



<b>Contains Confidential or Exempt Information</b>	No
<b>Title</b>	Contributing to Recovery: Equalities Assessment of Covid 19 and the Lockdown on BAME and other Equality groups in Hounslow (CEX 491)
<b>Member Reporting</b>	Cllr Katherine Dunne
<b>Contact Details</b>	0208 583 2530
<b>For Consideration By</b>	CLT
<b>Date to be Considered</b>	8 September 2020
<b>Implementation Date if Not Called In</b>	Not Applicable
<b>Affected Wards</b>	All
<b>Keywords/Index</b>	

**1. Details of Recommendations**

<p>CLT is asked to consider and agree the 12 Strategic Objectives set out in paragraph 3.8. These objectives would facilitate the design of recovery interventions so that they are better able to mitigate disadvantage.</p> <p>CLT is further asked to note the profile of the 12 wards most significantly impacted by cumulative inequalities following the Lockdown set out in Appendix 1</p>	
<p><b>If the recommendations are adopted, how will residents' benefit?</b></p>	
<p>Benefits to residents and reasons why they will benefit, link to Values</p>	<p>Dates by which they can expect to notice a difference</p>
<p>The recommendations would give a much-needed boost to reduce inequalities faced by all groups at ward level and will:</p> <ul style="list-style-type: none"> <li>) offer more intelligent interventions to prepare and support at-risk communities in developing community strength and resilience.</li> <li>) respond to the legal duty to minimise disadvantage for equalities groups.</li> </ul>	<p>After October Cabinet 2020 following agreement of recovery Plan</p>

## **2. Report Summary**

The purpose of this report is to contribute towards Hounslow's Recovery Programme by highlighting the various challenges equalities groups will face as we move towards economic recovery.

The Recovery Board developed a Recovery Programme which also set out three cross-cutting topics: Equalities, Deprivation and Social Capital which informs this equality analysis. This report puts forward strategic objectives which should be considered by each of the Recovery Task Groups enabling them to better design interventions capable of producing better equalities outcomes.

It recommends that Hounslow's Recovery interventions is informed by the detailed data on equalities, deprivation and social capital. It further presents 12 wards most significantly impacted by the Lockdown.

If adopted, the key financial implications for the Council will fall with the Recovery Task Groups.

## **3 Reason for Decision and Options Considered**

### **3.1 Background**

- 3.1.1 In the first months during the Coronavirus outbreak, the UK has witnessed the rapid spread of Covid-19 and thousands of people around the country sadly passed away. As the scale of the pandemic and the daily tally of death across the country was reported, it soon became apparent that there was a disproportionate number of BAME individuals who became ill or died from Covid-19. Many of them were doctors, nurses, bus drivers, mini-cab drivers, retail workers and other much needed frontline workers. The Government commissioned an inquiry and a number of national studies were also undertaken. Hounslow Gold Group initiated its own inquiry and sought to understand the impact of Covid-19 and the Lockdown on BAME and other Equality Groups in Hounslow.
- 3.1.2 Nationally it is becoming clearer that in the current post-Lockdown landscape BAME groups are more likely to be in less secure jobs or unemployed than their white counterparts. A recent report from the UCL Institute of Education (IOE), Carnegie UK Trust, and Operation Black Vote revealed that BAME millennials are 47% more likely to be in a zero hours contract job than their white counterparts and 4.17% less likely to have a permanent job.
- 3.1.3 The post-Lockdown economy is characterised by weak demand in the economy, low investment and high unemployment and high competition for available jobs. There will be other barriers exacerbated by pre-existing labour market inequalities.

- 3.1.4 Against this context, Hounslow signalled a determination to put equality at the heart of its Recovery Programme making it a cross-cutting topic and resolving to identify recovery interventions which could respond in a meaningful way to address the challenges Hounslow would face in the recovery phase.
- 3.1.5 This report further contributes to other cross-cutting topics: that of Deprivation and Social Capital.

## **3.2 Aim**

- 3.2.1 The purpose of this report is to contribute towards Hounslow's Recovery Programme by highlighting the challenges equalities groups are likely to face as we move towards economic recovery.
- 3.2.2 The Equality Act 2010 requires Local Authorities to give due regard to minimise disadvantage faced by equalities groups. Local Authorities have a duty to consider how the decisions that they make, and the services they deliver, affect people who share different protected characteristics.
- 3.2.3 This report attempts to capture structural inequality and analyse the impact of the lockdown and its implications on BAME and other equalities groups in relation to the four key tasks identified by the Recovery Board:
  - Task 1 - Economic and Business Recovery
  - Task 2 - Community Recovery
  - Task 3 - Social and Well Being Recovery
  - Task 4 - Greener Recovery

## **3.3 Methodology**

- 3.3.1 It is accepted that there is a need to capture structural inequality in Hounslow in data. Therefore, this report is based on quantitative data primarily sourced by Oxford Consultants for Social Inclusion and Inner Circle Consultants specialists in Economics.
- 3.3.2 Data on Environment and Green recovery was provided by the Department of Environment, Culture and Customer Relations. Data on Social and Wellbeing was sourced from Public Health.
- 3.3.3 Granular data on ethnicity and other equality characteristics is generally inadequate and proxy measures are used in certain circumstances under accepted statistical methods.
- 3.3.4 It was considered important to capture data by wards where possible to assist with targeting interventions. Therefore, the analysis seeks to identify key wards which experience cumulative adverse impact on grounds of: economic and business downturn, deprivation, unemployment, accumulation of personal debt, SME debt, mortgage debt, housing living arrangements, and digital exclusion as a lens to assess impact.
- 3.3.5 To fully appreciate cumulative impact it was considered important to determine the structure of social capital by ward. Social capital here refers to the extent to which there are assets, resources, and processes within a community to maintain and enhance both individual and collective wellbeing in normal circumstances but also in challenging circumstances.

3.3.6 The measures used to assess the structure of social capital in wards are: access to civic assets, extent of volunteering, third sector presence, successful sourcing of external grants, and digital inclusion.

### 3.4 Task 1 - Economic and Business Recovery

3.4.1 This section provides a summary of economic and business sector analysis set out in Appendix 1. It considers the economic and business sectors most affected by Covid 19 and the Lockdown and considers how BAME and other equalities groups are distributed in at-risk sectors and occupations (See Appendix 1 Paragraph 1 for the detailed analysis).

#### Summary: Economic and Business

- ) 8.5% of the working age population in Hounslow are unemployed (above the national average – 6.5%).
- ) The areas with the highest levels of unemployment (Hanworth, Cranford, Hounslow Heath, Heston, Brentford and parts of Feltham) have generally been the same areas that have experienced the largest increase in unemployment since the lockdown was introduced (with the exception of Hanworth – which saw a relatively small increase in unemployment between March and May 2020). This is likely to have increased overall levels of labour market inequality across Hounslow.
- ) More than 3,000 people in Hounslow Central are either unemployed or furloughed (the highest number of any ward in Hounslow). In a further four wards – more than 2,500 working age people are furloughed or unemployed. Furloughing rates are higher for employees living in wards in the west of the borough (Hounslow Central, Hounslow Heath, Hounslow West, Cranford and Feltham West and Bedfont) – likely to be linked to a high proportion of people in these areas working at Heathrow.
- ) BAME businesses are concentrated in sectors highly affected by Coronavirus, while people from Asian ethnic groups are more likely to be working in ‘at-risk’ economic sectors (with just under 30% employed in these sectors).
- ) The smaller average size of BAME and Women owned businesses may limit financial resilience, increasing the potential for failure following the lockdown. Female owned businesses are concentrated in care, health and education sectors, whilst less affected by lockdown employees are at higher risk of infection.

#### Equality Impact Assessment

3.4.2 It is difficult to quantify and scope the impact of Lockdown because it was an unprecedented event with unknowable outcomes. Its effects are universal, affecting almost every community, and likely to be deep and long lasting. It is essential to appreciate that pre-existing inequalities and disadvantage will compound the adverse impacts on certain equality groups. Specific and unique needs may be overlooked when the need is universal and the responses generic.

3.4.3 BAME communities are likely to be disproportionately affected by Covid-19 and the Lockdown because they are disproportionately represented in at-risk sectors

- ) Passenger Transport;
- ) Distribution and deliveries;
- ) Hotels, Restaurants and associated services;
- ) Retail;
- ) Heathrow Airport and related services
- ) Domestic and Personal Services;

3.4.4 These are the sectors most severely affected by the Lockdown measures.

3.4.5 In the short term this has implications for household income and long term unemployment as the employment demand weakens. Therefore our recovery interventions should better scope the challenges and opportunities within these sectors and provide sustainable alternative options.

3.4.6 Within BAME communities, some ethnic groups are even more severely affected. For instance Black African, Pakistani, and Bangladeshi residents seem to have particular challenges. Hounslow schools data highlights that for 62% of pupils English is a second language which suggests that their parents are likely to experience additional challenges in the labour market. This group is likely to be characterised by low qualifications, low skills, and low employment rate. Hence they are more vulnerable to low income, insecure jobs, and greater vulnerability to labour market exclusion.

3.4.7 Young people of all communities are also likely to be significantly affected because of low labour market absorption. Traditionally young people relied on customer service and retail sectors as they break into the employment market. The jobs here have severely declined restricting opportunity for young people.

3.4.8 Older economically active Hounslow residents (50+) are more likely to have lower skills and be more vulnerable to long term unemployment.

3.4.9 Although the employment profile of some women in Hounslow show a lower risk of long-term impact from the Lockdown (mainly because they are more likely to be in public sector employment roles where demand for their skills have increased particularly in health and care sectors) this comes with a higher risk of Coronavirus infection. For other woman not in public sector employment, they also face higher risks of infection, low job security, low pay, and poor conditions of work.

3.4.10 This equality impact assessment can only point to where the challenges are and how pre-existing inequalities are likely to compound these challenges. It is therefore essential that our recovery initiatives are sufficiently informed to anticipate these and plan accordingly.

### 3.5 Task 2 Community Recovery

3.5.1 This section provides a summary of the comparative cumulative impact by ward and presents the findings and data of the Equality Assessment in the following areas ((See Appendix 1 Paragraph 2 for the detailed analysis).

- ) Unemployment
- ) Deprivation
- ) Personal Debt
- ) Digital inequality
- ) Community and Civic Assets
- ) Household Living Arrangements
- ) At-Risk Wards

#### 3.5.2 Summary: Unemployment

- ) There are some 15,140 people unemployed across Hounslow (8.5% of the working age population).
- ) The proportion of people claiming unemployment benefits in Hounslow is 2% above the national average. Benefit claimant numbers are highest in Hanworth, Cranford, Hounslow Heath, Heston, Brentford, and parts of Feltham.
- ) The number of people claiming unemployment benefits across Hounslow has increased by nearly 8,400 between March and May 2020. The areas with high and fast rising unemployment are located in Heston, Cranford, Brentford, Hounslow Heath, Bedfont and Hanworth Park. (see Table 1)
- ) Hounslow (Hounslow West, Heston West and Cranford) saw some of the largest increases in unemployment since the Lockdown. (See Table 1)
- ) Hanworth saw smaller rises than across other wards with high unemployment. This is surprising given its proximity to Heathrow. However it is important to note that these figures do not include those who are currently furloughed, which may account for smaller rises.
- ) Employees living in Hounslow Central, Hounslow Heath, Hounslow West, Cranford and Feltham West and Bedfont were more likely to be in sectors which are furloughed, (Chart 5) likely to be linked to a high proportion of people in these areas working at Heathrow. (Figures for Furlough are derived from sector data and extrapolated to present by ward)
- ) People from Asian ethnic groups are more likely to be working in at-risk economic sectors (some 49% of BAME are employed in these sectors).
- ) Chart 5 shows more than 3,000 people in Hounslow Central are either unemployed or employed in sectors subject to furlough (the highest number of any ward in Hounslow). In a further four wards – more than 2,500 working age people are working in sectors likely to be furloughed or unemployed.
- ) There are three wards in Hounslow, where more than one in ten working age people are unemployed – Heston West, Hanworth and Hounslow Heath. (See Table 1)

### 3.5.3 Summary: Deprivation

- ) 11 neighbourhoods in Hounslow are ranked among the most deprived 20% in England (with 18,800 people in Hounslow living in these areas). Deprivation is generally higher in the west of Hounslow – with Hanworth ranked as the deprived ward.
- ) The ethnic profile of these deprived wards is mixed – with just under half of those living in the most deprived areas (46%) from White British communities - 8,600 people and 42% from BAME groups (7,936). People of Black African ethnicity are the largest BAME community living in these most deprived areas – just under 1,700 people living in the most deprived areas.
- ) People from Gypsy, Black and Mixed White/Black ethnic groups are more likely to live in areas identified as deprived (21.3% and 17.4% respectively), while people from Indian ethnic groups are less likely to live in deprived areas (2.6%).
- ) Due to the mixed nature of deprived areas, no single ethnic group should be targeted in strategies to alleviate deprivation.

### 3.5.4 Summary: Personal Debt

- ) All of the wards in Hounslow have higher average levels of personal debt (per head) than the England average (£698). The three wards in the west of the borough – Bedfont, Hanworth Park and Feltham West have the highest levels of personal debt. These areas also have above average levels of deprivation and increases in unemployment, so are likely to be in need of additional support to manage their finances as a result of the economic impacts of the pandemic.
- ) The east of the borough has higher levels of mortgage debt than the west. This is likely to be driven by relatively high property prices in these neighbourhoods.
- ) Areas with multiple debt challenges are predominantly located in the north of the borough (Heston East/Central/West) and in the east of the borough - Osterley and Spring Grove, Syon, Brentford and Turnham Green.
- ) Brentford is likely to be especially at risk, ranking among the wards with both the highest levels of labour market risk and highest levels of debt. Brentford has also seen the largest reduction in debit card spending since the start of the lockdown.

### 3.5.5 Summary: Digital Inequality

- ) Bedfont, Cranford, Feltham North, Hanworth, Heston Central, Heston East, Heston West, Hounslow Central, Hounslow Heath, Hounslow South, Hounslow West contain a relatively high proportion of areas in the Internet User Classification (IUC) group of 'Passive and Uncommitted Internet Users'. The Passive and Uncommitted Users group comprises individuals with limited or no interaction with the Internet.

- ) The four wards in Hounslow with the highest proportion of areas classified as in the 'e-Withdrawn' internet user classification group (characterised by individuals who are the least engaged with the Internet) are also in the top six most deprived wards in Hounslow: Heston West, Cranford, Isleworth and Hanworth. Poor digital skills in these areas are likely to present additional barriers to securing employment or training in order to address their deprivation challenges.
- ) There is a strong overlap between wards in Hounslow with the highest proportions of people classified as 'Passive and Uncommitted' and 'Withdrawn' internet users and areas with high numbers and rates of premises with broadband speeds below the Universal Service Obligation. The two wards with the highest proportion of premises below the service obligation are majority Indian communities Cranford and Heston West, which also have the highest rates of e-withdrawn internet users.

### **3.5.6 Summary: Community and Civic Assets**

- ) The distribution of community and civic assets follow a clear geographic pattern, with the highest concentrations in the east of the borough e.g. Chiswick; and the lowest concentrations in the west and south e.g. Feltham and Cranford.
- ) Hanworth, Cranford, Feltham West, Bedfont and Feltham North perform relatively poorly on both deprivation and community/civic measures, experiencing both high levels of multiple deprivation on the one hand and having low levels of civic assets, third sector organisations and grant funding on the other hand. These areas are likely to need additional support to address their deprivation challenges in the absence of strong community and civic infrastructure.
- ) By contrast, the more socio-economically disadvantaged areas in the east of the borough (including parts of Brentford, Isleworth and Syon) have relatively high concentrations of third sector organisations, civic assets and grant funding. Utilising these strong community and civic assets will be a key part of the post-Covid-19 recovery in these areas.
- ) Levels of civic participation mirror concentrations of community and civic assets, with the highest levels of participation in the east of Hounslow. By contrast, levels of volunteering are higher in the more diverse areas of the west of Hounslow.
- ) Early indicators of the community response to Covid-19 show that the majority of activity has been concentrated in the east (Chiswick) and south west (Feltham), with little activity or investment in the areas with the highest concentration of BAME communities e.g. Cranford, Heston or Hounslow. However, 5 of the 11 grants issued by third sector grant funders to voluntary groups in response to Covid-19 were for programmes targeting BAME groups – suggesting that BAME needs are being considered in the pandemic response, even though the main activity is not occurring in areas with a high proportion of BAME residents.

### **3.5.7 Summary: Household living arrangements**

- ) More than one-in-four households in Hounslow Central, Hounslow Heath, Hounslow West, Heston West and Cranford are living in overcrowded conditions – notably above the national average (8.7%).
- ) More than one-in-three people in Black ethnic groups live in overcrowded housing, the highest of all ethnic groups in Hounslow.

- ) People living in overcrowded conditions are likely to be under increasing housing stress during the pandemic as people are encouraged to spend the majority of their time at home (with working from home likely to be especially challenging when there is insufficient living space).
- ) Six wards in Hounslow have higher rates of people living alone than the England average (30.2%): Turnham Green (40.1%), Brentford (35.8%), Chiswick Riverside (34.5%), Syon (34.4%), Chiswick Homefields (32.9%) and Isleworth (30.5%). People living alone are at greater risk of social isolation.
- ) The Hounslow area of the borough contains the greatest number of multi-generational households, with more than 1,000 people in Hounslow Central, Hounslow West and Hounslow Heath living in multi-generational households. These households are more likely to need to shield, particularly where they contain elderly members.
- ) BAME women have lower overall employment rates (60%) than white peers (75%). Of the woman that are economically inactive, the largest group, 40%, are looking after the family and/or providing care for the extended family.
- ) The most significant issue affecting multigenerational housing is that for many such households a single income earner often supports an extended family. The implications of sudden unemployment or loss of self-employed income (for example mini cab drivers) will have huge consequences for the entire family.

### **3.5.8 Summary: At-Risk Wards**

The following wards have the highest levels of identified needs and are likely to benefit from targeted interventions to support their recovery:

- ) Hanworth is ranked as the most deprived ward in Hounslow. Hanworth has the highest proportion of people living in low income households (18.2% - 2,322 people); the highest number of children in poverty (775) and the 2nd highest unemployment rate (10.2% of working age adults are unemployed). People living in Hanworth are also least likely to be digitally engaged of any ward in Hounslow.
- ) Brentford is ranked as the 2nd most deprived ward in Hounslow on the Indices of Deprivation 2019. Brentford contains the highest number of people income deprived (2,507) and the highest number of older people in poverty (544). Brentford has been particularly impacted economically by the pandemic and lockdown – seeing the 2nd largest increase in unemployment (an increase of 551 unemployment claimants between March and May 2020) and the largest contraction in debit card spending since the lockdown (80-90%). These economic challenges are likely to be exacerbated by the relatively high levels of debt across the ward, with higher levels of personal debt and mortgage debt than the national average, and the highest levels of SME debt of any ward in Hounslow. However, there are some opportunities for recovery – evidenced by the strong community sector across Brentford: with the 2nd highest concentration of third sector organisations (72), the 3rd highest levels of grant funding from third sector funders, the 3rd highest concentration of civic assets and the 5th highest self-reported levels of civic engagement.

- J Heston West is ranked as the 3rd most deprived ward in Hounslow. Heston West has the highest proportion of people identified as unemployed across Hounslow (10.6% of the population) – with unemployment levels more than doubling during the lockdown period. There are also debt challenges across the ward, with personal debt, SME lending debt and mortgage debt levels all above the national average. More than half of all neighbourhoods in Heston West are categorised as having poor levels of digital engagement.
- J Hounslow Central has seen the largest increase in unemployment count since the lockdown (582 additional claimants between March 2020 and May 2020), the highest estimated number of workers furloughed (2,100) and the highest number of workers in ‘at-risk’ occupations (2,265). The lockdown is also likely to have impacted on living conditions across the ward, with the highest proportion of households living in overcrowded conditions (35.6%), and the highest number of people living in multi-generational households.
- J Other wards experienced specific challenges – Bedfont has the highest levels of personal debt and Feltham West has the lowest presence of third sector organisations and civic assets.

## **Task 2 - Community Recovery – Equality Impact Assessment**

- 3.5.9 The following presents a summary of the wards which have the highest levels of cumulative need and are likely to benefit from targeted interventions to support their recovery. In addition, Hounslow Central and Heston Central are included as they appear to have highest levels of impact following the lockdown.
- 3.5.10 Overall there are 12 wards in Hounslow which experience socio-economic challenges as a result of Covid-19 and the Lock down and eleven of those are ranked among the most deprived 20% in England.
- 3.5.11 The ethnic profile of these deprived wards is mixed – with just under half of those living in the most deprived areas (46%) coming from White British communities (8,600) and 42% from BAME groups (7,936). People of Black African ethnicity are the largest BAME community living in these most deprived areas – just under 1,700 people living in the most deprived areas and about 12% from Other white communities.
- 3.5.12 People from Gypsy, Black and Mixed White/Black ethnic groups are more likely to live in areas identified as deprived (21.3% and 17.4% respectively), while people from Indian ethnic groups are less likely to live in deprived areas (2.6%).
- 3.5.13 This assessment highlights the lack of community assets in wards which are most in need of it to mitigate against disadvantage and to develop resilience and flexibility to respond to deep structural challenges in the local economy.
- 3.5.14 It points to the need for a review of our Civic Assets and third sector presence. The presence of significant Third Sector is a strong indicator of its capacity to draw-in external resources. There is a need to develop local area/ward level capacity to access external funding, empower community leadership, and promote civic engagement.

- 3.5.15 Civic Assets offer considerable soft power for communities often providing services that are not provided by other agencies. For instance, it was the faith organisations who often provided premises and volunteers when most needed.
- 3.5.16 It is apparent that our recovery efforts should extend beyond the Community hub towards a deeper, more sustainable, local presence capable of strengthening existing community capacity and resilience, and that recovery interventions should support all communities and also be appropriately targeted to respond to the unique challenges facing different equality groups.
- 3.5.17 This assessment identifies the 12 key wards in the Borough (Table 8) most affected by structural, cumulative disadvantage and now further compounded by the economic impact of the Lockdown.

### **3.6 Task 3 - Social and Well-Being Recovery**

- 3.6.1 This section provides a summary of the potential impact of health and social inequalities on outcomes for residents during Recovery (See Appendix 1 Paragraph 3 for the detailed analysis), in particular:
- a) Groups who may be at greater risk of diagnosis, death, or adverse physical health outcomes from COVID-19
  - b) Inequalities in children's early years
  - c) Potential impact of COVID-19 on gaps in educational attainment of children and young people
  - d) Mental Health

#### **Summary: Social and Well-Being**

- ) Health outcomes for individual residents or groups will be influenced by a mix of closely interlinked health, social and economic factors.
- ) According to a study by Public Health England (PHE), people from Black ethnic groups were most likely to be diagnosed with COVID-19, while mortality rates from the infection were highest amongst Black and Asian groups. After accounting for the effect of sex, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death than people of White British ethnicity.
- ) People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10% and 50% higher risk of death when compared to White British. This is the opposite of all-cause mortality rates pre-COVID, where Asian and Black groups experienced lower mortality than other groups.
- ) Certain co-morbidities are known to increase risk of diagnosis, death and/or adverse outcomes from COVID-19. Diabetes and obesity have been noted as significant conditions which increase risk.
- ) One in three people who has died from COVID-19 had diabetes, and a study by PHE found that the condition was more frequently a factor in deaths within all BAME groups than within White groups, in particular Asian (43%) and Black (45%). In the same study, an increase in poor outcomes was also noted for those affected by obesity.

- ) Several wards have higher numbers of Black and Asian groups and may therefore be at increased risk: Cranford, Feltham West and Hanworth have the highest number of Black residents; Heston West, Cranford, Hounslow Heath and Hounslow Central have the highest number of Asian residents. Cranford has a high proportion of both groups.
- ) This is significant information when targeting our recovery interventions.
- ) Obesity and diabetes in the borough were already key areas for action prior to lockdown and certain BAME groups in Hounslow are already disproportionately affected.
- ) Early childhood is a critical life stage, with research showing that early health and social inequalities, as well as Adverse Childhood Experiences (ACEs), may adversely impact a child's whole life-course unless positive action is taken.

### **Educational attainment of children and young people**

- ) The closure of schools for the majority of pupils and transfer to online and home learning has resulted in a considerable loss of direct teaching input.
- ) Successful learning in this climate is dependent on digital/internet access, learning resources, environment to study and parents' ability to support learning among other things;
- ) It has been reported nationally that engagement with home learning has varied between individual households, and that children in families already facing health and social inequalities are at greater risk of falling further behind educationally.
- ) National surveys by IFS and the Child Poverty Action Group showed disproportionate negative impacts on children from low income families who are already disadvantaged:
- ) Locally, we know that pre-COVID (2018-19 data), some groups in Hounslow were at greater risk of underperforming educationally than others, most notably Black pupils:

	<b>Groups most at risk of underperforming educationally</b>
<b>Early Years Foundation Stage</b>	Bangladeshi, Black Caribbean, Black Other, and Mixed White and Black African
<b>Key Stage 1</b>	Black Caribbean, Mixed White and Black African and White Irish
<b>Key Stage 2</b>	Black Caribbean, Black Other, Mixed White and Black African and White British
<b>Key Stage 4</b>	Black Caribbean

### **Mental health**

- ) Hounslow residents across all groups have reported adverse impact on their mental health.
- ) Initial data from the LBH impact survey indicates an overall self-reported decline in 'excellent' and 'very good' mental health and an increase in 'fair' or 'poor' mental health.
- ) A student survey undertaken by a school in the borough indicates that children have experienced loneliness and worry.

### **Task 3: Equality Impact Assessment for Social and Wellbeing**

- 3.6.2 Wider socio economic factors contribute significantly to the wellbeing outcomes of residents across all groups, notably worklessness, bereavement, housing situation, (food) poverty, domestic violence, and isolation.
- 3.6.3 Partnership working between the work-streams are essential for a holistic approach to analysis and action planning.
- 3.6.4 There is a need for work to assess impact on each group and reasons for disparity in health and social outcomes for BAME and other equality groups. Differences between groups in take-up of health and social wellbeing services during Recovery and beyond is also an important consideration in this work.
- 3.6.5 An adoption of 'Health in All Policies' approach would explicitly take into account the health impacts of key decisions by the Council and its partners. This would support more comprehensive impact assessment and health monitoring across the Borough in partnership with all relevant stakeholders.
- 3.6.6 There needs to be a review of the current Health & Wellbeing strategy in the light of COVID-19. This will support a comprehensive strategy for tackling health inequality and clear, measurable, area-based interventions developed towards better health outcomes for all. Interventions should work towards targeting scarce resources in areas of high deprivation tackling cumulative deprivation.
- 3.6.7 Joint working with the Community Recovery workstream will enable consideration of how community assets within each area (or the lack thereof) can support and promote better health and wellbeing across all groups.

### **3.7 Task 4 - Green Recovery**

- 3.7.1 This section provides a summary of the equalities impact of Green Recovery (See Appendix 1 Paragraph 4 for the detailed analysis).

#### **Summary: Green Recovery**

- ) The Council has developed a good understanding of the air pollution levels in Hounslow which is set out in the Air Quality Action Plan and the Annual Status Report.
- ) Air pollution is associated with a number of adverse health impacts and is a contributing factor in the onset of heart disease and cancer. Across Hounslow it has been estimated that more than 100 deaths can be attributed annually to poor air quality.
- ) Air pollution particularly affects the most vulnerable in society: children and older people, and those with heart and lung conditions. There is a strong correlation between poor air quality and deprived areas.
- ) Heston and Cranford have high levels of fuel poverty and they are ranked within the top ten most deprived wards in Hounslow.

### **Task 4: Equality Impact Assessment for Green Recovery**

- 3.7.2 Hounslow has an ambitious strategy for its Green Recovery built upon the Greener Borough Framework, Climate Emergency Action Plan, and associated recovery programmes to respond to economic development, local environment and ecology, green economy, climate management, and green social and culture development.

- 3.7.3 Setting out long term strategic goals are essential but there are much needed local interventions which would address urgent needs and harness local potential. The focus on the Green Recovery is on: creating low carbon neighbourhoods, stimulating a low carbon economy, 21st century mobility and increasing green growth.
- 3.7.4 There are strong connections between creating low carbon neighbourhoods and tackling a range of socio-economic and deprivation challenges. Stimulating a low carbon economy and green growth would support those emerging inequalities from those impacted by furlough and increasing unemployment and increased active travel leading to increased air quality is a key focus for the mobility work.
- 3.7.5 However, there is more needed work to understand and respond to the health effects of poor air quality, particularly around the Airport. These are also areas of high deprivation and low social mobility. There is a need for a small area-based intervention addressing cumulative deprivation and poor environmental quality which deliver short to medium term outcomes.
- 3.7.6 There is a need to work with key stakeholders to promote greener enterprises using its contractual arrangements and to invest in new enterprises that aim to deliver innovation in waste management, mobility, safety, and equality.
- 3.7.7 There is a need to assist young people to get ahead in green business by stimulating local enterprise development which deliver green objectives. There are low barriers to entry into noise and weather insulation for instance.

### **3.8 Recommendations**

- 3.8.1 Covid-19 and the Lockdown was sudden and unprecedented. The consequential impact for all communities is inestimable. It is difficult to achieve a robust assessment of Covid-19 and the Lockdown in the absence of reliable data and while the situation is as dynamic as it is.
- 3.8.2 Whilst there is national data that suggest that BAME communities will be disproportionately affected by Covid-19 and the Lockdown, local data with sufficient granularity to support policy is simply not there. As with many agencies and authorities across the country, Hounslow may have to be reactive and respond with agility to the needs and opportunities as they happen.
- 3.8.3 As with the situation nationally, some communities are more resilient than others and some communities with pre-existing disadvantages will suffer significant setbacks. It is this recognition that informs the various Recovery Task Groups work to develop appropriate interventions. This report contributes to their cross-cutting topics; Equalities, Deprivation and Social Capital, set out in the Recovery Programme.
- 3.8.4 It is proposed that the recovery effort is scoped by the following strategic objectives enabling better designed interventions capable of producing better equalities outcomes:
  - i. **Joined up approach**  
There are likely to be many interventions and initiatives and it is essential to optimise efforts for the best outcomes. Tackling cumulative deprivation needs a more comprehensive and integrated response from all stakeholders.

- ii. Working in Partnership with stakeholders**

There is no single agency capable of addressing the complex needs presented by communities. There needs to be a fair recognition of community organisations, local business, faith organisations, third sector organisations, and community leaders and ways they can be harnessed towards the recovery effort. In addition GPs, DWP, the Job Centre, CAB, Chambers of Commerce, Heathrow, and the Police can also make a significant contribution to identifying and promoting co-produced community solutions. This also includes health and wellbeing, financial health, tackling domestic violence, social exclusion of children, and promoting community cohesion.
- iii. Small area based Interventions**

Hard to reach communities are often more easily excluded and with more granular information about deprivation at a ward level it is possible to develop more targeted ward/area-based initiatives that respond better to cumulative disadvantage. It also means we can target scarce resources more effectively.
- iv. Building Community Capacity and Assets**

It is essential to invest in social capital. Communities are more resilient when they have more, greener, and better civic amenities. The most deprived wards also show a need for (i) greater third sector involvement, (ii) greater digital inclusion, (iii) volunteering, (iv) community engagement and an ability to (v) harness external funds. There is a need to work towards securing these five key pillars of support which act as a package to boost community strength.
- v. Tackling digital exclusion**

Digital literacy and inclusion is vital to accessing services and employment. It should be a key component in tackling disadvantage and social isolation.
- vi. Sectoral diversification**

Employment and business in Hounslow has concentrated in aviation, transport and distribution. These sectors have proved to be fragile and recovery needs to promote better sectoral diversity. There needs to be a commitment to raising the quality of jobs and better pay and contract conditions in care, transport, security and cleaning services which will significantly benefit all equality groups. We need to build better and greener in the future.
- vii. Promoting better access to the labour market**

There is a need to address language barriers, training needs, poor skills/qualifications and poor digital literacy in order to support re-entry into the labour market. Partnership working with employment agencies, the Job Centre and developers to assist local people to secure job opportunities created by regeneration.
- viii. Enterprise and Business Support**

There is a need for business support services which are able to better respond to the needs of BAME, women, young people and the self-employed. We need to use this opportunity to promote greener and

more sustainable enterprises involving youth from difficult or disadvantaged backgrounds. Setting up micro enterprises has been a preferred route for many enterprising people in Hounslow. A significantly high proportion of enterprises are small and micro businesses.

**ix. Career Pathways for Youth**

There is a need for services and signposting for youth to develop career pathways and access to apprenticeships

**x. Green Recovery**

The green recovery should respond directly to the socio-economic inequalities, health and wellbeing of local people living in areas with poor air quality and deprivation. There is a need to assist young people to get ahead in green business by stimulating local enterprise development which deliver green objectives. Work towards creating new jobs in and transitioning more employment in green sectors as this could help tackle unemployment in the medium to long term in areas such as transport, which have been heavily impacted from COVID.

**xi. Health and wellbeing**

There is a need to determine and address the reasons for health inequalities of the different communities In Hounslow. There needs to be a review of the current Health & Wellbeing strategy in the light of COVID-19. This will support a comprehensive strategy for tackling health inequality and clear, measurable, area-based interventions developed towards better health outcomes for all. Interventions should work towards targeting scarce resources in areas of high deprivation tackling cumulative deprivation

**xii. Equality Impact Assessment**

It is further proposed that these strategic objectives inform all interventions considered by each Recovery Board.

**4. Key Implications**

4.1 The revised priorities will result in an informed investment of limited resources and targeted approach to minimising disadvantage both at a ward level and also for very vulnerable residents with equalities characteristics

**5. Financial Details**

**a) Financial Impact On The Budget (Mandatory)**

The objectives highlighted in this report are expected to be delivered from within existing budgets

**b) Comments of the Director – Finance and Corporate Services**

This report provides an analysis of the various challenges that equalities groups in different wards will face as we move forward towards economic recovery. It highlights, in Table 8, the 12 wards most significantly impacted by the Lockdown.

5.2 Paragraph 3.7.4 of the report sets out the recommendations arising from this analysis to inform the Council's recovery programme by facilitating the design of recovery interventions so that they are better able to mitigate disadvantage.

5.3 The cost of the delivery of the Council's recovery programme will need to be met from within approved budgets.

## **6. Legal (to be completed in conjunction with the Legal Department)**

### **a) Legal Details**

The relevant equality legislation is set out in paragraph 11.1 below

### **b) Comments of the Head of Governance**

The Head of Corporate Governance supports the proposed objectives.

## **7. Value For Money**

The data on deprivation and access to poor Social Capital does point to exacerbated inequalities and therefore recovery interventions will need to be scaled up for some communities and for the most deprived wards in need of support. The Equality Objectives will maximise scarce Council resources to ensure residents can benefit from the co-ordinated efforts of all Council departments and key third sector partners to minimise disadvantage affecting the most vulnerable residents, hence contributing to Value for Money.

## **8. Sustainability Impact Appraisal**

N/A

## **9. Risk Management**

There is a possibility of delays in implementation because of the limited resources available to take forward the work emerging from the task groups. Some work is entirely outside of the scope of the Council to influence and that includes reviving the Economy, creating sufficient jobs to support residents back into work and tackling pre-existing inequalities within the timeframe needed to tackle the immediate challenges facing our residents.

## **10. Links to Council Priorities**

The new priorities will continue to respond to 'Customer First' pledge which informs Council priorities and principles set out in the Corporate Plan. The report has high ambitions for Borough residents, There is a single-minded drive to improve the quality of residents' lives, We seek to understand residents' needs fully at ward level and post Lockdown focus work with residents, communities, and voluntary organisations to empower them to meet their needs where they can do so. The Objectives also contribute to the other Key Strategies such as Health and Well Being Strategy, Skills Strategy, Leisure and Culture Strategy and the Preventative Agenda.

## **11. Equalities, Human Rights and Community Cohesion**

- 11.1 The Council has to give due regard to its Equalities Duties, in particular with respect to general duties under section 149 of the Equality Act 2010. Having due regard involves the need to remove or minimize disadvantages suffered by equality groups.
- 11.2 The Equality Act 2010 requires public authorities to adopt evidence-based equalities Objectives to reduce disadvantages.
- 11.3 The Objectives recommended in this report are based on evidence to identify 12 key wards which experience cumulative adverse impact on grounds of economic and business downturn, deprivation, unemployment, accumulation of personal debt, SME debt, mortgage debt, housing living arrangements and digital exclusion as a lens to assess impact. The strategic objectives will ensure that the Recovery work will develop better designed interventions capable of producing better equalities outcomes:

### **12. Staffing/Workforce and Accommodation implications:**

No

### **13. Property and Assets**

The report suggests that a detailed review of Civic-Assets-by-ward is undertaken to respond better to the correlation between deprivation and poor access to Civic Assets.

### **14. Any Other Implications**

No

### **15. Consultation**

External Consultation not required as it is a report that is presenting data to support the work of other Recovery task groups. See paragraph 19 below.

### **16. Timetable for Implementation**

This will fall with the Recovery task groups

### **17. Appendices**

### **18. Background Information**

The Equalities Implications of the Coronavirus -London Borough of Hounslow Analysis and Report

### **19. Internal Consultation**

The Economic Recovery task group, the Community Recovery task group, the Social and Well Being task group and the Green Recovery task group and the Collaboration task group have been consulted on this report and their feedback has been included in the report

**REPORT ENDS**