



Cabinet Member for Policing and Equalities

Time and Date

2.00 pm on Thursday, 24th September, 2015

Place

Committee Room 2 - Council House

Public Business

1. **Apologies**

2. **Declarations of Interest**

3. **Minutes** (Pages 5 - 10)

(a) To agree the minutes of the Cabinet Member for Policing and Equalities meeting held on 23 July 2015.

(b) Matters arising

4. **Report in response to a petition regarding smoking in Hall Lane** (Pages 11 - 18)

Report of the Executive Director of People

NOTE: Councillor Ruane and the petition spokesperson have been invited for the consideration of this item. A representative from the University Hospital, Coventry and Warwickshire NHS Trust at Walsgrave has also been invited to the meeting for the consideration of this item.

5. **Progress report on the Hillfields Community Safety Action Plan** (Pages 19 - 34)

Report of the Executive Director of People

NOTE: Councillors N Akhtar, O'Boyle and Welsh, St Michaels Ward Councillors, petition organisers and representatives of West Midlands Police have been invited to attend for the consideration of this item.

6. **Progress report on improvements made to the environment and security of the Hearsall area of Coventry** (Pages 35 - 42)

Report of the Executive Director of Place

NOTE: Councillors P Akhtar, Innes and Singh, Whoberley Ward Councillors and the petition organisers have been invited to attend for the consideration of this item.

7. **Annual Report on the use of the Covert Surveillance of Employees Policy and Procedure and Processing CCTV Footage: Alleged Employee Misconduct Procedure** (Pages 43 - 48)

Report of the Executive Director of Resources

8. **Equality Strategy - end of year progress report 2014-15** (Pages 49 - 80)

Report of the Director of Public Health

9. **Invasive non-native plant species** (Pages 81 - 88)

Report of the Executive Director of Place

10. **Outstanding Issues Report** (Pages 89 - 94)

Report of the Executive Director of Resources

11. **Any Other Business**

To consider any other items of business which the Cabinet Member 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

Wednesday, 16 September 2015

Note: The person to contact about the agenda and documents for this meeting is Usha Patel Tel: 024 7683 3198

Membership: Councillors R Auluck (Deputy Cabinet Member) and P Townshend (Cabinet Member)

By invitation Councillor A Andrews (Shadow Cabinet Member)

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.

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Coventry City Council
Minutes of the Meeting of Cabinet Member for Policing and Equalities held at 2.00 pm on Thursday, 23 July 2015

Present:

Members: Councillor Townshend
Councillor A Andrews (Shadow Cabinet Member)
Councillor R Auluck (Deputy Cabinet Member)

Other Members: Councillor O'Boyle (for item 7)

Employees (by Directorate):

People: S Chantler, C Donnelly, M McGinty, I Merrifield, L Nagle

Place: H Simmonds

Resources: C Goodwin, U Patel

In attendance: D Ali (for item 8)
P Evans (for item 7)
Alderman Gazey
Inspector Mason (for item 7)
R J Wilsen (for item 7)

Public Business

5. Declarations of Interest

There were no declarations of interest.

6. Minutes

The minutes of the Cabinet Member meetings held on 23 April and 18 June 2015 were signed as true records. There were no matters arising.

7. Report in response to a petition regarding street drinking and drug taking in Hillfields

The Cabinet Member considered a report of the Executive Director of People which responded to a petition regarding street drinking and drug taking in Hillfields and detailed action being taken to address the issues highlighted.

A petition containing 70 signatures was submitted to the City Council by Councillor O'Boyle on 17 June 2015. The petition outlined residents' concerns in relation to street drinking and drug taking in the Hillfields Area and of individuals harassing local residents and businesses. Additional reports of discarded needles and drugs paraphernalia had been found in locations across Hillfields.

Councillor O'Boyle and the petition organisers attended the meeting and spoke in support of the petition. They described the problems being experienced and how long they had gone on for and outlined their concerns for their own safety and that of other residents in the area.

RESOLVED that the Cabinet Member for Policing and Equalities:

- 1. Notes the work of officers and partners to date and requests that such work continues.**
- 2. Acknowledges that officers have increased engagement with local businesses and community groups to continue to deliver action, monitor and regularly review incidents related to street drinking and problematic individuals in the Village Square and surrounding area; but recognises that there is still significant work to be done to additional underlying problems.**
- 3. Requests West Midlands Police to continue to dedicate patrols to hotspot locations within the Hillfields area, responding swiftly to any issues raised or identified, and to exercise their powers to obtain identities and disperse individuals in groups that are likely to cause public nuisance and/or offending behaviour.**
- 4. Requests that all agencies ensure that problematic individuals and households are identified, challenged and provided with appropriate treatment and support to address issues, needs and change behaviour.**
- 5. Requests Council officers to ensure that multi-agency case management through relevant forums should continue to monitor behaviour and effectiveness of interventions to support change and enforcement action taken where engagement is refused.**
- 6. Notes that as a result of an initiative brought about by the Cabinet Member for Policing and Equalities, and ratified by the Coventry Police and Crimes Board, that there will be an intake of ten special constables for St Michaels Ward in September 2015. These officers will be tasked to assist in measures to combat street drinking, crime and associated problems in the area.**
- 7. Requests that the three metal benches around the tree in Hillfields Square be removed and relocated in consultation with the three St Michaels Ward Councillors.**
- 8. Officers to consult with the three St Michaels Ward Councillors as to how to deal with the retaining wall surrounding the tree and to bring forward recommendations to the next meeting.**
- 9. Requests that officers work with the Police and Crime Partnership to ensure that street signage in Hillfields Square is allocated as a priority and in time for the next meeting to identify a time-frame for the location of the street signage in the Hillfields area.**

10. Requests officers from the City Council Licensing Team to write to all premises holding off licences in the Hillfields area reminding them of their obligation not to sell alcohol to intoxicated and problematic individuals.
11. Requests the Police Licensing Team to visit all off licences in the Hillfields area to remind them of their obligation not to sell alcohol to intoxicated and problematic individuals.
12. Requests that the new Special Constables coming in September be engaged in problematic areas addressed in this report.
13. Asks the Executive Director of People to suggest any immediate strategies or engagement to address the social issues that underpin the issues in this report.
14. In the absence of a Safer Neighbourhood Group, requests that a standing item be created for the St Michaels' Ward Forum on the issues identified in this report and give consideration to the formation of a time limited group if necessary.
15. Requests the Community Safety Officer (or appropriate officer) to provide an update report as to progress of the Hillfields action Plan.
16. Requests a further report as to progress of all the recommendations made and all other related matters to be submitted to the Cabinet Member meeting on 24 September 2015 (the Strategic Lead for Offender Management to coordinate the production of this report). Inspector Mason, Community Safety Officers, Licensing Officers, the three St Michaels Ward Councillors (Councillor O'Boyle lead member), representatives of Watch charity and the petition organiser be invited to the meeting for the consideration of this item.

8. Update report in response to a petition concerning a property in Earlsdon Ward

The Cabinet Member considered a report of the Executive Director of People which provided an update on progress made in response to a petition concerning a property in Earlsdon Ward.

A resident-led petition bearing 71 signatures was received on 3 July 2014 requesting the City Council to take action in relation to concerns regarding the poor condition of a property in the Earlsdon Ward.

The Cabinet Member had previously endorsed action taken thus far i.e. service of a statutory notice under Section 215 of The Town & Country Planning Act requiring the owner to carry out improvements to his property. Furthermore, he requested officers to issue a 14 day warning letter as to Notice of Intended Prosecution on 6 March 2015 in the event of non-compliance and use their best endeavours to commence prosecutions no later than 28 March 2015.

The report provided an update on actions taken since the Cabinet Member meeting held on 26 March 2015.

Councillor Andrews and the petitioner organiser attended the meeting and thanked officers for all their efforts and progress made. However, the petition organiser reported that recently several hundred bricks had been stacked up against a fence which could pose a danger to pedestrians if it was to collapse. Officers undertook to investigate this and possible actions available to the Council in dealing with this.

RESOLVED that the Cabinet Member for Policing and Equalities:

- 1. Endorses the action already taken and planned to address the conditions at the property.**
- 2. Requests a further report to be submitted to the Cabinet Member meeting on 10 December 2015 detailing progress made on resolving the issues.**

9. Community Grant Fund - Round 1 2015/16

The Cabinet Member considered a report of the Executive People which proved details of the Community Grant Fund – Round 1 2015/16 award process and recommendations on applications received.

The Community Grant Fund is managed by the City Council's Community Development Service within the People Directorate. The application process followed was the same as that used for 2014/15 whereby Groups were invited to apply for a maximum grant of £5000, with a restriction of one award per round. Applications for round 1 opened on 1 April 2015 and closed on 31 May 2015.

The Community Grant is a valuable resource for local community and voluntary sector groups and supports the Council's Asset Based Working Strategy "Active Citizens, Strong Communities". The Strategy makes a series of commitments to support the growth of community led activities and support and the Community Grant Fund is a valuable means of providing important one-off funding to a number of community organisations to enable their work to continue.

RESOLVED that the Cabinet Member for Policing and Equalities approves the award of grants as identified in section 2.3 of the report, within Table One.

10. Gambling Act 2005 - Revised Statement of Licensing Policy 2016-19

The Cabinet Member considered a report of the Executive Director of Place which sought Members' views and approval to consult on the draft revised Statement of Licensing Policy 2016-19 under the Gambling Act 2005.

Under the terms of the Gambling Act 2005, the Council's Statement of Gambling Policy has to be renewed every 3 years. As the current Statement of Gambling Policy came into effect on 31 January 2013, a review must be undertaken and a revised statement published by 3 January 2016.

The review required licensing authorities to carry out a wide consultation process. In addition to those it must consult by law, the Council has the authority to include in the process any individuals or organisations it deemed appropriate.

The general principles of the Gambling Policy remain the same and the document was still centred around the Gambling Act's 3 licensing objectives, namely:

- (i) Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime;
- (ii) Ensuring that gambling is conducted in a fair and open way;
- (iii) Protecting children and other vulnerable persons from being harmed or exploited by gambling.

A draft copy of the revised policy was attached as an Appendix to the report. The public consultation would last for a 7 week period starting on 5 August 2015.

RESOLVED that the Cabinet Member for Policing and Equalities having considered the draft revised Statement of Gambling Policy authorises the Executive Director of Place to carry out the consultation as detailed in the report.

11. **Outstanding Issues Report**

The Cabinet Member noted a report of the Executive Director of Resources that identified those issues on which further reports had been requested and were outstanding so that progress could be monitored.

12. **Any Other Business**

The Cabinet Member noted that Steve Chantler, Carole Donnelly and Christine Goodwin were attending their last Cabinet Member meeting and thanked them for all their work and support over the years and wished them every success for the future.

(Meeting closed at 3.45 pm)

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Cabinet Member for Policing and Equalities

24 September 2015

Name of Cabinet Member:

Policing and Equalities– Councillor Townshend

Director Approving Submission of the report:

Executive Director of People

Ward(s) affected:

Henley

Title: Report in response to a petition regarding smoking in Hall Lane

Is this a key decision?

No

Executive Summary:

A petition containing 322 signatures was submitted to the City Council, sponsored by Councillor Ed Ruane on 7th July 2015. The petition outlines residents' concerns in relation to customers and employees from the University Hospital, Coventry & Warwickshire NHS Trust at Walsgrave, smoking in the street and generally causing a nuisance with noise and litter.

They request that the Council makes Hall Lane a smoke free street and that the Hospital takes responsibility for the results of their no smoking policy.

This report provides a response to the petition and details action being taken to address the issues highlighted.

Recommendations:

The Cabinet Member is recommended to:-

1. Review the implications of making Hall Lane a smoke free street and approve the officer recommendation not to proceed.
2. Request that the petition be passed onto University Hospital, Coventry & Warwickshire NHS Trust for a formal response.
3. Request that Neighbourhood Enforcement Officers are allocated to the area on an intermittent basis to enforce any littering caused by smokers in Hall Lane

List of Appendices included:

Appendix 1 – Copy of petition text

Background papers:

None

Has it been or will it be considered by Scrutiny?

No

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

No

Will this report go to Council?

No

Report title: Report in response to a petition regarding Street Drinking in Hillfields

1. Context (or background)

- 1.1 Hall Lane is a residential road that is located close to University Hospital, Coventry & Warwickshire NHS Trust at Walsgrave (the 'Hospital'). On 1 January 2015 the Hospital brought in a smoking ban on its entire site, for employees and visitors.
- 1.2 Since the introduction of the ban Hall Lane residents state that there was an immediate influx of people from the Hospital site smoking in their road. On occasion it is claimed that up to 30 people can congregate, causing nuisance from noise and litter. Council officers have spoken to the hospital about this issue and the hospital acknowledge that the vast majority of the "problem" smokers that congregate in Hall Lane are Hospital employees.
- 1.3 Currently the people congregating in Hall Lane, smoking and engaging in normal conversation, whilst causing an apparent nuisance to local residents, are not in breach of any current legislation. Littering though, is a criminal offence.
- 1.4 The petitioners are requesting that the Council make Hall Lane a 'smoke free area'.

2 Options considered and recommended proposal

- 2.1 The problems experienced by local residents in Hall Road began when the Hospital's smoking policy was changed to prohibit smoking on its entire premise. Furthermore, the majority of the problem results from the Hospital's own employees. It is likely therefore that any potential long term solution lies with the Hospital.
- 2.2 The Council could potentially introduce a Public Space Protection Order (PSPO) under the Anti-social Behaviour, Crime and Policing Act 2014 to prohibit smoking in Hall Road; contravening the PSPO would result in the issuing of a fixed penalty notice (FPN) and prosecution in the event of non-payment. However, this is viewed as inappropriate for the following reasons:
 - The area covered by the PSPO would have to be geographically specific; in reality we could merely move the problem to a different locality surrounding the hospital, or people would move to the edge of the designated geographic area in the PSPO before smoking.
 - The PSPO is non-specific and would also apply to local residents and their visitors too. Consequently, somebody coming out of their house and smoking in the street would be committing an offence if it was within the area designated in the PSPO.
 - If we were to introduce a PSPO, we would have to consult widely on its impact. Officers believe that there would be a substantial number of people and organisations who would object to this course of action.
- 2.3 The Council recognises the inconvenience caused to residents in Hall Road and Cabinet Member is recommended to:
 - (1) Review the implications of making Hall Lane a smoke free street and approve the officer recommendation not to proceed.
 - (2) Request that the petition be passed onto University Hospital, Coventry & Warwickshire NHS Trust for a formal response.
 - (3) Request that Neighbourhood Enforcement Officers are allocated to the area on an intermittent basis to enforce any littering caused by smokers in Hall Lane

3 Results of consultation undertaken

- 3.1 The Council has consulted on this issue with the Hospital and West Midlands Police. It is believed that this is an issue best resolved by the Hospital with the residents in Hall Lane.

4 Timetable for implementing this decision

- 4.1 The petition can be passed from the Council to the Hospital following approval of this report.
- 4.2 Neighbourhood Enforcement Officers are already routinely carrying out patrols in this area and litter enforcement is being enacted.

5 Comments from Executive Director of Resources

5.1 Financial implications

There are no direct financial costs as a result of the recommendations in this report.

5.2 Legal implications

The petition can be passed on from the Council to the Hospital following approval of this report. It has been confirmed by legal services that this is permitted under the Council's constitution

6 Other implications

None

6.1 How will this contribute to the Council Plan (www.coventry.gov.uk/councilplan/)?

Crime and Disorder

Tackling crime and anti-social behaviour through partnership working is central to the delivery of the Community Safety Plan and Strategic Assessment 2014/15.

6.2 How is risk being managed?

The Community Safety Officer(s) continues to monitor nuisance levels in the area.

Police and Council Officers continue to incorporate the area in their patrol strategies and work schedule and will monitor behaviour of individuals and the condition and cleanliness of the area.

6.3 What is the impact on the organisation?

None

6.4 Equalities / EIA

N/A

6.5 Implications for (or impact on) the environment

The purpose of taking action to address smoking in the street, in an attempt to improve the environment and wellbeing of the community.

6.6 Implications for partner organisations?

The multi-agency action plan outlines the individual and collective commitments from agencies to respond to the issues in the petition.

Report author(s):

Liam Nagle

Name and job title:

Liam Nagle – Strategic Lead for Offender Management.

Directorate:

People Directorate

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Liam.Nagle@coventry.gov.uk

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Craig Hickin	Head of Environmental Services	Place Directorate	07/09/15	10/09/15
Usha Patel	Governance Services Officer	Resources Directorate	11/09/15	14/09/15
Names of approvers for submission: (officers and members)				
Finance: Diane Jones	Lead Accountant	Resources Directorate	11/09/15	11/09/15
Legal: Gill Carter	Senior Solicitor	Resources Directorate	11/09/15	11/09/15
Director: Brian Walsh	Executive Director	People Directorate	12/09/15	12/09/15
Members: Name				
Cllr Philip Townshend	Cabinet Member Policing & Equalities		14/09/15	

This report is published on the Council's website:

www.coventry.gov.uk/councilmeetings

Appendix: Petition

We are sending this letter to explain the reasons for the attached petition.

Following the hospital's decision to become 'smoke free' the hospital staff, patients and visitors congregate at the Hall Lane entrance to smoke. This has resulted in a large number of discarded cigar ends, along with litter and drink cartons. At certain times of the day a cloud of smoke descends on the residences in Hall Lane with as many as 30 people smoking at one time.

Firstly, we request the council make Hall Lane a 'smoke free' street.

Secondly, we request the hospital resolve the problem caused solely by them and take responsibility for their actions. During meetings with the hospital they confirmed they had foreseen the potential problem in Hall Lane but carried on with the ban regardless.

We have enclosed various photographs to support our petition.

 + residents
of Hall Lane

PETITION TO COVENTRY CITY COUNCIL

Privacy Notice - The Data Controller is Coventry City Council.

This is a summary - the Council's full Petition Privacy Statement can be read at <http://www.coventry.gov.uk/downloads/download/2019/petitions> The personal details you provide will be used to process this petition and to fulfil the Council's responsibilities in Section 4.9 of the Council's Constitution. These may be used by Council officers, members or, where appropriate, third parties, to fulfil their duties in responding to this petition. These persons may contact you in regard to the petition.

Petition Organiser contact details (You will be the contact for this petition):

Name. [redacted] Telephone no. [redacted]

Email address [redacted]

Address [redacted]

Postcode [redacted]

Total number of signatures 322

Councillor acting as sponsor (if any) Ed Ruane

PETITION ISSUE Briefly describe your issue, problem or request and what you want the Council to do (please repeat on every page):

This petition is to highlight the problems resulting from the hospitals decision to become 'smoke free'. The staff, patients and visitors congregate at the entrance/exit to the hospital in Hall lane to smoke, where they discard their cigarette ends and litter.

Print your full name	Address (house number, street and postcode)	Signature
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Cabinet Member for Policing and Equalities

24th September 2015

Name of Cabinet Member:

Policing and Equalities– Councillor Townshend

Director Approving Submission of the report:

Executive Director – People

Ward(s) affected:

St. Michael's

Title: Progress report on the Hillfields Community Safety Action Plan.

Is this a key decision?

No

Executive Summary:

During 2012-13 the Council received a number of petitions which when reviewed collectively identified recurring themes in relation to public place nuisance behaviour and some problematic households across a number of locations within the Hillfields area.

Officers developed a strategy and action plan to address these issues to provide a more proactive approach to prevent the same taking place.

This report provides a refreshed action plan and progress against additional recommendations made by Cabinet Member for Policing and Equalities to the report on 23 July 2015 following the presentation of a further petition about street drinking in the Village Square.

The action plan (attached as Appendix 1) has been updated and revised by the Community Safety Officer and the relevant officers responsible for implementing the actions following the meeting on 23 July 2015.

Recommendations:

The Cabinet Member is recommended to:-

1. Note the updated action plan which now includes the recommended actions from the meeting on 23 July and progress towards the same, and agree that the work on this continues. Endorse the actions in this plan that also cover the underlying social issues which cause problems in the area
2. Request officers continue to engage with local community groups and businesses to continue to identify local issues (especially those related to street drinking and problematic individuals in the Village Square and surrounding area), deliver action, monitor reported incidents, and regularly review and update the action plan.

3. Request Police to:-

- continue to dedicate patrols to hotspot locations within the Hillfields area, responding swiftly to any issues raised or identified,
- exercise their powers to obtain identities and disperse individuals in groups that are likely to cause public nuisance and/or offending behaviour, ensuring individuals are challenged about their behaviour where appropriate, but also have the opportunity for treatment and support.

4. Request that officers continue multi-agency case management through relevant forums to monitor behaviour and the effectiveness of interventions to support change.

List of Appendices included:

Appendix 1 – Hillfields Action Plan

Background papers:

None

Other useful documents

1. Cabinet Member for Policing and Equalities. 23 / 07 / 2015

Has it been or will it be considered by Scrutiny?

No

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

No

Will this report go to Council?

No

Report title: Hillfields Community Safety Action Plan.

1. Context (or background)

- 1.1 A recent petition regarding Street Drinking in Hillfields was submitted by Councillor O'Boyle on the 17 June 2015. This was considered at the Cabinet Member Meeting for Policing and Equalities meeting on 23 July 2015. Recommendations made at the meeting included a request for an updated report on the Hillfields Action Plan.
- 1.2 A year-on-year comparison of incidents of crime and nuisance reported to the Police and City Council between January and June 2015 totalled 752 reports. The comparable data for January to June 2014 totals 873 reports. This shows a significant drop of 121 reports during this comparable time frame. Both years show some data that cannot be mapped as required details are absent from the reports, but this is a true reflection of the data that can be analysed.
- 1.3 Tackling nuisance behaviour and street drinking in Hillfields remains a key priority for all agencies in the area. There are very good working relationships between the Neighbourhood Policing Team, officers in the Community Safety Team, and Registered Social Landlords. Reports are still regularly requested through partnership data analysts. This allows us to monitor the number of incidents in the area generally and also enables them proactively to identify any problematic households and/or potentially vulnerable residents.
- 1.4 A monthly schedule of Community Payback work has been developed by Officers from the Community Safety Team, Environmental, and Street Services working with the Community Rehabilitation Service. This city-wide initiative has been funded by the Coventry Police & Crime Board using Partnership funding. Much of this work has taken place in the Hillfields area and more is scheduled before the end of the 2015.

2 Options considered and recommended proposal

- 2.1 The recommendations from the recent petition regarding the street drinking in the Village Square are in the process of being implemented and are included in the Hillfields Action Plan. The plan serves as a 'live document' to deliver all actions and monitor the effectiveness of such.
- 2.2 Cameras have been deployed in various locations for the purpose of evidence gathering, to deter crime and nuisance behaviour, and to provide some measure of public reassurance.
- 2.3 Community Payback has commenced work in the area and will continue to work with partner organisations and residents to fulfil the schedule of works.
- 2.4 Works in the Village Square that have been completed include:
 - removal of raised flower beds and reinstating them to ground level to prevent them being used for seating;
 - Removal of a redundant wall to increase sight lines and prevent people using it as a seat or leaning area;
 - Clearance of an area of open space to improve the aesthetics of the area and improve the sight lines.However there are a number of improvements still to be carried out by Wates (the contractors working in the area for Whitefriars Housing) including the removal of some benches and the adaption of a retaining wall to prevent groups congregating there. The

requested street signage for the Village Square is planned to be installed once it is available.

- 2.5 The Licensing Teams from the City Council and West Midlands Police have been in the area and have visited licensed premises reminding them of their license conditions and their obligations.
- 2.6 The actions outlined above have been evaluated by the agencies overseeing delivery of the plan and the Community Safety Service. The ongoing action plan continues to ensure continual improvement through focused and targeted work carried out in locations of need.
- 2.7 On the 1st September ten Special Constables for St. Michael's Ward were invested into post. These officers will be tasked to assist in measures to combat street drinking, crime and associated problems in the area.

3 Results of consultation undertaken

- 3.1 Feedback from Community Members is considered and included in the live Hillfields Action Plan.
- 3.2 Off-licences continue to be contacted regarding their responsibilities in how they operate. The most recent visits were carried out week commencing 10th August 2015. Contact will be regularly maintained with these premises and any breaches of licensing conditions will be challenged.
- 3.3 Referrals of suitably identified individuals and families continue to be made to the multi-agency Local Case Management Forum, where responses are agreed in relation to challenging behaviour as well as appropriate support identified.
- 3.4 Environmental clean-ups continue in the area.
- 3.5 Works have been undertaken to improve the layout of the Village Square with some improvements still to be undertaken.

4 Timetable for implementing this decision

- 4.1 The Community Safety Officer will monitor the delivery against the plan and the effectiveness of such. Ongoing issues of Community Safety will be picked up through the newly-created City Tasking and Coordination Group where partners come together each month to discuss locations of community safety concern.
- 4.2 The Local Case Management Forum meets on a monthly basis and agrees measures, interventions, and enforcement action on a case-by-case basis.

5 Comments from Executive Director, Resources

5.1 Financial implications

There are no financial implications arising from this report, other than costs associated with a Community Payback scheme that will be met from Community Safety Partnership funding.

5.2 Legal implications

None

6 Other implications

None

6.1 How will this contribute to the Council Plan (www.coventry.gov.uk/councilplan/)?

Crime and Disorder

Tackling crime and anti-social behaviour through partnership working is central to the delivery of the Community Safety Plan and Strategic Assessment 2014/15.

6.2 How is risk being managed?

1. The Community Safety Officer continues to monitor crime and disorder levels in the area.
2. Police and Council Officers continue to incorporate the area in their patrol strategies and work schedule and will monitor behaviour of individuals and the condition and cleanliness of the area.

6.3 What is the impact on the organisation?

None

6.4 Equalities / EIA

N/A

6.5 Implications for (or impact on) the environment

The purpose of taking action to address graffiti, vandalism, and flytipping, is in an attempt to improve the environment and wellbeing of the community.

6.6 Implications for partner organisations?

The multi-agency action plan outlines the individual and collective commitments from agencies to respond to the issues in the petition.

Report author(s):

Beverley Massey

Name and job title:

Beverley Massey – Community Safety Officer

Directorate:

People Directorate

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Isabel Merrifield	Assistant Director Safeguarding, Performance and Quality	People Directorate	01.09.2015	14.09.2015
Craig Hickin	Head of	Place Directorate	01.09.2015	01.09.2015

	Environmental Services			
Graham Hood	Head of Streetpride and Greenspaces	Place Directorate	01.09.2015	03.09.2015
Hamish Simmonds	Head of Regulatory services	Place Directorate	01.09.2015	01.09.2015
Louise Slevin	Information Office – Community Safety Partnership	People Directorate	01.09.2015	01.09.2015
Names of approvers for submission: (officers and members)				
Finance: Nicola David	Lead Accountant	Resources Directorate	01.09.2015	3/9/2015
Legal: Andrew Burton	Solicitor	Resources Directorate	1.9.15	1.9.15
Brian Walsh	Director	People Directorate		
Members: Name				
Cllr Philip Townshend	Cabinet Member for Policing and Equalities		2.9.2015	2.9.2015

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HILLFIELDS ACTION PLAN

AUGUST 2015

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
Anti-Social Behaviour	Village Square, Pioneer House Cambridge Street Harnall Lane East/Craners Road Stoney Stanton Road Hartlepool Road Blythe Road	Increase confidence in reporting incidents through widespread dissemination of various contact details and mechanisms to report for both local residents and professionals. Gather intelligence on individuals and perpetrators of ASB for specific case management at Local Case Management Forum including any action taken.	West Midlands Police – Local Neighbourhood Policing Team CCC – Community Safety Team & Street Based Personnel Registered Social Landlords – Whitefriars, Midland Heart, Orbit	Patrol Strategy in place, whole area forms part of the daily scanning exercise. Response made to calls during duty of Neighbourhood Police Team and then response teams. Parks and Open Spaces form part of daily patrol strategy. Trigger plan is in place and available for all Coventry police officers for any offences in Swanswell Park. Contact details made available to all.
	Primrose Hill Park, Swanswell Park Signet Square Whole area	Monitor parks and open spaces.	CCC - Streetscene and Green Spaces West Midlands Police – Local Neighbourhood Policing Team	On-going monitoring WMP - Parks and Open Spaces form part of daily patrol strategy.
		Youth Workers to engage with young people in the area and provide	CCC - Youth Service	Attempts continue to be made to engage with the young people and

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
		activities where applicable. Children Centre to encourage young families to engage	CCC - Childrens Centre	families.
		If Addiction is a factor in nuisance/offending behaviour then refer relevant individuals into treatment through local case management forum	All CCC – Community Safety Team	
		Redesign features on the village square that could contribute to the ASB	CCC – Community Safety Team Whitefriars Housing Group West Midlands Police – Local Neighbourhood Policing Team	Works on the Village Square have commenced and appear to have made a difference to the ASB.
Criminal/Offending Behaviour	Hotspots include:-	Regular patrols (WMP, Sex Worker Professional organisations).		Kairos Outreach service twice a week in the whole area.
Sex Working	Gilbert Close,			WMP increased patrols at targeted times as identified by elected members
Alleged Drug Dealing	Days Close Napier St/East Street/Hood	Continued action of Operation Scarlet. Deployment of cameras in the area.		Included in operation scarlet patrols. Proactive work with kerb crawlers
				All drugs intelligence is recorded on

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
	Street Vauxhall Street Britannia Street Colchester Street Brunell Close			WMP intelligence systems and disseminated/actioned accordingly including maximising opportunities for surveillance and Warrants. Joint working has led to an eviction of a known offender who attracted large amounts of known drug users to the area.
	Primrose Hill Park Thackell Street	An extra ten Special Constables are expected to be in post in September 2015. These officers will be in Hillfields to help address issues.	West Midlands Police	Investager of the Special Constables took place 1 st September 2015.
Street Drinking	Village Square, Pioneer House Harnall Lane East Swanswell Park	Street drinking programme is in place and is being enforced.	West Midlands Police – Local Neighbourhood Policing Team Salvation Army Whitefriars	West Midlands Police patrol strategy in place, location forms part of daily scanning. Salvation Army regularly patrol and will challenge any street drinking and will pay particular attention to their clients. Whitefriars – Gateway Project conduct regular patrols around the immediate area including the Village Square and will pay particular attention to any of their problematic residents.
		Whitefriars Concierge to report incidents and take appropriate action.	Whitefriars	Incidents reported into Whitefriars systems

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
		Referral to treatment programmes through local case management forum on case by case basis	All	Use of service providers 'Hub' at premises in Paul Stacey House.
		Officers exploring shared use and monitoring of CCTV in Hillfields	CCC- Monitoring & Response, Whitefriars	On-going
		Use of signage prohibiting street drinking will be expedited for the Hillfields area. Possibility of larger signs for this area is to be considered	CCC – Street Scene & Green Spaces	Awaiting approval and delivery of signs
		Pavement stencils are to be designed for use across the city	CCC – Street Scene & Green Spaces	Awaiting approval and delivery of signs
		Cohort of recognised drinkers in the village square is targeted individually through effective multi-agency working.	All	On-going
		A tiered approach to street drinking has been agreed	West Midlands Police	In progress
		Write to premises in the area holding 'Off Licence' permits reminding them of the obligation not to sell alcohol to intoxicated and problematic individuals. Police licensing team to visit Off Licences.	CCC – Regulatory Services	Representation has been made to licensing to support the refusal of any new 24 hour licensed premises in the Hillfields area. Licensing team made visits to all 'Off License' premises on 2 nd September 2015.

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
		Re-design of the Village Square to prevent features being used by street drinkers	CCC - Community Safety Team Whitefriars Wates (Whitefriars contractors)	Re-designing the village square has begun and the area is much improved. Further works are planned.
Environmental & Street Cleaning	Village Square, Pioneer House Primrose Hill Street – Pavements Napier Street Whole Area – Flower Beds Whole Area – Fly-tipping / Rubbish Burlington Road Wellington Street pocket park	Scheduled for whole area - clean ups, grass mowing, weeding, flower bed maintenance, area inspections and clean ups. Graffiti removal	CCC - Street Services Whitefriars CCC Street Based Personnel CCC – Highways	Site maps completed. Maintenance and schedules of work agreed and actioned. Frequencies in the Environmental & Street Cleansing section are: Monthly clean of adopted highway by barrow operatives. Pavement sweeper visits fortnightly in Autumn (leaves) and monthly thereafter. Pavements currently swept by pavement sweeper Monday to Friday early morning. Road channels swept weekly. All parks have regular scheduled cleans. Currently barrow operatives on a weekly schedule on the streets mentioned. Pavement sweeper is Monday and Friday to Hillfields area.

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
	<p>Brunell Close</p> <p>Nicholls Street / Leopald Road / Alfred Road / Augustus Road Aylesford Road / Blythe Road</p>			<p>Mechanical sweeper is scheduled on a four week cycle.</p> <p>Area crew attend Primrose Hill St, Victoria St (village square) King William St (shopping area) daily</p> <p>The works on the village square have much improved the look of the area and it appears to be cleaner.</p>
		Discourage people from using the flower beds wrongly.	<p>CCC – Environment & Housing Enforcement Team</p> <p>Whitefriars</p> <p>CCC Street Based Personnel</p>	
		Removal of illegally posted advertisement posters. Cases to be investigated in line with the public enforcement policy so that appropriate action can be taken.	CCC – Environment & Housing Enforcement Team	Fly-posting, every case is taken and considered in line with CCC enforcement policy.
		Primrose Hill Street – Decoration and repair of properties / shop frontages	CCC – Property Portfolio Management	Some works have been undertaken however there is still some work to carry out.

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
			CCC – Planning Enforcement Private Landlords CCC – Occupier Support	
		Remove fly-tipping. Ensure proper use of waste bins. Cleaning of alleyways. Education programme to be adopted using pictorial leaflets. Fire service to patrol area and report back. Translate literature – re: waste removal / flytipping into relevant languages	CCC – Environment & Housing Enforcement Team CCC Street Based Personnel	Every case of fly-tipping is investigated in line with the public enforcement policy so that appropriate action can be taken. The site clearance team respond to fly-tipping reports generated by CCC contact centre.
		Maintain equipment in the parks.	CCC – Parks & Leisure Services	Swanswell Park and Primrose Hill Park are visited twice a week.
		Removal of walls in and around Napier Street	CCC – Occupier Support CCC – Planning	Napier Street walls – on-going work - applying for funding for 2014/15 financial year to carry out works to reduce some of the walls. It is not possible to remove all of the walls as some form barriers between differing ground levels. Consideration also has to be given to the fact that walls fall within the demise of individual leases and some tenants may not want to lose

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
				their boundary wall.
		Gating of specific alleyways. Alleyway clearances	CCC – Environment & Housing Enforcement Team CCC – Community Safety Team	Community Payback continues to work in the area.
Parking	Primrose Hill Street/King William Street	Parking Enforcement Officers to patrol the area more frequently.	CCC – Highways	Officers to patrol on a frequent – daily basis
	Whole area. Clifton Street	Police to pay attention to the area as patrols allow.	West Midlands Police – Local Neighbourhood Policing Team	This continues to take place
	Victoria Street Bretts Close	Highways to look at the development of what appears to be an unofficial taxi rank.	CCC – Highways	A review of the number of parking bays in conjunction with taxi owners is on-going.
Nuisance from residential premises Noise, chaotic lifestyle	Blythe Road/Jesmond Road	Case-management applied against problematic households/individuals and referrals made to applicable support programmes.	CCC - Community Safety Team	Work continues with identified households and individuals
	Coronation Road & Wren Street		West Midlands Police – Local Neighbourhood Policing Team	
	Nicholls Street			

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
		Visits to premises occupants and/or owners to address behaviour and conduct.	West Midlands Police – Local Neighbourhood Policing Team CCC - Community Safety Team Registered Social Landlords	Visits continue to take place addressing behaviour and conduct
		Police and Neighbourhood Enforcement Officers to patrol and monitor the hotspot locations.	CCC Environment & Housing Enforcement Team West Midlands Police – Local Neighbourhood Policing Team CCC – Planning Enforcement	Visits made to occupants and owners of premises where nuisance issues are evidenced. Action is taken on case by case basis and is appropriate to the volume and severity of the nuisance being evidenced. Action ranges from initial warnings through to civil interventions including premises closure, tenancy enforcement action and planning enforcement.
Area Work	Whole Area	Engagement with the residents and devise an area plan to encourage better community relations	CCC- Community Development Service	The initial stakeholders group meeting is arranged for 15 September 2015.
		Officers exploring shared use and monitoring of CCTV in Hillfields	CCC- Monitoring & Response,	On-going

ISSUE	SPECIFIC LOCATIONS / HOT SPOTS IN HILLFIELDS	ACTION IN RESPONSE	LEAD AGENCY	PROGRESS TO DATE
			Whitefriars	



Cabinet Member for Policing and Equalities

24 September 2015

Name of Cabinet Member:

Policing and Equalities - Councillor Townshend

Director Approving Submission of the report:

Executive Director of Place

Ward(s) affected:

Whoberley

Title:

Progress report on improvements made to the environment and security of the Hearsall area of Coventry

Is this a key decision?

No

Executive Summary:

A petition of 184 signatures was originally submitted on 25 March 2014 by Whoberley Ward Councillors B Singh and Howells.

The petition asked the Council to implement a variety of measures to address environmental issues which if addressed would be likely to improve the security of the Hearsall area, in the ward of Whoberley.

The remaining issue is the obstruction caused by wheelie bins stored on the pavement. This report provides details of additional measures taken by Council Officers to address these issues as recommended by Cabinet Member on 23 April 2015.

Recommendations:

The Cabinet Member is recommended to:

1. Request Officers to:
 - a. Continue to monitor the area to ensure that the progress made in removing wheelie bins from the street is maintained.
 - b. Continue to work with the local residents' group and support them when and where required.

List of Appendices included:

Appendix 1: A before and after comparison of powers available to the Council following decriminalisation of the s.46 Environmental Protection Act 1990 offences

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

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

No

Will this report go to Council?

No

Context (or background)

1. Context or background

- 1.1 A petition was submitted to Cabinet Member on the 25 March 2014 by Councillors B. Singh and Howells. The petition asked the City Council to improve the cleanliness and address environmental issues, which if addressed were likely to improve the safety and security of the Hearsall area of the city.
- 1.2 A report in response to the petition was presented to Cabinet Member meetings on the 3rd July 2014, 2 October 2014, 22 January 2015 and 23 April 2015.
- 1.3 The Neighbourhood Enforcement Officer Team (NEO) implemented the Care for Our Area/Hot Street project during the summer months in 16 specific streets in the Hearsall area of the city. The aim was to reduce the number of cases of fly-tipping and the number of wheelie bins stored/left on the pavement between collection days. This was accomplished through a dual track approach i.e. delivering targeted education for residents alongside enforcement where appropriate and necessary.
- 1.4 During this period our Officers have routinely met with the local residents' group which has been proactive in their neighbourhood.
- 1.5 In addition Cabinet Member made the following recommendations:
 - Request that 'wheelie bin etiquette' packs be reissued to all properties in Melbourne Road and Sovereign Road;
 - Seven days after the packs have been issued, warning notices be distributed to those properties in Melbourne Road and Sovereign Road where the bins still remain on the street;
 - That eleven days after the service of such notices, the Head of Environmental Services be directed to consider the issuing of fixed penalty notices in respect of on-going breaches.;

- The Legal Services Department of the City Council identify by whatever means appropriate (HM Land Registry/Office Copy Entry Searches) the owners of relevant properties in Melbourne Road and Sovereign Road and write to them duplicating the issues referred to in recommendations 1 – 3 above;
- Request a further report to be submitted to the Cabinet Member meeting scheduled for 24 September 2015. This report is to provide a short update in respect of the implementation of recommendations above and should incorporate advice from the Legal Services Department as to what action if any can be taken in respect of breaches in relation to signage.

2. Options considered and recommended proposal

- 2.1 Following the Cabinet Member meeting, NEOs have continued to educate and deliver leaflets and use enforcement powers where necessary in the Hearsall area.
- 2.2 Wheelie bin etiquette packs were distributed in accordance with Cabinet Member's wishes and NEOs have served a total of 117 Section 46 Notices to date. This seems to have had the desired effect, as there has been no need to issue Fixed Penalty Notices up to the writing of this report.
- 2.3 **Bins on street.** This initiative has led to a significant drop in fly-tipping. All the bins which were previously stored on the street are now being stored in rear gardens or within the curtilage of the particular property (unless the household had been issued with an exemption).
- 2.4 The NEOs will continue to challenge any residents who are not prepared to work with their neighbours to address this issue.
- 2.5 **Recommendations.**

Cabinet Member is recommended to:

- a. Request officers continue to work with the local residents' group and support them when and where required.

3 Results of consultation undertaken

- 3.1 Officers from the Council continue to work with and respond to requests from the local resident's group.

4 Comments from Executive Director, Resources

4.1 Financial implications

There are no financial implications arising from this report. All activities are financed from within existing budgets.

Legal implications

Since officers last reported, section 58 of the Deregulation Act 2015 removed the criminal sanction of not complying with a section 46 Environmental Protection Act 1990 Notice. (This came into force on 15 June 2015). This is the key piece of legislation used in dealing with wheelie bins left on the pavement between the weekly of refuse collection. The differences between the old and amended legislation can be seen in Appendix 1.

Council officers have adapted their procedures accordingly and will seek to ensure that the net effect of their actions delivers comparable results.

5 Other implications

None

5.1 How will this contribute to the Council Plan? (www.coventry.gov.uk/councilplan/)

5.2 There are clear research findings that show that the local environmental quality in a person's living environment has a significant impact on their health and well-being. Residents in areas which have a low environmental quality often have an increased "fear of crime". This particular tool will contribute to the Council's key objectives to 'create an attractive, cleaner and greener city' and 'make communities safer together with the police, to reduce crime and anti-social behaviour.

5.3 How is risk being managed?

5.4 Officers will continue to patrol the area for the duration of the initiative. Thereafter, Officers will respond to individual service requests from this area on a case by case basis.

5.5 What is the impact on the organisation?

None

5.6 Equalities / EIA

N/A

5.7 Implications for (or impact on) the environment

See paragraph 5.2.

5.8 Implications for partner organisations?

None

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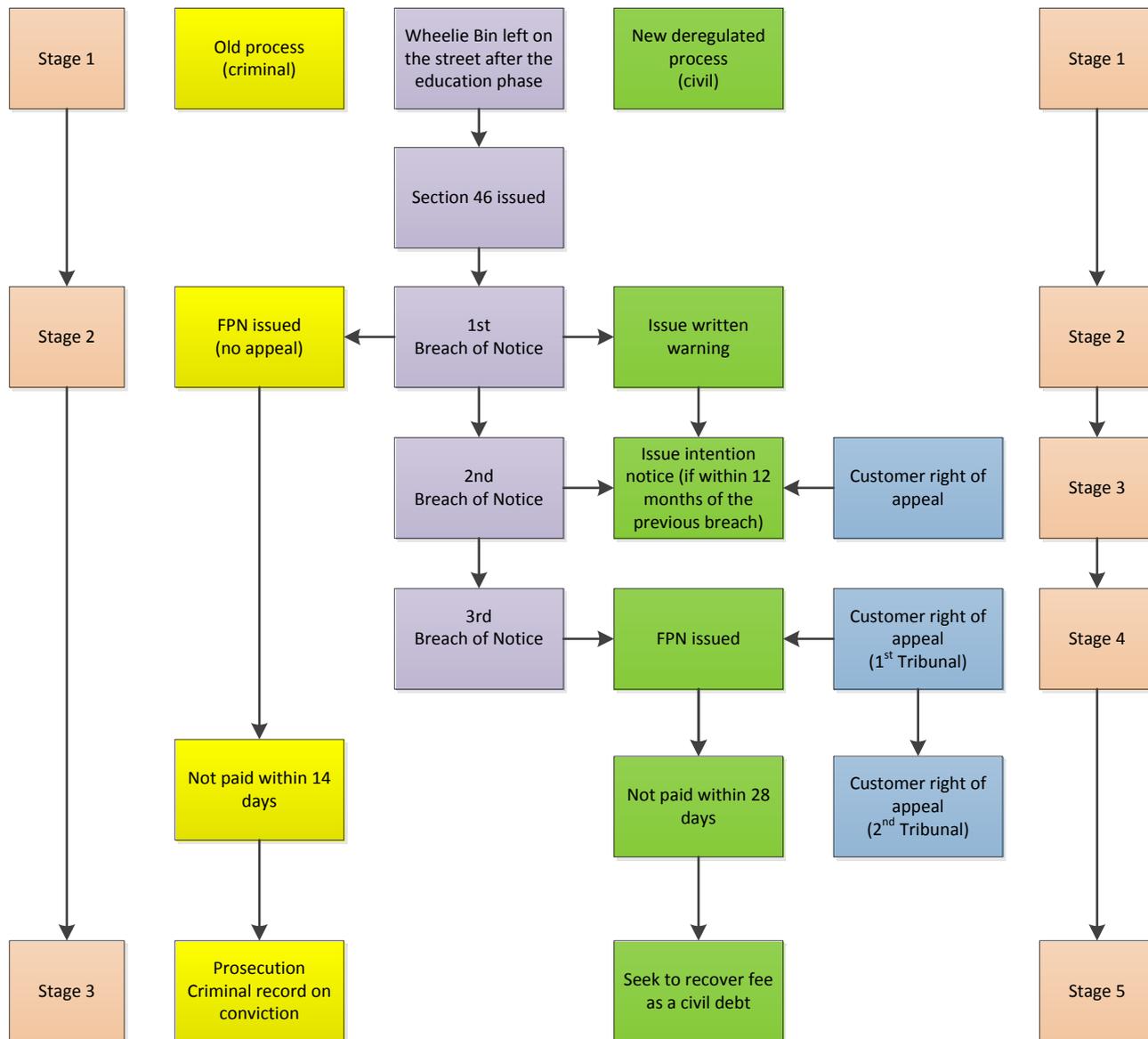
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Andrew Walster	Assistant Director	Place	24.08.15	14.09.5
Martin Yardley	Executive Director	Place		
Members: Councillor Phillip Townshend	Deputy Leader	Policing & Equalities	15.09.15	

This report is published on the Council's website: www.coventry.gov.uk/councilmeeting

Appendix 1: A before and after comparison of powers available to the Council following decriminalisation of the s.46 Environmental protection Act 1990 offences.

Environmental Protection Act 1990 (prior to 15th June 2015)	Environmental Protection Act 1990 (as amended by the deregulation Act 2015)
Criminal Offence to breach a section 46 notice	It is no longer a Criminal Offence to breach a section 46 Notice
Offence is committed if the conditions of the notice are breached.	Offence is committed if the conditions of the notice are breached and cause a nuisance (or is likely to be a nuisance) or is detrimental to the amenities.
Opportunity to discharge criminal liability by a FPN of £60 which must be paid within 14 days.	Local Authority must issue a written warning if the person fails to comply with a section 46 notice.
No Appeal process in place. None payment would result in a court appearance and potential prosecution, with a resulting criminal record.	If the failure to comply is continuous the council must specify a date on the written warning by which to comply. If the person fails to comply, a 'Notice of Intent' must be issued to allow the person 28 days to make representation to the council. If it is not continuous, only if the person commits another offence or similar within a year of the first offence can a 'Notice of Intention' be issued. Again the person has 28 days to make representation to the Council.
	If representations are rejected, a FPN of £60 can be issued. This is payable within 28 days. The amount is reduced to £40 if paid within 14 days.
	Appeal is possible to a First-Tier Tribunal where the FPN is confirmed or rejected. A further 28 days is allowed after the ruling to pay the fixed penalty.
	Further appeals can be made to a Second-Tier Tribunal.
	If the FPN is not paid, the Council will need to recover the money as a civil debt.



Key

Column 1 & 6 = various stages

Column 2 = The old criminal process

Column 3 = Offences

Column 4 = New deregulated civil process

Column 5 = Appeal stage in the new deregulated civil process



Coventry City Council

Public report
Cabinet Member

Cabinet Member for Policing and Equalities

24 September 2015

Name of Cabinet Member:

Cabinet Member for Policing and Equalities – Councillor Townshend

Director approving submission of the report:

Executive Director of Resources

Ward(s) affected:

None

Title:

Annual Report of the use of the Covert Surveillance of Employees Policy and Procedure and Processing CCTV Footage: Alleged Employee Misconduct Procedure

Is this a key decision?

No

Executive summary:

To update the Cabinet Member for Policing and Equalities on the use of the Covert Surveillance of Employees Policy and Procedure and Processing CCTV Footage: Alleged Employee Misconduct Procedure.

Recommendation:

The Cabinet Member is recommended to:

- (1) Note the position outlined in the report;
- (2) In light of the limited use of these procedures, to request that the Monitoring Officer provide a report to the Cabinet Member for Policing and Equalities on an annual basis identifying the number of applications made through these procedures and any other relevant issues, which report will be considered in private if necessary where data and information about individuals is referenced in the report.

List of Appendices included:

None

Other useful documents:

None

Has it or will it be considered by scrutiny?

No

Has it, 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:

Annual Report of the use of the Covert Surveillance of Employees Policy and Procedure and Processing CCTV Footage: Alleged Employee Misconduct Procedure

1. Context (or background)

- 1.1 When these procedures were approved (i.e. Covert Surveillance of Employees Policy and Procedure in March 2013 and the Processing CCTV Footage: Alleged Employee Misconduct Procedure in January 2015), it was agreed that the relevant Cabinet Member would receive an annual report of activity through these procedures. Given the limited number of requests received, it has been determined that a combined report would provide a better overview of both proactive and reactive approaches used by the Council in response to potential employee misconduct through these procedures.
- 1.2 Covert Surveillance of Employees Policy and Procedure – The procedure is based initially around a concern being raised with Human Resources and Internal Audit around employee conduct. If after considering this matter, the Chief Internal Auditor determines that covert surveillance is appropriate, an application is completed and submitted to the Monitoring Officer or Deputy Monitoring Officer for consideration.

Over the last year, only two applications have been made under this procedure. In one of these cases, this was raised as an enquiry rather than through a formal application as the urgency of the issue required an immediate view on whether the application would likely to be approved or not. Whilst the number of applications is low, this needs to be considered in the context that the procedure was never intended to be used significantly given:

- The expectation that covert surveillance of employees should only be undertaken in exceptional circumstances.
- The type of serious malpractice incidents where surveillance would be considered is limited.
- Employee surveillance activity over the last few years has been limited to on average two or three requests a year.

The two applications were both raised by management in the Place Directorate and related to concerns that employees were taking unapproved absence during the working day and not recording / declaring this on timesheets. Both of the applications were rejected as it was determined that not all reasonable alternatives (i.e. further management actions to substantiate and address concerns) to surveillance had been considered. Whilst the option is available to resubmit applications once all reasonable alternatives have been considered, no further applications have been made in these cases.

- 1.3 Processing CCTV Footage: Alleged Employee Misconduct Procedure – If a Manager wants to access CCTV footage to investigate alleged employee misconduct, they must liaise with the Council's Chief Internal Auditor. If he is satisfied that the processing of the footage is necessary and proportionate in all the circumstances and that alternative investigation methods have been exhausted or are not appropriate, he will submit an application to the Monitoring Officer or Deputy Monitoring Officer for consideration. It is worth noting that as CCTV is generally in public areas, the level of intrusion is less when compared with covert surveillance.

Over the last year, five applications have been made. These are summarised in the table overleaf.

Table One: Summary of CCTV Applications in respect of alleged employee misconduct

Ref	Directorate	Alleged Incident	Application Approved / Rejected	Outcome
1	Place	Theft	Approved – No alternative options left as investigation had identified no further lines of enquiry.	CCTV provided no evidence
2	People	Altercation between two Council officers	Approved – Both employees agreed to footage being accessed in order to provide clarity on the incident.	CCTV inconclusive
3	People	Theft	Approved – No alternative options to pursue issue.	CCTV inconclusive
4	Place	Theft	Approved – No alternative options to pursue issue.	CCTV provided no evidence
5	People	Inappropriate use of Council asset	Approved – Employee agreed to footage being accessed in order to provide clarity on the incident and this view was supported by Investigating Officer.	N/A – Investigation on-going at time of report

2. Options considered and recommended proposal

The Cabinet Member is recommended to:

- (1) Note the position outlined in the report;
- (2) In light of the limited use of these procedures, to request that the Monitoring Officer provide a report to the Cabinet Member for Policing and Equalities on an annual basis identifying the number of applications made through these procedures and any other relevant issues, which report will be considered in private if necessary where data and information about individuals is referenced in the report.

3. Results of consultation undertaken

- 3.1 Whilst the recommendations in this report do not require consultation to be undertaken, we have shared the report with Trade Unions given their involvement in developing both of the procedures.

4. Timetable for implementing this decision

- 4.1 There is no implementation timetable as this is a monitoring report.

5. Comments from the Executive Director of Resources

5.1 Financial Implications

There are no direct financial implications associated with this report.

5.2 Legal implications

Both procedures can involve the processing of personal data (e.g. recording movements of employees) and therefore, the Council must ensure it complies with the requirements of both the Data Protection Act 1998 and Human Rights Act 1998. Under Article 8 of the Human Rights Act, everyone has the right to respect for his private and family life, his home and his correspondence. To satisfy Article 8, the processing of requests through these procedures must be both necessary and proportionate. Through adherence to the procedures in place, the Council will ensure it applies with its obligations under both acts as well as complying with the Information Commissioner's guidance on CCTV, the Information Commissioner's Employment Practice Code, and the Surveillance Camera Code of Practice 2013 in respect of CCTV usage.

5.3 Human Resources Implications

Failure to comply with these procedures is likely to render any evidence obtained inadmissible in any subsequent disciplinary or legal proceedings; and may lead to disciplinary action against the employee who has not followed the procedures.

6. Other implications

6.1 How will this contribute to achievement of the council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / LAA (or Coventry SCS)?

Any approved applications made through these two procedures will help support the Council by assisting to prevent and detect a potential crime and or serious malpractice in respect of employees.

6.2 How is risk being managed?

The requirement for the Council to seek Monitoring Officer / Deputy Monitoring Officer approval for any applications made through these two procedures and reporting to Cabinet Member reduces the risk of the Council unfairly and unlawfully processing personal data and / or undertaking surveillance inappropriately and unlawfully. This will help ensure that the rights of employees are protected and any evidence obtained from such use will be admissible in a disciplinary hearing and or a court of law.

6.3 What is the impact on the organisation?

There is no additional impact on the Council.

6.4 Equalities / EIA

Both procedures have been developed to ensure that when it is necessary for CCTV footage to be processed or surveillance to be undertaken in respect of alleged employee misconduct, employees are treated in a consistent and fair way to ensure compliance with the Equalities Act 2010.

6.5 Implications for (or impact on) the environment

There are no implications on the environment.

6.6 Implications for partner organisations?

There are no implications on the partner organisations.

Report author(s):

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Directorate:

Resources

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Councillor Townshend	Cabinet Member for Policing and Equalities		02.09.2015	02.09.2015

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Public Report Cabinet Member

Cabinet Member for Policing and Equalities

24 September 2015

Name of Cabinet Member:

Cabinet Member for Policing and Equalities - Councillor Townshend

Director approving submission of the report:

Director of Public Health

Ward(s) affected:

All

Title:

Equality strategy – end of year progress report 2014/15

Is this a key decision?

No

Executive summary:

The Council's Equal Opportunities policy states the Council's belief that:

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

The current equality strategy was approved in March 2013. The strategy sets out how the Council will deliver the equal opportunities policy and also how it will comply with the requirements of the Equality Act 2010.

This report provides an overview of progress in relation to the equality strategy for 2014/15. This includes a summary of progress in relation to the Council's equality objectives (appendix A) which are linked to the priorities in the Council Plan.

The Council's current equality strategy approved in March 2013 runs until March 2016. A review of the current strategy will take place with a view to producing a draft revised document for consultation. The intention will be to produce a revised strategy by the end of March 2016.

Recommendations:

Cabinet Member is requested to:

- (1) consider the progress made on implementing the equality strategy;
- (2) approve the end of year 2014/15 progress report on the Equality Objectives; and
- (3) request a review and update of the Council's equality strategy to be published by March 2016.

List of appendices included:

Appendix A Progress report on the Council's equality objectives 2014/15

Other useful background papers:

Equality strategy 2013-16

Council Plan performance 2014/15 and revised Council Plan 2015 (Cabinet, 7 July 2015)

Has it been or will it be considered by Scrutiny?

No, the half year report will go to Scrucro

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:

1. Context (or background)

- 1.1 The current equality strategy was approved in March 2013 and is due to be refreshed by for March 2016. It sets out how the Council will deliver the equal opportunities policy as well as the requirements of the public sector equality duty in the Equality Act 2010 and the Specific Duties Regulations 2011. The equality strategy identified the following actions that the Council would take to implement the strategy:
- to gather and analyse equality information to inform the development and delivery of Council services;
 - to develop specific measures for the Council's equality objectives and identify gaps in data;
 - to report progress on the equality objectives twice a year through the Council Plan;
 - to regularly monitor and report on the equality objective and equality analysis through the equality strategy;
 - to develop trends analysis on the equality objectives; and
 - to review and revise the equality strategy in line with the Council Plan.

This report provides an update of progress on implementing the strategy as well as progress in relation to the Council's equality objectives for 2014/15.

- 1.2 The Equality Act identifies nine protected characteristics which need to be considered when assessing the equality impact on Council decisions and services. These are: age; disability; gender reassignment; marriage & civil partnership; pregnancy and maternity; race / ethnicity; religion and belief; sex; and sexual orientation. 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).
- 1.3 The Council has a legal requirement to set at least one equality objective. The Council has set its equality objectives in the context of the Council Plan. The Council Plan was approved in January 2014 and this sets out the aspiration and priorities for the Council for the next ten years. Following a period of consultation the Council's equality objectives were revised in 2014 alongside the plan.
- 1.4 The Cabinet received a report of progress in relation to Council Plan priorities in July 2015. It was noted that good progress had been made in many areas and in particular in the context of continued cuts to government grants meaning that in 2015 the Council has £200 less to spend per person as compared to 2010. The equality objectives are also reported in this context including the city's recovery from the worst global recession; the impact of welfare reform changes and the disproportionate impact on metropolitan areas like Coventry; the highest demand for some services and at a time when councils are facing the deepest budget cuts ever; and a significant reduction in the Council's workforce at all levels.

Options considered and recommended proposal

2.1 Equality objectives

Appendix A contains a summary of progress in relation to the Council's equality objectives for 2014/15. Progress is presented in relation to the Council Plan themes of globally connected and locally committed. In addition equality objectives relating to the Council's workforce are reported through the workforce profile.

- 2.0 The progress report in appendix A contains headline measures and where available the subsets of data collected to demonstrate the impact on different groups protected by the Equality Act. This also includes contextual information to describe what is happening in Coventry and how this compares to elsewhere. Where headline indicators have been reported previously, progress has been compared with previous years. The report is in three parts: the report begins with the overall impact on each of the protected characteristics; followed by commentary on each of the equality objectives set out by each of the Council Plan priorities (globally connected, locally committed, delivering our priorities with fewer resources); and concludes with a table setting out the performance of the Council's equality indicators.
- 2.1 There are currently 78 equality indicators. Of these, 37 have improved, 8 stayed the same, and 17 got worse, and it is not possible to say for the remaining 16 indicators. Overall, 58% of indicators improved or stayed the same, that is, 45 of 78 indicators. At half year, 36% (25 of 70 indicators measured) improved or stayed the same. It is not always possible to say whether an indicator has improved or not. This is because for some indicators, it is not possible to say whether a change represents good or poor performance; or with other indicators, the way that it is measured has changed making comparisons impossible.
- 2.2 All equality objectives have the potential to make a difference to people belonging to groups protected by the Equality Act 2010. The progress report sets out where the impact is currently being monitored for each of the objectives. The groups monitored will be revised as appropriate in light of service reviews and the outcomes of future equality and consultation analyses (ECAs).
- 2.3 Overall, there have been some positive trends: the recovering economy has resulted in an increase in the employment rate and reduction in unemployment – especially for women. However, this has not been reflected in people's pay packets yet, and the gender pay gap has widened.

Crime has continued to fall and although hate crime incidents has increased – it is not clear from the evidence whether this is due to actual increases in hate crime or in reporting. Fly-tipping, which blights some of the city's more deprived neighbourhoods, have gone up.

There have been some increases in life expectancy and progress made in education – especially in the early years and at key stage 2 where the vast majority has made progress, however at secondary there remain too many disadvantaged pupils, especially boys and looked after children, who do not achieve five good GCSEs. The city's investment into domestic violence and abuse services mean that more people who experienced domestic violence or abuse feel able to come forward – although there are too many repeat victims.

- 2.4 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 forums like the disabled people's strategic forum, employee networks and external groups like the interfaith and communities group, sexual orientation and gender identity advisory group and the disability equality advisory panel. Examples of these are included in appendix A.
- 2.5 **Equality information**
The Council publishes relevant, proportionate information demonstrating compliance with the equality duty of the equality act. Updated equalities information and analysis continues to be provided on the equality and diversity pages on the Council's website at www.coventry.gov.uk/equality/. The publication of the equalities information and analysis contained in this report also contributes to this requirement.

2.6 Equality and consultation analysis (ECA)

The Council carries out ECAs on key policy decisions and proposed service changes to assess the potential impact both positive and negative on protected groups in the city. ECAs are used to make sure that the Council is mindful of:

- improving equality of access to services;
- achieving a culture of respect for people from different backgrounds;
- challenging harassment and discrimination;
- ensuring that the Council's employment opportunities are fair and
- that the workforce is representative of the ethnic makeup of our city.

2.7 The Council considered the equality impact of the budget proposals for 2015/16 by looking across all major areas of the new focus. Equality analysis is underway for major areas such as kickstart (the Council's transformation programme), city centre first and the workforce strategy proposals. The detailed impact of these programmes will be considered by elected members at the appropriate stages of decision making.

2.8 Health inequalities & Marmot

Since Coventry became a Marmot City in 2013 there has been progress in outcomes across health and across society. As well as a narrowing of the life expectancy gap (from 11.2 years to 9.8 years for men and from 8.6 years to 8.5 years for women), there have been improvements in educational development, health outcomes, life satisfaction, employment and reductions in crime in priority locations.

On 26 March 2015 a national conference, 'Making a Difference in Tough Times', was held in Coventry to share the city's achievements as a Marmot City, where Professor Sir Michael Marmot congratulated Coventry on its approach and progress achieved so far. Partners also worked together to develop a case study report and film, which can be accessed at http://www.coventry.gov.uk/info/176/policy/2457/coventry_a_marmot_city.

Professor Sir Michael Marmot also committed to continue to work with Coventry for a further three years, in partnership with colleagues from Public Health England. Public health will be working with partners to develop a Marmot strategy and further indicators for the next three years based on the Marmot policy objectives outlined in 'Fair Society, Healthy Lives'. This will be aligned to the health and wellbeing strategy, which will be a key enabler for addressing inequalities in the city.

2.9 Workforce

As at 31 March 2015 the total number of contracts was 5,778 (excluding schools and casual posts). This compares to 6,270 contracts as at 31st March 2014. The equality data for March 2015 workforce showed:

	31 March 2015		31 March 2014	
	Contracts (no.)	Contracts (%)	Contracts (no.)	Contracts (%)
Female	4,054	70.2	4,445	70.9
Black / Minority Ethnic Group (BME)	945	16.4	1,023	16.3
Declared disability	334	5.8	379	6.0
Total	5,778	100	6,270	100

For employees at senior management level (Hay graded and chief officers) this showed:

	31 March 2015		31 March 2014	
	Contracts (no.)	Contracts (%)	Contracts (no.)	Contracts (%)
Female	56	50.5	60	50
Black / Minority Ethnic Group (BME)	7	6.3	9	7.5
Total	111	100	120	100

The Council's workforce is more representative of the community it serves in the lower grades and this has remained fairly static in comparison to last year. The number of senior manager contracts has reduced by nine and whilst the percentage of female senior managers has remained at a similar level, the percentage from black/minority ethnic groups has reduced slightly as a result of a reduction of two contracts. As the numbers of vacancies continue to decrease, there are fewer opportunities to recruit. The focus for the Council is therefore to develop existing staff through coaching, mentoring, and leadership programmes.

The Council undertook a gender pay audit on the March 2015 payroll of employees on the Coventry terms and conditions evaluated using the National Joint Council for Local Government Services (green book) job evaluation scheme. This covers the majority of Council employees including school support staff, but excluding teachers. Further details are set out in appendix A.

3. Results of consultation undertaken

- 3.1 Consultation on the current equality objectives took place in 2014. 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. Progress for the half year 2015/16 will be reported alongside the Council Plan.
- 4.2 A revised equality strategy will be published by March 2016. A draft will be presented to the Cabinet Member for Policing and Equalities prior to going out to formal consultation.

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 and the progress report 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; and
- 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 key priorities?

The equality strategy sets out the equality objectives to help the Council achieve the overall priorities set out in the Council Plan (www.coventry.gov.uk/councilplan/). 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 / EIA

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. Furthermore an equality analysis will be undertaken when the Council's equality strategy is revised.

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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This report is published on the Council's website:

www.coventry.gov.uk/meetings/

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Equality strategy progress report

2014/15 end of year progress report · Coventry City Council · September 2015

Equality: at the top of the Council's priorities

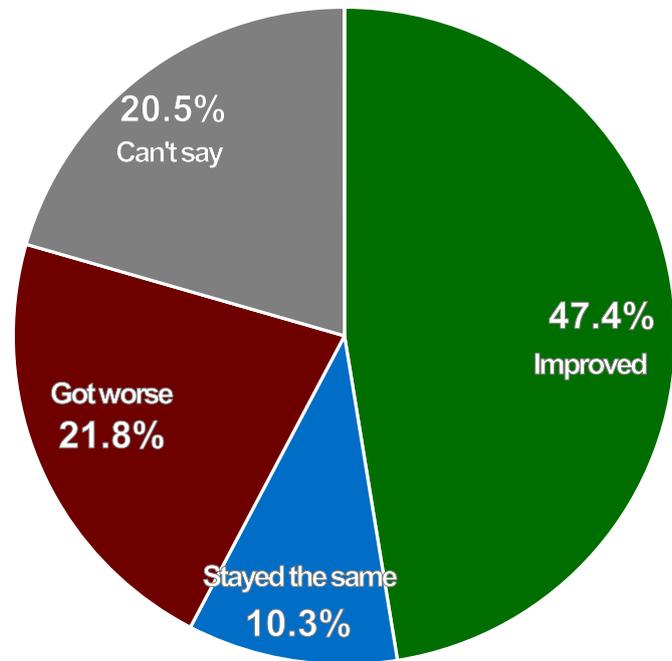
This July, the Council revised its Council Plan, setting out its ambition for Coventry to be a top ten city again. As part of this, the Council has made it clear that the proceeds of growth must be broadly shared by local residents. One way that the Council ensures this is by making sure equality is a top-level priority – and aligning its equality objectives with the Council Plan. The Council's equality strategy sets out the Council's actions and activities to meet the three aims of the Equality Act 2010: to eliminate unlawful discrimination, harassment, victimisation; to advance equality of opportunity; and to foster good relations through community cohesion work delivered through partnership working and the specific duty to set equality objectives and publish information demonstrating compliance with the duty. This progress report also sets out the Council's performance towards its equality objectives between April 2014 and March 2015. Using key headline indicators together with an analysis of equality issues and contextual information, the report assesses the Council's progress towards equality and identifies trends on different groups of people protected under the Equality Act 2010. In turn, this will help identify the priorities for equalities in the future.

Equality: the impact on Coventry residents

There are currently 78 equality indicators. Of these, 37 have improved, 8 stayed the same, and 17 got worse, and it is not possible to say for the remaining 16 indicators. Overall, 58% of indicators improved or stayed the same, that is, 45 of 78 indicators. At half year, 36% (25 of 70 indicators measured) improved or stayed the same.

It is not always possible to say whether an indicator has improved or not. This is because for some indicators, it is not possible to say whether a change represents good or poor performance; or with other indicators, the way that it is measured has changed making comparisons impossible. Examples of the former include hate crime and domestic violence; examples of the latter include education statistics where the government has changed the indicator definition.

The following summarises the equality impacts on groups protected by the Equality Act 2010 and local priority groups.



Age

Young people

According to the end child poverty campaign, 29% of Coventry children overall are in relative poverty compared to 25% nationally. Last year, 59.6% of children achieved a good level of development by the age of five, close to the national figure. At key stage 2, there has been a five percentage point increase in pupils who attained Level 4 or above in reading, writing and maths – but this remains below the national average. At GCSE, 52.3% of pupils achieved five or more GCSEs at grades A*-C including English and Maths on first entry; slightly below the national average.

To enable a good level of development for all children the Council is working on a new service delivery model called the Acting Early Programme by reconfiguring the delivery of community midwifery, health visiting and children's centre services into integrated teams, the programme aims to give every child the best start in life.

Coventry has a higher number of young people who are not in education, employment or training compared to the region and England. The jobs and growth strategy has had a particular focus on supporting young people into employment – this year, nearly 300 young people have been supported into work, further education, self-employment or another positive outcome. Social benefits have been delivered by linking suppliers with local schools. The Council has encouraged education to employment links to boost the confidence and to raise awareness of various career options for young people.

An equality issue exists around Department for Work and Pensions (DWP) benefit sanctions: jobseekers allowance claimants who are young, male or black and of minority ethnic origin are more likely to be sanctioned.

The police continue to monitor the number of domestic violence incidents where children are present; and through the multi-agency safeguarding hub, the Council and its partners are tackling child sexual exploitation.

Older people

Coventry is part of the World Health Organisation's Age Friendly Cities programme, where the Council is working with partners including Coventry University and Age UK to make the city more friendly for older people. A Programme Manager has been appointed to coordinate the Coventry programme and older people are being given a voice on the board overseeing the programme. In consultation with older people, the following areas have been identified as a priority – social participation, transport and communication.

The Council's commissioning and personalisation plan helps 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 – giving them choice and control over the support they receive. In partnership the Council also provides Housing with Care Schemes as a means to supporting individuals to remain as independent as possible for as long as possible.

The rate of falls in people aged 65 and over has increased.

Disability

The Council continues to encourage disabled people to have access to services to live healthier and independent lives. This includes activities delivered through the dementia strategy, learning disabilities strategy, sports strategy and a mental health asset & needs analysis.

Support is provided to disabled people to get into employment and to gain work experience through the employment support service including supporting people with a learning disability, people with a physical impairment and people with severe mental health difficulties. Through the access development group, disabled people are able to have their say about developments in the city centre including the public realm works.

Narrowing the gaps in educational achievement for all vulnerable groups, particularly those with special educational needs and disability continues to be a priority for the Council through the education improvement strategy.

The Council is continuously improving services to its employees. More recently the Council has introduced a formal process for employees to request reasonable adjustments, providing more information for managers; encouraging front line staff to take up British Sign Language and raising awareness of mental health with managers.

Gender reassignment

There are no changes to the number of sex, gender or transgender related crime incidents since the half year position, when two incidents were reported across the city. 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.

Gender and sex

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.

The recovering economy has resulted in an increase in the employment rate and reduction in unemployment – especially for women. However, this has not been reflected in people's pay packets yet, and the local gender pay gap widened slightly from 2013 to 2014. Coventry and the West Midlands continue to experience a larger gender pay gap than nationally. This is explained by the higher proportion of women working in jobs that tend to be lower paid, and the comparatively high proportion of jobs in the male-dominated and reasonably well-paid skilled trades, process, plant and machine operatives and elementary occupations – reflecting the region's heritage as a manufacturing centre.

Girls do better than boys at every stage of schooling – right from the early years, through 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.

In 2014/15, 5,849 people experiencing domestic violence and abuse reported incidents of the crime to the police. This is an increase from the previous year and is the result of improvements to identification and recording of incident logs. This is welcomed as it suggests people are willing to report incidents to the police. A new single point of access service for all people experiencing domestic violence and abuse was launched last September, increasing provision for women and children – particularly older children; and introducing support for men.

In 2014/15 there were 77 women who accessed the midwifery service that had been affected by FGM. Police data shows that 80 referrals were from Coventry. In 2014/15 there was an increase of 107 sexual assaults referred to the sexual assault referral centre – an increase of 38%. The vast majority of clients seen (89%) are female. The Council continues to work with partner agencies to raise awareness, improved data collection, support better enforcement of the law, offer training and develop better safeguarding procedures and a website.

Marriage & civil partnership

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.

Pregnancy & maternity

Breastfeeding is good for mother and child. There has been an increase in the number of infants checked who were totally or partially breastfed at six to eight weeks after birth as compared to previous year figures. A range of services are available for breastfeeding mothers including 'parentcraft' classes, antenatal education, breastfeeding support groups and a new breastfeeding app for the smartphones.

In 2014/15, 12.3% of new mothers smoked at the time of delivery, this is down from 13.0% in 2013/14 and consistent with general reduction in smoking nationally.

Race/ethnicity

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 attained above the national average, however, mixed white/black African and Caribbean pupils and Roma/gypsy pupils made significantly less than expected progress.

323 racist incidents were recorded in 2014/15, 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

In 2014/15, twelve religiously-motivated hate crimes were recorded. This is an increase on the ten recorded in 2013/14. Police are more aware of the importance of recording religious crimes appropriately. The Council continues to hold regular meetings with representatives of faith communities to identify potential issues for 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 is the production of bereavement protocols which include burials within 24 hours and coffin-free burials, better meeting the needs of some faith and religious communities.

Sexual orientation

In 2014/15, 26 homophobic incidents were recorded, compared to 16 in 2013/14. The Council meets with the sexual orientation advisory panel to identify issues and concerns for 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.

Looked after children

Coventry continues to have a high number of children known to social care, placing immense pressures on services. A new multi-agency safeguarding hub began operation last September, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision making to safeguard children. There was an increase in the number of adoptions completed as compared to the previous year. This year more resources were allocated to help fund additional placements and social work staff. Improving educational attainment for Looked after children continues to be a priority at early years, key stage 2 and key stage 4.

Carers

Nearly a third of the city's working age population is economically inactive and of these around a third are carers looking after family at home. This is more than the regional average. Coventry has a proud history of supporting carers with innovative schemes like carers response emergency support service, training for carers and a dedicated information and advice service. The Council continues to be involved in Carers Week and marking Carers Rights Day.

Deprivation

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.

Coventry residents are worse off having seen a decrease in their pay together with an increase in the cost of living. Estimates also suggest that welfare reform has cost the local economy £112m per year, and disproportionately affected poorer areas in the city.

Changes to housing benefit have disproportionately affected people in private rented accommodation; couples and disabled people. Foleshill continues to have the highest rate of jobseekers allowance claimants in Coventry (4.1%) compared to 0.4% in Wainbody.

The number of households who were accepted as statutorily homeless has gone up to 635 households as compared to 551 for the previous year.



Globally connected

Promoting the growth of a sustainable Coventry economy

The Council has made it a key priority to promote the growth of a sustainable Coventry economy and making sure that residents share in the benefits of growth. The equality dimensions are explored in this section of the report.

Supporting businesses to grow & raising the profile of the city

The Coventry and Warwickshire Growth Hub offers tailored advice and support to business owners in Coventry, with the aim of removing barriers to growth in local businesses – creating local jobs for local people. In 2014/15, 19% of businesses engaged by the Growth Hub had female contacts; and 23% of Coventry businesses dealt with by the Growth Hub are based in the city's most deprived wards of Binley and Willenhall, Foleshill, Henley and Longford, helping create jobs and economic activity in those areas.



Creating the infrastructure for the city to grow & thrive; developing the city centre for the 21st century

The Council has secured millions of pounds of investment from the European regional development fund to improve the city's road networks as well as the city centre public realm. These works makes the city more attractive and more accessible for disabled people. Through the access development group, local disabled people played a role in shaping the plans, eliminating the barriers that prevent disabled people from accessing city centre venues. This year, the group worked to improve city centre mapping; raise awareness of route closures whilst development works took place; helped with appropriate signage to ensure wheelchair users were able to get to the railway station whilst the bridge deck was completed; and helped with the installation of an improved pedestrian island at the Whittle Arch and two zebra crossings in Fairfax Street. In the coming year the group will be involved with improvements to the design of the Council House pedestrian crossing, which will enable a visually impaired person to interact with the crossing via a smartphone app.



The new Cathedral Lanes restaurant quarter, where all units are accessible from the ground floor.

Helping local people into jobs

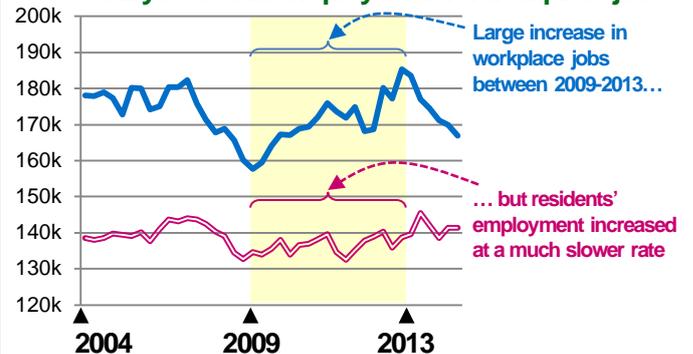
There are good signs that the economy is recovering: workplace jobs and employment levels have risen while unemployment has fallen to its lowest levels since 2008. However, while more people are in work, wages have gone down.

Increase in workplace jobs

In 2009-2013, a substantial number of jobs were created. However there are some concerns that residents are not getting these jobs and one survey suggests workplace jobs declined in 2014.

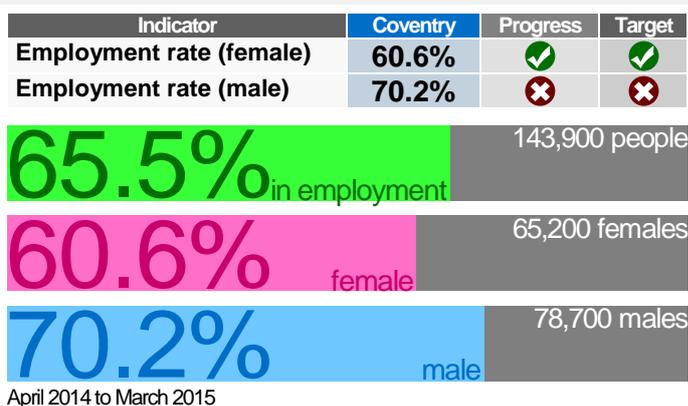
Annual Population Survey/Business Register & Employment Survey/Job Density

Coventry residents' employment vs. workplace jobs



Low, but recovering employment rate

In the year to March 2015, 143,900 residents were in employment. Coventry's employment rate has recovered from a low of 62.4% in April 2012-March 2013 to 65.5% in April 2014-March 2015. This is still 4.7% below the West Midlands rate (70.2%) and 7.2% below the England rate (72.7%). This is mostly due to the higher number of Coventry's student population (24,900 students), which make up 39.1% of the city's economically inactive population compared to the Great Britain average of 26.5%. There remains a gender gap in employment, with 13,500 more males in employment than females; a gap of 9.6%. Over the past year, this gap has narrowed as the female employment rate has increased but the male employment rate has decreased.



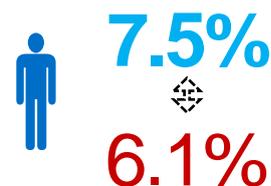
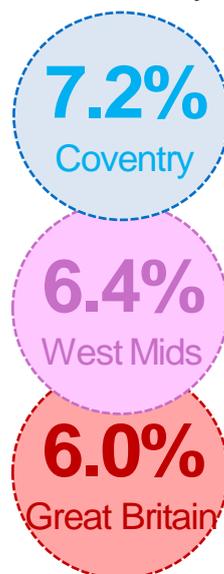
A gendered pattern to unemployment

In April 2014-March 2015, 11,100 residents were unemployed, a rate of 7.2%. This is down from a peak of 15,000 (10.2%) at the height of the recession in 2011, and is the lowest rate since 2008. However, unemployment remains higher than the West Midlands (6.4%) and Great Britain (6.0%) averages. Unemployment in Coventry has a gendered dimension, with more unemployed males (6,400) than females (3,900) – a gap of 1.8%. Indeed, while Coventry's female unemployment rate (5.7%) is similar to the Great Britain average (5.8%), Coventry's male unemployment rate is significantly higher, at 7.5% compared to 6.1%. This result in a gender gap of 1.8% compared to 0.3% nationally.

Unemployment

Unemployment has fallen but remains higher than regionally or nationally

Coventry's male unemployment rate is higher than the national average:



The female rate is slightly lower than the national average:

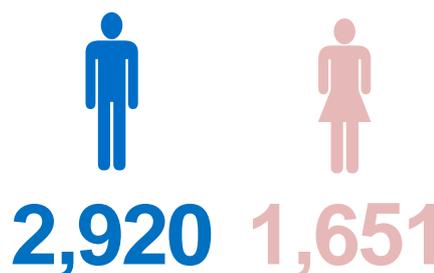


Nomis, July 2015

Fewer jobseekers allowance claimants

Coventry's jobseekers allowance (JSA) claimant count in July 2015 was 4,571 – a rate of 2.1% of working aged residents. This is better than 3.0% (6,623) a year ago. However, changes to JSA rules, eligibility and support programmes mean that JSA has increasingly drifted away from the unemployment rate. While Coventry's JSA rate remains worse than Warwickshire (1.2%; 3,088) and the United Kingdom (1.9%), Coventry has seen a larger reduction in JSA claimant rates than Warwickshire (down 0.4%, from 4,665), West Midlands and the United Kingdom. Indeed, Coventry's JSA claimant count is at its lowest since records began. Reflecting the higher level of male unemployment, there are more male (2,920) than female (1,651) claimants.

JSA Claimant Count
 4,571



JSA claimants and equality groups

Nationally, the key areas of concern are around long-term JSA claimants, and young JSA claimants: Coventry appears to be doing comparatively well on both measures: The majority of claimants (58%, or 2,640) have claimed JSA for up to six months; and the rate of those claiming over six months is comparable to the Great Britain average. Among young people, there were 770 JSA claimants aged 18-24 in Coventry, a rate of 1.7%; much lower than the West Midlands rate of 2.8% or the Great Britain average of 2.4%. Only 65 (0.1%) young

people claimed for over 12 months, compared to the Great Britain average of 0.3%. However, the number of young people who are not in education, employment or training remains higher than average, at 6.8% in Coventry compared to 5.8% in similar local authority areas.

Through the Coventry Partnership, the Council is working with its partners to better understand the equality impact of welfare reform – including changes to JSA eligibility criteria – on different groups of people, ensuring that welfare support is available to people in most need.

JSA claimants and deprivation

There are differences in JSA claimant rates by wards, reflecting the different levels of inequality in the city. The inequality gap between wards has narrowed, from a 5.1% gap in July 2014, to a 3.7% gap in April 2015. Foleshill continues to have the highest rate of JSA claimants in Coventry, at 4.1%, compared to 0.4% in Wainbody.

Stagnant wages

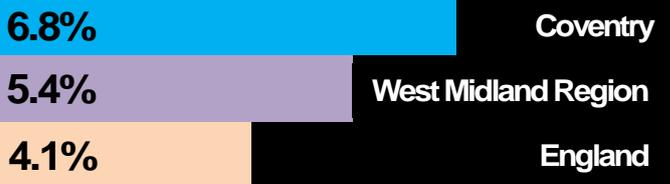
While unemployment and the numbers claiming jobseekers allowance have fallen, there have not yet been corresponding increases in wages: in 2014, the median Coventry pay was £20,849, a reduction mirroring regional trends. Male median annual pay has seen a larger fall (-6% to £25,147 per annum) than female (-4.2% to £16,225). The large difference between the median average male and female pay reflects significant differences in the numbers of hours worked by male and female workers.

Supporting people into work

The jobs and growth strategy focused on supporting young people into employment. Nearly 300 young people who were not in education, employment or training have been supported by the Council into work, further education, self-employment or another positive outcome. Social benefits have been delivered by linking suppliers with local schools. Through social value considerations the Council has encouraged education to employment links to boost the confidence and to raise awareness of various career options for young people. 1,200 young people either went on a site visit or attended a careers related event by one of our developers during the year. The social value policy frameworks have benefitted local companies and local people; for instance, a contract with Scape minor works has led to employing more than 25 local people to deliver the work via subcontracting. Young people’s skills have been developed via the Shared Apprentice Schemes on some of our bigger construction projects including Friargate Bridge, AT7 Centre extension, Transport Museum Extension, public realm projects as well as other projects delivered via Section 106 funding.

Nearly 500 families with complex needs engaged with the Council’s employment service and 220 individuals from these families were helped to gain work.

NEETs (16-19 year olds)



Indicator	Coventry	Progress	Target
JSA claimant rate (overall)	2.1%	✓	✓
JSA claimant rate (18-24)	1.7%	✓	✓
% point difference in JSA claimants by ward	3.7%	✓	✓
NEETs (16-19 year olds)	6.8%	✓	✓

Median annual pay



During 2014/15 the employment support service supported 41 people into employment (11 people with a learning disability, 2 with a physical impairment and 28 with severe mental health difficulties). In addition the service supported 38 people to gain work experience (12 people with a learning disability, one with a physical impairment and 25 with severe mental health difficulties). The service received 75 new referrals during the year and at any one time was supporting an average of 100 people to remain in employment. The construction shared apprenticeship scheme, developed in partnership with local construction companies, continues to make good progress with 12 new starters this year taking the total number of apprentices supported by the scheme up to 42. However, recruiting female apprentices to the construction shared apprenticeship scheme remains a challenge – last year only one of the 12 apprentices recruited was female. The Construction Shared Apprenticeship Scheme targets females by going into schools and speaking to pupils of both genders. More specifically the scheme manager is visiting Tile Hill Wood girl’s school to talk to the female students about the scheme. A bid is currently being put together for Youth Employment Initiative funding which will support an additional 20 apprentices whereby the Council intends to support priority groups including females into the sector.

Reducing the impact of poverty

Lower earnings

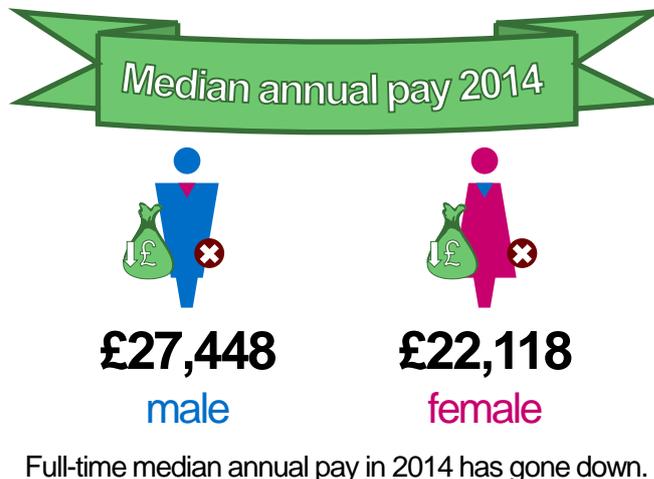
Coventry residents have seen a decrease in their pay. In 2014, the full-time median annual pay for females is £22,118 and for males*, £27,448, down from £22,320 and £29,702 respectively in 2013.

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.

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.

Indicator	Coventry	Progress	Target
Median annual pay-full time (female residents)	£22,118	✘	✘
Median annual pay-full time (male residents)	£27,448	✘	✘
Gender pay gap (residents)	16.2%	✘	✘

All figures provisional



Gender pay gap

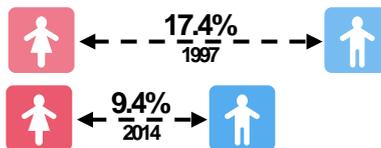
Nationally, the gender pay gap, that is, the differences between male and female full time median hourly pay (excluding overtime or bonuses), has narrowed significantly, from 17.4% in 1997 to 9.4% in 2014. However, the gender pay gap is bigger in the West Midlands (11.2%) and Coventry (16.2%). The gap has increased from 15.0% in 2013 because male full time median hourly pay has gone up from £13.20 to £13.34, while for females it has gone down from £11.22 to £11.18.

There are large variations in the gender pay gap by age: nationally, among younger workers aged 22-39, there is a negative gender pay gap of -1.1%, that is, the average young woman earns more than their male equivalent; but among older workers aged 50-59 a gender pay gap of 17.9% persist. Applying this profile to Coventry would suggest a local gap ranging from 6.4% (for 22-29 year olds) to 24.1% (for 50-59 year olds). The Office for National Statistics says the gap is “likely to be connected with the fact that many women have children and take time out of the labour market” – a motherhood pay gap.

The gender pay gap is primarily explained by educational qualifications and occupation. Among older workers aged 40+, more males have a degree than females enabling

Gender pay differentials

Nationally, the gender pay gap has narrowed considerably.



In fact, the average 22-29 year old female is not only better qualified, but also earns more than their male counterparts.



However there remains a large pay gap for female workers aged 40 and over. This is because fewer older women have a degree, and people who had a career break miss out on promotion opportunities – a motherhood pay gap.



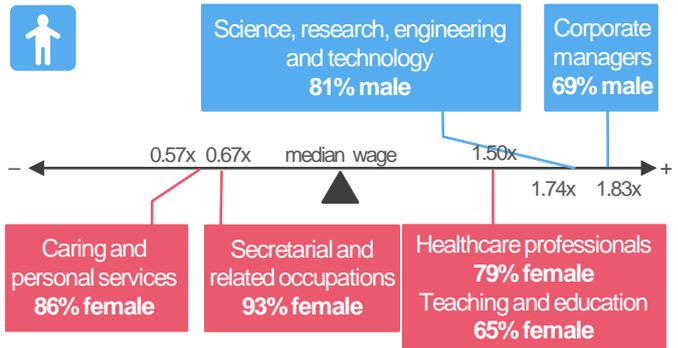
As girls increase their lead at every stage of education from the early years to GCSE and A Levels; and with more women than men graduating from university, a new gender gap is emerging with unskilled men.

them to secure more highly paid jobs. Among younger workers under 40, this is reversed, with more females holding higher level qualifications than their male counterparts. Over time, this should reduce the gap. Indeed the growing educational gender gap at every stage of education, and in the higher numbers of women graduating from university, the negative gender pay gap may grow.

In terms of occupation, the most highly paid careers remain male-dominated; for instance 81% of science, research, engineering and technology professionals are male, and they get paid 1.74 times the median wage. In contrast, in feminised sectors of the economy like secretarial occupations, 93% are female and they get paid just 67% of the median wage. There are exceptions, however: females dominate both the well-paid health (79%) and teaching and educational (65%) professionals sectors (1.5 times median wage). The larger gender pay gap in the West Midlands is explained by the comparatively high proportion of jobs in the male-dominated and reasonably well-paid skilled trades, process, plant and machine operatives and elementary occupations – reflecting the region’s heritage as a manufacturing centre.

Occupational pay differentials

The most highly paid careers remain male-dominated.



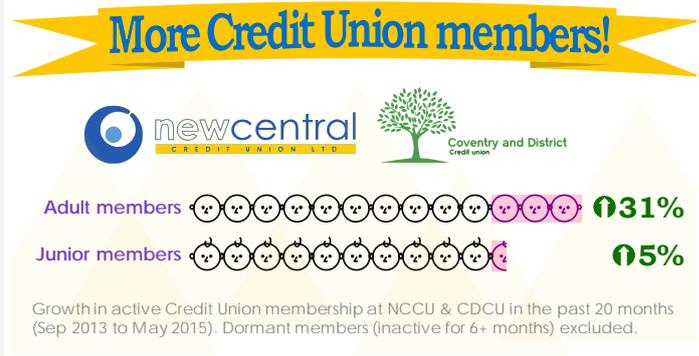
The more feminised sectors of the economy tend to remain lower paid, with some exceptions.

“In business and the law, the gender pay gap remains wide and even short spells out of the workforce are severely penalised, meaning that motherhood can exact a heavy price.”
 – The Economist, 7 March 2015

The Fawcett Society, a group that campaigns for equality between men and women, suggests that the gender pay gap can be addressed by lifting the national minimum wage; increasing opportunities for quality flexible and part-time working; holding gender pay audits; increasing maternity and paternity pay to recognise the value of caring work; improving the quality and affordability of childcare; and addressing occupational segregation.

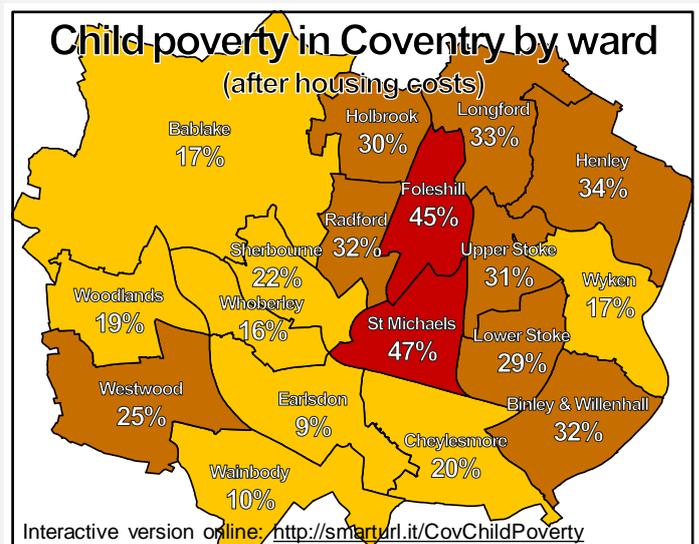
Credit Unions

Credit unions are not-for-profit financial institution dedicated to serving the needs of its members. They provide an alternative to banks or building societies and high-interest loan providers. The Council has made increasing membership of credit unions a priority as it improves access to finance for most vulnerable people. The Council’s grant aid agreements with Coventry’s New Central Credit Union and Coventry and District Credit Union have helped them expand into more prominent locations, train volunteers and increase their membership.



29% of children in Coventry live in poverty

The end child poverty campaign’s latest data on the percentage of children in relative poverty (low-income families) after housing costs, published in October 2014, suggests that in 2013, 29% of Coventry children overall are in relative poverty after housing costs (18% before housing costs) compared to 25% nationally. There are however inequalities between wards, with St Michaels and Foleshill wards most affected with 47% and 45% of children in poverty after housing costs respectively, compared to just 9% in Earlsdon.



Impact of welfare reform

The government introduced a shake-up of the welfare system in April 2013 to tackle rising costs, simplify the

system, and, in its view, incentivise people into work. One year on the impact of welfare reform has impacted across a multitude of equality groups: the introduction of a cap on benefits has disproportionately impacted claimants who are female, have children, are large families, are from a black and minority ethnic group or are out-of-work; the under occupancy reductions (“bedroom tax”) have disproportionately impacted black and minority ethnic claimants; and JSA claimants who are young, male or Black and of minority ethnic origin are more likely to be sanctioned by the DWP.



The Council has published a report on the impact of welfare reform one year on and the impact on different equality groups on [Facts about Coventry](#) and the [equalities](#) web pages.

Increasing the supply, choice and quality of housing

Housing with care

Housing with care is the provision of self-contained flats with access to on-site care and support based on assessed need. It helps support individuals to remain independent for as long as possible. The Council provides 315 flats across 10 internal schemes, and also commissions 248 places from 6 independent sector schemes. A new scheme, the Earlsdon Retirement Village, will open in Autumn 2016 and will provide a further 262 places in Coventry across a range of tenures, including outright sale. The Council has agreed nomination rights for 52 flats at the scheme.

Disabled people

The Council aims to help disabled people to live in their own homes where feasible. This may include providing grants through the disabled facilities grant to enable disabled people to have access in and around their home.

Coventry Homefinder

As at 1 September, there are 13,873 households registered with Coventry Homefinder, the choice-based letting system by which social housing is allocated. Of these, 1,662 (11.9%) were in priority need including 218 in Band 1 which includes those who are statutorily homeless, severe overcrowding, fleeing violence, harassment or abuse; and 1,444 in Band 2 which includes those who have housing needs due to health difficulties, health and safety hazards and to prevent homelessness. This compares to 14,083 on 1 April including 1,568 in priority need (11.1%; 120 in Band 1 and 1,488 in Band 2).

Larger family homes

Council Tax Bands



The Council wants to encourage the development of larger family homes to meet the needs of Coventry’s growing population. Historically, the city has had many properties in the lower Council Tax bands (A and B), with people moving into larger homes in neighbouring areas as their incomes rise. The Council is encouraging developers to build large family homes in good neighbourhoods where people aspire to settle down and raise their families. As at 31 March 2015, 40,484 properties are in Council Tax bands C to H, representing 29.25% of the Council Tax base, a 0.22% increase from 22 May 2014.



Increasing the range of opportunities for people to access arts & culture, sports & leisure; music & events and other activities

City of Culture 2021 bid

To capitalise on the city’s cultural offer, the Council is working with a steering group which includes artists, cultural leaders, business leaders, the two universities, senior councillors and local faith representatives to develop a bid for Coventry to become the UK City of



Culture in 2021. The group will lead work this year to research and develop the bid, with a fundraising drive in 2016 and a final bid to the Department for Culture, Media and Sport in 2017, who are likely to shortlist up to four top cities.

Belgrade Theatre

In 2014/15 there were 150,919 audience members at the Belgrade Theatre productions and shows, a 7% reduction from the previous year. 45% of audiences coming from the targeted priority postcode areas; and 4.2% reported a disability. The Belgrade's community and education work, including workshops, rehearsals and community performances involved 12,875 participants in 2014/15. A free ticket offer was in place for 17% of shows with 684 tickets taken up, of which 20% were new audiences and 76% were from priority areas.

Herbert Art Gallery and Museum

The Herbert Art Gallery and Museum saw 254,420 visitors in 2014/15, an 11% increase on the previous year. November 2014 was particularly popular with 41,685 visitors. The Herbert-managed Lunt Roman Fort saw 7,737 visits, and the Priory Visitors Centre saw 28,649 visitors. The museum's community and education work involved 11,441 children from 259 schools visiting the museum.

Coventry Transport Museum

The Coventry Transport Museum saw 317,919 visitors in 2014/15 – with August 2014 being particularly popular with 46,970 visitors. Numbers are 30% down from previous year, but this is because the museum was closed for refurbishment for a significant portion in this time period. The museum's community and education work involved 9,241 children from 217 schools visiting the museum. This year, the museum has seen an £9.5m revamp, upgrading galleries, exhibition, and engagement spaces. The museum is also fully accessible with ramps and lifts in place.

Coventry Godiva Festival

The Godiva Festival is the UK's biggest free family music festival. The 2014 festival saw 125,500 visits – and the 2015 festival saw 141,000 visits.

In addition to the music from top bands and musicians, the event is designed to be family-friendly, with a family field with events for children; and also disabled-friendly with electric scooters and manual wheelchairs available for the use of disabled, elderly and mobility impaired visitors to the show.



Locally committed

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

Create an attractive, cleaner and greener city

Maintaining the street scene: cracking down on fly-tipping

The worst wards affected by fly tipping are Hillfields, Foleshill and Upper Stoke. Hillfields accounts for approximately 30% of fly-tipping in the city; Foleshill accounts for 20%; and Upper Stoke accounts for 10%. A lot of the fly tipping tends to be bulky household waste on the footpath.

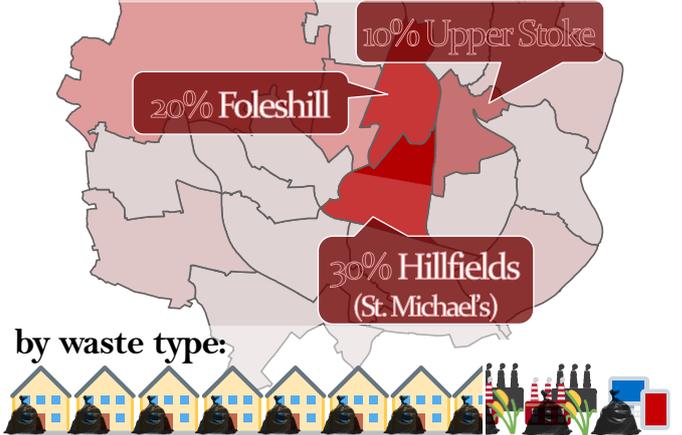
The Council routinely uses the 'hot streets' initiative to target those parts of the City that suffer most from fly tipping. This is a combination of actions where the Council obtain evidence from residents as to who is fly tipping, tackle accumulations of waste in gardens and seek to educate local people in how dispose of their waste in the correct way. There could be a link to resident turnover, as people generally throw out more bulky waste when leaving a property. As Hillfields, Foleshill and some areas of Upper Stoke have more of a transient population they are more likely to get fly tipping.

The analysis on the right sets out the proportion of waste by type and by size: by type, 65% of fly-tipped waste is household waste; and by size, 40% are transit van load sized, and another 40% are between a car and small van sized load.

Indicator	Coventry	Progress	Target
Fly tips reported in the city	2,811	✘	✘

60% of fly-tipping takes place in three wards.

Fly-tipping, the illegal dumping of waste or rubbish, affects the whole city, but it is more of a problem in some parts of the city than others. Areas with high turnover of residents tend to experience higher levels of fly-tipping.



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

Fewer crimes in priority locations

In 2014/15, 14,339 crimes were recorded in priority locations. This compares to 15,783 in 2013/14, a reduction of 1,444 incidents (-9%). Note that as not all crimes can be mapped, not all crimes are included in the above figures. Priorities for 2015/16 are domestic violence & abuse, sexual violence, sexual exploitation, child sexual exploitation, and public place violence.

Indicator	Coventry	Progress	Target
Recorded crime in priority locations	14,339	✔	✔

Hate crime

In 2014/15 the number of incidents reported has increased by 15% to 433 (376 in 2013/14). There has been increased reporting to the Police whilst Reporting Centres have seen a reduction. It is acknowledged that hate crime is under reported therefore increasing the confidence of victims to report incidents is seen as a positive. The majority of hate crime incidents recorded across police and reporting centres are racist hate crimes. In 2013/14 there were 436 recorded incidents of hate crime in schools. This equates to 9.36 incidents per 1,000 pupils.

Indicator	Coventry	Progress	Target
Recorded offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of...			
...disability	12	N/A	N/A
...race/ethnicity	323	N/A	N/A
...sex/gender/transgender	2	N/A	N/A
...sexual orientation	26	N/A	N/A
...religion or belief	12	N/A	N/A
...not stated	58	N/A	N/A

Female Genital Mutilation (FGM)

In 2014/15, there were a total of 6,218 births at University Hospitals Coventry and Warwickshire (UHCW) midwifery services. 77 women were found to have been affected by FGM; that is, 1.2% of all deliveries. Data from across West Midlands Police shows that there were 135 referrals for FGM, of which 80 were from Coventry (59%). These figures may be due to the well-established referral processes and reporting procedures established in Coventry or it may indicate that there is a high incidence of FGM amongst the communities that reside here.

The Council has commissioned a dedicated service for two years to provide bespoke training and education to professionals and communities, in order to build knowledge and resources to reduce the prevalence of FGM in the city.

Tackling FGM

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

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

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, that is, those eligible for pupil premium, have seen an improvement in performance to 68%, that is, an 8% gap, compared with 10% last year. However, children with special educational needs continue to perform poorly – with only 36% achieving a good level of development, a 40% gap in 2014, same as in 2013.

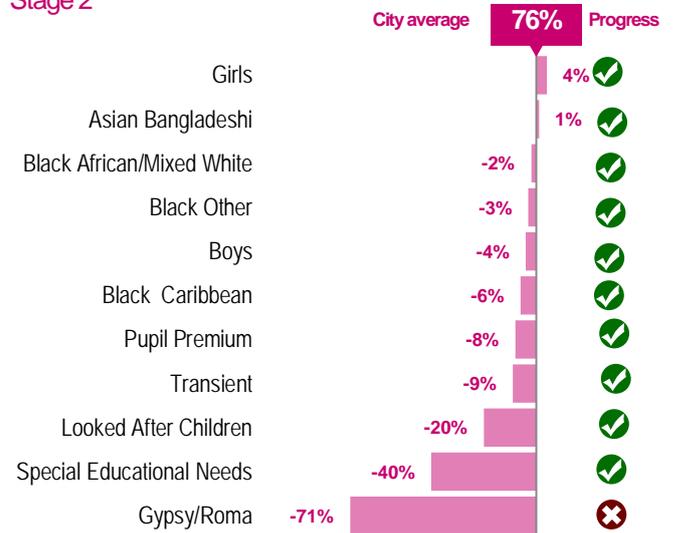
Secondary education

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 is measured: while a pupil may retake an exam, only their first entry in each subject counts towards school performance tables.

The sub-group analysis compares “best entry” scores – Coventry’s best entry average is 56.8% (nationally, the “best entry” average is 59.6%). Girls continue to outperform boys at GCSE: Coventry girls’ average score of 60.5% is slightly below the previous year at 61.9%, and is better than the national average for girls at 60.0%. However, at 50.9%, the average score for Coventry boys lags 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). This is comparable to the national average of 15% (44.6% gap). Although children with special educational needs continue to do relatively poorly with only 26.9% getting five good GCSEs (29.9% gap), this is better than the national average of 22.2% (37.4% gap).

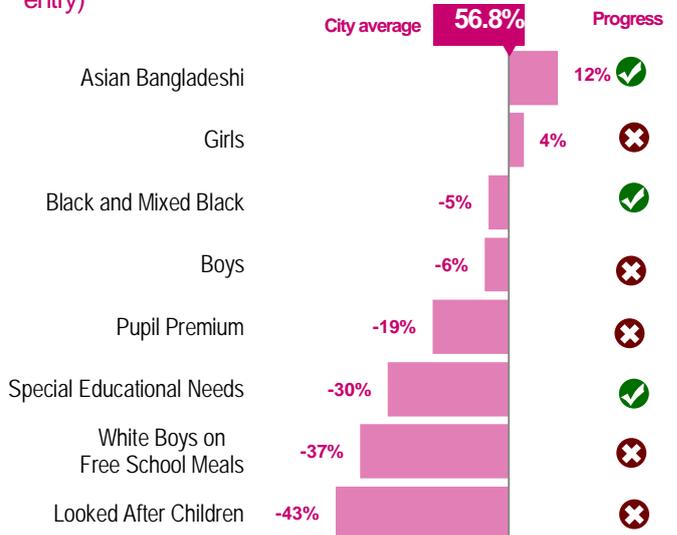
Key Stage 2

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



Key Stage 4

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



Protecting and supporting our most vulnerable people & keeping children safe from harm

Looked after children

The high number of looked after children continue to place significant pressures on budgets and services. In December, the minister overseeing improvements to child protection, welcomed news of the progress Coventry was making, and the Council has set aside additional £13m for 2015/16 to support vulnerable children. The Multi-Agency Safeguarding Hub became operational in September 2014 and has improved information sharing and the speed of responses to safeguarding issues. Caseloads in the Referral and Assessment Service were reduced from approx. 42 per worker in March to 17 by September 2014 and the amount of time taken to hold a Child Protection Conference was also reduced.

More children adopted

70 children were adopted between April 2014 and March 2015 compared to 52 children adopted the previous year.

Conception rates to girls under 18

There were 227 conceptions to girls under 18 in 2013, compared to 226 in 2012. As a rate per 1,000 15 to 17 year old girls, this has gone up from 38.6 to 39.5 compared to the West Midlands metropolitan average of 30.3. Provisional figures for January to June 2014 show there were 104 conceptions or a rate of 37.7 per 1,000.

Child sexual exploitation

Child sexual exploitation is sexual abuse in which a child or young person is manipulated or forced into taking part in a sexual act. It usually involves exploitative situations and relationships where they may receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of performing sexual activities. It can take place through the use of technology without the child/young person's immediate recognition; e.g. being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. Often, victims are not aware they are being exploited and so cannot protect themselves.

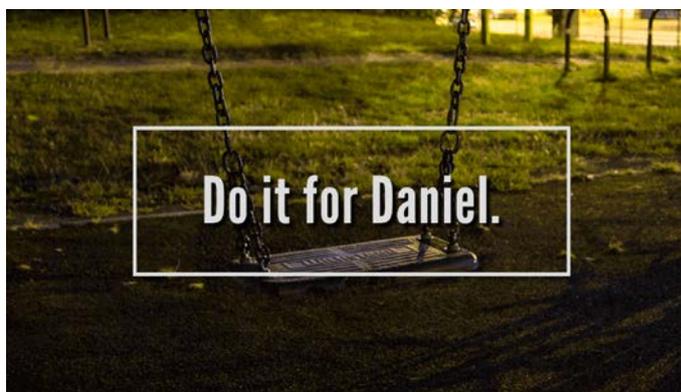
Find out about tackling child sexual exploitation in Coventry by following Coventry Horizon on Twitter [@CoventryHorizon](#) and Instagram [CoventryHorizon](#).

Keeping adults safe from harm

Safeguarding

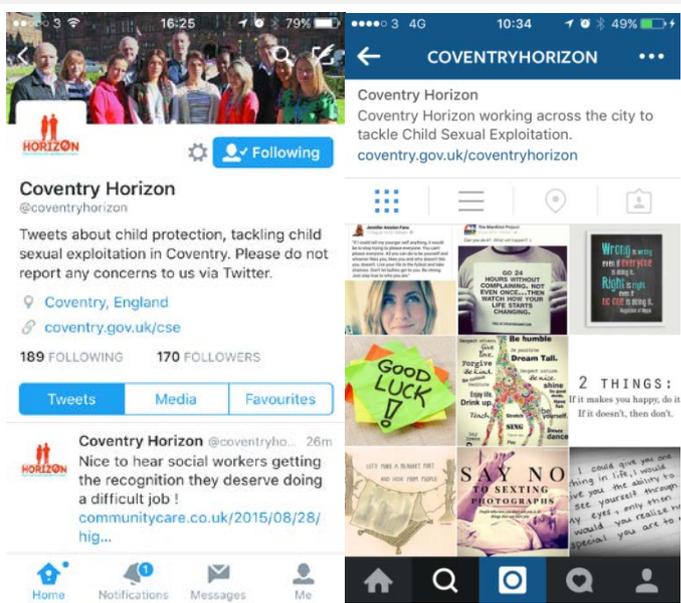
There were 1,027 adult safeguarding alerts in 2014/15, an increase from 1,003 in 2013/14. This is within the expected range and is consistent with national figures. The vast majority (95.8%) of adults at risk feel safer following referral.

Indicator	Coventry	Progress	Target
Looked after children (rate per 10,000 under 18s) provisional	86.3	✓	✓



The successful "Do It For Daniel" campaign has helped to recruit new social workers.

Indicator	Coventry	Progress	Target
Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds) 2013	39.5	✗	✗



Indicator	Coventry	Progress	Target
Adult social care users with long term support needs with a personal budget	82%	✗	✗
Adult social care users with a direct payment	20.4%	✓	✓

Living with Dementia

Coventry's first dementia strategy was launched in October 2014 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 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 2014/2015, £21.4 million has been 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.

The Council has historically provided day opportunities to people who have learning disabilities. Day services support people with learning disabilities to be independent, socially active and part of the local community whilst also enabling people to maintain and regain skills such as work, education and community activity. Day opportunities also support family carers to continue caring. The Council currently runs five centre based services.

Supporting carers

Coventry has supported carers with innovative schemes such as the carers response emergency support service, training for carers, and a dedicated information and advice service. In late 2015 the Council will launch a new carers' strategy which outlines the improvement areas the Council and its partners wants to make over the next three years, including a focus on joined up working with our partners in health and the voluntary sector to ensure that carers get access to the right support in a timely and consistent manner. This will provide a one stop shop for carer support and gives an opportunity to develop services further. This includes the local authority delegating some of its responsibility to carry out carers assessments under the Care Act 2014 as part of an 18 month pilot project.

CARE ACT

The new Care Act sets out...

A general responsibility for Councils to promote people's well-being, focusing on prevention and providing information and advice

A consistent, national eligibility criteria

New rights to support for carers, so they have the same rights as the people for whom they care

Legal right to a personal budget and direct payment

New responsibilities around transition, provider failure, supporting people who move between local authority areas and safeguarding.



Coventry Learning Disability Strategy



2014 – 2017
Moving Forward

Carers' Week

The Council celebrates Carers' Week in June and marks Carers' Rights Day in November. The main priority is to raise awareness, help identify carers and ensure they have access to quality information about their rights and the support available to them. The Council also supports our employees by promoting carer friendly policies and providing drop in sessions for staff who are carers.

Carers Trust

Two of our main care providers, Crossroads Care and Coventry Carers' Centre merged this year to form a new organisation called Carers Trust Heart of England in June 2015.

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

In 2014/15, 5,849 people experiencing DVA were known to the police, up from 5,359 last year. The increase in reporting is welcomed as this is the result of recent improvements in identification and recording of incidents logs as well as a drive to encourage victims to report domestic violence abuse to the police. It is acknowledged that domestic violence abuse is greatly under reported therefore increases are considered positive. However, repeat victims of DVA reported have also gone up by 2% to 10.5%.

There is a partnership approach to DVA in Coventry, and a new single point of access service was launched in September 2014. This increases provision for women and children, in particular, older children; and introduces support for men.

In 2014/15 34.4% of domestic incidents reported to Coventry Police involved children. The method used to calculate this indicator only identifies whether children were present but not the actual number of children present.

Sexual assaults

In 2014/15 383 clients were seen (across Coventry & Warwickshire) by the sexual assault referral centre. This is a 38% increase from 276 last year. In 2014/15 there were 83 Coventry referrals from the police, 25 self-referred, and 3 from children’s services. There are a total of 111 referrals this year compared to 67 the previous year. Overall, of the clients seen, 341 clients (89%) were female; 149 clients (39%) were under 18, and the majority (211, 55%) of alleged offences were rape.

Indicator	Coventry	Progress	Target
Domestic violence incidents involving children	34.4%	✓	✓
Domestic violence/abuse victims known to the police	5,849	N/A	N/A
Referrals to the Sexual Assault Referral Centre	383	✓	✓

Coventry Domestic Violence & Abuse Services by numbers

- 890 referralsto Refuge
- 340 admitted to Refuge community-based service
- 87 admitted to accommodation services
- 1,932 calls to the helpline
- 602 children admitted to community-based service
- 284 children open to social care
- 102 children with a multi-agency CAF assessment



↑ 9%

DVA reports to police

improving understanding of hidden crimes

Sexual assault referral centre by numbers



111 of 383 clients seen across Coventry and Warwickshire are referrals from Coventry

Preventing homelessness and helping people who do become homeless

In 2014/15, 1,065 homelessness assessments were completed. Of these, 635 households, or 59.6%, were accepted as statutorily homeless. This compares to 551 statutorily homeless households last year. 1,985 homelessness cases have been prevented during the year compared to 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 joined-up 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 access hub.

In addition, a 63 unit hostel by Whitefriars opened in May 2015 for single people who are homeless.

Indicator	Coventry	Progress	Target
Households accepted as statutory homeless	635	✗	✗
Homelessness cases prevented	1,985	✓	✓



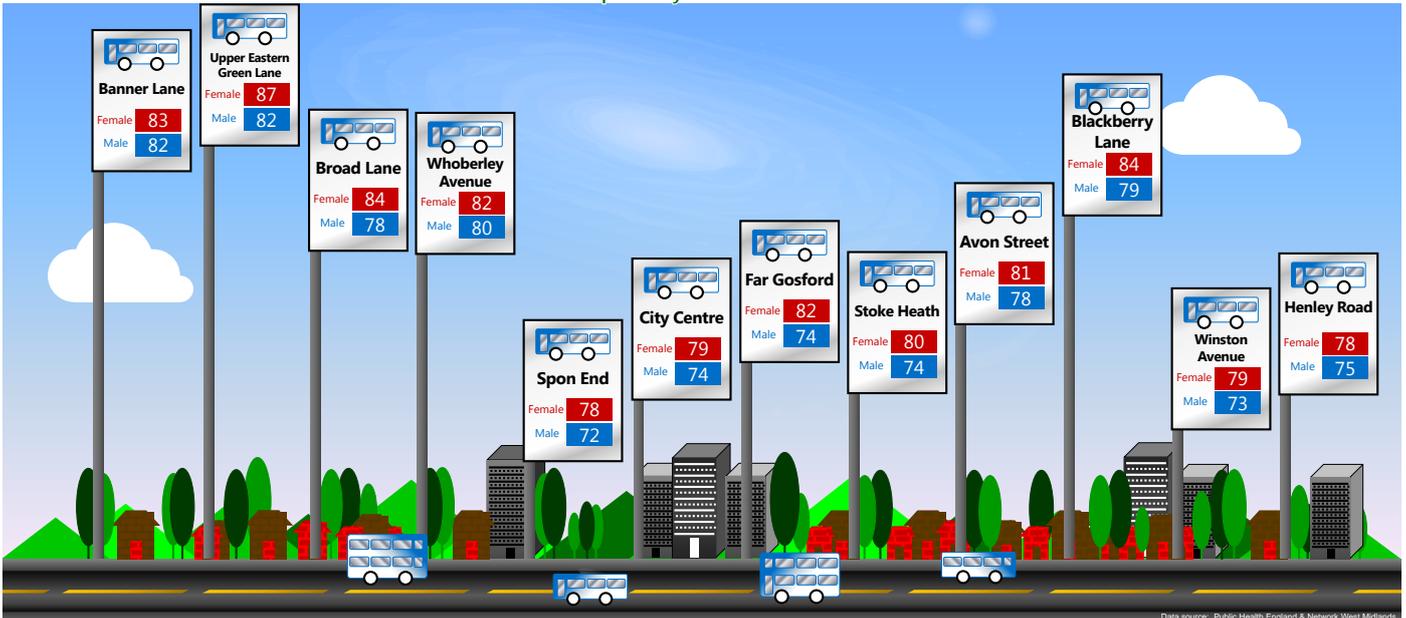
1,985

homelessness cases prevented

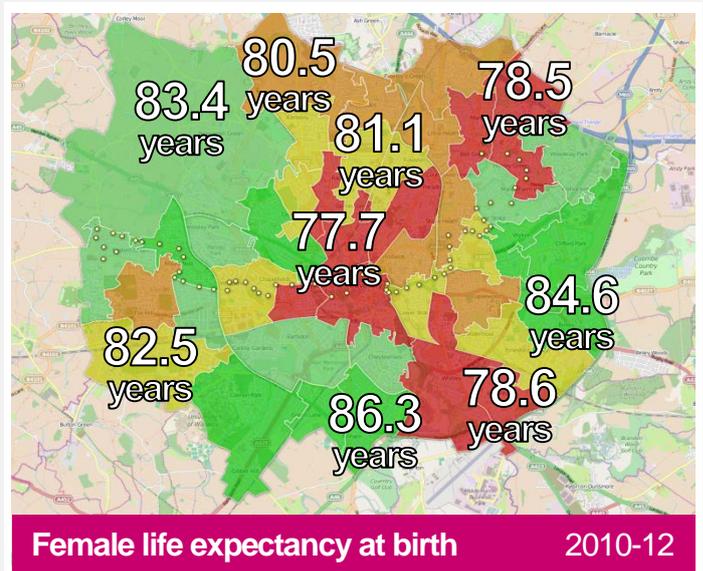
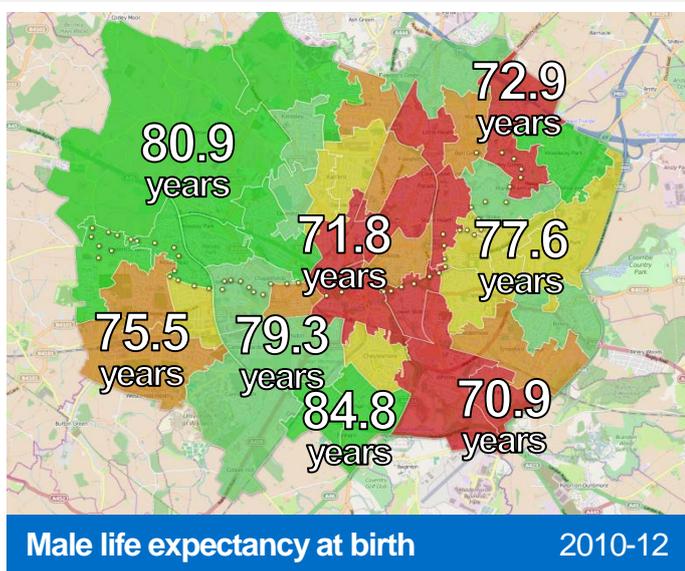
Reducing health inequalities

Coventry's life expectancy along the number 10 bus route

life expectancy at birth 2008-2012



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>.



Indicator	Coventry	Progress	Target
Male life expectancy at birth 2011-13	78.2	⊖	⊖
Inequality in male life expectancy 2011-13	9.8	⊖	⊖
Male healthy life expectancy at birth 2011-13	61.4	⊖	⊖

Indicator	Coventry	Progress	Target
Female life expectancy at birth 2011-13	82.4	⊖	⊖
Inequality in female life expectancy 2011-13	8.5	⊖	⊖
Female healthy life expectancy at birth 2011-13	62.6	⊖	⊖

Giving children the best start in life

Child development

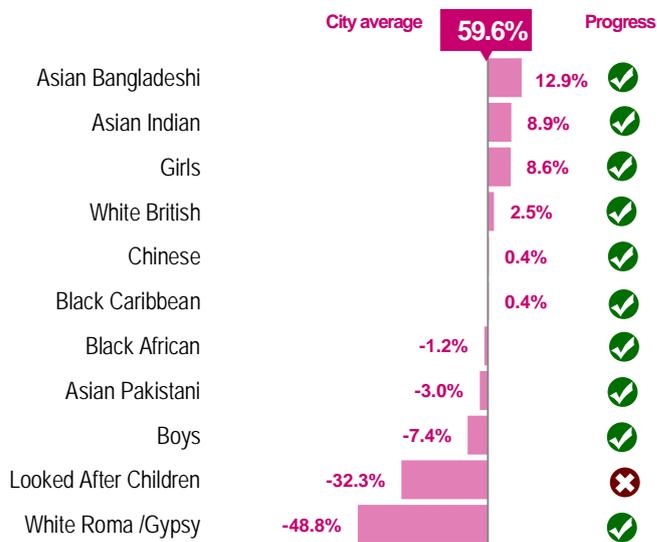
In 2014, 59.6% of children achieved a good level of development by age five, close to the national figure of 60.4% and 2.1% better than the rate of 57.5% for similar local authorities. The main determinant of child development is socio-economic background. Children from a deprived background are less likely to achieve a good level of development compared to children from better-off backgrounds.

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 Asian Indian, Chinese, Black Caribbean, White British children and girls is better than city average.

The first few years of life have the greatest impact on a child's education attainment and their future health and wellbeing. To maximise the life chances of Coventry children, the Council has a new citywide acting early programme which integrates community midwifery, health visiting and children's centre services. This provides a universal core offer to children aged 0 to 5 and additional support to those who are in need or particularly vulnerable.

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



Breastfeeding

Across the Coventry and Rugby clinical commissioning group area, 43.6% of infants checked were totally or partially breastfed at six to eight weeks after birth in April to December 2014, compared to 42.8% in the year to March 2014. The infant team reported 779 referrals from April 2014 to March 2015 (last year it was 643). A range of services are available for breastfeeding mothers including support groups, 'parentcraft' sessions and 'hands-on' antenatal education. 1,500 families are supported through the groups every year including 250 families supported by 'parentcraft' and 'hands-on' sessions. This year the infant feeding team worked with children's centres and Coventry University to develop a breastfeeding app for smartphones.

Indicator	Coventry	Progress	Target
Breastfeeding rates at 6-8 weeks	43.6%	=	✗

Coventry and Rugby, April to December 2014



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

Smoking

In 2014/15, 12.3% of new mothers were found to be smoking at the time of delivery; this is fewer than 13.0% in 2013/14. 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

Indicator	Coventry	Progress	Target
Mothers who smoke at time of delivery	12.3%	=	✓

reduced prevalence of smoking and the increasing popularity of e-cigarettes.

Reducing health inequalities: adults and older people

Working towards becoming an age friendly city

Funding has been secured to develop and implement the World Health Organisation’s Age Friendly Cities initiative in Coventry. In partnership with Age UK Coventry, Coventry University, a programme manager has been appointed. Two Coventry Older Voices members have been appointed to the board that oversees the programme. Extensive research has been carried out to determine need. This has included a Stakeholder Engagement event and a workshop, both attended by Coventry Older Voices members. The themes that have been identified and prioritised are: social participation, transport, and communication and information.



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

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.

Injuries due to falls

The rate of falls in people aged 65 and over per 100,000 has increased from 2,484 in 2012/13 to 2,870 in 2013/14. Both male and female rates increased; the female rate increased to 3,333 and the male rate increased to 2,407 per 100,000.

Indicator	Coventry	Progress	Target
Injuries due to falls in people aged 65 and over (rate per 100,000) 2013/14	2,870	✘	✘



Delivering our priorities with fewer resources

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.

As of 31 March 2015, the Council had **5,778** contracts (excluding schools and casual posts) of which 4,054 (70.2%) were female; 945 (16.4%) from BME groups; and 334 (5.8%) declared a disability.

In senior management positions there were 56 (50.45%) female and 7 (6.31%) BME. 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.

Equal pay audit

The Council conducts an equal pay audit to help ensure that its pay systems are free from bias. Across all grade ranges, just over 70.5% 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 earn more than female Council employees.

As the Council's pay grades cover different roles within each pay grade, it is also important for the pay audit to compare variation in pay within each pay grade. The audit for March 2015 payroll of employees confirmed that there is no significant variation in pay between male and female staff of the same grade.

British Sign Language

16 Council employees went on the British Sign Language course which ran from January 2015 to March 2015.

Reasonable adjustments

Reasonable adjustments can have a great impact on the working lives of disabled employees. In some cases it can be a lifeline between being able to sustain employment or not. The Council has put together golden rules to help managers support employees who need a reasonable adjustment. Further work is being done to ensure that managers record what they agree with the employee.

Mental health

81 employees took part in mental health training delivered by Mind, the mental health charity. Following the training event, more managers have contacted the occupational health and counselling service asking for help and advice on dealing with mental health issues with their staff.

Indicator	Coventry	Progress	Target
Number of employee contracts (excluding schools and casual posts)	5,778	N/A	N/A
% of the workforce which is female	70.2%	N/A	N/A
% of senior managers (above Grade 10) who are female	50.45%	N/A	N/A
Black and minority ethnic (BME) representation in the workforce	16.4%	N/A	N/A
BME representation in senior management (above Grade 10)	6.31%	N/A	N/A
Employees who have declared a disability	5.8%	N/A	N/A

OUR WORKFORCE

5,778
contracts



Females make up...



Black/minority ethnic groups make up...

16%
of our workforce

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

Encouraging residents to become active citizens

Enabling them to self-serve by maximising the use of new technology

The one-stop customer services centre at Broadgate is expected to open in late September 2015. The centre is designed to be accessible for vulnerable people, is a designated safe space for people with learning disabilities, and will have baby changing facilities and space for breastfeeding mothers. The Council is making it easier for people to do business with us at a time convenient to them, by making more services available online. This will make it easier for people with limited mobility to access services – including disabled people and older people; and also free up face to face and telephone access for those who still need it. The Council is also improving its understanding of customers, which will make it easier to identify and address equality impacts.

Early intervention for families who need it

The common assessment framework assessment is a way of working out what extra support a child may need and how best to provide it. It can help ensure that children get the early intervention and support they need, which may help reduce the need for social care interventions. In 2014/15, 1,964 assessments were completed, of which 60% (1,181) were closed with all actions complete. Whilst this is still missing the operational target of 70% it is an improvement from 48.9% reported for the previous year.

Troubled families: turning lives around

The troubled families programme has successfully worked with 634 families in Coventry. Positive outcomes include improvement to school attendance, fewer incidences of anti-social behaviour or youth offending, and more work opportunities identified. Coventry has been invited to be an early starter for the phase two expanded troubled families programme.

Enabling people to exercise choice and control

The commissioning and personalisation plan aims to enable people in most need to live independent and fulfilled lives with stronger networks and personalised support. The new Care Act came into operation in April 2015, giving local authorities a general responsibility to promote people's wellbeing, focusing on prevention and providing information and advice.

Indicator	Coventry	Progress	Target
Move to online transactions	16.16%	✓	✗
Reduction in face to face contact and telephone contact	12%	✓	✗

COMMON ASSESSMENT FRAMEWORK

1,964 assessments in 2014/15

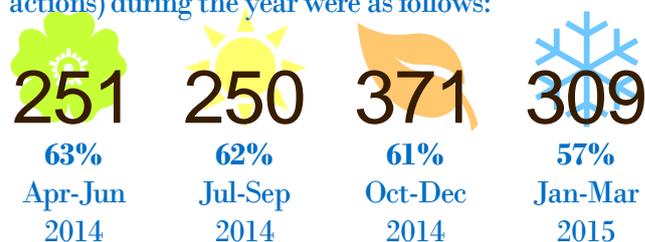
of which...

60% action plan completed with no further actions

27% referred to social care

13% action plans still being completed

The number of CAFs (and % closed with no further actions) during the year were as follows:



Indicator	Coventry	Progress	Target
CAFs closed with all actions complete provisional	60%	✓	✗

Indicator	Coventry	Progress	Target
Adult social care service users who have control over their daily life	78.2%	✗	✗



Table of equality indicators

Number	Title	Previous performance	End of year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Globally connected								
Helping local people into jobs								
EI 1.01a	Employment rate (female residents)	57.1% Apr 13-Mar 14	60.6% Apr 14-Mar 15	WMR 65.1% Apr 14-Mar 15	GB 67.7% Apr 14-Mar 15	✓	↑	✓
EI 1.01b	Employment rate (male residents)	73.6% Apr 13-Mar 14	70.2% Apr 14-Mar 15	WMR 75.3% Apr 14-Mar 15	GB 77.8% Apr 14-Mar 15	✗	↑	✗
CP 1.07a	Jobseekers' Allowance (JSA) claimants (overall)	3.0% July 2014	2.1% July 2015	WMR 2.3% April 2015	UK 1.9% April 2015	✓	↓	✓
CP 1.07c	JSA claimant rate (18-24 years old)	3.1% July 2014	1.7% July 2015	WMR 2.8% July 2015	2.3% July 2015	✓	↓	✓
EI 1.02	% point difference in JSA claimants by ward	5.1% July 2014	3.7% April 2015	—	—	✓	↓	✓
CP 1.07b	NEETs (16-19 years old)	7.4% December 2013	6.8% December 2014	WMR 5.4% December 2014	4.1% December 2014	✓	↓	✓
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	✗	↑	✗
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	✗	↑	✗
EI 1.04	Gender pay gap for gross hourly earnings of employees excluding overtime (residents)	15.0% 2013 revised	16.2% 2014 provisional	WMM 8.8% WMR 11.2% 2014 prov.	9.9% 2014 provisional	✗	↓	✗
Locally committed								
Create an attractive, cleaner and greener city								
CP 2.03	Fly tips reported in the city	2,508 2013/12	2,811 2014/15	All Mets 5,442 2013/14	—	✗	<2,383 2014/15	✗
Make communities safer together with the police, to reduce crime and anti-social behaviour								
EI 1.05	Recorded crime in priority locations	15,783 2013/14 estimate	14,339 (-9%) 2014/15 estimate	—	—	✓	↓	✓
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	12 2014/15	—	—	N/A	↑ To increase reporting	N/A
EI 1.06b	...race/ethnicity (racist incidents)	313 2013/14	323 2014/15	—	—	N/A		N/A
EI 1.06e	...sex/gender or transgender (gender identity/reassignment)	9 2013/14	2 2014/15	—	—	N/A		N/A
EI 1.06f	...sexual orientation (homophobia)	18 2013/14	26 2014/15	—	—	N/A		N/A
EI 1.06g	...religion or belief	10 2013/14	12 2014/15	—	—	N/A		N/A
EI 1.06h	...gypsy/traveller	2 2013/14	0 2014/15	—	—	N/A		N/A
EI 1.06i	...not stated	—	58 2014/15	—	—	N/A		N/A
Improving educational outcomes by working with schools to continue to improve standards								
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	Asian Bangladeshi	13% gap (58%) 2013	1% better (77%) 2014	—	—	✓		✓
EI 1.14e	Transient	7% gap (64%) 2013	9% gap (67%) 2014	—	—	✓		✗
EI 1.14f	Pupil Premium	10% gap (61%) 2013	8% gap (68%) 2014	—	—	✓		✓
EI 1.14g	Special Educational Needs	40% gap (31%) 2013	40% gap (36%) 2014	—	—	✓		=
EI 1.14h	Looked After Children	28% gap (43%) 2013	20% gap (56%) 2014	—	—	✓		✓
EI 1.14i	White Roma/Gypsy	53% gap (18%) 2013	71% gap (5%) 2014	—	—	✗		✗
EI 1.14i	Boys	3% gap (68%) 2013	4% gap (72%) 2014	—	—	✓		✗
EI 1.14k	Girls	3% better (74%) 2013	4% better (80%) 2014	—	—	✓		✓

Equality strategy 2014/15 end of year progress report

Number	Title	Previous performance	End of year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
El 1.15	Difference between following groups and the city average in achieving five good GCSEs including English and Maths (note: the "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%)							
CP 2.10								
El 1.15a	Black and Mixed Black	5.3% gap (51.3%) 2013	5.0% gap (51.8%) 2014	—	4.5% gap (55.1%) 2014	✓		✓
El 1.15b	Asian Bangladeshi	10.4% better (67%) 2013	12.2% better (69%) 2014	—	4.5% better (64.1%) 2014	✓		✓
El 1.15c	Pupil Premium	16.5% gap (40.1%) 2013	18.8% gap (38.0%) 2014	—	20.6% gap (39.0%) 2014	✗	To reduce the gap with the city average.	✗
El 1.15d	White Boys on Free School Meals	27.7% gap (28.9%) 2013	36.7% gap (20.1%) 2014	—	30.2% gap (29.4%) 2014	✗		✗
El 1.15e	Special Educational Needs	30.7% gap (25.9%) 2013	29.9% gap (26.9%) 2014	—	37.4% gap (22.2%) 2014	✓		✓
El 1.15f	Looked After Children	26.6% gap (30.0%) 2013	42.8% gap (14.0%) 2014	—	44.6% gap (15.0%) 2014	✗		✗
El 1.15g	Boys	2.9% gap (53.7%) 2013	5.9% gap (50.9%) 2014	—	5.7% gap (53.9%) 2014	✗		✗
El 1.15h	Girls	5.3% better (61.9%) 2013	3.7% better (60.5%) 2014	—	0.4% better (60.0%) 2014	✗		✓
Protecting and supporting our most vulnerable people								
CP 2.17	Looked after children (rate per 10,000 under 18s)	87.0 March 2014	86.3 March 2015 provisional	WMR 73 March 2014	60 March 2014	✓	↓	✓
CP 2.20	Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	38.6 2012	39.5 2013	WMM 30.3 2013	24.3 2013	✗	↓	✗
CP 2.15	Adult social care users with a personal budget (long term support only)	85% 2013/14	82% 2014/15	—	—	✗	90%+ 2014/15	✗
CP 2.16	Adult social care users with a direct payment	16.3% 2013/14	20.4% 2014/15	CIPFA 17.6% 2013/14	19.1% 2013/14	✓	17.0%+ 2014/15	✓
El 1.07	Domestic violence incidents involving children	36.0% 2013/14	34.4% 2014/15	—	—	✓	↓	✓
CP 2.21	Domestic violence/abuse victims known to the police (crime and non crime)	5,359 2013/14	5,849 2014/15	—	—	N/A	No target set	N/A
El 1.08	Referrals to the Sexual Assault Referral Centre (Coventry and Warwickshire)	276 2013/14	383 2014/15	—	—	✓	↑	✓
CP 2.23	Households accepted as statutory homeless	551 2013/14	635 2014/15	—	—	✗	↓	✗
El 1.09	Homelessness cases prevented	1,468 2013/14	1,985 2014/15	—	—	✓	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	=	↑	=
El 1.10a	Inequality in male life expectancy at birth	11.2 2010-12	9.8 years (7.5-12.1) 2011-13	WMR 9.2 years 2011-13	9.1 years 2011-103	=	↓	=
El 1.11a	Male healthy life expectancy at birth	60.4 years 2010-12	61.4 years (59.8-63.1) 2011-13	WMR 62.4 years 2011-13	63.3 years 2011-13	=	↑	=
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	=	↑	=
El 1.10b	Inequality in female life expectancy at birth	8.6 years 2010-12	8.5 years (6.7-10.3) 2011-13	WMR 6.8 years 2011-13	6.9 years 2011-13	=	↓	=
El 1.11b	Female healthy life expectancy at birth	64.0 years 2010-12	62.6 years (60.9-64.3) 2011-13	WMR 62.8 years 2011-13	63.9 years 2011-13	=	↑	=
El 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)							
El 1.13a	Asian Bangladeshi	2.3% gap (53.1%) 2013	12.9% better (72.5%) 2014	—	—	✓		✓
El 1.13b	Asian Indian	6.1% better (61.5%) 2013	8.9% better (68.5%) 2014	—	—	✓		✓
El 1.13c	Asian Pakistani	8.7% gap (46.7%) 2013	3.0% gap (56.6%) 2014	—	—	✓	Revised indicator, baseline year.	✓
El 1.13d	Black African	0.7% better (56.1%) 2013	1.2% gap (58.4%) 2014	—	—	✓		✗
El 1.13e	Black Caribbean	14.8% gap (40.6%) 2013	0.4% better (60.0%) 2014	—	—	✓	Target: ↓ To reduce the gap with the city average.	✓
El 1.13f	Chinese	11.9% gap (43.5%) 2013	0.4% better (60.0%) 2014	—	—	✓		✓
El 1.13g	Looked After Children	18.6% gap (36.8%) 2013	32.3% gap (27.3%) 2014	—	—	✗		✗
El 1.13h	White British	3.7% better (59.1%) 2013	2.5% better (62.1%) 2014	—	—	✓		✓
El 1.13i	White Roma/Gypsy	50.4% gap (5.0%) 2013	48.8% gap (10.8%) 2014	—	—	✓		✓
El 1.13j	Boys	6.9% gap (48.5%) 2013	7.4% gap (52.2%) 2014	—	—	✓		✗
El 1.13k	Girls	7.4% better (62.8%) 2013	8.6% better (68.2%) 2014	—	—	✓		✓
CP 2.26	Breastfeeding rates at 6-8 weeks (for Coventry & Rugby CCG)	42.8% 2013/14	43.6% Apr-Dec 2014/15	Arden 44.9% Apr-Dec 2014/15	43.7% Apr-Dec 2014/15	=	↑ 2% per year	✗
El 1.16	Mothers who smoke at time of delivery	13% (12.1%-13.9%) 2013/14	12.3% (11.5%-13.2%) 2014/15	—	11.4% 2014/15	=	< 13.4%	✓
El 1.12	Injuries due to falls in people aged 65 and over - rate per 100,000	2,484 2012/13	2,870 2013/14	WMR 2,068 2013/14	2,064 2013/14	✗	↓	✗

Equality strategy 2014/15 end of year progress report

Number	Title	Previous performance	End of year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Delivering our priorities								
Council as an employer								
EI 1.17	Number of employee contracts (excluding schools and casual posts)	6,270 contracts 31 March 2014	5,778 contracts 31 March 2015	—	—	N/A		N/A
EI 1.18	% of the workforce which is female	70.9% (4,445) 31 March 2014	70.2% (4,054) 31 March 2015	—	—	N/A		N/A
EI 1.19	% of senior managers (above Grade 10) who are female	51.20% (85) 31 March 2014	50.45% (56) 31 March 2015	—	—	N/A		N/A
EI 1.20	Black and Minority Ethnic (BME) representation in the workforce	16.3% (1,023) 31 March 2014	16.4% (945) 31 March 2015	—	—	N/A		N/A
EI 1.21	BME representation in senior management (above Grade 10)	10.24% (17) 31 March 2014	6.31% (7) 31 March 2015	—	—	N/A		N/A
EI 1.22	Employees who have declared a disability	6.0% (379) 31 March 2014	5.8% (334) 31 March 2015	—	—	N/A		N/A
Active citizens; strong and involved communities								
CP 4.01a	Move to online transactions 	—	16.16% 2014/15	—	—	✓	20%+ 2014/15	✗
CP 4.01b	Reduction in face to face contact and telephone contact 	—	12% 2014/15	—	—	✓	20%+ 2014/15	✗
CP 4.02	Common Assessment Framework (CAFs) closed with all actions complete	48.9% 2013/14	60% 2014/15 provisional	—	—	✓	70%+ 2014/15	✗
CP 4.03	Adult Social Care service users who have control over their daily life	78.5% 2013/14	78.2% 2014/15	CIPFA 77.4% 2013/14	76.8% 2013/14	✗	79%+ 2014/15	✗
Abbreviations used: Arden = NHS Arden Cluster, Herefordshire And Worcestershire Area Team; CIPFA = Chartered Institute of Public Finance and Accountancy (similar authorities); GB = Great Britain; S/N = Statistical Neighbours (similar authorities); UK= United Kingdom; WMM= West Midlands Metropolitan Area; WMR = West Midlands Region.								

Insight

For further information, please contact the **Insight Team**, Chief Executive's Directorate, Coventry City Council: Corporate.Policy@coventry.gov.uk



Cabinet Member for Policing and Equalities

24 September 2015

Name of Cabinet Member:

Policing and Equalities - Councillor Townshend

Director Approving Submission of the report:

Executive Director of Place

Ward(s) affected:

All

Title:

Invasive Non-native Plant Species

Is this a key decision?

No - Although this matter may affect all wards of the City, the impact of the proposals is not expected to be significant

Executive Summary:

Recent changes in legislation have given local authorities powers to take legal action, where necessary, against the owners of private land where non-native invasive plant species (namely Japanese Knotweed and Giant Hogweed) are invading neighbouring properties. Both species spread easily and are difficult and expensive to treat.

The Council has always treated these plant species when located on its own land and this report looks at options and suggestions for using specific legislative powers against private landowners.

Recommendations:

The Cabinet Member is recommended to:

- (1) Endorse the three stage approach suggested by officers in assisting residents in dealing with the encroachment onto their land of non-native invasive plant species.

List of Appendices included:

None

Other useful background papers:

[Home Office Guidance on dealing with Japanese Knotweed](#) and other invasive non-native plants
[How to control Giant Hogweed](#)
[How to control Japanese Knotweed](#)

Has it been or will it be considered by Scrutiny?

No

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

No

Will this report go to Council?

No

Report title:

Invasive Non-native Plant Species

1. Context (or background)

- 1.1 Japanese Knotweed and the Giant Hogweed are two of the most prevalent invasive non-native plants that were introduced into Britain in the 19th Century. Both can colonise an area and very quickly dominate a habitat so as to exclude other plants from growing.
- 1.2 From a nuisance point of view, Japanese Knotweed's root system can cause structural damage to buildings, whilst the Giant Hogweed can lead to human skin irritation. Eradication of these plants is not straightforward.
- 1.3 An "Information Paper on Japanese Knotweed and Residential Property" published by the Royal Institute of Chartered Surveyors in December 2011 estimates that control of a single significant knotweed infestation could cost in the region of £15K. Treatment of Giant Hogweed is not dissimilar. Consequently, the presence of these non-native invasive species can blight land and the owner's ability to obtain a mortgage of that land. The Council of Mortgage Lenders and Building Societies Association specify that before lending, the owner has committed to a treatment plan with follow-up action where required, which could extend to 3-4 years.
- 1.4 Whilst it is not an offence to have these plant species on land, owner/occupiers have a duty to prevent their spreading to neighbouring properties. Under the Environmental Protection Act 1990 plant material from these species is considered to be "controlled" waste, so disposal could be only via a licensed waste contractor. Until recently, these non-native invasive species were the sole responsibility of the Police, although their powers were limited and most people used civil legislation. However, recent legislative changes (Anti-social Behaviour, Crime & Policing Act 2014) (and [Home Office guidance](#) publicising this fact) have made clear that local authorities also now have suitable powers to deal with these plants.

2. Options considered and recommended proposal

- 2.1 **Legislative Powers.** Officers have examined current legislation and powers potentially available to the authority. These are discretionary powers and not duties. Residents can also take their own civil action.
 - 2.1.1 **Anti-social Behaviour Crime and Policing Act 2014.** The local authority or the Police have powers to issue Community Protection Notices (CPN). A CPN could potentially be issued to landowners who are failing to take reasonable measures not only to control non-native invasive plant species on their land, but also to monitor and manage them on an on-going basis.
 - 2.1.2 Where a notice has not been complied with, a local authority could prosecute and seek a remedial order requiring the owner/occupier to complete the works. Breaching this would bring the owner/occupier in contempt of court and this could result in a prison sentence.
 - 2.1.3 The order could also allow the local authority to complete the 'works in default', but only after estimated costs have been provided to the owner, who can challenge the specified amount: the challenge would be resolved at a hearing in the Magistrate's Court. Furthermore, whilst the owner/occupiers are liable for any costs associated with the works, non-payment would have to be pursued by the local authority as a civil debt with the risk of non-recovery.

2.1.4 **Civil Action by Land Owners.** Alternatively, the affected landowner or occupier could take action themselves through civil proceedings. A non-native invasive plant species spreading into another property could amount to a common law nuisance. A successful action would result in the Court awarding damages to compensate for any loss and/or granting an injunction to prevent a recurrence of the issue.

2.2 **Recommendations.** Dealing with these non-native invasive plant species and the cross boundary/garden logistics is highly problematical and because of this, many residents will have chosen to take no action. Therefore, it is likely that there will be a degree of latent demand which could place a strain on the enforcement team. It is therefore proposed that the Council uses a variety of tools to manage this demand and to a degree copy the process used in dealing with “high hedge” disputes.

2.3 **Stage 1: Information and self-help.** To create a ‘web based’ self-help guide for those affected by these non-native invasive plant species. The purpose of the guide would be:

- To enable landowners/occupiers to identify these non-native invasive plant species on their land, and to encourage them to take reasonable measures to control the plants so as not to cause a nuisance to others.
- To advise residents affected by non-native invasive plant species on adjoining land and how to engage with their neighbour/land owner on a ‘step by step’ basis, to resolve the matter informally. The information would include suggested forms of correspondence.
- Only when these routes have been explored by the resident should the matter be referred to the Council for formal investigation.

2.4 **Stage 2: Council Action:** To consider service requests from the public on a case by case basis (subject to the above process) and take:

- Informal action where possible and seek the cooperation of the property owner in undertaking ‘appropriate measures’, or
- Formal action by use of relevant legal powers and prosecution where co-operation is not gained. This would then provide a platform for the neighbours to take their own civil legal action.

2.5 **Stage 3: Civil Action. To secure** a criminal conviction the Council would need to prove the case ‘beyond a reasonable doubt’; consequently any subsequent civil action should be straightforward since the civil court burden of proof (“on the balance of probabilities) is lower. Again the Council will provide a ‘step by step’ guide for residents in how they can take their own civil action against their neighbour to secure ultimate remediation of the problem.

2.6 Cabinet Member is recommended to:

- (1) Endorse the three-stage approach suggested by officers in assisting residents in dealing with the encroachment on their land of non-native invasive plant species.

3. Results of consultation undertaken

3.1 None.

4. Timetable for implementing this decision

Officers already have the necessary powers and this process can be implemented immediately if Cabinet Member supports the recommendation.

5. Comments from the Executive Director, Resources

Finance: No additional resource will be required to implement the new powers granted within the Act.

Legal: The Council's Constitution is drafted in such a way as to authorise officers to use powers under specific legislative themes i.e. anti-social behaviour offences, waste offences, food safety offences etc. Cabinet Member is therefore not required to authorise officers to use this specific piece of legislation. The legislation referred to above does not confer specific duties on the Council to take action to deal with the relevant species.

6. Other implications

None

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

6.1.2 There are clear research findings that show that the local environmental quality in a person's living environment has a significant impact on their health and well-being. The Home Office views the non-control of non-native invasive species as a type of anti-social behavior. Residents in areas which have a low environmental quality often have an increased "fear of crime". This particular tool will contribute to the Council's key objectives to 'create an attractive, cleaner and greener city' and 'make communities safer together with the police, to reduce crime and anti-social behaviour'.

6.2 How is risk being managed?

None

6.3 What is the impact on the organisation?

None

6.4 Equalities / EIA

None

6.5 Implications for (or impact on) the environment

See 6.1.1

6.6 Implications for partner organisations?

None

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Enquiries should be directed to the above person.

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Joy Adams	Environment & Housing Enforcement Manager	Place	19 th Aug 15	20 Aug 2015
Usha Patel	Governance Services Officer	Resources	20 Aug 2015	20 Aug 2015
Names of approvers for submission: (officers and members)				
Finance: Cath Crosby	Lead Accountant	Resources	20 Aug 2015	09 Sep 2015
Legal: Andrew Burton	Solicitor, Place & Regulatory Team	Resources	20 Aug 2015	20 Aug 2015
HR: Jas Bilen	Business Partner (Service Support)	Resources	20 Aug 2015	24 Aug 2015
Andrew Walster	Assistant Director	Place	20 Aug 2015	14 Sep 2015
Martin Yardley	Executive Director	Place		
Members: Councillor Phillip Townshend	Deputy Leader	Policing & Equalities	15 Sep 2015	

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Cabinet Member for Policing and Equalities

24 September 2015

Name of Cabinet Member:

Cabinet Member for Policing and Equalities – Councillor Townshend

Director Approving Submission of the report:

Executive Director of Resources

Ward(s) affected:

None

Title:

Outstanding Issues Report

Is this a key decision?

No

Executive Summary:

In May 2004 the City Council adopted an Outstanding Minutes System, linked to the Forward Plan, to ensure that follow up reports can be monitored and reported to Members. The attached appendix sets out a table detailing the issues on which further reports have been requested by the Cabinet Member for Policing and Equalities so he is aware of them and can monitor progress.

Recommendations:

The Cabinet Member for Policing and Equalities is requested to consider the list of outstanding issues and to ask the Member of the Management Board or appropriate officer to explain the current position on those which should have been discharged at this meeting or an earlier meeting.

List of Appendices included:

Table of Outstanding Issues.

Other useful background papers:

None

Has it or will it be considered by Scrutiny?

No

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

No

Will this report go to Council?

No

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Contributors:				
Other members	Not applicable			
Names of approvers: (officers and members)				
Finance: Name	Not applicable			
Legal: Name	Not applicable			

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	Subject	Date for Further Consideration	Responsible Officer	Proposed Amendment to Date for Consideration	Reason for Request to Delay Submission of Report
1	<p>Report back on Progress of ongoing Development of the Youth Space in Cope Street, Coventry</p> <p>Report back on progress</p> <p>(CM(CS&E) 21st March, 2013 (Minute 73/13))</p>	Tbc	<p>Executive Director of People</p> <p>Steve Wiles</p>		
2*	<p>Equality Strategy</p> <p>End of year report</p> <p>(CM(P&E) 22 Jan 2015 (Minute 73/14))</p>	24 September 2015	<p>Director of Public Health</p> <p>Surindar Nagra/ Helen Shankster/ Valerie De-Souza</p>		
3*	<p>Use of Covert Surveillance of Employees Policy and Procedure</p> <p>Annual report, only if applications have been received.</p> <p>This item and 11(below) combined within one report.</p> <p>(CM(P&E) – 4th Sept, 2014 (Minute 26))</p>	24 Sept 2015	<p>Executive Director of Resources</p> <p>Steve Mangan/Helen Lynch</p>		
4	<p>Equalities in Employment</p> <p>Progress report</p> <p>(CM(CS&E) 5th Sept 2013 (Minute 32))</p>	Tbc	<p>Executive Director of Resources</p> <p>Shokat Lal</p>		This information is to be included in the Workforce Profile report that will be submitted to CM (SF&R) for consideration.
5	<p>Petition – security fencing to open land at rear of 2-66 Brookside Avenue</p> <p>Update progress report</p>	5 November 2015	<p>Executive Director of Place</p> <p>Graham Hood</p>		

	(CM(P&E) 23.04.2015 (Minute 103))				
6*	<p>Petition – improve environment and security of Hearsall area of Coventry</p> <p>Updated progress report</p> <p>(CM(P&E) 23.04.2015 (Minute 104))</p>	24 September 2015	Executive Director of Place Simon Hutt/Craig Hickin		
7	<p>Public Space Protection Order (Coventry Dog Control)</p> <p>A review of arrangements after a year of operation</p> <p>(CM(P&E) 18 December 2014 (Minute 58))</p>	10 December 2015	Executive Director of Place Craig Hickin		
8	<p>Report in response to a petition concerning a property in Earlsdon Ward</p> <p>Progress made on resolving the issues</p> <p>(CM(P&E) 23.7.2015 (Minute 8))</p>	10 December 2015	Executive Director of Place Craig Hickin/Marcus Fothergill		
9	<p>Local Democracy Week</p> <p>Interim report on progress in relation to recommendations made at 22 Jan 2015 meeting</p> <p>(CM (P&E) 22.01.2015 (Minute 75))</p>		Executive Director of Resources Matt Rossi		An update to be provided to the Electoral Arrangements Advisory Panel and hence to be deleted from the outstanding issues list.
10	<p>Fines Policy – Redress Schemes for Letting Agents and Property Management</p>	5 November 2015	Executive Director of Place		

	Report back on operation of system (CM(P&E) 22 Jan 2015 (Minute 72))		Allan Harwood		
11*	Processing of CCTV footage for investigating Alleged Employee Misconduct Annual report This item and 3(above) to be combined within one report. (CM(P&E) 22 Jan 2015 (Minute 74))	24 September 2015	Executive Director of Resources Steve Mangan/Helen Lynch		
12*	Report in response to a petition regarding Street Drinking and drug taking in Hillfields Further report on progress of recommendations made at meeting held on 23 July 2015 (CM (PE) 23 July 15 (min 7))	24 Sept 2015	Executive Director of Place Liam Massey/Merrifield Nagle/Bev Isabel		

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