


Overview of Current Hackney Strategies 2024 - updated August 2024

If you need to add or amend any of the listed Plans and Strategies in this document please contact cara.tooher@hackney.gov.uk

Key Strategies	Ownership	Key Considerations	Additional Details
Community Strategy (2018 - 2028)	Policy and Strategic Delivery	<p>Sets out the overall shared vision for the borough and 5 priorities for collective action. It sets the policy direction for other local strategies and plans.</p> <p>The 5 key, cross-cutting themes in the strategy are:</p> <ul style="list-style-type: none">• A borough where everyone can enjoy a good quality of life and the whole community can benefit from growth• A borough where residents and local businesses fulfil their potential and everyone enjoys the benefits of increased local prosperity and contributes to community life• A greener and environmentally sustainable community which is prepared for the future• An open, cohesive, safer and supportive community• A borough with healthy, active and independent residents	Community strategy web page
Strategic Plan (2022 - 2026)	Policy and Strategic Delivery	<p>Shows how the Council will deliver on our ambitious manifesto, guided by our ten year Community Strategy and new Mayor's Priorities.</p> <p>Working together...</p> <ul style="list-style-type: none">• For a Fairer, Safer Hackney• For Greener, Healthier Hackney• For Every Child	Strategic plan web page
 Equality Plan 2...	Policy and Strategic Delivery	<p>An equality plan is needed to support the ambitions of the strategic plan and political priorities, underpinned by a needs analysis that sets out community needs, an assessment of what is driving inequality and priorities.</p>	Signed off by Cabinet in Feb 2024

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		<p>Equality Objectives cover five areas</p> <ul style="list-style-type: none"> • Eradicate inequality at every life stage by taking protective, preventative positive action • Building opportunity and well-being • Celebrate and serve diverse communities and value the contribution they make • Embed equality into service plans and practice across the council and the borough • Change as an institution to ensure internal and systemic change 	Equality Plan Page
LGBTQIA+ Strategic Framework 2024 - 2026	Policy and Strategic Delivery	<p>Overview of the themes and aspirations</p> <ul style="list-style-type: none"> • Accessibility & Service Provision - ensure LGBTQIA+ people are able to access services that meet their needs where they are listened to, understood, and taken seriously without judgement • Intersectionality - recognise and celebrate the diversity of our LGBTQIA+ communities, paying attention to those who are often least heard and represented • Demographics & Data - improve our knowledge of our LGBTQIA+ communities through responsible data collection and use this information when planning services • Informed Allyship - be visible allies, open to learning and reflection, working in coalition with residents and organisations to promote LGBTQIA+ rights • Participation & Engagement - empower LGBTQIA+ people in Hackney to be able to influence the council on matters and policy that affect their communities • Community Resilience & Belonging - be a place where LGBTQIA+ people feel free and safe to express themselves with opportunities to connect with others 	<p>Signed off by Cabinet in Feb 2024</p> <p>Equality Plan Page</p>
Anti Racism Framework	Policy and Strategic Delivery	<ul style="list-style-type: none"> • Objective 1: Identify and eradicate racial inequality at every life stage by taking protective, preventative and positive action (as well as an equitable 	Signed off by Cabinet in Feb

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2024-2026		<p>approach)</p> <ul style="list-style-type: none"> • Objective 2: Build opportunity and wellbeing; ensuring a focus on racial equity • Objective 3: Celebrate and serve diverse communities and value the contribution they make • Objective 4: Embed anti-racism into service plans and practice across the council and the borough. • Objective 5: Change as an institution: the leadership and management culture and diversity of leadership; to ensure internal and systemic change. 	<p>2024</p> <p>Our commitment to Anti Racism</p>
Workforce Plan 2022-25	HR and OD	<ul style="list-style-type: none"> • Work towards a stable and sustainable workforce, with the skills to meet our future challenges • Maintain an engaged workforce, with high levels of morale across the Council • Be an employer of choice in the London public sector, attracting the best people to deliver the best services • Foster a more inclusive organisation, with leadership that reflects the diversity and talent of the borough 	
Corporate Transformation Strategy 2024-28	Corporate Transformation	<p>This Council-wide programme will ensure we deliver what matters most for our residents as well as attract and retain talent from all sectors to our dynamic organisation. To achieve this we will work together, to build a better Council by:</p> <ul style="list-style-type: none"> • Putting residents first by providing for the people who live and work in Hackney. • Securing Hackney's future by maintaining financial stability and investing in what matters most. • Changing together by acting as one Council. Modernised, flexible, collaborative and skilled to meet our future challenges. 	

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Fairer, Safer	Ageing Well Strategy 2020-25	Adult Social Care	This strategy is about catering for the very wide range of people aged 55+ through age friendly policies, building a community that values and includes older people, benefits from their contributions and supports them in their later years.	Ageing well in Hackney
Fairer, Safer	Poverty Reduction Framework 2022-26	Policy and Strategic Delivery	<ul style="list-style-type: none"> • Crisis support, income maximisation and debt support • Coordinate partnership response to tackle the material impacts of poverty • Homelessness prevention: • Supporting quality employment: • Asset based community development: working with partners and Council services to develop a shared understanding of an asset based community development approach and a more consistent approach. • Developing relational skills and trauma informed practice • Develop tools to help services and partners poverty proof their policies and practices 	HMT paper 9th Feb Poverty
Fairer, Safer	Libraries Strategy 2022-26	Culture, Libraries and Heritage	<ul style="list-style-type: none"> • Co-design a vision for the future that answers diverse local needs and draws upon the expert knowledge of library employees • Provide a long-term strategy that will put libraries at the forefront of the Council's relationship with residents and the cultural life of the borough • Deliver a service that is sustainable, fit for the modern digital world and accessible to all. 	Libraries Web Page

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Fairer, Safer	Homelessness and Rough Sleeping Strategy 2023-2026	ERNH/ Customer Services	<p>This strategy is centred around seven key themes that have been recognised as the most pressing drivers of homelessness and rough sleeping in Hackney and how they can be addressed:</p> <ol style="list-style-type: none"> 1. Maximising access to short and long-term affordable housing 2. Tackling rough sleeping 3. Supporting homeless residents with complex needs 4. Addressing homelessness amongst young people in Hackney 5. Inequality and the Cost of Living crisis 6. Advice and assistance for those with no recourse to public funds 7. Managing the Pace of Change in the Homelessness Environment 	Will be reviewed as part of the new housing strategy.
Fairer, safer	Local Implementation Plan	Planning and Building Control	<ul style="list-style-type: none"> • Safer Cycling Safer Walking • Safer Motorcycling • Creating a Safer Environment for Children Safer Streets • Working in Partnership • Reduce the number of KSI casualties by 40% from a 2005-2009 baseline average of 127 to 76 on all roads by 2020 • Reduce the number of casualties of all severities by 40% from a 2005-2009 baseline average of 948 to 569 on all roads, by 2020. 	
Fairer, safer	City and Hackney Safeguarding Adults Board Strategy 2020-25	CHSAB/ Adult Social Care	People in City and Hackney will be able to live a life free from harm in communities that are intolerant of abuse, work together to prevent abuse and know what to do when it happens.	City and Hackney Safeguarding Adults Board

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Fairer, safer	Inclusive Economy Strategy 2019-25	Economy, Regeneration and New Homes	<ul style="list-style-type: none"> Support local neighbourhoods and town centres to thrive and to be inclusive and resilient places. Champion and support local business and social enterprise in Hackney and protect and maximise the delivery of affordable workspace in the borough. Connect residents to high-quality employment support and opportunities to learn new skills, get good quality, well-paid work and progress their career throughout their working life. 	Being Updated 2024/25 Inclusive economy strategy 2019-25
Fairer, safer	Local Plan 2020-33	Economy, Regeneration and New Homes/ Planning and Building Control	<ul style="list-style-type: none"> Delivering high quality urban neighbourhoods with distinctive architectural quality, which respect Hackney's built heritage and celebrate the contemporary; Tackling health inequalities, create a child friendly friendly borough, and an inclusive and accessible environment; Supporting a diverse, mixed and resilient economy, and a distinctive network of town centres and neighbourhoods; Protecting and delivering more appropriate housing, and genuinely affordable housing; Providing, protecting and enhancing open space, biodiversity and green links between areas; Delivering adequate supporting community and utility infrastructure; Promoting sustainable transport networks and public realm; Becoming a low carbon and carbon resilient borough, improving local air quality and developing to counter the urban heat island effect. 	https://hackney.gov.uk/spd
Fairer, safer	Asset Management	Housing - Property and	<ul style="list-style-type: none"> Compliance with Statutory Requirements Improving Resident Satisfaction 	

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	Strategy 2019-27	Housing - Asset Management	<ul style="list-style-type: none"> • Setting Clear Standards • Continuous Learning and Development • Transparent and Accountable Decision Making • Securing Best Value from Investment • Maximising Social Value 	
Fairer, safer	Resident Engagement Strategy 2022-2025	Housing - Tenancy & Leasehold Services	<ul style="list-style-type: none"> • Build greater trust between residents and their landlord • Ensure that decisions and policies are informed by the needs, aspirations and real life experiences of residents • Ensure that services are tailored to the needs of diverse communities • Allow residents to hold their landlord to account and challenge under-performance • Encourage innovation and drive improvements in service quality • Help residents build their confidence and develop new skills and knowledge • Help to build social networks and promote community cohesion 	
Fairer, safer	Hackney Hate Crime Strategy 2023 - 2026	Community Safety	The strategy focuses on building community trust, providing immediate support, and educating residents.	
Fairer, safer	Community safety partnership plan 2023 to 2026	Community Safety	<p>Outlines priorities every year.</p> <p>We work with other agencies as part of a community safety partnership. We tackle issues that can harm communities. These</p>	

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			<p>include transport-related incidents and other environmental factors that impact on public wellbeing.</p> <p>Our main strategic priorities over the next 3 years are:</p> <ul style="list-style-type: none"> • serious violence and gang violence • alcohol-related crime and disorder • on-street drug markets and substance misuse • domestic abuse and violence against women and girls (VAWG) 	
Every Child	Early Years Strategy 2021-26	Hackney Education	<p>This strategy sets out to:</p> <ul style="list-style-type: none"> - To improve outcomes so that young children achieve a good level of development in the 3 prime areas of learning set out in the Early Years Foundation Stage framework - language and communication, physical development, and personal, social and emotional development. - To shape effective quality early years settings, evidenced to be a key element in improving outcomes and life chances for children from disadvantaged backgrounds. - To provide advice, information and guidance to parents and carers, settings and agencies through the Parenting & Family Information Service. - To ensure sufficient early education & childcare provision, and a coordinated approach to services for pregnant women and preschool children. Working through children's centres, to promote integrated health, education and parenting support, training and employment skills. 	

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			<ul style="list-style-type: none"> - To support eligible 2 year olds, and all 3 and 4 year olds to take up their 15 or 30 hours free early years entitlement. 	
Every Child	Education Sufficiency and Estate Strategy 2021 - 2031	Hackney Education	<ul style="list-style-type: none"> • The Council has a statutory duty to ensure there is a sufficient number of school places for pupils and that places are planned effectively. • It also has a statutory duty to keep under review educational provision, training provision and social care provision made both in and outside of its area for children and young people with SEN or a disability and for whom it is responsible. • The paper firstly provides a clear review of our current sufficiency and how our educational estate can support this; the review will assess the efficient running and financial stability of schools. • The paper will then present the gap analysis of provision that we will require over the next five to ten years. • Conclusions will be drawn to form the description of a high level strategy to address the vision proposed to provide sufficient Hackney school places for all children and young people living in our Borough. 	
Every child	SEND Strategy 2022-2025	Hackney Education	<p>Hackney has a vision to provide an excellent, inclusive and equitable local experience for all Hackney children and young people with SEND.</p> <ul style="list-style-type: none"> • We want all our children and young people to have access to the right support at the right time from local services and 	

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			<p>to be able to travel easily to a great inclusive local school which engages with their neighbourhood parent/carer community.</p> <ul style="list-style-type: none"> • We want all our children and young people to be in schools and to access services which fairly reflect the diversity of the Hackney community. <p>Four main focuses include:</p> <ul style="list-style-type: none"> • Outstanding provision and services • An earlier response • Preparing for adulthood • Joining up our services 	
Every child	City and Hackney CYP Emotional Health and Wellbeing Strategy 2021-2026	Children's Public Health	<p>This strategy sets out for Every child and young person in City and Hackney to reach their full potential and have opportunities to be healthy, happy, safe, valued and prepared for adulthood.</p> <p>This strategy describes how we will build on efforts to date from partners in the integrated care partnership across the City of London and the Borough of Hackney to prioritise the emotional health and wellbeing of children, young people and families by taking a life course approach, addressing unmet and emerging needs in existing services, and continuing to expand the support available whilst working towards further integration across the system.</p>	

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Greener, Healthier	Parks and Green Spaces Strategy 2021-31	Leisure, Parks and Green Spaces	<ul style="list-style-type: none"> • More green spaces • A diverse range of parks and green spaces • Safe and welcoming green spaces • Parks and green spaces with communities at the heart • Financially sustainable parks and green spaces • Parks and green spaces run in partnership with others • A response to the climate emergency and biodiversity crisis 	Hackney Parks and Green Spaces Strategy
Greener, Healthier	Hackney Joint Health & Wellbeing Strategy 2022-26	Public Health	<ul style="list-style-type: none"> • improving mental health, • increasing social connection • supporting greater financial security. 	
Greener, healthier	Transport Strategy 2015-25	Streetscene	<p>By 2025, Hackney's transport system will be an exemplar for sustainable urban living in London. It will be fair, safe, accessible, equitable, sustainable and responsive to the needs of its residents, visitors and businesses, facilitating the highest quality of life standards for a borough in the Capital and leading London in its approach to tackling its urban transport challenges of the 21st AirCentury.</p> <p>The strategy will include:</p> <ul style="list-style-type: none"> • Cycling Plan • Walking Plan • Road Safety Plan • Public Transport Plan 	Previous Transport strategy 2015-25

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			<ul style="list-style-type: none"> • Liveable Neighbourhoods Plan • Sustainable Transport SPD • Evidence Base 	
Greener, healthier	Parking and Enforcement Plan (2022-27)	Parking and Markets	<ul style="list-style-type: none"> • Supporting the creation of sustainable streets for everyone, by re-prioritising more of our kerbside space to support greening in the borough and sustainable transport. Providing high-quality, customer-focused services that respond to the needs of our residents, businesses and visitors. • Encouraging motorists to choose active travel and sustainable travel options, a switch to cleaner vehicles with a reduction in private vehicle ownership. • Consolidating a fair, proportionate and transparent enforcement service to deliver high levels of compliance, and robustly tackle fraud. • Delivering a consistent approach to parking products and services on all council-managed estates. 	
Greener, healthier	Green Infrastructure Strategy 2021-40		<ul style="list-style-type: none"> • improve health and well being; • be more resilient to the impacts of climate change; • reduce deficiency in green open space; and • increase ecological connectivity. 	

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Greener, healthier	Reduction and Recycling Plan 2023-25	Sustainability and Environmental Operations	London Local authorities are developing their Reduction and Recycling Plans (RRPs) setting out key actions for cutting waste and boosting recycling for the period 2018-2022. The RRP's are used to drive and promote local activity that will also play an important role helping to achieve the Mayor's London-wide targets to cut food waste by 50 per person and achieve 65 per cent municipal waste recycling by 2030.	
Greener, healthier	air-quality-action-plan-2021-2025.pdf	Sustainability and Environmental Operations	<ul style="list-style-type: none"> We will adopt the WHO Air Quality Guidelines for PM₁₀ and PM_{2.5} We will comply with the National Air Quality Objectives and WHO Guidelines for NO₂, PM₁₀ and PM_{2.5} and do everything within our control to achieve compliance with these concentrations by 2030. We will adopt a data-led approach to implement targeted measures to improve air quality and protect public health in parts of the Borough where air quality objectives are not being met. 	Air Quality Webpage
Greener, healthier	Climate Action Plan 2023-2030	Sustainability and Environmental services	<ul style="list-style-type: none"> Outline what a greener Hackney could look like by 2030 based on a fair and just transition to net zero Build a shared understanding of the problem we face as a borough – and how we can work together to reduce emissions and adapt to climate change Help residents, businesses and other organisations to see their place in our shared response to climate change Identify areas where local partners can collaborate on key 	

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			<p>strategic challenges such as financing and policy change</p> <ul style="list-style-type: none"> Outline initial proposals for monitoring and governance arrangements, as well as steps to support future stakeholder engagement requirements Use the final adopted plan to shape agreements on how to work together to achieve shared goals 	
Greener, healthier	North London Waste Plan 2022-2036	Sustainability and Environmental services	<ul style="list-style-type: none"> Living within the planet's environmental limits; Ensuring a strong, healthy and just society; Achieving a sustainable economy; Promoting good governance; and Using sound science responsibly. 	
Greener, healthier	Resources and Waste Strategy 2020-2050	Sustainability and Environmental services	This strategy sets out how we will preserve material resources by minimising waste, promoting resource efficiency and moving towards a circular economy in England. At the same time we will minimise the damage caused to our natural environment by reducing and managing waste safely and carefully, and by tackling waste crime.	
	Strategic Plan 24/25	Customer Services Operation	<p><u>Service Priorities:</u></p> <ul style="list-style-type: none"> Reduce Customer Contact Increase Productivity Staff Development / Workforce Strategy Digital Optimisation <p><u>Expected Outcomes:</u></p>	

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			<ul style="list-style-type: none"> • Improved Resident Satisfaction • Balanced Budget • Increased Integration 	
For every child	Childrens Action plan refresh 2024	Children and Family Services	Outlines further steps to ensure the safety of children and families in the community in response to the Requires Improvement OFSTED rating in 2019.	
Greener, Healthier	Contaminated Land Strategy (2022-2030)	Land, Water, Air Team	This strategy outlines how we will continue to rebuild a greener Hackney by investigating land to decide where soil investigations and clean-up are needed. Our approach aims to remove sites from further assessment at an early stage through the planning process. This will make it easier to buy and sell property in the borough and also give owners and occupiers of property greater peace of mind.	
Greener, Healthier	Local Nature Recovery Plan (LNRP)	Parks and Spaces	The Hackney Local Nature Recovery Plan is focused on improving the borough's ecological health to conserve nature and help wildlife flourish. But as an integral part of a borough-wide Green Infrastructure Strategy, it will also help to ensure that planning, designing and managing space for nature can benefit people too by helping to mitigate the impacts of climate change and creating healthier, more liveable neighbourhoods.	

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