

Cabinet  
Council

15 March 2011  
22 March 2011

**Name of Cabinet Member:**

Cabinet Member (Corporate and Neighbourhood Services) Councillor Townshend

**Director Approving Submission of the report:**

Assistant Chief Executive

**Ward(s) affected:**

All

**Title:**

Equality Strategy 2011-2014

---

**Is this a key decision?**

Yes. Cabinet is asked to approve the Equality Strategy 2011- 2014 and the three year plan attached to it.

---

**Executive Summary:**

The report seeks approval for the Council's Equality Strategy 2011 – 2014 and the three year plan attached to it.

**Recommendations:**

Cabinet is recommended to agree the Council's Equality Strategy 2011 – 2014 and the three year plan attached to it (set out in appendix 1), and recommend this to Council for approval

Council is recommended to approve the Council's Equality Strategy 2011-2014 (set out in appendix 1)

**List of Appendices included:**

Appendix 1 – Equality Strategy 2011 – 14

**Other useful background papers:**

Half year Performance Report detailing progress against the Council's Equality Outcomes – Council website

Detailed Schedule of Activity against all actions in the 2010/11 Equality Strategy Action Plan – Council website

Equality Framework for Local Government – LG Group website

Equality Impact Assessments Report 2009/10 – Council website

**Has it been or will it be considered by Scrutiny?**

No

**Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?**

No

**Will this report go to Council?**

Yes on 22 March 2011

## **Report title:**

Equality Strategy 2011-2014

### **1. Context (or background)**

- 1.1 Coventry City Council's new Equality Strategy has been produced taking into consideration the new Equality Act which received Royal Assent in April 2010. The new Equality Strategy will run for three years and meets the requirements under the specific duty of the new Equality Act. The implementation date for the specific duty is April 2011.
- 1.2 The Council's Equality Strategy 2007 – 2010 brought together in one place all the key equality outcomes and activities from the Council's Race Equality Scheme, Disability Equality Scheme and the Gender Equality Scheme. Half year end progress on the Council's Equality Strategy was reported to the Cabinet Member (Corporate & Neighbourhood Services) in January 2011.
- 1.3 On 25<sup>th</sup> November 2009, Cabinet Member (Finance and Value for Money) agreed a process to manage the change from the former equalities legislation to the new requirements in the Equality Act. It was agreed that the Council's existing Equality Schemes and Equality Strategy would be rolled forward until April 2011 and that the existing Equality Strategy Action Plan would continue to be reviewed and updated annually to meet the requirements of previous legislation until the new Equality Act was implemented.
- 1.4 The new Act covers a wide range of equality issues including age, pregnancy/ maternity/breastfeeding, gender reassignment, marriage and civil partnership, religion or belief and sexual orientation. The Act is simpler, more outcome-focused, proportionate, less bureaucratic, and allows for local determination of need. The approach Coventry City Council has taken to the promotion of equality of opportunity and the outcome-focused approach adopted in the Equality Strategy 2007 – 2010 and accompanying action plan means that Coventry City Council is well prepared for these new requirements as they mirror the approach taken in the new specific duty. The new Equality Act no longer requires public bodies like the Council to produce separate equality schemes as required under the Race Relations (Amendment) Act 2007, Disability Discrimination Act 2005 and Equality Act 2006.
- 1.5 The Council has been involved in the consultation process to identify the key priorities in the Coventry Sustainable Community Strategy (SCS). The key priorities will also inform the development of a new three year Corporate Plan for the Council for 2011/12-2013/14. The equality issues identified through the consultation have been incorporated into the Council's Equality Strategy 2011 – 2014 which will prepare the Council to meet its obligations on the specific duty. The Council's Equality Outcomes will be informed by the results of this consultation and these will be included and agreed by the City Council in the Council's new Corporate Plan.
- 1.6 To further mainstream equalities the new Equality Strategy's three year plan places an emphasis on progress reporting through the Council's key strategies and plans.
- 1.7 The new Equality Act 2010 requires public bodies like the Council to consider the impact on equalities when making decisions. The final statutory guidance on the equality analysis is expected to be published by April 2011 and the Council will refine its approach to equality analysis when this is available.

## **2. Options considered and recommended proposal**

- 2.1 Cabinet is asked to agree the Council's new Equality Strategy 2011 – 2014 for approval by Council. The strategy and plan aims to ensure that the Council will continue to promote equality of opportunity and work to achieve better equality of outcomes in Coventry. The Strategy will also ensure that the Council meets its specific duty under the Equality Act 2010.

## **3. Results of consultation undertaken**

- 3.1 The Council has been involved in the consultation process to identify the key priorities in the Coventry Sustainable Community Strategy (SCS). During the consultation process a number of equality issues were identified by consultees and these equality issues have been incorporated into the Equality Strategy 2011 – 2014. The results of this consultation inform the development of the new Corporate Plan for the Council and the Council's equality outcomes for the next three years.
- 3.2 Equality groups consulted across the city, include the Disability Equality Advisory Panel; Coventry Ethnic Minority Action Partnership; the Council's Sexual Orientation and Gender Identity Advisory Group; Coventry Women's Voices; the Council's Community Cohesion group and Faith groups across the city. A more detailed document of the equality issues raised during the consultation is available on the Council website. The Council's Black and minority ethnic Employee Network also contributed to the consultation. The Trade Union Core Group was also consulted and changes have been made to the strategy as a result. The issue raised by the Trade Unions included the collective impact of the public sector cuts on different groups.
- 3.3 Consultation has taken place on revisions to the Council's Equal Opportunities Policy which have been made in response to the Equality Act 2010. The new draft Equal Opportunities Policy for the Council is incorporated into the Equality Strategy 2011 – 2014.

## **4. Timetable for implementing this decision**

- 4.1 Timescales and expected outcomes are identified in the Equality Strategy and other plans and strategies identified in the three year plan.

## **5. Comments from Director of Finance and Legal Services**

- 5.1 Financial implications  
The actions required to deliver the priority outcomes are already included in the relevant Operation Plans or other published plans. Unless otherwise stated in these plans all the actions shown in them are funded through mainstream budgets.
- 5.2 Legal implications  
The Equality Strategy will ensure the Council meets or exceeds its statutory duties in relation to equality under the provisions of the Equality Act 2010.

## **6. Other implications**

The Equality Strategy aims to ensure that the equality implications for the Council are considered through the plans and strategies identified in the Equality Strategy three year plan.

The equalities implications for the Council as an employer will be managed through the Equalities in Employment Strategy, Workforce Plan, People Management Strategy 2009-2012 to Support Delivery of the Organisational Blueprint and the Training & Development Plan which are included in the Equality Strategy three year plan'

**6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?**

The Equality Strategy three year plan is organised by Coventry Sustainable Community Strategy themes and sets out how the Council activity will address equality issues under each of those themes. Equality outcomes will be set in the Council's new three year Corporate Plan and progress will be monitored through the revised balanced scorecard and performance management system. This approach, along with the Equality Strategy Plan, will ensure that equality of opportunity is being mainstreamed through relevant council activities and that there are a range of positive activities taking place across the board.

**6.2 How is risk being managed?**

Risks associated with equalities will be managed through plans and strategies identified in the Equality Strategy three year plan.

**6.3 What is the impact on the organisation?**

None

**6.4 Equalities / EIA**

An Equality Impact Assessment was carried out whilst developing the new Equality Strategy. The key action arising from the Equality Impact Assessment is to ensure that progress reporting on the key Council strategies incorporate monitoring of progress reporting on equalities.

**6.5 Implications for (or impact on) the environment**

None

**6.6 Implications for partner organisations?**

Many of the outcomes and activities are delivered through partnership working.

**Report author(s):**

**Name and job title:**

Surindar Nagra  
Equality & Diversity Officer

**Directorate:**

Chief Executive's

**Tel and email contact:**

7683 1067 [surindar.nagra@coventry.gov.uk](mailto:surindar.nagra@coventry.gov.uk)

Enquiries should be directed to the above person.

<b>Contributor/approver name</b>	<b>Title</b>	<b>Directorate or organisation</b>	<b>Date doc sent out</b>	<b>Date response received or approved</b>
<b>Contributors:</b>				
Jenni Venn	Assistant Director (Corporate Policy & Research)	CEX	4 February 2011	4 February 2011
Sonia Watson	Business Support Manager	CMS	4 February 2011	14 February 2011
Joy Auty	Schools HR Policy Team. Corporate Support	CWS	4 February 2011	4 February 2011
Usha Patel	Governance Services Officer	CWS	4 February 2011	11 February 2011
Lara Knight	Governance Services Officer	CWS	15 February 211	15 February 2011
<b>Names of approvers for submission: (officers and members)</b>				
Finance: Neil Chamberlain	Finance Manager	Finance & Legal	4 February 2011	4 February 2011
Legal: Gill Carter	Senior Solicitor	Finance & Legal	4 February 2011	16 February 2011
Director: Jos Parry	Assistant Chief Executive	Chief Executives	4 February 2011	1 February 2011
Members: Councillor Phil Townshend			1 February 2011	15 February 2011

This report is published on the council's website:  
[www.coventry.gov.uk/meetings](http://www.coventry.gov.uk/meetings)

## Appendices

# Coventry City Council Equality Strategy

2011-2014

Promoting Equality of Opportunity and  
Improving Equality of Outcomes

Final Draft

April 2011

<b>Contents</b>	<b>Page</b>
<b>Foreword</b>	<b>3</b>
<b>Section 1 -About our Equality Strategy and Community Cohesion</b>	<b>4</b>
<b>Section 2 - Delivering Equality of Opportunity</b>	<b>7</b>
<b>Section 3 – Responsibilities</b>	<b>11</b>
<b>Section 4 – How we consulted on this Equality Strategy</b>	<b>14</b>
<b>Section 5 – Council's Equal Opportunities Policy</b>	<b>15</b>
<b>Section 6 - Equality Strategy Three Year Plan</b>	<b>17</b>



## Foreword

### Promoting Equality of Opportunity and Improving Equality of Outcomes

Welcome to Coventry City Council's Equality Strategy 2011 – 2014.

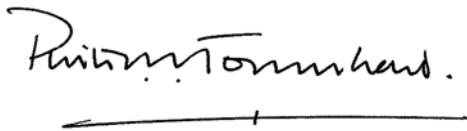
Coventry City Council is committed to making a difference to the lives of the people of Coventry by improving equality of access to our services; achieving a culture of respect for people from different backgrounds, challenging harassment and discrimination; ensuring that our employment opportunities are fair, and our workforce is representative of our city.

We have come a long way, and we are determined to make improving equality of opportunity in Coventry an integral part of all that we do by placing equality at the heart of the council's commitment to service quality and improvement. During these challenging financial times we need to ensure that the decisions that we make on how we allocate resources and how we design our services are taken in the knowledge of how they advantage or disadvantage any particular community. This no doubt will be a challenge in itself.

This Equality Strategy is the result of consultation with people who work, learn and live in Coventry, and focuses on those areas of inequality which impact most on the lives of local people, this includes considering the socio-economic impact of decisions made.

Coventry's outcome-focused approach to equalities links to the City's priorities outlined in the Coventry's Sustainable Community Strategy and this puts us in a strong position to respond positively to the Equality Act 2010.

We will continue to embrace this approach, and focus on these key equality outcomes and the things that matter to the people of Coventry. This will enable the City Council to continue to make a very real difference and help to increase equality of opportunity in our City.



Phil Townshend (Cllr)  
**Cabinet Member,**



Martin Reeves  
**Chief Executive**

## Section 1 - About our Equality Strategy and Community Cohesion

### Our commitment to equality and the purpose of the Equality Strategy

Coventry City Council is committed to ensuring equality of opportunity for all our residents. The underpinning equalities and community cohesion theme of Coventry Sustainable Community Strategy is: “A more equal Coventry with cohesive communities and neighbourhoods”. The Coventry Sustainable Community Strategy also aims to achieve the following three long term equality and cohesion outcomes:

- *Coventry will be a more inclusive and cohesive city and people will feel able to influence the quality of services and be involved*
- *There will be more equal opportunities for people from different backgrounds in Coventry*
- *People will have seen improvements to quality of life happen most quickly in priority neighbourhoods and communities*

The Council's Corporate Plan 2011-14 will set out the Council's corporate priorities, including how the council will contribute to the objectives in the Coventry Sustainable Community Strategy and the priorities of the Coventry Partnership.

The Council has reviewed and updated its Equal Opportunities Policy which is now incorporated in this strategy. The Council's Equal Opportunities Policy sets out the Council's aims and intentions to address inequality and tackle discrimination. It also states the Council's belief that:

- *everybody should have an equal opportunity to contribute to and benefit from society and*
- *a diverse community is a positive asset to the City*

This Equality Strategy outlines the ways in which the Council aims to make Coventry a more equal place and has been developed following analysis of local evidence and in consultation with local organisations and communities.

The Council will continue to work to improve equality of opportunity in Coventry across all the services that it delivers. This Strategy sets out to ensure that the Council is addressing equality issues appropriately at all levels within the organisation as part of our everyday business.

### Equality Outcomes

The Council sets itself a number of key equality outcomes which are directly related to the Coventry's Sustainable Community Strategy. These outcomes will be set for three years following analysis of available evidence. The equality outcomes for 2011-2014 will also link directly to the Council's Corporate Plan for the same period and will be approved in June 2011.

As well as providing the focus for this Equality Strategy, the equality outcomes form part of the Council's performance management framework. Equality outcomes will be an

integral part of the outcome measures identified against the objectives in the Corporate Plan. They will enable us to measure our progress towards greater equality and diversity in a way which is clear and understandable.

Through the Council's strategies and plans a programme of activities are included which contribute to the equality outcomes and mainstream equalities into the every day activities of the Council. The progress on the activities included in the Equality Strategy- 3 year plan will be reported through existing reporting processes for each of the strategies identified in the three year plan.

In addition to this, we will continue to identify other equality issues which will feed into our everyday business planning and improve equality of access to our services including carrying out equality analysis on Cabinet and Cabinet Member reports; budget decisions and fundamental service reviews.

### **Community Cohesion**

The Coventry Partnership has developed a Community Cohesion Strategy 2009 – 2015 which sets out the different activities that are being undertaken to help make the City more cohesive. It provides a framework for the Council and its partners to consider all its activities together, plan future work and measure progress.

The Council is providing active leadership on community cohesion through the Equalities and Community Cohesion Theme Group of the Coventry Partnership. The Council is committed to leading by example in this area as well as encouraging other organisations within the city to take action to improve community cohesion.

An integrated and cohesive community is based on **three foundations**:

- People from different backgrounds having similar life opportunities
- People knowing their rights and responsibilities
- People understanding and trusting one another and trusting local organisations to act fairly.

And **three key ways of living together**:

- A shared future vision and sense of belonging
- A focus on what new and existing communities have in common, alongside a recognition of the value of diversity
- Strong and positive relationships between people from different backgrounds.

## **Section 2 - Delivering Equality of Opportunity**

### **Commitment and Culture**

Coventry City Council is committed to treating people with respect and dignity and to providing high quality services that meet the needs of our diverse communities. The Council also takes a lead in promoting equality of opportunity and tackling discrimination in the city.

In order to do this the Council recognises that it is essential to have an organisational culture based upon equality of opportunity and respect and to have a well-trained and informed workforce. It is vital that elected members and council managers provide visible leadership, model behaviour and style appropriate to a modern diverse workforce and service provider.

The new Equality Act received Royal Assent on 8 April 2010. The Council will ensure that all its policies and processes reflect the requirements of the Act and where necessary strengthen the policies and processes to provide high quality services to people who live, work and are educated in the City and to businesses that choose to invest in the City.

The whole of this Strategy is based on mainstreaming our equality agenda. Work to improve equality must be part of our everyday activity and the Council will ensure that it fully considers the potential impact on equality of opportunity whenever it take decisions or introduces new policies. The Council will continue to place an emphasis on the processes and procedures that will help improve equality and will measure our success by the results that we achieve.

### **Setting Equality Outcomes**

Coventry City Council's equality objectives are linked to the key priorities in the Coventry Sustainable Community Strategy and the Council's Corporate Plan. The equality objectives will be identified by carrying out an equality analysis of the key Sustainable Community Strategy priorities by using data to drill down to identify equality outcomes for each of the key Coventry Sustainable Community Strategy priorities.

The key priorities in the Sustainable Community Strategy have been consulted on with local people including people representing the groups protected by equalities legislation. The equality objectives relevant to the Council are set out in this Equality Strategy.

The Council will be transparent in its approach and will publish equality data and take reasonable steps to fill any gaps in data.

### **Access to Council Services**

The Council will promote equality of opportunity through its service delivery and will take action to ensure that people with different needs, and from different backgrounds, are able to access relevant, good quality services in an appropriate and fair manner. The Equality Strategy Three Year Plan, which can be found in Section 6 of this document, identifies the various strategies through which this will be achieved.

The Council has a policy of ensuring that services are accessible to all its residents. The Council therefore has a programme of improving access to buildings where the public has access.

As part of the Customer Services Strategy the Council will ensure that it does not discriminate in the way it plans and delivers services.

### Coventry City Council as an Employer

The Council is the largest employer in the city and will continue to promote equality of opportunity as an employer with a workforce that reflects the demographic profile of the city.

The Customer and Workforce Services Directorate has specific responsibilities for leading on equalities in employment, providing the policy framework and Human Resources practitioner support to help achieve the above aim. However, it is the responsibility of all Council Directorates to deliver on our aims for equality of opportunity in employment.

The Workforce Plan is also in place to influence the workforce profile and includes the People Management Strategy, Talent Management etc.

In June 2010, the Director of Customer and Workforce Services approved the 'Achieving Equalities in Employment Action Plan' for 2010/11, which aims to promote the Council as the employer of choice, develop appropriate employment policies and improve the levels of equalities training and diversity awareness of the workforce. Ultimately, these will all contribute to the improvement of the diversity of the Council's workforce. The Action Plan contains the following objectives:

- To address the under representation issues affecting the Council at all levels, specifically focusing on people with disabilities
- Management of a robust Entry to Employment gateway for young people, ensuring they are supported into gaining qualifications, permanent employment and career pathways
- In line with the Corporate Parenting Role, to consider supporting Looked After Children towards gaining permanent employment through a blend of apprenticeships, work tasters and qualification programmes
- To develop a range of initiatives which encourage disadvantaged groups and those in further and higher education to consider Coventry City Council as an employer of choice
- To work with a range of partners and stakeholders in addressing unemployment issues for disadvantaged and under represented groups across the City

The Council works closely with the Trades Unions to develop policies which promote equality of opportunity for its workforce and support a number of employee networks that help the Council identify and address equality issues.

The Council will continue to report on employment data on an annual basis and ensure that it includes reporting on the gender pay gap and the percentage of the workforce from ethnic minority communities and disabled people in the workforce.

The Council will ensure that equality and diversity training is available to every employee and elected member of Coventry City Council. The Council will ensure that training is accessible to all Council employees and where required make reasonable adjustments to enable employees to take part in training. The e-learning packages have been reviewed to take into account the new Equality Act and are ready for roll out by April 2011. Mandatory equality training for Council employees has already been identified and rolled out for both Managers and employees. The Council will also monitor take up of mandatory training.

### **Information, Consultation & Involvement**

The Council has developed an Inform, Consult & Involve Strategy to increase the number of people who feel able to influence decisions affecting them. This is a local priority which is set out in the Coventry Sustainable Community Strategy. People are more likely to feel that they can influence decisions if key service providers provide them with sufficient and appropriate information, if they listen to people's views, act upon them and demonstrate how people's views have improved quality of life for the better.

The Council will ensure that men and women, young and older people, Black and minority ethnic communities, disabled people, lesbian, gay, bisexual and transgender people as well as those who follow particular religions or beliefs and other groups of people protected by the Equality Act participate in public life and influence Council policies. Analysis shows that different groups of people are likely to feel that they have different levels of influence. The Council will also ensure participation of Council employees in inform, consult and involve activities.

The Council is working in partnership with Coventry Partnership on the Inform, Consult and Involve framework which has recently been adopted and sets out how partner organisations will work together in a more effective way to deliver consultation activities.

The Council will also undertake equality monitoring of who it consults and involves. To further monitor inform, consult & involve activity the Council will change the Corporate Equality Monitoring Guidance core questions to reflect those groups protected by the Equality Act. The Council is implementing a new web content management system which will enable the Council to set up a consultation tracker, which will collect equality monitoring information about who is responding to the consultation.

The Council will publish information in community languages on request or have staff available who can communicate with people from all backgrounds. Information will only be published in a community language if this is the only mechanism of getting information to certain community groups or individuals.

In addition, "reasonable adjustments" will be made for disabled people, to provide information in alternative formats, such as in Braille, or on CD, or electronically.

The Council will ensure that its website is accessible to everyone regardless of the person's background. The Council will provide guidance on what is legal including not placing discriminatory information on its website.

## **Equality Analysis**

The Council is committed to carrying out equality analysis and ensuring its decisions and service provision is evidence based. The Council will also consider the advantages and disadvantage to any community when developing services. The Council will continue to develop its approach to equality analysis to ensure that its service provision is proportionate, effective and relevant to local people. We will also continue to report on the impact on equalities on any formal decisions and build on this process for assessing impact for equalities further. This will be reported on annually.

An impact assessment on this Equality Strategy has been carried out.

## **Commissioning & Procurement**

Through commissioning and procuring services, the Council will seek to address equality issues when developing contracts and service specifications and improve service delivery by building in requirements for equality related questions when awarding contracts, as well as asking for equality related performance measures on the service provided.

## **Equality Monitoring**

Coventry City Council is committed to ensuring equality of opportunity for all its residents. However, we know that some people continue to experience discrimination and disadvantage, and effective equality monitoring is one of the tools we can use to address this. The Council will continue to equality monitor to help managers to understand their service users and how we can use equality monitoring data to shape future service delivery.

## **Complaints Procedure**

The Council takes customer service seriously and will address any problems and complaints, for example, something not delivered on time, or standards of work were not met. To ensure that there are not any discriminatory barriers to accessing and receiving services, complaints received by the Council will continue to be monitored for equalities as the complaints procedure is an integral component of the Council's approach to equalities.

The Council has reviewed its Complaints Procedure as part of developing the Customer Services Strategy and equalities will be considered as part of this work.

## **Performance Management**

The equality outcomes for this Equality will Strategy relate directly to the Council's Corporate Objectives in the Corporate Plan. To mainstream equalities, the progress against the equality outcomes will be formally reported to Cabinet and Scrutiny as part of the monitoring of the Corporate Plan and delivery will be monitored and managed through directorate, service and team plans. The progress on the strategies identified in the three year plan will be reported to the relevant Cabinet Member.

The Cabinet Member with responsibility for equalities will receive an annual report to demonstrate transparency of using data to inform equality outcomes and to identify gaps in data.

The corporate Performance Review Scheme requires that each employee has an annual Performance Development Review. Issues to be addressed and individual actions, including the need for training will be identified for each of the Council's employees through this process.

### **Review of Equality Strategy**

The Council's Equality Strategy will be reviewed and updated every three years. The progress reporting on the Equality Strategy three year plan will take place through the Council's Performance Management Framework.

DRAFT



## Section 3 - Responsibilities

As the Equality Strategy links clearly to the performance management framework at every level, responsibility for its implementation lies with all elected Members and all employees. However, there are also specific responsibilities delegated to certain individuals and groups as outlined below.

There are many things that the Council can influence directly, and others that the Council will work with partner organisations to achieve. The council will work with its partners to ensure that the Council's commitment to equality of opportunity is maintained in partnership working.

The **Cabinet Member** with overall responsibility for equalities will be responsible for the progress of the Equality Strategy. There will be an annual performance review on the progress being made on the equality outcomes in the Equality Strategy three year plan through reporting on the Corporate Plan. Individual targets will also be monitored via individual Operational Plans.

The **Cabinet Member** responsible for Human Resources will be responsible for the equalities in employment activities and for the workforce profile and will recommend changes and improvements to Cabinet as necessary.

The **Cabinet** is responsible for ensuring that:

- The equality outcomes are delivered through existing plans and strategies
- Sufficient resources are allocated to achieve the Council's equality objectives
- Assessing impact on equalities for decisions made
- There is a robust assessment of progress in equality as part of the implementation of the performance management process.

**Elected Members** are responsible for

- engaging with local communities
- ensuring that their views are heard and their needs considered.

**Scrutiny** is responsible for

- holding the Cabinet Member to account for delivering the equality objectives
- challenging the Council and its partners to deliver equality outcomes through service delivery

The **Chief Executive** is responsible for the delivery of the Equality Strategy.

The **Assistant Chief Executive** is responsible for ensuring that it is fully embedded within the Council and partnership performance frameworks.

**Management Board** is responsible for ensuring that every Directorate within the Council have equality related activities in their Operational Plans, and are responsible for ensuring the activities are delivered and that progress is reported on through appropriate channels.

There are three Management Board Equality Champions for the following areas:

- Black and Minority Ethnic issues – Martin Reeves, Chief Executive

- Disability issues – Brian Walsh, Director of Community Services
- Lesbian, Gay, Bisexual and Transgender issues – Jos Parry, Assistant Chief Executive

Management Board Equality Champions act as the link from the employee network to Management Board to address any issues raised by Employee Networks or Management.

**Directorate Management Teams** are accountable for ensuring that:

- Target setting is realistic but challenging
- That equalities analysis is undertaken on any decisions taken to Cabinet and Cabinet Members and any actions arising are fed into operational plans and team plans
- Actions from the Equality Strategy are delivered through Operational Plans
- Barriers to progress are identified and resolved.

Individual **employees** are responsible for

- undertaking equalities training offered to them
- working with their managers to identify how they can contribute to improving equality of opportunity in service delivery and employment within their own service areas and set equality objectives.

**Trade Unions** will be responsible for monitoring and commenting on equalities issues, particularly in relation to employment issues.

**Community and Stakeholder Groups** and Coventry people also have a part to play in scrutinising the implementation of the Equality Strategy and progress on equalities issues generally. This can include commenting through direct contact with their local Ward Councillors or through responding to consultation.

**The Corporate Equality Officers Group** will be responsible for:

- Developing, monitoring and reviewing the Equality Strategy three year Plan
- Leading on the exchange of information, experience and best practice across the Council
- Developing and co-ordinating self assessment and audit processes
- Identifying the level of achievement against all equality targets contained in the Equality Strategy and Operational Plans.

The **Strategic Disabled People's Forum** is responsible for ensuring strategic lead on disability issues for employees as well as service users.

Coventry City Council currently has 3 **Employee Networks**:

- Black & Minority Ethnic Employee Network
- Disabled Employees Network
- Lesbian, Gay, Bisexual and Transgender Employee Network

The purpose of these networks is to:

- enable employees from particular minority groups to share work related issues of common interest and concern in a safe environment;
- identify solutions and improvements on these issues

- be a source of information and expertise on relevant employment and service delivery issues
- ensure that the Management Board is made aware of relevant issues and concerns and to represent network members at relevant consultation meetings.

Coventry City Council has one formal Member-led **Advisory Panel** for Disabled People, and a Sexual Orientation & Gender Identity **Advisory Group**. These groups meet up to three times a year to advise on improving equality in their respective areas.

The Council works with the **Coventry Partnership** to ensure that the Coventry Sustainable Community Strategy continues to be firmly founded on equality of opportunity and encourages the development of community cohesion in the city.

The Council will seek to ensure that equality is fundamental to any strategies, plans and actions that are developed in partnership with other organisations. We will ensure that any contracts with agencies delivering services on behalf of the Council include appropriate equality requirements.

The Council is committed to working in partnership with the **voluntary** and **community** sectors in the City and recognises the contribution that the sectors can make to improving equality of opportunity. The Council has agreed a Compact with the sectors, which sets out the framework for the way that we work together.

Five theme based **Partnership Boards** have been established which link to the Coventry Partnership. The aim of these Boards is to improve services and the quality of life of people from the particular communities of interest they are representing. The five partnerships are:

- Older People's Partnership
- Physical and Sensory Impairment Partnership
- Mental Health Partnership
- Children and Young People's Partnership
- Learning Disability Partnership

## Section 4 – How we consulted on this Equality Strategy 2011-2014

The City Council regularly consults a wide range of people across the city about various issues, including annual consultation on the priorities of the Council. The Council's Inform, Consult and Involve Strategy has been produced as a result of on-going dialogue with a wide range of people across the city.

When consultation is carried out the Council tries to ensure that this is as representative as possible of the diverse community in the city and that people who have traditionally not engaged in this process are encouraged to do so.

Our Community Services Directorate has a team of people responsible for user and carer involvement. Users and Carers are involved in the planning, delivery and evaluation of social care services and a number of user and carer groups have been set up in order to facilitate a long-term, effective means of two-way communication.

Our Children & Young People's Directorate have consulted with young people, parents and carers in planning and delivering services. The consultation carried out on the Coventry Sustainable Community Strategy will also inform the new Children & Young People's Plan.

Coventry City Council has worked with partners in the Coventry Partnership and the Community Empowerment Network to develop a co-ordinated approach to inform, consult and involve with local communities. The Council has set up a central research and consultation team to ensure a co-ordinated approach to consultation across the city council. This team will ensure that those people protected by the Equality Act 2010 are involved as part of all consultation activity. An Inform, Consult and Involve Framework has been developed to enable the council to develop sensitive services, which meet the needs of all of Coventry's citizens.

This Equality Strategy has been put together with contributions from representatives of many equality groups in the City, including the Disability Equality Advisory Panel, Coventry Women's Voices, Sexual Orientation & Gender Identity Group Physical & Sensory Impairment, Partnership Reference Group, Equalities & Community Cohesion theme group and the Council's three Employee Networks. In addition, the Trade Union Core Group has been consulted on the Equality Strategy.

The online consultation carried out by the Coventry Partnership on the Sustainable Community Strategy was also used to inform the Equality Strategy Action Plan. The online consultation focussed on the key priorities for the city as well as key equality priorities linked to the key Sustainable Community Strategy themes.

## Section 5 - Coventry City Council - Equal Opportunities Policy

This policy replaces Coventry City Council's previous equality policies. The commitment made in this policy is delivered through the City Council's Equality Strategy, which brings together all the City Council's equalities activities in one place. The policy is designed to ensure that there is a consistent approach across the authority to all areas of equalities work and will be reviewed in three years.

### 1 Our Policy

- 1.1 Coventry City Council believes that:
  - everybody should have an equal opportunity to contribute to and benefit from society and
  - a diverse community is a positive asset to the City
- 1.2 Coventry City Council recognises that people still experience inequality in society because of their background. The City Council will therefore not tolerate discrimination on the grounds of age, breastfeeding, civil partnership, disability or impairment, employment, gender, gender reassignment, home address, marital status, maternity, nationality, national origin, pregnancy, race, religion or belief, responsibility for dependants, sexual orientation or trade union membership.
- 1.3 The Council will lead by example. It will take active steps to challenge prejudice, discrimination and harassment and will identify equality objectives to promote social justice and equality of opportunity.
- 1.4 This Policy will underpin all decisions taken by the Council and all actions by its employees.

### 2 Employment

- 2.1 As the largest employer in the City, the Council will:
  - Demonstrate its commitment to equality in all aspects of employment, including recruitment, career development, pay, training, promotion and welfare
  - Monitor and report on its workforce and take positive action with a view to ensuring that its workforce at all levels reflects the communities it serves
  - Inform all employees of this Policy and of their rights to protection from discrimination, harassment or victimisation including perceived and associated discrimination.
  - Treat failure to comply with this Policy as a disciplinary offence
  - Ensure employees attend agreed training programmes
  - Promote flexible working policies and practices

### 3 Service Delivery

- 3.1 The Council provides services both directly and by working with other organisations. It will promote equality of opportunity for local people by:

- Providing accessible information about the services available to them
- Undertaking equality analysis to determine if there is any impact for equalities on its policies and activities
- Delivering services in ways which are appropriate to service user needs and, whenever possible, removing barriers which may deny access or cause offence
- Using its powers to ensure that organisations providing services on its behalf operate in accordance with the aims of this Policy
- Promoting widely the availability of the Council's Complaints system to ensure people know how to raise issues about services

#### **4. Information, Consultation & Involvement**

4.1 Effective information, consultation and involvement are essential to the success of this Policy. The Council will therefore:

- Inform, consult and involve a wide range of people including employees and stakeholders about decisions which affect them so that they can influence policies and practices
- Ensure that people from different backgrounds are able to fully participate in consultation and involvement activities
- Give people a voice by promoting involvement in decision making

#### **5. Implementation**

5.1 To ensure the effectiveness of this Policy, the Council will:

- Set equality outcomes and monitor progress against them
- Consider the equal opportunities implications of policy decisions, budget cuts, service redesign and efficiency savings
- Identify barriers that prevent equal access to services and take measures to address them
- Monitor the composition of its workforce and the take-up of its services and take positive action to redress inequalities
- Report progress made against the Equality Framework for Local Government

#### **6. Accountability**

6.1 The Cabinet Member whose portfolio covers equalities issues will be responsible for monitoring the effectiveness of the policy and for recommending changes and improvements necessary to the Cabinet.

6.2 The Chief Executive will hold Directors accountable for taking steps to ensure that this Policy is promoted, understood and implemented by Council employees. The Council's Management Board will take overall responsibility for maximising progress towards a more inclusive society.

6.3 All employees of Coventry City Council are accountable and responsible for taking steps to promote the Equal Opportunities policy in their day to day work.

## Section 6 – Equality Strategy Three Year Plan

## Equality Strategy Three Year Plan

1. Economy, Learning, Skills and Employment			
Ref no	Outcomes and activities that contributes to Equalities	Key Strategies & Plans	How progress is reported and managed
1.1	<p><b>Employment</b> - The Council has a corporate objective 'a prosperous Coventry with a good choice of jobs and business opportunities for all the city's residents'. The Council will work to promote equality of opportunity in employment both through its own policies and practices as the largest employer in Coventry and through supporting activities provided by Economy &amp; Community Services.</p> <p>This will enable more disabled people to access employment opportunities; provide improved employment opportunities for people with mental health issues and people with learning disabilities; support lone parents to move into work; support residents from priority neighbourhoods choosing to enter employment or start-up their own business; improve employment opportunities for target groups of workers particularly for those with family responsibilities and those who are seeking to return to work and provide information and resources on business start up and employment to men and women.</p> <p>The Council will also encourage employers to work with schools to prepare young people to find jobs in the employment market.</p>	<p>Corporate Plan Sustainable Community Strategy (ELSE theme) Strategy 2007 – 2010</p> <p>Jobs Strategy</p> <p>Equalities in Employment Strategy</p>	<p>Cabinet Member (Policy, Governance and Leadership)</p> <p>ELSE theme group</p> <p>Cabinet Member (City Development)</p> <p>Cabinet Member (Corporate &amp; Neighbourhood Services)</p>

<b>1. Economy, Learning, Skills and Employment</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>1.2</b>	<b>Training and Development</b> is crucial for developing a world class workforce. The Council provides both mandatory and skills specific training to its workforce. Training and Development outcomes include access to three days training per employee which can be spent on a specific learning goal or achieving a qualification.	Training & Development Strategy  Corporate Plan	Cabinet Member (Corporate & Neighbourhood Services)
<b>1.3</b>	<b>Gender Pay Gap</b> is one of the key gender equality issues. The Council has taken steps to address the Gender Pay Gap through carrying out job evaluations of all posts and continue to monitor the percentage of women who occupy higher graded positions.  As a major employer in Coventry the Council will work with partners to understand how the gender pay gap in the City can be addressed.	People Management Framework Strategy  Equality Strategy	Cabinet Member (Corporate & Neighbourhood Services)
<b>1.4</b>	<b>Not in Education, Employment or Training</b> – A key equality outcome for the Children and Young People's Strategic Partnership is to ensure that children and young people are educated. This will include reducing the number of school leavers who are not in education, employment or training'. Although in the current economic climate this outcome is challenging for care leavers, teenage parents and both boys and girls are supported into education, employment and training as well as those young people who are not in mainstream education.	Children and Young People's Plan    Sustainable Community Strategy (ELSE theme)	Children Learning & Young People's Strategic Board  Cabinet Member (Children & Young People) Cabinet Member (Education)  ELSE theme group



<b>1. Economy, Learning, Skills and Employment</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>1.5</b>	<b>Out of Work Benefit</b> – The Council has a key equality outcome 'to reduce the number of people claiming job seekers allowance and other worklessness benefits'. This includes working age people on Job Seekers Allowance, Incapacity Benefit, Lone Parent benefit, Miscellaneous Income Related Benefits, Employment Support Allowance. In these economically challenging times the Council will continue to work with partners to help working age people from most deprived areas into work.	Coventry Economic Development Strategy 2008 – 2013  Corporate Plan  Sustainable Community Strategy (ELSE theme)	Cabinet Member (City Development)
<b>1.6</b>	<b>City Centre Development</b> - Coventry City Council are involved in a number of regeneration programmes including redeveloping the city centre. The regeneration programmes are delivered following intensive consultation. When planning redevelopment, the City Council will ensure that access issues for disabled people and women are taken into account from the on set including ensuring changing places facilities are available for disabled people with complex needs; parking for disabled people and linking services and transport for those people who use public transport.	Meantime Strategy	Cabinet Member (City Development)
<b>1.7</b>	<b>Development Planning</b> – Development planning is a continuous process of looking forward and deciding on a course of action to improve people's quality of life and the appearance of our environment in a sustainable way. It involves protecting the best, improving the worst, and aiming positively to ensure a better quality of life for everyone, now and for future generations. This planning for housing, transport infrastructure, joined	Coventry Development Plan  Core Strategy to be developed by March 2013	Cabinet Member (City Development)

<b>1. Economy, Learning, Skills and Employment</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>up services will ensure access to facilities for both men and women; young and old people and for disabled people. It aims to ensure that land use changes proceed coherently, efficiently, and with maximum community benefit.</p>		
<b>1.8</b>	<p><b>Financial Inclusion</b> – the Council is working in partnership with other agencies in the City to promote financial inclusion. This work is particularly aimed at vulnerable groups such as families on low income, workless households, elderly people and other groups at risk of being financially excluded.</p> <p>A Financial Inclusion Forum has been set up to co-ordinate the development and delivery of the Financial Inclusion Strategy which will have three main strands of work aimed at developing a clear pathway for individuals. These are as follows: money and debt advice; increasing access to financial services, responsible lending and affordable lending and developing initiatives to support facilitate the provision of financial literacy.</p>		Economy, Learning, Skills & Employment Strategic Group

<b>2. Health, Well Being and Independence</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>2.1</b>	<p><b>Health</b> – 'People of Coventry living longer, healthier, independent lives' is one of the Council's corporate objectives. The council is committed to tackling health inequalities, working closely in partnership with other agencies and local communities, particularly for those neighbourhoods and communities in the greatest need.</p> <p>The Council works with partners to deliver activities to improve the health and wellbeing of men and women who are at particular risk; improving support to women and men who are carers; improve life opportunities for older people including health and well being of older men and women; improving services for people with mental health issues in line with agreed best practice; improving the health and well being of disadvantaged women who do not attend screening or access services; ensuring housing meets the health needs of residents leaving hospitals in disadvantaged areas and taking services closer to the community</p>	<p>Adult Mental Health and Well Being Strategy 2008-2011</p> <p>Health Inequalities?</p> <p>Multi Agency Carers' Strategy 2010 - 2014</p> <p>Older Peoples Mental Health and Well Being Strategy 2008-2011</p>	Cabinet Member (Community Services)
<b>2.2</b>	<p><b>Teenage Pregnancy</b> - Coventry has one of the highest teenage conception rates in the country. The Council and its partners also work to ensure that teenage mums and their child are not disadvantaged in their life opportunities. The Respect Yourself Strategy takes steps to address these two strands through a programme of activity based on evidence.</p>	Teenage Pregnancy Strategy	Children Learning & Young People's Strategic Board Cabinet Member (Children & Young People) Cabinet Member ( Education)

<b>2. Health, Well Being and Independence</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>2.3</b>	<p><b>Independent Living</b> – The Council has a corporate objective: 'People of Coventry living longer, healthier, independent lives'. The Council works in partnership with other agencies in the city to assess individual people's needs and to provide and arrange services to meet eligible needs to enable individuals to live independently in the community.</p> <p>In partnership the Council works to achieve the following outcomes: more independence for some disabled adults; more people with learning disabilities returning to the city; people with learning disabilities living in Coventry have increased choice about where they live and greater independence; involvement of older people in communities; enabling individuals to stay in their own homes through the Disabled Facilities Grant and more choice and control for clients over their service provision.</p>	<p>Older People's Healthy Ageing Strategy 2011 -2014</p> <p>Telecare Strategy (in development)</p>	<p>Cabinet Member (Community Services)</p>
<b>2.4</b>	<p><b>Children &amp; Young People Being Healthy-</b> there are many benefits of breastfeeding, for both mother and baby including, health benefits, time saving and money saving. But we also know that breastfeeding baby isn't always easy. So in partnership with other agencies, the Council wants to help mums who make the choice to breastfeed and to encourage others to try, particularly those mums who are still undecided, to increase the number of girls/women who feel they have the knowledge and confidence to breastfeed their baby. In addition, there are links with breastfeeding to reduced obesity and infant mortality rates.</p>	<p>Children and Young People's Plan</p>	<p>Children Learning &amp; Young People's Strategic Board</p> <p>Cabinet Member (Children &amp; Young People)</p> <p>Cabinet Member ( Education)</p>

<b>2. Health, Well Being and Independence</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	The Council will work with partner agencies to improve the health of children and families living in the most deprived areas in the city and ensuring they have equitable access to healthcare.		
<b>2.5</b>	<p><b>Coventry Health Improvement Programme (CHIP)</b> – CHIP is a partnership approach to transforming the health of the city and reducing the health inequalities that exist across Coventry. By working with colleagues within the NHS, voluntary groups, health professions and community organisations CHIP aims to deliver interventions preventing poor health. These health interventions enable individuals to make lifestyle choices that empower them to change their lives, ultimately improving their health and well being.</p> <p>The programme aims to tackle rising health issues and support people to make informed choices around their own lifestyle risks. The programme has a number of individual projects that work at tackling particular health issues within the city. These include the Healthy Weight project, looking to reduce obesity levels in the city and improve the take up and maintenance of sport and physical activity levels. This project works across the city, working with communities and social groups to reduce health risks attributed to poor diet and low levels of exercise.</p> <p>Another element of the programme, the Work and Health project, has a number of work streams that aim to</p>	<p>NHS Coventry Strategic Plan 2010-2014</p> <p>CHIP Programme Plan taking the programme up to march 2012.</p>	<p>Improving Health &amp; Reducing Health Inequalities Programme Board (Joint City Council and PCT Board)</p> <p>Health Strategy Delivery Board (PCT led Board)</p>

2. Health, Well Being and Independence			
Ref no	Outcomes and activities that contributes to Equalities	Key Strategies & Plans	How progress is reported and managed
	<p>contribute towards health improvement in the working population. By working with small and medium businesses the project aims to provide onsite health screenings to employees, offering referrals in to health services should they be required. The project is reaching target population groups who typically have low levels of health and are reluctant to attend a GP. Through this alternative health intervention method social groups with the lowest levels of health equality are being supported and inequality gaps reduced.</p> <p>It is the aim of the programme to contribute towards a holistic improvement in health across the city. Not only will physical but also mental well being improvements in health be realised. This contributes towards positive feelings of well being thus improving health overall.</p> <p><b>Health at Work -</b> Environmental Health enforce the health and safety at work act in over 8,000 local businesses, ensuring not only safety in the workplace, but that risks to health are eliminated or controlled. For example, Stress, Dermatitis, Musculo skeletal injuries. This work focuses on small businesses that have employees from the more disadvantaged parts of our city, low paid and part time workers. In improving working conditions, and reducing the risk of occupational injury, the team aim to redress inequalities in health.</p>	<p>Health and Safety Service Plan</p>	<p>Cabinet Member (Corporate and Neighbourhood Services)</p>

<b>2. Health, Well Being and Independence</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>2.6</b>	<p><b>Carers</b> - Coventry's Multi-Agency Carers' Strategy (2010-2014) details Coventry's vision for carers over the next four years. In partnership with other agencies the Council aims to enable carers to maintain a balance between their caring responsibilities and a life outside caring, whilst supporting the person they care for to be a full and equal citizen. A key outcome for the strategy includes Carers will be respected as expert care partners and will have access to the integrated and personalised services they need to support them in their caring role. At present, there is inconsistency in the support and services offered to carers dependent on the needs of the cared for person. The aim is to get more consistency for carers, and to ensure that the system is fair and equal.</p> <p>A review of Carers' Breaks across adult social care will be completed, with the aim of greater consistency and fairness for carers. This will ensure that those carers who have not traditionally taken up service and have high-needs are in receipt of services, including young people, men and women. In order to ensure that carers are allocated suitable resources dependant on the impact of their caring role, a Carers' Resource Allocation System (RAS) will be developed.</p>	Coventry's Multi-Agency Carers' Strategy 2010-2014	Cabinet Member (Community Services)

<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>3.1</b>	<b>Hate Crime</b> – The Hate Crime Reduction Strategy Action Plan is an inter agency strategy for Coventry. The strategy contributes to and works in parallel with the Community Safety Strategy. Hate crime incident is any incident which is perceived by the victim or any other person to be motivated by prejudice against someone's sex, racial heritage, religion, disability or sexual orientation. It can include graffiti, offensive mail, assault, verbal abuse or offensive literature. The action plan aims to tackle hate crime through training and education; encouraging reporting and providing support to victims including the provision of local reporting centres; support and encourage effective action against offenders; develop programmes to address offending behaviour; encourage the use of sport, art and cultural activities to help address issues of discrimination and promote community cohesion.	Hate Crime Reduction Action Plans 2010/11 Coventry Community Safety Plan 2008-11	Cabinet member (Corporate & Neighbourhood Services)  Community Safety Partnership Board
<b>3.2</b>	<b>Community Safety</b> – being able to live and work free from crime and the fear of crime is critical to quality of life and one of the critical factors in improving social inclusion. The Council is an active member of Coventry's Community Safety Partnership and has a corporate objective to "A safer and more confident Coventry", The City's Community Safety Strategy "A Safer Stronger Coventry" is based around a number of themes: reducing crime, fear of crime and anti-social behaviour; offenders; reducing the harm of illegal drugs and alcohol; cleaner, greener, safer neighbourhoods; community cohesion and empowerment;	Coventry Community Safety Plan 2008-11	Cabinet Member (Corporate & Neighbourhood Services)  Community Safety Partnership Board



<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>and children and young people.</p> <p>Key activities that will impact on equality of opportunity include the increased emphasis on tackling domestic violence &amp; abuse and hate crime; support to the most vulnerable people to access support including crime prevention resources and the development of neighbourhood groups so that local communities can voice their local concerns, influence and access partnership services.</p> <p>Seasonal planning and partnership tasking and coordination forums bring together local agencies to deploy staff and resources using active intelligence mapping systems to tackle crime and anti-social behaviour and identifying emerging hotspots.</p>		
<b>3.3</b>	<p><b>Domestic Violence and Abuse</b> - Domestic violence and abuse affects many people, regardless of gender, age, race, ethnicity, religion, sexuality and lifestyle etc. It includes a variety of behaviours such as physical, sexual, emotional or financial abuse and threatening behaviour. Domestic violence and abuse is never acceptable and never deserved, everyone has the right to a life without violence or abuse. The Coventry Domestic Violence &amp; Abuse Partnership brings together a range of statutory and third sector agencies to deliver the key themes of the Domestic Violence &amp; Abuse Strategy action plan which includes early intervention, support and workforce development, multiagency working, cultural change and sustainability and evidencing outcomes. A range of</p>	Coventry Domestic Violence and Abuse Strategy and Action Plans	Cabinet Member (Corporate & Neighbourhood Services)

<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	services for survivors, perpetrators and children are commissioned which include supported accommodation, support through court processes and group work with perpetrators.		
<b>3.4</b>	<p><b>Children &amp; Young People</b> – Keeping Coventry children and young people safe from harm firmly remains as one of our most important priorities for the Children &amp; Young People's Partnership Board. Throughout the last year the focus has turned to incorporating good practice lessons and implementing quality assurance improvements across the range of services delivered to safeguard and support vulnerable children. As a result we are starting to achieve some good quality outcomes across the partnership which will be evident in real and long-term benefits; for example, work to reduce family breakdown in those families experiencing complex problems, or working to ensure that fewer children are victims of repeat abuse, or affected by the harms caused by illegal drugs, or are more involved in positive activities.</p> <p>Safeguarding - The aims of Coventry Safeguarding Children Board is to coordinate and monitor the effectiveness of local work to safeguard and promote the welfare of children, ensuring joint working across services and agencies. This includes ensuring the safeguarding needs of disabled children; children from abroad and children and young people who are being forced into marriage are managed effectively.</p>	<p>Children &amp; Young People's Plan</p> <p>Coventry Children's Safeguarding Board Annual Plan</p>	<p>Cabinet Member (Children &amp; Young People)</p> <p>Children Learning &amp; Young People Partnership Board</p> <p>Coventry Children's Safeguarding Board</p>

<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>3.5</b>	<p><b>Sexual Violence</b> – The Coventry Sexual Violence Forum brings together a range of statutory and third sector agencies to develop and deliver an annual Sexual Violence action plan. The Forum links to the Coventry and Warwickshire Sexual Assault Strategic Board and the Coventry Community Safety Partnership. Key actions include training frontline staff to improve the support to victims of sexual violence; the development of a Coventry and Warwickshire Sexual Assault Referral Centre (SARC) and raising awareness amongst sexual violence victims about care pathways and support services through publicity campaigns.</p>	Coventry Sexual Violence Forum Action Plan	Cabinet Member (Corporate & Neighbourhood Services)
<b>3.6</b>	<p><b>Licensing –</b></p> <p><b>Licensing of Housing Provision -</b> The Housing Enforcement Team is responsible for enforcing over 20 Acts of Parliament, together with numerous subordinate Regulations and Orders. The Team proactively inspects large numbers of properties, including Houses in Multiple Occupation and empty homes on a risk assessment basis. The Council's Policy is to secure effective compliance with legislation while minimising the burden to the Council, individuals, organisations and businesses. The Council deals with landlords in a fair, transparent and object way regardless of their gender, race, disability, culture, religion or belief, age, sexuality, financial status or any other disadvantage of offender, victim or witness.</p>	Public Safety & Housing Enforcement Policy and Public Safety and Housing Operational Plan	Cabinet Member (Corporate & Neighbourhood Services)

<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p><b>Alcohol Licensing -</b>  The Licensing Team in Environmental Health administer licensing for alcohol and entertainment, co-ordinating the activities of the responsible authorities (Police, Fire, Safeguarding Children, Trading Standards, Health &amp; Safety, Noise, Planning) IN Managing and monitoring licensed premises, appropriate conditions can be applied by the local authority to protect the safety of the public visiting licensed premises and also protecting the living environment of local residents who may suffer from noise, anti social behaviour and general public nuisance.</p>		
<b>3.7</b>	<p><b>Public Protection</b>  Air Quality - The Council is working hard to improve the air quality in our city. Road traffic is by far the largest contributor to poor air quality. Although air quality does not respect ward boundaries, some of the most congested streets pass through our deprived neighbourhoods. The whole of Coventry has been designated as an Air Quality Management Area (AQMA). This enables us to tackle air quality issues strategically, rather than move the problem around and consequently, provides us with more power to tackle problematic areas and help improve our air quality.</p> <p>The Council has an action plan which compliments the AQMA, reduce emissions and improving air quality within the city limits. We accept that every city is different and that what works for one city may not work in another. Air</p>	Air Quality Action Plan	Cabinet Member (Corporate & Neighbourhood Services)

<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>quality includes nuisances such as car use, bonfire smoke, odours etc. The Council will ensure that all communities understand what role they can play in tackling air quality.</p> <p>Contaminated Land Under the Environmental Protection Act 1990 - we have a legal duty to inspect any land in our city that could be contaminated and pose a risk to peoples' health or the environment. The City has a long industrial heritage and a large number of former industrial and landfill sites exist in areas of deprivation. We seek to identify these contaminated sites and work closely with the landowners and developers of these "brownfield" sites to ensure the contamination is cleaned up and to liaise with the local community so they are fully informed and understand what's happening every step of the way and does not have an impact on people living in disadvantaged areas.</p> <p>Environment Crime - the Council has a role to enforce legislation in relation to refuse in gardens, fly tipping, littering, fly posting, waste, and nuisance vehicles and carry out educational and promotional work in respect of litter, waste, and public health. The vast majority of environmental crime incidents occur in the City's most deprived wards. Recent research has shown that the local Environmental Quality in a persons living environment has a significant impact on their health and well-being. Residents in areas, which have a low environmental quality often have an increased "fear of crime". Evidence also supports the view that the onset of environmental</p>	<p>Contaminated Land Strategy Environment Crime Strategy</p>	

<b>3. Community Safety</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	crime in an area acts as a precursor for more serious anti-social behavior and crime.		
<b>3.8</b>	<b>Trading Standards</b> – Trading Standards help to protect the public and honest businesses from rogue traders and illegal practices. Trading standards are particularly keen to prevent financial hardship for vulnerable members of the community. For example, protecting the elderly being taken advantage of by rouge traders or intervening in disputes where the consumer has a poor understanding of English and the trader is refusing to co-operate.		Cabinet Member (Corporate & Neighbourhood Services)

DRAFT

<b>4. Cleaner, Greener Streets and Open Spaces</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>4.1</b>	<p>The Parks and Open spaces services, covers the use of parks open spaces and woodlands and play a vital part in providing people with accessible green spaces in the City and provide areas which encourage people to be active and lead a fit and healthy life style. The work fits the Greenspace Strategy 2008-2018 and the continuation of the provision of Play Areas across the city as outlined to Cabinet on 23rd February 2010 by the use of Section 106 monies.</p> <p>Parks also provide a facility to stage events that contribute to community cohesion including events such as the Godiva Festival and Vaisakhi sports day. The parks are accessible for free and any issues with regard to accessibility are dealt with on an individual basis. Monitoring takes place by those undertaking events and the parks service collect data from approx 1,200 users each year which is used to contribute to future programmes. A review of the Equalities Impact Assessment is due in 2011-12.</p>	Greenspace Strategy 2008-2018	Cabinet Member (Culture Leisure Sport and Libraries)

<b>5. Children and Young People</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>5.1</b>	<p><b>Children and Young People's Plan</b> – this is the single over-arching plan for all children's services in Coventry developed through the Children and Young People's Strategic Partnership and is focused on children and young people being healthy, achieving and safe.</p> <p>These three priorities are underpinned by three cross cutting themes of participation, early intervention and narrowing the gap. The emphasis is on early intervention and prevention, targeted at those most at risk, including Child Poverty and addressing Health inequalities and Barriers to Learning.</p> <p>The Children &amp; Young People's Plan aims to improve outcomes for all children and young people; ensure that all children can achieve their full potential and make the maximum possible progress regardless of their background, this includes looked after children and young people, care leavers, children at the edge of care, disabled children and young people, Black and minority ethnic children and young people, gay, lesbian and trans young people and asylum seekers and refugee children and young people.</p>	Children and Young People's Plan 2011-2013	Children. Learning & Young People Partnership
<b>5.2</b>	<p><b>Participation</b> – Through the Children and Young People's Plan the Council and its partners enable young people to acquire and practice a range of social, political and democracy skills which provide children</p>	Children and Young People's Plan 2011-2013	Cabinet Member ( Children & Young People)



<b>5. Children and Young People</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>and young people with the opportunities to participate in decision making forums across agencies.</p> <p>The Council has a participation Team who support the involvement of children and young people in service delivery, design and monitoring. Participation will be one of the key enablers of the Children's Plan.</p>		Children Learning & Young People Partnership Board
<b>5.3</b>	<p><b>Educational Attainment</b> – Performance in educational attainment in schools show that Coventry schools are performing well against the national average. A variety of measures are put in place to ensure that children have a good start to their learning by making pupils more ready for school and regardless of their background children and young people are provided opportunities to achieve their full potential and improve educational standards.</p> <p>Groups where further educational support is provided include Gypsy, Roma and Traveller of Irish Heritage; any other White background; Black Caribbean; White/Black Caribbean; Black African and White/Black African; Pakistani and Bangladeshi at key stage 2 and key stage 4 and pupil's in receipt of free school meals.</p>	Children & Young People's Plan 2011 - 2013	<p>Cabinet Member (Children &amp; Young People)</p> <p>Cabinet Member ( Education)</p> <p>Children Learning &amp; Young People</p>

6. Housing			
Ref no	Outcomes and activities that contributes to Equalities	Key Strategies & Plans	How progress is reported and managed
6.1	<p><b>Housing</b> – access to a choice of housing is a further critical area for equalities. The council has a corporate objective to have "good choice of housing to meet the needs and aspirations of the people of Coventry". Although the Council no longer owns council housing it retains the strategic role for housing in Coventry. The City's Housing Strategy aims to ensure decent homes, housing choice and support for Coventry citizens, this includes homeless people, pregnant women and single mums. The strategy addresses the overall housing supply in the city; affordable housing; the specific provision of housing to promote independent living for those who need it and to meet the needs and aspirations of the people of Coventry to create more balanced tenures at neighbourhood level.</p> <p>The Council also participates in the regional assessment of gypsy and traveller needs and assesses its impact for the city and addresses the accommodation and care needs of Black and Minority Ethnic elders, women and lone parents in the city.</p> <p>The number of households who are assessed as statutory homeless is increasing –a total of 538 households during 2009/10, but a total of 527 households so far in the first three quarters of 2010/11. The council must assist those who are vulnerable (including through age or disability) or who have dependent children or a pregnancy.</p>	Housing Strategy 2005-2010	Cabinet Member (Housing, Sustainability and Local Infrastructure)

6. Housing			
Ref no	Outcomes and activities that contributes to Equalities	Key Strategies & Plans	How progress is reported and managed
	The current economic situation, rising unemployment and other factors are likely to lead to an increase in homelessness. Government policies such as the changes to housing benefit and local housing allowance will also have an impact. The Council will need to be creative and innovative in the advice and solutions it offers to homeless households, including an increased focus on preventing homelessness.		

7. Transport			
Ref no	Outcomes and activities that contributes to Equalities	Key Strategies & Plans	How progress is reported and managed
7.1	<b>Independent Travel</b> – It is essential that we maximise opportunities to enable vulnerable groups to travel safely and appropriately around the city. This could include with support, using public transport, walking routes for examples. Further enabling the promotion of effective choice and control for our citizens. Community Services and CLYP are committed to developing this activity. We recognize the relationship between travelling independently and the opportunity for people to lead ordinary lives. Examples of activities to support independent travel include the Independent Travel Advisors who support individuals with learning disability to use public transport to get to place of work, learning and social activity.	Integrated Transport Strategy.	Joint reporting to Cabinet Member (Community Services) & Cabinet Member (Children, & Young People)

<b>7. Transport</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>7.2</b>	<p><b>Coventry Transport Strategy</b> – The Council is currently producing the Coventry Transport Strategy which will cover the transport needs of citizens in the City including the needs of disabled people; young people; girls and women including people who want to take advantage of the night time economy. Public safety is paramount in developing Transport infrastructure particularly for disabled people, people with learning disabilities, women and older people.</p> <p>Whilst developing the Coventry Transport Strategy the Council will review its current Coventry Parking Strategy and address the car parking needs of disabled people in the city centre.</p>	<p>Coventry Transport Strategy Coventry Parking Strategy</p>	<p>Cabinet Member ( City Development)</p>

<b>8. Culture, Sport and Physical Activity</b>			
<b>Ref no</b>	<b>Outcomes and how it contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>8.1</b>	<p><b>Culture and Leisure Strategy</b> – culture and leisure activity, including sport, is one of the best ways to bring people from different backgrounds together to share experiences and builds relationships. However participation compared with demographics shows that particular groups such as older people, disabled people, girls and women do not take part in physical activities in proportion to other groups. This is comparable with the national position and therefore concentration of</p>	<p>Coventry Cultural Strategy 2007 - 2017</p>	<p>Cabinet Member (Culture, Leisure, Sports &amp; Libraries)</p>

<b>8. Culture, Sport and Physical Activity</b>			
<b>Ref no</b>	<b>Outcomes and how it contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>programmes and activities is on these groups including women only sessions and sessions aimed at encouraging disabled people to participate.</p> <p>The Council ensures that the Library service is suitable for and relevant to Coventry's diverse population by providing better information on activities taking place in the city to individuals and communities who have traditionally not engaged so that they can access the full range of library services including services for visually impaired people, hearing impaired people and Asian women.</p>		

<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>9.1</b>	<p><b>Equality Impact Assessments</b> – the Council has commenced a three year programme of Equality Impact Assessment (EIA) of all its policies and functions in response to its legal duties under the Race Relations Amendment Act (2000) and the Disability Discrimination Act (2005). The process identifies and addresses any adverse impacts on particular groups in the city including race; gender; disability, age, faith and sexuality. The new Equality Act replaces the requirements mentioned above from 1 April 2011. The</p>	Equality Strategy	Cabinet Member (Corporate & Neighbourhood Management)

<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	Government will be issuing guidance on EIA in the new year. In the absence of further guidance the Council will continue with its 3 year programme of EIAs up until the end of March 2011 and will continue to carry out EIAs of fundamental services reviews; cabinet reports, budget cuts and redundancies.		
<b>9.2</b>	<b>Commissioning &amp; Procurement</b> – The Council and its partners regularly commission from external organisations to deliver services on their behalf. When developing contracts and service specifications the Council will seek to address equality issues at the planning stage and improve service delivery by building in requirements for equality related questions when awarding contracts and ask for equality related performance measures on the services provided.	Equality in Procurement Policy Procurement Strategy 2010 - 2015	Cabinet Member (Strategic, Finance & Resources)
<b>9.3</b>	<b>Council's Workforce</b> – One of the Council's key equality outcomes is for there to be more equal opportunities for people from different backgrounds and to have a more representative Council workforce. The Council will deliver a range of activities through the workforce Plan to create a more diverse workforce.  The council will regularly report on its workforce profile including the percentage Grade 8 and above of the workforce who are female; percentage Grade 8 and above of the workforce who are from a Black and minority ethnic background and percentage Grade 8 and above of the workforce who are disabled. In	Annual Workforce Plan and Profile	Cabinet Member( Corporate & Neighbourhood Services)

<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	addition, the Council will produce data about the numbers of gay and lesbian employees in the workforce.		
<b>9.4</b>	<b>Community Cohesion</b> – The Council has a key objective for 'a more equal Coventry with cohesive communities and neighbourhoods'. To achieve this, the Council in partnership with other agencies delivers activities so that people of Coventry have the opportunity to develop an understanding of different communities and improve community relations in the city. Activities supported by the Council and its partners include: Inter Faith Week; Faith meetings; Community Cohesion meetings; Community Cohesion Awards, Big Lunch, Black History Month, Positive Images and producing Myth Busting leaflets.	Community Cohesion Strategy	Coventry Partnership Board  Equalities & Community Cohesion Theme Group
<b>9.5</b>	<b>Interpreting and Translation Service</b> – this service is critical to equality of opportunity as it enables customers whose first language is not English to communicate with professionals at time of need. This includes sign language support for those people who have a hearing impairment.  The Council has also made a commitment to provide information in alternative formats where service users cannot access information in any other way.		Cabinet Member (Community Services)
<b>9.6</b>	<b>Inform, Consult &amp; Involve</b>  The Council has developed the Inform, Consult & Involve Strategy to increase the number of people who	Inform, Consult & Involve Strategy	Cabinet Member (Policy, Leadership & Governance)

<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>feel able to influence decisions affecting them. This is a local priority which is set out in the Coventry Partnership Sustainable Community Strategy. People are more likely to feel that they can influence decisions if key service providers provide them with sufficient and appropriate information, if they listen to people's views, act upon them and demonstrate how people's views have improved quality of life for the better.</p> <p>The Council will ensure that men and women, young and older people, Black and minority ethnic communities, disabled people lesbian, Gay, bisexual and transgender people and those who hold a range of religious and other beliefs participate in public life and influence Council policies. This will include Council employees where relevant and appropriate. Analysis shows that different groups of people are likely to feel that they have different levels of influence.</p> <p>Coventry Partnership has recently adopted an Inform, Consult and Involve framework which sets out how partner organisations will work together in a more effective way to deliver consultation activities.</p>		
<b>9.7</b>	<p><b>Employee Networks</b> – As part of the Council's ongoing commitment to equalities, employees are being given the opportunity to take part in employee networks.</p> <p>Management Board recognises that a broad range of actions need to be in place to ensure that our employees are adequately supported in the workplace.</p>		Corporate Equality Officers



<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	To enable this Management Board has set up a Black and Ethnic Minority Employee Network; an employee network for Lesbian, Gay, Bisexual and Trans employees and a Disabled Employees Network.		
<b>9.8</b>	<p><b>Customer Services Strategy</b> - The Council's Customer Services Strategy aims to:</p> <p>Improve customer access – by making better use of technology and developing the range of methods through which customers can contact and do business with the Council. This will include centralising customer contact into the contact centre and rationalising face to face contact across the organisation to better meet the individual needs of customers.</p> <p>Understanding the customer journey – the Council will deliver services which genuinely reflect the needs of customers and which have been designed in a way which customers want and will be delivered to standards which the customer expects.</p> <p>Increasing customer engagement and satisfaction – by giving citizens a greater opportunity to engage in and be actively involved with the design of services and in Council decision-making. Through positive approaches to social inclusion, citizens will feel better informed about their Council and the services we provide. In doing so the Council will improve access to services for disabled people and people who do not speak English.</p>	Customer Services Strategy	Cabinet Member( Corporate & Neighbourhood Services)

<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>9.9</b>	<b>Elections</b> – taking part in the electoral process is a fundamental part of citizenship and involvement. As part of the statutory annual update of the electoral register the Electoral Registration Officer contacts every household in the city, and conducts visits to all non-responding properties. In addition the Returning Officer targets young people reaching the age of 18 to encourage them to register and vote, and carries out regular audits to improve polling station access for disabled people.	Electoral Participation Framework	Cabinet Member (Corporate and Neighbourhood Services) Electoral Arrangements Advisory Panel for information only
<b>9.10</b>	<b>Research and Information-</b> The Council in partnership with other agencies gathers and analyses a wide range of evidence relating to all strands of equalities. Work has also been undertaken on demographics and economic changes facing the City. Information is analysed mainly through 'Facts About Coventry' website and themed strategic assessment. The evidence gathering will inform the Council's key equality outcomes and other activities prioritised by the Council.	Inform, Consult & Involve Strategy	Cabinet Member (Policy, Leadership & Governance)
<b>9.11</b>	<b>Communications</b> - the Council communicates with local residents through a variety of media. The way that the council communicates can reinforce and promote diversity every day, and good communication can play an active part in promoting and celebrating the city's diversity. The Communications Team ensures there are a wide range of communications tools available for people to access so that all audiences can	Communications Strategies and plans for key initiatives e.g. Coventry 2012, political priorities,	Cabinet Member (Policy, Leadership and Governance)

<b>9. Equality of Opportunity and Involved, Cohesive Communities and Neighbourhoods</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
	<p>communicate with the Council in the way that suits them best; some communications tools appeal more to different audiences e.g. facebook and twitter are used, in the main, by younger age groups.</p> <p>In addition it is important to identify and respond to negative and inaccurate reporting that could impact on cohesion. This will include myth busting by challenging wrongly held beliefs and assumptions and providing proactive communications that celebrate diversity and actively promote cohesion.</p>		

DRAFT

<b>10. Making a Positive Environmental Contribution and Tackling Climate Change</b>			
<b>Ref no</b>	<b>Outcomes and activities that contributes to Equalities</b>	<b>Key Strategies &amp; Plans</b>	<b>How progress is reported and managed</b>
<b>10.1</b>	<p><b>Environment</b> – The council has a corporate objective "Improving Coventry's environment and tackling climate change". The quality of the local environment is critical to how people feel about their neighbourhood and Coventry.</p> <p>The local environment includes street services, cleansing and waste collection as well as the renewal of our roads and pavements so that all Coventry's neighbourhoods have a good level of service. The council also works in partnership to improve the street scene, parks and open spaces and renew derelict properties and neighbourhood shopping centres for local people – including addressing the needs of disabled people and improving the environment of disadvantaged neighbourhoods.</p>	<p>Environmental Crime Strategy</p> <p>Waste Strategy</p>	Cabinet Member (City Service)
<b>10.2</b>	<p><b>Access to Council Buildings</b> – the Council has a programme of carrying out improvements to Council buildings, identified through service need and some consultation through the Disability Equality Advisory Panel. The improvement to have a changing places toilet in the City Centre has been prioritised by disabled people, and officers, working together with Mencap et al, are actively trying to identify suitable facilities.</p>	Regular updates to Disability Equality Advisory Panel	Cabinet Member (Corporate & Neighbourhood Services)