



Scrutiny Co-ordination Committee

Time and Date

10.30 am on Wednesday, 9th September, 2015

Place

Bettmann Suite, Coventry Transport Museum, Millenium Place, Hales Street,
Coventry CV1 1JD

Public Business**1. Apologies and Substitutions****2. Declarations of Interest****3. Minutes** (Pages 5 - 6)

(a) To agree the minutes of the previous meeting held on 29 July, 2015

(b) Matters Arising

4. Female Genital Mutilation (Pages 7 - 24)

Report of Councillor Dr R Auluck, Deputy Cabinet Member for Policing and Equalities

Councillor Dr Auluck and Councillors Caan and Clifford, Cabinet Member and Deputy Cabinet Member for Health and Adult Services have been invited to the meeting for the consideration of this item.

5. Cultural Trust Review (Pages 25 - 30)

Presentation and Briefing Note of the Director of Place

Councillor Khan, Cabinet Member for Culture, Leisure, Sports and Parks has been invited to the meeting for the consideration of this item along with Gary Hall, Culture Coventry and Joanne Reid, Belgrade Theatre.

6. Combined Authority - Progress

The Chief Executive will report at the meeting

Councillor Lucas, Cabinet Member for Policy and Leadership has been invited to the meeting for the consideration of this item.

7. **Scrutiny Management**

Councillor Duggins, Chair of Scrutiny Co-ordination Committee, attended Cabinet on 11th August, 2015 and agreed that the decisions were urgent and call-in should not apply. In accordance with the Constitution the reports are submitted to inform the Committee of the reason for urgency which are that consultation on both proposals needed to commence at the earliest opportunity.

Copies of the reports are attached for information:-

- (a) Public Consultation - Local Council Tax Support Scheme (Pages 31 - 54)

Report of the Executive Director of Resources

- (b) Improving Accommodation for Older People (Pages 55 - 76)

Report of the Executive Director of Resources

8. **Outstanding Issues**

All outstanding issues have been included in the Work Programme

9. **Scrutiny Co-ordination Committee Work Programme 2015/2016** (Pages 77 - 84)

Report of the Scrutiny Co-ordinator

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

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

Private Business

Nil

Chris West, Executive Director, Resources, Council House Coventry

Tuesday, 1 September 2015

Notes:1) The person to contact about the agenda and documents for this meeting is Liz Knight, Democratic Services, Council House, Coventry, telephone 7683 3073, alternatively Tel: 024 7683 3073 Email: liz.knight@coventry.gov.uk

- 2) Council Members who are not able to attend the meeting should notify Liz Knight no later than 9.30 a.m. on the day of the meeting, giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.

- 3) Scrutiny Board Members who have an interest in any report referred to this meeting, but who are not Members of this Committee, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors N Akhtar (Deputy Chair), J Blundell, G Duggins (Chair), T Khan, R Lakha, J Mutton, M Mutton, K Taylor and D Welsh

By invitation Councillors

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

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

Liz Knight

Tel: 024 7683 3073 Email: liz.knight@coventry.gov.uk

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Coventry City Council
Minutes of the Meeting of Scrutiny Co-ordination Committee held at 11.30 am on
Wednesday, 29 July 2015

Members: Councillor G Duggins (Chair)
Councillor N Akhtar (Deputy Chair)
Councillor J Blundell
Councillor T Khan
Councillor Lakha
Councillor J Mutton
Councillor M Mutton
Councillor K Taylor
Councillor D Welsh

Other Members: Councillor A Lucas, Cabinet Member for Policy and Leadership
Councillor P Akhtar

Employees (by Directorate):

Chief Executive's: C Dear, S Chun Lam, J Moore

Resources: S Bennett, G Holmes, A West

Public Business

12. Declarations of Interest

There were no disclosable pecuniary interests declared.

13. Minutes

The minutes of the meeting held on 8 July, 2015 were signed as a true record.

Further to Minute 5/15, the Committee noted that information in relation to under 18 conception rates would be circulated to them shortly.

The Committee also noted that work was in hand in relation to providing an update on the current position at The Coventry Foyer.

14. Council Plan Performance 2014-15 and Revised Council Plan 2015

Prior to the meeting, all Members of the City Council had been invited to attend a Seminar where they had received a comprehensive presentation on the Council Plan Performance 2014-15 and Revised Council Plan 2015. Members had also been given an opportunity to question officers on the presentation.

The Committee reviewed the issues raised at the Members' Seminar, noting that a number of those issues were already included on either their or the Scrutiny Boards' Work Programmes.

RESOLVED that the following additional issues to be added to the Work Programmes indicated:-

- 1) Top 10 Cities – To include information on criteria, indicators and progress - Scrutiny Co-ordination Committee**
- 2) Air Quality – To consider possible additional indicators – To be included as part of Scrutiny Co-ordination Committee’s consideration of this issue at their meeting on 4 November, 2015**
- 3) Coventry Investment Fund – Finance and Corporate Services Scrutiny Board (Scrutiny Board 1)**
- 4) Performance Management Across the Council – Initially to be considered as part of the Education and Children’s Scrutiny Board’s (Scrutiny Board 2) Task and Finish Group on Performance Management**

15. Outstanding Issues

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

16. Scrutiny Co-ordination Committee Work Programme 2015/2016

The Committee considered their Work Programme for 2015/16 and noted that it would be updated in light of Minute 14 above.

17. Any Other Items of Public Business

There were no other items of public business.

(Meeting closed at 12.15 pm)



To: Scrutiny Coordination Committee

Date: 9 September 2015

From: Councillor Dr Auluck, Deputy Cabinet Member for Policing and Equalities

Subject: Female Genital Mutilation

1 Purpose

1.1 The purpose of this paper is to update Scrutiny Coordination Committee on the issue of Female Genital Mutilation (FGM) in Coventry. The paper also provides an update on National measures implemented in regards to FGM. It provides an update on the prevalence of FGM in Coventry and progress against the recommendation's endorsed by Scrutiny Coordination Committee last year. This briefing seeks to inform Councillors of local measures taken to eliminate the practice of FGM and requests their views and endorsement of the recommendations provided.

2 Recommendations

2.1 Scrutiny Co-ordination Committee is recommended to:

- 1) Consider the progress update contained in section 4 of the report
- 2) Identify any further areas for discussion or consideration
- 3) Identify any recommendations for the appropriate Cabinet Member.

3 Information and Background

3.1 The issue of FGM in Coventry was raised by Councillor Gingell at Council in December 2013 where a motion to condemn the practice was supported, Coventry City Council was the first Council to support such a motion, and a number of other councils have now taken a motion through to end FGM. Public Health were asked to establish a FGM Task & Finish Group to gather knowledge and intelligence on the extent of FGM in Coventry, how it is being addressed by various partners and the barriers in dealing with FGM. (Appendix 1)

3.2 An in depth report was developed that identified prevalence of FGM in Coventry (Appendix 2) and included recommendations to eradicate the practice. This report was presented to Scrutiny Co-ordination Committee at their meeting on 8 October 2014, Health & Wellbeing Board on 10 November 2014 and was endorsed by Cabinet on 10 February 2015. The report was also taken to the Police & Crime Board on the 29 April 2015.

3.3 Recommendations included;

- Prevention through awareness raising & community engagement
- Training & empowerment through the implementation of specialist training programmes across Coventry tailored to professionals and communities.
- Continued support to law enforcement officers

- Safeguarding, reporting & recording - ensure that professionals access the LSCB multi-agency safeguarding training. Ensure Professionals identify girls at risk and refer them as part of child safeguarding.
 - Life course approach to treatment, services & support - To support University Hospital Coventry & Warwickshire (UHCW) in their work to offer women access to a specialist FGM midwife
 - Data collection & sharing - Agencies including health, social care, safeguarding, police and midwifery should collect and share data where appropriate
 - Implementation of an Ending FGM in Coventry Service (based within the voluntary sector) for a period of 2 years months to implement these recommendations and effectively tackle FGM in Coventry
- 3.4 The Task & Finish Group has developed into the Ending FGM in Coventry Steering Group that oversees FGM related work in Coventry and reports into Coventry Health & Wellbeing Board.
- 3.5 At the request of Scrutiny Coordination Committee, the Councils Public Health Department have developed this detailed progress report which includes updates on the actions recommended in the previous report.
- 4 What has happened locally since the last Scrutiny Coordination Committee?**
- 4.1 The Local Safeguarding Children's Board (LSCB) has been working in partnership to address FGM locally since 2009 and offers training, has developed a safeguarding procedure and a website.
- 4.2 The Meridian GP Practice for refugees and asylum seekers has over 2000 patients, about a third of whom are female. New patients are routinely asked whether they have undergone FGM; over 40 women have been identified as having undergone FGM. Those with female children are informed of the legal aspect of FGM; if there are concerns a referral will be made to Safeguarding. Dr Callaway from the Meridian Practice has trained staff from the City of Coventry Health Centre Practice, which has 6000 patients, half of whom are female. This practice has around 40 women recorded as having FGM on their database. Dr Callaway will also be presenting on FGM at a national training day for health professionals held by Virgincare in London next month.
- 4.3 West Midlands Police have launched Sentinel. It is a force wide initiative aimed at protecting the most vulnerable members of society in the West Midlands particularly those who are victims or are at risk of child sexual exploitation, honour-based violence, human trafficking, female genital mutilation and domestic abuse. There have also been a number of joint visits carried out with the Police and Social Care in regards to FGM.
- 4.4 Coventry University are currently a partner in the REPLACE 2 project. REPLACE 2 aims to implement and evaluate community-based behaviour change intervention frameworks to tackle female genital mutilation in the EU.
- 4.5 Secondary Schools have been provided with lesson plans and are encouraged to deliver a whole school approach to FGM. Anecdotal feedback has shown that a number of schools have delivered FGM sessions to pupils and a number of students are currently leading their own projects to raise awareness of FGM. A group of students recently piloted the new FGM app developed by Coventry University and presented this work at a national and local launch.
- 4.6 A specialist FGM service has been commissioned by Public Health, with a consortium of 3 voluntary sector providers awarded the 2 year contract. The service is designed to prevent

FGM through Awareness Raising, Community Engagement & Training with a contract start date of 1st June 2015. Project progress including outcomes is discussed later in the report.

- 4.7 Coventry Safeguarding Boards are currently reviewing their policies and procedures, this will include FGM to which Public Health will support as required. This review will be completed by October 2015.
- 4.8 The FGM Steering Group continue to support organisations in ensuring that all staff are aware of their roles and responsibilities in relation to FGM and that any operational issues are resolved within organisations or referred to the appropriate body.
- 4.9 On-going partnership work with key stakeholders including UHCW, Health Visitors, School Nursing and the CCG, to develop and implement FGM risk assessment tools to ensure appropriate referrals are made to the relevant agencies.
- 4.10 Coventry Public Health have presented to the West Midlands Police & Crime Panel on behalf of Councillor Gingell. Good practice in Coventry has been included with their report on FGM¹ and Public Health will continue to represent Coventry on the regional FGM task force.

5 Progress Report

- 5.1 The previous public health report identified a number of recommendations designed to enable Coventry to effectively tackle FGM. This report will update the Scrutiny Coordination Committee as to the progress against each recommendation and highlight future priorities needed to eradicate the practice for the Committee to consider and endorse along with identifying any further areas for discussion or consideration.

6 Prevention

6.1 Recommendation 1 – Prevention through awareness raising

It was recommended that prevention should be a key part of Coventry's work to tackle FGM including awareness raising through the implementation of a multi-faceted awareness campaign targeting health, education, social care, voluntary sector, practising communities and other relevant professionals and ensuring that relevant communities are fully engaged and consulted with throughout the design and implementation of any FGM communication tools and service developments.

6.2 Progress against Recommendation 1

In November 2014, 300 people attended a conference to raise awareness of FGM amongst health and social care professionals. All delegates that attended the conference felt that it improved their knowledge of FGM and 100% of attendees felt it was a good use of their time. The majority of delegates confirmed that they would implement a number of changes into their daily role as a result of the conference including;

- Attending further training
- Initiate conversations with service users
- Improve staff training
- Build better relationships with parents of service users
- Adapt safeguarding policies and procedures

- 6.3 As a result of community and stakeholder engagement Coventry City Council designed a 'pledge' to end FGM that will enable all agencies across Coventry to commit to working towards ending FGM and protecting local women and girls from harm. Over 30 senior officers and council leaders have committed themselves and their organisations to end

¹ <http://westmidlandspcp.co.uk/wp-content/uploads/2015/06/WMP-CP-Tackling-FGM-in-the-West-Midlands.pdf>

female genital mutilation in Coventry through supporting culture change, protecting girls at risk, supporting women affected by FGM, supporting communities to oppose the practice, raising awareness and supporting the law (appendix 3). Individual and organisational pledges have also been designed to enable everyone to commit to ending FGM in Coventry.

- 6.4 Coventry City Councils Public Health Team have commissioned a specialist FGM service for a period of 2 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 Coventry.
- The Service will develop a city wide FGM awareness campaign designed by community members and young people from affected communities to ensure that it is culturally sensitive and effective. This will include information leaflets, electronic resources for use by social media, posters and a website.
 - The service will provide bespoke training to professionals, young people and communities practising FGM.
 - The service will focus on asset building within communities to ensure that they are skilled to tackle FGM and able to continue FGM work once this current service finishes. This will ensure that any work carried out by this service is sustainable and value for money.
 - The service will also result in the empowerment of frontline professionals, affected girls and young women (both those at risk of FGM and those who have undergone FGM) through the development of support groups, community engagement and training.
- 6.5 Public Health and the voluntary sector worked in partnership to develop 2 films on FGM. One is an educational film featuring influential local leaders from the council, 3rd sector and faith based organisations including the chairs of the British Arab Federation and Coventry's Muslim Forum. This film educates viewers about the practice, the law in regards to FGM, the harmful consequences of FGM and the need for communities to oppose it. A second film entitled 'It Stops with Me' was developed starring local people who are committed to ending FGM. It was designed to raise awareness of the dangers of FGM and encourage practising communities to oppose it; links to the films are below. The films have been viewed approximately 800 times.

FGM Interviews - https://youtu.be/ak_g8woS4Zc (11 minutes 56 seconds)

FGM It Stops With Me - <https://youtu.be/Q16OmOp26bk> (2 minutes 30 seconds)

- 6.6 Public Health have supported Coventry University in their development of a webapp for young people. Researchers at Coventry University have created the new app, endorsed by the National Society for the Prevention of Cruelty to Children ([NSPCC](#)), to help protect young girls and women from female genital mutilation (FGM). The new app, developed jointly by experts at Coventry University's Centre for Communities and Social Justice (CCSJ) the Centre for Excellence in Learning Enhancement (CELE) at Coventry University and in partnership with Coventry City Council, will prove to be a valuable resource in the fight against FGM. The app, which works across most mobile devices such as smartphones, tablets and lap tops via an internet browser, is aimed primarily at young girls living in affected communities and at risk from FGM. But it can also be used as an educational tool to teach young people and others the facts and realities of FGM. The app was launched locally by Councillors' Lucas and Gingell and a National launch featured the Secretary of State for Education and the Home Office Minister for Preventing Abuse and Exploitation, the event featured in the National press and television. The council and the university are currently in the early stages of developing a web app for front line

professionals. This will hopefully be launched in February 2016 on zero tolerance to FGM day.

6.7 Recommendation 1a – Prevention through Community Engagement

Effective engagement with communities to ensure FGM campaigns are successful was recommended in the original report. This should be achieved by improved partnership work with key stakeholders and a commitment from all partners to fully engage and consult with communities on all FGM interventions.

6.8 Progress against recommendation 1a

Coventry Public Health Department, in partnership with Voluntary Action Coventry and Coventry University have held two very successful community engagement events to discuss FGM in August and September 2014, with one being specifically aimed at men. Both events were attended by 40 people from a range of health & social care professionals, voluntary sector staff and community members & leaders from minority populations. Both sessions involved in depth discussions as to how we can work together to tackle the issue of FGM and feedback from these events helped shape the service specification for the Ending FGM in Coventry service.

6.9 Public Health have engaged with a local charity organisation designed to tackle FGM from within practising communities. This organisation played a key role at the Ending FGM in Coventry conference where they presented on community perspectives of FGM and delivered a seminar on the cultural underpinnings of the practice.

6.10 This engagement has continued with the recruitment of local community champions supported by the FGM service, who are passionate about ending FGM, the champions are currently engaged on a number of activities including leaflet designs and delivering workshops to community members.

6.11 Recommendation 1b – Prevention through Training & Empowerment

Through consultation with professionals, community members and the voluntary sector it was recommended that high-quality training provided by specialist organisations is commissioned to ensure all practitioners are capable of recognising the risks of FGM, understand when it has taken place, how to respond and the subsequent referral pathways. Support for professionals to develop the confidence to approach the subject of FGM in a culturally sensitive way is also vital. It is important that everyone who is affected by FGM is educated about this harmful practice, therefore education for community members and young people of both genders about FGM will be beneficial in empowering community members and the younger generation to oppose the practice and positively impact positive behaviour change.

6.12 Progress against recommendation 1b

The Ending FGM in Coventry service started on 1 June 2015, it has already provided training to a number of professionals and volunteers from the 3rd sector. A multi-agency training session was attended by 30 professionals including specialist sexual violence and domestic violence support workers, counsellors, health professionals, nursery workers and youth participation officers. A training session has been held at Hillfields Childrens Centre with a total of 20 staff attending.

6.13 The service has recruited a FGM co-ordinator, this post was advertised widely to ensure it reached women from practicing communities with relevant skills, knowledge and experience to fulfil the role. The post holder will co-ordinate training across the city, design and implement awareness raising campaigns in partnership with community members,

manage the community champions and provide on-going support to FGM survivors, professionals and volunteers.

- 6.14 A number of community champions from practising communities have been recruited and trained in FGM to enable them to educate their peers on the practice and offer support to women and girls, at risk of or affected by FGM.
- 6.15 There are 6 schools already on the waiting list to receive training for staff and pupils; sessions will be arranged for September 2015 onwards.
- 6.16 The service is in the process of arranging bespoke training sessions for GP Trainees in Coventry & Warwickshire deanery.

7 Recommendation 2 - Law Enforcement

The report recommended that Coventry should strive to prevent FGM through Law Enforcement. Professionals and Communities need to continue to support the Police to enforce the law against parents / guardians who permit FGM and the practitioners who carry it out and prevent women and girls being taken out of UK legal jurisdiction with the intention of carrying out FGM.

7.1 Progress against recommendation 2

Both locally and regionally all agencies including public health have excellent relations with West Midlands Police, their FGM lead is a member of Coventry's FGM Steering Group.

- 7.2 Section 73 of The Serious Crime Act 2015 (the 2015 Act), which received Royal Assent on 3 March 2015, inserts a new section 5A into the Female Genital Mutilation Act 2003 (the 2003 Act). This makes provision for a new civil law remedy - the Female Genital Mutilation (FGM) Protection Order (at Schedule 2 of the 2003 Act). The FGM Protection Order (FGMPO) will apply in England, Wales and Northern Ireland and offers a means of protection to girls and women who are victims, or may be at risk, of FGM. Breach of a FGMPO would be a criminal offence with maximum 5 year imprisonment or civil breach carrying a 2 year imprisonment. Further information in regards to the law can be found in appendix 4.

- 7.3 Public Health, supported by other key partners have presented to Coventry's Police & Crime Board an update of our progress on FGM and received full support from members. The Board will continue to be kept up to date with Coventry's work on FGM, particularly in relation to prosecutions and protection orders.

- 7.4 West Midlands Police have received 70 referrals for FGM since January 2015, 25 have been from Coventry (36%). Referral sources include UHCW midwifery, schools, GPs and parents.

8 Recommendation 3 - Safeguarding

- 8.1 It is recommended that all suspected cases should continue to be referred as part of existing child safeguarding obligations. Information and support should be given to families to protect girls at risk. Better awareness of FGM and the law amongst professionals should be implemented as part of a specialised training programme.

8.2 Progress against recommendation 3

Standard safeguarding procedures are in place for children at risk of and affected by FGM with the LSCB ensuring that all agencies are aware of their roles and responsibilities in regards to FGM and the protection of children. The LSCB is currently in the process of updating its policies and procedures and FGM will be included in this work, this will be

completed by October 2015. Information on the LSCB website in regards to FGM is currently being updated to reflect local and national progress and FGM will feature regularly in the boards newsletters.

- 8.3 The Multi Agency Safeguarding Hub (MASH) has recently implemented FGM data recording requirements and will be able to share this intelligence from autumn 2015 onwards.
- 8.4 The Government have launched a consultation seeking views on draft statutory multi-agency practice guidance on Female Genital Mutilation (FGM) for frontline professionals in England and Wales. A multi-agency consultation event is being organised in partnership with Warwickshire County Council to enable front line professionals to discuss the implementation of the statutory requirements.

9 Recommendation 4 – Life course approach to FGM

- 9.1 This report recommends that if a child or woman has undergone FGM she should be offered medical help, psychological support and counselling. Action should be taken to protect any female relatives who are at risk and to investigate possible risk to other children in the practising community. Further information as to the impacts of FGM throughout the life course of a woman can be found in appendix 5.

10 Progress against recommendation 4

- 10.1 The Ending FGM in Coventry service will focus on developing and improving referral pathways with key stakeholders including police, children's services, safeguarding, midwifery and psychological support to improve access to services and outcomes for women and girl's affected by FGM. The service will signpost affected women to external support agencies and also provide 121 support through the provision of specialist counselling.

11 Recommendation 5 – Access to specialist midwifery FGM clinics

- 11.1 The report also recommends that key stakeholders support UHCW in their work to offer women access to a specialist FGM midwife or consultant through the provision of dedicated clinic time.

11.2 Progress against recommendation 5

Public Health liaise regularly with UHCW Midwifery services and senior staff are members of the FGM steering group, we therefore provide on-going support to UHCW as and when required. UHCW currently have a specialist consultant who deals with all FGM cases, this will continue to be monitored and if need increases UHCW midwifery will look to increase access to specialist clinicians for women affected by FGM.

12 Recommendation 6 - Information Gathering & Data Sharing

- 12.1 It was recommended that data gathered should be shared across all agencies to ensure Coventry has a clear as possible picture of the prevalence of FGM in Coventry.

12.2 Progress against recommendation 6

Progress in the collection of FGM data has improved both locally and nationally. Locally Public Health continue to work with key stakeholders such as the MASH, UHCW and WMP to gather data and share intelligence to ensure that we improve our knowledge of the extent of FGM as a local issue and gather information in regards to practising communities, this will help shape services and ensure that all initiatives can be monitored in terms of success.

13 National Picture

13.1 The national picture shows that as of 1 April 2014, the 'Female Genital Mutilation Prevalence Dataset' was published. Within it are rules for healthcare professionals. This includes General Practitioners and other primary healthcare staff.

- All clinical staff MUST record in-patient healthcare records when it is identified that a patient has had FGM
- If it can be determined what type of FGM the patient has, (according to the WHO classifications) this MUST be recorded.
- Where it is not possible to determine the type of FGM, then 'Female Genital Mutilation' MUST still be recorded within the clinical notes.

(DH, 2014)

13.2 The full requirements also mean that Acute NHS Trusts (Foundation and non-Foundation) must provide returns to the Department of Health on a monthly basis of the prevalence of FGM within their treated population. The requirement to submit the FGM Prevalence Dataset is mandatory for all Acute (Foundation and non-Foundation) Trusts, including A&E departments. Coventry & Rugby CCG has confirmed that this requirement is to be written into contracts by CCGs for acute providers as of the 1 September 2014.

13.3 By October 2015, all GP Practices in England will be required to submit information to the Health and Social Care Information Centre when they have identified that a patient has FGM through the standard delivery of care, or if she has disclosed this. This is known as the FGM Enhanced Dataset.

Report Author(s):

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Appendices

Appendix 1. Background Information

What is Female Genital Mutilation?

Female genital mutilation (FGM), also known as female circumcision or female genital cutting, is defined by the World Health Organisation (WHO) as "all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons".

The World Health Organisation (WHO) have classified Female Genital Mutilation into four types:

- Type 1 - excision of the prepuce, with or without excision of part or all of the clitoris;
- Type 2 - excision (Clitoridectomy) of the clitoris with partial or total excision of the labia minora (small lips which cover and protect the opening of the vagina and the urinary opening). After the healing process has taken place, scar tissue forms to cover the upper part of the vulva region;
- Type 3 - Infibulation - This is the most severe form of female genital mutilation. Infibulation often (but not always) involves the complete removal of the clitoris, together with the labia minora and at least the anterior two-thirds and often the whole of the medial part of the labia majora (the outer lips of the genitals). The two sides of the vulva are then sewn together with silk, catgut sutures, or thorns leaving only a very small opening to allow for the passage of urine and menstrual flow. This opening can be preserved during healing by insertion of a foreign body;
- Type 4 - Unclassified - pricking, piercing or incising of the clitoris and/or labia; stretching of the clitoris and/or labia; cauterization by burning of the clitoris and surrounding tissue; scraping of tissue surrounding the vaginal orifice (angurya cuts) or cutting of the vagina (gishiri cuts); introduction of corrosive substances or herbs into the vagina to cause bleeding or for the purpose of tightening or narrowing it; and any other procedure that falls under the definition given above.

The practice is mostly carried out by traditional circumcisers, who often play other central roles in communities, such as attending childbirths.

Procedures are mostly carried out on young girls sometime between infancy and aged 15, and occasionally on adult women.

What are the implications of FGM?

Immediate complications can include severe pain, shock, haemorrhage, tetanus, gangrene or sepsis, urine retention, open sores in the genital region and injury to nearby genital tissue, wound infections, as well as blood-borne viruses such as HIV, hepatitis B and hepatitis C and in some cases death.

Long-term consequences can include recurrent bladder and urinary tract infections, abnormal periods, cysts, infertility, an increased risk of childbirth complications and new-born deaths, chronic vaginal and pelvic infections, kidney impairment and possible kidney failure and the need for later surgeries.

Psychological and mental health problems include depression and anxiety, and flashbacks during pregnancy and childbirth.

Cultural underpinnings and motives

Although FGM is practised by secular communities, it is most often claimed to be carried out in accordance with religious beliefs. However, FGM predates Christianity, Islam and Judaism, and the Bible, Koran, Torah and other religious texts do not advocate or justify FGM. In most societies, FGM is considered a cultural tradition, which is often used as an argument for its continuation. Religious leaders take varying positions with regard to FGM: some promote it, some consider it irrelevant to religion, and others oppose it and contribute to its elimination. Local structures of power and authority, such as community leaders, religious leaders, circumcisers, and even some medical personnel can contribute to upholding the practice.

Reasons given for practising FGM:

- It brings status and respect to the girl.
- It preserves a girl's virginity/chastity.
- It is part of being a woman.
- It is a rite of passage.
- It gives a girl social acceptance, especially for marriage.
- It upholds the family honour.
- It cleanses and purifies the girl.
- It gives the girl and her family a sense of belonging to the community.
- It fulfils a religious requirement believed to exist.
- It perpetuates a custom/tradition.
- It helps girls and women to be clean and hygienic.
- It is cosmetically desirable.
- It is mistakenly believed to make childbirth safer for the infant

Appendix 2. FGM Prevalence

It is important to note that data for FGM both locally and nationally is limited, much of which is based on the 2011 census. This issue is being tackled nationally with the introduction of mandatory requirements for Healthcare Professionals to record FGM implemented from April 2014.

Global Prevalence

- It is estimated that 125 million women and girls worldwide have undergone FGM.
- It is estimated that 3 million girls are subjected to FGM every year.

Groupings of the 29 countries where FGM is concentrated, by FGM Prevalence amongst girls and women aged 15-49.

Groupings by FGM prevalence levels (15-49 year old females)	Countries
Very high prevalence countries Prevalence rates >80%	Somalia, Guinea, Djibouti, Egypt, Eritrea, Mali, Sierra Leone, Sudan
Moderately high prevalence countries Prevalence rates 51-80%	Gambia, Burkina Faso, Ethiopia, Mauritania, Liberia
Moderately low prevalence countries Prevalence rates 26-50%	Guinea-Bissau, Chad, Ivory Coast, Kenya, Nigeria, Senegal
Low prevalence countries Prevalence rates 10-25%	Central African Republic, Yemen, Tanzania, Benin
Very low prevalence countries Prevalence rates <10%	Iraq, Ghana, Togo, Niger, Cameroon, Uganda

National Prevalence

It is estimated that 137,000 women and girls are living with FGM in the UK and that 60,000 girls aged 13 and under are at risk of FGM.²

A recent report by City University London and Equality Now (July 2015)² looked at prevalence of FGM in England and Wales and developed estimates of the numbers of women with FGM living in England and Wales, the numbers of women with FGM giving birth and the numbers of girls born to women with FGM. To derive these estimates the report used the results of household interview surveys in the countries in which FGM is practised, demographic data about women born in these countries and girls born to them was derived from the 2011 census and from birth registration. The survey found that;

- London as a whole has the highest prevalence rates, with 21 women per 1,000 affected by FGM. The 10 highest prevalence rates are located in local authorities within the capital.
- Manchester, Slough, Bristol, Leicester and Birmingham have high prevalence rates, ranging from 12 to 16 per 1,000,
- Milton Keynes, Cardiff, Coventry, Sheffield, Reading, Thurrock, Northampton and Oxford had rates of more than seven per 1,000.
- Rural areas show prevalence's of well below one per 1,000, but cases were found in all local authorities in England and Wales.

Prevalence of FGM in Coventry

² City University London and Equality Now. Prevalence of Female Genital Mutilation in England and Wales: National and local estimates, July 2015

Since 1 April 2014 Acute NHS Trusts (Foundation and non-Foundation) must provide returns to the Department of Health on a monthly basis of the prevalence of FGM within their treated population. Between April 2014 and March 2015 there have been 77 women accessing UHCW midwifery services that have been affected by FGM from a total of 6218 births, this is 1.2% of all deliveries. Evidence suggests that for these women there may be an increased risk of childbirth complications and new-born deaths. For those mothers who have undergone FGM there is also the potential risk that their female children will also undergo the procedure.

Police data for the West Midlands shows FGM referrals to West Midlands Police (WMP):

Year	Total referrals to WMP	Coventry Referrals	Percentage
2013	41	16	39%
2014	135	80	59%
2015 (to date)	70	25	36%

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. Historically it has been UHCW policy to refer all females affected by FGM who give birth to a girl to West Midlands Police for a joint visit with social care. However more recently it has been noted by professionals that a home visit by police in uniform is not always appropriate and can sometimes alienate community members. As a result the Department of Health developed the FGM risk assessment tool to clarify referrals processes dependant on risk to the child, this risk assessment tool has been implemented at UHCW to ensure that appropriate referrals are made.

West Midland Police FGM Referral Source - 2015 only	
UHCW Midwifery	14
Other	11
Total	25

To try to gain an understanding on the prevalence of FGM in Coventry, Public Health have compared the countries with the highest prevalence to local communities in Coventry. Table one, describes the female population aged 0-49 who are living in Coventry but were born in regions where there is a high prevalence of FGM.

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

Country of birth of the Female population aged 0-15 and 16-49 in Coventry. Census 2011				
Country of Birth	Age 0 to 15		Age 16-49	
	Number	%	Number	%
Total Numbers of women in Coventry	31,065		78,219	
Africa: North Africa e.g. Egypt	68	0.2	247	0.3
Africa: Central and Western Africa e.g. Mali, Sierra Leone, Guinea	228	0.7	1651	2.1
Africa: South and Eastern Africa e.g. Northern Sudan, Eritrea, Somalia, Djibouti, Ethiopia	454	1.5	2854	3.6

Africa: Africa not otherwise specified	4	0.0	58	0.1
Middle East and Asia: Middle East e.g. Yemen	114	0.4	612	0.8
Total	868	3%	5,422	7%

*The age range has been split to capture the numbers of potential victims of FGM (aged 0-15 years) and those who may have already had the procedure.

Ending Female Genital Mutilation in Coventry



Female Genital Mutilation (FGM) is recognised internationally as a violation of the human rights of girls and women. FGM has been proven to have a devastating impact on women's and girl's emotional, physical, and mental health and well-being. That's why together we strongly condemn the practice of FGM.

Our pledge

We will tackle FGM by

- Supporting culture change
- Supporting communities to oppose FGM
- Protecting girls at risk
- Raising awareness
- Supporting women affected by FGM
- Enforcing the law

Signatories

Cllr Ann Lucas,
Leader of the Council

Cllr Alison Gingell,
Chair, Coventry Health
& Wellbeing Board

Cllr Philip Townshend,
Chair, Police and Crime Board

Dr Adrian Canale-Parola,
Chair, Coventry & Rugby
Clinical Commissioning group

Janet Mokades,
Chair, Children's
Safeguarding Board

Steven Banbury,
Chief Executive,
Voluntary Action Coventry

Claire Bell,
Commander Chief
Superintendent
West Midlands Police

Rachel Newson,
Chief Executive,
Coventry & Warwickshire
Partnership Trust

Christine McNaught,
Chief Operating Officer
FWT - A Centre for Women

Fadel Takroui,
Chair, British Arab Federation

Virginia Ringane,
Founder, Celestineceleste
Community Organisation

Andy Hardy,
Chief Executive Officer
University Hospital Coventry
and Warwickshire

John Latham,
Vice Chancellor,
Coventry University

Dr Sue Ibbotson,
Centre Director,
Public Health England

Joan Beck,
Chair, Adults
Safeguarding Board



University Hospitals
Coventry and Warwickshire



Voluntary Action
Coventry

Coventry and Rugby
Clinical Commissioning Group



Current law

Under the 2003 Act it is an offence for any person in England, Wales or Northern Ireland (regardless of their nationality or residence status) to perform FGM (section 1); or to assist a girl to carry out FGM on herself (section 2). It is also an offence to assist (from England, Wales or Northern Ireland) a non-UK national or resident to carry out FGM outside the UK on a UK national or permanent UK resident (section 3).

Section 4 extends sections 1 to 3 to extra-territorial acts so that it is also an offence for a UK national or permanent UK resident to: perform FGM abroad; assist a girl to perform FGM on herself outside the UK; and assist (from outside the UK) a non-UK national or resident to carry out FGM outside the UK on a UK national or permanent UK resident.

Extension of extra-territorial jurisdiction

Against that background, section 70(1) of the Serious Crime Act 2015 (“the 2015 Act”) amends section 4 of the 2003 Act so that the extra-territorial jurisdiction extends to prohibited acts done outside the UK *by* a UK national or a person who is resident in the UK. Consistent with that change, section 70(1) also amends section 3 of the 2003 Act (offence of assisting a non-UK person to mutilate overseas a girl’s genitalia) so it extends to acts of FGM done *to* a UK national or a person who is resident in the UK.

Anonymity of victims of FGM

Section 71 of the 2015 Act amends the 2003 Act to prohibit the publication of any information that would be likely to lead to the identification of a person against whom an FGM offence is alleged to have been committed. This is similar, although not identical, to the anonymity given to alleged victims of sexual offences by the Sexual Offences (Amendment) Act 1992.

Anonymity will commence once an allegation has been made and will last for the duration of the victim’s lifetime.

Offence of failing to protect a girl from risk of FGM

Section 72 of the 2015 Act inserts new section 3A into the 2003 Act; this creates a new offence of failing to protect a girl from FGM. This will mean that if an offence of FGM is committed against a girl under the age of 16, each person who is responsible for the girl at the time of FGM occurred will be liable under this new offence. The maximum penalty for the new offence is seven years’ imprisonment or a fine or both.

Female Genital Mutilation Protection Order (“FGMPO”)

Section 73 of the 2015 Act provides for FGMPOs for the purposes of protecting a girl against the commission of a genital mutilation offence or protecting a girl against whom such an offence has been committed. Breach of an FGMPO would be a criminal offence with a maximum penalty of five years’ imprisonment, or as a civil breach punishable by up to two years’ imprisonment.

The court may make a FGMPO on application by the girl who is to be protected or a third party. The court must consider all the circumstances including the need to secure the health, safety, and well-being of the girl.

<https://www.gov.uk/government/consultations/female-genital-mutilation-proposal-to-introduce-a-civil-protection-order>

Under the new provisions an FGMPO might contain such prohibitions, restrictions or other requirements for the purposes of protecting a victim or potential victim of FGM. This could include, for example, provisions to surrender a person’s passport or any other travel document;

and not to enter into any arrangements, in the UK or abroad, for FGM to be performed on the person to be protected.

Duty to notify police of female genital mutilation

Section 74 inserts new section 5B into the 2003 Act which creates a new mandatory reporting duty requiring specified regulated professionals in England and Wales to make a report to the police. The duty applies where, in the course of their professional duties, a professional discovers that FGM appears to have been carried out on a girl aged under 18 (at the time of the discovery).

The duty applies where the professional either is informed by the girl that an act of FGM has been carried out on her, or observes physical signs which appear to show an act of FGM has carried out and has no reason to believe that the act was necessary for the girl's physical or mental health or for purposes connected with labour or birth.

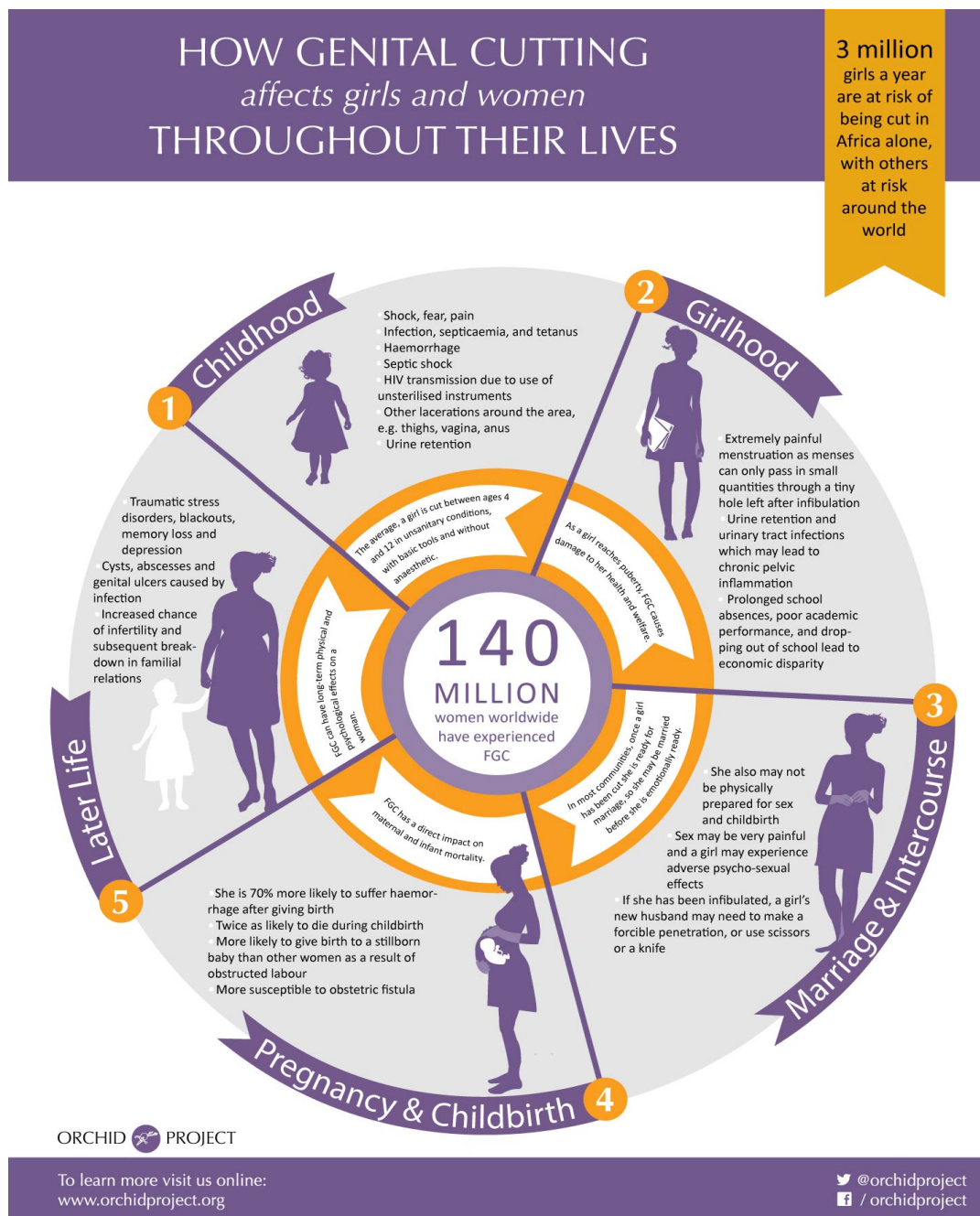
The duty applies to professionals working within healthcare or social care, and teachers. It therefore covers:

- Professionals regulated by a body overseen by the Professional Standards Authority (with the exception of the Pharmaceutical Society of Northern Ireland). This includes doctors, nurses, midwives, and, in England, social workers,
- Teachers
- Social care workers in Wales.

The duty does not apply where a professional has reason to believe that another individual working in the same profession has previously made a report to the police in connection with the same act of FGM. For these purposes, professionals regulated by a body which belongs to the Professional Standards Authority are considered as belonging to the same profession.

**Ministry of Justice/Home Office
March 2015**

Appendix 5. FGM & the life course impacts



(<http://orchidproject.org/category/about-fgc/infographics/>)

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Coventry City Council

Briefing Note

To: Scrutiny Coordination Committee

Date: 9 September 2015

Subject: Cultural Trust Review

1 Purpose of the Note

- 1.1 In October 2012, Coventry City Council approved the recommendations of the Cultural Trust Review. The Review, which was undertaken in close collaboration with the Belgrade Theatre Trust, Coventry Heritage and Arts Trust (CHAT), and Coventry Transport Museum (CTM), aimed to ensure that, within the context of the economic climate and the need to generate savings in response to public spending cuts arising from the Comprehensive Spending Review (CSR): the future of the cultural attractions managed by the three Trusts would have a viable future; would be operated as efficiently as possible; and could market themselves effectively to local, regional and national audiences, so that they could be sustained, grow and succeed in the future.
- 1.2 The Review recommended a merger of CHAT and CTM to form one new entity, with the Belgrade Theatre continuing to operate independently as a separate theatre trust. The recommended "Two Trusts" model was projected to generate a total saving of £665,000 per annum for the Council in grant/service fees to the Trusts, through a phased process of transition, with the realisation of full annual savings to the Council from 2014/15.
- 1.3 In August 2013, Culture Coventry was launched as the new Trust combining the functions of CHAT and CTM.
- 1.4 In April 2014 a £9.5m refurbishment and redevelopment programme commenced at Coventry Transport Museum and the Old Grammar School, culminating in the full reopening to the public of the School and comprehensively re-modelled Museum in June 2015.
- 1.5 In February 2015, the Council established in its budget and Mid-Term Financial Strategy further savings targets of £100,000 per annum from the closing of the Priory Visitor Centre and £500,000 per annum (from 2017) from Cultural Trust grant budgets. Further to implementation of the previous Cultural Trust Review outcomes, discussions will now need to take place with the trusts regarding this MTFS savings target.
- 1.6 In July 2015, Coventry announced it would be bidding for the UK City of Culture 2021 title. Both Culture Coventry and the Belgrade Theatre Trust are key CW8 partners and have been actively engaged and involved across the bid development process to date, including with senior representation on the Coventry City of Culture Steering Group and Executive Group.
- 1.7 This briefing note provides a summary report on the performance and operating context for the two Trusts in 2014/15, further detail on which will be provided through presentations by

the Chief Executives of the two Trusts within the meeting of Scrutiny Coordination Committee.

2 Recommendations

It is recommended that the Scrutiny Coordination Committee:

- (i) Review the performance and current operating contexts of the Belgrade Theatre Trust and Culture Coventry.
- (ii) Recommend to Cabinet Member for Culture, Leisure, Parks and Sports key considerations and priorities for sustaining and developing the cultural offering of the City supported by the Council's grant contributions to the operations of the two Trusts.

3 Belgrade Theatre

- 3.1 The Belgrade Theatre is an Arts Council England (ACE) National Portfolio Organisation (NPO). As an NPO, the Belgrade is a producing theatre, with specific objectives set in relation to its ACE grant.
- 3.2 Since the approval of the Cultural Trust Review, the Belgrade has received a phased reduction in its grant from the Council, resulting in a reduction of £272,000 (25%) per annum from 2014/15, compared with grant levels in 2012. In addition, the Belgrade has seen reductions in its NPO grant across the same period. Through this time, the Belgrade has worked towards a greater emphasis on the role of earned income in securing sustainability – with 62% of turnover coming from earned income in 2014/15, up from 46% in 2008/9.
- 3.3 The Belgrade Theatre reports to both ACE and the Council on a suite of key performance indicators. Appendix 1 outlines a number of key measures which reflect the impact of public investment in the Theatre.
- 3.4 In 2014/15, 151,000 people experienced a live performance at the Theatre, across 113 productions. Whilst audience numbers were down for visiting work, audience numbers for Belgrade performances held up well, and the Theatre produced its first professional piece for children and young people.
- 3.5 In 2014/15, the average ticket price was £13:28 and a new press and digital officer post focused work to widen the Theatre's reach to new audiences. The Theatre successfully widened its audience base in 2014/15 whilst maintaining levels at over 40% of tickets being sold at concessionary prices. Over 65,000 people attended performances for families and children and young people, and in 2015 the Theatre is celebrating the 50th Anniversary of Theatre in Education, a movement which the Belgrade Theatre gave to the world.
- 3.6 Whilst the Theatre has many successes to report throughout the period of implementing the Cultural Trust Review outcomes, a key focus on developing resilience remains, with further savings to the cultural trusts scheduled in the Council's Mid-Term Financial Strategy for 2017. In particular, the Trust is focusing on increasing private philanthropic support for its work, and has launched a fundraising campaign to support its Theatre in Education programme, following the 50th Anniversary celebrations this year. The Trust is further working to develop stronger links between its professional and community work, and is proactive in working to ensure diversity in both its audiences and workforce. In support of this, the Trust continues to actively support its nationally recognised apprenticeship programme, which has provided 20 apprenticeship posts since 2009.

4 Culture Coventry

- 4.1 In August 2013, Culture Coventry commenced operations as the new Trust to combine the previous functions of CHAT and CTM – operating Coventry Transport Museum, the Herbert Art Gallery and Museum, the Priory Visitor Centre, Lunt Roman Fort and (more latterly) Old Grammar School.
- 4.2 The amalgamation of the two organisations into one team with common objectives and policies progressed concurrently with the circa £9.5m development and refurbishment programme at Coventry Transport Museum (CTM) and the 12th Century Old Grammar School (OGS), which was completed in June 2015.
- 4.3 The transformational development at CTM and the OGS has been funded through the Heritage Lottery Fund, the European Regional Development Fund, the Arts Council, BIFFA Award, Garfield Weston and WREN. The complexity of the scheme resulted in a number of challenges that required the museum to be closed for two periods of two weeks (i.e. four weeks in total) through its development programme, and the conference space remained closed for a total of seven months. Both of these factors necessarily impacted on income generation across 2014/15. Furthermore, the required phasing of the scheme (to maintain a functioning museum across a £9.5m redevelopment programme) meant that significant sections of the museum had to remain closed to the public across 2014/15 and up until the end of the project in June 2015.
- 4.4 Since the commencement of operations in 2013, the Culture Coventry Board has focused on securing an attractive visitor offer and a balanced budget for the organisation going forwards, to ensure the successful delivery of the £393,000 per annum grant savings made possible through the formation of the new organisation (combining the functions of CHAT and CTM).
- 4.5 As both Coventry Transport Museum and the Herbert Art Gallery and Museum remain free to visit, improvements to the shop and product lines have been made at both venues, with the aim of generating increased secondary spend income. In addition, Culture Coventry merged significant elements of the museum reserve collections into a single location during the year, thereby saving £14,000 per annum. In February 2015, Culture Coventry embarked on a reorganisation of the business to make further cost savings in order to improve its resilience going forward.
- 4.6 Very positively, in 2014/15, all four museums were re-awarded Accreditation status, thereby achieving recognition of the management of collections in line with nationally agreed standards for museums in the UK.
- 4.7 The redevelopment of Coventry Transport Museum further allowed for the complete re-interpretation, re-design and re-installation of 12 out of 14 galleries throughout the Museum, enabling new, high quality graphic interpretations, audio visuals and interactive features to greatly enhance the visitor experience. The 1916 Maudslay Lorry restoration project was also completed and subsequently received a Highly Commended award in the national 2015 Museum & Heritage awards.
- 4.8 In 2014/15, Culture Coventry further secured £50,000 funding from ACE to create a new interactive exhibition space at the Lunt Roman Fort, which is already proving to be popular with schools and general visitors.
- 4.9 Herbert Touring has progressively developed its national reputation (with four exhibitions toured to nine venues in the UK since 2013), but it is recognised that the Museum team are operating in a challenging market, where many regional museums no longer have the budgets to hire touring exhibitions.

- 4.10 Culture Coventry has further performed very strongly in delivering the national Museums and Schools programme (as one of ten selected museums), with over 24,000 students visiting the organisation's museum sites between 2012 and 2015, and with 282 of the 606 school visits taking advantage of the travel bursary scheme on offer.
- 4.11 Following some previous fluctuations in visitor numbers at the Herbert Art Gallery and Museum, visitor numbers were again up by 11% in 2014/15. CTM visitor numbers had been consistently increasing since 2007, but fell by 30.7% in 2014/15 (in line with the organisation's forecasts) due to the redevelopment works taking place at the Museum across the year.
- 4.12 Following the completion of the very significant redevelopment programme at Coventry Transport Museum and the Old Grammar School, and following enhancements to facilities at the Lunt Roman Fort, Culture Coventry is now positioned to offer a more consistent and enhanced experience across the suite of cultural venues that form its visitor offer.

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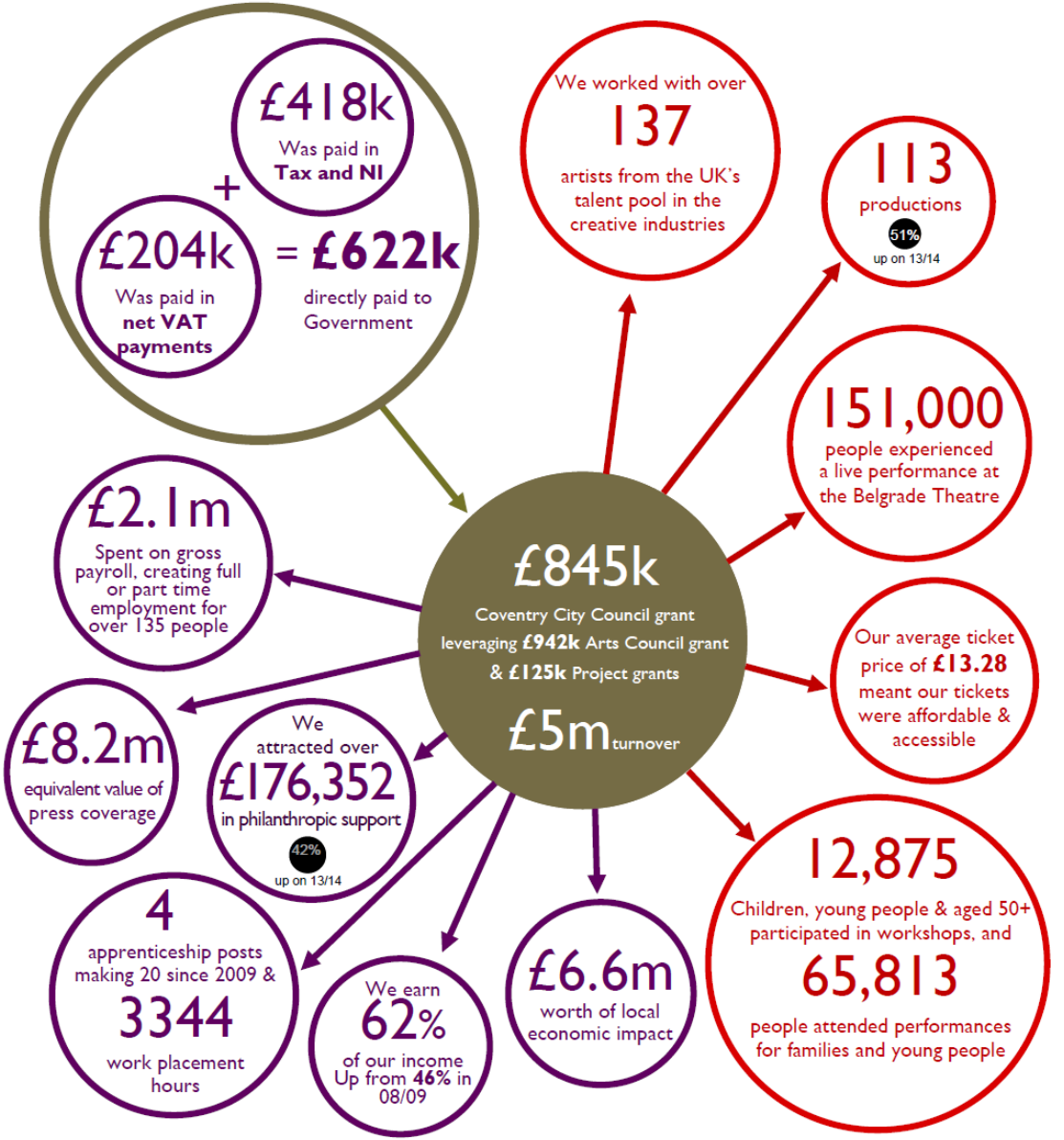
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Coventry's vibrant producing & presenting theatre

THE IMPACT OF PUBLIC INVESTMENT 2014-15

The Belgrade Theatre is a charity. Public funding received from Coventry City Council, Arts Council England; fund-raising from various Trusts and Foundations; and Charitable and Business Sponsorship, enables us to leverage considerably more from earned income generated through ticket and other sales.



Economic Impact

£4.98 GENERATED FOR EVERY £1 OF COVENTRY CITY COUNCIL FUNDING

Cultural & Social Impact

BROADENING CULTURAL ENGAGEMENT & SOCIAL COHESION

Printed on FSC paper

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Cabinet

11 August 2015

Name of Cabinet Member:

Cabinet Member for Strategic Finance and Resources – Councillor Gannon

Director Approving Submission of the report:

Executive Director of Resources

Ward(s) affected:

City-wide

Title:

Public Consultation – Local Council Tax Support Scheme

Is this a key decision?

No – although this matter affects all wards, as the proposals are for a period of consultation, the matter is not deemed to be a key decision.

Executive Summary:

Council Tax Support (CTS) is a means tested discount to help low income households with the cost of council tax payments. The Council awarded over £27.6 million in council tax support in 2014/15 to approximately 33,500 households in the City.

Since the Government announced that Council Tax Benefit (CTB) was to be localised from April 2013 every council has had the responsibility for designing its own scheme of support. In localising support, the Department for Communities and Local Government (DCLG) also cut funding by 10 per cent in 2013/14. The funding received from the Government is no longer separately identified, making it very difficult to quantify exactly the level of cost to the Council now. However, if the amount included notionally for CTS within the Council's overall Government funding has reduced in line with headline funding cuts this would mean that the amount of local CTS funding will fall to below £22m for 2015/16. Hence, the existing scheme is already costing the Council up to £5 million per annum more than the level of government resource that has been allocated to fund the responsibility.

The Council faces significant funding pressures for 2016/17 and beyond. Assuming all savings are delivered in 2015/16, there is still a £13.1 million shortfall in the budget for 2016/17. Given this level of funding pressure, the 2015/16 Budget Report included a £3 million saving target for CTS from 2016/17. This formed part of the Council's 2015/16 budget consultation process. This report recommends that the Council should undertake a public consultation on a draft scheme of support to replace the current Council Tax Support scheme which will deliver savings of £3 million by reducing the level of discount awarded to recipients.

Recommendations:

Cabinet is requested to:

- 1) Approve a ten week public consultation on a draft council tax support scheme and options
- 2) Approve the publication of a draft scheme based on the preferred option (including the removal of the 'second adult rebate') in accordance with The Local Government Finance Act 1992 (as substituted by the 2012 Act)
- 3) Delegate authority to the Director of Resources to approve the contents of the public consultation document.
- 4) Refer the issue to the Finance and Corporate Services Scrutiny Board (1) as part of the consultation process.
- 5) Receive a further report Cabinet detailing the results of the consultation and the equality consultation assessment for consideration of a final decision on a new scheme and it's publication.

List of Appendices included:

Equalities and Consultation Analysis

Background papers:

None

Other useful papers:

***Localising support for council tax in England* consultation – Department for Communities and Local Government**

<https://www.gov.uk/government/consultations/localising-support-for-council-tax>

Local Government Finance Act 2012

<http://www.legislation.gov.uk/ukpga/2012/17/contents/enacted>

Council Tax Reduction Schemes (Prescribed Requirements) (England) Regulations 2012

<http://www.legislation.gov.uk/uksi/2012/2885/contents/made>

New Policy Institute – national review of all council tax support schemes

<http://counciltaxsupport.org/>

Has it or will it be considered by Scrutiny?

Yes – it will go to the Finance and Corporate Services Scrutiny Board (1) as part of the consultation.

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:

Public consultation – Local Council Tax Support Scheme

1. Context (or background)

- 1.1 Council Tax Support (CTS) is a means tested discount to help low income households with the cost of Council Tax payments. The existing CTS scheme in Coventry, broadly mirrors the Council Tax Benefit (CTB) scheme, previously administered under the framework from the Department for Work and Pensions (DWP).
- 1.2 Since the Government announced that CTB was to be localised from April 2013 every council has had the responsibility for designing its own scheme of support. In localising support, the DCLG also cut funding by 10 per cent in 2013/14. Notwithstanding this reduction in funding, the Council initially made the decision to implement a new Council Tax Support scheme which effectively mirrored the previous CTB scheme meaning no change in the level of financial assistance received by recipients. Due to the 10% reduction in funding from central government, this meant that the Council had to find approximately £3 million of additional resources to maintain the equivalent level of support under the CTS scheme.
- 1.3 The Council awarded over £27.6 million in council tax support in 2014/15 to approximately 33,500 households in the City. This has steadily reduced from a level of around £29.3 million two years ago.
- 1.4 The funding received from Government to provide CTS schemes is no longer separately identified making it very difficult to quantify exactly the level of cost to the Council now. However, if the amount included notionally for (CTS) within the Council's overall Government funding has reduced in line with headline funding cuts this would mean that the amount of local CTS funding will fall to below £22m for 2015/16. Hence, the existing scheme is now costing the Council up to £5 million per annum more than the level of funding notionally allocated by government to meet this responsibility.
- 1.5 The Council faces significant funding pressures for 2016/17 and beyond. Assuming all savings are delivered in 2015/16, there is still a £13.1 million shortfall in the budget for 2016/17. Given this level of funding pressure, the 2015/16 Budget Report included a £3 million saving target for CTS from 2016/17. This formed part of the Council's 2015/16 budget consultation process. Reducing the CTS scheme is only one of a number of difficult and challenging decisions that the Council will need to take as it reduces and redesigns services to ensure that the Council maintains a sustainable financial position in the wake of unprecedented reductions in funding. Additional cuts to services in other areas (to make up the £3 million savings) would cause significant impacts across the Council when all service areas are looking at ways of reducing cost.
- 1.6 In proposing to now revise its CTS scheme, the Council will be following the majority of English councils who have now similarly reduces the levels of discounts offered under local schemes than were funded under CTB. In 2015/16 only 42 out of 326 councils have protected all recipients from a cut in support. On average, councils in England have cut scheme discounts compared with levels of benefits previously provided, by 20%.
- 1.7 The rules governing support for pensioners, who comprise approximately 39 per cent of the caseload in Coventry, will continue to be prescribed nationally. People of pension age do not receive any reduction in entitlement (compared to the previous CTB scheme) under a local scheme. Pension age is defined as the age at which an individual can

qualify for state pension credit (the pensionable age for a woman). This means that pensioners will not be impacted by any proposals to revise the local CTS scheme although this inevitably has the impact of loading the impact of the weight of a cut onto people of working age.

- 1.8 There are approximately 20,650 households in Coventry with working age recipients of CTS. Approximately 16,000 of this number do not currently pay any council tax as they receive maximum benefit.
- 1.9 The Local Government Finance Act 1992 (as substituted by the 2012 Act) places a statutory duty upon Local Authorities to design and implement local schemes of support for council tax and for those schemes to be agreed by 31 January in the financial year prior to that in which the changes are intended to be implemented.
- 1.10 In designing local schemes, councils are reminded of their responsibilities in relation to vulnerable groups and individuals. The Equalities Consultation Assessment (ECA) attached as Appendix 1, considers these issues. In addition to vulnerable groups, councils are also encouraged to consider work incentives when designing local support schemes.

2. Options considered and recommended proposal

- 2.1 Officers have considered various models for revising the CTS conscious of the impact this may have on vulnerable groups and also conscious of the need to consider the impact on incentives to work. Some of this work has been informed by the experiences of other Local Authorities who have revised their schemes previously. .
- 2.2 It is also recognised that to begin collecting relatively small amounts particularly from those people who are not used to paying Council Tax will be challenging and potentially costly. Many of the same people will also be affected by other welfare reforms.
- 2.3 The following options are the main ones that have been considered.

Option 1 – no change

- 2.4 Officers have considered the option of the Council not changing the current scheme. This would add significant additional funding pressures for the 2016/17 budget and beyond. Assuming all savings are delivered in 2015/16, there is still a £13.1 million shortfall in the budget. The Council has already implemented a large number of proposal to make cuts across a wide range of services and will need to continue to do this as part of its on-going and future Budget Setting.
- 2.5 There have been tight Government imposed limits on the amount that the Council has been able to raise through Council Tax and the Council has approved rises very near to the maximum allowed in the last two years. It is not viable for the Council to use reserves to fund Council Tax Support costs because reserves represent a one-off resource and all the Council's reserve balances are already earmarked for existing purposes. Neither is it possible to fund Council Tax Support costs from the sale of City Council assets because CT Support represent on-going revenue costs and asset sales generates one-off capital receipts which cannot be used for such purposes.
- 2.6 Given this combination of circumstances, the 2015/16 Budget Report included a £3 million saving target for CTS from 2016/17 onwards which formed part of the Council's 2015/16 budget consultation process.

Option 2 – exclusion of vulnerable groups

- 2.7 Officers have also considered whether a scheme should exclude certain (potentially) more vulnerable groups, for example, the disabled. Clearly by excluding one part of the working age population, the burden of additional cost (council tax liability) increases for all other low income households. For example, to raise £2.4 million by making a straight cut across all working age people would result in a 15 per cent reduction in CTS. If disabled people, for example, are excluded from the calculation, the reduction rises to 20 per cent for everyone else on low income.

Option 3 – increased taper

- 2.8 Some Local Authorities have sought to revise schemes in part based on household income. An approach to doing this would be to increase the taper which is applied to excess income. At present, the Government prescribes notional income levels which individuals and families are deemed to require in order to meet basic needs. If household income is below this prescribed amount then maximum benefit is payable. Any income above the notional amount is known as excess income and benefit entitlement is reduced by a percentage of the excess income amount. Under the current CTS scheme this taper amount is set at 20 per cent (20 pence for each additional pound of excess income). Under a local scheme the Council could increase this rate to generate additional income.
- 2.9 The taper rate for housing benefit is 65 per cent and the taper rate for universal credit is expected to be 65 per cent. If council tax support was based on a taper rate of 40 per cent it is estimated that this would reduce expenditure by approximately £990,000 per annum. The balance of £1.31 million would need to be found by applying a 10% 'minimum contribution' from all working age people.
- 2.10 The benefits of this approach are that reductions are targeted at households with higher incomes rather than a blanket percentage reduction. In the vast majority of working cases the customer will already be making some level of contribution towards their council tax bill. The obvious disadvantage of this approach would be the potential impact on work incentives. An increased taper rate would result in benefit being withdrawn more quickly when a person starts work or earns more – and they would also be 'hit' by the overall 10 per cent reduction.
- 2.11 It is estimated that the taper reduction would affect approximately 3,800 customers. All working age people (around 20,600 – including those affected by the taper reduction) would also be subject to the minimum contribution (10%) in order to raise the balance of the required £2.4 million.
- 2.12 This option is certainly feasible notwithstanding the potential impact on incentives to work given that some excess income earned will be reduced through a lower level of Council Tax discount.

Option 4 – minimum contribution

- 2.13 A minimum contribution approach would be to pass on a 15 per cent cut in support for all working age people. This approach would apply a blanket reduction regardless of individual circumstances or the type or level of income of the customer. The advantage of this approach would be to disperse the cut across the widest possible section of customers to minimise the average impact. The average weekly award of £20.09 (in a

Band A property) would reduce by £3.01 to £17.08, leaving the Council to collect the annual balance of around £156.52 from each of these households (around £2.4 million additional charges if applied equally to all working age residents).

- 2.14 The table below provides an indication of the approximate contribution people will have to make, according to their council tax property band. Single households will receive a 25% discount on these figures:

Council Tax 2016	15% (weekly payment)	Annual additional payment
A £1044.89	£3.01	£156.73
B £1219.04	£3.52	£182.85
C £1393.20	£4.01	£208.98
D £1567.34	£4.52	£235.04
E £1915.64	£5.53	£287.35
F £2263.94	£6.53	£339.56
G £2612.25	£7.53	£391.56

- 2.15 This approach spreads the burden of the cut most widely. It is recommended that this option is included for consultation and marked as the 'preferred option' for revising the scheme.

Additional option - Second Adult Rebate

- 2.16 A further consideration when changing the scheme is Second Adult rebate. This is complicated to administer, difficult to understand, but gives a relatively small additional saving if it is removed (for working age people) of around £43,000 pa.
- 2.17 Second adult rebate is a rebate that customers can get on their council tax if they live with a second adult who isn't their partner. It is awarded if the customer who is the council tax payer does not qualify for main council tax support in their own right – because their income is too high, but the second adult in the property is on a low income. Second Adult Rebate is awarded to those who either have sufficient income to pay their Council Tax bill, or where they would be better off receiving second adult rebate.
- 2.18 Where second adult rebate is awarded the amount of council tax a customer has to pay is reduced by a certain amount. (25%, 15%, 7.5%) The amount it's reduced by will depend on the income of the adult who is living there. To calculate entitlement to second adult rebate, the local authority will work out how much income the second adult has. The less income a second adult has, the higher the rebate will be.
- Excluding Second Adult Rebate does not take support away from the poorest. In the main, Second Adult Rebate supports those who have already been deemed to have enough income / capital of their own to pay their bill.
 - Those who would have qualified for main Council Tax Support, but would be better off receiving second adult rebate will still be able to claim Council Tax Support under the new scheme. Their entitlement will be assessed in line with everybody else.

Consultation

- 2.19 Before making a new scheme the City Council must undertake a public consultation on the options for change. In designing local schemes, councils are reminded of their responsibilities in relation to vulnerable groups and individuals:
- 2.20 In addition to vulnerable groups, councils are also encouraged to consider work incentives when designing local support schemes.
- 2.21 The Council is required to undertake consultation in the following order:
- consult any major precepting authority which has power to issue a precept to it;
 - publish a draft scheme in such manner as it thinks fit;
 - consult such other persons as it considers are likely to have an interest in the operation of the scheme.
- 2.22 To this end the Council will need to write to major precepting authorities (fire and police) to invite responses on the proposed options for a local scheme. A full consultation exercise will then be undertaken.
- 2.23 A pre-consultation engagement event was held with support agencies. They have agreed to collaborate to ensure that the consultation reaches those affected. The potential to link this to other pending changes in welfare reform through pop-up shops and other local events is being considered. The group has already suggested a number of ways the Council could work with them to limit the impact of the changes. Once the responses to the consultation have been evaluated and a final equality impact assessment has been completed, a further report will be presented to Cabinet and Council with a formal recommendation for a local scheme.
- 2.24 It is recommended that the consultation is initiated on 17 August 2015 for a period of ten weeks closing on 25 October 2015. This timescale will enable responses to the consultation to be collated and analysed in detail with a view to formalising a final scheme for recommendation to Cabinet and Council in January 2016. The timescale also enables the Council to fulfil the requirement to consult with precepting authorities before the publication of a draft scheme and allow sufficient time for responses to be provided and considered.
- 2.25 The ten week consultation period, running from August to October, is considered to provide suitable opportunity for responses to the consultation.

3. Results of consultation undertaken

- 3.1 This report seeks approval to undertake consultation.

4. Timetable for implementing this decision

- 4.1 The public consultation will be initiated on 17 August 2015 for a period of ten weeks.

5. Comments from Executive Director of Resources

5.1 Financial Implications

- 5.1.1 The 2015/16 Budget Report included a saving in the cost of Coventry's Council Tax Support payments of £3m to take effect from 2016/17. The changes to the scheme

recommended in this report will deliver this saving by increasing the city's Council Tax-Base, which has the effect of increasing the amount of Council Tax that can be collected. This change to the Council Tax-Base will also deliver associated increase in income, through their precept, for the West Midlands Police (around £200,000) and the West Midlands Fire Authority (around £100,000). Taking this into account and assuming an eventual collection rate of the additional element of 90%, this requires a total gross increase to the amount of collectable Council Tax of £3.7million.

5.1.2 Since the 2015/16 Budget was set, Council Tax Support payments have fallen by around £1.3 million. This reduces the target amount of collectable Council Tax required through changes to the CTS Scheme to £2.4 million.

5.1.3 If the Council chooses to reduce the level of overall Council Tax Support this will affect individual Council Tax Support recipients as described elsewhere within this report. It will also affect overall collection. Reductions in Support will mean that people who have never paid Council Tax will become liable and it is very likely that collection will prove very challenging in some instances. This impact is difficult to predict but the estimated eventual collection rate of 90% referenced above, applied to the scheme changes within this report, will ensure that the Council meets its financial targets in this area.

5.2 Legal Implications

5.2.1 Before making a scheme, the authority must (in the following order)-

- (a) consult any major precepting authority which has power to issue a precept to it,
- (b) publish a draft scheme in such manner as it thinks fit, and
- (c) consult such other persons as it considers are likely to have an interest in the operation of the scheme.

6. Other implications

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

The council tax support scheme will continue to provide financial assistance to low income households to meet the costs of council tax payments albeit at a reduced level.

6.2 How is risk being managed?

A council tax support project board meets fortnightly and a project risk register has been established for council tax support. The Corporate and Directorate risk registers include a risk for welfare reform.

6.3 What is the impact on the organisation?

The Council is required to make any changes and agree a local scheme of support by 31 January 2016. The localisation of council tax support represents a significant financial risk to the Council in terms of both meeting the cost of the scheme but also potentially of collecting council tax from low income households which could result in increased administrative costs to the authority. Reducing the support available to low income households also has potential impacts on demand for other Council service areas.

6.4 Equalities / ECA

A comprehensive equality and consultation analysis (ECA) will be produced before formal consultation begins, and will be updated using feedback received during the consultation period. The ECA will then be finalised and made available for consideration at the Full Council meeting to approve the new Scheme. From initial analysis, it has been possible to identify some areas of impact under each of the 3 scenarios, as follows:

Scenario 1 – excluding disabled residents from any reduction in council tax support and introducing a 20% reduction in support for the rest of the working age population in the city. This scenario would result in more of an impact across the board for all residents than the other scenarios, in particular for those in work, couples, those with children (especially larger households) and those benefit capped.

Scenario 2 – introducing a minimum 10% reduction in support with a taper of 40% on excess income. This scenario would have less of an impact on those out of work and those already subject to the benefit cap and a greater impact on couples, working claimants and working claimants with children.

Scenario 3 – introducing a universal 15% reduction in support for all working age people. This scenario would have a fairly even impact across all equality groups, with a slightly higher reduction for couples and larger families.

All three scenarios impact more on single women than on single men.

Once implemented, the effects of the final scheme will need to be carefully monitored in order to track the longer term impact on key protected groups in the city.

See Appendix 1 – this will be reviewed and updated regularly.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

Reducing entitlement to benefit has potentially significant impacts on partner organisations, particularly for advice agencies and other third sector organisations. The Council is in regular contact with partner organisations to ensure they are kept informed of potential changes and it is expected that these organisations will respond to the public consultation on a draft scheme.

There are implications for major precepting authorities and the Council has initiated consultation with West Midlands Police and the West Midlands Fire and Civil Defence Authority in respect these implications.

Report author(s):

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Resources

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Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Tim Savill	Head of Revenues and Benefits	Resources	14 July 2015	16 July 2015
Paul Jennings	Finance Manager	Resources	14 July 2015	16 July 2015
Barry Hastie	Assistant Director of Resources	Resources	14 July 2015	17 July 2015
Names of approvers: (officers and members)				
Human Resources: Neelesh Sutaria	HR Business Partner	Resources	21 July 2015	
Legal: Julie Newman	People Manager	Resources	14 July 2015	20 July 2015
Chris West	Director of Resources	Resources	14 July 2015	21 July 2015
Councillor Gannon	Cabinet Member (Strategic Finance and Resources)		17 July 2015	21 July 2015

This report is published on the council's website:

www.coventry.gov.uk/meetings

Guidance

Please read the [Equality and Consultation Analysis Guidance Note](#) for help in completing this form. For further information and support to complete this form, please contact – **equalities**: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112) or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939) in the Chief Executive's Policy Team; or for **consultation**: Helen Shankster (Helen.Shankster@coventry.gov.uk 024 7683 4371) in the Insight Team.

About the project

Project or review	Council Tax Support Scheme 2016/17
Service	Revenues and Benefits
Directorate	Resources

About the person completing this form

Name	Jaspal Mann and Wendy Ohandjanian
Role	Policy and Communities Officer
Email	jaspal.mann@coventry.gov.uk ; wendy.ohandjanian@coventry.gov.uk
Telephone	02476 833112; 02476 832939
Date section 1a completed	14/07/2015

1. Provide brief details of the aims of the project / review

This ECA is being carried out as part of the project to make changes to the Council Tax Support scheme for 2016/17. These changes are necessary as the Council considers ways to make additional savings in response to the decreased level of funding from central government over recent years. The amount needed to be saved is around £2.3 million and some potential scenarios for requiring a contribution from working-age residents towards their Council Tax are being looked at as the new scheme is being developed. The three scenarios are as follows:

Scenario 1 – excluding disabled residents from any reduction in council tax support and introducing a 20% reduction in support for the rest of the working age population in the city.

Scenario 2 – introducing a minimum 10% reduction in support with a taper of 40% on excess income.

Scenario 3 – introducing a universal 15% reduction in support for all working age people.

Under national rules governing support for pensioners (who make up approximately 40% of the caseload in the city) people of pension age will not receive any reduction in entitlement under the new scheme.

In developing ideas for a new scheme, the Council has been mindful of its existing responsibilities under the Child Poverty Act 2010, the Disabled Person Act 1986 and the Housing Act 1996 – as well as the public sector equality duty in the Equality Act 2010.

In addition to this, and in line with statutory guidance, the Council is required to undertake consultation firstly with major precepting authorities before consulting more widely on the revised scheme.

Attached as an appendix to this ECA form is a more comprehensive analysis of claimant data for each of the three scenarios outlined above. In summary, this shows:

Scenario 1 would result in more of an impact across the board for all non-disabled residents than the other scenarios, in particular for those in work, couples, those with children (especially larger households) and those benefit capped.

Scenario 2 would have less of an impact on those out of work and those already subject to the benefit cap and a greater impact on couples, working claimants and working claimants with children.

Scenario 3 would have a fairly even impact across all equality groups, with a slightly higher reduction for couples and larger families. For this reason this scenario is preferred.


All three scenarios impact more on single women than single men.

Once implemented, the effects of the final scheme will need to be carefully monitored in order to track the impact on key protected groups in the city.

Please note that in the commentary below, the figures in brackets relate to the additional weekly council tax charge that would be made.

Impact on service users

2. What are the possible impacts of this project / review on the following groups?



Assess the impact of this project / review on people with the following [protected characteristics](#); and agreed local priority groups. Please summarise local service level data as evidence of any impact and also consider other local and national data or evidence. Under 'Mitigating Actions' outline briefly what actions you plan to put in place to lessen any negative impact on protected groups. Delete any of the characteristics below which do not apply.

Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Age	<p>Scenario 1 There is no differential impact in relation to age as a result of this scenario; however, there will be more impact on working claimants who have children (£3.34) as compared with working claimants who do not have children (£2.30) and on larger families with 5 or more children (£3.57). This is due to bigger size of the property and the larger Council Tax award to these families. Young people are also more vulnerable because they have less disposable income and are more likely to have a shortfall in their rent. This scenario could also contribute towards increasing child poverty in the city.</p> <p>Scenario 2 This scenario is likely to have more impact on couples aged 25 and under – and this is the age group that generally has more children.</p> <p>Scenario 3 There will be more impact on larger families with 5 or more children (£3.08). This scenario could also contribute towards increasing child poverty in the city.</p>	<p>Positive impacts: Scenarios 1, 2 and 3 will benefit Pensioners</p> <p>Negative impacts: Scenarios 1, 2 and 3 will have a potentially negative impact on children and young people</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Disability	<p>Scenario 1 Disabled people would be protected from charges under this scenario. But non-disabled claimants will be disproportionately impacted more (£3.09).</p> <p>Scenario 2 This scenario protects disabled people marginally more (£2.05) than scenario 3 (£2.69).</p> <p>Scenario 3 There is no differential impact on disabled people under this scenario.</p>	<p>Positive impacts: Scenario 1 is better for all disabled people</p> <p>Negative impacts: State your reasons / evidence for negative impact.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Gender	<p>Scenario 1 Single women will be impacted more (£2.59) than single men (£2.00) under this option.</p> <p>Scenario 2 Single women will be impacted a lot more (£2.41) than single men (£1.89) under this option.</p> <p>Scenario 3 Single women will be impacted slightly more (£2.49) than single men (£2.33) under this scenario</p>	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: Single women are impacted more than single men under each of three scenarios.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Gender Reassignment	No data is available here to inform equality analysis	
Marriage/Civil Partnership	<p>Scenario 1 There will be a greater impact on couples under this scenario (£3.21) as compared to single people (£2.40).</p> <p>Scenario 2 There will be a greater impact on couples under this scenario (£3.57) as compared to single people (£2.24)</p> <p>Scenario 3 This scenario will impact more on couples (£3.20) than on single people (£2.44) (on the basis that single people have less council tax liability, due to a 25% single person discount).</p>	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: Couples are impacted negatively under all three scenarios as compared to single people.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Pregnancy/Maternity	No data is available here to inform equality analysis by this protected group	

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Race	<p>NB – data by ethnic group is not collected so firm conclusions in relation to equality impact cannot be drawn.</p> <p>Scenario 1 There will be more impact on larger families (£3.57) and evidence suggests that many of these larger families are from certain ethnic groups.</p> <p>Scenario 2 There will be no disproportionate impact on larger families, therefore certain ethnic groups, as a result of this scenario.</p> <p>Scenario 3 There will be more impact on larger families (£3.08) and evidence suggests that many of these larger families are from certain ethnic groups.</p> <p>In addition, although there is equal household impact across all wards, the cumulative impact is highest across Foleshill, St. Michael's, Longford, Binley and Radford. This correlates with a higher concentration of some ethnic groups in these wards.</p>	<p>Positive impacts: State your reasons for positive impact, if any.</p> <p>Negative impacts: as data by ethnic groups is not collected as a primary source, no firm conclusions about negative equality impact have been drawn.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>
Religion/Belief	No data is available here to inform equality analysis by this protected group	
Sexual Orientation	No data is available here to inform equality analysis by this protected group	
Looked After Children	No data is available here to inform equality analysis by this group	
Carers	No data is available here to inform equality analysis by this protected group	


Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Deprivation (e.g. income, educational attainment, worklessness)	<p>Scenario 1 This scenario will have a greater impact on those who are also subject to other impacts of welfare reform, including the benefit cap (£3.85)</p> <p>Scenario 2 This scenario is better for those people already subject to the Benefit Cap (£1.93)</p> <p>However, this scenario would disproportionately impact much more on working claimants (£4.44) than claimants not in work (£1.83). In addition, there would be a disproportionate impact on working claimants with children under this scenario (£4.53)</p> <p>Scenario 3 There will be a higher impact of this scenario in the area of St. Michael’s and Foleshill due to the fact that there a higher number of claimants concentrated in these wards.</p> <p>Also, 94% of those out of work have never previously paid any contribution towards Council Tax</p>	<p>Positive impacts: Scenario 2 is better for those on the benefit cap</p> <p>Negative impacts: Scenario 1 will impact on on those already subject to other impacts of welfare reform Scenario 3 will have more impact on those people already living in the most deprived wards of the city. Also, scenarios 1 and 2 will have a more disproportionate impact on working claimants generally and working claimants with children than scenario 3.</p> <p>Mitigations: Set out the mitigation for negative impacts.</p>

3. Have you considered social value requirements as part of this project/review?

Not applicable

Impact on the workforce

4. How many staff belong to the protected characteristics?



Contact the HR Change Management Team (Marion O’Brien, Marion.O'Brien@coventry.gov.uk 024 7683 2454) for management information on the workforce affected by this project/review.

Not applicable

5. What are the likely impacts of this project / review on different groups of staff?

Not applicable

6. Do you plan to undertake formal consultation as part of this project?Yes No


If no, why not?

7. Has a report to elected members been prepared in relation to this work?Yes No Web link to the report: Insert link to the report (usually <http://moderngov.coventry.gov.uk/>....).**Next steps**

Please send this completed pre-consultation form to the Chief Executive's Policy Team: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939). This form will also be shared with Public Health, who will be in touch in relation to the impact of this project/review on health inequalities.


1b

Post-consultation

 **The section below should be completed following consultation.**

Name What is your name?
 Date section 1b completed Choose a date.

8. Update any equality impacts on service users listed in Part 1a question 2 following consultation.

 Reflect any new information that may have come to light during the consultation process. Under mitigating actions, identify the responsible Council officer or named person in an external provider responsible for completing the action and timescales involved.


9. What were the key findings from the consultation process?

10. Have any of the preferred delivery options or service model(s) changed following the consultation?

Yes No

If yes outline what changes are to be incorporated

11. Update the workforce data tables in Part 1a question 4 as required.

 If no changes have been made, state 'no changes made'.

13. Following consultation, please indicate which of the following best describes the equality impact of this review/project.

- There will be **no** equality impact if the proposed option is implemented
- There will be **positive** equality impact if the proposed option is implemented
- There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified

14. Will this form be used to compile a Programme Level Analysis (Part 2)?

Yes No

If yes, state the name of the programme: Enter the name of the programme.

15. Approvals from Director and Cabinet Member

Name

Date

Director: Name of Director.

Click here to enter date agreed.

Cabinet Member: Name of Cabinet Member.

Click here to enter date agreed.

16. Please detail below any committees, boards or panels that have considered this analysis.

Name	Date	Chair	Decision taken
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.

Next steps

Please send the completed form to the Chief Executive’s Policy Team: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian (Wendy.ohandjanian@coventry.gov.uk)

Version control

Find the latest version on Beacon at <http://beacon.coventry.gov.uk/equalityanddiversity/>

Version	Date	Summary of Changes (Author)
1.0.0	17 July 2014	Initial release (Jaspal Mann)
1.0.1	05 August 2014	Added protected characteristic of Disability under section 2 (Si Chun Lam)
1.0.2	05 May 2015	Jaspal Mann
1.0.3	20 th July 2015	Jaspal Mann/Wendy Ohandjanian

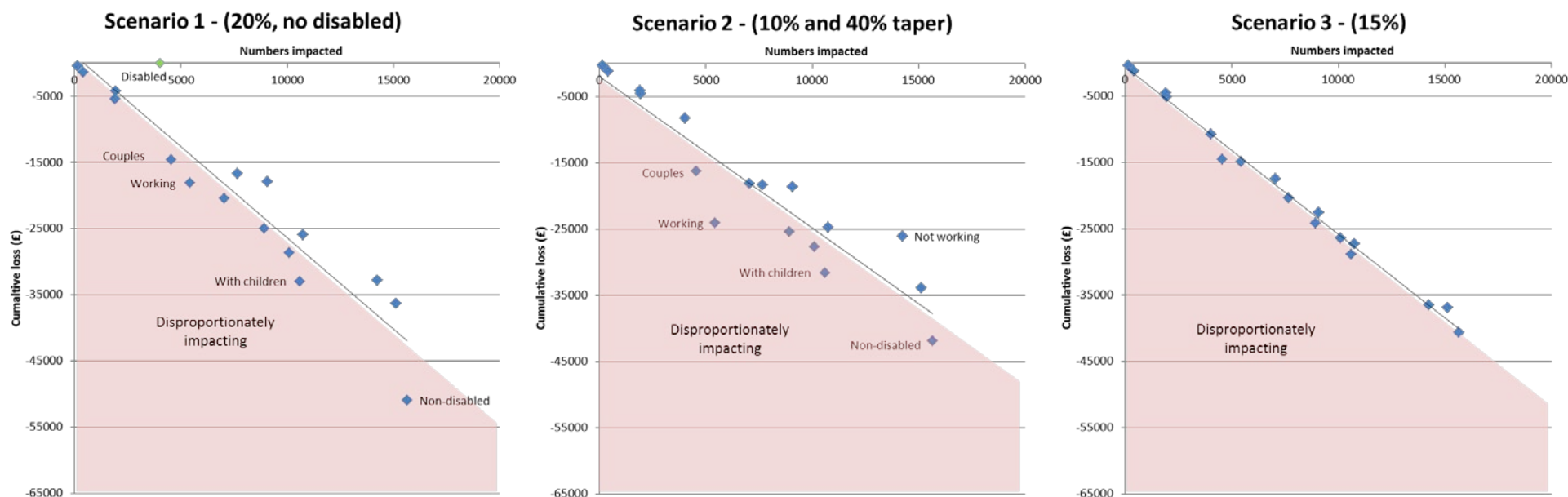
Council Tax Support Equality Analysis

Page 50

Scenario 1 – The impact of a **20%** reduction in Council Tax Support would result in from the reduction in Council Tax Support. However, other claimants will have a disproportionate impact, especially those working, couples, those with children (larger households), those benefit capped and generally all non-disabled households.

Scenario 2 – The impact of a **10%** reduction and an increase in the taper to 40% in Council Tax Support would result in a reduced impact on those who are out-of-work. However, it would have a greater impact on working households, couples, those with children and non-disabled households claiming Council Tax Benefit Support.

Scenario 3 - The impact of a **15%** reduction in Council Tax Support would result in a relatively **even impact** across all equality groups, with only a slightly higher reduction for couples and large families (most probably due to them living in larger houses/higher CT band).



Note: the following analysis has used the latest Housing Benefit and Council Tax Benefit download (19th June 2015) and mapped this to the previously modelled data. Due to movement on and off this database 4,992 claimants who are currently claiming HB/CTB were not included in the modelled data, also those previously claiming at the time of modelling and not currently on the database will be excluded. 12,431 elderly claimants are also excluded as they are protected.

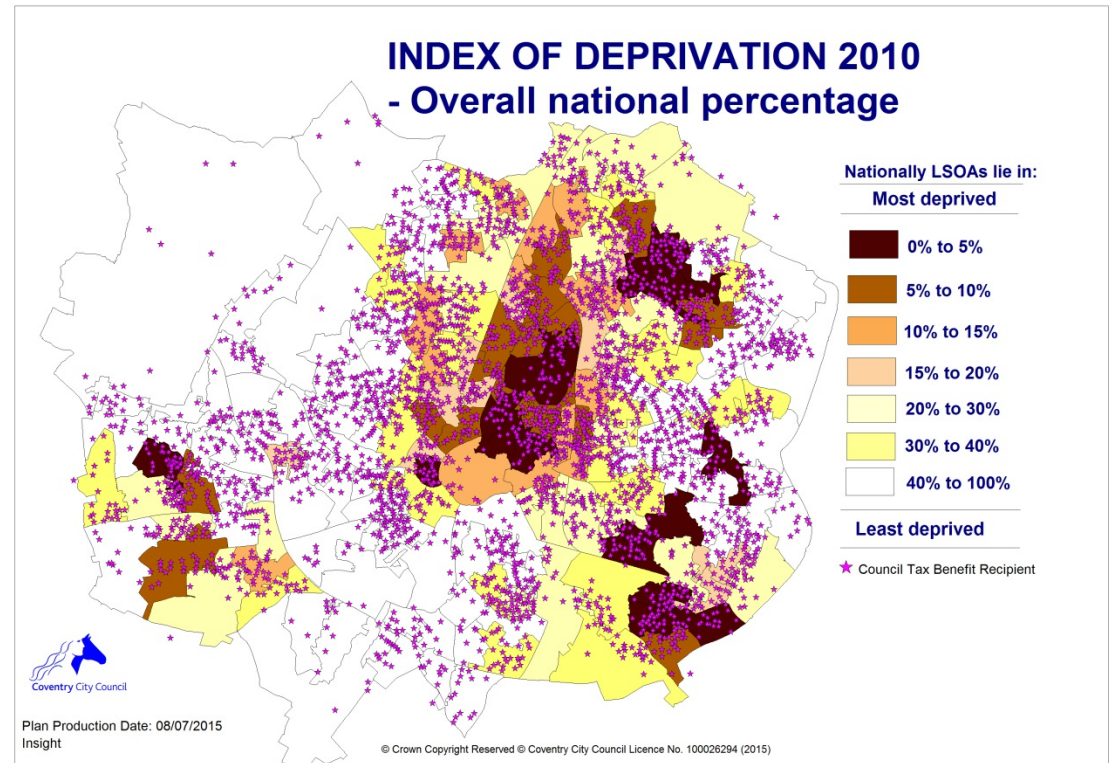
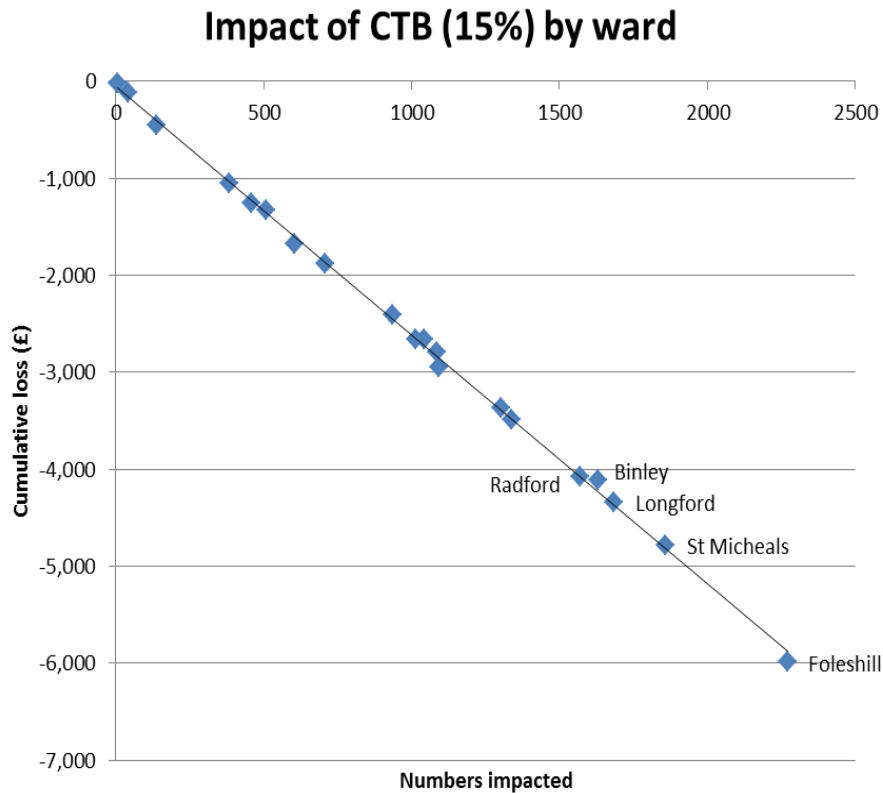
The following table highlights the current proportion of claimants who do not pay any Council Tax, i.e. all of their Council Tax payments at present are covered by Council Tax Benefit Support. This ranges from only 37% of households claiming Council Tax Support who are in work to 98% of those households who are already impacted by the Benefit Cap.

Weekly reduction			Scenario 1 Disabled protected 20% reduction		Scenario 2 10% reduction and 40% levy		Scenario 3 15% reduction		
	Numbers impacted	Proportion who pay no CT	Average loss per HH	Total impact on groups	Average loss per HH	Total impact on groups	Average loss per HH	Total impact on groups	
Age	Pensioners	Protected							
	25 and under	1,894	85%	-£2.88	-£5,452	-£2.16	-£4,098	-£2.38	-£4,517
	26-45	10,091	75%	-£2.84	-£28,672	-£2.74	-£27,653	-£2.62	-£26,449
	46-65	7,655	81%	-£2.19	-£16,738	-£2.40	-£18,345	-£2.66	-£20,381
Disabled	Yes	4,013	93%	Protected		-£2.05	-£8,235	-£2.69	-£10,790
	No	15,654	74%	-£3.09	-£50,951	-£2.68	-£41,923	-£2.60	-£40,632
Couples	Yes	4,548	68%	-£3.21	-£14,622	-£3.57	-£16,257	-£3.20	-£14,561
	No	15,119	81%	-£2.40	-£36,328	-£2.24	-£33,901	-£2.44	-£36,860
Single	Women	10,278	77%	-£2.59	-£26,644	-£2.41	-£24,764	-£2.49	-£25,563
	Men	4,836	90%	-£2.00	-£9,684	-£1.89	-£9,121	-£2.33	-£11,285
Children	Yes	10,602	71%	-£3.11	-£33,006	-£2.98	-£31,609	-£2.72	-£28,866
	No	9,065	87%	-£1.98	-£17,945	-£2.05	-£18,548	-£2.49	-£22,556
	5 or more	406	81%	-£3.57	-£1,450	-£2.75	-£1,116	-£3.08	-£1,249
	Lone parents	7,051	74%	-£2.91	-£20,518	-£2.56	-£18,081	-£2.48	-£17,465
Working	Yes	5,433	37%	-£3.34	-£18,145	-£4.44	-£24,104	-£2.75	-£14,914
	No	14,234	94%	-£2.30	-£32,806	-£1.83	-£26,054	-£2.56	-£36,507
	Yes and children	4,408	39%	-£3.46	-£15,235	-£4.53	-£19,963	-£2.81	-£12,425
RSL	Yes	10,747	83%	-£2.42	-£25,984	-£2.30	-£24,762	-£2.54	-£27,247
	No	8,920	73%	-£2.80	-£24,966	-£2.85	-£25,396	-£2.71	-£24,175
Welfare reform	Under-occupied	1,934	84%	-£2.20	-£4,262	-£2.34	-£4,517	-£2.61	-£5,048
	Benefit cap	124	98%	-£3.85	-£477	-£1.93	-£239	-£2.89	-£358
TOTAL		19,667	78%	-£2.59	-£50,951	-£2.55	-£50,158	-£2.61	-£51,421

Ward analysis

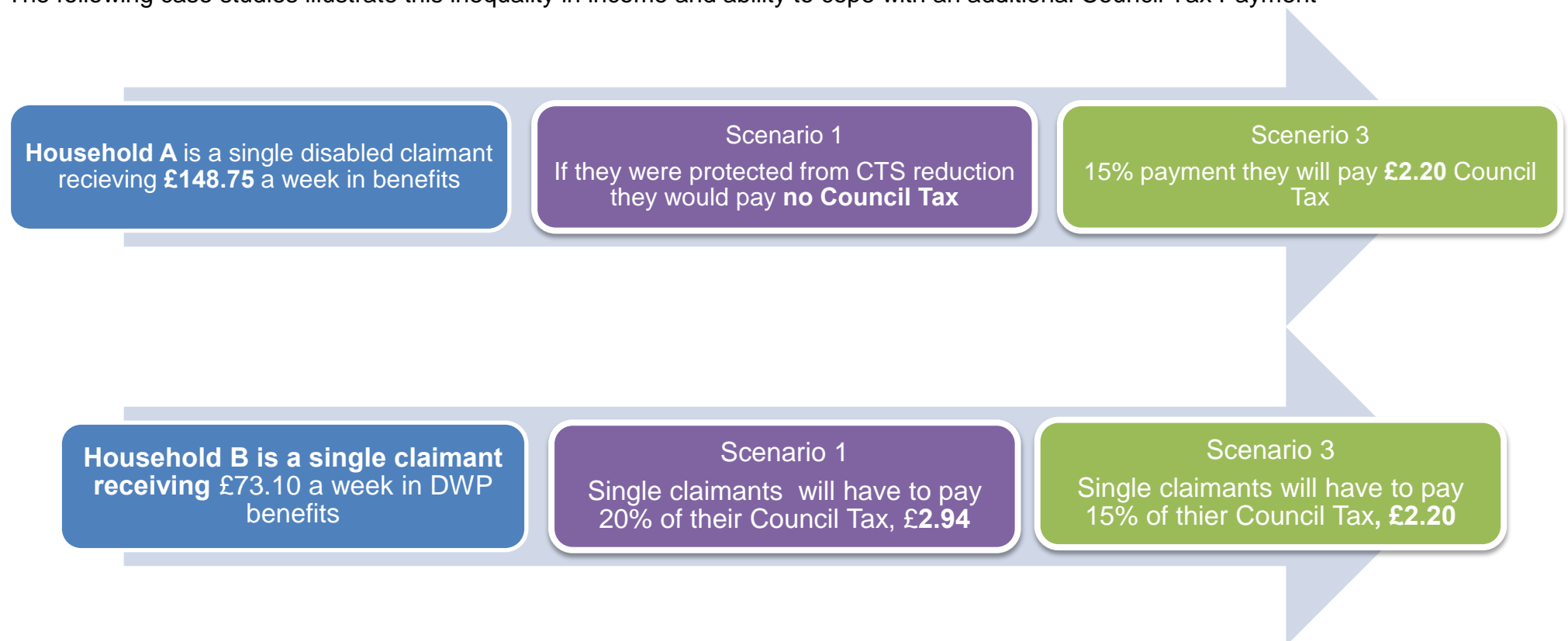
Additional analysis on the impact by ward shows equal household impact across all wards, but the cumulative impact is highest across the following areas, due to these areas of deprivation having more claimants of Council Tax Support households; Foleshill, St Michaels, Longford, Binley and Radford.

Scenario 3 – 15% Council Tax Support reduction is illustrated below highlighting the cumulative effect in these areas of deprivation.



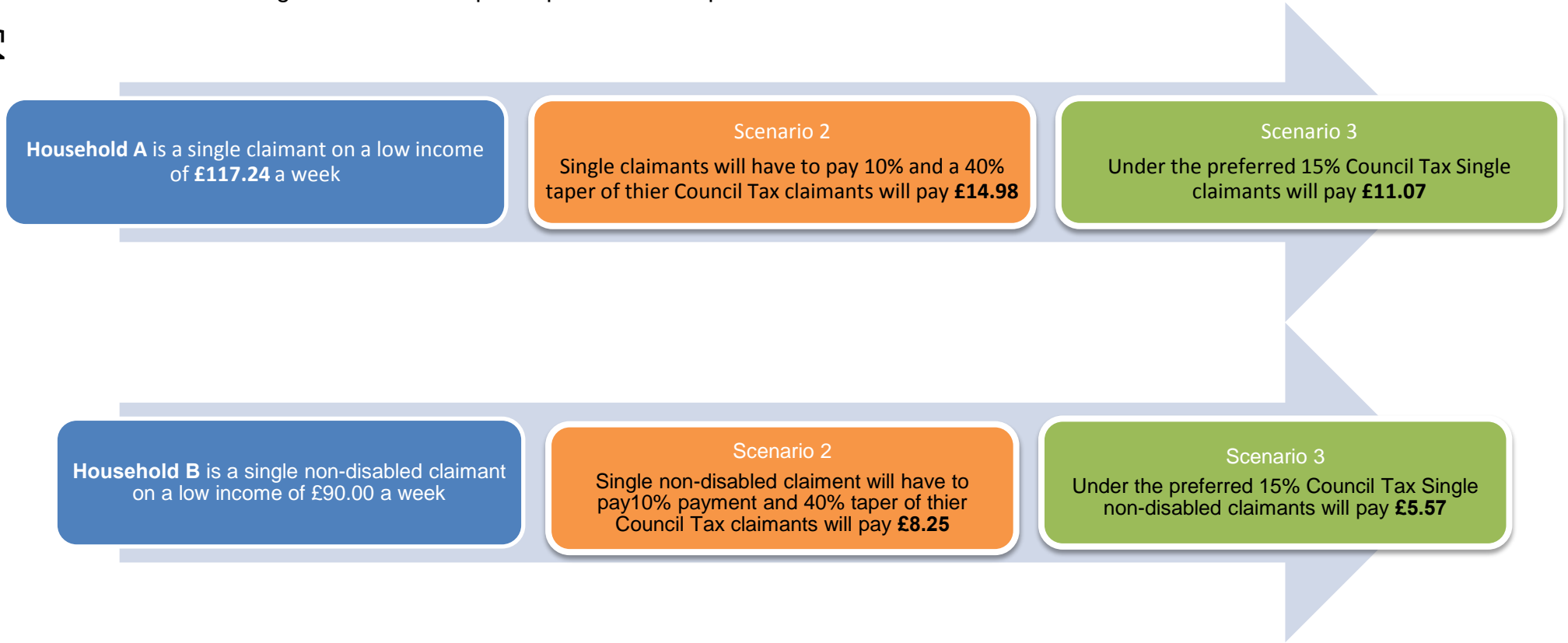
Case studies

Scenario 1 compared with Scenario 3 - protecting disabled households and implementing a higher reduction of 20% across all other households is not preferred due to its severity of impact on other groups and inequality in income levels against Council Tax payments. For working age people who are claiming benefit from the Department for Works and Pensions, disabled people are entitled to the same basic level of DWP benefit as non-disabled people. However, people with disabilities receive extra benefit based on the level and nature of their disability and this extra benefit is awarded to help them with their day to day support needs. Therefore, in Scenario 3 the impact will be the same as it would for a non-disabled person, as the extra benefit they receive for their disability will not be affected. The following case studies illustrate this inequality in income and ability to cope with an additional Council Tax Payment



Scenario 2 compared with Scenario

The 15% reduced is preferred over a 10% reduction and 40% taper because it is believe the impact of this would be too great on working households. The following case studies help to represent this impact.



Version - 20/07/15



Cabinet

11 August 2015

Name of Cabinet Member:

Cabinet Member for Health and Adult Services – Cllr Caan

Director Approving Submission of the report:

Executive Director of People

Ward(s) affected:

All

Title:

Improving Accommodation for Older People

Is this a key decision?

No

Executive Summary:

Coventry City Council has been improving the accommodation provided in the city for older people with care and support needs for a number of years. This dates back to the New Homes for Old Policy in the 1990's which saw a number of residential homes close and a number of high quality housing with care facilities developed in the city. More recently, through the A Bolder Community Services programme, the City Council made the decision in January 2014 to decommission two of the older Housing with Care schemes in the city - at Jack Ball House in Henley Green, and George Rowley House in Canley - due to the standard of accommodation, and indicated that further consultation would be forthcoming with respect to other schemes.

There are currently 20 Housing with Care schemes for older people in Coventry, 10 of which are operated by the City Council from buildings owned by Whitefriars Housing. Across all 20 schemes there has been a sustained level of voids totalling approximately 30 per week. In addition, there is new high quality accommodation being developed by ExtraCare Charitable Trust at the Butts in Earlsdon, a £35m scheme for which the City Council has contracted for 52 flats once this scheme opens in Autumn 2016.

This combination of new high quality accommodation, plus void rates in existing schemes means that it is now appropriate to consider the future of the least suitable provision. This report therefore seeks permission to consult on the ceasing of care provision within Housing with Care at the following four schemes: Frank Walsh House in Hillfields, Skipton Lodge in Upper Stoke, Farmcote Lodge in Aldermans Green and Halford Lodge in Keresley. Should the proposals be implemented following consultation, the day services for Adults with Learning Disabilities attached to Frank Walsh House, Jenner8 and the Community Zone, would also be affected so the future of these services are included in the consultation.

Should the proposals proceed then schemes would cease provision, through a phased approach by spring 2017. It is then envisaged that Whitefriars Housing would then refurbish the schemes to be used as general needs older people's housing so that more older people could benefit from high quality accommodation in the future.

Recommendations:

Cabinet is recommended to:

1. Approve the undertaking of a consultation over the period of 25 August 2015 to 17 November 2015 regarding ceasing of care provision within Housing with Care at the following four schemes:
 - a. Frank Walsh House, Hillfields
 - b. Skipton Lodge, Upper Stoke
 - c. Farmcote Lodge, Aldermans Green
 - d. Halford Lodge, Keresley

And

- e. On the future provision and possible relocation of the two Day Services for Adults with Learning Disabilities provided from the Frank Walsh House site, Jenner8 and the Community Zone.

List of Appendices included:

Appendix One: Equality and Consultation Analysis

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

Feedback received during consultation to be considered by Scrutiny Board 5

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: Improving Accommodation for Older People

1. Context (or background)

- 1.1 Coventry City Council has been improving the accommodation provided in the City for older people with care and support needs for a number of years. This dates back to the New Homes for Old Policy in the 1990's through which a number of residential homes that were operated by the City Council closed and a number of high quality housing with care facilities were developed with partners in the city. This work has both improved the standard of accommodation overall in the city through the provision of newer, better quality services, and enabled people with care and support needs to have these care needs met in an environment that enables them to retain a large degree in independence through having their own flat.
- 1.2 In Coventry, there are currently 20 Housing with Care schemes providing a total of 767 flats. 10 of these schemes are provided by the City Council with Whitefriars Housing as the landlord. Within these 10 schemes there is a total of 315 flats. The remaining 10 schemes are provided by other Registered Landlords and care providers. As well as providing ongoing care and support there are also 35 short term tenancies, 30 within internal Housing with Care schemes, which are used to support people through a period of enablement following a hospital stay or an acute episode in the community. Effective use of Short Term Tenancies support independence through achieving a reduction in people requiring on-going care and support.
- 1.3 Housing with Care in Coventry has also resulted in a lower use of residential care than would otherwise have been the case and, over the 20 years the City Council has been providing Housing with Care, a great number of people have been supported to live independently in their own tenancy through this model of care and support.
- 1.4 However, it is important that the City Council continues to develop services in order to further improve accommodation for older people in the city and decommission schemes that are of a lower standard as new provision becomes available. In 2014, through the A Bolder Community Services programme, the City Council made the decision to cease the provision of care services at two of the older Housing with Care schemes in the city; at Jack Ball House in Henley Green, and George Rowley House in Canley, due to the standard of accommodation. As part of this consultation it was indicated that there would be a phase two to this work on which separate proposals would be consulted on once the schemes were identified.
- 1.5 The proposals are being brought at this time due to there being approximately 30 voids per week across existing schemes, plus new high quality provision being developed by ExtraCare Charitable Trust at the Butts in Earlsdon for which the City Council has contracted for 52 flats, the scheme is due to open in Autumn 2016. In addition, there are further schemes planned in the city, for example, a dementia specific Housing with Care scheme in Tile Hill, Coventry which is due to start accepting residents early in 2017.
- 1.6 As a result of these void rates combined with newer high quality provision being developed, this report seeks permission to consult on the cessation of Housing with Care at four schemes:- Frank Walsh House in Hillfields, Skipton Lodge in Upper Stoke, Farmcote Lodge in Aldermans Green and Halford Lodge in Keresley. Three of these schemes have been identified due to the standard of accommodation whilst Frank Walsh House has been identified due to the high number of vacancies, and low take up of tenancies. Frank Walsh House has an average number of 9 voids from a total of 44.

- 1.7 Guidance on good practice standards for the provision of specialised housing are derived from the national Housing our Ageing Population: Panel for Innovation (HAPPI) guidance. These standards include the size of flats, width of corridors and general onsite facilities. Halford Lodge, Farmcote Lodge and Skipton Lodge are the schemes that least meet these guidelines.
- 1.8 The four schemes identified contain a total of 134 Housing with Care flats. As at 15 July 2015, 91 of these flats are occupied by tenants on a long term basis with two flats occupied by couples giving a total occupancy of 93 tenants. In addition, 21 flats are used for short term tenancies. The position in respect of each scheme, as at 15 July 2015 is as follows:

Scheme	Total Number of Flats	Number of Permanent Tenants	Number of Short Term Tenants	Proposed date for ceasing
Frank Walsh House	44	31	0	Autumn 2016
Skipton Lodge	30	25	5	Autumn 2016
Halford Lodge	30	22	8	Spring 2017
Farmcote Lodge	30	15	8	Spring 2017

- 1.9 Although these proposals can create anxieties for those affected, where such moves have been conducted previously, a number of people who moved most recently have commented on improvements that they have experienced as a result of being moved to different accommodation. Tenants have commented on their new home being ‘cleaner, more spacious, bigger and better’. The effective delivery of these programmes has primarily been a result of effective consultation followed by individual planning of moves with tenants, and their families and carers.
- 1.10 Also impacted on by the proposals contained in this report are two day services for Adults with Learning Disabilities that are based at Frank Walsh House, Jenner8 and The Community Zone. Both of these services were relocated to Frank Walsh House in 2014 following the closure of Watcombe Day Centre and Curriers Enterprises. Since moving to Frank Walsh House the majority of people attending Jenner8 spend much less time in the centre and participate in community activities supported by staff. In total, as at 15 Jul 2015 46 people attend Jenner8 with 28 attending The Community Zone. There are a number of people that are likely to require an on-going centre-based service for which there are opportunities to extend the provision at Wilfred Spencer Centre.
- 1.11 Whitefriars Housing, as landlord of the 10 City Council Housing with Care schemes are a key partner of the City Council in the delivery of the proposals contained in this report. Should the proposals proceed and Housing with Care services cease at the four schemes it is envisaged that Whitefriars Housing would renovate the schemes to be used as general needs older people’s housing so that other older people could benefit from better accommodation in the future.

2. Options considered and recommended proposal

2.1 Option One - Preferred Option

In order to continue to improve the standard of accommodation for older people a consultation process is proposed on the cessation of Housing with Care services at the following four schemes:

- Frank Walsh House, Jenner Street, Hillfields
- Skipton Lodge, Skipton Gardens, Upper Stoke
- Farmcote Lodge, Loach Drive, Aldermans Green
- Halford Lodge, Cottage Farm Road, Keresley

- 2.2 Three of these schemes have been identified due to the standard of accommodation whilst Frank Walsh House has been identified due to the high number of vacancies, and low take up of tenancies.
- 2.3 This consultation will also include the future provision and possible relocation of the two Day Services for Adults with Learning Disabilities provided from the Frank Walsh House site, Jenner8 and the Community Zone.
- 2.4 Should the proposals proceed it is envisaged that two schemes, Frank Walsh House and Skipton Lodge cease providing Housing with Care services in Autumn 2016 with the remaining two schemes, Farmcote Lodge and Halford Lodge ceasing provision of Housing with Care services in Spring 2017.
- 2.5 Dependent on the decisions made following consultation the service users living in the affected Housing with Care schemes would all be individually reviewed with a view to putting a plan in place to transfer to an alternative service to coincide with the dates for services ceasing. It is envisaged that the 21 short term tenancies across the four schemes would be re-provided in other schemes so that this capacity that reduces the need for ongoing care and support is retained in the city.
- 2.6 The service users attending the two day services for Adults with Learning Disabilities at Frank Walsh House would be supported to move to an alternative day service if this is required and the suitability of using provision at the day service currently operating from Wilfred Spencer will be examined in the course of the consultation.

3. Results of consultation undertaken

The proposals have been shared with service users and their families and carers and also Trade Unions and staff in advance of seeking permission to formally consult. Initial responses vary and it needs to be acknowledged that the proposals, although in the longer term will improve accommodation overall within the city, do create anxiety for those affected by the potential requirement to move to an alternative care and support setting.

Should the recommendations contained in this report be approved formal consultation will take place between 25 August 2015 and 17 November 2015 with the outcome of the consultation scheduled to be considered early in 2016.

4. Timetable for implementing this decision

- 4.1 Should the proposals proceed following consultation it is expected that Housing with Care services will cease at Frank Walsh house and Skipton Lodge in Autumn 2016 and at Farmcote Lodge and Halford Lodge in Spring 2017. The day services for Adults with Learning Disabilities provided at Frank Walsh House would be required to relocate within this timescale.

5. Comments from Director of Finance and Legal Services

- 5.1 Financial implications
The budget associated with the four housing with care schemes is approximately £1.7m. Based on an estimate of likely re-provision costs, which includes the 52 tenancies the City Council has committed to purchasing at Earlsdon Retirement Village, the total saving expected should the proposals be approved and implemented will be approximately £1m.

These savings will contribute towards the ABCS savings targets for the People Directorate previously agreed as part of the budget setting process.

5.2 Legal implications

The City Council is required to take its responsibilities under the Public Equality Act 2010 into account in making decisions. The proposals described in this report are subject to consultation.

The City Council also has the ability to make decisions as to how it uses its resources most effectively to support the people living within the city.

6. Other implications

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

The recommendations contained within this report support a number of City Council objectives including supporting our most vulnerable citizens, supporting people to have independent lives, and providing a good choice of housing.

6.2 How is risk being managed?

Risk management plans are in place for the project. The monitoring of these risks, along with actions to mitigate, takes place through the People Directorate Management team.

6.3 What is the impact on the organisation?

As a consequence of the proposed changes there would be a reduction in the number of posts. Currently there are 145 posts across the services affected occupied by 137 people, 107 of which are permanent employees.

Across Adult Social Care Internal Provider Services there are a total of 38 Early Retirement/Voluntary Redundancy applications with a further 73 staff employed on temporary contracts. These ER/VR requests and the number of temporary employees will help to minimise the impact on permanent employees.

Any changes would be managed in accordance with the City Council's change management process, The Security of Employment Agreement.

6.4 Equalities and Consultation Analysis

An initial Equalities and Consultation Analysis has been produced and is attached at Appendix One.

During the consultation process, this initial Equality and Consultation Analysis will be further developed to take account of potential impacts and mitigations identified.

6.5 Implications for (or impact on) the environment

Buildings will be vacated by tenants currently in receipt of Housing with Care as a result of the proposals contained in this report. Whitefriars Housing envisage that schemes will be refurbished and converted to create new general purpose accommodation for older people.

6.6 Implications for partner organisations?

The proposals contained in this report have been developed in conjunction with Whitefriars Housing.

Report author(s):

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People

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Lisa Lawson	Human Resources Advisor	Resources	20.7.15	21.7.15
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Director: Brian Walsh	Executive Director	People	21.7.15	
Members: Cllr Caan	Cabinet Member (Health and Adult Services)		20.7.15	20.7.15

This report is published on the council's website:

www.coventry.gov.uk/meetings

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Guidance

Please read the [Equality and Consultation Analysis Guidance Note](#) for help in completing this form. For further information and support to complete this form, please contact – **equalities**: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112) or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939) in the Chief Executive’s Policy Team; or for **consultation**: Helen Shankster (Helen.Shankster@coventry.gov.uk 024 7683 4371) in the Insight Team.

About the project

Project or review	A Bolder People Directorate Programme – Improving accommodation for older people
Service	Housing with Care and Learning Disability Day Services
Directorate	People

About the person completing this form

Name	Marc Greenwood and Gemma Tate
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Date section 1a completed	20/07/2015

1. Provide brief details of the aims of the project / review

In 2013/14 the A Bolder Community Services Programme delivered a project that sought to improve the quality of accommodation within Housing with Care Services. In this project care services at two internal Housing with Care schemes ceased. The consultation, decision and implementation were undertaken between August 2013 and June 2014. It was explained at the consultation there may be a further phase of changes affecting other internal schemes and that any further changes would have their own consultation process. This ECA covers the proposals for this next phase.

The proposal is to cease care services at a further 4 internal Housing with Care schemes. The four schemes are Frank Walsh House, Halford Lodge, Farmcote Lodge and Skipton Lodge. There are a total of 134 flats across the four identified schemes. In three of the chosen schemes, there are 21 short term tenancy flats used to support people either being discharged from hospital, or to avoid admission, for a period of up to six weeks.

This aim of the project is to:

- Improve the offer of Housing with Care to Coventry’s residents through improving the quality of accommodation
- Optimise occupancy of current and future schemes
- Encourage the development of new schemes across the city
- Consider the geographical spread of provision across the city and ensure minimum disruption to tenants

In total, as of 15th July 2015, there are 91 occupied long term flats in the four identified schemes. Two flats are occupied by couples. Therefore 93 tenants are affected by the proposals.

Scheme	Number of long term tenants

Frank Walsh House	31
Skipton Lodge	25
Halford Lodge	22
Farmcote Lodge	15
Total	93


Also, there would be an impact, due to these proposals, on two day services for Adults with Learning Disabilities that is based at Frank Walsh House. These are Jenner8 and The Community Zone. Both of these services were relocated to Frank Walsh House in 2014 following the closure of Watcombe Day Centre and Curriers Enterprises.

The levels of dependency and needs of the service users vary at the two centres. It is proposed that some service users would be supported to access community based provision, therefore no longer relying on a centre based service. Capacity would be created at an alternative day centre, such as Wilfred Spencer Centre, for those service users that still require a centre based service.

Within Jenner8 there are currently 46 registered service users and 28 at The Community Zone.

Impact on service users

2. What are the possible impacts of this project / review on the following groups?

 Assess the impact of this project / review on people with the following [protected characteristics](#); and agreed local priority groups. Please summarise local service level data as evidence of any impact and also consider other local and national data or evidence. Under 'Mitigating Actions' outline briefly what actions you plan to put in place to lessen any negative impact on protected groups. Delete any of the characteristics below which do not apply.

Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Protected characteristic
Age

Commentary / Analysis

Impacts / Mitigating actions

Housing with Care

The age group in Housing with Care is disproportionately older than the general Coventry average; however, this is to be expected as Housing with Care applications are mostly from people over the age of 55.

36% of people are aged 85+ with two people aged over 100.

This is a slightly lower percentage than when compared to the overall internal Housing with Care population where the over 85's make up 40% of the population.

Learning Disability Day Services

There are no current service users under 30 years old. The majority (63%) of current service users at The Community Zone and Jenner8 are 40 to 59 years old. There are 20 people aged 60+, 14 of those (70%) attend Jenner8. Due to the fact that people with severe learning disabilities have a lower than average life expectancy it is to be expected that there are fewer people aged over 60 attending these services.

Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.

Negative impacts: Due to the nature of the Housing with Care service older people are disproportionately affected by the proposals. The majority of people attending the two day centres are aged over 40.

Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs. Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to a new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation. Service users at Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationships and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Age continued		support the service users of The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.
Disability	<p><u>Housing with Care</u></p> <p>The proposal would affect the Housing with Care population which are generally older people, many with a disability.</p> <p>To access long term Housing with Care support individuals need to meet the eligibility criteria for Adult Social Care. Therefore the majority of people would have a physical, mental impairment or illness affecting their ability to carry out daily living tasks, for example maintaining their personal hygiene.</p> <p>Examples of disability across the Housing with Care population include physical impairments, dementia and Alzheimer’s.</p> <p><u>Learning Disability Day Services</u></p> <p>The proposal would affect the Learning Disability Day Services population all of whom have a learning disability.</p> <p>To access support from our Learning Disability Day Services individuals need to meet the eligibility criteria for Adult Social Care. These service users have moderate to severe learning disabilities that affect their ability to undertake tasks or daily living activities. They may also have other health conditions in addition to their learning disability diagnosis.</p>	<p>Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.</p> <p>Negative impacts: Due to the age of the service users and their pre-existing assessed need a disproportionate number of people with a disability would be affected.</p> <p>Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs. Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to a new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation.</p>

Protected characteristic

Commentary / Analysis

Impacts / Mitigating actions

Disability
Continued

Service users at Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationships and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to support the service users of The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.

Gender

Housing with Care

The Housing with Care population currently has a higher proportion of females (60%) than males (40%). However given the age profile and that women have a longer life expectancy (85.8 years female, 83.2 years for males) in Coventry (based on how long 65 year old could expect to live) this is to be expected.

However across the four identified schemes, there are slightly more males (53%) than females (47%). The percentage of males at Frank Walsh House at 63% is the highest of the identified schemes.

Learning Disability Day Services

There is currently a fairly even gender split among the current service users at The Community Zone and Jenner8. In both services there are slightly more male attendees. 41 (55%) of service users are male and 33 (45%) of service users are female.

Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.

Negative impacts: Across the four housing with care schemes males would be disproportionately affected by the proposals. Across the Learning Disability Day Centres Males would also be disproportionately affected.

Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs.

Protected characteristic Gender continued	Commentary / Analysis	Impacts / Mitigating actions
Gender Reassignment Marriage/Civil Partnership	No information is available for this characteristic No information is available for this characteristic	<p>Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to their new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation.</p> <p>Service users Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationship and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to support the service users of The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.</p> <p>Positive impacts: N/A Negative impacts: N/A Mitigations: N/A</p> <p>Positive impacts: N/A Negative impacts: N/A Mitigations: N/A</p>
Pregnancy/Maternity	No information is available for this characteristic	<p>Positive impacts: N/A Negative impacts: N/A Mitigations: N/A</p>

Protected characteristic
Race

Commentary / Analysis

Impacts / Mitigating actions

Housing with Care

The Housing with Care population across the 10 internal schemes has a higher proportion of people who identify as White British than Coventry as a whole. 215 (86%) of tenants across the overall 10 internal schemes have stated their ethnicity as White British.

All of the tenants at two of the identified schemes, Farmcote Lodge and Skipton have tenants who identify as White British.

Frank Walsh House has the most ethnically diverse population. 16 (53%) tenants identify as White British. 6 (20%) tenants identify as Indian. The other 27% of tenants identify as White Irish, Other White Background, Caribbean, African, Other Asian and Any Other Ethnic Background.

Learning Disability Day Services

The majority of service users at both The Community Zone and Jenner8 identify as White British (88%).

The Community Zone has a more ethnically diverse population as 5 of the 28 service users (18%) identify as Indian, Bangladeshi, Pakistani or Other Asian. The other 82% identify as White British.

Only 4 of the 46 service users (9%) at Jenner8 identify as Indian or Caribbean. The other 91% identify as White British.

Positive impacts: The overall outcome would enable a positive equality impact for those affected by the proposals as they would be living in more suitable accommodation for their identified care and support need. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.

Negative impacts: Across the four schemes and the two learning disability day centres people of White British origin would be disproportionately affected by the proposals.

Mitigations: All Housing with Care tenants would have a social care review in line with the Care Act 2014 to reassess their social care needs to determine future accommodation options, care and support needs. Support plans would be drawn up by social workers in conjunction with tenants, families and Housing with Care staff to ensure that the transition to their new home is as smooth as possible. Where possible, and requested by tenants, identified friendship groups would be maintained by moving to the same or nearby alternative accommodation. Service users at Jenner8 and The Community Zone would also be reviewed to assess their social care needs with a particular focus on accessing community facilities, developing and maintaining family relationships and friendships. At all times, reviews would be tailored to ensure that the appropriate communication techniques (for example easy read materials) are used to support the service users of

Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Race continued		The Community Zone and Jenner8 to explore alternative options should services relocate from Frank Walsh House. Support Plans would be drawn up by social workers in conjunction with service users, families and carers.
Religion/Belief	No information is available for this characteristic	Positive impacts: N/A Negative impacts: N/A Mitigations: N/A
Sexual Orientation	No information is available for this characteristic	Positive impacts: N/A Negative impacts: N/A Mitigations: N/A
Looked After Children	No information is available for this characteristic	Positive impacts: N/A Negative impacts: N/A Mitigations: N/A


Protected characteristic	Commentary / Analysis	Impacts / Mitigating actions
Carers	<p><u>Housing with Care</u></p> <p>There is limited or no direct data held about family carers. However using the demographic data available the following assumptions are made about the protected characteristics of the cohort:</p> <ul style="list-style-type: none"> • Predominately White British. • A large proportion would be below the age of 65. <p>Further analysis of the impact on carers would be undertaken during the consultation.</p> <p><u>Learning Disability Day Services</u></p> <p>The majority of people who attend The Community Zone and Jenner8 live with family carers. A small number live with a Shared Lives carer.</p> <p>Further analysis of the impact on and the demographics of these carers would be undertaken during the consultation.</p>	<p>Positive impacts: Cared for individuals will receive improved accommodation. A number of the learning disability day centre users may benefit from improved access to community based provision thus increasing their independence and reducing reliance on long term services.</p> <p>Negative impacts: Housing with Care Tenants may be relocated further away from family carers dependent upon future service provision. There may be disruption and distress caused by any relocations or changes in service provision. Carers would have to support cared for individuals through any changes.</p> <p>Mitigations: The family carers will continue to be able to visit their respective family member at the Housing with Care scheme or other suitable accommodation to which the tenant moves to. Providing regular and on-going communication to family carers. Provide support to all family carers affected ensuring they are fully briefed on the proposed changes and are kept fully informed throughout any changes. Ensuring at all times communication is tailored to meet the individual needs of both the carer and their family member (service user)</p>
Deprivation (e.g. income, educational attainment, worklessness)	No information is available for this characteristic	<p>Positive impacts: N/A</p> <p>Negative impacts: N/A</p> <p>Mitigations: N/A</p>

3. Have you considered social value requirements as part of this project/review?

The nature of this proposal deals solely with the internal provision of Housing with Care and Learning Disabilities Day Opportunities therefore, this duty does not apply here. This would be considered should the services ever be subject to a tender process.

Impact on the workforce

4. How many staff belong to the protected characteristics?

 Contact the HR Change Management Team (Marion O'Brien, Marion.O'Brien@coventry.gov.uk 024 7683 2454) for management information on the workforce affected by this project/review.

Staff data

In total across Housing with Care and Learning Disability Day Services there is currently 137 staff occupying 145 posts. (As at 9th July 2015)

Age

	Age Band & Total Contract Count					
	Up to 24	25-34	35-44	45-54	55-64	65-74
Frank Walsh House / Halford Lodge / Farmcote Lodge / Skipton Lodge	5	11	24	47	22	
The Community Zone & Jenner 8	2	3	4	11	7	1
Totals	7	14	28	58	29	1

58 staff members (43%) are aged 45-54 and 88 staff members (64%) are aged 45-74.

Gender

	Male	Female
Frank Walsh House / Halford Lodge / Farmcote Lodge / Skipton Lodge	5	104
The Community Zone & Jenner 8	9	19
Totals	14	123

The majority (90%) of staff members are female, in line with the care sector nationally.

Grades of existing posts

	G1	G3	G4	G5	G6	G7	G8
Frank Walsh House	7	15	8	4	1	0	0
Skipton Lodge	5	12	4	3	1	0	1
Halford Lodge	5	11	5	3	1	0	1
Farmcote Lodge	5	14	6	3	1	0	1
Jenner8	0	11	0	3	0	0	0
The Community Zone	0	10	0	3	0	1	0
Totals	22	73	23	19	4	1	3

Of the 145 posts affected by the proposals the large majority are lower paid posts. 65% of posts are Grade3 or below.

Ethnicity

	Ethnic Group / Total Contract Count					
	Asian or Asian	Black or Black	Mixed	Unknwn	White	Other

	British	British				
Frank Walsh House / Halford Lodge / Farmcote Lodge / Skipton Lodge	13	9	6	6	74	1
The Community Zone & Jenner 8	1	1	0	5	21	0
Totals	14	10	6	11	95	1

The majority of staff (69%) are White British with the second highest group being Asian or Asian British (10%).

Summary of staffing figures

	Total number of posts	Number of FTE's	Number of permanent staff	Number of temporary staff	Number of Casual staff	Current vacancies
Frank Walsh House	35	19.88	26	5	4	0
Halford Lodge	26	14.56	17	5	2	2
Farmcote Lodge	30	14.91	20	3	6	1
Skipton Lodge	26	13.48	17	3	5	1
Totals	117	62.83	80	16	17	4
The Community Zone	14	10.26	14	0	0	0
Jenner 8	14	9.53	13	1	0	0
Totals	28	19.79	27	1	0	0

5. What are the likely impacts of this project / review on different groups of staff?

There would be a direct impact on all posts within the four identified Housing with Care schemes if care services cease at these schemes. All posts would cease to exist. There would also be post reduction across the two learning disability services.

Across Adult Social Care Internal Provider Services there are a total of 38 Early Retirement/Voluntary Redundancy applications with a further 73 staff employed on temporary contracts. These ER/VR requests and the number of temporary employees would help to minimise the impact on permanent employees.

6. Do you plan to undertake formal consultation as part of this project?

Yes No

Subject to Cabinet approval a formal consultation would be undertaken between 25th August and 17 November 2015.

7. Has a report to elected members been prepared in relation to this work?

Yes

No


Web link to the report: Insert link to the report (usually <http://moderngov.coventry.gov.uk/>....).

Next steps

Please send this completed pre-consultation form to the Chief Executive's Policy Team: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian (Wendy.Ohandjanian@coventry.gov.uk 024 7683 2939). This form would also be shared with Public Health, who would be in touch in relation to the impact of this project/review on health inequalities.

1b


Post-consultation

 **The section below should be completed following consultation.**

Name

Date section 1b completed

8. Update any equality impacts on service users listed in Part 1a question 2 following consultation.

 Reflect any new information that may have come to light during the consultation process. Under mitigating actions, identify the responsible Council officer or named person in an external provider responsible for completing the action and timescales involved.


9. What were the key findings from the consultation process?

10. Have any of the preferred delivery options or service model(s) changed following the consultation?

Yes No

If yes outline what changes are to be incorporated

11. Update the workforce data tables in Part 1a question 4 as required.

 If no changes have been made, state 'no changes made'.

13. Following consultation, please indicate which of the following best describes the equality impact of this review/project.

There would be **no** equality impact if the proposed option is implemented

There would be **positive** equality impact if the proposed option is implemented

There would be **negative** equality impact if the proposed option is implemented but this can be objectively justified

14. Would this form be used to compile a Programme Level Analysis (Part 2)?

Yes No

If yes, state the name of the programme:

15. Approvals from Director and Cabinet Member

Name	Date
Director: Name of Director.	Click here to enter date agreed.
Cabinet Member: Name of Cabinet Member.	Click here to enter date agreed.

16. Please detail below any committees, boards or panels that have considered this analysis.

Name	Date	Chair	Decision taken
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter meeting date.	Name of chair.	Decision made / link to report.
Name of board.	Click here to enter	Name of chair.	Decision made / link to

meeting date.

report.

Next steps

Please send the completed form to the Chief Executive’s Policy Team: Jaspal Mann (Jaspal.Mann@coventry.gov.uk 024 7683 3112); or Wendy Ohandjanian (Wendy.ohandjanian@coventry.gov.uk)

Version control

Find the latest version on Beacon at <http://beacon.coventry.gov.uk/equalityanddiversity/>

Version	Date	Summary of Changes (Author)
1.0.0	17 July 2014	Initial release (Jaspal Mann)
1.0.1	05 August 2014	Added protected characteristic of Disability under section 2 (Si Chun Lam)
1.0.2	05 May 2015	Jaspal Mann

Scrutiny Co-ordination Committee

Scrutiny Work Programme 2015/16

8th July 2015
Teenage pregnancy
Child Sexual Exploitation Team including taxi licensing policy
Combined Authority Progress – standing item
29th July 2015
Council Plan – Performance Report
9th September 2015
Cultural Trusts Review
Female Genital Mutilation
Combined Authority Progress – standing item
14th October 2015
Domestic Violence and Abuse
Community Engagement and Individual Voter Registration
Combined Authority Progress – standing item
4th November 2015
Air Quality Action Plan
Combined Authority Progress – standing item
9th December 2015
Welfare Reform
Combined Authority Progress – standing item
13th January 2016
Marmot
Council Plan Half Year Performance
Equalities
Combined Authority Progress – standing item
10th February 2016
Coventry Strategic Objectives Plan for Children and Young People who are missing, at risk of or experiencing sexual exploitation
Combined Authority Progress – standing item
9th March 2016
Coventry Drugs Strategy (2015-2017) – Review of Implementation Plan and update on the Family Drug and Alcohol Court
Alcohol strategy
Combined Authority Progress – standing item
20th April 2016
Crime and Community Safety performance
Combined Authority Progress – standing item
Date to be decided
Regulatory Services

City Centre Leisure Centre Development
Coventry – A Top 10 City
*SB1 and SB3
Asset Strategy
*SB1, SB2 & SB4
Impact of the restructure of People Directorate
*Scruco and SB3
Tourism and Events

Also if required dates: 12th August 2015, 23rd September 2015, 21st October 2015, 18th November 2015, 20th January 2016, 24th February 2016, 23rd March 2016

Date	Title	Detail	Cabinet Member/ Lead Officer	Source	Outcomes
8th July 2015	Teenage pregnancy	Following an increase in conceptions in Coventry and a reduction in other areas of the country, the Board would like to look at progress and action in this area of work.	Nadia Inglis, Jane Moore Cllr Ruane		
	Child Sexual Exploitation Team including taxi licensing policy	To look in more detail at the new Child Sexual Exploitation team and the work to address child sexual exploitation, including taxi licensing following the Rotherham report.	Yolanda Corden Andrew Walster Cllr Ruane Cllr Townshend	Informal meeting 10/6/15	
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham Cllr Lucas	Informal meeting 10/6/15	
29th July 2015	Council Plan – Performance Report	This performance report summarises progress in 2013/14 in relation to the plans priorities and a set of key headline indicators. The Council's equality objectives have also been revised in light of the new Council Plan; the headline equality indicators have been included in this report. Reviewing the plan provides an opportunity to identify any issues of concern for inclusion in the Scrutiny work programme for the coming year.	Cllr Gannon Jenni Venn / Si Chun Lam	Annual report	Additional meeting to look at Coventry becoming a Top 10 City.
9th September 2015	Cultural Trusts Review	Outside bodies and Annual Report – look to hold meeting at one of the Trust venues	Cllr Maton David Nuttall		
	Female Genital Mutilation	To monitor action plan and bring to Board if issues			
	Combined Authority	Progress report on Combined	Jenni Venn	Informal	

Date	Title	Detail	Cabinet Member/ Lead Officer	Source	Outcomes
	Progress – standing item	Authority, including the communications aspect	Adrian West Fran Collingham	meeting 10/6/15	
14th October 2015	Domestic Violence and Abuse	To include support to children who witness domestic abuse and also the rise in abuse from older children to their parents and grandparents.	Cllr Dr R Auluck		
	Community Engagement and Individual Voter Registration	To look at how members of the community can be involved and engaged in the work of the Council, including individual voter registration		Informal meeting 10/6/15	
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham	Informal meeting 10/6/15	
4th November 2015	Air Quality Action Plan	An update on progress on the development of an Air Action Plan, following s briefing note to SCRUCO on 5/11/14, also to cover action identified at the meeting on 5/11/14 including congestion and bus lanes.	Hamish Simmonds	Scruco 5/11/14	
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham	Informal meeting 10/6/15	
9th December 2015	Welfare Reform	Further review of impacts of changes to welfare provision and the services provided by partners in the city. Including most recent changes announced.			
	Combined Authority	Progress report on Combined	Jenni Venn	Informal	

Date	Title	Detail	Cabinet Member/ Lead Officer	Source	Outcomes
	Progress – standing item	Authority, including the communications aspect	Adrian West Fran Collingham	meeting 10/6/15	
13th January 2016	Marmot				
	Council Plan Half Year Performance				
	Equalities	To review the Council's annual equalities report and identify any priorities or concerns for future action or review.	Cllr Townshend Jenni Venn/ Surindar Nagra	Annual review	
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham	Informal meeting 10/6/15	
10th February 2016					
	Coventry Strategic Objectives Plan for Children and Young People who are missing, at risk of or experiencing sexual exploitation	An update from July to include an update and comparison of timescales and RAG ratings	Yolanda Corden Cllr Ruane	Meeting 08/07/15	
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham	Informal meeting 10/6/15	
9th March 2016	Coventry Drugs Strategy (2015-2017)	Coventry Drugs Strategy was considered at the meeting on 4/3/15.			

Date	Title	Detail	Cabinet Member/ Lead Officer	Source	Outcomes
	– Review of Implementation Plan and update on the Family Drug and Alcohol Court	<p>The Board has requested that an update on the Implementation Plan be submitted to a future meeting of the Committee to include:</p> <ol style="list-style-type: none"> 1) Additional performance indicators on other projected benefits such as the links with domestic violence and abuse and how referrals have reduced the prevalence of illegal drugs 2) Information on the use and effects of legal highs which are not covered by current misuse of drug laws but can have serious health risks, with legal highs being included in the strategy 3) Details of the sharing of information between the partner organisations. <p>SB2 also requested that progress on the Family Drug and Alcohol Court be reviewed at this point.</p>			
	Alcohol strategy				
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham	Informal meeting 10/6/15	
20th April 2016	Crime and Community Safety performance	<p>To review:</p> <ul style="list-style-type: none"> • Work of the Police and Crime Board/ Community Safety 	Cllr Townshend Isabel Merrifield	Annual review	NB Need to check timing for this meeting

Date	Title	Detail	Cabinet Member/ Lead Officer	Source	Outcomes
		Partnership; <ul style="list-style-type: none"> • performance for 15/16 and the emerging priorities from the strategic assessment; and • proposed Police and Crime Plan priorities, delivery plan and spending plan. 			
	Combined Authority Progress – standing item	Progress report on Combined Authority, including the communications aspect	Jenni Venn Adrian West Fran Collingham	Informal meeting 10/6/15	
Date to be decided	Regulatory Services	At its January meeting, Scrucoco considered a pilot approach to reviewing risk levels and thresholds for intervention and how this could affect the way the service operates and engages with local people. It was agreed that the outcomes of the pilot and proposals for rolling this approach out be considered at a future meeting early in the 2014/15 municipal year.	Simon Brake/ Hamish Simmonds	Informal Scrucoco meeting 10/06/13 and Scrucoco 22/01/14	
	City Centre Leisure Centre Development	To look at the proposals for the new leisure centre and seek reassurances about the finances.			
	Coventry – A Top 10 City	Following the consideration of the Council Plan, Member requested more information on the measures and requirements for Coventry becoming a top 10 city.	Cllr Lucas	Scrucoco 29/7/15	
*SB1 and SB3	Asset Strategy				
*SB1, SB2	Impact of the	To review whether the changes to the	Executive Director	SB2 Meeting 23	

Date	Title	Detail	Cabinet Member/ Lead Officer	Source	Outcomes
& SB4	restructure of People Directorate	structure of the People Directorate have supported service improvement and savings targets.	- People	April 15	
*Scruco and SB3	Tourism and Events	Following on from the consideration by Scruco of the Tourism Strategy	David Nuttall Cllr Maton		