



Scrutiny Co-ordination Committee

Time and Date

10.00 am on Wednesday, 4th February, 2015

Place

Committee Rooms 2 and 3 - Council House

Public Business

1. **Apologies and Substitutions**

2. **Declarations of Interest**

3. **Minutes**

(a) To agree the minutes of the previous meeting held on 10th December, 2014 (Pages 5 - 8)

(b) Matters Arising

4. **Overview and Scrutiny Management** (Pages 9 - 22)

The following matter is reported to Scrutiny Co-ordination Committee, in accordance with Part 3E 1.2 of the City Council's Constitution, it being responsible for the overall co-ordination of the Overview and Scrutiny function and related responsibilities.

Consideration of Decision Called-in to Scrutiny – Call-in Stage 2

Call-in Stage 1 - In accordance with the criteria decided by the Scrutiny Co-ordination Committee and the procedure rules set out in Part 3E 17.4 of the City Council's Constitution, the appropriateness of the Call-in indicated was considered by the Chair of Scrutiny Co-ordination Committee, in conjunction with Christine Forde, Assistant Director, Legal and Democratic Services.

Call-in Stage 2 – The Scrutiny Co-ordination Committee will consider the valid part of the Call-in. In accordance with the Scrutiny Procedure Rules at least one of the three Elected Members that called the matter in must be in attendance at the meeting for the consideration of the Call-in or the Call-in will fail.

Full details of the Cabinet decision, the reasons for call-in and the determination are detailed in pages 9 - 12

Public Space Protection Order (Coventry Dog Control) -

<http://modern.gov.coventry.gov.uk/ieListDocuments.aspx?CId=124&MId=10272>

Cabinet – 6th January, 2015

Cabinet Member – Councillor Townshend

Officer: Craig Hickin

Report of the Executive Director for People

Called in by: Councillors Bailey, Skinner and Taylor

The recommendations approved by Cabinet on 6th January, 2015 are attached

10.20 a.m.

5. Welfare Reform

The officers will report at the meeting

Councillor Gannon, Cabinet Member for Strategic Finance and Resources has been invited to the meeting for the consideration of this matter along with the following representatives:

Sue Bent, Coventry Law Centre

Lee Bird, Department for Works and Pensions

Simon Brooke, Chair, Working Together on Welfare Reform Group

Janet Gurney, Coventry Law Centre

Anne Williams, Department for Works and Pensions

11.20 a.m.

6. Council Plan - Half Year Performance Report 2014/15 (Pages 23 - 54)

Presentation from the Assistant Director, Policy, Partnership and Performance which also includes item 7 below

Report of the Chief Executive

Councillor Gannon, Cabinet Member for Strategic Finance and Resources and Councillor Townshend, Cabinet Member for Policing and Equalities and Councillor Fletcher Deputy Cabinet Member have been invited to the meeting for the consideration of this item

11.35 a.m.

7. **Equality Strategy - Half Year Progress Report 2014/15** (Pages 55 - 82)

Report of the Chief Executive

Councillor Townshend, Cabinet Member for Policing and Equalities and Councillor Fletcher, Deputy Cabinet Member have been invited to the meeting for the consideration of this item

11.55 a.m.

8. **Outstanding Issues**

Outstanding Issues have been picked up in the Work Programme

9. **Scrutiny Co-ordination Committee Work Programme 2014/2015** (Pages 83 - 86)

Report of the Scrutiny Co-ordinator

10. **Any Other Items of Public Business**

Any other items of public business which the Chair decides to take as a matter of urgency because of the special circumstances involved.

Private Business

Nil

Chris West, Executive Director, Resources, Council House Coventry

Tuesday, 27 January 2015

- Notes: 1) The person to contact about the agenda and documents for this meeting is Liz Knight, Governance Services, Council House, Coventry, telephone 7683 3073, alternatively E-mail: liz.knight@coventry.gov.uk
- 2) Council Members who are not able to attend the meeting should notify Liz Knight no later than 9.00 a.m. on the day of the meeting, giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.
- 3) Scrutiny Board Members who have an interest in any report referred to this meeting, but who are not Members of this Committee, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors J Blundell, J Clifford (Deputy Chair), G Duggins, J Innes, R Sandy, B Singh, T Skipper (Chair), K Taylor and S Thomas

By invitation Councillors R Bailey, C Fletcher, D Gannon, D Skinner and P Townshend

Please note: a hearing loop is available in the committee rooms

If you require a British Sign Language interpreter for this meeting OR if you would like this information in another format or language please contact us.

Liz Knight, Governance Services - Telephone: 024 7683 3073
E-mail: liz.knight@coventry.gov.uk

Minutes of the Meeting of Scrutiny Co-ordination
Committee held at 10.00 a.m. on Wednesday, 10th December, 2014

Present:

Committee Members: Councillor Skipper (Chair)
 Councillor Blundell
 Councillor Clifford (Deputy Chair)
 Councillor Duggins
 Councillor Sandy
 Councillor Singh
 Councillor Taylor
 Councillor Thomas

Other Members Present: Councillor Ruane, Cabinet Member for Children and
 Young People

Education and Children's Services
Scrutiny Board (2) (By invitation) Councillor Bains
 Councillor Bigham
 Councillor Lakha
 Councillor Mrs Lepoidevin
 Councillor M Mutton

People: Y. Corden

Resources: S. Bennett, G. Holmes, A. West

West Midlands Police: Chief Superintendent Claire Bell
 Detective Chief Inspector Dean Young

Apologies: Councillors Innes and Lucas
 Mr R Potter, Mrs S Hanson

34. Declarations of Interest

There were no declarations of interest.

35. Minutes

The minutes of the meeting held on 5th November, 2014 were signed as a true record.

The Committee noted that outstanding actions identified in Minutes 29 and 30 relating to "Air Quality" and "Tourism in Coventry" respectively, would be followed up.

36. Child Sexual Exploitation

The Committee received a comprehensive presentation from Yolanda Corden, Assistant Director, People, Chief Superintendent Claire Bell, West Midlands Police and Detective Chief Inspector Dean Young, West Midlands Police and Chair of the Child Sexual Exploitation Sub-Group of the Safeguarding Children's Board, together with a Briefing Note which provided information on the local context and approaches to Child Sexual Exploitation (CSE) in Coventry. This included:-

- Background, context and definition of CSE
- A description of the proposed CSE Team, including its makeup, role and function
- Local processes and procedure
- How referrals will be identified
- How the Team fits into the existing structure
- What data is available locally, how robust it is and how it is being used

The Committee noted and recognised that CSE is a national issue which requires a multi-agency response. In Coventry, a multi-disciplinary Team comprising of the following staff was being established to respond to and oversee CSE:-

- A Service Manager who will also be responsible for the management of the Multi-agency Safeguarding Hub (MASH)
- 2 qualified Social Workers
- 2 Children and Family Workers
- 1 Police rep Sergeant
- 2 Specialist CSE Youth Workers from Integrated Youth Support Service and 1 detached Youth Worker
- Links to Community Safety Team via Child Sexual Violence and DVA Co-ordinator
- 1 Business Service Support Officer

In addition, talks were also taking place with the Clinical Commissioning Group regarding a health representative. The Team will be co-located alongside the MASH and the Referral and Assessment Service on the third floor of Christchurch House. The Committee noted detailed information relating to the role and function of the Team which will provide a central point of contact for all professionals and develop a centre of expertise for CSE in the City.

The Coventry CSE and Missing Delivery/Action Plan were endorsed by the Local Safeguarding Children's Board in October 2014. This will be presented to Councillor Ruane, Cabinet Member for Children and Young People, in January, 2015. Councillor Ruane, who was present at the meeting, indicated that he would welcome any input from the Committee in relation to the Action Plan. Delivery of the actions within the Plan will be overseen by the CSE Strategic Working Group and reported to the Local Safeguarding Children's Board.

The Committee and Members of the Education and Children's Services Scrutiny Board (2) questioned officers and the West Midlands Police on a number of issues, including:-

- Progress on the recruitment to the posts in the multi-disciplinary Team
- Intervention work, including identifying patterns in school absences and the role of Education Welfare Officers
- The estimated scale of the issue in Coventry and whether this was comparable to Cities of a similar size
- The links between CSE and human trafficking/modern day slavery
- Steps being taken to educate families and the public in general regarding

spotting signs of CSE

- Work being undertaken to identify and work with perpetrators of CSE
- The importance of and work being undertaken to establish trust and confidence with victims of CSE
- Support given to victims of CSE, both during the investigation and prosecution stages of the crime
- The significant amount of Community engagement work being undertaken with local communities and faith groups
- Work being undertaken to change the public perception of victims of CSE and the need for organisations, including the Police and the Crown Prosecution Service to be more victim orientated.
- Assurances that CSE would remain a high priority for the Police in future years.

The Committee requested that their thanks to Yolanda Corden, Chief Superintendent Claire Bell and Detective Chief Inspector Dean Young for their comprehensive presentations be recorded in the Minutes. The Committee also expressed their support for the multi agency approach to CSE as reported at the meeting.

RESOLVED:-

- (1) That information regarding the ethnic and gender make up of the Council's and Police's CSE Teams be provided at a future meeting.**
- (2) That the Committee acknowledge and welcome the serious commitment of the Police Force to CSE.**
- (3) That the Committee encourages the continued engagement with faith and community groups in relation to CSE issues.**
- (4) That the Education and Children's Services Scrutiny Board (2) be requested to ensure that patterns of school absences are investigated to see if these are an indicator of CSE.**
- (5) That the Committee request that an action plan detailing risk and vulnerability factors, and how they are monitored, be submitted to a future meeting.**
- (6) That officers be requested to arrange a meeting of the Chair and Deputy Chair of the Scrutiny Co-ordination Committee and the Chairs of the Scrutiny Boards to consider the Select Committee's report into the operation of Scrutiny in Local Government.**
- (7) That consideration of the provision of services for young people in Supported Accommodation be added to the Committee's Work Programme for future consideration.**

37. **Outstanding Issues**

The Committee noted that all outstanding issues had been included in the Work Programme for the current year.

38. **Scrutiny Co-ordination Committee Work Programme 2014/15**

The Committee noted the Work Programme for the remainder of the year.

RESOLVED that the meeting of the Scrutiny Co-ordination Committee scheduled for 7th January, 2015 be cancelled.

39. **Any Other Items of Public Business**

There were no other items of public business.

Scrutiny Co-ordination Committee

4th February 2015

Summary of Call-in and Determination

Decision of Cabinet – 6th January 2015

‘Public Space Protection Order (Coventry Dog Control)’

Cabinet Member Responsible – Councillor Townshend

The Cabinet had agreed to:

1. The creation of a City-wide Public Space Protection Order (Coventry Dog Control) incorporating the following controls: Fouling of land by dogs; dogs on leads; dogs on leads by direction; and dogs exclusion and Dogs (specified maximum) subject to the following amendments to Appendix 5:-
 - (i) That the following changes be made to the proposed Public Space Protection Order (Coventry Dog Control).
 - (a) That Schedule B: Dogs on leads point 3 be amended to read: All churchyards and graveyards, including green burial areas, and
 - (b) That Schedule B: Dogs on leads point 5 remains unchanged from the original proposal, so that it reads ‘all sports grounds, fields, parks and pitches, which are maintained by the local authority and are not subject to ‘Dog Exclusion’, but only when in use for officiated sporting matches’ .
 - (c) That the ‘General Point’, which deals with exclusions to the Order be amended to read:

Nothing in this Public Space Protection Order applies to a person who:

- (a) is registered as a blind person in a register compiled under section 29 of the National Assistance Act 1948, or “severely sight impaired” or “sight impaired” under the Care Act 2014; or
- (b) has a disability which affects his mobility, manual dexterity, physical co-ordination, or ability to lift, carry, or otherwise move everyday objects, in respect of a dog trained by a “prescribed charity” and upon which he relies for assistance;
- (c) each of the following is a "prescribed charity"
 - (i) Dogs for the Disabled (registered charity number 700454)
 - (ii) Support Dogs (registered charity number 1088281)
 - (iii) Canine Partners for Independence (registered charity number 803680)
 - (iv) Hearing dogs for deaf people (registered charity number 293358)
 - (v) Any charity created subsequent to this Order, which covers the issues detailed in point b. above.

2. The consultation and consideration of the views from the 'park friends groups' (paragraph 2.3) concerning the areas within parks to be covered by the Public Space Protection Order prior to its implementation.
3. Setting the level of the Fixed Penalty Notice payable for breaches of the Public Space Protection Order at £100, but reduced to £60 if paid within 14 days.
4. Launching an education campaign prior to the launch of the Public Space Protection Order and operate an 'advisory notice' system of fixed penalty notice for the new offences under the Public Space Protection Order for a three month period. However, it is proposed that Dog fouling offences will continue to receive a Fixed Penalty Notice, from the Public Space Protection Order implementation date at the new proposed rate
5. There be a review of these arrangements at the relevant Cabinet Member meeting on or before 31st December 2015.
6. That a Cabinet Consultative Committee be created. This Committee will:
 - i) Have a scope to monitor the efficacy and effectiveness of the Public Space Protection Order (Coventry Dog Control) and make such recommendations to Cabinet as are deemed necessary
 - ii) Have the Chairperson appointed by the Council Leader
 - iii) Remain in existence for a maximum period of 12 months
 - iv) Have a maximum membership of 12 persons (including the Chairperson)
 - v) Meet as often as is deemed necessary.

Called in by Councillors Taylor, Bailey and Skinner

The reasons for the Call-in are:

There is ambiguity of wording and definitions are not precise and clear. There needs to be clear geographical definitions concerning:

- Schedule B Dogs on Leads – footway or footpath
- Schedule D Dogs exclusion – multi-use games areas
- Schedule D Dogs exclusion – enclosed sport and recreational facilities
- The "General Point" fails to adequately clarify the situation for Puppy Walkers, by stipulating exceptions for the blind/disabled owners, rather than referring to the actual assistance dog or dog-in-training.

Also, they are not consistent with the Anti-social Behaviour, Crime and Policing Act 2014, Section 59(4), which states that "A public spaces protection order is an order that identifies the public space referred to in subsection (2) ("the restricted area") and –

- (a) Prohibits specified things being done in the restricted area,
- (b) Requires specified things to be done by persons carrying on specified activities in that area, or
- (c) Does both of those things.

There is no conditionality attached to recommendation 1, in so far as the geographical areas are not clearly defined, which is a requirement of the Act.

That the Council did not follow its own procedure in that there I a public meeting on 13th January, after the decision was taken.

That the Council, by passing the resolution, is able to change the scope of the PSPO at any time without the need for consultation and scrutiny, which is not what the act is intended for.

Determination of Call-in

There is one reason for the call-in being accepted. There are five reasons why the call-in was not accepted.

The Call-in has been accepted for the following reason:-

There is ambiguity of wording and definitions are not precise and clear. There needs to be clear geographical definitions concerning:

1. The “General Point” fails to adequately clarify the situation for Puppy Walkers, by stipulating exceptions for the blind/disabled owners, rather than referring to the actual assistance dog or dog-in-training

N.B. The legislation for this new order refers to a restricted area and not ‘geographical areas’. It is for the Council to determine what those areas are and how they are described.

The Call-in has NOT been accepted for the following reasons:-

There is ambiguity of wording and definitions are not precise and clear. There needs to be clear geographical definitions concerning:

1. **Schedule B Dogs on Leads – footway or footpath**

The definition of footway and footpath will have their ordinary meaning that has been established in law for a substantial period of time and which has been included in previous Council orders. The legislation for this new order refers to a restricted area and not ‘geographical areas’. It is for the Council to determine what those areas are and how they are described.

There is ambiguity of wording and definitions are not precise and clear. There needs to be clear geographical definitions concerning:

2. Schedule D – multi-use games areas and enclosed sports and recreational facilities

The report and the Order refer only to those areas that are clearly signed. Paragraphs 1.3.1 b. and 2.3 also refer to both these areas being within parks. It was explained that the Order "...should on the whole, consolidate and reinforce the existing areas which are currently designated and signed as dogs on leads, or dogs prohibited areas". It therefore applies that any remaining areas will be those that would be clearly signed.

It is also useful to note that, during the consultation on the proposed order, over 70% of 812 of respondents to the question on what areas should the Order be applied to, agreed that MUGAs should be included within the Order. This supports the position that there is no ambiguity of wording or definition of what MUGAs are and is a well established term.

3. Also, they are not consistent with the Anti-social Behaviour, Crime and Policing Act 2014, Section 59(4), which states that "A public spaces protection order is an order that identifies the public space referred to in subsection (2) ("the restricted area") and –

- (a) Prohibits specified things being done in the restricted area,**
- (b) Requires specified things to be done by persons carrying on specified activities in that area, or**
- (c) Does both of those things.**

There is no conditionality attached to recommendation 1, in so far as the geographical areas are not clearly defined, which is a requirement of the Act.

The legislation refers to the requirement to identify public space and not 'geographical areas'. It is for the Council to determine what those areas are and how they are described. The Cabinet designated certain areas that will be clearly signed.

4. That the Council did not follow its own procedure in that there is a public meeting on 13th January, after the decision was taken.

Any meeting on 13 January would not form part of the consultation process leading up to the 6 January Cabinet decision to approve the Order. The Order approved at Cabinet will remain unless a subsequent decision is made. There is no prohibition on the Council holding meetings after a decision is made. See paragraph 2.3 of the report to Cabinet for example.

- 5. That the Council, by passing the resolution, is able to change the scope of the PSPO at any time without the need for consultation and scrutiny, which is not what the act is intended for.**

The Cabinet recommendations do not provide for changes in the scope of the PSPO. The legislation sets out the process for the Council to follow in the event that it wishes to vary/revoke a PSPO.

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AGENDA ITEM 6

Cabinet

6th January 2015

Further recommendations to Cabinet concerning the proposed Public Space Protection Order (Coventry Dog Control), following the public response to earlier proposed amendments to the recommendations contained in the Cabinet Report.

The Cabinet Member for Policing and Equalities recommends that the Cabinet:

1. Approve recommendations 1 to 4 detailed in the Cabinet Report subject to the following amendments to Appendix 5 (copy attached):-
 - (i) That the following changes be made to the proposed Public Space Protection Order (Coventry Dog Control).
 - a. That Schedule B: Dogs on leads point 3 be amended to read: All churchyards and graveyards, including green burial areas, and
 - b. That Schedule B: Dogs on leads point 5 remains unchanged from the original proposal, so that it reads 'all sports grounds, fields, parks and pitches, which are maintained by the local authority and are not subject to 'Dog Exclusion', but only when in use for officiated sporting matches' .
 - c. That the 'General Point', which deals with exclusions to the Order be amended to read:

Nothing in this Public Space Protection Order applies to a person who:

- a. is registered as a blind person in a register compiled under section 29 of the National Assistance Act 1948, or "severely sight impaired" or "sight impaired" under the Care Act 2014; or
- b. has a disability which affects his mobility, manual dexterity, physical co-ordination, or ability to lift, carry, or otherwise move everyday objects, in respect of a dog trained by a "prescribed charity" and upon which he relies for assistance;
- c. each of the following is a "prescribed charity"
 - i) Dogs for the Disabled (registered charity number 700454)
 - ii) Support Dogs (registered charity number 1088281)
 - iii) Canine Partners for Independence (registered charity number 803680)
 - iv) Hearing dogs for deaf people (registered charity number 293358)
 - v) Any charity created subsequent to this Order, which covers the issues detailed in point b. above.

2. Approve the additional recommendation (5) as set out in the Briefing Note circulated on 22nd December 2014 “There be a review of these arrangements at the relevant Cabinet Member meeting on or before 31st December 2015.”
3. Approve the following additional recommendation:-
 - (6) That a Cabinet Consultative Committee be created. This Committee will:
 - a. Have a scope to monitor the efficacy and effectiveness of the Public Space Protection Order (Coventry Dog Control) and make such recommendations to Cabinet as are deemed necessary
 - b. Have the Chairperson appointed by the Council Leader
 - c. Remain in existence for a maximum period of 12 months
 - d. Have a maximum membership of 12 persons (including the Chairperson)
 - e. Meet as often as is deemed necessary

**Anti-social Behaviour, Crime & Policing Act 2014
s.59-75 Public Space Protection Order (Coventry Dog Control)**

The Council of the City of Coventry ("the Council") hereby makes the following Public Space Protection Order (Coventry Dog Control) under s.59-75 Anti-social Behaviour, Crime & Policing Act 2014:

The Public Space Protection Order (PSPO) covers five areas of dog control:

- A. Dog fouling of land
- B. Dogs on leads
- C. Dogs on leads by direction
- D. Dogs exclusion
- E. Dogs (specified maximum)

A. Dog fouling of land

1. This relates to the offence of fouling of land by dogs. The public health implications of dog foul are well documented.
2. If a dog defecates at any time on land to which this order applies, and the person who is in charge of the dog at that time fails to remove the faeces from the land forthwith, that person shall be guilty of an offence unless;
 - a. he has a reasonable excuse for failing to do so; or
 - b. the owner, occupier, or other person or authority having control of the land has consented (generally or specifically) to his failing to do so;
3. This Order applies to land described in the Schedule A below, being land in the area of the Council.
4. For the purpose of this article:
 - a. placing the faeces in a receptacle on the land which is provided for this purpose, or for the disposal of waste, shall be a sufficient removal from the land;
 - b. being unaware of the defecation (whether by reason of not being in the vicinity or otherwise), or not having a device for or other suitable means of removing the faeces, shall not be a reasonable excuse for failing to remove the faeces;

Schedule A: Dog fouling of land

Land Designated by Description

1. Any land, which is open to the air, and to which the public are entitled or permitted to have access (with or without payment).
2. Any land which is covered is to be treated as land which is "open to the air" if it is open on at least one side.

B. Dogs on leads

1. Dogs whilst not on a lead and poorly supervised, or startled, have a greater potential to cause road traffic accidents, or to cause injury to pedestrians and other dogs. The restrictions in this Order are designed to facilitate a sharing of our public spaces, whilst recognising that dogs do need to be exercised off lead.
2. A person in charge of a dog shall be guilty of an offence, if at any time, they fail to keep their dog on a lead not longer than 2.0 metres, unless:
 - a. he has a reasonable excuse for failing to do so, or
 - b. the owner, occupier, or other person, or other authority having control of the land has given consent (generally or specifically);
3. This part of the Order applies to land described in the Schedule B below being land in the area of the Council.

Schedule B: Dogs on leads

Land Designated by Description

1. A highway, carriageway, cycle lane, footway or footpath, maintainable at the public expense, or any grass verge managed by the local authority and which is adjacent to the carriageway or footway of a highway, including gutters and adjoining footpaths;
2. clearly specified and signed areas in the city's parks;
3. all churchyards and graveyards, including green burial areas;
4. all car park areas shopping centres and precincts that are:
 - a. open to the air (which includes land that is covered but open to the air on at least one side) and
 - b. areas to which the public are entitled or permitted to have access (with or without payment), irrespective of ownership
5. all sports grounds, fields, parks, and pitches, which are maintained by the local authority and are not subject to 'Dog Exclusion', but only when in use for officiated sporting matches;

C. Dogs on leads by direction

1. In parts of the City where dogs are permitted off leads, a minority of irresponsible dog owners allow their dogs to cause damage to property, and cause problems for pedestrians and other dog owners. This part of the Order is designed to enable authorised Council Officers to direct that the owner put their dog on a lead.

2. A person in charge of a dog will be guilty of an offence if at any time, on land to which this Part applies, they fail to comply with a direction given them by an authorised officer of the Council to put and keep the dog on a lead of not more than 2 metres in length, unless;
 - a. he has a reasonable excuse for failing to do so; or
 - b. the owner, occupier, or other person or authority having control of the land, has given consent (generally or specifically);
3. For the purposes of this request an authorised officer of the Council may only direct a person to put and keep a dog on a lead if such restraint is reasonably necessary to prevent either a nuisance, or behaviour by the dog likely to cause annoyance or disturbance to any other person, or the worrying of other animals on designated land to which this order applies.
4. This Part of the Order applies to land described in Schedule C below being land in the area of the Council.

Schedule C: Dogs on leads by direction

Land Designated by Description

1. Any land within the City boundaries, which is open to the air, and to which the public are entitled or permitted to have access (with or without payment).
2. Any land which is covered is to be treated as land which is "open to the air" if it is open on at least one side.

D. Dogs exclusion

1. There are specific parts of the City from which dogs should be excluded for their safety and that of pedestrians, and for public health and aesthetic reasons. This part of the Order states the relatively few places from where dogs will be excluded.
2. A person in charge of a dog will be guilty of an offence if at any time he takes the dog onto, or permits the dog to enter or remain on, any land specified in the Order, unless;
 - a. he has a reasonable excuse for failing to do so; or
 - b. the owner, occupier, or other person or authority having control of the land, has given consent (generally or specifically);
3. This Part of the Order applies to the land described in Schedule D below being land in the area of the Council.

Schedule D: Dogs exclusion

Land Designated by Description

1. children's play areas (which are clearly signed);
2. multi-use games areas (which are clearly signed);
3. sport and recreational facilities i.e. courts and pitches (which are enclosed and clearly signed);
4. sensitive nature areas, or specific horticultural areas within parks (which are enclosed and clearly signed)

E. Dogs (specified maximum)

1. There has been an increase in the number of persons and businesses walking numbers of dogs together, and some of these have exercised poor control over these dogs. This has caused problems for other dog owners and has also resulted in dog foul not being picked up. This part of the Order seeks to place limits on the number of dogs which may be walked together to enable greater control.
2. A person shall be guilty of an offence if they take on to any land in respect of which this Order applies more than the maximum number of dogs specified in point 2 of this Order, unless;
 - a. they have a reasonable excuse for failing to do so; or
 - b. the owner, occupier, or other person or authority having control of the land, has given consent (generally or specifically);
3. On land to which this Order applies, the maximum number of dogs which a person may take onto that land is six.
4. This Part of the Order applies to land described in Schedule E below being land in the area of the Council.

Schedule E: Dogs (specified maximum)

Land Designated by Description within the City of Coventry

1. Any land within the City boundaries, which is open to the air, and to which the public are entitled or permitted to have access (with or without payment).
2. Any land which is covered is to be treated as land which is "open to the air" if it is open on at least one side.

General Point

For the purpose of parts A, B, C, and D of this Public Space Protection Order:

1. Nothing in this Public Space Protection Order applies to a person who:
 - a. is registered as a blind person in a register compiled under section 29 of the National Assistance Act 1948, or “severely sight impaired”, or “sight impaired” under the Care Act 2014; or
 - b. has a disability which affects his mobility, manual dexterity, physical co-ordination, or ability to lift, carry, or otherwise move everyday objects, in respect of a dog trained by a “prescribed charity” and upon which he relies for assistance;
 - c. each of the following is a "prescribed charity"
 - i) Dogs for the Disabled (registered charity number 700454)
 - ii) Support Dogs (registered charity number 1088281)
 - iii) Canine Partners for Independence (registered charity number 803680)
 - iv) Hearing dogs for deaf people (registered charity number 293358)
 - v) Any charity created subsequent to this Order, which covers the issues detailed in point 1.b. above.

3. For the purpose of this article, a person who habitually has a dog in his possession shall be taken to be in charge of the dog at any time unless at that time some other person is in charge of the dog.

Offences under this Public Space Protection Order

A person who is guilty of an offence shall on summary conviction be liable to a fine not exceeding level 3 on the standard scale

A Fixed Penalty Notice of £100.00 will be issued to offenders to be paid within 20 days (reduced to £60.00 if paid within 14 days) which would discharge any liability to conviction for an offence under Section 67(1) of the Act.

This order may be cited as 'The Public Space Protection Order (Coventry Dog Control)' and shall come into force on X 2015 and remain in force for a period of three years.

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Cabinet
Scrutiny Co-ordination Committee

2 December 2014
4th February, 2015

Name of Cabinet Member:

Cabinet Member (Strategic Finance and Resources) – Councillor Gannon

Director Approving Submission of the report:

Chief Executive

Ward(s) affected:

None

Title:

Council Plan – Half Year Performance Report 2014/15

Is this a key decision?

No

Executive Summary:

The Council Plan setting out the strategic direction and priorities for the next ten years was approved by Council in January 2014. Through its plans, the Council wants the city to grow and become more prosperous and for this prosperity to benefit all its residents. Economic growth will create jobs for local people, opportunities to develop skills and qualifications, and a wider range of housing. The Council will use its resources to encourage growth and will work with local communities to improve the quality of life for Coventry people and especially for the city's most vulnerable residents.

Progress against the priorities and objectives of the Council Plan is reported on a half-yearly basis. This performance report summarises progress during the first six months of 2014/15 in relation to the plan priorities and a set of key headline indicators. Where applicable contextual information has been included to describe what is happening in Coventry and how this compares with elsewhere.

The Council's equality objectives were also revised to reflect the priorities of the new Council Plan. A detailed equality strategy progress report was submitted to Cabinet Member (Policing and Equalities) in September 2014 with a further update due in January 2015.

Recommendations:

Cabinet is asked to:

Approve the performance report for the first half year 2014/15

Scrutiny Co-ordination Committee is asked to:

Consider the content of the report and identify any areas to be addressed in the work programmes of the Scrutiny Boards.

List of Appendices included:

Appendix A – Council Plan Half Year Performance Report 2014/15

Background papers:

None

Other useful documents

Council Plan (January 2014)

<http://www.coventry.gov.uk/councilplan/>

Council Plan End of Year Performance Report 2013/14 (8 July 2014)

Report: <http://goo.gl/9KuQC9>

Appendix: <http://goo.gl/aJlI2t>

Equality Strategy – Progress Report 2013/14 (4 September 2014)

Report: <http://goo.gl/gFILQb>

Appendix: <http://goo.gl/H2h2qd>

Has it been or will it be considered by Scrutiny?

Yes - Scrutiny Co-ordination Committee – date to be confirmed

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?

No

Report title: Council Plan – Half Year Performance Report 2014/15

1. Context (or background)

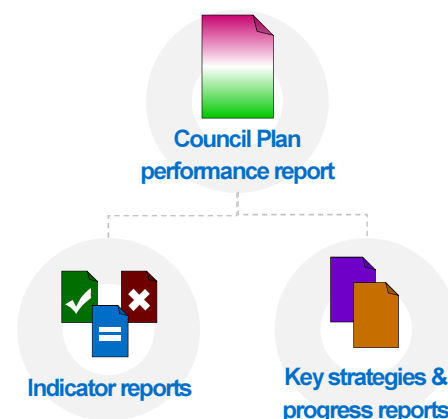
- 1.1 The Council Plan setting out the strategic direction and priorities for the next ten years was approved by Council in January 2014. Through its plans, the Council wants the city to grow and become more prosperous and for this prosperity to benefit all its residents. Economic growth will create jobs for local people, opportunities to develop skills and qualifications, and a wider range of housing. The Council will use its resources to encourage growth and will work with local communities to improve the quality of life for Coventry people and especially for the city’s most vulnerable residents.
- 1.2 The performance report looks at the progress that has been made during the first half year of 2014/15 in relation to the plan priorities and a set of key headline indicators. This is a high-level summary and gives an overview including, where applicable, contextual information to describe what is happening in Coventry and how this compares with elsewhere. Where headline indicators have been reported previously, progress has been compared with previous years: where the indicator is new or changed then this forms the baseline against which to measure future progress.
- 2.1 The performance report (Appendix A) shows the progress that has been made for the first six months of 2014/15. There are 55 headline indicators: 20 improved; 3 stayed the same; 20 got worse, and we cannot say for the other 12 indicators. The half-year report focuses on those areas where new information is available since the last report in July; for example this report includes educational attainment results from the summer. The full set of all headline indicators used to report progress of the Council Plan can be found in the indicator table at the back of the report.
- 2.2 The Council Plan strategic priorities are delivered through strategic and operational plans and this is set out in the Council’s performance management framework.

Strategic: key strategies are in place to deliver the Council Plan priorities and these are reported to and monitored through the relevant Cabinet Member. Wherever possible the headline indicators selected for reporting progress of the Council Plan priorities are also those used to monitor the relevant strategies and thereby performance reporting is aligned.

Operational: each Directorate is responsible for ensuring that the Council Plan priorities are reflected in their service plans and individual objectives. They will also ensure that appropriate monitoring arrangements are in place to identify progress and to take corrective action as needed.

- 2.3 This report provides the high-level summary of performance and more detailed information is accessible through the Council’s web pages. The reporting arrangements consist of:

- Council Plan performance report providing a high-level summary to Cabinet every six months;
- web-based indicator reports setting out historical trends, comparators, interactive maps, and data visualisations, and
- online links to the Council’s key strategies and progress reports.



Reporting arrangements

- 2.4 The Council's equality objectives were also revised in light of the new Council Plan. A detailed equality strategy progress report was submitted to Cabinet Member (Policing and Equalities) in September 2014 with a further update due in January 2015.
- 2.5 As one of the Marmot cities, Coventry recognises that health inequalities result from social deprivation. The measures for the wider determinants of health are embedded in the Council Plan helping to make sure that all service areas contribute to reducing health inequality in the city.

3 Results of consultation undertaken

- 3.1 Where appropriate, perception measures collected through the Council residents' satisfaction surveys and through the wider household survey are used in the performance report to help to understand Coventry citizens' views of the Council and its services. The last satisfaction survey of 1,100 residents was conducted in October 2014 and formed part of a wider consultation exercise on the Coventry Local Plan.

4. Timetable for implementing this decision

- 4.1 This report is the top-level summary of the reporting framework. The web-based reporting system continues to be updated on a regular basis so that it contains the most up-to-date performance information. This can be found at www.coventry.gov.uk/performance/. The end of year performance report for 2014/15 will be reported in June 2015.

5. Comments from the Executive Director, Resources

5.1 Financial implications

The reporting arrangements outlined in section 2.3 have been developed around the existing performance management system and ICT provision. The costs in relation to implementing the plan are reflected in the 2014/15 budget, and there have been no additional costs identified for 2014/15. The Council Plan is supported by and should be considered alongside the Council's Medium Term Financial Strategy approved by Council on 11 November 2014.

5.2 Legal implications

The Council Plan forms part of the Council's Policy Framework and Cabinet is required to ensure that it is appropriately implemented and monitored. Since October 2010 the Council has worked to the single data list, a list of all the datasets that local government must submit to central government. This gives the Council more flexibility to select performance measures and to determine arrangements that meet its priorities at a local level. This report describes the reporting arrangements for the Council Plan which also need to take account of the Government's Code of Recommended Practice for Local Authorities on Data Transparency.

6. Other implications

6.1 How will this contribute to achievement of the Council's priorities?

The performance report shows progress against the Council's priorities as set out in the Council Plan. The performance management framework describes how the Council directorates plan to deliver these priorities.

6.2 How is risk being managed?

The performance management framework helps the Council to manage risk by systematically measuring progress in relation to the priorities of the Council Plan. This

facilitates the identification of those areas where good progress is being made , as well as those where progress is not as expected and where corrective action may be needed.

6.3 What is the impact on the organisation?

The Council Plan vision and objectives impact on all of the Council's directorates. Effective performance management arrangements at all levels will help to ensure that the Council's priorities are delivered.

6.4 Equalities / EIA

Planning and reporting on the Council priorities and objectives will have due regard to the duty under section 149 of the Equality Act 2010 and the need to:

- a) eliminate unlawful discrimination, harassment, and victimisation;
- b) meet the needs of people regardless of their background; and
- c) encourage all people to participate in public life or in other activities where their participation is low.

Setting equality objectives contributes to meeting the Equality Act 2010 (Specific Duties) Regulations 2011. The Council has consulted with local equality groups on the equality measures linked to the revised equality objectives and the Council Plan.

6.5 Implications for (or impact on) the environment

Progress will be measured through energy use in Council buildings and schools and carbon dioxide emissions from local authority operations.

6.6 Implications for partner organisations

Whilst this report reflects progress against the Council's priorities, it also includes actions and measures where the contribution of partners is key to their delivery. The contribution of partners is reflected in the report summaries.

Report author(s):**Name and job title:**

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Chief Executive's Directorate

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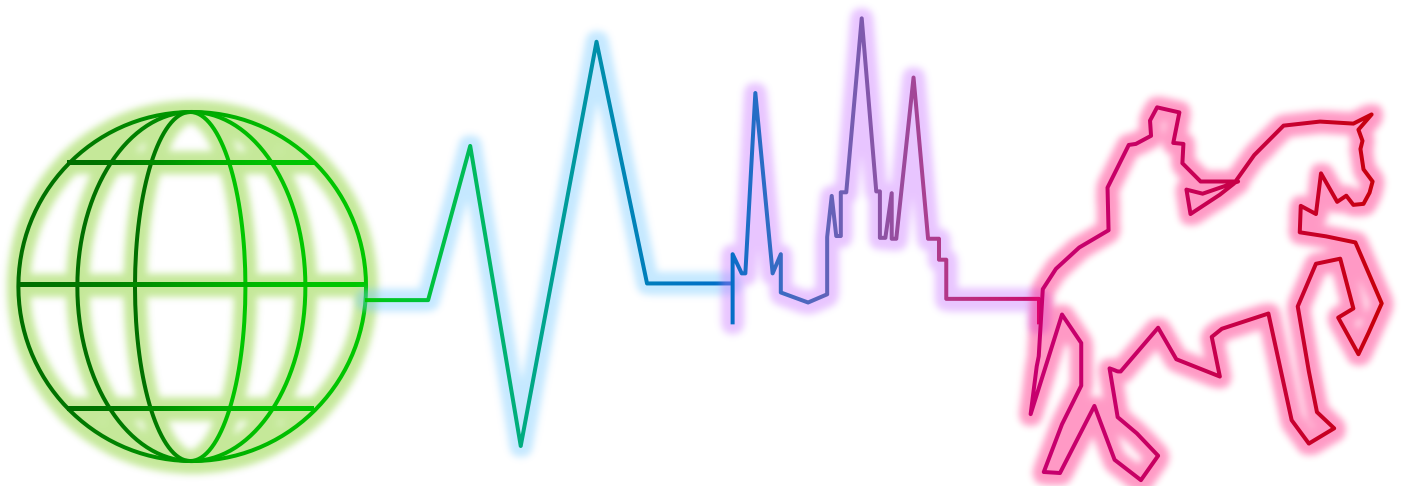
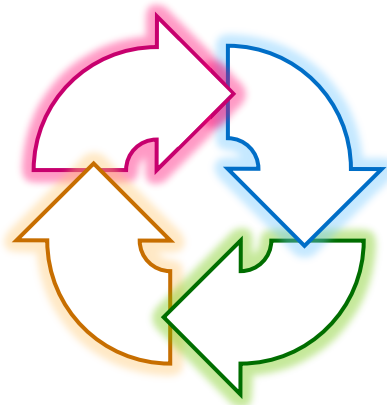
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Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
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Members: Cllr. Gannon	Cabinet Member	Strategic Finance and Resources	11.11.14	18.11.14

This report is published on the Council's website:

www.coventry.gov.uk/meetings



Council Plan

2014/15 Half Year Performance Report

Policy Team · Coventry City Council

December 2014

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Coventry: open for business – our vision and priorities for the next 10 years

Council Plan

Coventry open for business: our vision and priorities for the next 10 years



Globally connected

promoting the growth of a sustainable Coventry economy

that benefits the city by...



Supporting business growth



Creating the infrastructure



City centre for the 21st century



Raising the profile of Coventry

making sure that residents share in the benefits by...



Jobs for local people



Reducing the impact of poverty



Supply, choice and quality of housing



Locally committed

improving the quality of life for Coventry people

by working with local communities to...



Attractive, cleaner and greener city



Safer communities



Improving educational outcomes



Improving health and wellbeing

for our most vulnerable residents by...



Protecting and supporting the most vulnerable people



Reducing health inequalities



Delivering our priorities

Maximising the use of our assets; reducing operating costs
Active citizens; strong and involved communities

Key

A number of symbols are used in the report to illustrate the progress made and the performance towards the targets set against each of the headline indicators:

Symbol	Progress	Target
	Indicator progressing in the right direction (towards target)	On-target
	Indicator moving in the wrong direction (away from target)	Off-target
	Indicator progress is similar or unchanged	
	Not available	

Find out more

This performance report provides a high-level summary of the Council's performance. It forms part of Coventry City Council's performance reporting arrangements set out in the Performance Management Framework. Further information available online include web-based indicator reports setting out historical trends, comparators, interactive maps, and data visualisations; and links to the Council's key strategies and progress reports.



www.coventry.gov.uk/performance/

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Executive summary

Progress made in 2014/15 towards the Council Plan priorities

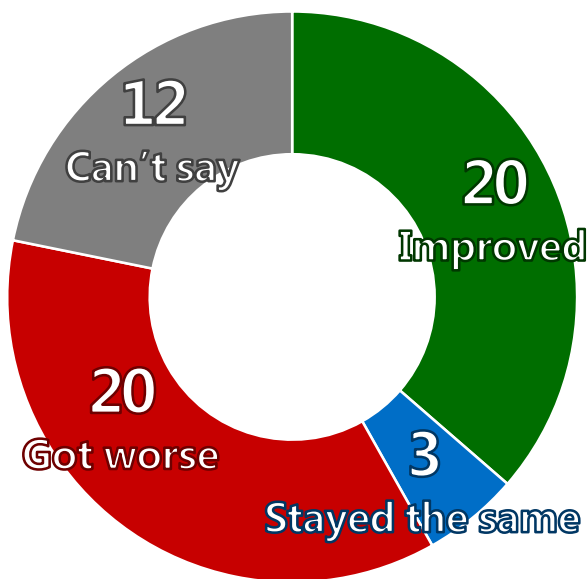
Coventry: open for business

Coventry: open for business

The Council Plan sets out our overall strategic direction and priorities for the next ten years. This report sets out the performance that has been made towards our priorities from April to September 2014.

Overall, a mixed performance

The Council Plan is measured by 55 headline indicators. In the past six months, 23 indicators (42%) improved or stayed the same and 20 indicators (36%) got worse. We can't say for the other 12 (22%) indicators. As some indicators are updated annually, this is expected at this point in the year.



Globally connected



Steady, broad-based growth

Since 2013, the UK economy has grown steadily, an improvement from the erratic recovery in 2010-12. Estimates from the Office for National Statistics suggest that gross domestic product (GDP) increased by 1.6% in April to September. The economy is growing everywhere – services, production, construction and agriculture. However, as prices continue to rise faster than earnings, people are still not yet feeling the benefits of growth.

An improving local economy

A measure of local economic performance is gross value added (GVA). Coventry's GVA per head (at current prices) in 2012 was £18,978, up from £18,145 in 2011. Figures for 2013 are expected by mid-December.

Another indication of local economic performance is the number of enterprises in the city. In March 2014, there were 7,940 enterprises in Coventry, a 7.2% net increase from March 2013. Indeed, the rate places us in the top 10 of metropolitan areas.

However, median pay for Coventry residents has decreased by £499 to £20,849 per annum in 2014, suggesting that the growth in the economy has not yet reached people's wage packets.

Significant development works have taken place over the past six months set to transform the face of Coventry City Centre, including demolition works and Bridge Deck construction at Friargate; Phase 3 Public Realm works – all of which will bring new employers and jobs into the city centre. In the meantime, effort is being placed into developing the city centre offer, from a Coventry VIP loyalty card, to trialling new technologies such as Coventry Cloud, in an attempt to encourage residents and visitors to come and spend more in the city centre.

Locally committed



Environment

Domestic fly-tipping has increased. Factors that affected fly-tipping may include additional refuse in the garden as a result of the warm summer and reduction in patrolling officers available to deter fly-tipping. A citywide Neighbourhood Enforcement Team is taking on the deterrent role, which should help reduce fly-tipping.

Crime

Recorded crimes have increased by 93 offences in April to September 2014 compared to the same time last year. However, burglary to dwellings has reduced by 65 offences. This is a priority for the Police and Crime Board.

Education

Provisional summer 2014 results show that at Year 6, attainment has improved from last year but remain two percentage points below the national average. At GCSE, 52% of pupils got 5+ A*-C grades including English and Maths; compared to 55.9% nationally. More Coventry children now attend a good or outstanding primary school, but at secondary, this has decreased.

Health

Coventry has higher levels of deprivation and poorer overall health than the England average. The Council is helping people stay healthy, get active and it is working with the NHS to improve access to GPs, helping patients develop their own social networks and making them more resilient.

Social care

In children's social care, the Council's multi-agency safeguarding hub (MASH) went live in September 2014, bringing together workers from key partners responsible for safeguarding children. Adult social care launched a Commissioning and Personalisation Plan, identifying the actions that are needed to cope with increasing demand and reducing resources.

Domestic violence

The Council has expanded services for women, men and children experiencing domestic violence and abuse, and the four new commissioned services started in September 2014.

Delivering our priorities



Maximising the use of our assets

The Council's priorities are being delivered in the context of further, unprecedented budget cuts. The indicative financial position moving into the 2015/16 budget setting process shows a major funding gap increasing to £65m in 2017/18. The Council is due to deliver £15.8m of transformational savings in 2014/15 and the workforce has reduced by a further 205 full-time equivalent posts since March 2014.

Around £15m of the £50m Coventry Investment Fund has been allocated to schemes such as the Friargate business quarter, Lythalls Lane industrial site, Lyons Park office development and the Fargo Village creative quarter. £60.8m of external funding will be spent in 2014/15, including an additional £8m of funding that has been added to the south-west Coventry junction improvement scheme.

Strong and involved communities

The Council is increasingly involving residents and communities so that they can do more for themselves.

The Council's new, mobile-friendly website makes it easier for the ever-growing number of residents looking up information on their smartphones and tablets. A customer portal, expected to launch in 2015, will offer more opportunities for residents to do things online.

Social media has been used extensively to engage with local people, for example, to promote local democracy week to young people; involve over 5,000 respondents in local consultations; and encourage individual electoral registrations.

The Council's approach to working with local communities includes the development of a strategy and action plan for asset-based working. The Council is also supporting the development of social enterprise and co-operatives through its social value policy, and has hosted a round table event to encourage social enterprises to discuss and address the opportunities and challenges for the sector in the city.



Globally connected

Promoting the growth of a sustainable Coventry economy



Steady, broad-based growth

Since 2013, the UK economy has grown steadily, an improvement from the erratic recovery in 2010-12. Estimates from the Office for National Statistics suggest that gross domestic product (GDP) increased by 1.6% in April to September. The economy is growing everywhere – services, production, construction and agriculture. However, as prices continue to rise faster than earnings, people are still not yet feeling the benefits of growth.

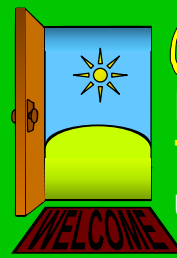
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OPEN FOR BUSINESS

In March 2014, there were **7,940** enterprises in Coventry, up from 7,405 in 2013.

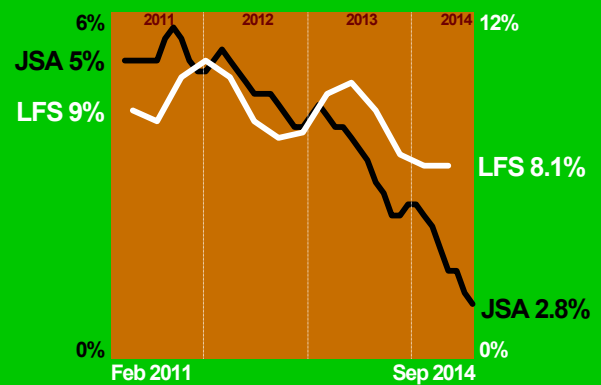


This places us in the **top ten** of metropolitan areas, and compares to...

Hartlepool	10.4%	Nottingham	5.9%
Manchester	8.7%	Birmingham	5.9%
Leicester	8.0%	Reading	5.6%
London	7.7%	Milton Keynes	5.3%
Coventry	7.2%	Warwickshire	4.9%
Swindon	6.9%	Oxford	4.6%

UNEMPLOYMENT: A MIXED STORY

The Jobseekers' Allowance (JSA) claimant count has gone down, but this has not been matched by a decrease in the model-based unemployment rate as measured by the Labour Force Survey (LFS).



Site formation works at Friargate, including the Bridge Deck is on schedule.

We will promote the growth of a sustainable Coventry economy that benefits the city by:

Supporting businesses to grow

In March 2014, there were 7,940 enterprises in Coventry, a net growth of 7.2% from March 2013 (7,405). This is a much higher rate of growth than the 1% net growth from March 2012 to March 2013 and is an indicator of the strengthening local economy. Indeed, the number of enterprises has finally exceeded the pre-recession peak of 7,500 enterprises in March 2008. Coventry continues to experience a higher rate of growth in the number of enterprises than in our neighbours. It also puts Coventry amongst the top ten fastest-growing metropolitan areas and closing in on the London average of 7.7%.

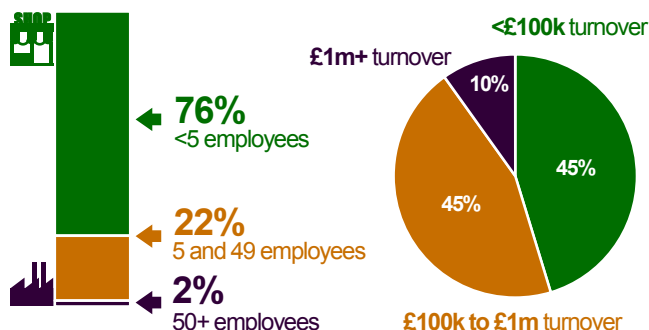
The Council is seeking to attract investment and help businesses expand – particularly in the growing Advanced Manufacturing and Engineering sector. One way in which it is doing so is through the Jobs and Growth Strategy 2014-17. In the past six months, the Council made a strong start towards achieving the targets set for 2014/15: over £48.9million pounds of business investment has been secured (65% of the target for 2014/15); and 292 businesses have been supported to expand (68% of the year’s target) – helping them expand their operations in the city and the sub-region and creating 1,206 new jobs (95% of target).

This half year, the Council’s planning team maintained its position as the fastest planning department in the country for dealing with major planning applications.

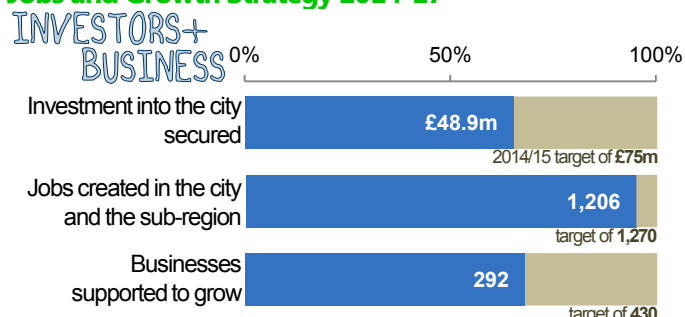
Indicator	Coventry	Progress	Target
Number of enterprises	7,940 (↑7.2%)	✓	✓

Enterprises in the city

Of Coventry’s 7,940 enterprises...



Jobs and Growth Strategy 2014-17



Creating the infrastructure for the city to grow and thrive

Friargate, a new business quarter currently being developed by the railway station, is essential to stimulate the regeneration of the retail and leisure offer in the city centre. Significant site preparation works have taken place over the past few months, including the installation of steel beams to support the grant-funded Bridge Deck across the ring road and the demolition of the buildings on the site such as Copthall House, a prominent 1970s five-storey office block, and the multi-storey car park at Eaton Road. Works remain on track and construction of the first phase is expected to begin next year.

Indicator	Coventry	Progress	Target
Business rates base	£299.3m	✗	✗

Changes in government policy means that the Council can keep a proportion of the increase in national non-domestic rates (NNDR). Schemes to encourage growth, such as Friargate, not only helps bring new jobs into the city, but also helps the Council generate income which it can then reinvest into the city and local communities.

As of September, the total rateable value is £299.3m – down £0.3m from March. This is currently below the target of £300.1m by March 2015. However, after business rates movements are taken into account, it remains possible that performance will improve.

Developing the city centre for the 21st century

Footfall in the city centre in April to September 2014 fell by 4.8% compared to a year ago; worse than the 0.9% fall nationally. The Council has short and longer-term plans to increase footfall – redeveloping the city centre in the longer-term, and new marketing efforts in the short term.

Indicator	Coventry	Progress	Target
City centre footfall change	-4.8%	✗	✗

In June, the Coventry Business Improvement District

(BID), a partnership between city centre businesses and the Council, introduced the Coventry VIP card, an official discount card for Coventry City Centre with access to exclusive discounts and shopping events.

The Council, working with Coventry's Serious Games International, have also secured a £95,000 government grant from the Technology Strategy Board's Small Business Research Initiative (SBRI) to develop the use of technology to attract people back to Coventry's high street. Called the "Coventry Cloud", the scheme is being trialled in November 2014.

The Council has also embarked on a third phase of Public Realm works. Entirely grant-funded from the Growth Deal and the European Regional Development Fund, the works will improve Gosford Street/University linking the city centre to Fargo Village; create a pedestrian link across the ring road to the Canal Basin; improve Broadgate/Hertford Street and Lidice Place/Spon Street connections; and reconfigure Belgrade Plaza. The public realm improvements have been instrumental in encouraging the private owners of Cathedral Lanes to reconfigure the shopping centre to create a new restaurant and bar quarter overlooking Broadgate Square. The first new restaurant is expected to open in late 2015.



The BID is trialling Coventry Cloud, a technology-driven rewards scheme aimed at supporting the city centre.



Coventry VIP is the official discount card for Coventry City Centre. Through special offers and discounts, the card encourages residents to shop, dine and enjoy all that the city has to offer. So far, **3,741** people have signed up. Find out more: www.coventryvip.co.uk



↑ The new Council House Square, part of the city's Public Realm works.

Raising the profile of Coventry

According to VisitEngland, the English tourism board, Coventry is the fastest-growing holiday destination in the West Midlands. Visits to Coventry have increased by 37.2% from 113,000 a year in 2006-08 to 155,000 a year in 2011-13.

In 2013, tourism generated £84m for the city, and made the VisitEngland top 20 most visited towns and cities for Great Britain residents list, at number 17.

Recognising the importance of high profile events in attracting visitors, the 16th Coventry Godiva Festival, held on 4-6 July 2014, attracted massive crowds, equalling last year's record of 125,000 visits despite more unsettled weather than last year.



↑ Coventry Godiva Festival 2014 attracted 125,000 visitors over three days with top headliners including The Selecter, Buzzcocks and Happy Mondays. Plus, events like the Disney Change4Life roadshow kept families entertained.

... and make sure that residents share in the benefits by:

Helping local people into jobs

Coventry's average employment rate among working age residents (age 16-64) is 63.6% (Jul 2013-Jun 2014), down from 66.9% in Jan-Dec 2013 and remains lower than nationally (72.2%). In September, the Jobseekers' Allowance (JSA) seasonally-adjusted claimant count rate was 2.8% in Coventry compared to 2.2% nationally. This

Indicator	Coventry	Progress	Target
Average employment rate	63.6%	✘	✘
JSA claimants	2.8%	✔	✔
JSA 18-24	2.7%	✔	✔

Notes: average employment rate is for July 2013 to June 2014; Jobseekers' Allowance data is for September 2014.

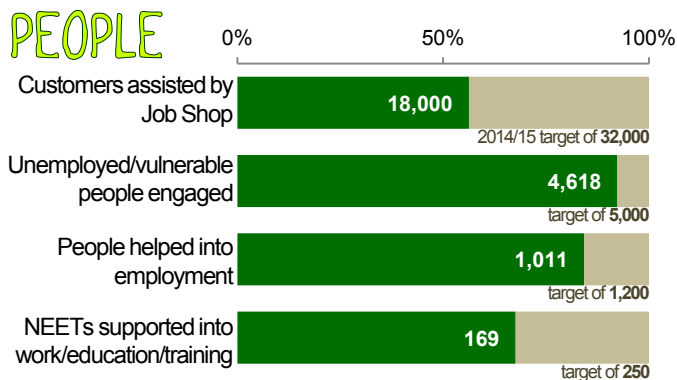
is a steep fall from 3.4% in April – much of this is attributed to welfare sanctions which have discouraged people from signing on, as the fall is not reflected in the Labour Force Survey-based unemployment figures.

So far in 2014/15, the Council's Job Shop assisted over 18,000 jobseekers. 4,618 unemployed people have engaged with Employment Services, and 1,011 people have been helped into employment. By working directly with employers through the new Employer Hub, over 352 new jobs were created. Recognising that some of the most vulnerable families face entrenched issues, the Support for Families programme helped 401 families in tackling the complex social issues they faced. A Job Interview Guarantee Scheme provides vulnerable young people with ten weeks of intensive support and guaranteed interviews, helping them secure work.

Since April, 169 young people not in education, employment or training (NEETs) have been supported into work. In addition, 15 disabled people have been supported through the Council's employment service for disabled people, TESS, which is now nationally recognised as a Centre of Excellence for its employment pathways helping disabled people secure work.

Jobs and Growth Strategy 2014-17

Through the Jobs and Growth Strategy, the Council is helping local people into jobs.



Indicator	Coventry	Progress	Target
Median annual pay	£20,849	✘	✘

Reducing the impact of poverty

Coventry's gross disposable household income (GDHI) was £13,374 per head in 2012 (at current prices), up from £13,135 in 2011, an increase of 1.8%. However, Coventry's GDHI have not kept pace with its neighbours: £17,782 in Warwickshire (up 3.6%); £14,744 in the region (up 3.0%) and £17,066 in England (up 3.2%).

Median annual pay in 2014 for people living in Coventry is £20,849. That is £499 less than £21,348 in 2013. This is evidence that the growth in the economy has not yet reached people's wage packets. Of note, the median annual pay for people working in Coventry is higher, at £22,931, suggesting that people are commuting from outside the city to higher paid jobs in Coventry.

The living wage is now set at £7.85 an hour (outside London), compared to the minimum wage of £6.50. Coventry City Council continues to match the Living Wage for its employees, and the Council's Social Value Policy also includes payment of Living Wage as one of the criteria the Council will consider in its procurement.

Credit unions offer low cost loans to families, so that they can avoid excessive interest rates charged by pay-day and doorstep lenders. The Council has provided grant funding of £42k per year to the two existing credit unions, New Central Credit Union and Coventry East Credit Union, under the condition that credit unions demonstrate year on year growth in membership. This will be monitored under the agreements in place.

Median annual pay 2014

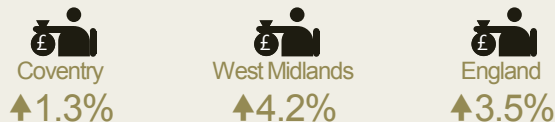
Coventry	West Mids Region	England
£20,849	£20,431	£22,354
↓£499 from 2013 £21,348	↓£169 £20,600	↑£186 £22,168

Cost of living 2011-2013

Costs have gone up by an average of 5.3%:



While overall wages (full-time and part-time) have gone up, they have not kept pace with the increasing cost of living:



This means that real wages have declined.

Cost data is Consumer Price Index (CPI) inflation between June 2011 and June 2013 and wages are the median annual incomes in 2011-2013 from the Annual Survey of Hours and Earnings (ASHE). CPI inflation between June 2013 and June 2014 has gone up by another 1.9% while wages have not increased.

Living wage

Coventry City Council pays its employees a minimum of...

£7.85 per hour
matching the Living Wage.



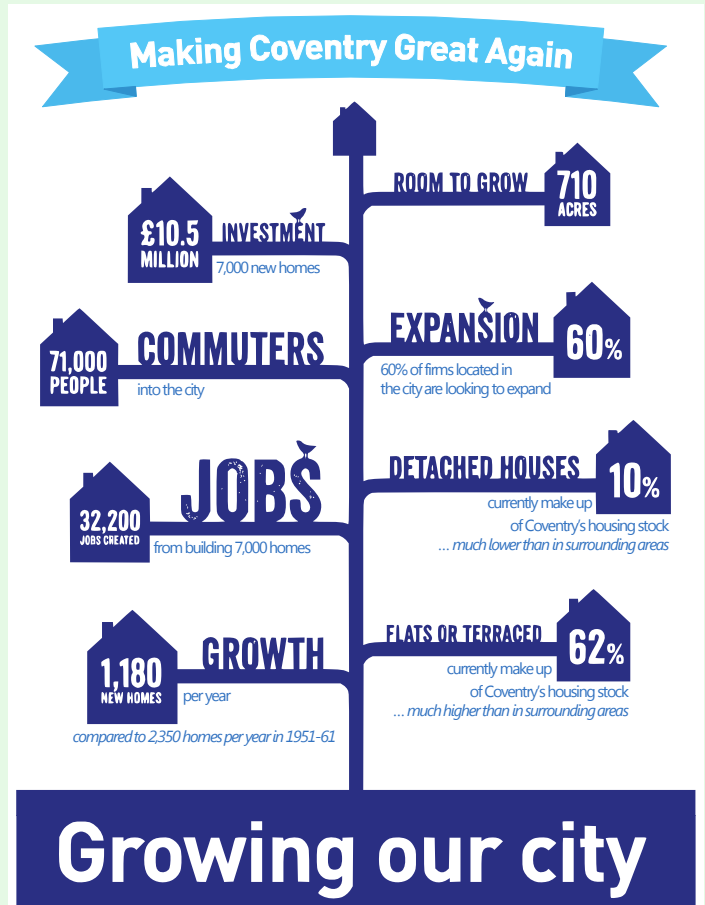
Increasing the supply, choice and quality of housing

Local Plan

The Local Plan sets out how Coventry needs to grow over the next 20 years. The plan identifies where new homes and facilities like schools, parks, roads and employment land can be built. New predictions about population growth in the region and economic growth in the city mean that there is a need to plan for more homes in and around Coventry.

The level of housing need identified for Coventry means difficult decisions have to be taken about where new homes are built to house the city's growing population, and the Council has undertaken an extensive consultation exercise to obtain people's views of the plan.

Find out more: www.coventry.gov.uk/localplan/



Aspirational and affordable housing

The Council recognises the need for larger and more aspirational housing. In 2014/15 there has been an increase in the range of housing with slightly more properties in the higher Council Tax bands.

86 affordable homes have been delivered so far. While this is only 31% of last year's total of 280, the majority of affordable homes are expected to be completed between October and March.

Indicator	Coventry	Progress	Target
Council Tax base	137,238	✓	✓
Properties in higher Council Tax bands	29.27%	✓	✓



Council Tax base of...

137,238

properties

of which...

29%

properties are in the higher Council Tax bands (C to H)



Increasing the range of opportunities for people to access arts, sports and cultural events

There were 454,814 visits to the Coventry Transport Museum in 2013/14. The museum is undergoing a £8.5 major development project which will upgrade and enhance 12 of the 14 exhibition galleries and transform the adjacent 12th century old grammar school into an exhibition, education and events space.

Other visits during 2013/14 include a total audience of 163,123 went to a show at the Belgrade Theatre a 57% occupancy rate, 228,181 people visited the Herbert Art Gallery Museum, 9,944 visits to the Lunt Roman Fort and 29,745 visits to the Priory Visitor Centre.

Inspiring a sporting city

The Coventry Sports Strategy was approved in September and the Coventry Sports Network (CSN) launched with the task of implementing it. The CSN represents a partnership between the Council, the Coventry Sports Foundation, Coventry Sports Trust, Coventry University, the University of Warwick and Coventry Solihull and Warwickshire Sport (CSW Sport), who have been identified for their influence in relation to promoting sport within Coventry and the surrounding area.

Arts and culture visitors in 2013/14



163,123 audiences



454,814 visitors



228,181 visitors

Sports Strategy

Inspiring a sporting city...

'Developing a more active, inclusive and vibrant Coventry through positive experiences in sport.'



Coventry Sports Strategy
2014 – 2024

www.covsport.org.uk



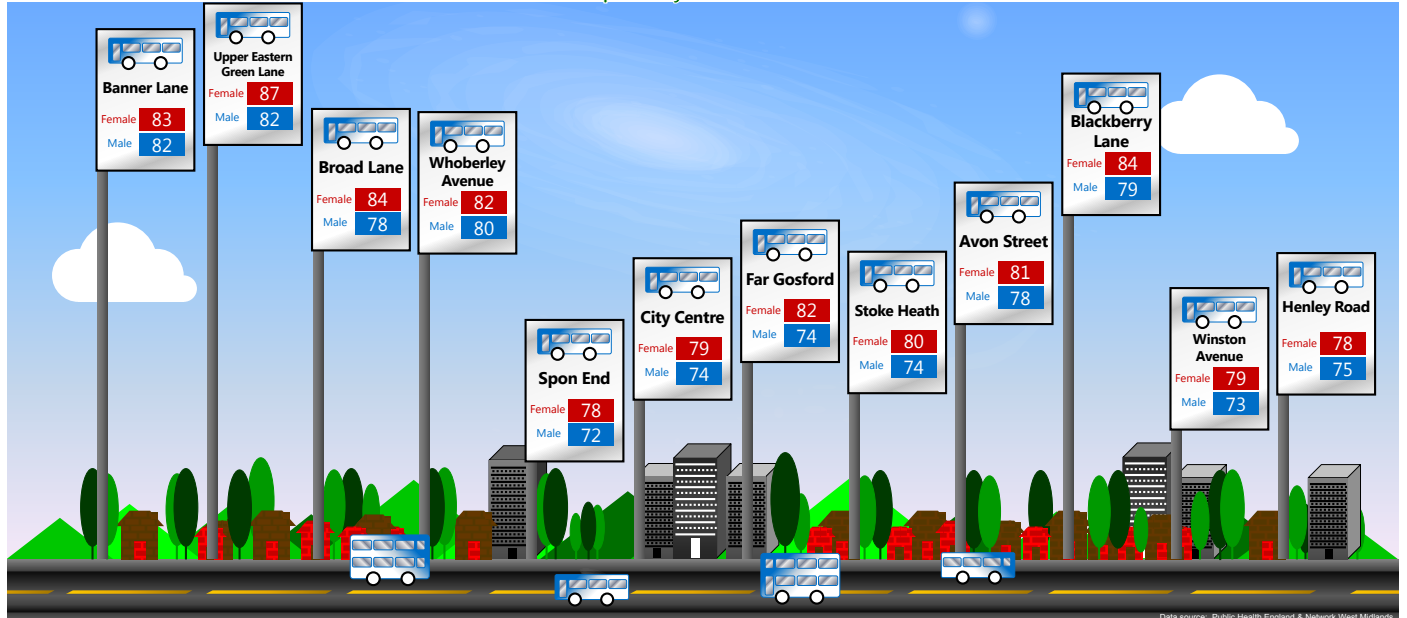
Locally committed

Improving the quality of life for Coventry people



Coventry's life expectancy along the number 10 bus route

life expectancy at birth 2008-2012



Data source: Public Health England & Network West Midlands

Coventry's life expectancy at birth in 2011-13 was 78.2 years for males and 82.4 years for females. Life expectancy is on an upward trend, but large variations in health remain. Males in the most affluent areas of the city live around 11.2 years longer than those in the most deprived areas, and for females, it is 8.6 years.

The Council has focused its resources on supporting the city's most vulnerable residents. It is also empowering residents and communities to do more for themselves.

An attractive and clean environment

Domestic fly-tipping has increased. Factors that affected fly-tipping may include additional refuse in the garden as a result of the warm summer and reduction in patrolling officers available to deter fly-tipping. A citywide Neighbourhood Enforcement Team is taking on the deterrent role, which should help reduce fly-tipping.

Making communities safer

Recorded crimes have increased by 93 offences in April to September 2014 compared to the same time last year. However, burglary to dwellings has reduced by 65 offences. This is a priority for the Police and Crime Board.

Improve educational outcomes

Provisional summer 2014 results show that at Year 6, attainment has improved from last year but remain two percentage points below the national average. At GCSE, 52% of pupils got 5+ A*-C grades including English and Maths; compared to 55.9% nationally. More Coventry children now attend a good or outstanding primary school, but at secondary, this has decreased.

Improving health and wellbeing

Coventry has higher levels of deprivation and poorer overall health than the England average. The Council is helping people stay healthy, get active and it is working with the NHS to improve access to GPs, helping patients develop their own social networks and making them more resilient.

Protecting & supporting our most vulnerable people

In children's social care, the Council's multi-agency safeguarding hub (MASH) went live in September 2014, bringing together workers from key partners responsible for safeguarding children.

Adult social care launched a Commissioning and Personalisation Plan, identifying the actions that are needed to cope with increasing demand and reducing resources.

Domestic violence and abuse

The Council has expanded services for women, men and children experiencing domestic violence and abuse, and the four new commissioned services started in September 2014.

We are committed to improving the quality of life for Coventry people by working with local communities to:

Create an attractive, cleaner and greener city

Maintaining the street scene

Treatment programmes were undertaken on a further 29 miles of carriageway and 39 footway sites between April and September. An annual survey of the road network condition will take place later in the year.

Fly-tipping of domestic waste has sharply increased, representing a 26.3% increase on the same period last year. Some of the increase can be explained by good weather: hotter summers are associated with an increase in fly-tipping. There was also a significant reduction in patrolling officer capacity, and consequently the ability to tackle earlier problems – such as the accumulation of refuse in gardens – was also reduced. The expanded Neighbourhood Enforcement Team has now taken over this role and by targeting this resource appropriately at fly-tipping hot spots, it is anticipated that the rate of increase can be slowed and ultimately reduced.

Indicator	Coventry	Progress	Target
Number of fly-tips reported in the city	1,505	✗	✗

Carriageway improved **29 miles**
Footways improved **39 sites**

heart of England in Bloom
GOLD award
in the City Centre category

Encouraging people to reduce, reuse and recycle their waste

An estimated 39.2% of household waste was recycled and composted in April to September 2014 compared to 40.2% this time last year. As recycling is typically higher in the warmer months, this year's target of 40% is unlikely to be met.

Indicator	Coventry	Progress	Target
Household waste recycled and composted – estimated data 30/09/2014	39.2%	✗	✗

39%
household waste recycled

The upkeep of parks and open spaces

Five Coventry parks maintained Green Flag status in 2014/15, thanks to effective partnership between the voluntary friends of parks groups and the Council.

Recognising the importance of good quality parks and open spaces, draft management plans for three parks, Edgwick (Foleshill), Willenhall Wood (Binley/Willenhall) and Prior Deram (Westwood), were completed this August. The plans set out the desired improvements for the parks, especially considering health and wellbeing opportunities and residents will have the opportunity to shape the plans. The plans will inform decisions, including funding applications, over the next five years.

Indicator	Coventry	Progress	Target
Completed management plans for parks in deprived neighbourhoods	3 draft plans completed	✓	✓

Green Flag Award
5 parks maintained Green Flag status
26 Green Flags in the past nine years

Make communities safer together with the police, to reduce crime and anti-social behaviour

Recorded crimes increased by 93 offences (+0.9%) in April to September 2014 compared to the same period last year. There were small increases in violence with injury in public places (639 offences, +1.8%) and robberies (244 offences, +1.7%).

Priorities of the Coventry Police and Crime Board include

Indicator	Coventry	Progress	Target
Crimes	11,037	✗	✗
Residents who feel safe in their local area... ...during the day	82%	✗	
...after dark	53%	✗	

reducing burglary, violence and anti-social behaviour. There has been a reduction in the number of burglary to dwellings with 65 fewer crimes (-10.1%). There were also fewer anti-social behaviour incidents reported to the police.

According to the Council's October residents' satisfaction survey, a survey of a representative sample of 1,000 residents, fewer respondents said that they felt safe in their local area as compared to the previous year.



↑0.9% crimes recorded

- burglary of dwellings
- anti-social behaviour
- violence with injury in public places
- robberies

April-September 2014 compared to 2013



82% feel safe during the day



53% feel safe after dark

October 2014 residents' satisfaction survey

Improving educational outcomes by working with schools to continue to improve standards

Attainment of pupils

Key Stage 2

At the end of Year 6 (Key Stage 2), 76% of pupils attained Level 4 or above in reading, writing and maths. This is a five percentage point increase on 2013 but remains two percentage points below the national average.

GCSE (Key Stage 4)

At Key Stage 4, 52% of pupils achieved five or more GCSE at grades A* to C including English and Maths. This is 3.9% points below the national average of 55.9%.

This cannot be compared to previous years as the Government has changed how school performance tables are calculated: while a pupil may retake an exam, only their first entry in a particular subject will count towards the performance tables.

School inspections

The Education Improvement Strategy 2013-15 set a target for all pupils to attend a school judged by Ofsted as good or outstanding by September 2015. 74% of primary school pupils are now attending a good or outstanding primary school as of September 2014, up from 72% in April. However, at secondary school, it reduced from 66% to 58%, the impact of one school dropping to "requires improvement".

Following informal consultation with schools, the Council approached independent inspectors to undertake an external evaluation of the improvement programme. Following this, a school-to-school support group has been set up by headteachers and a new School Improvement Strategy will follow in spring 2015.

Indicator	Coventry	Progress	Target
Level 4 or above in reading, writing and maths at Key Stage 2	76%		
5+ GCSEs at grades A*-C, including English and Maths	52.0%		
% making expected progress from Key Stage 2 to 4 in...			
... English	78.8%		
... Maths	64.8%		

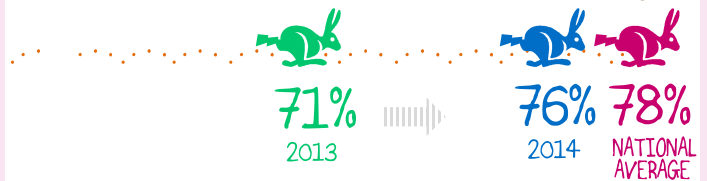
All provisional data for summer 2014. Final results expected in January 2014.

Indicator	Coventry	Progress	Target
% of pupils attending schools judged good/outstanding:			
... Primary	74%		
... Secondary	58%		

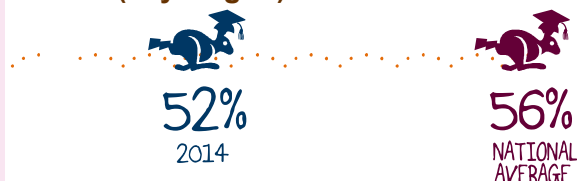
September 2014.

Year 6 (Key Stage 2)

Performance has improved, but remains behind the national average.

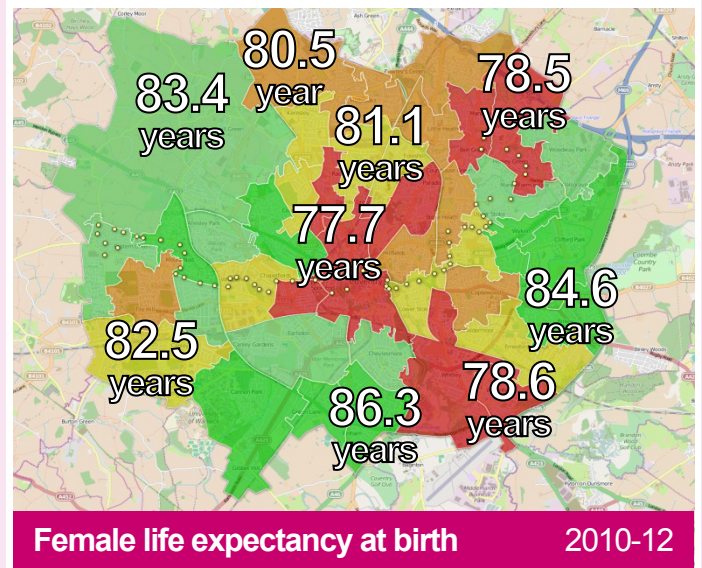
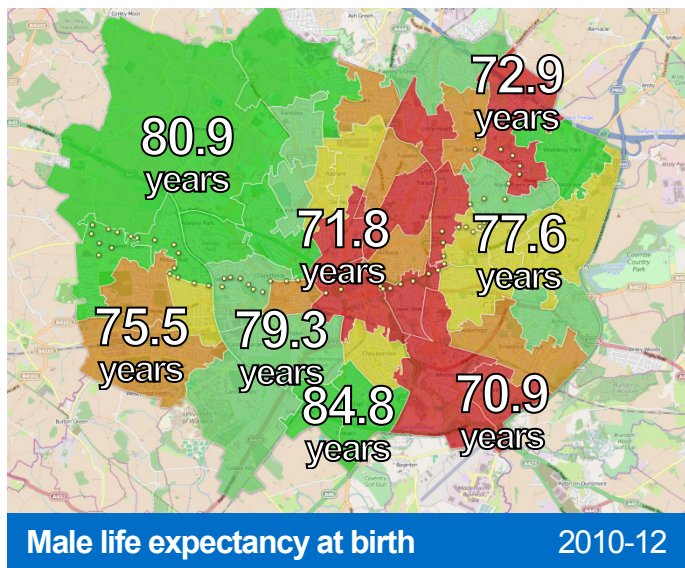


GCSEs (Key Stage 4)



Life expectancy at birth

Coventry has higher levels of deprivation and poorer overall health than the England average. Overall life expectancy at birth in 2011-13 was 78.2 years for males and 82.4 years for females. Life expectancy is on an upward trend but it remains below the region (78.8 years for males and 82.8 for females) and England (79.4 years for males and 83.1 years for females). Large variations in health remain: males in the most affluent areas of the city live around 11.2 years longer than those in the most deprived areas; and for females, it is 8.6 years. The maps below illustrate the inequality in life expectancy. Interactive charts illustrating life expectancy for males available at <http://smarturl.it/cov-life-exp-male> and for females at <http://smarturl.it/cov-life-exp-female>.



Helping them lead healthier lifestyles

The Council is working with residents to reduce risky behaviours such as smoking, excessive alcohol consumption, and physical inactivity.

Smoking

2,405 smokers were supported by stop smoking services to set a quit date between April and September, and 1,148 smokers, or 47.7%, successfully quit smoking. This compares to a rate of 53.4% in 2013/14. Fewer smokers are engaging with services nationally – this is likely to be as a result of reduced prevalence of smoking and the increasing popularity of e-cigarettes.

Indicator	Coventry	Progress	Target
Male life expectancy at birth	78.2 years	⊖	⊖
Female life expectancy at birth	82.1 years	⊖	⊖
Smoking quitters from stop smoking services	47.7%	⊗	⊗



1,148 people successfully quit smoking in April-September

Coventry on the Move!

Coventry on the Move is aimed at encouraging people to get up and active and have some fun. This half-year has seen over 1,500 children and families engage with fun, free activities such as obstacle-style cycling, hula hooping and skipping at Godiva Festival 2014. Events were also held at Broadgate Square during the summer and half-terms, including Get Active Week in August.



Workplaces on the Move

Through the Workplaces on the Move programme, a regular programme of activities is made available to local employees to take part and get active. In addition, over 100 workers from a range of local employers ranging from

Sign up for the Workplace Challenge at www.workplacechallenge.org.uk/cswsport/

local councils, the police, universities, NHS trusts and private businesses have signed up to the Coventry, Solihull and Warwickshire Workplace Challenge to take part and compete against others.

Helping people to maintain their independence and supporting them when they need help

Nearly four in five adult social care users now have a personal budget and one in five have a direct payment. This gives adults with care and support needs the opportunity to choose to decide what, when and how their support is provided

The new Commissioning and Personalisation Plan 2014 aims “to enable people in most need to live independent and fulfilled lives with stronger networks and personalised support”. Amongst other things it identifies the future challenges for adult social care for the Council and its partners.

...especially for our most vulnerable residents by:

Protecting and supporting our most vulnerable people

Keeping children and adults safe from harm

Coventry continues to have a high rate of children known to social care, placing immense pressures on services. As at 30 September, 614 children were looked after, a slight decrease from 626 at the end of April. Following the Ofsted judgement in 2013/14, a Children’s Improvement Board was set up and tasked with monitoring progress. In 2014/15, more resources were allocated to help fund additional looked after children placements (£2.6m) and social work staff (£0.8m). Recognising that different agencies such as the police, hospitals, GPs, and the Council all have a role in keeping vulnerable children safe, a multi-agency safeguarding hub (MASH) began operation in September 2014, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision-making.

Conceptions to girls aged under 18 has gone up slightly. In January to December 2012, the rate was 38.6 per 1,000 15-17 year olds, and in April to June 2013, it was 40.3. This is slightly above the Public Health England 2013 midpoint forecast for Coventry of 39.9.

There were 460 adult safeguarding alerts since April 2014. That is around 45% of the total of 1,002 alerts in 2013/14. The safeguarding of adults is overseen by the Safeguarding Adults Board.

Improving services for people experiencing domestic violence and abuse (DVA)

2,310 people reported DVA incidents to the police this half year, a five percentage point increase from 2,199 for the equivalent time period last year. This increase is likely to be as result of recent improvements in identification and

Indicator	Coventry	Progress	Target
Adult social care users with... ...a personal budget	79.2%	✓	✗
...a direct payment	22.3%	✓	✓

Indicator	Coventry	Progress	Target
Looked after children rate per 10,000 population under 18	86 614 children	✓	✓
Adult safeguarding alerts	460	✓	✓
Percentage of completed safeguarding referrals where the adult at risk feels safer	92%	✓	✓
Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	40.3	✗	✗

 **Coventry MASH**
Multi Agency Safeguarding Hub
began operation September 2014

 **460** adult safeguarding alerts
April-September 2014

Indicator	Coventry	Progress	Target
Domestic violence/abuse victims known to the police	2,310	N/A	N/A
Repeat victims of domestic violence reported	17.0%	=	=

recording of incident logs. 393 were repeat victims this half year, a rate of 17.0%; in line with last year's figures at half year. This compares to a repeat rate of 17.9% for Wolverhampton and 15.7% for Birmingham.

In September, new DVA services began operation. These have increased provision for women experiencing DVA by an additional 14 units; provide accommodation for men for the first time; and increase aftercare support to help 200 children affected by DVA.

Domestic violence and abuse:



2,310 incidents reported
393 repeat victims

April-September 2014

Preventing homelessness and helping people who do become homeless

554 homelessness assessments were completed in April to September. Of these, 344 households, or 62%, were accepted as statutorily homeless. This compares to 270 statutorily homeless households at the same period last year. 730 homelessness cases have been prevented since April, 73% of last year's total (1,000).



730
homelessness cases prevented

Indicator	Coventry	Progress	Target
Households accepted as statutory homeless	344	✗	✗

The number of households accepted as statutory homeless has gone up.



Reducing health inequalities

Giving our children the best start in life

Coventry has higher levels of infant mortality than the England average. A new 'acting early' model of delivery aims to improve outcomes for children aged 0-5 years by integrating midwifery, health visiting, children's centres and GP services. It has been in operation in Hillfields and Tile Hill since April 2014 and has since expanded to centres in Foleshill, Henley, Bell Green and Willenhall.

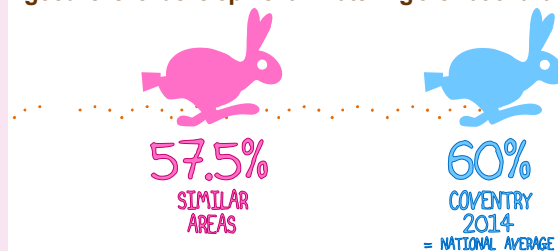
Indicator	Coventry	Progress	Target
Achieving a good level of development by age 5	60.0%	✓	✓
Gap between the lowest achieving 20% in the early years and the rest	36.8%	✗	✗
Breastfeeding rates at 6-8 weeks	41.3%	✗	✗

Early years foundation stage

In 2014, 60% of children achieved a good level of development by age five, equalling the national figure and 2.5% better than the rate of 57.5% for similar local authorities.

However, the gap between the lowest achieving 20% in the early years and the rest has widened.

At age five, 60% of children in Coventry who achieved a good level of development – matching the national average



Breastfeeding

Breastfeeding has positive health benefits for mother and baby. In the Coventry and Rugby Clinical Commissioning Group area, 41.3% of infants checked in April to June 2014 were totally or partially breastfed at 6-8 weeks.

Excess weight

One in five children at reception are overweight or obese; rising to one in three by Year 6 and over half of adults. Children are encouraged to get involved in a range of activities such as Change4Life and 10 minute shake up.

Vaccinations

The World Health Organisation (WHO) target is for 95% of any given population to be immunised. The main vaccinations being monitored are the MMR and the DTaP/IPV/Hib vaccination. Latest data suggests vaccination take-up amongst 1, 2 and 5 year olds in Coventry are better than the England average.



Delivering our priorities

Maximising use of our assets; strong & involved communities



Maximising the use of our assets

The Council's priorities are being delivered in the context of further, unprecedented budget cuts. The indicative financial position moving into the 2015/16 budget setting process shows a major funding gap increasing to £65m in 2017/18. The Council is due to deliver £15.8m of transformational savings in 2014/15 and the workforce has reduced by a further 205 full-time equivalent posts since March 2014.

Around £15m of the £50m Coventry Investment Fund has been allocated to schemes such as the Friargate business quarter, Lythalls Lane industrial site, Lyons Park office development and the Fargo Village creative quarter. £60.8m of external funding will be spent in 2014/15, including an additional £8m of funding that has been added to the south-west Coventry junction improvement scheme.

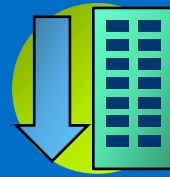
Strong and involved communities

The Council is increasingly involving residents and communities so that they can do more for themselves.

The Council's new, mobile-friendly website makes it easier for the ever-growing number of residents looking up information on their smartphones and tablets. A customer portal, expected to launch in 2015, will offer more opportunities for residents to do things online.

Social media has been used extensively to engage with local people, for example, to promote local democracy week to young people; involve over 5,000 respondents in local consultations; and encourage individual electoral registrations.

The Council's approach to working with local communities includes the development of a strategy and action plan for asset-based working. The Council is also supporting the development of social enterprise and co-operatives through its social value policy, and has hosted a round table event to encourage social enterprises to discuss and address the opportunities and challenges for the sector in the city.



Council uses fewer buildings

savings of £1,506,000 in 2014/15



£15.8m savings

from the transformation programme
target of £16.8m missed



30% of Coventry Investment Fund allocated

£15m of £50m



Better Council website

plain English + mobile friendly



Supporting social enterprises

as a social innovation partner

We will use our increasingly limited resources effectively to:

Make savings so that we can continue to support front-line services

Rationalising our property portfolio

The Council now occupies 12 buildings, down from 19 in April 2014, and a further three are expected to close by next March. The closure of seven buildings means that total revenue savings achieved from rationalising our property portfolio is expected to increase to £1,506,000 in 2014/15, up from £964,000 in 2013/14.

Further planned closures should help the Council save a further £480,000 in 2015/16. The sale of operational properties has generated £922,000 in capital receipts since April 2014. In addition, disposal of commercial assets to date totals £4.4m.

Reduction in energy use and carbon emissions

The final outturn for 2013/14 shows a 12% reduction in energy consumption in Council buildings and schools and a 12% reduction in carbon dioxide emissions generated through local authority operations. Over the last five years there has been an overall reduction in CO₂ emissions of 21%. This falls short of the target of 30% reduction from the 2008/09 baseline by 2013/14 set in the 2009 Carbon Management Plan.

A revised 2014 Carbon Management Plan has set out new targets: a 35% reduction in CO₂ emissions from the baseline year (2008/09) and for 15% of total energy to be from renewable sources by 2020.

As school convert into academies independent of Council control, obtaining accurate energy consumption data is becoming increasingly difficult. Therefore, schools will not be included in future figures for 2014/15 and beyond.

Finance: achieving a balanced budget

The medium term financial strategy sets out the financial challenges for the Council over the next three years. Based on estimates of future funding settlements, the Council's indicative financial position moving into the 2015/16 budget setting process shows a major funding gap increasing to £65m in 2017/18. As of September, the Council forecasts a revenue underspend of £0.4m. This compares to a reported overspend of £1.5m at the same point in 2013/14.

Savings from transformation

£15.8m out of £16.8m savings from the Council's transformation programme are planned to be delivered in 2014/15. £1m savings from reducing demand for Council services will not be achieved.

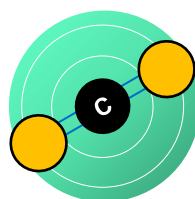
Indicator	Coventry	Progress	Target
Rationalising property portfolio – revenue savings	£1,506,000	✓	✓
Carbon dioxide emissions from local authority operations	45,310 tonnes (↓12%)	✓	✓
Total energy use in Council buildings and schools	124,753,362 kWh	✓	✓

The Council now occupies fewer buildings

April  **19 buildings**

September  **12 buildings**

Energy use and carbon emissions has reduced



45,310 tonnes
↓12% CO₂ emissions
2013/14



124,753,362 kWh
↓12% energy use
2013/14

New carbon management targets set for 2020



15%
renewable energy



↓**35%**
9,000 tonnes
from 2008/09 baseline

Indicator	Coventry	Progress	Target
Transformation programme savings	£15.8m	✓	✗
Core employee headcount (excluding schools)	4,626.89	✓	✓
Working days lost due to sickness absence	3.91 days per fte	✗	✗

Staff reductions

The number of full time equivalent (fte) core posts in the Council (excluding schools) reduced by 205 posts in six months, from 4,832 at the end of March to 4,627 in September. A new voluntary redundancy/early retirement programme was offered to Council employees in September to October with the aim of reducing the workforce more significantly.

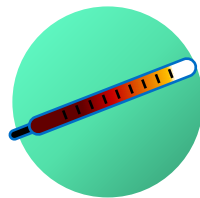
Managing absences

Sickness absence continues to be robustly managed. The half year cumulative figure is 0.10 days higher than the same time the previous year. Typically the winter months are likely to see a higher level of sickness absence and therefore it is uncertain whether the target of 8.5 days will be achieved.



-205 fte

reduction in core staffing since April 2014



3.91 working days lost

sickness absence per fte

Maximising our income

£63.7m in Council Tax was collected in April to September 2014, a 3.7% increase on the £61.4m at the same time last year. Based upon the current collection rates, the Council predicts it will have collected 95.5% of national non-domestic rates (NNDR) and 95.1% of Council Tax by March 2015. The target collection rate of 98.5% for NNDR and 96% for Council Tax is unlikely to be met. Council Tax support, offered to low income households, has reduced by 1.6%. This means that additional revenues of £500,000 have to be collected from low income households.

Indicator	Coventry	Progress	Target
Council Tax collection rate	54.9%	⊗	⊗
NNDR collection rate	54%	⊗	⊗

Business rates collected so far...



Council Tax collected so far...



Support the regeneration of Coventry's economy

Utilising the Coventry Investment Fund

The £50m Coventry Investment Fund was created in December 2013 to support major capital investments that will create economic growth, help employment and generate additional Business Rates to help the city grow. The Coventry Investment Fund Board has committed £15m so far, to schemes such as the Friargate business quarter, Lythalls Lane industrial site, Lyons Park office development and the Fargo Village creative quarter.

External funding

The Council has been successful at attracting external funding to regenerate the city. £60.8m has been spent this year, including an additional £8m of funding to the south-west Coventry junction improvement scheme. £4m of spend for Nucleo, the Coventry to Nuneaton rail upgrade, has been rescheduled into later years.

Adding social value & procuring local contracts

The Council's Social Value Policy sets out how economic, social and environmental well-being factors will be considered as part of the Council's commissioning and procurement processes. The policy is being monitored and reviewed as part of the Council's procurement strategy, with a report due in February 2015.

The Coventry Investment Fund



Putting local people and their needs at the heart of the customer journey

The Council is creating a customer services centre in Broadgate, where residents can self-serve and access all of the Council's services in one place. This is on schedule and the centre should be open by September 2015.

Our workforce

To improve the way services are delivered to residents, the Council is creating a more flexible and adaptable workforce by piloting the use of technology that enables staff to work from home and reduce paper.

Sub-region and shared services

The Coventry and Warwickshire Sub-Regional Joint Committee, made up of the seven local authorities in Coventry and Warwickshire plus Hinckley and Bosworth Borough Council was set up in January 2014. In April to September 2014, the committee has overseen work on the strategic economic plan and spatial planning.



📍 Artist's impression of the new Council offices

Working together: Coventry City Council already shares its procurement and commissioning services and resilience teams with Solihull Council and Warwickshire County Council.

We will have new conversations with residents, communities and partners, enabling them to do more for themselves by:

Encouraging residents to become active citizens

Maximising the use of new technology

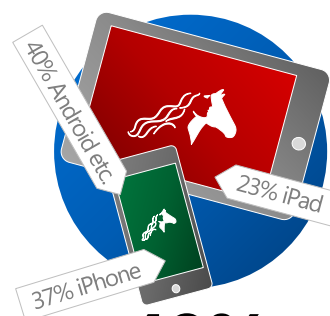
The Council wants to encourage residents to use its services via computers, tablets or smartphones where possible, while ensuring that face to face and telephone contact is reserved for those who really need it.

Over 40% of visits to the Council's website are now from mobile devices, and the Council has launched a new website in November 2014 to make it easier to do things on tablets and smartphones. Later in 2014/15, the Council will also launch a customer portal which will make it possible to introduce self-service transactions online.

Individual electoral registration

Nationally, there has been a change in the way that people register to vote: previously this was done through an annual household canvass and now under individual electoral registration, each person is required to register. During the transition to individual electoral registration in 2014, the Council expect a drop in the numbers registered to vote and this is expected to be mirrored nationally. A data matching exercise identified 86% of people currently on the register. A wide range of engagement activities have taken place to encourage people to register, especially targeting groups where take-up is traditionally low such as students and home movers.

Visitors to the Council website...



40%
mobile

(smartphones/tablets)



60%
computer

(desktop/notebooks)

Online consultations April to September 2014



Encouraging democratic engagement

Young people took part in a range of activities during local democracy week in October. The events included a youth quiz, a school debate, question time, democracy workshop, Lord Mayor for the day and a virtual council experience. Social media was used extensively during the week to communicate with the young people. The Council received recognition from the Cabinet Office for its Local Democracy Week activities.

This year, election results were broadcast live as they were announced for the first time in June 2014 this was viewed by 52 people.

Democratic engagement activities

Lord Mayor's Youth Quiz

78% 

Question Time
for politics students

95 attendees

456 webcast viewers

Year 12 School Debate

9 schools took part



77% 

Democracy Day

92% 

Early intervention for families who need it

1,000 common assessment framework (CAF) assessments were conducted in April to September. 47.6% of these were closed with a good outcome and a completed action plan, missing the local operational target of 70%. This compares to 48.9% for the year 2013/14.

Indicator	Coventry	Progress	Target
CAFs closed with all actions complete	47.6%		

What is the CAF?

The CAF is a way of working out what extra support a child may need and how best to provide it.

It can help ensure children get the early intervention and support they need, which may help reduce the need for social care interventions.

Enabling people to exercise choice and control

Adults with care and support needs can choose to decide what, when and how their support is provided. The new Council strategy, the *Commissioning and Personalisation Plan 2014* aims "to enable people in most need to live independent and fulfilled lives with stronger networks and personalised support". It sets out the actions required over the next two years to deliver adult social care in line with the new Care Act 2015. In particular, the plan identifies the importance of working with health, other partners and community to meet the future needs of adult social care at a time of significantly reduced funding.

Engaging with communities to involve them

Community Development

The Council has worked on a joint strategy and action plan to roll-out asset based working in the city. This will focus on:

- continued development of the Council and voluntary sector's capacity to grow asset based working in local communities;
- co-designing services with local people, supporting local communities to co-design and co-deliver local services or do more to manage local amenities;
- training and development of staff; and
- working with local statutory and voluntary sector partners to access external funding.

Community Grant Fund

The Community Grant Fund, first launched in 2013/14, helps voluntary and community groups develop their capacity and promote positive sustainable change in local neighbourhoods. In 2014/15, a total of £100,000 was made available with applicants able to bid for up to £5,000. The first round of funding ended 30 June 2014 and £55,588 was allocated to 32 projects. The remainder of the fund will be allocated through a second round which ends in December 2014.

Coventry Partnership

The Coventry Partnership brings together senior representatives from the community, private, public and voluntary sectors. This year, representatives have agreed to focus on growing the city and tackling poverty. The partners are working together on getting people into good jobs, raising incomes, financial inclusion and early action and communities.



growing the city ✦ tackling poverty

Social enterprise

The Council supports social enterprise in a number of ways, through its social value policy for commissioning and procurement activities, by looking at new models for its own service delivery and through working with partner agencies to make Coventry a city where social enterprise can flourish. The Council hosted a meeting to consider the challenges and opportunities for the social enterprise sector in Coventry. The outcome of the meeting was to support the development of a sector lead partnership forum which would work towards the longer term aim of Coventry being recognised by Social Enterprise UK (SEUK) as a Social Enterprise City.



socialenterprise
WEST MIDLANDS

The Council is a Social Innovation Partner working to encourage the development of social enterprises in the city.

Supporting volunteering in the city

Coventry4Good was launched by Voluntary Action Coventry (VAC) in July 2014 to put people in touch with volunteering opportunities and to encourage businesses and individuals to donate both in time, resources and funding.

The Council's funding agreement with VAC includes an objective to encourage and promote volunteering in the city. The Council also wants to encourage its own employees to be involved in volunteering. A first step has been to promote volunteering opportunities to employees who are considering leaving the Council through the voluntary redundancy programme.



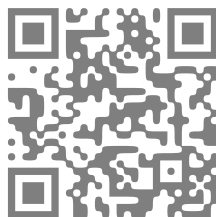
www.coventry4good.org

Council Plan Headline Indicators									
Number	Title	Previous performance	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target status	More on page...
Globally connected									
Supporting business growth									
CP1.01	Number of enterprises	7,405 (+1%) Mar 2013	7,940 (+7.2%) Mar 2014	WMM +5.0% Mar 2014	+4.7% Mar 2014	✓	↑	✓	6
Creating the infrastructure									
CP1.02	Business rates base	£299.6m 2013/14	£299.3m Apr-Sep 2014/15	—	—	✗	—	✗	6
City centre for the 21st century									
CP1.03	Gross Value Added (£ per head)	£18,978 2012	2013 data expected later in Dec 2014	Warks £21,324 2012	£21,937 2012	N/A	↑	N/A	6
CP1.04	City centre footfall (year-on-year % change)	0.0% FY2013/14	-4.8% Apr-Sep 2014/15	UK Index -0.9% Apr-Sep 2014/15	—	✗	↑	✗	6
Raising the profile of Coventry									
CP1.05	Visitor trips	7,867,000 2012	Annual indicator	—	—	N/A	↑	N/A	7
Jobs for local people									
CP1.06	Average employment rate	66.9% Jan-Dec 2013	63.6% Jul 2013-Jun 2014	WMM 69.3% Jul 2013-Jun 2014	72.2% Jul 2013-Jun 2014	✗	↑	✗	7
CP1.07a	Job Seekers Allowance (JSA) claimants (seasonally-adjusted)	3.4% May 2014	2.8% Sep 2014	WMM 2.8% Sep 2014	2.2% Sep 2014	✓	↓	✓	7
CP1.07b	16-19 year olds not in education, employment or training (NEET)	7.4% Dec 2013	Annual indicator	WMM 6.0% Dec 2013	5.3% Dec 2013	N/A	↓	N/A	7
CP1.07c	18-24 year olds claiming Jobseeker's Allowance (JSA)	3.8% May 2014	2.7% Sep 2014	WMM 4.6% Sep 2014	3.6% Sep 2014	✓	↓	✓	7
CP1.08	Resident population aged 16-64 qualified to NVQ Level 4+	29.7% Jan-Dec 2013	2014 data expected in Apr 2015	WMM 28.4% Jan-Dec 2013	35.0% Jan-Dec 2013	N/A	↑	N/A	7
Reducing the impact of poverty									
CP1.09	Gross disposable household income	£13,374 2012	2013 data expected in May 2015	WMM £14,744 2012	£17,066 2012	N/A	↑	N/A	8
CP1.10a	Median annual pay	£21,348 2013 revised	£20,849 2014 provisional	WMM £20,431 2014 provisional	£22,354 2014 provisional	✗	↑	✗	8
CP1.10b	Credit Union membership	New measure is being developed.							8
Supply, choice and quality of housing									
CP1.11	Council Tax base	136,649 22/05/2014	137,238 30/09/2014	—	—	✓	↑	✓	9
CP1.12	Properties in higher Council Tax bands (C to H)	29.03% 22/05/2014	29.27% 30/09/2014	WMM 35.16% 31/03/2014	55.48% 31/03/2014	✓	↑	✓	9
Locally committed									
Attractive, cleaner and greener city									
CP2.01	Street scene measure quality indicator	New measure is being developed as part of the forthcoming Street Scene Strategy.							12
Roads and footways which are in good or acceptable condition...									
CP2.02a	...principal roads (A roads)	95% 2013/14	Annual survey	—	—	N/A	95%+ 2014/15	N/A	12
CP2.02b	...non-principal roads (B & C roads)	88% 2013/14	Annual survey	—	—	N/A	88%+ 2014/15	N/A	12
CP2.02c	...unclassified roads	86% 2013/14	Annual survey	—	—	N/A	86%+ 2014/15	N/A	12
CP2.02d	...footways	45% 2013/14	Annual survey	—	—	N/A	45%+ 2014/15	N/A	12

Council Plan Headline Indicators									
Number	Title	Previous performance	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target status	More on page...
CP2.03	Number of fly tips reported in the city	2,508 2013/14	1,505 Apr-Sep 2014/15	All Mets 4,840 2012/13	—	✗	<2,383 2014/15	✗	12
CP2.04	Household waste recycled and composted	35.8% 2013/14	39.2% Apr-Sep 2014/15 est.	All Mets 39.3% 2012/13	41.6% 2012/13	✗	>40% 2014/15	✗	12
CP2.05	Completed management plans for parks in deprived neighbourhoods	— in progress	3 draft plans completed August	—	—	✓	TBC	✓	12
🛡️ Safer communities									
CP2.06	Total number of crimes (and rate per 1,000 population)	21,574 (66.8) 2013/14 (↓1.1%)	11,037 ↑0.9% (37.16 rate) 1 Apr-30 Sep (rate to 14 Oct)	B'ham (37.07 rate) 1 Apr-14 Oct 2014	Wolves (37.09 rate) 1 Apr-14 Oct 2014	✗	↓	✗	12
CP2.07a	Residents who feel safe in their local area during the day	93% Apr 2014	82% October 2014	—	—	✗	↑	N/A	12
CP2.07b	Residents who feel safe in their local area after dark	64% Apr 2014	53% October 2014	—	—	✗	↑	N/A	12
CP2.08	Nuisance behaviour incidents reported	New measure is still under development for 2014/15.							12
🎓 Improving educational outcomes									
CP2.09	Level 4 or above in reading, writing and maths at Key Stage 2	71% 2013	76% 2014 provisional	S/N 76% 2014 provisional	78% 2014 provisional	✓	78%+ 2014	✗	13
CP2.10	Five good GCSEs (A* to C) including English and Maths	Revised 2014: first entry only	52.0% 2014 provisional	S/N 52.0% 2014 provisional	55.9% 2014 provisional	N/A	55.9%+ 2014	✗	13
CP2.11a	Making expected progress from Key Stage 2 to Key Stage 4 in English	69.8% 2013	78.8% 2014 provisional	S/N 69.9% 2014 provisional	72.3% 2014 provisional	✓	72.3%+ 2014	✓	13
CP2.11b	Making expected progress from Key Stage 2 to Key Stage 4 in Maths	68.5% 2013	64.8% 2014 provisional	S/N 63.1% 2014 provisional	66.5% 2014 provisional	✗	66.5%+ 2014	✗	13
CP2.12a	Pupils attending primary schools judged good / outstanding by Ofsted	72% Apr 2014	74% Sep 2014	S/N 77% August 2014	79% August 2014	✓	100% Sep 2015	✓	13
CP2.12b	Pupils attending secondary schools judged good/outstanding by Ofsted	66% Apr 2014	58% Sep 2014	S/N 68% August 2014	73% August 2014	✗	100% Sep 2015	✗	13
😊 Improving health and wellbeing									
CP2.13a	Male life expectancy at birth	78.1 (77.1-78.5) 2010-12	78.2 (77.8-78.6) 2011-13	WMR 78.8 2011-13	79.4 2011-13	=	↑	=	14
CP2.13b	Female life expectancy at birth	82.1 (81.8-82.5) 2010-12	82.4 (82.1-82.8) 2011-13	WMR 82.8 2011-13	83.1 2011-13	=	↑	=	14
CP2.14	Smoking quitters from stop smoking services	53.4% 2013/14	47.7% Apr-Sep 2014/15 prov.	WMR 52.6% 2013/14	51.3% 2013/14	✗	↑	✗	14
CP2.15	Adult social care users with a personal budget	56.2% 2013/14	79.2% Apr-Sep 2014/15	CIPFA 55.6% 2012/13	55.6% 2012/13	✓	90%+ 2014/15	✗	15
CP2.16	Adult social care users with a direct payment	16.3% 2013/14	22.3% Apr-Sep 2014/15	CIPFA 15% 2012/13	16.4% 2012/13	✓	17.0%+ 2014/15	✓	15
🏠 Protecting the most vulnerable									
CP2.17	Looked after children rate per 10,000 population under 18	91 Feb 2014	86 Sep 2014	—	60 March 2013	✓	↓	✓	15
CP2.18	Adult safeguarding alerts	1,003 2013/14	460 Apr-Sep 2014/15	WMR 1,000 2012/13	955 2012/13	✓	800-1100 2014/15	✓	15
CP2.19	Completed safeguarding referrals where the adult at risk feels safer	90.4% 2013/14	92% Apr-Sep 2014/15	—	—	✓	90%+	✓	15
CP2.20	Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	38.6 2012	40.3 Apr-Jun 2013	WMM 30.9 Apr-Jun 2013	25.2 Apr-Jun 2013	✗	↓	✗	15
CP2.21	Domestic violence/abuse victims known to the police (crime and non crime)	3,846 2013/14	2,310 Apr-Sep 2014/15	—	—	N/A	No target set	N/A	15
CP2.22	Repeat victims of domestic violence reported	22.3% 2013/14	17.0% Apr-Sep 2014/15	B'ham 15.7% Apr-Sep 2014/15	Wolves 17.9% Apr-Sep 2014/15	=	↓	=	15
CP2.23	Households accepted as statutory homeless	551 2013/14	344 Apr-Sep 2014/15	—	—	✗	↓	✗	16

Council Plan Headline Indicators									
Number	Title	Previous performance	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target status	More on page...
Reducing health inequalities									
CP2.24	Achieving a good level of development in the early years by age five	55.4% 2013	60.0% 2014 provisional	S/N 57.5% 2014 provisional	60.0% 2014 provisional	✓	60.0%+ 2014	✓	16
CP2.25	Gap between the lowest achieving 20% in the early years and the rest	36.3% 2013 revised	36.8% 2014 provisional	S/N 37.6% 2014 provisional	33.9% 2014 provisional	✗	<33.9% 2014	✗	16
CP2.26	Breastfeeding rates at 6-8 weeks (Coventry and Rugby CCG)	42.8% 2013/14	41.3% Apr-Jun 2014/15	—	—	✗	↑ 2% per year	✗	16
Delivering our priorities									
Maximising the use of our assets reducing operating costs									
CP3.01	Rationalising property portfolio - revenue savings	£964,000 2013/14	£1,506,000 2014/15 estimated	—	—	✓	£1,464,000+	✓	18
CP3.02	Carbon dioxide emissions from local authority operations	56,359 tonnes 2012/13 actual	45,310 tonnes ↓12% 2013/14 actual	—	—	✓	↓	✓	18
CP3.03	Total energy use in Council buildings and schools	141,473,338 kWh 2012/13 actual	124,753,362 kWh ↓12% 2013/14 actual	—	—	✓	↓	✓	18
CP3.04	Transformation programme savings	£12.632m 2013/14	£15.778m 2014/15 estimated	—	—	✓	£16.778m+ 2014/15	✗	18
CP3.05	Core employee headcount (fte)	4,832.29 Mar 2014	4,626.89 Sep 2014	—	—	✓	↓	✓	18
CP3.06	Working days lost due to sickness absence per fte	9.14 days 2013/14	3.91 days Apr-Sep 2014/15	—	—	✗	<8.5 days per fte 2014/15	✗	18
CP3.07	Council Tax collection rate	95.6% 2013/14	54.9% Apr-Sep 2014/15	—	—	✗	96%+ 2014/15	✗	19
CP3.08	National non-domestic rates (NDR/business rates) collection rate	97.8% 2013/14	54% Apr-Sep 2014/15	—	—	✗	98.5%+ 2014/15	✗	19
Active citizens; strong and involved communities									
CP4.01a	Move to online transactions	New measure is still under development for 2014/15.							20
CP4.01b	Reduction in face to face contact and telephone contact	New measure is still under development for 2014/15.							20
CP4.02	Common Assessment Framework (CAFs) closed with all actions complete	48.9% 2013/14	47.6%	—	—	✗	70%+ 2014/15	✗	21
CP4.03	Adult Social Care service users who have control over their daily life	78.5% 2013/14	Annual indicator	CIPFA 76.2% 2012/13	75.9% 2012/13	N/A	79%+ 2014/15	N/A	21

Abbreviations used: CIPFA = Chartered Institute of Public Finance and Accountancy comparable authorities; S/N = Statistical Neighbours (similar authorities); WMM = West Midlands Metropolitan Area; WMR = West Midlands Region



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Public report
Cabinet Member
Scrutiny Coordination Committee

Cabinet Member (Policing & Equalities)
Scrutiny Co-ordination Committee

22 January 2015
4 February 2015

Name of Cabinet Member:

Cabinet Member for Policing and Equalities - Councillor Townshend

Director Approving Submission of the report:

Chief Executive

Ward(s) affected:

All

Title:

Equality Strategy – Half Year Progress Report 2014/15

Is this a key decision?

No

Executive Summary:

The current Equality Strategy was approved in March 2013 and sets out how the Council complies with the Equality Act 2010. It also sets out the Council's equality objectives which were linked to the priorities of the Council Plan 2011-2014. The new Council Plan was approved by Council in January 2014 and sets out the aspirations and priorities for the Council for the next ten years and the equality objectives were revised to reflect the new priorities.

This report looks at progress made in the first six months of 2014/15 in relation to the equality objectives. It also provides a high level summary and gives an overview including where applicable contextual information to describe what is happening in Coventry and how this compares nationally or regionally depending on the data available. The report also provides an overview of some of the work being done to promote equality for the different groups protected by the Equality Act.

Recommendations:

Cabinet Member is requested to:

- (1) consider the progress made on the equality measures set out in the Council Plan

Scrutiny Coordination Committee is requested to:

- (2) consider the content of the report and identify any areas to be addressed in the work programme of the Scrutiny Boards

List of Appendices included:

Appendix A – Equality Strategy half year progress report 2014/15

Other useful background papers:

Coventry City Council

Equality Strategy Progress Report 2013/14 and Appendix (4 September 2014)

<http://internaldemocraticservices.coventry.gov.uk/ieListDocuments.aspx?CId=653&MIId=10397&Ver=4>

Equality Strategy - proposed revision to the equality objectives (27 March 2014)

<http://democraticservices.coventry.gov.uk/documents/s15764/>

Promoting equality of opportunity in Coventry: equality and consultation analysis 2013/14 (2014)

www.coventry.gov.uk/downloads/download/894/

Workforce Profile Report 2012-13 (9 September 2013)

<http://democraticservices.coventry.gov.uk/documents/s12761/>

Council's Equality Strategy 2013-2016 (21 March 2013)

www.coventry.gov.uk/downloads/download/1005/

National

Equality Act 2010

www.legislation.gov.uk/ukpga/2010/15/contents

Fair Society Healthy Lives (The Marmot Review)

www.instituteofhealthequity.org/projects/fair-society-healthy-lives-the-marmot-review

Has it been or will it be considered by Scrutiny?

Report will be considered by Scrutiny Co-ordination Committee on 4 February 2015

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?

No

1. Context (or background)

- 1.1 The current Equality Strategy was approved in March 2013 and sets out how the Council complies with the Equality Act 2010, and the Council's equality objectives which are linked to the Council Plan.
- 1.2 The new Council Plan was approved by Council in January 2014 and sets out the aspirations and priorities for the Council for the next ten years. Following this the Council's equality measures were revised and at the meeting of 27 March 2014 the Cabinet Member (Policing & Equalities) approved the proposed revision to the equality objectives and agreed that stakeholder groups be given the opportunity to comment on the revised objectives through a period of consultation. No changes were made to the equality objectives following the consultation; however a number of equality measures have been set to monitor progress. This is a progress report on the Equality Strategy including the equality measures.
- 1.3 Where indicators have been reported previously, progress has been compared with previous years. Where the indicators have been changed or are new, the data collected will form the baseline against which to measure future progress. The half-year report focuses on those areas where new information is available since the last report presented in September 2014; for example this report includes breastfeeding figures from April 2014 – June 2014. The full set of all headline indicators used to report progress of the Equality Strategy can be found in the indicator table at the back of the report in Appendix A.

2. Options considered and recommended proposal

2.1 *Equality objectives*

The Council has a legal requirement to set at least one equality objective. The revision to the equality objectives is in line with the vision and priorities of the new Council Plan and includes equality objectives under the **Globally connected** and **Locally committed** priorities. Additional equality objectives on the Council's **Workforce** are reported through the Workforce Profile.

- 2.2 The Equality Act identifies nine protected characteristics which need to be considered when assessing equality impact. These are: age; disability; gender reassignment; marriage & civil partnership; pregnancy and maternity; race / ethnicity; religion and belief; sex; and sexual orientation.

- 2.3 Recognising the level of socio-economic inequality in the city and as a Marmot city, the Council also considers the following groups when assessing equality impact:

- looked after children;
- carers; and
- those affected by deprivation (priority neighbourhoods).

- 2.4 All equality objectives have the potential to make a difference to people belonging to groups protected by the Equality Act 2010. The progress report in Appendix A sets out where the impact is currently being monitored for each of the objectives. The group(s) monitored will be revised as appropriate in light of service reviews and the outcomes of future Equality and Consultation Analyses (ECAs).

- 2.5 The progress report in Appendix A contains 31 headline indicators for which data is collected. Some of the indicators have sub sets for which data is also collected to demonstrate the impact on different groups protected by the Equality Act. Therefore there

are 70 equality indicators. Of these 20 have improved; 5 stayed the same and 9 got worse. We cannot say for the remaining 36 indicators. This is to be expected at half year stage as some indicators are only updated annually.

2.6 This improvement has been delivered in the context of the City's recovery from the worst global recession, the impact of welfare reform changes and the disproportionate impact on metropolitan areas like Coventry and in the context of the highest demand for services (in some areas), at a time when Councils are facing the deepest budget cuts ever and with a significantly reduction in the Council workforce at all levels.

2.7 **Equality information**

The Council will also continue to update the equalities information and analysis provided on its website which can be found on the [Council's website](#). Appendix A of this report also contributes to the equalities information and analysis as required under the equality duty.

2.8 **Equality and consultation analysis (ECA)**

The Council carries out ECAs on key decisions to:

- achieve clarity about protected groups who may be affected by changes to services;
- gain a better understanding of the current service; and
- understand how well services are delivered to people who need them the most.

The Council reported on the 2013/14 completed ECAs in September 2014. Reports on the 2014/15 ECAs will be included in the year-end report in September 2015.

More detailed information on the ECAs can be found on the Council's web pages, at www.coventry.gov.uk/downloads/download/894/.

2.9 **Budget**

In order to evaluate the impact of the Budget for 2015/16 on protected groups; the Council has looked across all major areas of the 'new focus'. Equality analysis is underway for Kickstart, City Centre First and the Workforce Strategy proposals through individual ECAs. The detailed impact of these programmes will be considered by Elected Members at the appropriate stages of subsequent decision making for the individual projects. However, initial indications of any positive or negative impact for these areas, alongside other planned savings (listed under Doing things Differently) show that older people and disabled people are the groups most likely to be impacted upon by planned areas of work, both positively (through Kickstart) and negatively (through changes to the Adult Social Care Policy and work on City Centre First). Young people and looked after children will benefit from the investment in Children's Services.

2.10 **People experiencing - mental health**

Last year Scrutiny Coordination Committee requested that "mental health" be included as a category in future equality strategy reporting. Since then the Council has led on a Mental Health and Wellbeing Assets and Needs Assessment (MHWANA). The MHWANA will take into account what is already being done in Coventry to improve mental health and wellbeing outcomes, and to identify areas of unmet need. The needs assessment component will involve the analysis of data that demonstrates the prevalence of factors that put people at risk of poor mental health, as well as estimating the extent of mental illness in the City. The assets assessment component will look at the wider resources and services which are already available and how these will work together to improve health. The assessment report will be completed by the end of March 2015.

2.11 **Health Inequalities and Marmot**

In November 2014, Cabinet Member for Health and Adult Services received a letter from the Institute of Health Inequalities, congratulating Coventry on the progress in tackling

health inequalities in Coventry. The Institute of Health Inequalities wrote that they were impressed with the level of senior political and management commitment, the engagement and determination of key stakeholders across the city to make a genuine difference for the people of Coventry, and for driving the work forward. The Institute also noted that the Council and its partners had embedded the Marmot principles into their core functions, and stressed that Coventry is leading the way across the UK Marmot Network. In order to celebrate, share and build on the improvements already seen in Coventry and mark the end of Coventry's two years as a Marmot City, the Council will be holding an event on 26 March 2015 to enable the council and its partner organisations to showcase their work and share initiatives which have yielded success so far. Sir Michael Marmot has agreed to speak at the event and the six other Marmot cities will be invited.

Tackling Inequality

2.12 The Council continues to work to make improvements in the way services are delivered for groups protected by the Equality Act through a range of internal groups like the Disabled People's Strategic Forum, Employee Networks and external groups like the Interfaith and Communities Group, Sexual Orientation and Gender Identity Group and the Disability Equality Advisory Panel. Examples of this working can be found in Appendix A.

2.13 Workforce

The Council continues to measure and report on the diversity of its workforce including reporting on the number of disabled people in the workforce; black and minority ethnic people in the workforce and the gender pay gap. A report on the Council's workforce profile for 2013/14 will be presented to Cabinet Member for Strategic Finance and Resources in early 2015.

2.14 As at 1 October 2014, the total number of employment contracts was 5,912 (excluding schools and casual posts). This is a reduction of 358 contracts from March 2014. The following table shows the comparison between March 2014 and October 2014:

	Contracts (n) 31/03/14	Contracts (%) 31/03/14	Contracts (n) 01/10/14	Contracts (%) 01/10/14
Female	4,445	70.89%	4,149	70.18%
Black / Minority Ethnic Group (BME)	1,023	16.30%	963	16.3%
Declared disability	379	6.04%	357	6.04%
Total contracts	6,270	100%	5,912	100%

The Council aims to have a workforce that reflects the diversity of the local population. Just over 70% of the Council's workforce is female, 16% are black and minority ethnic (BME) employees and 6% disabled employees.

For employees at senior management level (Hay graded and Chief Officers) this showed:

	Contracts (n) 31/03/14	Contracts (%) 31/03/14	Contracts (n) 01/10/14	Contracts (%) 01/10/14
Female	60	50%	60	51.28%
Black / Minority Ethnic Group (BME)	9	7.5%	9	7.69%
Total	120	100%	117	100%

The Council has more females and BME employed at the lower grades. In senior management positions there are 51.28% female and 7.69% BME. There has been a slight increase in the percentage of senior managers from BME groups and for females, this is due to the overall reduction in senior managers by three posts in the first six months of 2014/15 rather than an increase in senior managers. As the numbers of vacancies continue to decrease there are fewer opportunities to recruit. The focus for the Council is therefore to develop the skills and abilities of its existing staff through coaching, mentoring and leadership programmes. The next gender pay audit will take place on the March 2015 payroll of employees.

3. Results of consultation undertaken

- 3.1 Following consultation there was overall support for the equality objectives, however comments were made for the Council to remain mindful of key issues in relation to poverty and employment and how these affect certain groups, in particular in relation to older people and disabled people.

4. Timetable for implementing this decision

- 4.1 This is a top-level report on equalities in the Council. An end of year report for 2014/15 will be presented in September 2015.

5. Comments from Executive Director of Resources

5.1 Financial implications

The cost of monitoring the equality objectives and the Equality Strategy will be met from within existing resources.

5.2 Legal implications

The Equality Strategy meets the Public Sector Equality Duty set out at Section 149 of the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share relevant protected characteristics and those who do not;
- Foster good relations between people who share relevant protected characteristics and those who do not

The Council is required to set equality objectives to meet its obligation under the Equality Act (Specific Duties) Regulation 2011. This report forms part of the Council's response to the legal requirement to publish equality objectives and report progress towards those objectives.

6. Other implications

None

6.1 How will this contribute to achievement of the Council's priorities?

The Equality Strategy sets out the equality objectives to help the Council achieve the overall priorities set out in the Council Plan. By systematically measuring progress in relation to the equality objectives, areas where good progress is being made can be identified as well as those where progress is not as expected and where corrective action may be needed.

6.2 How is risk being managed?

The performance management framework helps the Council to manage risk by systematically measuring progress in relation to the priorities of the Council Plan and the Equality Strategy. This means the need to do more to address inequality can be identified and corrective action taken.

6.3 What is the impact on the organisation?

The equality objectives impact on all of the Council's directorates. As equalities are embedded into the Council Plan, achieving the objectives set out in the Equality Strategy will help to ensure that the Council's priorities are delivered.

6.4 Equalities / ECA

The process outlined in this report will enable the Council to comply with its obligations under the Equality Act (Specific Duties) Regulations 2011. Initial equality analysis was carried out to inform the development of equality measures and this was further informed by the consultation process.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

Many of the Council's equalities objectives are delivered through partnership working which means that there will be implications for partner organisations. By making equality information easily accessible for local residents, it will also make it easier for partner agencies to obtain equalities information and will prevent the duplication of information gathering.

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Equality strategy 2014/15 half year progress report

Coventry City Council · January 2015

In 2014, the Council revised its equality objectives in line with the priorities of the new Council Plan 2014-24. Key headline indicators, together with analysis of equalities issues, have been used to assess progress and to identify the impact on groups protected by the Equality Act 2010. This report sets out the Council's progress from April to September 2014.

Summary of equality impacts

Overall, there are currently 70 equality indicators. Of these, 20 have improved, 5 stayed the same, and 9 got worse. We cannot say for the remaining 36 – this is to be expected at half year as some indicators are only updated annually. The following summarises the equality impacts on groups protected by the Equality Act 2010 and local priority groups.

Age

Young people

Poverty

According to the end child poverty campaign, 29% of Coventry children overall are in relative poverty after housing costs have been taken into account compared to 25% nationally.

Educational attainment

In 2014, 60% of Coventry children achieved a good level of development by age five, equalling the national figure and better than similar local authorities. At key stage 2, 76% of pupils attained Level 4 or above in reading, writing and maths – a 5% point increase on 2013 but 3% below the national average. 52% of pupils achieved five or more GCSEs at grade A* to C including English and Maths on first entry. This is 3.9% points below the national average.

Employment

In December 2013, 840 (7.4%) young people aged 16-19 were not in education, employment or training (NEET). This is higher than regionally (6%) and nationally (5.3%). Since April, the Council's Employment Team has supported 169 NEETs into work.

Older people

Independence

The Council has a new strategy, the Commissioning and Personalisation Plan 2014 to “enable people in most need to live independent and fulfilled lives with stronger networks and personalised support”. Nearly four in five adult social care users now have a personal budget, and nearly one in four have a direct payment. New ways of delivering services have been implemented to promote independence and choice, including an equipment website, EasyLivingAids, to give people more information about what is available.

Age Friendly City

Coventry is part of the World Health Organisation's Age Friendly Cities programme. Through this, the Council, Coventry University and partners are working to make the city more suitable for older people.

Disability

Educational attainment

Narrowing the gaps in achievement for all vulnerable groups, particularly those with Special Education Needs and Disability is a priority for the Council.

Employment

In Coventry nearly a third (31.5%) of the working-aged population is economically inactive, around 17% have a long term disability - that is, around 11,100 people. In the six months to September, the Council's employment service for disabled people has supported 15 disabled people into work.

Disability continued

Health, independence and accessibility

The Council is working on a number of initiatives to enable disabled people to be more independent. This includes working on a Mental Health Assets and Needs Analysis; Coventry's first Dementia Strategy and Coventry Learning Disability Strategy which were both launched in 2014. Encouraging disabled people into sport is a priority in the new Sports Strategy and the Council continues to work with DisabledGo to help disabled people make choices about where they visit. There continues to be a shortage of purpose-designed or suitably adapted accommodation for disabled people in priority housing need.

Crime

In the half year to September 2014, 18 hate crime incidents reported were disability-related, representing 7% of the total. The number reported has reduced across the West Midlands region and more awareness raising sessions will be delivered for disabled people in 2015. This will ensure that disabled people are aware of their rights by giving them the confidence to report and advising disabled people of support available to them.

Gender reassignment

Awareness raising

The Council continues to raise awareness of transgender issues through the Awareness Course delivered by the Gender Advisory Bureau. The Council also meets with transgender people to identify issues and concerns through regular meetings.

Crime

There was a reduction in the number of hate crimes incidents recorded in related to gender identity during the second half of this year to two incidents. At year end 2013/14 there were nine incidents recorded.

Gender and sex

Health

Life expectancy for both men and women in the city has improved. The average woman continues to live four years longer than the average man. The Council seeks to encourage more people in the city to be active through Coventry on the Move and the new Sports Strategy. Recognising that women are less likely to engage in sport and exercise, one of the priorities of the Sports Strategy is to encourage women to increase their participation in sports.

Educational attainment

Girls do better than boys at every stage of schooling – right from the early years, to the end of Primary school, GCSE, A-Level and in the higher numbers of women going onto studying at university. Whilst boys have improved at early years and primary, the gap at secondary has got worse and the gap in attainment between boys and girls remains too wide. The Council has made it a priority to raise the attainment of boys in all subjects; in particular, boys' writing continues to be a priority for improvement.

Employment

Employment overall has reduced and there are still more men in employment than women. The gender pay gap has widened: the median hourly pay (excluding overtime) has increased for men but decreased for women.

Violence against women

In April-September, 2,310 victims of Domestic Violence and Abuse were known to the police. A new single point of access service for all domestic violence and abuse victims was launched in September 2014 – increasing provision for women and children – particularly older children, and introducing support for men.

Female Genital Mutilation

Coventry City Council has become the first Council to support the motion to condemn the gendered crime of Female Genital Mutilation (FGM). The city was host to a major conference to combat FGM attended by over 300 delegates from agencies and community groups with the aim of raising awareness, gathering intelligence and training professionals.

Sexual assaults

There have been 174 sexual assaults referred to the Sexual Assault Referral Centre. This is an increase of 37% compared to the same period last year, nine out of ten clients seen were female.

Marriage & civil partnership

Marital status

The most recent assessment of marital status of the Coventry population is from the 2011 Census. At that time there were 106,111 marriages and there 378 civil partnerships. The first date a same sex marriage could take place was 29 March 2014. Up until 7 January 2015 there have been ten same sex marriages in Coventry, seven of which were females and three male. From 10 December 2014, civil partnerships were allowed to be converted to same sex marriage if the couple wished to; since then there have been 13 conversions from civil partnerships to marriages. Nine of these conversions were male couples and four female couples.

Pregnancy & maternity

Breastfeeding services

To give every child a good start in life the Council encourages new mothers to breastfeed their children. From April to June 2014 over four in ten infants checked were totally or partially breastfed at six to eight weeks after birth. This is similar to 2013/14 figures. A range of service are available for breastfeeding mothers and a new group which offers support to breast-feeding mothers started in June this year.

Smoking

In April to June, 10.9% of new mothers were found to be smoking at the time of delivery, down from 13.1% in January to March. This is consistent with general reduction in smoking nationally.

Race/ethnicity

Attainment

Attainment by children from different ethnic groups is mixed. At early years, the city's largest ethnic groups all improved their attainment. At Key Stage 2, pupils from some ethnic groups now attain above the national average, however, mixed White/Black African and Caribbean pupils and Roma/Gypsy pupils made significantly less than expected progress. At Key Stage 4, White British boys receiving free school meals were one of the main underachieving groups, with just over one in five achieving five GCSEs at grades A*-C (including English and maths). Narrowing the gaps in achievement for all vulnerable groups, particularly disadvantaged children, is a priority.

Crime

A total of 209 racist incidents were recorded in April to September 2014, compared to a total of 313 in 2013/14. Racially-motivated incidents represent the largest number of hate crimes. In the new year the Council will be working to recruit more volunteers from the community and the voluntary sector and train them to take reports of hate crime. This will increase the network of reporting centres into communities where reporting is low.

Religion & belief

Awareness raising

The Council continues to hold regular meetings with representatives of faith communities to identify potential issues for these communities. The meetings help to encourage interfaith working and communication and also provide an opportunity to work with specific faith communities as necessary in the interest of community cohesion. An example of this working is the newly launched bereavement protocols which included burials within 24 hours and coffin-free burials, better meeting the needs of some faith and religious communities.

Crime

In the six months to September 2014, 12 religiously-motivated hate crimes were recorded. This is an increase compared to the whole of 2013/14. Police are more aware of the importance of recording religious crimes appropriately.

Sexual orientation

Awareness raising

The Council meets with the Sexual Orientation Advisory Panel to identify issues and concerns of lesbian, gay and bisexual people. The Panel has discussed sexual violence and helped to plan Coventry's support to World Aids Day on 1 December with an event at Millennium Square which featured live performers and DJs.

Sexual orientation continued

Crime

In the six months to September 2014, there has been an increase in reporting of homophobic incidents; 17 homophobic incidents were recorded, compared to 18 for the whole of 2013/14. This category of hate crime has had the lowest reporting over many years.

Looked After Children

Safeguarding

Coventry continues to have a high number of children known to social care, placing immense pressures on services. At 30 September 2014, 614 children were looked after, a slight decrease from 626 at the end of April. A new multi-agency safeguarding hub began operation in September, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision making to safeguard children. This year more resources were allocated to help fund additional placement and social work staff.

Attainment

Raising the educational attainment of Looked After Children is still a priority in particular at Key Stage 4.

Carers

Employment

In Coventry nearly a third (31.5%) of the working-aged population is economically inactive, around a third (30.6%) of the economically inactive population are carers looking after family at home. This is more than the regional average.

Support

The Council continues to support carers and recently held two events; Carers' Week from 9-15 June with a schedule of activities, advice and information for carers and Carers' Rights Day was marked by holding a drop in session where information on finance and practical support was provided.

Deprivation

Income

Coventry residents have seen a decrease in their pay. When combined with a 1.3% increase in the cost of living in the twelve months to October 2014, residents are financially worse off.

Estimates suggest that welfare reform has cost the local economy £112m per year, and that cuts have disproportionately affected poorer areas. Changes to housing benefit have disproportionately affected people in private rented accommodation; couples and disabled people.

The Council has continued to inform its employees and residents about changes to Disability Living Allowance.

Employment

In September 2014, 2.8% of Coventry's working age population were claiming Jobseekers' Allowance (JSA). This is less than 3.4% in April, but remains higher than the 2.2% nationally. Foleshill continues to have the highest rate of JSA claimants in Coventry (5.4%) compared to 0.6% in Wainbody.

Homelessness

In April to September 2014, 554 homelessness assessments were completed, of these, 344 households, (62%) were accepted as statutorily homeless in Coventry. This is an increase from 270 at the same period last year. There has also been an increase in the number of homelessness cases prevented since April as compared to the previous year.

Health

Life expectancy in Coventry is on an upward trend. However, large variations in health remain between different parts of the city. Males in the most affluent areas of the city live around 11.2 years longer than those in the most deprived areas, and for females, it is 8.6 years.

Globally connected

Promoting the growth of a sustainable Coventry economy and making sure that residents share in the benefits by...

Helping local people into jobs



Fewer people claiming Jobseekers' Allowance (JSA)

In September, 2.8% of Coventry's working age population were claiming Jobseekers' Allowance (JSA). This is an improvement from 3.4% in April, but remains higher than the 2.2% nationally. Much of the fall, however, is due to welfare sanctions. According to analysis by the Joseph Rowntree Foundation, there has been an increase in sanctions applied to lone parents, disabled people, and young people aged under 25.

Among young people aged 18-24, there were 1,215 claimants in September, a rate of 2.7% compared to 4.6% in the region and 3.7% nationally.

Foleshill continues to have the highest rate of JSA claimants in Coventry (at 5.4%) compared to 0.6% in Wainbody. There was a slightly bigger reduction in JSA claimants in Foleshill than Wainbody, and so the inequality gap between wards has narrowed (from a 5.1% gap in July, to a 4.8% gap in August).

Decline in the employment rate

The average employment rate in Coventry among working age residents aged 16 to 64 was 63.6% in July 2013 to June 2014. This has reduced from 66.9% in January to December 2013, and remains lower than nationally (72.2%). Employment rate by gender is 71% for males, and 55.9% for females, both have worsened and remain below regional and national rates.

Nearly a third (31.5%) of the Coventry working-aged population is economically inactive, that is, around 66,400 people. There are more students (36.7%), carers (30.6%) and fewer disabled people (16.7%) – that is, around 11,100 people. This is as expected as Coventry has two Universities. This is different from regionally, where a quarter is economically inactive – and the biggest proportion is carers looking after family/home followed by students and long-term sick.

Supporting people into work

In Coventry, 840 people (7.4%) of young people aged 16-19 were not in education, employment or training (NEET) in December 2013. This is higher than regionally (6%) and nationally (5.3%). Since April, 169 NEETs were supported into work. In addition, 15 disabled people (1 of which was NEET) have been supported through the Council's employment service for disabled people, TESS, now nationally recognised as a Centre of Excellence for its employment pathways helping disabled people secure work.'

During this year TESS has been developing partnerships to create a Supported Internship Programme for young

Indicator	Coventry	Progress	Target
Employment rate (female)	55.9%	✗	✗
Employment rate (male)	71.0%	✗	✗
JSA claimant rate (overall)	2.8%	✓	✓
JSA claimant rate (18-24)	2.7%	✓	✓
% point difference in JSA claimants by ward	4.8%	✓	✓

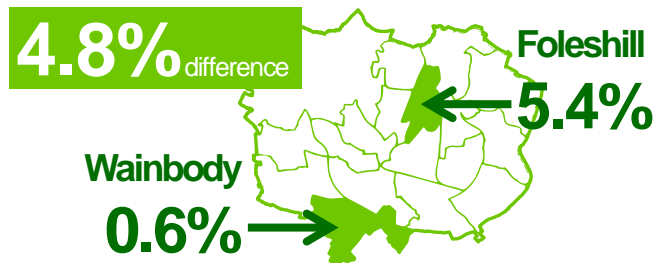
Fewer JSA claimants



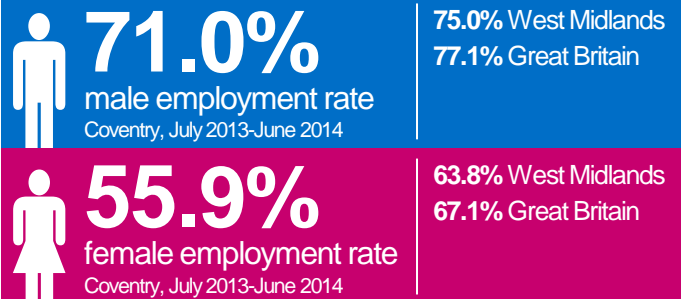
In September 2014, there were **5,953** JSA claimants in Coventry. That is a rate of...

Coventry 2.8% **West Midlands** 2.8% **England** 2.2%

There remains large differences between the ward with the highest claimant rate (Foleshill) and the ward with lowest claimant rate (Wainbody):



Decline in employment



Equality strategy 2014/15 half year progress report

people with learning disabilities as part of Preparing for Adulthood and increasing employment outcomes for young disabled people at risk of becoming NEET. University Hospitals Coventry and Warwickshire NHS Trust have signed up to the partnership and discussions are taking place with Alice Stevens School, a special secondary school.

Preparing for Adulthood



Preparing for Adulthood is funded by the Department for Education as part of the delivery support for the SEN and disability reforms.

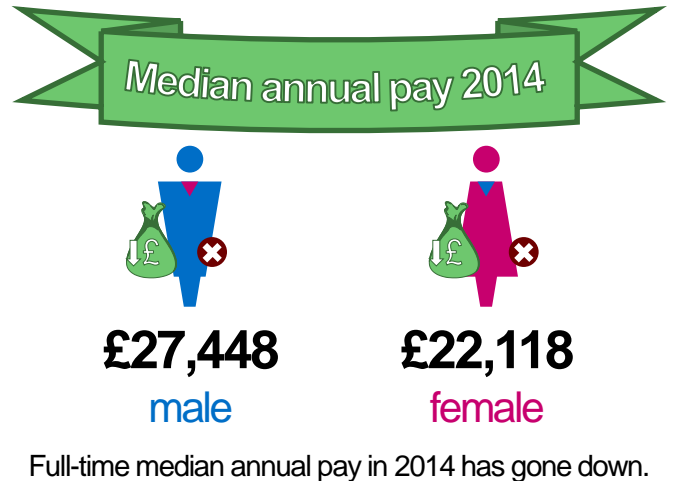
Reducing the impact of poverty

Lower earnings

Coventry residents have seen a decrease in their pay. In 2014, the full-time median annual pay for females is £22,118 and for males*, £27,448, down from £22,320 and £29,702 respectively in 2013.

When combined with a 1.3% increase in the cost of living as measured by the Consumer Prices Index in the twelve months to October 2014, residents are financially worse off.

* NB although the overall median annual pay for male residents has gone down, the hourly rate increased. This suggests that male residents worked fewer hours or had less overtime hours in 2014 compared to 2013.



Widening gender pay gap

The gender pay gap is calculated on the median hourly pay (excluding overtime) for full-time employee jobs. The gap for Coventry residents was 16.2% in 2014, up from 15.0% in 2013. This is because the male median hourly pay (excluding overtime) for full-time employee jobs has gone up from £13.20 in 2013 to £13.34 in 2014, while for females it has gone down from £11.22 to £11.18. According to the Fawcett Society, a group that campaigns for equality between women and men in the UK, the loss of public sector jobs and the increase in part-time, temporary work where women predominate has exacerbated the pay gap.

To help address the pay gap locally, the Council pays a living wage (minimum of £7.85 per hour), ensuring improved income levels of a substantial number of low paid individuals in the Council; the majority of whom are female employees. The Council's Social Value Policy also includes payments of a Living Wage as one of the criteria the Council will consider in its procurement.

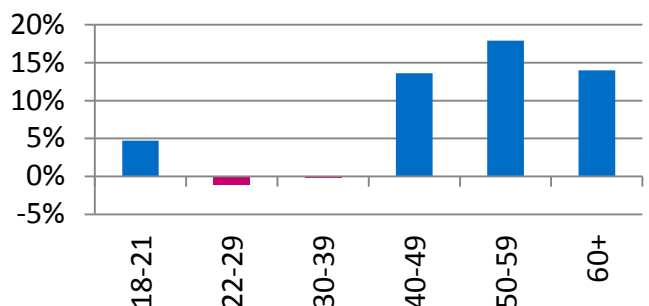
Widening gender pay gap

£11.18 female ← 16.2% → £13.34 male

Source: Office for National Statistics median hourly pay (excluding overtime) for full-time employee jobs for Coventry residents, 2014. Data link: <http://goo.gl/luDej>

Note: The gender pay gap does not take into account the proportion of men and women in different sectors of the economy or differences in rates of pay for comparable jobs.

A motherhood pay gap



National data suggests that the gender pay gap is relatively small until age 40. In fact, between ages 22 and 39, women earn on average more than men. The Office for National Statistics say "this is likely to be connected with the fact that many women have children and take time out of the labour market".

Source: Office for National Statistics Annual Survey of Hours and Earnings, 2014 Provisional Results statistics bulletin 19 November 2014. Web link: <http://goo.gl/KyV4pS>

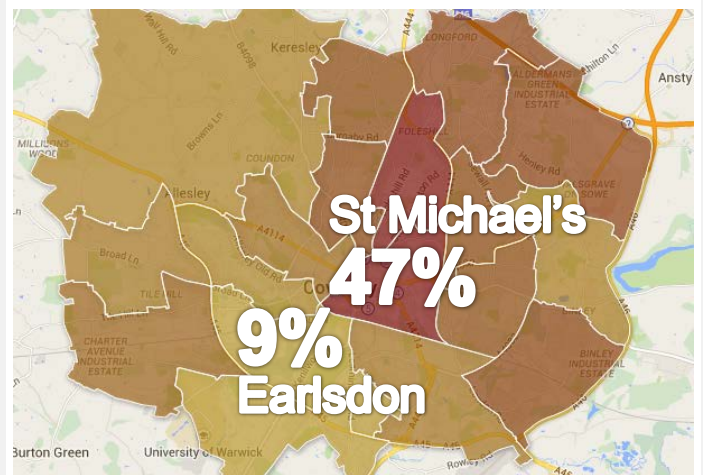
29% of children in Coventry live in poverty

According to the end child poverty campaign, 28.99% of Coventry children overall are in relative poverty after housing costs have been taken into account (18.39% before housing costs) compared to 25.1% nationally.

3 in 10 Coventry children are in relative poverty.



There are however large differences between wards...



Detailed ward level data at: <http://hyperurl.co/cov-child-poverty>

Impact of welfare reform

The Government's Welfare Reform programme aims to cut the welfare bill and make the system fairer, in order to 'make work pay'. However, evidence from the Local Government Association suggested more working households affected by welfare reform than non-working households. One reason for this is because of changes to tax credits, with 28,100 working households seeing an average loss of £1,247 a year in tax credits (£35m in total) compared to 9,200 non-working households seeing an average increase of £150 a year through tax credits (£1.4 million in total). This situation is mirrored locally in Coventry. Estimates suggest that welfare reform has cost the local economy £112m per year, and that cuts have disproportionately affected poorer areas.



Supply, choice and quality of housing

The Council recognises the need for larger and more aspirational housing. In 2014/15 there has been an increase in the range of housing with slightly more properties in the higher Council Tax bands. 86 affordable homes have been delivered so far. While this is only 31% of last year's total of 280, the majority of affordable homes are expected to be completed between October and March.

There continues to be a shortage of purpose-designed or suitably adapted accommodation for disabled people in priority housing need.



Coventry Homefinder

As at 5 January 2015, 13,796 households were registered with Coventry Homefinder, the choice-based letting system by which social housing in Coventry is allocated. Of these, 1,616 (11.7%) households were in priority housing need. This compares to 12,355 a month ago, with 1,534 (12.4%) in priority housing need.



Belgrade Theatre

51,938 people saw a show at the Belgrade in April-September 2014 (occupancy rate of 51%). Nearly half (47%) were from a priority post code – up from 43% last year, and 9% were new attendees. 2.2% of audiences said they had a disability, up from 1.9% last year. Efforts were made to target communities and increase education work: 5,619 people participated in a community or education event – this is below the target of 6,807 and is due to the exam and summer period – this is expected to pick up over the winter months. 82% of participants in community/education events were school-aged and a third (33%) were from a priority post code – up from 59% and 29% respectively from 2013/14.

Coventry Transport Museum

206,208 people visited Coventry Transport Museum in April to September 2014, well above the target of 163,793, despite the on-going £8.5m redevelopment work to transform and re-energise the museum. A key target group is young people, and 4,335 pupils from 101 schools visited so far this year. This is, however, below the target of 7,674 pupils.

Herbert Art Gallery and Museum

119,745 people visited the Art Gallery in April to September 2014, plus **5,513** visits to the Lunt Roman Fort and **17,643** visits to the Priory Visitor Centre. The number of visits to the Art Gallery is below target, but visits to the Fort and the Priory exceeded targets. 7,544 pupils from 175 schools visited the three sites through the museum’s community and education work.

Sports and exercise

The Council seeks to encourage more people in the city to be active through *Coventry on the Move* and the new Sports Strategy. In particular, the Sports Strategy is looking to increase participation in sports and exercise for all Coventry people to a level higher than national and regional averages, in particular: children and young people; disabled people; women; and those on lower incomes.

Culture Coventry

In April to September 2014 there were...



51,938
show audiences

including **47%**
from a priority
post code



206,208
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including **4,335**
pupils from 101
schools



119,745
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plus **5,513** visits to
the Lunt Roman
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visits to the Priory
Visitor Centre



A sporting city

‘Developing a more active, inclusive and vibrant Coventry through positive experiences in sport.’

-- Coventry Sports Strategy

Locally committed

Improving the quality of life for Coventry people, especially for our most vulnerable residents

Making communities safer



Fewer crimes in priority locations

In April to September, there was a 0.9% increase in crime in Coventry. In “priority locations” - areas targeted by the Coventry Police and Crime Board, crime has decreased by 9% (776 incidents) from 8,408 incidents in April-September 2013 to 7,632 incidents in April-September 2014. The figure includes crime and anti-social behaviour recorded by the police and the Council, as well as environmental crime. Note that some incidents cannot be assigned a location so not all crimes are included.

Overall reduction in hate crime

Hate crimes reporting has decreased this half year in Coventry and in the West Midlands region. In April to September, there were 263 hate crimes. The largest number are racially-motivated incidents (209 incidents, or 79%) followed by disability incidents (7%), homophobic incidents (6%) and religiously-motivated incidents (5%).

Female genital mutilation (FGM)

According to the 2011 Census, 3% (868) children aged 0-15 and 7% (5,422) women aged 16-49 living in Coventry were born in regions likely to be affected by FGM.

The hospital’s (UHCW) midwifery services routinely checks women giving birth for FGM. In April to September 2014, 35 women accessing UHCW midwifery services were found to have been affected by FGM. In addition, West Midlands Police data shows 48 FGM referrals were made between April and early December 2014 – a large increase from 16 FGM referrals in 2013. This may be due to the well-established referral processes and reporting procedures between UHCW and the police, or it may indicate that we have a high incidence of FGM amongst the communities that reside here.

The Council is working with partners agencies to raise awareness, improve data collection, support better enforcement of the law, offering training and has developed safeguarding procedures and a website.

Domestic violence and abuse (DVA)

In April-September, 2,310 victims of DVA were known to the police, up from 2,199 at the same point last year. In the same period 36.7% of domestic incidents reported to the police had children present – below Birmingham (37.5%), Wolverhampton (38.8%) and the regional average (38.0%). A new single point of access service for all domestic violence and abuse victims was launched in September 2014 – increasing provision for women and children – particularly older children, and introducing support for men.

Indicator	Coventry	Progress	Target
Recorded crime in priority locations Apr-Sep 2014	7,632		
Recorded offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of... Apr-Sep 2014			
...disability	18		
...race/ethnicity	209		
...sex/gender/transgender	2		
...sexual orientation	17		
...religion or belief	12		
...not stated	5		

Crime flash facts



209 racist hate crime incidents reported in April to September 2014



174 sexual assaults referred to the Sexual Assault Referral Centre 37% increase on same period last year



9% reduction in crimes recorded in priority locations



9 out of 10 clients seen by the Sexual Assault Referral Centre are female.

Indicator	Coventry	Progress	Target
Domestic violence incidents involving children	36.7%		
Domestic violence/abuse victims known to the police	2,310		
Referrals to the Sexual Assault Referral Centre	174		

Sexual assault referral centre

174 clients seen year to date (across Coventry & Warwickshire) this compares to 127 for the same period last year, an increase of 37%. 89% of clients were female and the majority of alleged offences were rape.

Protecting and supporting the most vulnerable

Exercising choice and control

Adults with care and support needs can choose to decide what, when and how their support is provided. The new Council strategy, the *Commissioning and Personalisation Plan 2014* aims to “enable people in most need to live independent and fulfilled lives with stronger networks and personalised support”. It sets out the actions required over the next two years to deliver adult social care in line with the new Care Act 2015. In particular, the plan identifies the importance of working with health, other partners and the community to meet the future needs of adult social care at a time of significantly reduced funding. New ways of delivering services have been implemented to promote independence and choice, including the launch of an equipment website. Find out more at: www.easylivingaids.co.uk/coventry/.

Indicator	Coventry	Progress	Target
Adult social care users with a personal budget	79.2%	✓	✗
Adult social care users with a direct payment	22.3%	✓	✓

April to September 2014



Looked after children

Coventry continues to have a high number of children known to social care, placing immense pressures on services. As at 30 September, 614 children were looked after, a slight decrease from 626 at the end of April. Following the Ofsted judgement in 2013/14, a Children’s Improvement Board was set up and tasked with monitoring progress. In 2014/15, more resources were allocated to help fund additional looked after children placement and social work staff. A new multi-agency safeguarding hub (MASH) began operation in September, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision making.

Indicator	Coventry	Progress	Target
Looked after children (rate per 10,000 under 18s)	86	✓	✓

Rate as at 30 September 2014



Meeting the needs of homeless people

In April to September, 554 homelessness assessments were completed. Of these, 344 households, or 62%, were accepted as statutorily homeless. This compares to 270 statutorily homeless households at the same period last year. 730 homelessness cases have been prevented since April, 50% of last year’s total of 1,468.

The Council has commissioned the Salvation Army to manage all supported accommodation and floating support for homeless people and ex-offenders. The new amalgamated service will help facilitate better outcomes and life chances for vulnerable homeless and ex-offender clients through an enhanced, streamlined service. Homeless people and ex-offenders can now receive support services through a single point of access (the Hub Service). In addition, a 63 unit hostel is being developed by Whitefriars Housing Group. This homeless facility will become available from April 2015 and will cater for single homeless men and women and will replace the male-only Chace hostel.

Indicator	Coventry	Progress	Target
Households accepted as statutory homeless	344	✗	✗
Homeless cases prevented	730	✓	✓

April to September 2014



The number of households accepted as statutory homeless has gone up.



Living with Dementia

Coventry's first dementia strategy was launched in October to help thousands of people living with the condition across the city. It is a joint partnership strategy setting out what is currently in place as well as what should be in place for people with dementia. It also includes a framework for partners to use when planning services. Research shows that one in three people over the age of 65 in the UK will develop dementia, with hundreds of thousands more being affected by the condition through a family member or friend. In Coventry, there are thought to be approximately 3,600 people living with dementia and this is set to rise to almost 4,000 by 2016.



Learning disability strategy

The aim of the learning disability strategy is to improve the lives of people with learning disabilities and to support their carers; it's also about giving people to have a voice in the way they are supported, the way services are run and the opportunities to live their lives the way they want. In 2014 to 2015, £21.4 million will be spent by the Council to support adults with learning disabilities.

It is estimated that there are 5,189 adults (aged 18 or over) with a learning disability in the city.

Coventry Learning Disability Strategy



2014 – 2017 Moving Forward

Age friendly City

A Community Development Service has been established and funding secured to develop and implement the World Health Organisation's Age Friendly Cities initiative in Coventry, in partnership with Age UK Coventry and Coventry University. A key aim of Age Friendly Cities is to ensure older people have the best possible quality of life.

Supporting Carers

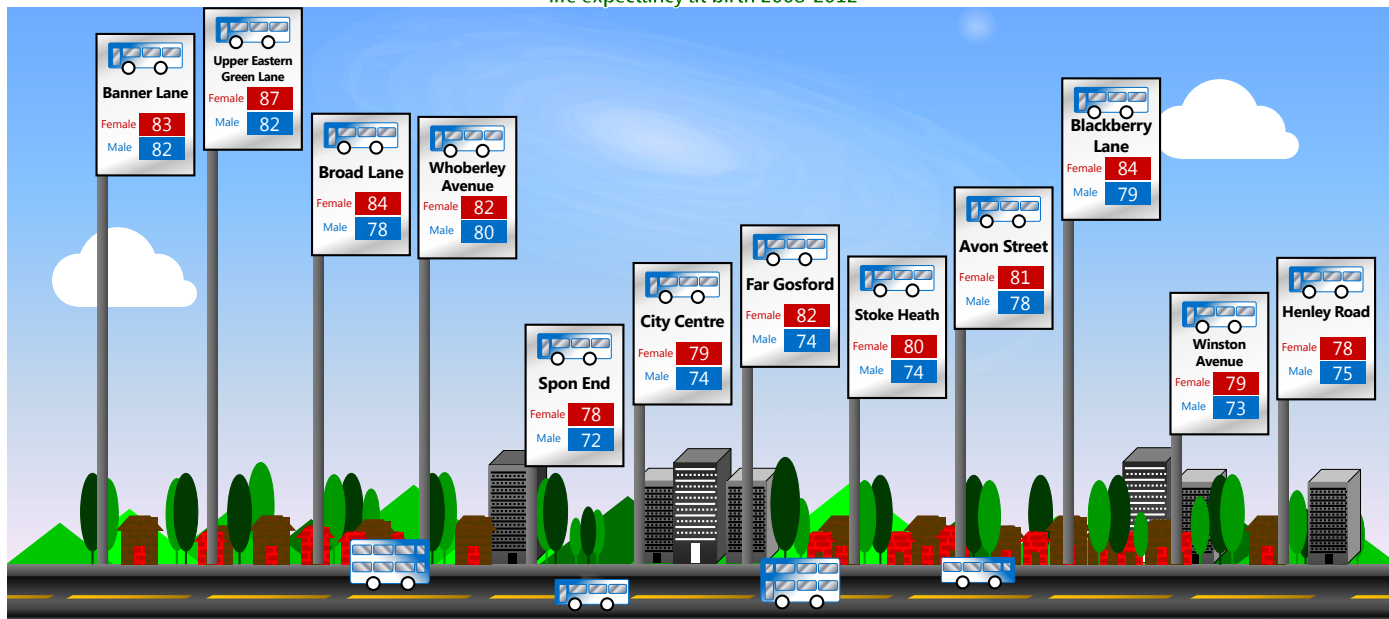
The Council continues to support carers and recently held two events; Coventry celebrated Carers' Week from 9-15 June with a schedule of activities, advice and information for carers and marked Carers' Rights Day by holding a drop in session where information on finance and practical support was provided.



Above: Coventry Age Friendly City launch event. Find out more about the programme at www.who.int/ageing/age-friendly-world/

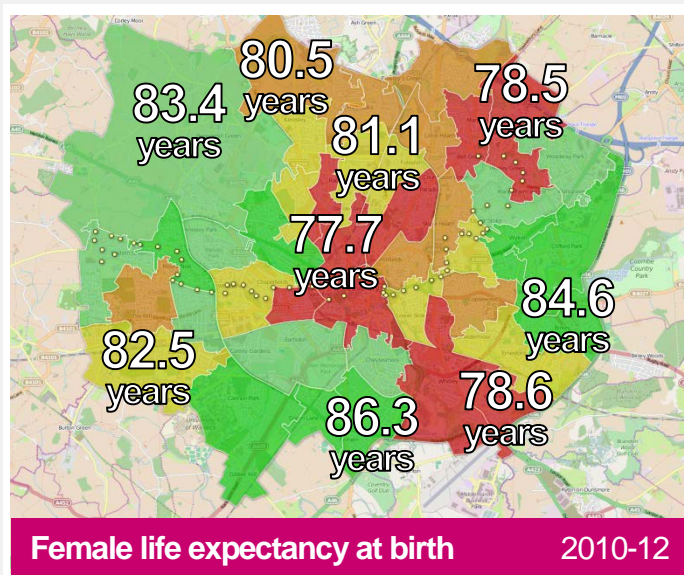
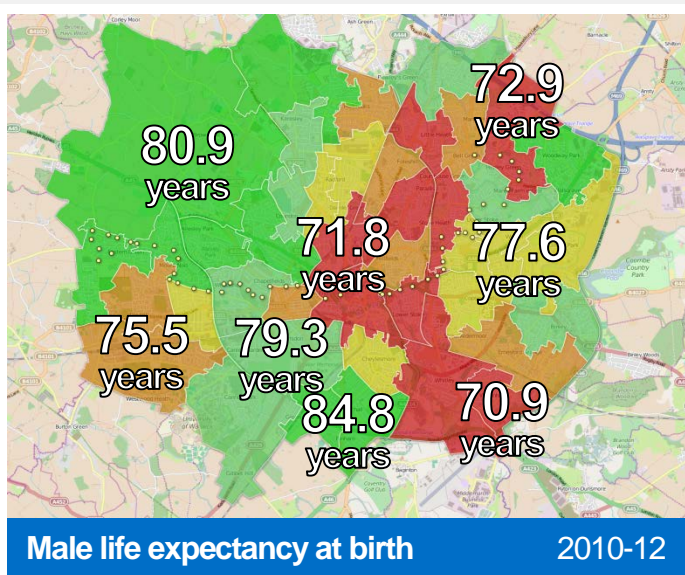
Coventry's life expectancy along the number 10 bus route

life expectancy at birth 2008-2012



Data source: Public Health England & Network West Midlands

Coventry's life expectancy at birth in 2011-13 was 78.2 years for males and 82.4 years for females. Over the past few years, life expectancy has been and continues on an upward trend. However, large variations in health remain between different parts of the city. Males in the most affluent areas of the city live around 11.2 years longer than those in the most deprived areas, and for females, it is 8.6 years. The maps below illustrate the inequality in life expectancy. Interactive life expectancy charts for males at <http://smarturl.it/cov-life-exp-male> and for females at <http://smarturl.it/cov-life-exp-female>.



Mental health

In 2014, the Council's Scrutiny Coordination Committee asked for mental health to be considered as part of the Council's equality strategy reports. This year, work has begun on a mental health assets and needs analysis, informing the Marmot Steering Group how mental health issues relate to health inequalities. This exercise will explore the need for mental health services, see what services are available, how well they are delivered and make recommendations for the gaps in services.

Indicator	Coventry	Progress	Target
Male life expectancy at birth 2011-13	78.2	=	=
Inequality in male life expectancy 2010-12	11.2	N/A	N/A
Male healthy life expectancy at birth 2010-12	60.4	N/A	N/A
Female life expectancy at birth 2011-13	82.4	=	=
Inequality in female life expectancy 2010-12	8.6	N/A	N/A

Conception rates

Conceptions to girls aged under 18 has gone up slightly. In January to December 2012, the rate was 38.6 per 1,000 15-17 year olds, and in April to June 2013, it was 40.3. This is slightly above the Public Health England 2013 midpoint forecast for Coventry of 39.9.

Injuries due to falls

Falls in people aged 65 and over has reduced from 2,775 in 2011/12 to 2,484 in 2012/13. The biggest reduction has been for females with the level staying fairly static for males.

Female life expectancy at birth 2010-12	64.0	N/A	N/A
Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds, April to June 2013)	40.3	✘	✘
Injuries due to falls in people aged 65 and over (rate per 1,000)	2,484	✔	✔

Giving children the best start in life

Child development

In 2014, 59.6% of children achieved a good level of development by age five, close to the national figure of 60.4% and 2.1% better than the rate of 57.5% for similar local authorities. The main determinant of child development is socio-economic background. Children from a deprived background are less likely to achieve a good level of development compared to children from better-off backgrounds. However, even at an early age, there is a gender gap: 68.2% of girls achieve a good level of development while just over half of boys (52.2%) do so. The average boy does worse than the average child in the 30% most deprived areas of the city. These differences have real consequences as girls then do better at every stage of education: at Key Stage 2, GCSE, A-Level and in the higher numbers of women who go onto study at university. The child development for Black Caribbean children is better than city average.

Primary education

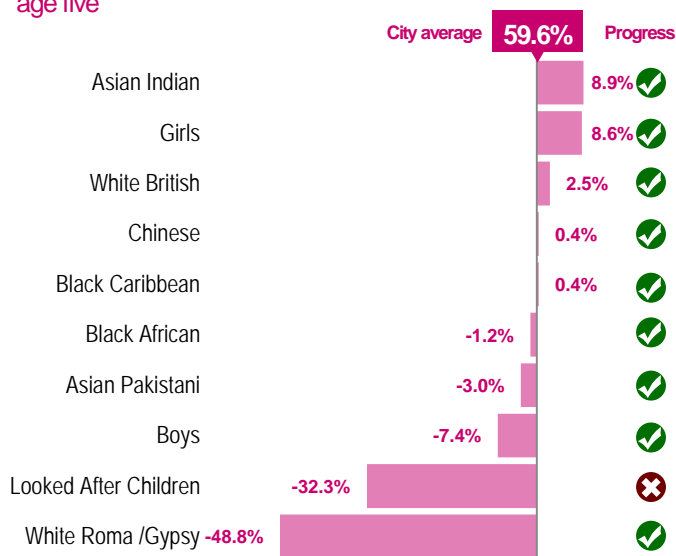
At the end of Year 6 (Key Stage 2), 76% of pupils attained Level 4 or above in reading, writing and maths – narrowing the gap with the national average to three percentage points. Attainment data for key groups show that girls have increased their performance ahead of boys (in 2014, 80% of girls achieved Level 4+ compared to just 72% of boys – a gender gap of 8% compared to 6% last year). The most disadvantaged pupils (on pupil premium) have seen an improvement in performance to 68% (an 8% gap, compared with 10% last year). However, children with special educational needs (SEN) continue to perform poorly – with only 36% achieving a good level of development (a 40% gap).

Secondary education

At Key Stage 4, 52.3% of pupils achieved five or more GCSEs at grades A* to C including English and Maths on their “first entry”, 3.6% points below the national average of 55.9%. The “first entry” scores reflect changes in the way school performance tables are calculated: while a pupil may retake an exam, only their first entry in a particular subject will count towards the performance tables. The sub-group analysis, therefore,

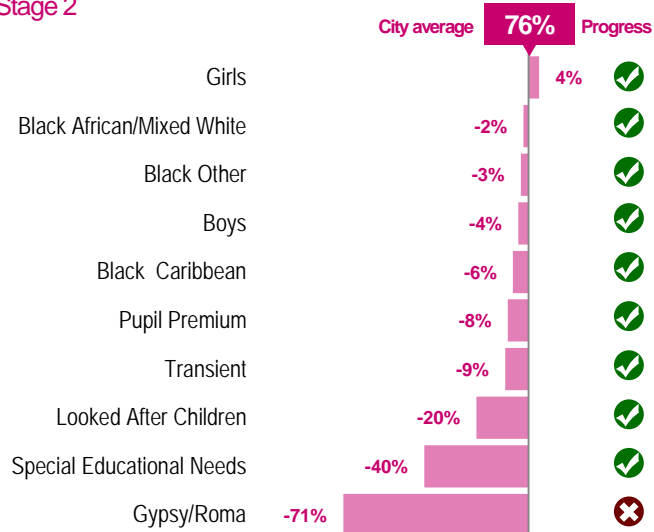
Early years

Gap between the following groups and the city average in achieving a good level of development in the early years by age five



Key Stage 2

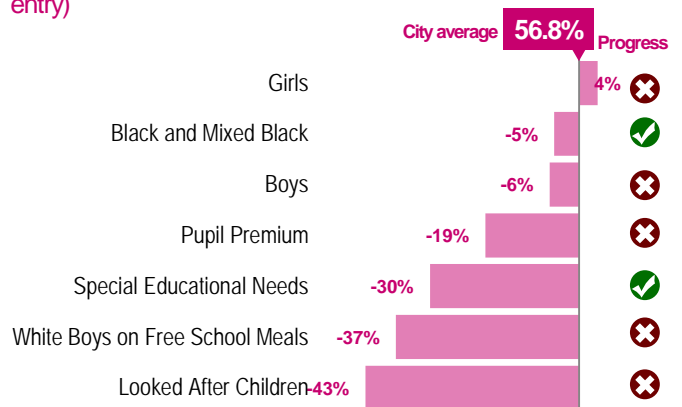
Gap between the following groups and the city average in achieving Level 4 in reading, writing and mathematics at Key Stage 2



compares “best entry” scores – Coventry’s best entry average is 56.8% (nationally, the “best entry” average is 59.6%). In terms of gender, girls continue to outperform boys at GCSE, Coventry girls’ average score of 60.5% is slightly below the previous year at 61.9%, however it is better than the national average for girls of 60.0%. However, at 50.9%, the average score for Coventry boys lag behind the national average of 53.9%. Only 14% of looked after children achieved five good GCSEs, a gap of 42.8% compared to last year’s achievement of 30% (26.6% gap). However, this is comparable to the national average of 15% (44.6% gap). Meanwhile, although children with Special Educational Needs continue to do relatively poorly with only 26.9% getting five good GCSEs (29.9% gap), this is good compared to the national average of 22.2% (37.4% gap).

Key Stage 4

Gap between the following groups and the city average in achieving five good GCSEs including English and Maths (best entry)



Breastfeeding

To give every child a good start in life the Council encourages new mothers’ to breastfeed their children. Across the Coventry and Rugby clinical commissioning group area, 41.3% of infants checked were totally or partially breastfed at six to eight weeks after birth in April to June 2014, compared to 42.8% in the year to March 2014. A range of service are available for breastfeeding mothers and a new group which offers support to breast-feeding mothers started in June this year.

Indicator	Coventry	Progress	Target
Breastfeeding rates at 6-8 weeks	41.3%	✗	✗

Coventry and Rugby, April to June 2014



Find out more at www.coventry.gov.uk/breastfeeding/

Smoking

In April to June, 10.9% of new mothers were found to be smoking at the time of delivery, this is fewer than 13.1% in January to March. The Council has found that fewer smokers are engaging with services in Coventry, matching what is happening nationally. This is likely to be as a result of reduced prevalence of smoking and the increasing popularity of e-cigarettes.

Indicator	Coventry	Progress	Target
Mothers who smoke at time of delivery April to June 2014	10.9%	✓	✓



One in ten mothers smoked at time of delivery

Delivering our priorities

Maximising the use of our assets; reducing operating costs · active citizens; strong and involved communities



Council as an employer

A Council should reflect the population it serves and Coventry City Council aims to have a workforce that reflects the diversity of the local population. The annual workforce profile sets out the numbers of disabled employees, black and minority ethnic (BME) employees, and the gender pay gap. The 2013/14 profile is due to be published early in 2015.

As of 1 October, the Council had **5,912** contracts (excluding schools and casual posts) of which 4,149 (70%) were female; 963 (16%) from BME groups; and 357 (6.04%) declared a disability.

In senior management positions there were 60 (51.28%) female and 9 (7.69%) BME. There has been a slight increase in the percentage of senior managers from BME groups and for females due to the overall reduction in senior managers by 3 posts in the first six months of 2014/15 rather than an increase in the number of senior managers. As the numbers of vacancies continue to decrease there are fewer opportunities to recruit. The focus for the Council is therefore to develop the skills and abilities of its existing staff through coaching, mentoring and leadership programmes. The next gender pay audit will take place on the March 2015 payroll of employees.

Gender and pay

Across all grade ranges, over 70% of Council employees are female. However, as women are more prevalent in the lower pay bands and less prevalent at the highest pay bands; this means that, on average, male Council employees earns more than female Council employees. An equal pay audit confirms that there is no significant variation in pay between male and female staff of the same grade in the Council.

In August 2013, the Council implemented the Living Wage for its employees. This has improved the income levels of a substantial number of low paid individuals in the Council; the majority of whom are female employees. In addition, through the Kickstart programme, the Council is encouraging its employees to work in more flexible and adaptable ways.

British Sign Language (BSL) training

Forty two Council employees have been trained to communicate in BSL in 2014. A new course is now running from January to March 2015.

Reasonable Adjustments

Council continues to support disabled employees by making reasonable adjustments. In addition, to communicating and training, a 'reasonable adjustments' event was organised in November 2014 for managers and employees to attend to find out about the support available.

WORKFORCE PROFILE



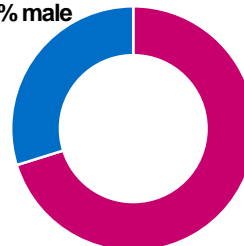
Census 2011 data for Coventry

Council employees

Working-aged population

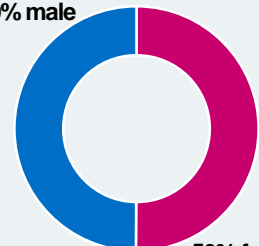
G E N D E R

30% male



70% female

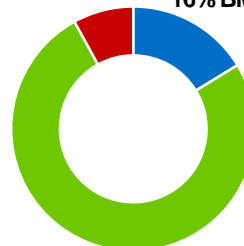
50% male



50% female

E T H N I C I T Y

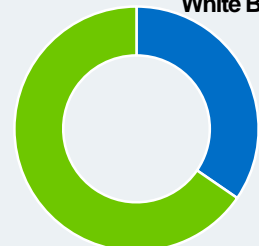
8% undisclosed



16% BME

76% not BME

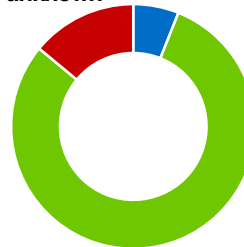
35% not White British



65% White British

D I S A B I L I T Y

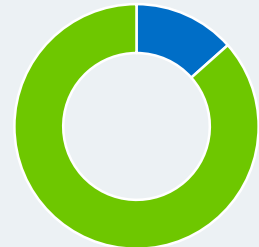
14% refused/unknown



6% disabled

80% not disabled

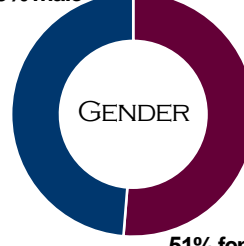
13% day-to-day activities limited



87% day-to-day activities not limited

SENIOR MANAGERS (ABOVE GRADE 10)

49% male



51% female

8% BME



92% not BME

117 senior managers (hay graded and chief officers)

Equality strategy 2014/15 half year progress report

Equality Indicators								
Number	Title	Previous performance 2013/14	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Globally connected								
Jobs for local people								
EI 1.01a	Employment rate (female residents)	56.9% Jan 13-Dec 13	55.9% Jul 13-Jun 14	WMR 63.8% Jul 13-Jun 14	GB 67.1% Jul 13-Jun 14	X	↑	X
EI 1.01b	Employment rate (male residents)	76.5% Jan 13-Dec 13	71.0% Jul 13-Jun 14	WMR 75.0% Jul 13-Jun 14	GB 77.1% Jul 13-Jun 14	X	↑	X
CP 1.07a	Jobseekers' Allowance (JSA) claimants (seasonally-adjusted)	3.1% July 2014	2.8% September 2014	WMR 2.8% September 2014	2.2% September 2014	✓	↓	✓
CP 1.07c	JSA claimant rate (18-24 years old)	3.8% May 2014	2.7% September 2014	WMR 4.6% September 2014	3.7% September 2014	✓	↓	✓
EI 1.02	% point difference in JSA claimants by ward	5.1% July 2014	4.8% August 2014	—	—	✓	↓	✓
CP 1.07b	NEETs (16-19 years old)	7.4% December 2013	Annual indicator	WMR 6.0% December 2013	5.3% December 2013	N/A	↓	N/A
Reducing the impact of poverty								
EI 1.03a	Median annual pay - full time (female residents)	£22,320 2013 revised	£22,118 2014 provisional	WMR £21,756 2014 provisional	£24,024 2014 provisional	X	↑	X
EI 1.03b	Median annual pay - full time (male residents)	£29,702 2013 revised	£27,448 2014 provisional	WMR £27,307 2014 provisional	£29,836 2014 provisional	X	↑	X
EI 1.04	Gender pay gap for gross hourly earnings of employees excluding overtime	15.0% 2013 revised	16.2% 2014 provisional	WMM 8.8% WMR 11.2% 2014 prov.	9.9% 2014 provisional	X	↓	X
Locally committed								
Protecting the most vulnerable								
EI 1.05	Recorded crime in priority locations	8,408 (Apr-Sep 2013) 15,783 (2013/14)	7,632 (-9%) Apr-Sep 2014 est.	—	—	✓	↓	✓
EI 1.06	Reported offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of...							
EI 1.06a	...disability (disability hate crime)	24 2013/14	18 Apr-Sep 2014	—	—	N/A	↑ To increase reporting	N/A
EI 1.06b	...race/ethnicity (racist incidents)	313 2013/14	209 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06e	...sex/gender or transgender (gender identity/reassignment)	9 2013/14	2 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06f	...sexual orientation (homophobia)	18 2013/14	17 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06g	...religion or belief	10 2013/14	12 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06h	...gypsy/traveller	2 2013/14	—	—	—	N/A		N/A
EI 1.06i	...not stated	—	5 Apr-Sep 2014	—	—	N/A		N/A
EI 1.07	Domestic violence incidents involving children	39.6% 2013/14	36.7% Apr-Sep 2014	—	—	✓	↓	✓
CP 2.21	Domestic violence/abuse victims known to the police (crime and non crime)	3,846 2013/14	2,310 Apr-Sep 2014	—	—	N/A	No target set	N/A
EI 1.08	Referrals to the Sexual Assault Referral Centre (Coventry and Warwickshire)	276 2013/14	174 Apr-Sep 2014	—	—	✓	↑	✓
CP 2.15	Adult social care users with a personal budget	56.2% 2013/14	79.2% Apr-Sep 2014	CIPFA 55.6% 2012/13	55.6% 2012/13	✓	90%+ 2014/15	X
CP 2.16	Adult social care users with a direct payment	16.3% 2013/14	22.3% Apr-Sep 2014	CIPFA 15% 2012/13	16.4% 2012/13	✓	17.0%+ 2014/15	✓
CP 2.17	Looked after children (rate per 10,000 under 18s)	87 July 2014	86 September 2014	WMR 72 March 2013	60 March 2013	✓	↓	✓
CP 2.23	Households accepted as statutory homeless	551 2013/14	344 Apr-Sep 2014	—	—	X	↓	X
EI 1.09	Homeless cases prevented	1,468 2013	730 Apr-Sep 2014	—	—	✓	900+	✓
Reducing health inequalities								
CP 2.13a	Male life expectancy at birth	78.1 years (77.1-78.5) 2010-12	78.2 (77.8-78.6) 2011-13	WMR 78.8 years 2011-13	79.4 years 2011-13	=	↑	=
EI 1.10a	Inequality in male life expectancy at birth	11.7 2006-10	11.2 years 2010-12	WMR 9.0 years 2006-10	8.9 years 2006-10	N/A	↓	N/A
EI 1.11a	Male healthy life expectancy at birth	—	60.4 years 2010-12	WMR 62.3 years 2010-12	63.4 years 2010-12	N/A	↑	N/A
CP 2.13b	Female life expectancy at birth	82.1 years (81.8-82.5) 2010-12	82.4 years (82.1-82.8) 2011-13	WMR 82.8 years 2011-13	83.1 years 2011-13	=	↑	=
EI 1.10b	Inequality in female life expectancy at birth	7.9 years 2006-10	8.6 years 2010-12	WMR 5.8 years 2006-10	5.9 years 2006-10	N/A	↓	N/A
EI 1.11b	Female healthy life expectancy at birth	—	64.0 years 2010-12	WMR 62.7 years 2010-12	64.1 years 2010-12	N/A	↑	N/A
CP 2.20	Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	38.6 2012	40.3 Apr-Jun 2013	WMM 30.9 Apr-Jun 2013	25.2 Apr-Jun 2013	X	↓	X
EI 1.12	Injuries due to falls in people aged 65 and over - rate per 100,000	2,775 2011/12 revised	2,484 2012/13	WMR 1,951 2012/13	2,011 2012/13	✓	↓	✓

Equality Indicators								
Number	Title	Previous performance 2013/14	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Giving children the best start in life								
EI 1.13 (CP 2.24)	Difference between the following groups and the city average in achieving a good level of development in the early years by age five (city average in 2014 is 59.6%, better than the 57.5% in similar local authority areas and closing on the 60.4% nationally)							
EI 1.13a	Asian Indian	6.1% better (61.5%) 2013	8.9% better (68.5%) 2014	—	—	✓	Revised indicator, baseline year. Target: ⇓ To reduce the gap with the city average.	✓
EI 1.13b	Asian Pakistani	8.7% gap (46.7%) 2013	3.0% gap (56.6%) 2014	—	—	✓		✓
EI 1.13c	Black African	0.7% better (56.1%) 2013	1.2% gap (58.4%) 2014	—	—	✓		✗
EI 1.13d	Black Caribbean	14.8% gap (40.6%) 2013	0.4% better (60.0%) 2014	—	—	✓		✓
EI 1.13e	Chinese	11.9% gap (43.5%) 2013	0.4% better (60.0%) 2014	—	—	✓		✓
EI 1.13f	Looked After Children	18.6% gap (36.8%) 2013	32.3% gap (27.3%) 2014	—	—	✗		✗
EI 1.13g	White British	3.7% better (59.1%) 2013	2.5% better (62.1%) 2014	—	—	✓		✓
EI 1.13h	White Roma/Gypsy	50.4% gap (5.0%) 2013	48.8% gap (10.8%) 2014	—	—	✓		✓
EI 1.13i	Boys	6.9% gap (48.5%) 2013	7.4% gap (52.2%) 2014	—	—	✓		✗
EI 1.13j	Girls	7.4% better (62.8%) 2013	8.6% better (68.2%) 2014	—	—	✓		✓
EI 1.14 (CP 2.09)	Difference between the following groups and the city average in achieving Level 4 in reading, writing and mathematics at Key Stage 2 (city average in 2014 is 76%, an improvement from 71% in 2013 but below the national average of 79%)							
EI 1.14a	Black African and Mixed White/Black African	2% better (73%) 2013 revised	2% gap (74%) 2014	—	—	✓	⇓ To reduce the gap with the city average.	✗
EI 1.14b	Black Caribbean	15% gap (56%) 2013	6% gap (70%) 2014	—	—	✓		✓
EI 1.14c	Black Other	0% gap (71%) 2013	3% gap (73%) 2014	—	—	✓		✗
EI 1.14d	Transient	7% gap (64%) 2013	9% gap (67%) 2014	—	—	✓		✗
EI 1.14e	Pupil Premium	10% gap (61%) 2013	8% gap (68%) 2014	—	—	✓		✓
EI 1.14f	Special Educational Needs	40% gap (31%) 2013	40% gap (36%) 2014	—	—	✓		=
EI 1.14g	Looked After Children	28% gap (43%) 2013	20% gap (56%) 2014	—	—	✓		✓
EI 1.14h	White Roma/Gypsy	53% gap (18%) 2013	71% gap (5%) 2014	—	—	✗		✗
EI 1.14i	Boys	3% gap (68%) 2013	4% gap (72%) 2014	—	—	✓		✗
EI 1.14j	Girls	3% better (74%) 2013	4% better (80%) 2014	—	—	✓		✓
EI 1.15 (CP 2.10)	Difference between following groups and the city average in achieving five good GCSEs including English and Maths (note: the provisional city "first entry" average in 2014 is 52.3%, below the national average of 55.9%; the following comparison is with the city "best entry" average of 56.8% / national "best entry" average of 59.6%)							
EI 1.15a	Black and Mixed Black	5.3% gap (51.3%) 2013	5.0% gap (51.8%) 2014 prov.	—	4.5% gap (55.1%) 2014 prov.	✓	⇓ To reduce the gap with the city average.	✓
EI 1.15b	Pupil Premium	16.5% gap (40.1%) 2013	18.8% gap (38.0%) 2014 prov.	—	20.6% gap (39.0%) 2014 prov.	✗		✗
EI 1.15c	White Boys on Free School Meals	27.7% gap (28.9%) 2013	36.7% gap (20.1%) 2014 prov.	—	30.2% gap (29.4%) 2014 prov.	✗		✗
EI 1.15d	Special Educational Needs	30.7% gap (25.9%) 2013	29.9% gap (26.9%) 2014 prov.	—	37.4% gap (22.2%) 2014 prov.	✓		✓
EI 1.15e	Looked After Children	26.6% gap (30.0%) 2013	42.8% gap (14.0%) 2014 prov.	—	44.6% gap (15.0%) 2014 prov.	✗		✗
EI 1.15f	Boys	2.9% gap (53.7%) 2013	5.9% gap (50.9%) 2014 prov.	—	5.7% gap (53.9%) 2014 prov.	✗		✗
EI 1.15g	Girls	5.3% better (61.9%) 2013	3.7% better (60.5%) 2014 prov.	—	0.4% better (60.0%) 2014 prov.	✗		✓
CP 2.26	Breastfeeding rates at 6-8 weeks (for Coventry & Rugby CCG)	42.8% 2013/14	41.3% Apr-Jun 2014	—	—	✗	↑ 2% per year	✗
EI 1.16	Mothers who smoke at time of delivery	13.1% Jan-Mar 2014	10.9% Apr-Jun 2014	—	—	✓	< 13.4%	✓
Delivering our priorities								
Council as an employer								
EI 1.17	Employee headcount (excluding schools and casual posts)	6,210 contracts April 2014	5,920 contracts September 2014	—	—	N/A		N/A
EI 1.18	% of the workforce which is female	71% (4,445) April 2014	70% (4,149) September 2014	—	—	N/A		N/A
EI 1.19	% of senior managers (above Grade 10) who are female	51% (85) April 2014	51% (60) September 2014	—	—	N/A		N/A
EI 1.20	Black and Minority Ethnic (BME) representation in the workforce	16% (1,023) April 2014	16% (963) September 2014	—	—	N/A		N/A
EI 1.21	BME representation in senior management (above Grade 10)	10% (17) April 2014	8% (9) September 2014	—	—	N/A		N/A
EI 1.22	Employees who have declared a disability	6% (379) April 2014	6% (357) September 2014	—	—	N/A		N/A

Abbreviations - CIPFA: Chartered Institute of Public Finance and Accountancy, WMM: West Midlands metropolitan area; WMR: West Midlands Region; GB: Great Britain.



If you need this information in another format please contact the Policy Team:

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Scrutiny Co-ordination Committee

Work Programme 2014/15

For more details on items, please see pages 2 onwards

16 July 2014

Dog Control Orders
Council Plan – Performance Report 2013/14
Scrutiny Work Programme

3 September 2014

Equalities

8 October 2014

Female Genital Mutilation
Welfare Reform
Outside Bodies reports back

5 November 2014

Air Quality Action Plan
Tourism/Heritage

10 December 2014

Child Sexual Exploitation

7 January 2015

Meeting not held

4 February 2015

Welfare Reform
Progress against the Council Plan
Equality Strategy Progress report

4 March 2015

Drugs Strategy
Commissioning of Domestic Violence and Abuse services

1 April 2015

Review of Coventry Police and Crime Board
Community Safety Partnership

Dates to be determined

Regulatory Services
City Centre First

Reports from Outside Bodies

- Albany Theatre Trust
- Belgrade Theatre Trust
- Coventry Ambassadors Social Enterprise Board
- Coventry Citizens' Advice Bureau Management Board
- Coventry Refugee and Migrant Centre
- Coventry Law Centre Limited
- Culture Coventry
- Voluntary Action Coventry

Next Municipal Year

Air Quality Action Plan

Meeting Date	Work programme item	Lead Officer	Brief Summary of the issue	Source
16 July 2014	Dog Control Orders	Craig Hickin	During the last twelve months the Council has received complaints concerning dogs in public places which are not adequately supervised by their owners. The City Council can adopt Dog Control Orders to assist in dealing with this issue and most neighbouring local authorities have taken this route. The Cabinet Member has asked scrutiny to contribute to the review and proposed consultation prior to a Cabinet Member report.	Referred by the Cabinet Member Community Safety and Equalities
	Council Plan – Performance Report 2013/14	Jenni Venn / Si Chun Lam	This performance report summarises progress in 2013/14 in relation to the plans priorities and a set of key headline indicators. The Council's equality objectives have also been revised in light of the new Council Plan; the headline equality indicators have been included in this report. Reviewing the plan provides an opportunity to identify any issues of concern for inclusion in the Scrutiny work programme for the coming year.	Annual report
	Scrutiny Work Programme	Adrian West	Review of the draft scrutiny work programme for the coming year.	Scrutiny management
3 September 2014	Equalities	Jenni Venn/ Surindar Nagra	To review the Council's annual equalities report and identify any priorities or concerns for future action or review.	Annual review
8 October 2014	Female Genital Mutilation	Tanya Richardson	Following discussion at full Council, the 24 th February meeting of The Health and Well-being Board commissioned some work with partners to develop an action plan specific for Coventry which includes gathering knowledge and intelligence on the extent of the problem in Coventry, how it is been addressed by various partners and the barriers in dealing with Female Genital Mutilation locally. After reviewing the most recent evidence, the group will make recommendations for consideration by Scrutiny prior to being presented to the Health and Wellbeing board.	Council 03/12/13, and Scrucoco 11/12/13

Scrutiny Co-ordination Committee Work Programme 2014/15

Meeting Date	Work programme item	Lead Officer	Brief Summary of the issue	Source
	Welfare Reform	Scrutiny Co-ordinator	To review the outcomes of work being undertaken by Coventry Law Centre and local partners on appeals against sanctions. This is part of the Committee's wider oversight of the impacts of the Welfare Reform.	Scruco 11/12/13 and 19/03/14
	Outside Bodies reports back	Scrutiny Co-ordinator	To identify which outside bodies appointed to by the Council at their annual general meeting report to Scrutiny Co-ordination Committee and other Scrutiny Boards.	Annual review
5 November 2014	Air Quality Action Plan	Hamish Simmonds	To review progress on the development of a city-wide plan involving other services and external partners to address identified problem areas. To include the impact of road transport and the effects on public health.	Informal meeting 23/06/14
	Tourism/Heritage	David Nuttall	To look in more detail at what is being done to address poor performance in visitor numbers in 2012 and to follow up the recommendations made to CM at the meeting on 19 th March 2014.	Scruco 3/9/14
10 December 2014	Child Sexual Exploitation	Yolanda Corden	A response from Coventry following the report into Child Sexual Exploitation in Rotherham.	Scruco 3/9/14
7 January 2015	Meeting not held			
4 February 2015	Welfare Reform	Scrutiny Co-ordinator	Following on from the Sanctions report, Members requested an update that would include progress on addressing issues with the implementation of the policy, issues with the specific details of the policy and whether the ethos behind the sanctions approach is an effective one. Also that all Members would be invited to attend.	Scruco 8/10/14
	Progress against the Council Plan	Carol Dear	To assess progress on the Council Plan and identify any further scrutiny on issues raised.	
	Equality Strategy Progress report	Jenni Venn/ Surindar Nagra	To review the 6 month progress on the Council's equalities report and identify any priorities or concerns for future action or review.	
4 March 2015	Drugs Strategy	Tanya Richardson Heather Kelly	An opportunity for members of the Board to comment on the proposed Drugs Strategy before it goes to Health and Well-being Board, the Police and Crime Board and Cabinet	

Meeting Date	Work programme item	Lead Officer	Brief Summary of the issue	Source
	Commissioning of Domestic Violence and Abuse services	Mandie Watson/ Inderjit Lohal	To review progress on the implementation and delivery of better outcomes by the re-shaped services, following discussion at the Committee on 6 November 2013.	Scruco 06/11/13
1 April 2015	Review of Coventry Police and Crime Board/ Community Safety Partnership	Sara Roach/ Mandie Watson	To review: <ul style="list-style-type: none"> Proposed changes to the Police and Crime Board/ Community Safety Partnership; performance for 14/15 and the emerging priorities from the strategic assessment; and proposed Police and Crime Plan priorities, delivery plan and spending plan. 	Scruco 16/04/14/ Annual review
Dates to be determined	Regulatory Services	Simon Brake/ Hamish Simmonds	At its January meeting, Scruco considered a pilot approach to reviewing risk levels and thresholds for intervention and how this could affect the way the service operates and engages with local people. It was agreed that the outcomes of the pilot and proposals for rolling this approach out be considered at a future meeting early in the 2014/15 municipal year.	Informal Scruco meeting 10/06/13 and Scruco 22/01/14
	City Centre First	Nigel Clews	To consider what the City Centre First project is trying to achieve and to invite comments from the Board	Chair 18/11/14
Reports from Outside Bodies	- Albany Theatre Trust - Belgrade Theatre Trust - Coventry Ambassadors Social Enterprise Board - Coventry Citizens' Advice Bureau Management Board - Coventry Refugee and Migrant Centre - Coventry Law Centre Limited - Culture Coventry - Voluntary Action Coventry		At their meeting on 8/10/14, Scruco decided to receive reports from those outside bodies that received grant funding from the local authority. It was also agreed to write to all Members on the remaining outside bodies to report to Scruco if they had any concerns or issues about the outside body.	Scruco 8/10/14
Next Municipal Year	Air Quality Action Plan	Hamish Simmonds	An update on progress on the development of an Air Action Plan, following s briefing note to SCRUCO on 5/11/14, also to cover action identified at the meeting on 5/11/14	Scruco 5/11/14

In addition the following dates are available if required: 18 February, 18 March, 22 April 2015