

**Redbridge Council**  
**Draft Equality and Diversity Strategy**  
**2023 - 2027**

## **Introduction**

Our Equality, Diversity and Inclusion (EDI) Strategy outlines what we plan to do over the next four years, in line with our Equality Objectives and Corporate Plan. We seek to embed the principle of equality, diversity and inclusion in all that we do to work more closely in delivering better outcomes for those living and working in Redbridge.

As a Public Sector authority, under the Equality Act 2010, we have a legal duty to:

- a) Advance equality of opportunity
- b) Eliminate discrimination, harassment and victimisation
- c) Foster good relations between different groups of people

The Equality Act 2010 supports decision making by ensuring we consider how different people will be affected by our activities, helping us to deliver policies and services that are efficient and effective; accessible to all and meet people's different needs.

The Council is required to comply with the Public Sector Equality Duty (PSED) which covers the following Protected Characteristics:

1. Age
2. Sex
3. Disability
4. Ethnicity
5. Gender Reassignment
6. Religion/Belief
7. Sexual Orientation
8. Marriage/Civil Partnership
9. Pregnancy/Maternity

We also take socio-economic status into account, in addition to the protected characteristics. People who may be experiencing socio-economic deprivation include, care leavers, low earners, those eligible for free school meals or at a risk of high exclusion. Our work focuses on addressing inequalities, particularly to alleviate the circumstances of those who fall into these categories.

Our drive and commitment to Equality, Diversity and Inclusion is not solely confined to legislation. As an influential leader of civic cohesion and communities, we recognise that there is continuing and persistent inequality in society. We put the best interests of our communities to challenge these inequalities, by addressing the issues that people who visit, work and live in the borough are facing.

We strive to do what is best for our diverse communities by:

- Delivering fair and equal access to our provision of facilities and services
- Providing a high level of responsive and efficient customer care
- Ensuring our services are meeting the needs of our communities
- Ensuring our services hold good value for money, with improved and targeted objectives

The purpose of our strategy is to tackle inequalities across the diverse communities of Redbridge. The impact of COVID-19 has increased our attention to address Equality, Diversity, and Inclusion, this is further exacerbated by the cost-of-living crisis which has deepened existing inequalities. We are committed to making Redbridge a better borough for everyone and a great place to start well, live well and age well.

This strategy will support our mission to close the gap across the diverse communities of Redbridge. The Redbridge plan, which was set out following the local elections in May 2022, emphasises our ambition to tackling poverty and building a cleaner, greener, and healthier borough. Ultimately ensuring Redbridge becomes more equal, diverse and inclusive through our four priorities:

1. Safe and Healthy
2. Clean and Green
3. Jobs and Skills
4. Homes and Neighbourhoods.

## **Equality Themes**

Our four key themes align with Local Government Association (LGA) Framework for equalities and have been the focus of our engagement with colleagues and partners, this underpins our strategy and is at the forefront of the Council's vision for EDI. Further engagement in these areas will be carried out, subject to review following feedback and analysis.

The four key themes we will focus on and further develop over the next four years are summarised below.

### **1. Knowing our Communities:**

Community relationships will be strengthened, to make them partnerships based on trust and respect – where all parties are equal. We will regularly engage with our communities to understand their needs. This responsibility will be led by elected members and senior members of staff.

We will ensure to support a fairer Redbridge by making equality and diversity issues a key priority at all levels of the Council as a key part of all decision-making processes. The Council will explore place-based working. The Anti-Poverty Team and the Housing Team have already started the process in doing this.

Our role is to promote a strong sense of community pride by encouraging and empowering people from all backgrounds to work together for the benefit each other and the borough.

### **2. Leadership, Partnership and Organisational Commitment:**

Redbridge's diversity will be celebrated and championed by marking cultural and religious celebrations and we will build collaborative and equal relationships with partners based on trust and respect. We expect all partners to adopt the Redbridge Equality Pledge (see below) to ensure that EDI is not only the council's business, but everyone in Redbridge – including those that engage and work with the council, fulfilling our role as leader of place.

Equality, diversity, and inclusion will be built into everyday culture and practice, where the council will develop strategies and policies that reflect the shape of the borough in terms of equalities. Eradicating Poverty is a central focus for the Council and we will emphasise that all service areas have a provision for anti-poverty and financial inclusion in everything they do, whilst providing due consideration under the Public Sector Equality duty.

Redbridge staff and Councillors will undertake training and development so that they will be confident and knowledgeable to act as EDI champions and to embed it into our everyday

practice. The council will be at the forefront of discussing equality issues internally as well as externally with our residents and partners.

Elected members will be equipped to act on behalf of the residents that they serve to be effective advocates and bring the voice of residents into the Council.

### **3. Responsive services and customer care:**

Redbridge Council provides over 600 different services and our ambition is to ensure that these services meet the needs of all our residents. We will deliver services equitably and ensure that our diverse population has equitable outcomes and residents with protected characteristics can also flourish to achieve their full potential.

The council will have strong governance and ensure that EDI is at the forefront of all decision-making processes, this includes having a robust Equality Impact Assessment form (EQIA) for all services and within Cabinet and Scrutiny reports. The council will continue its role of unity and progress by sharing good stories, achievements and uniting our borough.

We will also act on residents' views and analysis to influence how our partners, such as the NHS and the Police, deliver services to meet the needs of our residents.

### **4. Diverse and engaged workforce:**

We will reflect the communities that we serve and the services we deliver and provide community leadership whilst improving accessibility.

The council celebrates the benefits that a diverse workforce brings and actively works to be as diverse as can be by creating a workplace with an inclusive culture where staff feel well supported. We will support our Councillors and staff to know more about equality matters.

The council will celebrate diversity and support colleagues to feel confident about being themselves at work.

All staff in the Council will be trained and developed to have knowledge and skill required to understand and meet the needs of our diverse residents

## **Equality Pledge**

The Redbridge Equality Pledge is as follows:

*I/We pledge to work to make Redbridge an inclusive and welcoming borough in London, where communities value each other and embrace their collective contribution to a fairer society.*

*I will do this by:*

- *Modelling inclusive behaviour*
- *Engage with and deliberately include voices from different backgrounds and perspectives.*
- *Call out discriminatory behaviour.*
- *Recognise and acknowledge my/our own biases.*
- *Embrace and celebrate the diversity of our staff and the communities we serve*
- *Knowing our diverse community and understanding its changing needs*

*I/We pledge to providing visible leadership on equality, diversity and inclusion with respect to the nine protected characteristics of:*

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership](#)
- [pregnancy and maternity](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)

*I/We agree that there is no hierarchy within or amongst the protected characteristics.*

*Signatories to the pledge are asked to commit to at least one action that contributes to providing visible leadership on equality, diversity and inclusion and celebrate our diversity.*

*All partners working with Redbridge Council must comply with the Equalities Act 2010 and ensure there is no discrimination on the basis of the 9 protected characteristics\*. Redbridge Council reserves the right to cease partnership, funding and working with any organisation that is discovered to be in breach of the Equality Act 2010.*

*(\*Exceptions may apply in the event said partners aims and/or objective are to work and support underrepresented group(s).)*

***What will you pledge to do?***

### **3. Our Corporate Plan**

The Redbridge plan sets out what our key ambitions are, how we want to work and the priorities we need to deliver. The external EDI strategy will link to the Redbridge plan in the following ways:

<b>Priorities</b>	<b>How will the External EDI strategy contribute?</b>
Safe and Healthy	We will ensure services are accessible to all, the needs of more vulnerable groups are taken into account, and we will eliminate discrimination and promote positive relations. This will ensure that people can live independently and safely, where we create the best possible environment for our residents to live in.
Clean and Green	We will do more to address the wider implications on our environment over the next decade. We will work with our communities for a carbon neutral Redbridge, where everyone can start well, live well and age well.
Jobs and Skills	We will promote equality of opportunity, close the gap between diverse communities across Redbridge and celebrate a diverse workforce.
Homes and Neighbourhoods	We will work towards giving every individual and family in Redbridge, the best quality environment to thrive. Furthermore, creating opportunities to celebrate common values and contribute to rich cultural life.

### **Our vision for EDI**

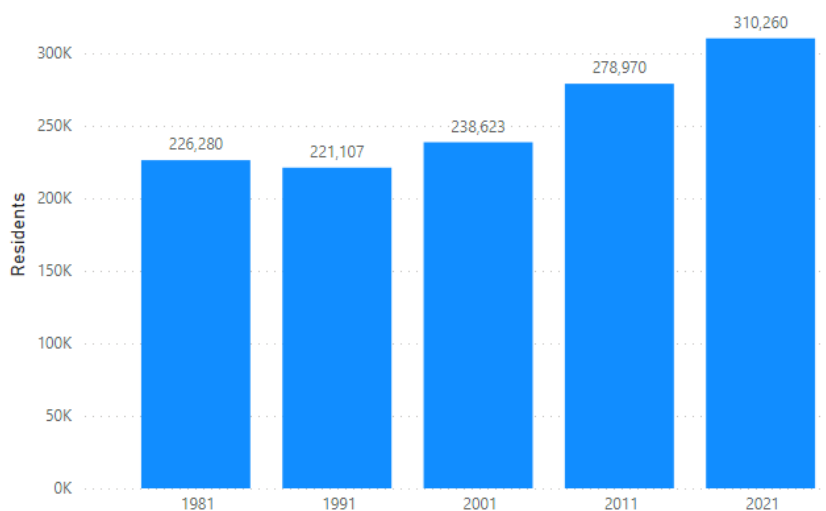
Our vision for Redbridge is to be a great place to live for everyone, as the most inclusive and welcoming borough in London, where communities value each other, celebrate diversity and embrace their collective contribution to a fairer society.

Redbridge has more than 350 local voluntary and community organisations and thousands of businesses. It is a vibrant borough and with the new Elizabeth line, it has the potential to grow and to thrive further. To do this, we will work more closely with our communities, to address disparities and support them to live independent and successful lives.

We want to create a modern, financially sustainable, effective and efficient organisation that works collaboratively, using data to deliver, in partnership, the right services for our communities, building the resilience of our residents to live better lives in a vibrant borough.

## 4. Our Redbridge

### Population (Census 2021)



On Census Day 21st March 2021 there were 310,260 residents in Redbridge. This was an 11% increase on 2011 with 31,290 additional residents. Redbridge remains the 11th Largest borough in London with the 8th largest increase across all boroughs.

In 2021, Redbridge was home to around 39.3 people per football pitch-sized piece of land, compared with 35.3 in 2011. This area was among the top 10% most densely populated English local authority areas at the last census.

- 11% increase in population
- 2011 to 2021
- Total population rose from 278,970 to 310,260
- 31,290 more residents living in Redbridge 2011 to 2021
- 11th largest borough and 8th largest increase in London
- London average increase 7.7% and England 6.6%

### Ward Population (Census 2021)

Redbridge has seen an increase in population within all wards, although the increase has varied dramatically. The largest increase has been in Ilford Town with a 37% increase on 2011. This compares with just 2% in Wanstead Park.

The largest ward in Redbridge remains Chadwell with 16,600 residents.

Mayfield has moved from the 10th to the 2nd largest ward at nearly 16,000 residents.

Hainault has also seen significant growth going from the 13th largest ward in 2011 to the 4th an increase of 2,745 residents.

Wanstead Park has remained the smallest ward at 8,145 residents.

There has also been significant growth in Fairlop (16%) and Aldborough (15%).

### **Age (Census 2021)**

Redbridge has a median age of 36 which is slightly older than the median for London at 35 years.

The largest growth in age bands since 2011 has been seen within those aged 35 to 74. The highest being in those aged 35-39 and 40-44 with an increase of 27% and 26% on 2011.

There has also been a 23% and 26% increase in those aged 65-69 and 70-74.

Now 4,587 more people aged over 65 than in 2011.

In younger ages we can see there has been more limited growth with those aged 5-9 and 10-14 at around a 15% increase.

Most significantly there has been an 8% decline and almost no growth in the 20-24 and 25-29 age groups. This may reflect the timing of the Census during lockdown which would mean many in this age category returned to homes outside London.

In Redbridge, the largest increases are in age groups;

- 35 – 39 yrs +27%
- 40 – 44 yrs +26%
- 65- 69 yrs +23%
- 70-74 yrs +26%

Median age in Redbridge increased from 34 to 36 years. This is higher than London average at 35 years but lower than England at 40 years.

The males: female ratio in Redbridge is 98:100. Our neighbouring boroughs of Barking Dagenham and Havering have the following ratio respectively 95:100 and 93:100

### **Ethnicity (Census 2021)**

- Redbridge white population has declined from 42.53% to 34.8%
- White British is now 23.16% and reduced from 34.5%
- The % of our South Asian population as at 2021:
  - Indian 16.5%
  - Pakistani 14.17%
  - Bangladeshi 10.28%
- Other white sub groups have increased by 73% reflecting an Eastern European population
- Black, Black British, Black Welsh, Caribbean or African group have also seen some growths with a 5.26% increase from 2011 – this growth mainly due to the increase on the African subgroup values with a increase from 2011 of 18.23%



- The white ethnicity going from being largest ethnic group in 2011 to ranking the second highest in Redbridge with an 8.96% reduction from 2011.
- The Asian, Asian British or Asian Welsh had an increase 26.04% from 2011 now ranked number 1
- The Bangladeshi population has almost doubled from 2011 with an increase of 99.20%. Bangladeshis have increase from 16,011 people recorded in 2011 and 31,894 in 2021.
- The Pakistani ethnic group have increased 41.67% and one of the largest increases amongst all ethnicity subgroups.
- The other white subgroups have seen an overall increase from 2011 73% which is one of the largest increases of the ethnic subgroups and due to migration from Eastern Europe.
- When looking at the subgroups the only subgroup ethnicities that have fallen are the Chinese with a decrease of 2.53% from 2011 and Other Asian with a larger drop of 18.99%.

### **Languages (Census 2021)**

Redbridge has seen an increase in the number of people with the main language not being English, with an increase of 20.41% from the 65,371 in 2011 to 78,711 Non-English Main speakers.

In 2011 Urdu used to be the most spoken main language where now it has fallen to rank 3 within the South Asian Group, with a drop of 17.62% from 2011 to 2021. Now Bengali is the most spoken main language within the south Asian Group with a total increase of 47.78% from 2011 to 2021.

The Other European Language (EU) group saw one of the highest increases from 2011 to 2021 with 135% jump.

The Romanian main language has seen the most substantial increase from 1783 as third most spoken language within the Other European group to 12828 which is an increase of 619% making it most increased spoken language in the main language groups.

### **Religion (Census 2021)**

Islam is now the most common religion in Redbridge from 64,999 to 97,058 which is an increase of 49.32% since 2011.

Christianity is the second most common religion with a reduction of 8.06% from 2011 from 102,755 ranking number 1 and now 94,468 in 2021 now ranking 2nd.

One of the largest drops comes from the Jewish community in Redbridge with a reduction of people classifying themselves as Jewish from 10,213 people in 2011 to 6431 which is a 37% decrease from the last census. This is the largest decrease reported for Redbridge.

The Buddhist records have also seen a slightly lower decrease from the 2011 of 13.26% from 1840 in 2011 to 1596 in 2021. The Sikh records have shown an 1.37% increase and there has been increase 8.7% of our Hindu population.

The Other Religion category has also seen a large increase from 2011 to 2021 of 49.78% but this comes with small populations, relative to larger populations - small increases/decreases can show as large percentage growth or reduction.

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# Tackling Inequalities

## 5.1 Discrimination

### 5.1.1 Tackling racism and hate crime

The [Redbridge Hate Crime Pledge](#) has been created to allow individuals and organisations in the borough to support and participate in ongoing efforts to reduce hate crime in the area. We invite everyone to read and sign the pledge:

*We regard any hate incident to be unacceptable and are committed to working in partnership to eradicate hate crimes across Redbridge. By signing this pledge, we commit ourselves to a Redbridge where people are free to live, work and play without fear of hostility toward their race, religion, sexual orientation, disability or transgender identity.*

*"...behind every hate crime is a message: You are not welcome here. Behind every strong community is another: Yes, you are."*

*Let's be a strong inclusive community - sign the pledge to send a clear message "Redbridge does not tolerate hate".<sup>1</sup>*

Our goals, which align with the Mayor's Office for Policing and Crime (MOPAC) Crime and Police Plan 2022–2025, are designed to reduce violent crime in our borough, to protect against hate crimes and keep our residents safe from radicalisation. And while we will focus our efforts on these areas, we know that tackling the causes of crime means that we must do more to support young people before they become involved in criminality. We must support the victims of crime, ensure offenders face justice and empower our communities to play their part in improving our borough.<sup>2</sup>

### 5.1.2 Valuing our LGBT+ community

The 2021 Census data shows that in Redbridge, approximately 2.5% of residents ages 16 and over identify as part of the LGBT+ community.

Redbridge Council is committed to championing diversity in our borough. We will do this through holding events to mark LGBT+ History Month and Pride. We will continue to broaden our relationship with LGBT+ organisations across the borough and use their knowledge and experience to shape our work.

We will support our schools to uphold their statutory responsibility to deliver relationship and sex education, whilst considering the needs of our communities. This includes, carrying out our necessary consultations with parents and students.

Research is limited in relation to domestic abuse in LGBT+ relationships however it can be estimated that there are 700 LGBT+ victims of domestic abuse each year in Redbridge.

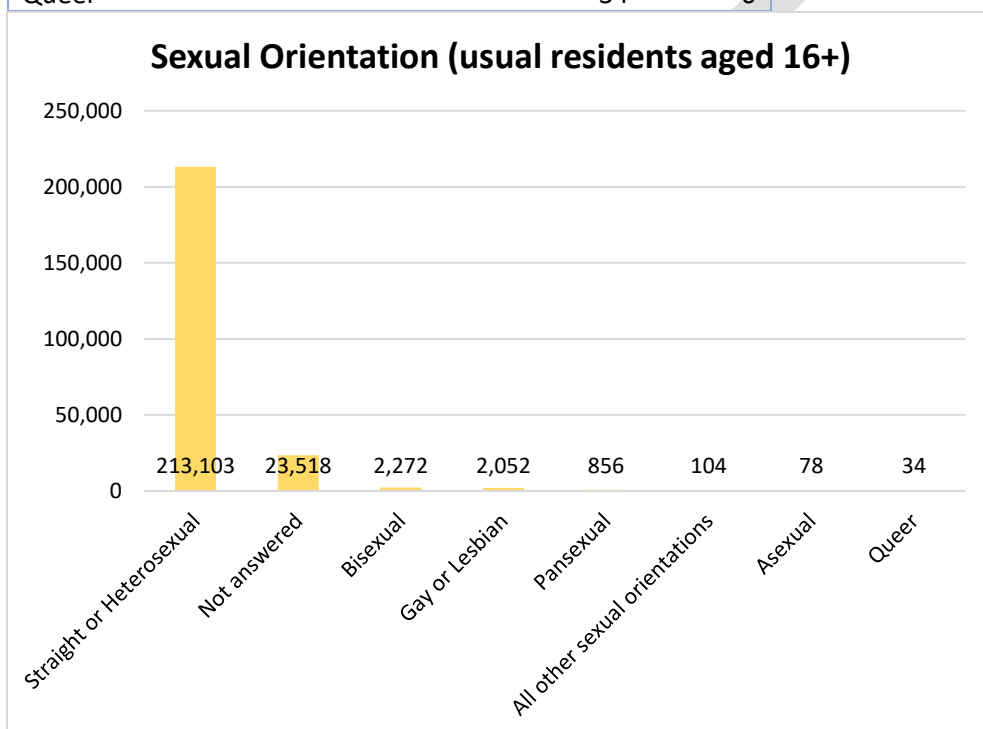
Although LGBT+ victims are less visible to services; evidence suggests that the abuse they are experiencing is often particularly severe. The prevalence rates for all types of abuse were higher for those who identified as LGBT+, particularly sexual abuse. Approximately 28% of LGBT+ victims had experienced sexual abuse at the time of accessing support, compared to 21% of those who did not

<sup>1</sup> <https://www.redbridge.gov.uk/about-the-council/redbridge-hate-crime-pledge/>

<sup>2</sup> <https://www.redbridge.gov.uk/media/11210/making-redbridge-safe-csp-strategy-oct-22-712mb.pdf> - Page 11

identify as LGBT+. Additionally, these victim-survivors reported much higher rates of complex needs. LGBT+ victims and survivors are almost twice as likely to have attempted suicide (28% vs 15%) and more than twice as likely to have self-harmed (32% vs 14%)

All usual residents aged 16 and over	count	%
Straight or Heterosexual	213,103	88.1
Not answered	23,518	9.7
Bisexual	2,272	0.9
Gay or Lesbian	2,052	0.8
Pansexual	856	0.4
All other sexual orientations	104	0
Asexual	78	0
Queer	34	0



### 5.1.3 Disability

The [Redbridge Disability Charter](#) is a set of principles that inform commissioning processes across the Council and CCG to improve the quality of life for residents with a disability or mental ill-health. The Charter will ensure that our services are person centred, designed with people who use them and promote independence, choice and control.

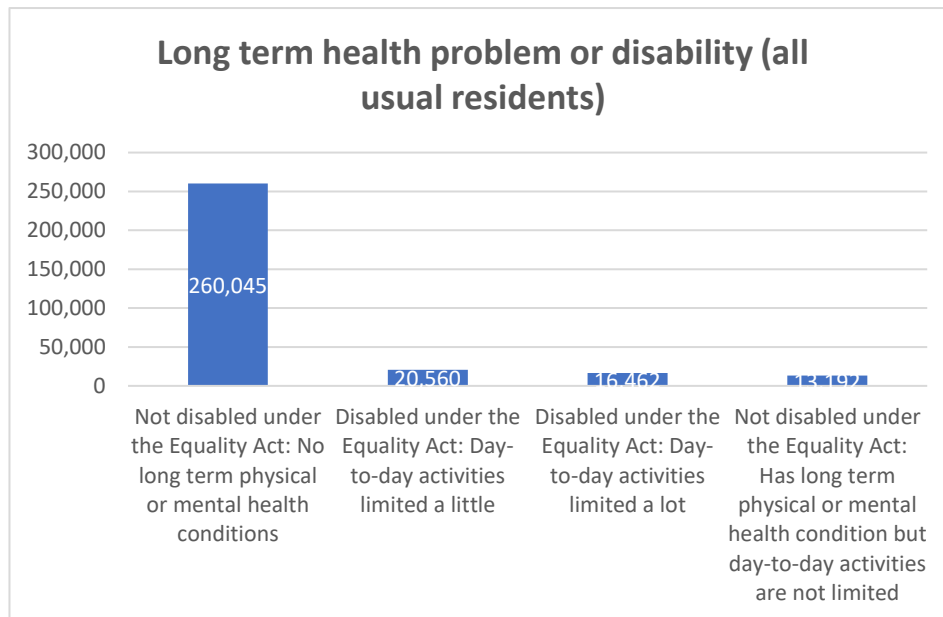
The Charter sets out the key principles including working in partnership, understanding disability, Improving outcomes and the monitoring impact.

Redbridge saw London's third-largest percentage-point fall in the proportion of residents who were identified as disabled and limited a little (from 10.1% in 2011 to 7.9% in 2021). These are age-standardised proportions.

The Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond.

We also know that disabled victim-survivors face additional barriers. Our national datasets indicate that disabled victim-survivors typically experience domestic abuse for 3.3 years before receiving support. Often, perpetrators of abuse will use forms of abuse which exploit a victim’s impairment or condition which compounds their experience.

Low referral rates into services for people with a disability are common across England and Wales, despite the fact that studies have shown that disabled women are twice as likely to experience domestic abuse and are also twice as likely to suffer assault and rape. It is estimated that there are 5,630 disabled victims of domestic abuse in Redbridge each year.



## 5.2 Domestic Abuse

### 5.2.1 Violence against Women and Girls (VAWG)

The Council is prioritising two common forms of violence against women and girls (VAWG), domestic abuse and women’s safety in public spaces. At the core, these issues are caused by the gender inequality that exists in our society, we also aware that certain protected groups are disproportionately impacted by these issues which we considering throughout our work.

### 5.2.2 Domestic Abuse

In 2021, an independent review was completed by SafeLives, a leading UK Domestic Abuse Charity. They conducted a demographic needs assessment on Redbridge, below is a summary of their findings and recommendations. The recommendations are being taken forward by the multi-agency Redbridge VAWG Strategic Group.

#### Global Majority communities

Domestic abuse affects women from all ethnic groups, but we know from our research that women from Global Majority communities often face additional risks as part of their experience of abuse and are almost a third less likely to report abuse to the police. For example, we found domestic abuse experiences of Global Majority victims and survivors are more likely (for 25% of victim-

survivors) to involve multiple perpetrators of abuse, such as perpetrated by extended family members such as parents or parents-in-law, as well as an intimate partner.

Additionally, victim-survivors from Global Majority communities may be more isolated, have financial difficulties, have language barriers and fear repercussions from their wider community if they disclose abuse. Immigration status can also be a significant issue. It is estimated that 6000 Global Majority residents will have experienced domestic abuse in the past year in Redbridge.

Data also finds that 23% of 'honour'-based violence victim-survivors accessing services had no recourse to public funds (NRPF). While legal exemptions for this do exist in the case of domestic abuse, victim-survivors of domestic abuse, particularly those who do not speak English, could be unaware or misinformed of their legal rights. Many women are too scared to report their experiences to statutory agencies because they are wholly financially and otherwise dependent on their abusive spouses or partners, many of whom use women's immigration status as a weapon of control and coercion.

#### Area Deprivation

Research illustrates that areas with higher levels of deprivation experience higher levels of domestic abuse. This has translated to the South of the borough having significantly higher numbers of cases

### **5.2.3 Women's safety**

Although male violence towards women and girls is a widespread issue that has long existed in the UK and globally, the multiple shocking and tragic murders of women in our public spaces both locally and nationally have pushed the need to prioritise and improve women's safety.

In addition to murder, male violence in public spaces also includes harassment, assault, serious violence and comes under the term 'violence against women and girls or VAWG' which refers to acts of violence or abuse that disproportionately affect women and girls. Public spaces are areas open to members of the public and include streets, parks and public transport.

Improving women's safety involves plans and practices which aim to reduce violence against women and women's fear of crime. If our public spaces create fear for our communities, it can limit movement and comfort which is a form of social exclusion. In the same way, public spaces have the power to create a feeling of safety and comfort which helps to discourage violence. It is therefore important that planning and policy around safety should always involve and consider women and girls.

#### Location

In the UK 71% of women of all ages have experienced some form of sexual harassment in public spaces. A resident survey on street harassment in Ilford found that 68% of respondents experience street harassment at least once a month in Ilford with only 3.4% having never experienced street harassment in Ilford.

#### Age

The most common ages that respondents estimated they had first experienced harassment was 13, 14 and 15 years old. National research also shows that women between the ages of 18-24 are more likely to experience sexual harassment.

## 5.3 Children and young people

38% of children in the borough lived in households with an income of less than 60% the UK median after housing costs have been subtracted in 2020/21.

In winter 2020, Redbridge Council was one of the first local authorities in the country to pledge to fund free school meals through the holidays when the Government attempted to end the scheme. Locally over 9,000 local children are eligible for free school meals. Since 2021 the council has funded over 500,000 free school meals through half-term, Easter, Summer and Christmas breaks.

### 5.3.1 Education:

GCSE attainment was better than the average London Borough in Redbridge, with 79.5% of students achieving grades 9-4 (A\*-C under the old grading system) in GCSE English and Maths in 2021.

English for Speakers of Other Languages (ESOL) and English language and literacy needs, IT and internet skills, 'soft' transferable skills, debt and money management support remain skill priorities for the borough. Existing support and provision must be properly co-ordinated and marketed so partners can refer to the most appropriate organisation, ensure support is joined up and identify where further support will be needed. Wherever possible these areas of support should be linked to and form part of progress to employment pathways.

A large proportion of the Redbridge population were born outside the UK and are therefore likely to have a first language other than English. There continues to be a high demand for language and literacy support, in particular ESOL classes. There is a need for greater partnership working to ensure adequate ESOL provision is available and appropriately targeted to address language barriers. Although Work Redbridge run English conversation clubs across Redbridge, the demand is outstripping supply and population growth. Increased diversity and insufficient funding for courses is likely to further exacerbate this issue. It is also of note that many ESOL courses have eligibility restrictions and are fee-paying, which may prevent certain individuals from accessing this support. A poor level of English will prevent residents from undertaking recognised qualifications necessary for gaining employment.<sup>3</sup>

### 5.3.4 SEND, LDD

Redbridge Council aims to increase the number of young adults with Special Educational Needs and Disability (SEND) and Learning Difficulties and Disabilities (LDD) moving into paid employment and pathways into employment. This will include developing a co-production approach with education providers, employers, training providers and people with SEND/LDD.

## 5.4 Literacy and access

In Redbridge, we want to make things easier for users and improve their experiences with us, ensuring our residents who are older, disabled or do not have digital skills are able to access council information and services.

We want everyone to have access to the Internet and technology: keep residents safe from online scams and fraud; ensure our residents have access to technology to support them in their lives.

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<sup>3</sup> <https://www.redbridge.gov.uk/media/8792/employment-skills-and-enterprise-plan-optimised.pdf> - page 9

Our ambition at Redbridge will be to develop digital skills across our community, supporting residents by improving skills and or education opportunities. We will work closely with our partners, ensuring our residents have the chance to learn new skills and understand growing technology, therefore providing them with better advantages in the job market. Most of all, we want a borough where digital inclusion is no longer a social issue

## 5.5 Homes and Neighbourhoods

### 5.5.1 Suitable housing

Resident satisfaction and accessibility for disabled and old people.

There were 24.4 households per 1,000 in temporary accommodation in 2022 Q1, worse than the average London Borough.

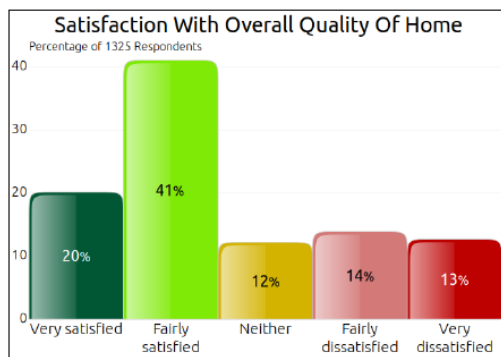


FIGURE 5.1

64% of residents express satisfaction that Redbridge provides a home that is safe and secure.

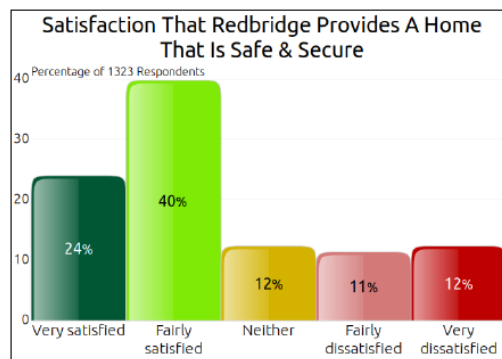


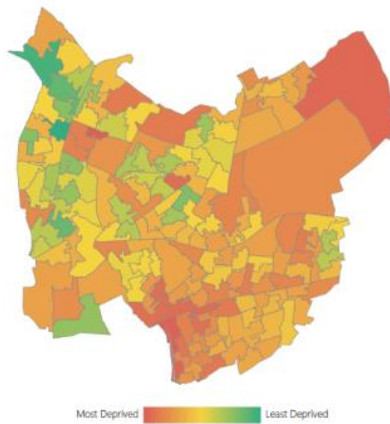
FIGURE 6.1

### Barriers to Housing and Services:



This domain measures the financial and physical accessibility of housing and local services including the physical proximity of local services and issues relating to access to housing such as affordability.

2019 Rank



Amongst the most deprived wards for barriers to Housing and services are Hainault, Aldborough, Seven Kings, Loxford, Ilford Town and Newbury.

### 5.5.2 Affordable homes

The new Corporate Plan states we will “Build 500 council homes and deliver 1,000 affordable homes” although this is subject to available resources and the ability of our partners to deliver new homes and the different Government schemes.

We have stepped up our programme of council building over the past few years, delivering over 200 new council homes and over 600 new homes built by housing associations including 400 shared ownerships homes delivered since 2017-18. Our current Housing Strategy consultation has a key objective to increase the supply of housing, in particular affordable housing. There are several schemes in the pipeline that we anticipate will deliver significant numbers of housing including the Western Gateway in Ilford.

We meet with our larger Registered Providers to foster good working relationships and encourage new affordable homes to be built to meet the level of demand we have in the Borough. We know through our data, more than two thirds of households on the housing register are from ethnic minority background, reflecting the demographic changes in the Borough.

## 5.6 Clean and Green

Our award-winning parks and open spaces are an important part of Redbridge and places like Fairlop Waters, Hainault Forest and Valentines Park attract residents and visitors alike. Details on the pragmatic approach the Council is taking on adapting to changes we will have to face in the future can be found in the [Redbridge Bio-Diversity Plan](#).

We will expand Fairlop Waters, have improved facilities in Hainault Forest and create more parks and open spaces.

The Redbridge [Air Quality Action Plan](#) (AQAP) has been produced as part of our duty to London Local Air Quality Management. It outlines the action we will take to improve air quality in the London Borough of Redbridge from 2020-2025.

Our [Climate Change Action Plan](#) focuses on the organisation’s ability to reduce its carbon footprint and we will do more to address the wider implications on our environment over the next decade. We have plans to improve flood prevention, to develop cleaner air around our schools, and invest in more electric car charging points. We will plant thousands of trees and commit to a biodiversity plan and a sustainable transport strategy.

Residents tell us that tackling waste and litter is a major issue. We will increase our recycling and do more to tackle fly-tipping. This is where a partnership with residents will be essential for us to make Redbridge a cleaner and greener borough. East London Waste Authority (ELWA) will be carrying out a major procurement exercise for waste and recycling facilities for the next 25 years and we will play a key role in ensuring this will help us to deliver better recycling and waste disposal<sup>4</sup>

## 5.7 Jobs and Skills

Work Redbridge is an important initiative which helps people into work, find advice, or increase apprenticeships. Along with other regional employment schemes led by the Local London regional partnership, we can support people into work, and with Redbridge Institute, we can help adults find the right pathways to employment. Our partnership with New City College and our commitment to a university campus means Redbridge will be an amazing place to learn. Our schools are excellent and the way they led during the pandemic has ensured communities across Redbridge have coped and grown.

Our business sector is made up of many small businesses with more than 90 per cent classified as micro businesses employing less than 10 people. This makes our economy vibrant, but also in need of support. As many as six out of 10 businesses close within 18 months of start-up so we are committed to creating sustainable businesses, building up skills and giving them the tools to thrive in a digital age. We also want a thriving voluntary sector and with a longer-term Voluntary and Community Sector strategy we can collaborate to achieve more for Redbridge.

Objective 2e: To increase access to employment-related ESOL provision					
Reduce the number of residents for whom English language skills acts as a barrier to employment	Continue to promote ESOL courses and conversation clubs concentrating on ESOL for employment	Redbridge Institute	Conduct mapping exercise of providers offering ESOL for employment		2019/20
		New City College			
		Work Redbridge	Co-ordination of ESOL provision		2019/20
		Redbridge Council			On-going
					Promote opportunities to volunteer at conversation clubs
	Support ESOL provision as a pathway into employment	2019/20			
	Support partners to take advantage of ESOL related support	2019/20			

<sup>4</sup> <https://www.redbridge.gov.uk/media/11263/the-redbridge-plan-2022-26.pdf> - page 16

Median gross weekly pay of people living in Redbridge (£732pw) is slightly above the London average (£728pw) but significantly higher than the England average (£613 pw). However, earnings of people who work in Redbridge (£588) are very similar to the England average (£613) suggesting that residents who work outside the borough e.g. commute into central London, attract a higher rate of pay than peers who work locally.

Although average pay may be modest by London standards, the proportion of adults in Redbridge that are income deprived (12%) is below the national average (12.9%) and is the 14th lowest of the 32 London boroughs.

ONS has grouped local authorities into four distinct income deprivation profiles according to the distribution of deprivation within them (see Table 1 below). Redbridge has an 'n' shaped profile with more neighbourhoods with close to average levels of income deprivation.

According to [ONS data](#), there is a gender disparity between men and women in employment. 73.3% of men are in employment whilst 63.5% of women are in employment. This is also below the London average of 80.4% for men and 71.1% for women.

## 5.8 Safe and Healthy

Our residents want to see more visible policing. As part of our Crime Commission, we have a comprehensive plan, including the roll out of enforcement hubs and a police hub on the Orchard Estate in Woodford. We now have a larger police team for Ilford town centre. We will also commit to more CCTV, noise control and teams to keep our parks safe.

The impact of Covid continues and we are looking to address major health inequalities with wide variances in life expectancy and above average levels for a range of health issues. To ensure people can live independently and safely we need to create the best possible environment for people to live in. This will be about creating integrated systems with health services and supporting our excellent Adults and Children's services to deliver services to the most vulnerable, and provide clear pathways for communities, care leavers and young people. Our commitment to becoming a UNICEF Child Friendly Borough will be a major priority to achieve by 2026 as we want to be a truly inclusive borough for all young people. Our primary care is underfunded compared to other parts of London and means the ratio of doctors to patients is high. Our voluntary sector is also underfunded, and we must address this lack of investment.<sup>5</sup>

In 2021, 46.4% of Redbridge residents described their health as "very good", increasing from 42.3% in 2011. Those describing their health as "good" fell from 36.1% to 35.4%. These are age-standardised proportions.

The proportion of Redbridge residents describing their health as "very bad" was 1.3% (similar to 2011), while those describing their health as "bad" fell from 4.9% to 3.9%. Census 2021 was conducted during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived and rated their health, and therefore may have affected how people chose to respond.

## 5.9 Health Inequality

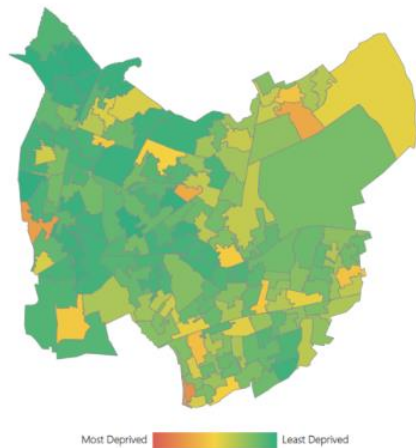
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<sup>5</sup> <https://www.redbridge.gov.uk/media/11263/the-redbridge-plan-2022-26.pdf> - page 12

The 2020/21 Public Health Annual report is about Covid-19 and inequality in Redbridge. The report addresses the inequalities that have been exposed and exacerbated by Covid-19 and mitigating their short and long-term impacts.

This domain measures the risk of premature death and the impairment of quality to life through poor physical or mental health.

2019 Rank



Amongst the most deprived wards for health are Fullwell, Hainault and Loxford.

Life expectancy at birth in Redbridge has increased steadily over recent decades but the rate of improvement has slowed markedly since 2000.

The most recent data available at borough level, for the period 2018-2020, shows that life expectancy in Redbridge reduced for men (by 1 yr to 80.5yrs) and women (by 0.6yrs to 84.6 yrs) but remains similar to national averages, which also experienced a downturn.

The impact of the pandemic is only partially captured in this period and a further reduction in life expectancy is likely when data for 2021 are included in borough level estimates.

The additional burden of ill-health will further emphasise the trend established before the pandemic whereby a significant proportion of life expectancy (19 years for men and 23 years for women) is impaired by ill health and disability resulting in poor quality of life and significant need for health and social care services.

Residents living in the most disadvantaged decile of the borough have a significantly lower life expectancy (a difference of 6.3 years for males and 5 years for females) than peers in the least deprived decile (Figures 10 & 11). As well as lower life expectancy, national evidence shows people living in disadvantage have proportionally less healthy life expectancy than less disadvantaged peers.

## 5.10 Joint Strategic Needs Assessment (JSNA)

The BHR JSNA 2022 provides a single view of the challenges facing the partners represented at the Barking, Havering and Redbridge Integrated Care Partnership if they are to improve the health and wellbeing of people resident in the three boroughs and their experience of the health and social care system post pandemic. The differences between the three boroughs e.g., in terms of population structure, diversity, levels of disadvantage etc. are marked. These differences are explored in the detail of the JSNA.

The BHR JSNA is consistent with Population Health Management (PHM), describing the factors shaping health outcomes for the population in terms of the ‘four pillars of population health, shown in the chart below with an estimate of their relative impact on health outcomes (%).<sup>6</sup>

Population Health Outcomes			
The wider determinants of health (40%)	The places and communities we live in (10%)	Our health behaviours and lifestyles (30%)	Integrated health and care services (20%)

## Measuring Success

Our Equality, Diversity and Inclusion Strategy accompanies our action plan, which sets out the actions we will take to meet our equality objectives. The success of our strategy will be measured by the effectiveness of the actions in the plan.

Annual reviews of our strategy will take place, leading to a more extensive full revision after four years.

### Leadership

There are leadership roles across the Council, ranging from employees, elected members to directors and our Chief Executive. Together, there is a collective role to understand and act upon this Equality and Diversity Strategy.

Our Management Board is the Council’s most senior office management group which provides leadership and direction. The Chief Executive and Directors who sit on the Management Board have responsibilities to:

- Demonstrate the Council’s commitment to Equality and Diversity.
- Pay due regard to Equality and Diversity considerations in all their decision making.
- Set a good example for all members of the Council.

Managers and Employees also have responsibilities, which are reflected in internal guidance and protocol.

Our Elected Members have a community leadership role which entails having a responsibility for learning, understanding, and acting in the spirit of this strategy, and setting a good standard for others to follow.

Elected Members will work towards:

- Ensuring the Council pays due regard to the Public Sector Equality Duty.
- Engaging with the local community and promoting equality and diversity principles to enable Redbridge to be a cohesive borough.
- Considering the outcome of an Equality Impact Assessment (EqIA) screening before making any decisions on new or changed policies, procedures, strategies, or working practices.

<sup>6</sup> <https://www.redbridge.gov.uk/media/11095/lbr-jsna-2022-hwbb-submission.pdf>

## **Monitoring**

Our performance as a public authority is very important to us, as we want to see our communities thrive. We monitor equality-related information about our residents and service users, as well as other overlapping information from other areas which help to inform our services.

The data we hold is subject to high security; it is held and processed in compliance with the Data Protection Act 2018.

DRAFT

## Glossary

### **Discrimination**

Discrimination is when you are treated differently (for example less favourably) because of your gender, race or disability.

### **Diverse or diversity**

A mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

### **Disability**

A physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

### **Duty**

Things the law says a public body must do.

### **EqIA**

EqIA is a method or tool for assessing the effects or impacts of a council policy or function on removing barriers to equality. Research shows that the way organisations do things can have unintentional negative effects on groups of citizens; this is known as institutional discrimination.

The Equality Act 2010 introduced a new public sector equality duty which requires public authorities to try and eliminate discrimination; promote equality and good relations across a range of protected characteristics.

Equality impact assessment (EqIA) is one way to ensure public policies meet these legal requirements. We have revised our equality impact assessment process to take into account the change in legislation and the addition of protected groups.

### **Equality**

Everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

### **Gender reassignment**

The process of changing or transitioning from one gender to another

### **Global Majority**

Collective term for ethnic groups which constitute approximately 85% of the global population. It has been used as an alternative to terms which are seen as racialized like "ethnic minority" and "person of color" (POC), or more regional terms like "visible minority" in Canada and "Black, Asian and Minority Ethnic" (BAME) in the United Kingdom.

### **Inclusion**

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

## **LGBT**

lesbian, gay, bi, trans

**Lesbian** - Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

**Gay** - Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

**Bi** - an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

**Trans** - An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, a gender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

### **Marriage and civil partnership**

Marriage and Civil Partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between a man and a woman, or of partners of the same sex

### **Pregnancy and maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### **Protected characteristics**

The grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Public bodies**

Public bodies include government departments, schools, hospitals and councils. Staff these are people or companies that pay people to do work.

### **Vulnerability**

A combined range of factors could make people more vulnerable or place them in situations that lead to greater vulnerability. For example some people are vulnerable due to a particular condition such as mental or physical illness as well find themselves placed in vulnerable situations such as living in a poor area with a lack of access to jobs, healthcare or housing. It is a combination of social and economic factors that place them at a disadvantage.