fry and Jo Richardson. We believe that our diversity is something to celebrate, but it also comes with challenges. We know that our residents experience worse outcomes and felt the impact of Covid-19 more than many of our London neighbours, and that poverty, racism and structural inequality all continue to play a part in that.

We want to follow in the footsteps of those who went before, advancing equality and opportunity for all. We also believe that understanding and taking steps to prevent the discriminatory impacts of poverty, racism, and structural inequality must be central to council strategy and to the borough's recovery from Covid-19.

**This document sets out our approach to achieving this goal, whilst providing an overall assessment of the progress that has been made over the last four years in relation to our existing equalities commitments. It is not a strategy, but a statement of our intent.**

**Our approach** - The council's current Equality & Diversity (E&D) Strategy 2017-21 is out of sync with our wider Strategic Framework, including our Corporate Plan, which runs until 2022. This separation makes it harder to join up activity across different areas of commissioning, service delivery, and organisational development. But it is also a missed opportunity to place issues of poverty, racism, and structural inequality at the centre of council strategy, and at the centre of the borough's recovery from the impacts of Covid-19.

**Rather than developing a new E&D Strategy now, we are taking the decision to align the next strategy with our next Corporate Plan (2022-26), thereby placing it at the heart of our Strategic Framework.**

In the future, we will not have a separate Equality & Diversity Strategy. Instead, our Corporate Plan 2022-26 will describe and be centred around our key equalities objectives, with a new document in our Strategic Framework – setting out the major challenges related to poverty, racism and structural inequality facing the council, our borough, and its residents.

**Our progress** – Like the rest of society, Barking and Dagenham has a long way to go when it comes to confronting the discriminatory impacts of poverty, racism, and structural inequality. Whilst incredible things have been achieved over the last four years, some examples highlighted below, there are still too many areas in which not enough progress has been made.

Poverty still drives poor outcomes for too many of our residents. Racism and other forms of structural inequality still make it harder for communities across the borough to realise their full potential. And whilst we are a better employer than we have ever been, the council itself is not immune from structural discrimination.

Across the world, Covid-19 has brutally exposed the ongoing and corrosive impacts of these inequalities. It has also highlighted the importance of clear leadership focused on improving outcomes for everyone, no matter their age, race, gender, sexual orientation – or any other protected characteristic.

**This statement re-commits the council to providing this leadership in future, by placing outcomes related to poverty, racism, and other forms of structural inequality at the heart of council strategy and of the borough's recovery from Covid-19.**

**Next steps** - Aligning the E&D Strategy with the next Corporate Plan is the right thing to do, not least because it will ensure that we have the time we need to build a full and rich understanding of the equalities impacts of Covid-19. At the same time, we cannot afford to stand still.

To ensure we are fulfilling our statutory duty under the Equality Act 2010, we are using this statement to re-commit to the deliverables in the current E&D Strategy that have yet to be realised for another year. We are also highlighting and renewing our focus on those deliverables in the council's current Performance Framework – linked to the Corporate Plan 2020-22 - that have clear equalities impacts.

At the same time, we will use the next six months to begin a conversation with our community about the borough's major 'equalities challenges'. This conversation will ensure that the next Corporate Plan is grounded in the lived experience of poverty, racism, and structural inequality in Barking and Dagenham.



# Introduction

## Where have we come from?

Barking and Dagenham has long been on the frontline of the fight against poverty, racism, and other forms of structural inequality.

For example, we are proud to have connections to important figures in the history of women's rights, such as Mary Wollstonecraft - English writer, philosopher, and activist, and Elizabeth Fry, a prison reformer who was the driving force behind new legislation to make the treatment of prisoners more humane.

This strong sense of gender equality has been carried on by Annie Huggett, a leading figure in the Suffragette movement, and the female sewing machinists at Ford's, whose industrial action ultimately led to the Equal Pay Act in 1970. We were fortunate to have Jo Richardson as an MP for Barking (1974-1994). She was a central figure of the feminist left and helped to expand women's rights in Britain and was the head of a group of female MPs that supported the anti-pornography position. She was also a pro-choice campaigner.

We are also proud of our working-class heritage, as well as our long history of using regeneration, economic growth, and new housing development to improve economic equality. In the past, the fishing, car manufacturing, and pharmaceutical industries have provided jobs and growth to local people. The Becontree Estate is amongst the oldest and most comprehensive examples of 'inclusive growth' anywhere in the country, drastically improving living conditions for over 120,000 people when it was built.<sup>1</sup>

Today, we continue to build on this legacy. Barking and Dagenham is the only council in England that has its own Gender Equality Charter, a focussed programme of action to improve equality for women. In May 2021, we became the first Local Authority to implement a miscarriage policy, ensuring women (and their partners) have access to five days of paid leave to grieve the loss of an unborn child. And we are at the start of a new chapter in our 'inclusive growth' story. In the last year, we have

secured £300m investment from Hackman Capital Partners to develop the 22-acre Eastbrook Studios in Dagenham and plans to move three historic London food markets to Dagenham Dock have been agreed. Both opportunities will bring with them new jobs and training opportunities for local people from all backgrounds.

However, despite our best efforts to fight inequality, we know that poverty is still the primary driver of poor outcomes for our residents. Barking and Dagenham has the highest Index of Multiple Deprivation (IMD) score in London and the twenty first highest IMD score in England. Child poverty is amongst the highest in London boroughs - 50% of children live in households on the poverty line.<sup>2</sup> If we are to ensure that 'No-One is Left Behind' as the borough grows, then we must start by addressing poverty head on - for all those residents who experience it.

We also recognise the ways in which poverty continues to intersect with racism and structural inequality to produce even worse outcomes for some groups - across health, wellbeing, education, housing, and the economy. We have seen first-hand how these inequalities fuel resentment and dislocation in our community, undermining inclusion, and social cohesion. But - as this document will go on to demonstrate - we have also seen what can be achieved when communities work together to acknowledge and address inequality in all its forms, with strong and clear leadership from the council and its partners.

In recent months, Covid-19 has brought out the best in our community, whilst at the same time brutally exposing the lingering impacts of poverty, racism, and structural inequality. As we begin the slow journey of recovery from the pandemic and a year of social distancing, now is the moment to think again about how we address these issues, by placing equality at the heart of the council's long-term strategy.

## Where are we going?

**We believe that understanding and taking steps to prevent the discriminatory impacts of poverty, racism, and structural inequality must be central to council strategy and to the borough's recovery from Covid-19.**

The council's current Equality & Diversity (E&D) Strategy 2017-21 is out of sync with our wider Strategic Framework, including our Corporate Plan, which runs until 2022. This separation makes it harder to join up activity across different areas of commissioning and service delivery. But it is also a missed opportunity to place issues of poverty, racism, and structural inequality at the centre of council strategy, and at the centre of the borough's recovery from the impacts of Covid-19.

**Rather than developing a new E&D Strategy now, we are taking the decision to align the next strategy with our next Corporate Plan (2022-26), thereby placing it at the heart of our strategic framework.**

In future, we will not have a separate Equality & Diversity Strategy. Instead, our Corporate Plan 2022-26 will describe and be centred around our key equalities' objectives, with a new document in our strategic framework - setting out the major challenges related to poverty, racism and structural inequality facing our borough and its residents.

**As well as setting out the commitment above, the purpose of this document is to provide an assessment of the council's current position in relation to Equality & Diversity - it is not a strategy, but a statement of our intent.**

We will do this by describing the progress made in recent years in relation to our current Equality & Diversity commitments, including the E&D Strategy Action Plan, the Gender Equality Charter, and the LGBT+ Needs Assessment.

The document also serves to re-state our commitments to the deliverables in the existing Strategy, as well as those wider commitments related to E&D set out in the last Corporate Plan 2020-22, thereby ensuring that we are complying with our public sector duty under the Equality Act 2010 to maintain an active set of equalities priorities.

The statement is accompanied by an Equality Impact Assessment (EIA), looking at the potential impact of the proposed time frame for the development of the new E&D Strategy. A copy of the EIA is available on request.



<sup>1</sup> <https://www.architecture.com/knowledge-and-resources/knowledge-landing-page/a-brief-history-of-the-becontree-estate>

<sup>2</sup> <https://www.trustforlondon.org.uk/data/boroughs/barking-and-dagenham-poverty-and-inequality-indicators/>

# A review of our progress

The following section provides a headline review of the progress that has been made by the council in relation to equality and diversity over the last four years, with a focus on the existing E&D strategy, the Gender Equality Charter, and the LGBT+ Needs Assessment. A more detailed narrative on performance in relation to each can be provided on request from the Strategy and Policy Team.

## Equality and Diversity Strategy Action Plan 2017-2021

### Background to the Equality and Diversity Strategy Action Plan

The Equality and Diversity Strategy 2017-21 provides the framework for how we will meet the public sector duty of the Equality Act 2010. The legal duty requires that we, as a local authority, must consider all individuals when carrying out our day-to-day work. This includes shaping policy, delivering services and how we treat our employees.

The development of the strategy involved a 10-week consultation to seek the views of people who lived and worked in the borough about what our priorities and objectives should be, giving people the opportunity to highlight issues and problems that the Strategy should seek to address. The Strategy contains an Action Plan consisting of 67 actions, across four overarching objectives: improve outcomes for all; no-one left behind; fair and open service delivery; and exemplar employer.

### How much progress have we made?

As part of this review, each action in the action plan has been 'RAG' rated (Red - Not completed, Amber - partially completed/ongoing, Green - complete). From the 67 identified actions, currently 49 are Green and 18 are Amber, with an even distribution across the four objectives identified in the plan. This represents strong progress across the board. Notable successes include improvements in early years performance at Key Stage 2, the delivery of over 1,067 homes with priority access given to local people, the set-up of a wide range of staff networks within the council, and the recent award of Investors in People Gold status to LBBD as a council.

But there are many areas in which insufficient progress has been made, or in which the impacts of Covid-19 have exposed the limitations of the actions taken to date. For example, White British pupils continue to underperform relative to their peers in most areas. BAME<sup>3</sup> communities continue to experience significant health inequalities, for example in relation to rates of obesity or - for BAME men - rates of acute mental illness. And women continue to fall victim to the highest rates of domestic abuse in London.

The following provides an overview of progress in relation to individual objectives within the action plan.

### Objective 1: Improve outcomes for all

This includes improving educational attainment, reducing hate crime and intervene where hostility surfaces, tackling health inequalities, protect everyone from domestic violence and abuse.

**Helping all of our children get the best start in their education** continues to be a high priority. Significant improvements have been made. In 2019, Barking and Dagenham's results in the Early Years Foundation Stage were higher than the national average. Disadvantaged pupils in the borough (e.g. those receiving Free School Meals or Looked After Children) outperformed the same group nationally at Key Stage 2. 2020 saw the highest number of young people progress to Higher Education from schools and B&D Colleges, since the data started to be collected in 2010. There was also a large increase in the number of young people progressing to top universities.

There remain areas for improvement. We know that White British pupils have continued to underperform relative to their peers in most areas. Furthermore, the impact of Covid-19 on children and young people is not yet fully understood, but we know that disadvantaged children are likely to be particularly affected. It is anticipated that recovery and catch up on education in the borough may take some years. This will be a priority for the next period.

**We remain committed to reducing hate crime.** The Community Safety Partnership has a Hate Crime, Intolerance and Extremism subgroup, which focuses on tackling hate crime and hate incidents. The council and partners ensure that referrals are made into the Community Alliance to Combat Hate (CATCH), which is a group of charities who provide specialist advice and help people targeted into violence, abuse or harassment because of their race, religion, disability, sexuality or gender identity.

**Tackling health inequalities** continues through our work with health partners to improve all health outcomes, both physical and mental. Public Health work with the Clinical Commissioning Group (CCG) on key health outcomes, providing data analysis and evidence. Tackling overweight and obesity in the borough remains a high priority. Recent figures show that obesity in reception children is down from 13.2% to 12.9% (the 2nd highest in London, we were the highest). In Spring 2021, two bids for Public Health England (PHE) funding were submitted, one to support childhood weight issues and the other for adult behavioural weight management services.

Work also continues in increasing residents' awareness of how lifestyle choices can affect the likelihood of developing serious diseases. However, sadly, the pandemic initially saw cancer screening and NHS Health Checks suspended. This will be a priority in the next period. See appendix for more detail.

**Protecting everyone from domestic violence and abuse** is one of our highest priorities. With the highest rate of domestic abuse offence reports in London, we convened a Domestic Abuse Commission.<sup>4</sup> The DA Commission brought together 11 national experts to explore the attitudes around domestic abuse in Barking and Dagenham and look at Barking and Dagenham's response to domestic abuse. The Commission has made a series of recommendations which will improve the borough's long-term response to domestic abuse. The full report can be read [here](#) (digital version only).

<sup>3</sup> The council recognises that, whilst it is widely used in policy discussions, the term BAME is not universally supported amongst the people that it tries to describe. Language matters, and we continue to work with partners across the local government sector, our employees and community voices to identify the most respectful, accepted and effective way to refer to people of diverse ethnicities in a policy and workforce context.

<sup>4</sup> <https://bdagainstdomesticabuse.org/>



## Objective 2: No-one left behind

This includes harnessing economic growth and use regeneration as a tool to improve outcomes, help and support working age residents into employment and ensure there are suitable and good homes for everyone.

Be First's business plan sets out clearly how it intends to **deliver inclusive growth and regeneration**. Be First works with partners to ensure that the borough's growth potential is effectively harnessed, and regeneration is used as a tool to improve outcomes, with specific sections relating to growth and regeneration. Regeneration continues to help support employment and skills outcomes. New developments continue to be at the highest standard of accessibility and an inclusive design.

There are a number of initiatives and projects underway to **empower local people to improve their skills and get into employment**, for example the Job Shop and the European Social Fund (ESF) funded programme in Community Solutions and the **Work and Health Programme**.

**LBBB has one of the lowest NEET figures** in East London, despite the impact of Covid-19, with an average of 3.7% between December 2020 and February 2021.

**Work is ongoing with the Barking Enterprise Centres CIC and other partners**, to support businesses and entrepreneurs in the borough, particularly through to post-Covid and resume footfall conditions with intensive support.

**The council continues to ensure there are suitable and good homes for everyone**. In 2019/20, 1,067 net new homes were completed in the borough. These are homes of all tenures from all sources, including private housebuilders. Around 220 of these were affordable. In recent years, the council has made a number of strategic interventions to significantly increase the scale of housebuilding in the borough while ensuring that the new homes meet the needs of local residents. Over 3,000 new homes have now been approved by the council's Investment Panel for delivery by Be First, of which more than 70% are affordable. Be First are also working with other housebuilders to bring forward

and improve schemes on private sites – such as the deal approved by Cabinet last year for nearly 1,000 new homes at Beam Park. The latest GLA data shows that Barking and Dagenham is the London borough with the highest proportion of affordable units in 'the pipeline' (i.e with planning permission). This data also shows that Barking and Dagenham has the highest proportion of larger homes in its pipeline of all London boroughs: 30% of the homes with permission are three bed or larger.



## Objective 3: Fair and open service delivery

This includes making best use of insight and intelligence, ensure that commissioning decisions reflect the needs of service users, ensure Equalities Impact Assessments are carried out and engage with residents and stakeholders on service design and delivery.

All actions under **making the best use of insight and intelligence** have been completed. The Residents' Matrix has been fully developed, the Social Progress Index is complete, data and intelligence is being utilised daily to inform approaches and early intervention. The Borough Data Explorer<sup>5</sup> captures data across 84 indicators including all indicators in the Borough Manifesto and the Social Progress Index.

The council has been **working with Care City**, for the last three years as research partners. The dataset has been immensely useful in the past year. It was used to forecast how many residents are likely to be at risk of Covid-19 and would be required to shield. It has also been used to examine health inequalities experienced by Barking and Dagenham residents. The intention is to continue to update this dataset alongside the annual update of the Resident's Matrix.

We continue to ensure that **commissioning decisions reflect the needs of service users**. Those tendering for public services are expected to demonstrate their commitment to equality and diversity and this is carefully considered in the course of procuring and commissioning services from external providers. **Service users are involved in the design process**, and this is in-built into the contract monitoring, service development and tenders.

**The Equality Impact Assessment (EIA) process** was reviewed in 2018 and 2019. The Strategy Team and Democratic Services are working pro-actively to identify policy proposals or service changes which require an EIA and the Strategy Team provides support to services to ensure that EIAs are completed to a high standard.

There has been great improvement in the way the council **consults and engages with residents** with the development of Participation and Engagement as one of the four key priorities set out in the Corporate Plan. In practice this has meant the launch of One Borough Voice - the council's consultation and engagement platform which has been visited by over

41,000 residents – and the Citizens Alliance Network (CAN) where so far over 3,000 people have taken part in various topics. We have continued with the Annual Residents Survey, the results of which are used to make service improvements. We have also launched and embedded a participatory grant making programme where residents can make decisions on community grants, with over 250 residents being involved so far.



<sup>5</sup> <https://www.lbbd.gov.uk/borough-data-explorer>



## Objective 4: Exemplar employer

This includes: Ensure that employment processes and conditions are free from discrimination, maintain status as a 'Disability Confident' employer and remove barriers for people with impairments, improve diversity in the workforce so that it represents and reflects the community it serves.

**We endeavour to continue to have good engagement with staff** communication channels have included screen savers: regular bulletins with key messaging, presentations on a team level and Managers events.

**The recent award of Investors in People Gold**, as well as the latest results from the Staff Temperature Check Survey, show that staff engagement, satisfaction and wellbeing is high (even considering the impacts of the pandemic) and that staff have felt supported through the change and think it has been well managed.

**The council's staff networks** (generally for people with protected characteristics and allies) have been revitalised and strengthened giving key staff groups a more powerful voice in the organisation. This position is further supported by feedback from Investors in People assessors who commented about the council's positive culture, inclusivity, support for staff, and clarity of strategy in relation to equality, diversity and inclusion.

**In response to the Covid-19 pandemic 'new ways of working' has been accelerated by the Dispersed Working and Community Hubs programme** which further enables remote working and flexibility. The new dispersed working model has profound implications for staff. Surveys and focus groups have been used to test different aspects of dispersed working and staff will continue to be engaged throughout the development and implementation of the programme.

**The pandemic has provided an opportunity to review** how and where we work, with the majority of staff currently working from home. We have been looking at the implementation of a flexible and dispersed working and the design of our workspaces and have

involved staff at every stage in the design of our new model. By working with our staff networks – including the EASE Employee Network (for staff with a disability or long-term medical condition) – we have made sure that our future workforce model is built around inclusive design principles, including a clear focus on ensuring all new spaces are accessible for all staff.

**We have been awarded "Disability Confident Employer"** and we continue to support employees managing disabilities with a full process in place via Occupational Health. We are working with staff networks to raise awareness of "hidden" disabilities and advice on making reasonable adjustments. We have also supported staff in the Clinically Extremely Vulnerable (CEV) groups throughout the pandemic. We have relaunched the Staff Network and renamed Employee Ability Support and Enablement Employee Network or E.A.S.E.

**We continue to deliver mental health training** for managers and staff, which is mandatory every 3 years. These include - Managing Mental Health at Work, Managing Health, Safety and Wellbeing and Mental Health Awareness.

**All managers involved in recruitment** will receive recruitment and selection training; this now includes moving to anonymised recruitment up to the short-listing stage.

**Gender Pay Gap Reporting** continues to be submitted in line with statutory deadline. Details are published and shared with staff, including the Women's Staff Support Network and Trade Unions. Since the first publication of our gender pay gap in 2018, we have significantly narrowed the gap. Women earn £1 for every £1 that men earn when comparing median hourly pay, in fact 0.2% higher than men. You can see the full published report here: <https://www.lbld.gov.uk/workforce-information>

We are signed up to the national Race at Work Charter and for the first time we will be voluntarily publishing our ethnicity pay gap.

# LGBT+ Needs Assessment

## Background to the LGBT+ Needs Assessment

Many people in the LGBT+ community experience discrimination and services that are not suitable for their needs. Furthermore, the Stephen Port murders in 2016 shook our community and undermined LGBT+ peoples' trust in public services. The council undertook a Community Needs Assessment in 2019, which sought to inform service commissioning and provision, community involvement and engagement and accountability and monitoring. It was purposefully broad in scope – not just health and wellbeing but also community safety, community assets and engagement. The Needs Assessment used surveys, interviews with stakeholders and focus groups, to identify the issues facing the LGBT+ community, the current service provision, best practice and potential solutions, drawing out key messages and proposed recommendations in relation to health and wellbeing, community safety, community engagement and partnership working.

Key messages and findings that emerged were grouped into the following headings:

- **Inclusive, visible leadership and accountability** – there was a very strong message from the community and key stakeholders regarding the lack of trust and feeling let down by public services.
- **Training** - to increase skills and understanding in working with the LGBT+ community and promote a change in culture.
- **Community and resident engagement infrastructure** – strengthen this to support the community and enable them to engage with and help improve services.
- **Service provision and commissioning** - considering the needs of the LGBT+ community in commissioning and providing accessible and visible services that meet the needs of the community – including services such as mental health and sexual health and a focus on those experiencing multiple disadvantage.
- **Community Safety and Health & Wellbeing** – tackle priority issues with specific recommendations for action, for example tackling hate crime, social isolation and substance misuse.

## How much progress have we made?

This is the second annual review of progress against actions in the LGBT+ Needs Assessment. During this time, there has been notable progress made in relation to inclusive and visible leadership within the council, including the appointment of a senior manager as LGBT+ Champion, becoming a Stonewall Diversity Champion and staff wearing rainbow lanyards and using preferred pronouns in email signatures, all of which the LGBT+ Staff Forum said it helps make the organisation feel like a more inclusive workplace.

The council also proudly celebrates LGBT+ events with our residents, including Pride, LGBT+ History Month, and for the first time in 2021, International Transgender Day of Visibility, demonstrating our commitment to making Barking and Dagenham an inclusive borough.

The community engagement contract with Studio 3 Arts is soon coming to an end (June 2021). The outcomes of this project will be published at the end of the contract, but we are aware that work in this area will need to be ongoing. We are also aware that more needs to be done to ensure that improving services for and engagement with the LGBT+ community is a true partnership effort in the borough. We need to engage with the Police, health partners, education, and community groups to ensure that actions are progressed, and improvements are felt and experienced by the LGBT+ community.

The following provides an overview of progress in relation to individual objectives within the action plan.

### Inclusive, visible leadership and accountability

- The council flies the LGBT+ Rainbow Flag at the Town Hall during important events (LGBT+ History Month, Pride and International Day Against Homophobia, Transphobia and Biphobia) and the Transgender Day of Remembrance is also marked with a flag raising ceremony. For the first time in March 2021, we raised the Transgender flag to mark International Transgender Day of Visibility. All flag raising ceremonies are open to residents and visible on the councils' social media and in local press.

- The council regularly participates in Pride, bringing together members of the LGBT+ community with council staff and Members, including the Leader of the Council. In 2019, we were one of only three local authorities to have a float in the London Pride parade. We marked Pride virtually in 2020 and plan to take part in the delayed 2021 Pride weekend in September.
- Council staff wear rainbow lanyards as a visual sign of our commitment to providing a safe and inclusive environment for all our LGBT+ staff and residents.



- The LGBT+ Staff Forum meets frequently, adapting to online meetings during Covid-19. They provide support and a social space to LGBT+ staff. They are engaged in the planning for key events, such as Pride, held information sessions for staff and worked with HR, encouraging the use of preferred pronouns in email signatures.

#### Training

- Equality and Diversity training, which includes LGBT+ awareness, is mandatory for all LBBDD staff. Completion of the mandatory training, including Equality and Diversity training, is explicitly linked to appraisal outcomes. Managers are required to complete additional training, including Equality in the Workplace for Managers, Unconscious Bias and Supporting Trans and Non-Binary People at Work. These are also repeated every 3 years. Completion rates are reported to Cabinet annually.
- The HR Team will have additional training on the latest best practice and legal guidance in respect of LGBT+ employees and service users.

#### Community and resident engagement infrastructure

- Studio 3 Arts were commissioned to undertake community engagement work, building capacity within the community and increasing visibility of support available in the borough. Covid-19, periods of national lockdown and social distancing had obvious implications for the nature and methods of engagement and the reach of the project. Therefore, the project was extended until the end of June 2021, and the outcomes will be shared publicly at this time.
- An East Area LGBT+ Practitioners Meeting has been convened, chaired by the Police, with the aim of improving communication, intelligence sharing, engagement, and overall relationship with the LGBT+ community. It meets quarterly and has attendees from a range of services across three boroughs, including councils, NHS and voluntary sector organisations, covering topics including engagement strategies, hate crime statistics and events.
- Flipside has continued to support young LGBT+ people in Barking and Dagenham virtually, with weekly youth clubs, workshops with specialists and 1-2-1 support. During LGBT+ History Month, Flipside hosted free online webinars for parents and carers of LGBT+ young people. The young people

have participated in an art project with the White House making masks; a process that helped them to express themselves and promoted positive mental health and wellbeing. They had a speaker on Trans Day of Visibility talk about his journey to becoming a proud Trans man. Young people and their families also participated in Pen to Print LGBT+ activities including poetry and illustration.

- The council is currently undertaking a review of all community assets, which includes a programme of community engagement. This will inform a new Community Asset Policy, which will provide a coherent and consistent approach to the managing of assets, balancing the varied needs of the community and securing social value. LGBT+ needs will be considered as part of this review, and the LGBT+ community will be engaged as part of the policy development.

#### Community safety - Discrimination, stigmatisation, bullying

- The LGBT+ Hate Crime Quality Standard is adopted across the council and all partnership forums. This aims to enable organisations to meet the needs of LGBT+ people facing hate crime more successfully.
- The Hate Crime, Intolerance and Extremism (HIE) subgroup of the Community Safety Partnership holds responsibility for monitoring levels of hate crime and hate incidents, including sexual orientation and transgender hate crimes.
- The Health Education Partnership's PSHE and Wellbeing Frameworks (Primary and Secondary) support schools to identify key learning opportunities linked to LGBT+, including different kinds of families, same sex relationships and celebrating difference etc., through the curriculum at an age-appropriate level.
- 'Toot Toot', a primary school pupil voice and safeguarding app, is being launched across 15 primary schools to support schools' capacity to challenge bullying in all its forms.

#### Community Safety - Domestic Abuse

- Recommissioning efforts for the domestic and sexual violence service were LGBT+ inclusive. Monitoring data shows that the number of LGBT+ survivors coming forward is increasing. Between January 2020 and March 2020, 1% of survivors referred to Refuge were LGBT+. January 2021 to March 2021,

2.7% of the Refuge caseload were LGBT+. Refuge is making efforts to engage with services with improved engagement with LGBT+ groups, such as Positive East.

- Commissioning teams are part of an LGBT+ practitioner's forum to ensure specialist services are visible and accessible to all in the LGBT+ community.
- The Domestic Abuse Housing Alliance (DAHA) accreditation work underway in terms of homelessness prevention has ensured housing teams are skilled to recognise the barriers for LGBT+ survivors, including training from Galop.
- The Domestic Abuse Commission sought to engage with the LGBT+ community, however they found this difficult due to the lack of confidence in public services within the community. The Commission recommended the borough continue its attempts to engage with the LGBT+ community, building on the successful partnership between Studio 3 Arts and the Be & Do Project.

#### Health & Wellbeing

- There is a referral pathway in place for people transitioning by BHRUT and regular updates are taken to the sexual health board that brings all partners together.
- The service specifications for the adult and young people's substance misuse treatment services, included outcomes to increase the number in service of under-represented groups including those identifying as LGBT+ and to improve the support pathways for people identifying as LGBT+.
- CGL, St Luke's (adult) service, discusses the risks involved when engaging in chemsex, and signposting and testing is part of the assessment.
- WDP, Subwise (young people) service, have an LGBT+ lead, who co-ordinates LGBT+ specific activities and liaises with LGBT+ services and sexual health partners providing targeted group work for LGBT+ young people.



# Gender Equality Charter

## Background to the Gender Equality Charter

Barking and Dagenham became the first council in the country to adopt a gender equality charter on 10 March 2016. The Charter is a commitment on behalf of the council and our partners to create a fair and just society where people are treated equally, discrimination is tackled and the barriers to achieving equality removed. It places a strong emphasis on ensuring that everyone has the same chance to succeed, however they identify in terms of gender.

In signing the Charter, we pledged to support everyone in Barking and Dagenham to:

1. Receive equal pay across all sectors and have equal opportunities to succeed irrespective of their gender;
2. Achieve equal representation in all walks of life including in communities, politics, business and industry;
3. Work with schools and colleges to promote gender equality and raise awareness of gender equality issues;
4. Stand up against violence against women and girls and ensure everyone understands that such behaviour will not be tolerated;
5. Support those with caring responsibilities and promote equal parenting, care giving and shared responsibilities in the home; and
6. Strive to promote gender equality and equal treatment of women and ensure our own communications support this.

## How much progress have we made?

Since the Gender Equality Charter was created in 2016, we have continued to champion women's rights and gender equality in the borough. The Gender Equality Charter was recognised with a commendation at the Global Equality and Diversity Awards in 2016. The annual Women's Empowerment Month has grown year on year, with a combination of council-led and community-led events; a demonstration of the joint commitment to the aims set out in the Charter.

In a continuation of our proud history, we are delighted that England's first museum dedicated to the history of women will open in Barking. This will become a landmark for the borough that recognises Barking and Dagenham as a place that celebrates and advances gender equality.

There has been significant progress in our understanding of violence against women and girls, with the Domestic Abuse Commission bringing national expertise, and placing a spotlight on the issue, to help bring about long-term changes. These recommendations will shape our response to domestic abuse locally.

The GEC has been signed by 178 local organisations and groups (122 who provided contact details). One way of improving the impact of this charter would be to better galvanise the efforts and resources of this signatories. There is a wealth of women-run organisations in Barking and Dagenham, and we know that great work is taking place all the time which advances the cause of gender equality. The engagement work leading to the new Equality and Diversity strategy would be an opportunity to reach out to the GEC signatories.

Another benefit of the new approach to E&D in the borough is the analytic work which will provide an evidence base and enable us to better measure impact on outcomes – something that has been difficult with the GEC previously. The ideas behind the commitment in the GEC are sound, and we remain committed to them, but we need to be better able to show that progress is being made for women and girls in the borough in a meaningful, measurable way.

The following provides an overview of progress in relation to advancing gender equality in the borough since the last progress report in 2019, including work being done by community groups to advocate for women and girls. Previous updates on progress towards the Gender Equality Charter can be found on the dedicated webpage [www.lbdd.gov.uk/gec](http://www.lbdd.gov.uk/gec), where you can also pledge your support.

## Celebrating Achievements

- **The 2020 Women's Empowerment Awards**, the 5th annual awards, were presented to the winners towards the end of the year, via video, to ensure that their achievements and contributions to the borough were still recognised despite the pandemic. The Awards Ceremony for 2021 will take place in September.
- The E&D Community Fund supported four of the community-led events for **Women's Empowerment Month 2021**, including a women's health project, a virtual quiz with local artists and seminars to empower women and young girls in the borough.

## Women's Safety

- **The Domestic Abuse Commission**, a survivor and specialist-led project examining the normalisation of abusive behaviours in the borough, made a series of recommendations which can help to make a long-term change to attitudes across the borough. A domestic abuse survivor said "B&D are empowering women and girls to come to the forefront and provide a platform so they can get support and heal again... they demonstrate they care for the community".
- **16 Days of Activism Against Gender-Based Violence** saw communities come together and reflect on the impacts of gender-based violence through a series of online conversations.
- **The council is developing a tri-Borough approach** to violence against women and girls (VAWG) across LBBD, LB Redbridge and LB Havering recognising the challenges and opportunities at play across East London. The VAWG Strategy is found here: [www.lbdd.gov.uk/sites/default/files/attachments/LBBD-VAGM-Strategy-2018-2022.pdf](http://www.lbdd.gov.uk/sites/default/files/attachments/LBBD-VAGM-Strategy-2018-2022.pdf)
- **Women's Safety** in the borough was revisited after the tragic death of Sarah Everard in Brixton in March 2021. Women in our community, like others across the country, were understandably shocked and concerned about what this meant for their own safety. The Citizen's Alliance Network set up an interactive map and asked women to pinpoint where they feel unsafe and why, and how together we could improve safety in those areas. We had over 2,500 visits to the page, 408 pins added to the map and 84 anonymous submissions. The story was covered by local and national press.

## The council as an employer

- The strengthening of **the internal Staff Women's Network**, including the creation of a sub-group to support women during pregnancy, maternity leave and the return to work.
- LBBD became the first Local Authority to offer female employees or their partners up to five days of paid leave if they experience a miscarriage. The new **Miscarriage Policy** was developed with the Maternity Support Network. You can read more here: <https://www.lbdd.gov.uk/news/council-introduces-new-policy-to-support-miscarriage-sufferers>
- Since statutory Gender Pay Gap reporting was introduced in 2018, the council has significantly narrowed the gap. In 2018, we reported a mean pay gap of 12.8%, where men were paid 12.8% more than women. Now, this gap has been reduced to 2.4%. When comparing the median figures, it moved from 13.9% to +0.2%, meaning that women are paid more.

## Education

- **Barking and Dagenham College** ensure that women are well represented in curriculum areas that have traditionally been male. They have included a feature on "Women in STEM" in the new digital School Leavers Guide, using case studies to inspire young females to take up training opportunities offered at the East London Institute of Technology. They have also taken steps to empower their female workforce – making closing the gender pay gap one of their key priorities and establishing a Women's Network.
- At **Eastbury Comprehensive School** female students are encouraged to go onto varied degrees and apprenticeships, avoiding stereotypes. Throughout the curriculum they ensure that the students understand their rights and boundaries and put equality at the heart of their teaching. The school also actively encourages women to take part in leadership training and reviews their gender pay analysis.
- The Duchess of Sussex, Meghan Markle, visited **Robert Clack School** in March 2020 as part of their International Women's Day celebrations. She wrote to the school again for IWD in March 2021, telling the students that their voices can change the world.



- The **Average Attainment 8 score** at GCSE for girls in the borough has risen from 49.1% in 2018/19 to 52.7% in 2019/20. This is nearly in line with the England average (53.1%) and higher than the average for boys in the borough (46.8%).
- In 2019, we reported that locally only 8.8% of girls in the borough achieved **AAB at A Level**, compared to 11.4% of boys. This year, girls outperformed boys at A Level, with 25.8% achieving AAB compared to 23.1% of boys. It is worth noting that both far exceeded the previous years' results.

#### Representation

- There are 22 female councillors in Barking and Dagenham, representing 43%, compared to an average of 35% nationally (Fawcett Society, 2019)
- The Cabinet is mostly women, with 5 female Cabinet members and 4 male Cabinet members.

#### Community Groups

Barking and Dagenham has a wealth of community groups that are led by and support women in the borough. Despite the extremely challenging circumstances of 2020/21, these groups have continued to provide much needed support and services, many adapting to working online for the first time.

Below is a small selection of the work being done. This is by no means an exhaustive list – it would be impossible to summarise everything that had been done over the past 18 months. If you would like to hear more about work that has been happening towards the aims of the GEC, please contact the Strategy and Policy Team.

- **BD\_Collective** continue to work with organisations from around the borough. The Steering Group, which sets the direction and ethos of BD\_Collective is made up of local social sector leaders; of the 11 members, 8 are female. Within in the BD\_Collective they currently have 12 groups specifically aimed at supporting women, and 65 groups with women as leaders/directors or senior managers.
- **Excel's Women Centre** have run digital inclusion sessions for women and girls, tackling the digital divide which became more apparent during the periods of lockdown.

- **Arc Theatre's Raised Voices** is a female empowerment and peer-mentoring issue-based drama and film-making programme for young women. It has been running since 2013 and cited as a model for Best Practice. Whilst teaching new skills, Raised Voices aims to build confidence and self-esteem and celebrate female solidarity and empowerment in the 21st century. During lockdown, they still managed to produce a new film, "The New Normal" which was showcased at an event during Women's Empowerment Month.
- **Sew London Project CIC** have continued to train women, build their confidence, give them a voice in their community and develop skills that will empower them. They have run many events and projects over the last 12 months, including "My Mother's Trunk Box", "For the love of Scrubs", creating lip-reading masks and creating an art installation for Women's Empowerment Month.
- **East African Education Foundation** has continued to run monthly online sessions on different topics relating to women's health. With Equality & Diversity Community Funding from the council, they also run a special event to mark International Women's Day, where 49 women came together and felt empowered on issues affecting their health.
- **The East End Women's Museum** will open in 2022, bringing England's first museum dedicated to the history of women to Barking. Whilst the building work continues, EEWM have been busy highlighting the stories of local women. This year they have also recruited to positions on their Steering Group, held a talk on the role of women and leadership in civic life with Cllr Ashraf and the Young Mayor, Jessica Soares, and are working on a project about women and girls of Becontree.
- **All Women's Network** continues to help empower women to start their own businesses. The 'Birth Your Vision Coaching Programme' was funded by The Faith & Belief Forum and LBBB, to help women in the community start their business and turn dreams to reality.

## Immediate priorities and next steps 2021-2022

Firstly, as mentioned above, there are some 'amber' rated deliverables in the current E&D Strategy Action Plan which will be carried forward into 2021/22 and reviewed before the production of the next Corporate Plan.

Whilst we intend to delay the publication of a new E&D Strategy, we will continue to address equality issues through our everyday work. From the autumn, we will also kick off a programme of qualitative engagement and research, to ensure that we are getting to grips with the lived experience of poverty, racism, and structural inequality. The insight generated will inform the development of the next Corporate Plan.

The current Corporate Plan sets out the council's approach to its work across the borough, under four key priority areas: Well-Run Organisation, Inclusive Growth, Participation & Engagement, and Prevention, Independence and Resilience.

Below is a snapshot of some of these immediate priorities from our existing Single Performance Framework and what we will be delivering under the four key areas in the next 12 months. All the progress made towards achieving the commitments are regular monitored and reported to Cabinet on a bi-annual basis. For further information, the Corporate Plan and Single Performance Framework can be viewed in full here: [Corporate Plan and Single Performance Framework](#).

#### Well Run Organisation:

Inevitably, how we run the council will determine how impactful interventions are for our residents. We focus on the efficient and effective operation of the council to deliver a 'Well Run Organisation', part of this is our commitment to 'Deliver value for money for the taxpayer'. One way we can achieve this is through our **Social Values Outcomes Framework**. The toolkit that accompanies the Social Value policy provides examples of the activities that we would like to see from suppliers when developing their Social Value commitments to Barking and Dagenham. The Social Value must be delivered over and above any benefits that arise from the goods and services being procured – and delivered in a way that is cost-neutral

to the council. Put simply, Social Value is about asking whether, if we are spending £1 on the delivery of goods and services, what additional benefit can we get from spending that same £1 to positively impact the community. Contractors are bound by laws like the Equality Act 2010 to ensure high standards of fairness, equality, diversity, and inclusion. A Social Value in Procurement Impact Report went to Cabinet in June, providing an update on the implementation of the policy during the first six months. It also outlines what commitments and outputs we have seen from suppliers in this initial period and will subsequently be reported on annually at Cabinet.

As an employer, we are **committed to standing against racism** and have held workshops across various council departments, with staff sharing their lived experiences and helping to build an understanding of what needs to change, and this will form the basis of a **new anti-racism framework**.

London Borough of Barking and Dagenham are one of eighteen sites, taking part in a pilot scheme called the '**Social Care Workforce Race Equality Standard**' (SCWRES). The SCWRES is key approach to help the social care sector improve its performance on workforce race equality. It will help produce action plans to close the gaps in workplace experience between white and minority ethnic staff and improve minority ethnic representation at senior level.

#### Inclusive Growth:

Inclusive Growth is about harnessing the growth opportunities that arise from our residents, our land and our location in ways that protect the environments and enhance prosperity, wellbeing and participation for all residents.

One of our key objectives in achieving this vision is to 'provide homes for vulnerable residents'. Two of the projects planned in the next 12 months that deliver this are the **launch of the aids and adaptations pilot** to enable larger households with vulnerabilities to stay in their own homes. We will also **commence construction of specialist housing for adults with autism** on the site of the former Brocklebank Care Home.



Another objective under Inclusive Growth is helping residents with ‘Money and debt’ concerns. This includes the expansion of the Community Food Clubs and Community Banking projects.

The **Community Food Club** will be extended from four to at least six locations across the borough, ensuring that these continue to provide residents in need with access to affordable, healthy food, alongside personalised debt and money management support.

The council is committed to developing a **Community Banking** offer for the borough – part of our coordinated approach to tackle the root causes of debt and build financial resilience. The offer aims to increase access to more affordable credit and fairer financial services in the borough through offering savings accounts, instant loans at fairer interest rates and transactional banking facilities for those who may be excluded from mainstream financial services. The vision involves Barking and Dagenham partnering with a dynamic, well-established and innovative Credit Union to extend their current offer to the borough. It is intended for this to launch by the end of 2021, reaching several thousand residents over 3+ years.

### Participation & Engagement:

We want to empower our residents by enabling greater participation within the community and public services. In order to move away from paternalism to participation, we need to ‘build capacity with the social sector’. In the next 12 months, there are three projects that will help do this:

Engagement has taken place with the aim of developing a **Community Assets Policy**. This will help to deliver the goals of the Borough Manifesto, making Barking and Dagenham a more friendly and welcoming borough with a strong community spirit by increasing the opportunities for people of different backgrounds to meet and interact. A Community Assets policy will actively enable the use and management of council owned spaces and places by communities for socially beneficial collective activities. It is being created in collaboration with our social sector partners, with the aim to be agreed at Cabinet in December 2021.

There is ongoing work to continue to build on existing **LGBT+ Community Development**. The contract with Studio 3 Arts for community development work with the LGBT+ community was initially for one year, then extended until June 2021, due to the impact of

Covid-19. Further discussions are in place on how we build on this existing platform.

The council is commissioning an organisation to provide **capacity building support for the Barking & Dagenham Faith Forum**, enabling them to curate spaces for meaningful connections to grow. The organisation will focus on developing the capacity of the Forum, by engaging and training trustees and improving governance. We want to achieve a strong, active, and independent network of faith leaders, representing a variety of groups, faiths, age, gender, and background; ensuring that this diverse group adds value to the wider community.

To enhance our ability to improve outcomes, we will continue to ‘become more relational and participatory’. This means refocusing how we work away from delivering services for or to the public, and more about working with people to solve shared problems.

We will be publishing a **Digital Policy** in Autumn 2021. We strongly believe that our approach to the development and accessibility of digital channels will help to improve customer/resident experience and ensuring that no-one is left digitally excluded.

It is vital there are opportunities for the community to participate in the culture and heritage of the borough and we must help develop opportunities for them to meaningfully participate. **The Culture & Heritage policy** is due for renewal. The development of what a new Culture & Heritage Policy will encompass, to align with the Borough Priorities and the changing cultural landscape will include participation from cultural partners, as well as residents.

### Prevention, Independence & Resilience:

Our vision for our residents is simple; we want children, families and adults in Barking and Dagenham to live safe, happy, healthy and independent lives.

We want our residents to age well and ensure ‘all vulnerable adults and older people are supported to access safe, timely good quality sustainable care’. One of our innovations to make this a reality is the **Care Technology Strategy**. Care Technology is revolutionising the way care and support for vulnerable people can be provided. This means the use of convenient, accessible technological and/or digital products that allow people to monitor their

own health and wellbeing, in particular increasing accessibility to all age groups to include those outside the traditional adult social care remit and wider scope for those with a disability. The tender process for an Innovation Partner closes in July 2021.

Our **Education Service** is committed to Covid-19 recovery in schools and in the early years to help ‘Every child to get the best start in life’. These commitments include:

- Support schools with their recovery plans, and further strengthen practices for vulnerable families who may find it harder to access services;
- Undertake work and research around addressing the disproportionate representation of specific vulnerable groups and ethnic groups receiving fixed term school exclusions;
- The Early Years Service are investing in a range of high-quality resources that address in a simple form the issues of colour and racism and ambition for children from a Black background. The service is also working with Studio 3 Arts to develop a project called ‘Big Art Little People’ to promote cultural diversity and interest and include parents.
- Continue to create new specialist places for children and young people with complex and additional needs who need one.
- Continue to reduce the numbers of young people who are NEET and whose destinations are unknown.
- Further embed delivery of the ‘Step Up, Stay Safe’ multi-agency partnership programme, which aims to help keep young people safe from exploitation.
- Delivery of an inclusive Summer Holiday Activities and Food Programme for Free School Meal families that impacts positively on the physical and emotional wellbeing of children and young people. For the Christmas holidays, there will be a focus on the provision of activity packs.

The Barking and Dagenham Joint Health and Wellbeing Strategy sets out a renewed vision for improving the health and wellbeing of residents and reducing inequalities at every stage of residents’ lives by 2023, ensuring we are actively ‘tackling inequality in all aspects of service delivery and within our communities with partners’.

Public Health have started an extensive piece of ongoing work leading to a **Health Inequalities Assessment**: As outlined in Appendix 1, this assessment analyses the inequalities within Barking and Dagenham, identifying 32 equality challenges. The full assessment will, firstly, inform the Annual Public Health Report 2021 but then also be used as a baseline to start further analysis to inform the next E&D Strategy and Corporate Plan refresh.





# Appendix 1



## Current context

The analysis that follows provides a snapshot of the current picture in relation to Equality & Diversity in Barking and Dagenham. It is drawn from the Director of Public Health's 'Annual Public Health Report 2021', which is due for publication in the middle of 2021 and will provide a more comprehensive picture of inequalities for our population, particularly as they relate to the impacts of Covid-19.

We recognise that the data picture presented below is focused predominantly on BAME inequalities. As part of the development of the next Corporate Plan, we will be looking to deepen and expand our analysis to ensure that it covers all nine of the protected characteristics, including our responsibilities as an employer.

Barking and Dagenham has a diverse population of around 212,906 residents, in a densely populated urban location<sup>6</sup>, including:

- 57,981 children (persons aged between 0 and 15), equating to 27% of the population;
- 135,145 people of working age (between 16 and 64), which is 63% of the population; and
- 19,780 people of retirement age (65 and over), reflecting 9% of the population

Long before the pandemic, Barking and Dagenham had the highest Index of Multiple Deprivation (IMD) score in London and the twenty first highest IMD score in England<sup>7</sup>.

- Income deprivation is the second highest score in London. Income deprivation affecting children is the fifth highest score in London.
- Employment deprivation is the seventieth highest score in England – highest in London;

- Lack of attainment and skills in the local population - highest score in London;
- Physical and financial accessibility of housing – second highest score in London;
- The highest proportion of under 16s in London and UK;
- Healthy life expectancy is below London average for both men and women.

Covid-19 has not affected all people and communities equally. Obvious and well-documented disproportionate impacts include:

- Older people are more susceptible to the worst effects of the virus, with higher mortality rates as a result
- People from Black, Asian and minority ethnic communities are more severely impacted by the virus if they contract it, again with higher mortality as a result
- The virus disproportionately impacts those from lower socio-economic backgrounds, who are less able to control their protective behaviours and are more exposed in workplaces, public transport, etc.

The Fenton report – Beyond the data: Understanding the impact of Covid-19 on BAME groups document these findings and makes seven key recommendations<sup>8</sup>.

Locally our Corporate Insight Hub has been working closely with commissioners to build a broad picture of the impact that Covid-19 has had on residents in Barking and Dagenham in three key areas – Health, Employment and Housing.

The Integrated Health and Social Care dataset (2017/2018) includes 219,022 residents of Barking and Dagenham. 55% of the population is Black, Asian, and mixed ethnic (BAME), and 29% of the population is White. According to the initial analysis of 2019/20 data the BAME population has now increased to approximately a third of the Borough (awaiting confirmed data from the CCG)

Approximately half the BAME population of Barking and Dagenham are aged between 19 and 49. However, there is a much lower proportion of ageing Asian and Black population, compared to the White population.

The BAME community have far less current smokers than the white community – 11% compared to 23%. Approximately 61% of BAME adults in Barking and Dagenham are overweight or obese, compared to 57% of White adults. Obesity is a particular problem for women in the black community, with over 72% of black women being overweight or obese compared to 55% of white women.

For the majority of long-term conditions in our dataset, prevalence is higher in the white community than the BAME community. The exceptions are Asthma, Diabetes, Hypertension (only a very small difference) and serious mental illness, where prevalence is higher in the BAME community. However, the mean age at diagnosis is lower in all conditions for the BAME community than the White community.

In Barking (in 2017/2018) a lower proportion (39.14%) of the BAME community experiencing multimorbidity are receiving Housing or Council Tax benefit or both, compared 45.57% of those who are white.

For those not experiencing multimorbidity the difference is smaller with 27.34% of the BAME community receiving Housing or Council Tax benefit or both compared to 25.69% of those who are white. Black African/Caribbean in Barking and Dagenham experience multimorbidity approximately 8 years earlier than their white neighbours.

Employment rates have fallen across the White community (72% to 69%) and ethnic minority group (71% to 67%) from September 2019 to September 2020. Employment rates fell sharply for both communities from March to June 2020 due to Covid-19. Three months on, employment rates increased in the ethnic minority groups whereas they marginally reduced further in the White community.

Between September 2018 and September 2019, the proportion of ethnicities in various industries changed. It went from a high proportion of White residents employed in 'transport and communication', and 'distribution, hotels, and restaurants' to a higher proportion of ethnic minorities.

<sup>6</sup> <https://www.ons.gov.uk/>

<sup>7</sup> <https://www.lbbd.gov.uk/deprivation-in-barking-and-dagenham>

<sup>8</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/892376/COVID\\_stakeholder\\_engagement\\_synthesis\\_beyond\\_the\\_data.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf)



This means that ethnic minorities going into the pandemic were going to be worse off as they were employed in industries that were most affected.

Manufacturing and construction on the other hand, with a higher proportion of White residents, was booming in Barking and Dagenham with lots of infrastructure projects that did not shut down during the pandemic.

The key summary of findings from the local analysis is:

- Higher proportion of BAME community that are under 65 years of age
- Lower proportion of current smokers in the BAME community (both men and women)
- Higher proportion of BAME community is obese/overweight (especially black women)
- Higher proportion of Mixed ethnic community with long term conditions
- Lowest age of diagnosis of long-term conditions is in the Black (and Asian) community
- Fewer members of the BAME community experience multimorbidity
- Lowest age of diagnosis of multimorbidity is in the Black community
- Lower proportion of BAME community experiencing multimorbidity are in receipt of Housing or Council Tax benefit or both
- Usage of Homes & Money Hub by BAME community is disproportionately lower.

#### Other key information to note:

**Health** – The life expectancy of women in Barking and Dagenham is 82.3 years. This is 4.2 years more than local men (78.1). Women also have a longer healthy life expectancy at 59.2 years, compared to men at 58.4 years.

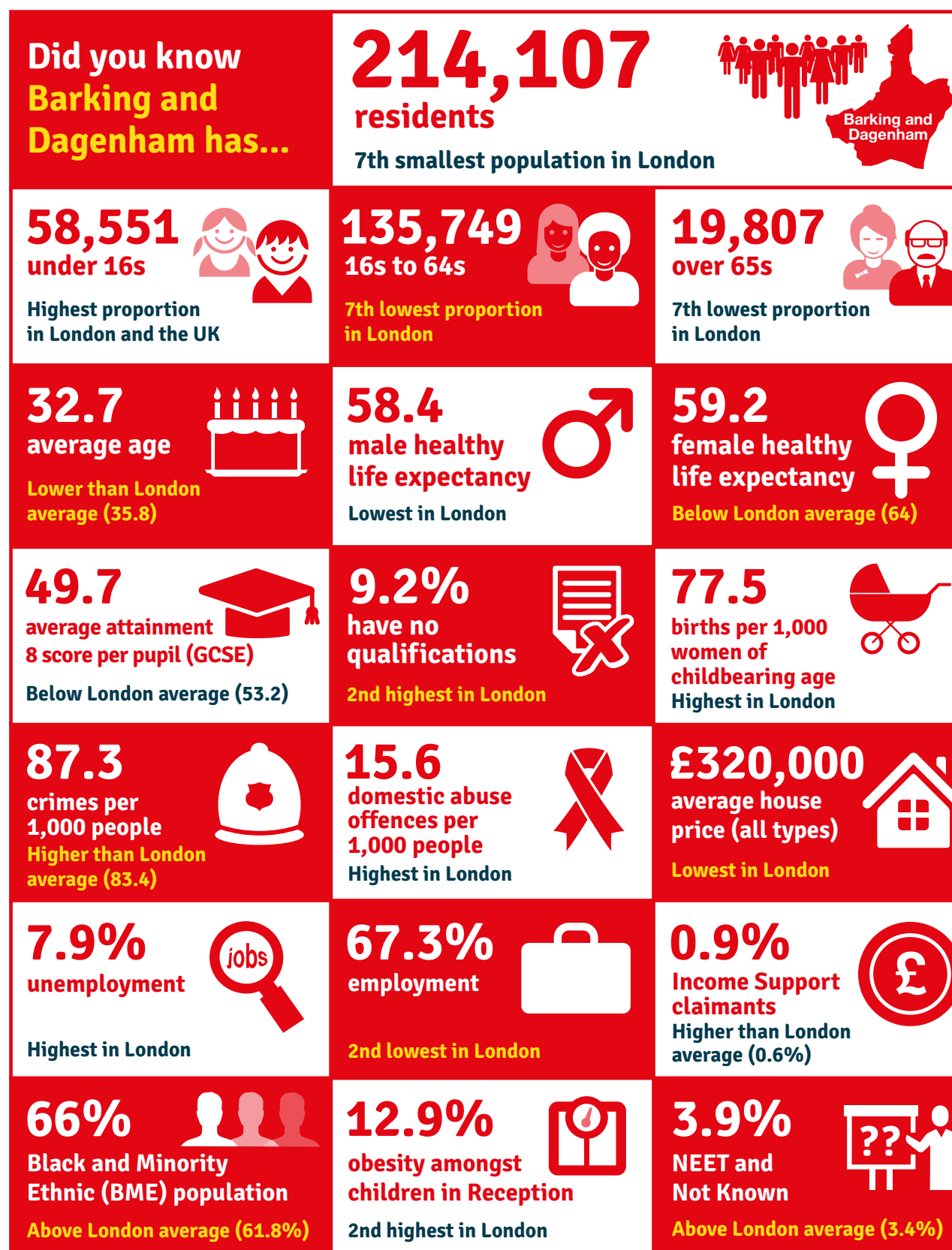
**Economy** – In 2020, 62.5% Women were in employment vs 72.4% Men. This has increased slightly from 2018 where women were at 59%. However there has been a big decrease in employment for Men from 80.7% in 2018 to 72.4% in 2020.

In 2020, the average full time weekly pay is £670.80 in London. In Barking and Dagenham, Women earn £562.90 weekly vs Men who earn £653.30 weekly. In comparison to 2018, Women earned £534.70 vs £585.40 for Men. Meaning since 2018, women have only had a £28.20 increase but Men have had £67.90.

**Caring** – In January 2021, around six in ten (58 per cent) female Londoners aged 16+ living with a partner with children in the household reported that they always or usually are responsible for looking after the children these days (not their partner). This compares with 2 per cent of male Londoners living with a partner with children in the household.

- There is a disparity in perceptions of equality, with around half (49 per cent) of these male Londoners claiming that the responsibilities are equally shared. This compares with around a third (33 per cent) of these female Londoners citing equal responsibilities. (Socio-economic impact of Covid-19 City Intelligence Unit, GLA)

**Safety** - Barking and Dagenham has had the highest Police reported rates of domestic abuse for the last 10 years. The Mayor's Office for Policing and Crime (MOPAC) data highlights that in 2018/2019, 78% of victims were female and 22% were male, while 93% of perpetrators are male and 7% are female.



Correct details at time of publication - full sources available at [www.lbbd.gov.uk/about-the-borough](http://www.lbbd.gov.uk/about-the-borough)

**Barking & Dagenham**



