



## Resident Impact Assessment

### We are Cally Plan

### Service Area: Community Wealth Building and Communities Team – Fairer Together

#### 1. What are the intended outcomes of this policy, function etc?

The We are Cally Plan has been developed to provide a coherent collective vision and action plan for the area around Caledonian Road for the next three years. The plan and associated governance arrangements are intended to take a place-specific approach to delivering against the priorities identified by residents and stakeholders, whilst also proving mechanisms for public accountability.

The plan lays out shared ambitions for Cally by 2024 and the actions that will be taken to get there, across five thematic areas:

- Better opportunities for children, young people and families
- A thriving, connected local economy that works for everyone
- Attractive, well-used public spaces
- Improved health and wellbeing
- A strong community with a sense of belonging

The We are Cally Plan takes the assets and strengths of the community as a starting point. The development and delivery of the plan require cross-sector collaboration: between Islington Council, other public agencies, voluntary and community sector organisations, and residents. This includes sharing local knowledge and insight, practical partnership work aimed at improving outcomes, and working together to make best use of resources.

The We are Cally Plan has been informed by six months of engagement with people living and working in Cally. Online workshops in autumn 2020 brought together elected representatives, council officers, voluntary sector organisations and statutory sector partners, supplemented by roundtable discussions and one-to-one meetings to gather additional insight. In parallel, council officers from the council's Communities team have facilitated resident engagement around the plan, through one-to-one and small group conversations. Residents contributed thoughts and ideas at a ward partnership meeting in November 2020.

In May 2021, the council will launch the We Are Cally Community Fund. Some of the fund will go to established local charities so they can develop projects which address some of the issues identified in the plan. There will also be grants of up to £500 available to groups of residents who have an idea that they want to put into practice.

It is proposed that a new We are Cally stakeholders' group is established with responsibility for:

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- Co-ordination of the delivery of the We are Cally Plan, to ensure that what has been committed to by the council and voluntary, community and statutory sector organisations, happens.
  - Identifying new work that is required to respond to changing local need, determining any changes to actions laid out in the plan, and ordering priorities on an ongoing basis.
  - Reporting on progress in each thematic area of the We are Cally Plan to residents and other stakeholders at Ward Partnership meetings, to ensure accountability to residents.
  - Receiving periodic updates from ongoing projects in Cally, ensuring they remain on track and joined-up.
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## 2. Resident Profile

'The Cally', an area covering the Caledonian ward and the south of Barnsbury ward, is a distinctive part of Islington with a strong sense of place, community and local pride. The Cally has approximately 20,000 residents. Some local families have lived in the area for generations. Others have moved more recently: to find work; to join family; to study; to build a better life.

In contrast to the high-growth cluster of Kings Cross Central to the west and the affluent parts of Barnsbury to the east, much of the area consists of publicly-built high-density housing estates. It is a collection of neighbourhoods where people of different cultures and backgrounds live and where extremes of material wealth co-exist. The seven-year difference in the life expectancy of male residents of affluent parts of Barnsbury and those living on estates west of Caledonian Road and in south Barnsbury is a stark measure of local inequality.

In the 2011 Census, a slightly lower percentage of Cally residents defined themselves as White British (44.1%) than the Islington average (47.7%). The area has a higher proportion of residents that describe themselves as Asian (13.2%) compared to the Islington average (9.2%) and a slightly higher proportion of residents that describe themselves as Black (13.7%) than the Islington average (12.8%). The Cally area has a higher proportion of Buddhist (1.4%) and Muslim residents (13.1%) than the Islington average (1% and 9.5% respectively).

Although the area has a large working age population (74.6%), there is slightly higher proportion of 'pensioner households' (11.4%) than the Islington average (10.3%) and double the level of student households (2.8%) than the Islington average (1.4%).

Compared to the whole of Islington, residents of Caledonian ward are more likely to be in jobs that pay less than the amount people need to live on. Low paid workers are more likely to be women, young people, black or from a minority ethnic group. Some residents are working in jobs which are insecure, and this has been exacerbated by the Covid-19 pandemic.

Overall levels of unemployment benefit claims in Caledonian ward are similar to the whole of Islington. A slightly higher proportion of women in Caledonian ward claim unemployment benefits (6.4%) than the Islington average (6.0%). In Cally, the proportion of residents claiming unemployment benefits increased significantly from February 2020 (3%) to March 2021 (8%).

A higher percentage of the population in Cally (7.2%) are in receipt of Personal Independent Payments compared to the Islington average (5.6%).

The 2011 Census did not include information on sexual orientation.

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### 3. Equality impacts

The objectives and actions detailed in the We are Cally Plan seek to improve outcomes for Cally's diverse community, particularly by advancing equality of opportunity and fostering good relations.

The resident and stakeholder engagement highlighted a number of equalities issues, in particular:

- A lack of youth work provision for girls and young women.
- Marked differences in the quality of green spaces adjacent to housing estates in contrast to those in affluent areas of Barnsbury.
- The disproportionate impact of Covid-19 on black and minority ethnic groups, and the ways in which the pandemic has exacerbated existing health issues.
- Access to and affordability of healthy food for residents on lower incomes.
- Lower levels of car ownership of residents of social housing estates in the area, who are impacted by the negative impacts of road traffic.
- Residents of Caledonian ward more likely to be in jobs that pay less than the amount people need to live on than across Islington, with low paid workers more likely to be women, young people, black or from a minority ethnic group.
- Many Cally residents not benefitting from the opportunities created by development at Kings Cross, including in higher-paid job roles.
- A higher proportion of residents of Caledonian ward with no qualifications (21%) than the Islington average (17%), and a lower proportion of people living in the ward (39%) with qualifications at or above degree level than the Islington average (48%).

The actions detailed in the We are Cally Plan seek to address issues of inequality of opportunity and inequality of outcomes where these have been identified, for example:

- Additional youth work opportunities for girls and young women.
- Supporting children and parents and carers to access additional help they need as a result of the pandemic.
- Targeted work with bilingual and multilingual families.
- Improving access to good-quality green spaces, with facilities for the whole community
- Using parks and open spaces for activities that help reduce health inequalities.
- Social prescribing and outreach services that help residents at risk of poor health outcomes to navigate local services better.
- More opportunities for Cally residents of working age to improve their skills, including targeted support for young people not currently in education, employment and training.
- Supporting residents on low incomes, including to access jobs that pay a living wage, and advice to help residents on low incomes or benefits to avoid poverty and debt.
- An audit to identify high street improvements that improve accessibility and safety, particularly for those with mobility issues and families with children.

There are a range of objectives and actions that will enable good relations to be fostered between and across diverse communities in Cally, including:

- Voluntary sector organisations, community groups and Islington Council will work together to coordinate a programme of community activities, designed with resident input, that reflects the needs and interests of Cally's diverse community and enable residents to come together with a common purpose.
- Residents will have opportunities to engage in community life, including community-led action, volunteering, setting up resident groups, or influencing local decisions. Across these opportunities, consideration will be made of how to engage and include people who don't usually have their voices heard.
- The Cally Festival will continue as a flagship community event each June, celebrating the vibrant culture of the area.
- Older people of different backgrounds will feel there is 'something for them' locally, with activities aimed at older people reflecting the diversity of the community.

No negative equalities impacts have been identified this proposal.

When establishing the governance arrangements, attention needs to be paid to the diversity of the We are Cally stakeholder group, so that this is as reflective of possible of the wider Cally community.

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## 4. Safeguarding and Human Rights impacts

### a) Safeguarding risks and Human Rights breaches

Please describe any safeguarding risks for children or vulnerable adults AND any potential human rights breaches that may occur as a result of the proposal? Please refer to **section 4.8** of the [guidance](#) for more information.

**If potential safeguarding and human rights risks are identified then please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) to discuss further:**

### Safeguarding

Where work outlined in the We are Cally Plan involving work with children and vulnerable adults is carried out by council services, the council's safeguarding policies and procedures will apply.

Voluntary sector organisations who receive funding from the council will have to evidence their safeguarding practices as part of the expected minimum standards, checked before funding is awarded. Organisations will be monitored during the funded period.

### Human Rights

No human rights breaches have been identified that may occur as a result of this proposal.

Some of the activities in the plan will support residents to exercise some of their human rights, particularly freedom of association and assembly and freedom of expression, and social rights such as access to quality public services, access to education, access to employment, and access to health services.

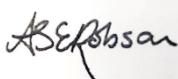
## 5. Action

How will you respond to the impacts that you have identified in sections 3 and 4, or address any gaps in data or information? For more information on identifying actions that will limit the negative impact of the policy for protected groups see the [guidance](#).

Action	Lead	Date
Ensure that due care and attention is taken to diversity when establishing governance arrangements	Caledonian and Barnsbury Ward Councillors; Communities team	From July 2021 – July 2024
Identify local needs and priorities on an ongoing basis, taking into account new insight including demographic data from the 2021 census	We are Cally group	Ongoing When 2021 census data becomes available
All voluntary and community sector groups receiving council funding to evidence safeguarding practices as part of minimum required standards	Communities team Youth and Play commissioning	When funding awarded

This Resident Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

### Staff member completing this form:



Signed:

Date: 21.04.21

### Head of Service or higher:



Signed:

Date: 22.04.21

Please send the completed RIA to [equalites@islington.gov.uk](mailto:equalites@islington.gov.uk) and also make it publicly available online along with the relevant policy or service change.