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### Scrutiny Co-ordination Committee

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**Time and Date**

10.00 am on Wednesday, 8th January, 2020

**Place**

Committee Room 3 - Council House

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

(a) To agree the minutes of the previous meeting held 4 December, 2019

(b) Matters Arising

**4. Friargate Development Progress Update** (Pages 7 - 8)

Briefing Note of the Deputy Chief Executive (Place)

Councillors J O'Boyle and D Welsh, Cabinet Member and Deputy Cabinet Member for Jobs and Regeneration, have been invited to the meeting for the consideration of this item

**5. Proposed Equality Objectives 2020-2022** (Pages 9 - 26)

Report of the Deputy Chief Executive (People)

Councillors A S Khan and P Akhtar, Cabinet Member and Deputy Cabinet Member for Policing and Equalities, and Councillor J Mutton, Cabinet Member for Strategic Finance and Resources have been invited to the meeting for the consideration of this item

**6. Scrutiny Co-ordination Committee Work Programme and Outstanding Issues 2019/2020** (Pages 27 - 32)

Report of the Director of Finance and Corporate Services

**7. 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

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Martin Yardley, Deputy Chief Executive (Place), Council House Coventry

Tuesday, 24 December 2019

- Notes:1) The person to contact about the agenda and documents for this meeting is Suzanne Bennett, Democratic Services, Council House, Coventry, telephone 7683 3072, alternatively E-mail: [suzanne.bennett@coventry.gov.uk](mailto:suzanne.bennett@coventry.gov.uk)/[liz.knight@coventry.gov.uk](mailto:liz.knight@coventry.gov.uk)
- 2) Council Members who are not able to attend the meeting should notify Suzanne Bennett no later than 9.00 a.m. on the day of the meeting, giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.
- 3) Scrutiny Board Members who have an interest in any report referred to this meeting, but who are not Members of this Committee, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors N Akhtar, A Andrews, R Brown (Chair), J Clifford, L Kelly (Deputy Chair), J McNicholas, G Ridley, K Sandhu and R Singh

By invitation Councillors P Akhtar, AS Khan, J Mutton, J O'Boyle and D Welsh

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.

**Suzanne Bennett/Liz Knight, Governance Services - Telephone: 024 7697 2299/2644**

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# Agenda Item 3

**Coventry City Council**  
**Minutes of the Meeting of Scrutiny Co-ordination Committee held at 10.00 am on**  
**Wednesday, 4 December 2019**

Present:

Members: Councillor L Kelly (Chair of the meeting)

Councillor N Akhtar  
Councillor A Andrews  
Councillor J Clifford  
Councillor C Miks (substitute for Councillor J McNicholas)  
Councillor G Ridley  
Councillor K Sandhu  
Councillor R Singh

Other Members Present:- Councillor P Akhtar (Deputy Cabinet Member for Policing and Equalities)

Employees (by Directorate):

Place: S Bennett, V Castree

People: C Ryder

Others Present: Chief Superintendent M O'Hara, West Midlands Police  
Chief Inspector S Latif, West Midlands Police

Apologies: Councillors R Brown, J McNicholas, A S Khan

## **Public Business**

### **30. Chair**

In the absence of the Chair, Councillor R Brown, the Deputy Chair, Councillor L Kelly, chaired the meeting.

### **31. Declarations of Interest**

There were no declarations of disclosable pecuniary interests.

The Committee noted Councillor L Kelly's involvement in matters relating to Minute 33 and 34 below in her former role as the Assistant Police and Crime Commissioner.

32. **Minutes**

The Minutes of the meeting held on 6 November, 2019 were agreed and signed as a true record.

There were no matters arising.

33. **West Midlands Police - Update on Local Policing**

The Committee considered a Briefing Note, together with a comprehensive presentation at the meeting by Chief Superintendent Mike O'Hara, which provided an update on Local Policing.

The presentation covered the following areas:-

- West Midlands Police – Force Update – Big technological advances; embedding of operating model and important developments including increase in levels of violence faced by officers; Police Constable Degree Apprenticeship and the large officer recruitment drive ongoing.
- Coventry Neighbourhood Policing Unit – Including progress made during the last 12 months, the Policing model, incidents and developments and the three following priorities for 2019/2020:-

Youth Violence  
Serious Acquisitive Crime  
Gangs

- Performance - Data in relation to crime rates, headline measures and performance assessment
- Risks, challenges and mitigation, including areas of strengths

The Committee asked questions and sought assurances on aspects of the presentation, including:-

- Use of mobile devices and the impact the increased use of technology has on reducing paperwork
- How police numbers are calculated in each city/region
- Work undertaken by police officers in relation to social issues (eg mental health) and partnership working to drive the intervention agenda
- Community policing and ensuring continuity in relation to staffing
- Resourcing issues and bids submitted to West Midlands Police for additional resourcing
- Challenges faced by the Police over the last 12 months, including the two fatal stabbing in the City
- The work of the Offender Management Unit
- Definition of positive outcome rates and detection rates

On behalf of the Committee, Councillor L Kelly thanked Chief Superintendent O'Hara for his attendance and presentation.

**RESOLVED that update on Local Policing be noted.**

**34. Coventry Community Safety Plan**

The Committee considered a Briefing Note and presentation at the meeting which provided details of the Coventry Community Safety Plan, which was approved by the Coventry Police and Crime Board and which explained how the partnership will address the priorities highlighted in the annual strategic assessment.

Community Safety Partnerships (CSPs) are the statutory body that bring together local partners to solve shared issues around Crime and Disorder, Anti-Social Behaviour, Drug and Alcohol misuse and Reoffending. The CSP in Coventry meets as the Police and Crime Board (PCB). Each year, CSPs are required to undertake strategic assessments, created by West Midlands Police analysts on behalf of the CSP, to help to inform their priorities. The document consists and is informed by both local data, contributions from the local CSP members and from a survey, where members of the public are asked for their views on community safety in the City. A copy of the survey was appended to the Briefing Note. The strategic assessment is used by the Police and Crime Board to set priorities and actions for the partnership.

A further appendix to the report detailed the strategic priorities. The responsibility for delivering the priorities lies with the PCB, although these are allocated and managed by the sub-groups, which support the Board. The chairperson for each sub-group is a PCB member and is answerable to the Board for the priorities that fall within their specific areas. Some of the priorities are "cross-cutting" and collective ownership is taken for these areas.

The Briefing Note detailed the following sub-groups that support the PCB:-

- City Tasking – This group covers public place-based issues, safety and reassurance
- Harm and Abuse Reduction Partnership – This group responds to and seeks to reduce a range of vulnerabilities/issues which range from domestic abuse, sexual violence, hate, crime, modern day slavery etc
- Reducing Re-Offending Group – This group looks at reducing reoffending and the resulting harm, integrated offender, management and tackling serious and organised crime
- Prevent - This group responds to the ideological challenge of terrorism and the threat we face from those who promote it; prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and work with sectors and institutions where there are risks of radicalisation that we need to address

The PCB meet on a quarterly basis and the document that details performance against the qualitative and quantitative is circulated to PCB members. Specific reporting is limited to “exceptions” ie under, or over performance, although PCB members are able to ask specific questions relating to any part of the Coventry Community Safety Plan. There is further scrutiny of the plan by the West Midlands Police and Crime Commissioner, who has a representative on the Coventry PCB.

The Committee questioned the officer and sought assurances on aspects of the Briefing Note and presentation, including:-

- Road safety in Coventry
- How the PCB engage with the public and the make up of the PCB, including elected member representation
- Work undertaken in relation to “on-line” crime
- How the PCB deal with cross cutting themes, ensuring overlapping where necessary, whilst avoiding duplication
- Clarification in relation to CCTV cameras in the city, including responsibility for and ownership of
- How the survey is circulated to ensure maximum participation and what work is being undertaken to improve feedback rates and engagement

**RESOLVED that the Scrutiny Co-ordination Committee:-**

- 1) Receives and notes the content and actions contained in the Community Safety Plan designed to address community safety issues in the City.**
- 2) Recommends that the Cabinet Member for Policing and Equalities:-**
  - a) Includes the Chair of the Scrutiny Co-ordination Committee (or their nominee) in the membership of the Coventry Police and Crime Board.**
  - b) Investigates ways to improve the wider circulation of and better participation in the Community Safety Partnerships Public Survey, including circulating it to all Councillors.**
  - c) Encourages all Councillors to sign up for the West Midlands Now initiative.**

### **35. Scrutiny Co-ordination Committee Work Programme 2019/2020 and Outstanding Issues**

The Committee considered and noted their Work Programme for 2019/20.

### **36. Any Other Items of Urgent Public Business**

There were no other items of urgent public business.

(Meeting closed at 12.00 pm)



Coventry City Council

## Briefing note

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**To: Scrutiny Co-ordination Committee**

**Date: 8<sup>th</sup> January 2020**

**Subject: Friargate Development Progress Update**

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### **1 Purpose of the Note**

- 1.1 To update the Scrutiny Co-ordination Committee on progress with the Friargate business district development scheme.

### **2 Recommendations**

- 2.1 Scrutiny Co-ordination Committee are recommended to:
- 1) Note the contents of this briefing note
  - 2) Identify any comments or recommendations for the appropriate Cabinet Member
  - 3) Receive a further progress report in 2020/21 municipal year

### **3 Information/Background**

- 3.1 In January 2018, Cabinet and Council approved the receipt of £51.2m of grant funding from the West Midlands Combined Authority (WMCA) to support the delivery of the first phase of development within the Friargate business district masterplan area. Cabinet and Council also approved the creation of a joint venture (JV) company between the City Council and Friargate LLP to oversee and accelerate the delivery of buildings within the Friargate development. The JV was legally established in February 2019 as “Friargate JV Project Limited” and the Council is now the joint freeholder of the majority of the land within the Friargate area.
- 3.2 Since the JV company was established, significant progress has been made in taking forward the necessary design development stages and legal agreements to deliver the next two buildings within the first phase of development (a hotel and a commercial office building) and key updates are provided below.
- 3.3 Friargate Hotel
- 3.4 The delivery of high quality hotel developments in the city has been a long held ambition for the Council and is a key priority for the Council due to the expected influx of visitors during City of Culture 2021 and Commonwealth Games 2022, the role they play in boosting the city’s image and inward investment potential, the need to provide suitable accommodation to service the city’s growing economy and the lack of ‘upmarket’ hotels currently operating within the city centre.
- 3.5 On the 27<sup>th</sup> August 2019, Cabinet approved the necessary terms and expenditure to bring forward a high quality, boutique “Hotel Indigo” that will set a new standard for hotel accommodation in the city. The 100 room hotel will also provide a restaurant and bar open to the public, gym facilities for guests and will create over 40 new jobs in the city.

- 3.6 The hotel scheme received planning permission on the 19<sup>th</sup> December 2019 and work is due to start on site in early 2020 with a completion date of the first quarter 2021.
- 3.7 Two Friargate
- 3.8 The Friargate business district will include a range of Grade A commercial office buildings which will provide the platform for significant inward investment into the city, the creation of thousands of new jobs and the realisation of millions of pounds of additional business rates for the Council.
- 3.9 “Two Friargate” (which has the benefit of a full reserved matters planning consent) will deliver 184,000 sqft of office space (135,000 sqft lettable space) that will set a new benchmark for commercial office space in the city and will be able to compete with the best the wider region has to offer. The building will be one storey taller than the “One Friargate” Council offices and include 12 storeys of commercial office space and a ground floor suitable for a high quality restaurant, café or retail use. It will be targeting a BREEAM (Building Research Establishment Environmental Assessment Method) “Excellent” rating, signifying a very high level of sustainability credentials, and a 1:8 workspace density, which will maximise the rental income the Council will receive from lettings in the building.
- 3.10 The Council is currently undertaking due diligence on the programme, costs and lettable of this building in conjunction with our commercial advisors, Cushman and Wakefield, and the Friargate JV. It is anticipated that a report to Members will be brought forward during 2020 setting out officer recommendations for next steps.
- 3.11 Residential opportunities
- 3.12 Given the location next to Coventry station (one of the fastest growing stations in terms of passenger numbers in the UK) and the wider housing demand within the region, the delivery of new homes will play a key part in the Friargate story and the masterplan identifies the sites for hundreds of new homes.
- 3.13 The Council is engaging with potential funding partners to discuss opportunities to accelerate the delivery of these homes through the utilisation of relevant funding streams these partners may be able to make available. Updates and recommendations will be provided to Members through the usual governance routes as this work progresses.
- 3.14 The Friargate JV may look to update and refresh the current masterplan (which was granted outline planning consent in 2011) to reflect the delivery of the Coventry station masterplan, the early delivery of the hotel within the scheme and to ensure that the masterplan is as up to date as possible.

## 4 Conclusions

- 4.1 Since the Friargate JV was formally established in February 2019, development proposals for buildings within the masterplan have accelerated significantly. Through the early delivery of the hotel and the completion of the necessary design work and due diligence on Two Friargate, the stage is set for significant investment and delivery to commence during 2020.

**Name:** Adam Hunt

**Job Title:** Head of Property and Development (Strategic Lead)

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## Public report Cabinet Member Report

Scrutiny Co-ordination Committee  
Cabinet Member for Policing and Equalities

8<sup>th</sup> January 2020  
30 January 2020

**Name of Cabinet Member:**

Cabinet Member for Policing and Equalities - Councillor AS Khan

**Director approving submission of the report:**

Deputy Chief Executive (People)

**Ward(s) affected:**

All

**Title:**

Proposed New Equalities Objectives 2020/22

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**Is this a key decision?**

No – although the proposals affect more than two electoral wards, the impact is not expected to be significant

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**Executive summary:**

Coventry City Council is committed to fulfilling its duties as a public authority under the Public Sector Equality Duty. As part of this general duty, we are required to comply with a specific duty to publish a set of equality objectives every four years. The current set of equality objectives were set in 2016 and will therefore expire in 2020. A set of five proposed new equality objectives were recently the subject of a consultation exercise which has now been analysed. This report therefore seeks approval for the formal adoption of the proposed new equality objectives from 2020.

**Recommendations:**

The Scrutiny Co-ordination Committee is requested to consider the content of the report and forward any comments / recommendations to the Cabinet Member for Policing and Equalities.

The Cabinet Member is recommended to:

- (1) Consider any comments / recommendations from the Scrutiny Co-ordination Committee.
- (2) Approve the formal adoption of the proposed new equality objectives for the Council for 2020/22

**List of appendices included:**

Appendix 1 – Coventry City Council Equality, Diversity & Inclusion Commitment  
Appendix 2 – Equality and Consultation Analysis (ECA)

**Background papers:**

None

**Other useful documents:**

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

Equality Act 2010: specific duties to support the Equality Duty. What do I need to know? A quick start guide for public sector organisations

<http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/specific-duties>

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

Yes – Scrutiny Co-ordination Committee – 8<sup>th</sup> January 2020

**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: Proposed New Equality Objectives 2020/22**

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

- 1.1 The Council is required, as a listed public authority, to comply with all elements of the Public Sector Equality Duty (PSED). This duty is comprised of the general duty and specific duties.
- 1.2 The general duty requires the Council to have due regard to the need to:
  - Eliminate unlawful discrimination, harassment and victimisation
  - Advance equality of opportunity between people who share a protected characteristic and those who do not
  - Foster good relations between people who share a protected characteristic and those who do not
- 1.3 The Public Sector Equality Duty requires the Council, as a listed public authority, to publish equality objectives that it thinks it needs to achieve to further any of the aims of the general equality duty.
- 1.4 The existing set of 15 equality objectives were set in 2016 for a period of four years and will therefore expire at the end of March 2020. Progress against these objectives was reported annually to Cabinet Member for Policing and Equalities.

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

- 2.1 There are various factors that have influenced the review of the Council's equality objectives:
  - The need to create a more concise, focused, measurable set of equality objectives through which the Council can demonstrate improved outcomes for protected groups
  - The Council's One Coventry programme provides an opportunity to refresh the equality objectives in a way that would clearly align them to the One Coventry Plan vision, priorities and values.
- 2.2 Some of the questions that have been considered as part of the development of the proposed new equality objectives include:
  - Has early engagement/listening activity with partners/communities highlighted any important equality issue?
  - Does information from service areas indicate that any particular equality issues need to be addressed?
  - Which objectives would stretch the organisation to perform better on equality issues?
  - Which objectives would improve the experience for people with a relevant protected characteristic?
  - How do these objectives contribute to the aims of the general duty?
  - What has recent analysis of ECAs demonstrated in relation to impact on protected groups?
  - What are the One Coventry priorities?

2.3 Some of the sources of evidence that were used as part of the research into identifying appropriate equality objectives included:

- Official Unemployment Rate April 2018-19
- Coventry Jobshop Support 2018-19 data
- 2018 Coventry Household Survey
- JSNA Citywide profile 2019
- Council Plan Performance Report 2018-19
- Equality Objectives Year-end Performance Report 2017-18
- ECA Report 2018-19

2.4 Research identified that there are two broad types of objectives that can be set by public authorities:

- **Foundational** objectives focus on building the capacity of the organisation to address equality challenges through developing its knowledge and infrastructure.
- **Direct** objectives focus on directly addressing identified challenges for service users, staff and/or the wider community.

2.5 It has been identified that having a set of equality objectives which is comprised of both foundational and direct objectives is more likely to lead to achieving measurable and sustainable progress on equality and diversity for the organisation.

2.6 Accordingly, the following 5 equality objectives for 2020-22 are proposed:

**Equality Objective 1**

Create a foundation to drive improved access to services through better use of equalities data

This objective relates to improving the Council's understanding about its customers and using this intelligence to help shape the way in which we can deliver the best services for those groups of customers in most need

**Equality Objective 2:**

Develop and deliver in partnership a whole-city approach to 'Building a Coventry that works for all'

This objective relates to establishing city-wide commitment to action as well as bringing together community, voluntary and public sector leaders to listen and mobilise on things of shared interest.

**Equality Objective 3:**

Increase the diversity of our workforce at all levels so that we are more representative of the communities we serve and better able to meet their diverse needs

The Council is committed to improving the recruitment and progression at all grades of people from under-represented groups to better reflect the diversity of the city.

**Equality Objective 4:**

Increase the number of 18-24 year olds getting into employment

Data<sup>1</sup> is showing us that this group of young people experience more unemployment than other age groups in the city.

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<sup>1</sup> Official Unemployment Rate April 2018-19, Jobshop Support 2018-19 applicants for support

### **Equality Objective 5:**

Increase the number of disabled residents taking part in sporting and cultural activities in the city

Disabled residents are less likely to both take part in and attend sporting and cultural events in the city; this equality objective will try and improve this and work with sporting and cultural providers to improve accessibility at events

- 2.5 These 5 proposed objectives have been subject to a process of rigorous scrutiny by both Corporate Leadership Team (CLT) and Strategic Management Board (SMB), during which time the following issues were considered for each objective:
- The current position
  - What success would look like
  - What the scope / limit of our influence is to achieve the objectives
  - Any risks to delivery
- 2.6 The Director of Public Health and Wellbeing, as corporate lead for equalities, will receive regular progress reports against each objective. An annual report of progress will be presented to the Cabinet Member for Policing and Equalities.

## **3 Results of consultation undertaken**

- 3.1 The consultation on the proposed equality objectives ran from the 30<sup>th</sup> September to the 9<sup>th</sup> October 2019, and then from the 13<sup>th</sup> October to the 22<sup>nd</sup> November 2019. The consultation was paused for a total of four days from the 9<sup>th</sup> to the 13<sup>th</sup> October 2019, in order for a conversation with stakeholders to take place on the scope of the consultation. In order to compensate for the pause, an additional week was added to the total consultation length. Over the time period, 242 people visited the consultation pages, and 40 people filled out the consultation survey. One additional response was received by email.
- 3.2 The consultation was hosted on the Council's Let's Talk Coventry consultation and engagement platform. The Let's Talk Coventry platform hosts a number of consultation and engagement exercises and is regularly advertised via email and social media. In particular, the equalities objectives consultation was specifically advertised to a range of internal and external partners and stakeholders.
- 3.3 The consultation on proposed equality objectives revealed broad support for each of the five objectives. In summary:
- Responses to Objective One contained feedback about how data would be gathered and used.
  - Responses to Objective Two indicated some degree of frustration; there was feedback that this sort of objective had been tried before but to little effect.
  - Responses to Objective Three included feedback that particular programmes to increase diversity might prevent the best person from being recruited. There was also a concern whether this commitment was new, and a wish to understand what progress had been made in the past. There were also a number of detailed responses to do with different ways of assessing and promoting diversity.
  - Responses to Objective Four featured a theme to do with increasing training and support opportunities for young people in the city. There was also a concern related to the struggle of young people getting jobs due to lack of experience.

- Finally, responses to Objective Five revealed a wish for engagement between disabled people and sports activity providers to help co-design what is delivered, and a concern to do with the accessibility of the services. There was also a concern that the solutions delivered ought to be sustainable into the future.

The results of the consultation will be fed into the development of action plans for each Equality Objective and the issues raised will be addressed through this approach.

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

- 4.1 It is intended that the proposed new equality objectives for the Council become operational from 1<sup>st</sup> April 2020; they will be supported by action plans with clear outcomes which will be performance managed and progress reported annually to cabinet member.

#### 5 **Comments from Director of Finance and Corporate Services**

##### 5.1 **Financial implications**

The cost for setting and monitoring equality objectives and delivering equality objectives will be met from within existing resources.

##### 5.2 **Legal implications**

This report recommends approval for publishing the Council's equality objectives as required under the Equality Act (Specific Duties and Public Authorities) Regulations 2017. Any sharing of personal data or special category personal data between Council services will be in compliance with the General Data Protection Regulations 2016 and the Data Protection Act 2018

#### 6 **Other implications**

##### 6.1 **How will this contribute to achievement of the Council's Plan** ([www.coventry.gov.uk/councilplan/](http://www.coventry.gov.uk/councilplan/))

The achievement of the equality objectives will be managed in accordance the Council's performance management framework.

##### 6.2 **How is risk being managed?**

The performance management of the equality objectives will help the Council to manage risk by systematically measuring progress in relation to the equality objectives. This means that areas where good progress is being made can be identified, as well as those areas where progress is not as expected and where corrective action may be needed.

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

Achieving progress against the equality objectives impacts on the compliance of the whole organisation with the Public Sector Equality Duty. All Council employees have a duty to pay due regards to the three aims of the Equality Act.

#### 6.4 Equalities and Consultation Analysis

The process outlined in this report will enable the Council to comply with its obligations under the Equality Act (Specific Duties and Public Authorities) Regulations 2017.

An ECA has been completed as part of the process of developing new equality objectives and can be found at Appendix 2.

#### 6.5 Implications for (or impact on) climate change and the environment

None identified.

#### 6.6 Implications for partner organisations?

Many of the Council's objectives are delivered through partnership working which means that there will be implications for partner organisations.

#### Report author(s):

**Name and job title:** Jaspal Mann, Equality & Diversity Officer

**Directorate:** People

**Tel and email contact:** 024 7697 7109

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
<b>Contributors:</b>				
Liz Gaulton	Director Public Health and Wellbeing	People	06.12.19	09.12.19
Valerie De-Souza	Public Health Consultant	People	06.12.19	16.12.19
Robina Nawaz	Policy & Partnerships Transformation Officer	People	03.12.19	04.12.19
Wendy Ohandjanian	Equality & Diversity Officer	People	06.12.19	09.12.19
Si Chun Lam	Insight Development Manager	People	06.12.19	06.12.19
Kristi Larsen	Programme Officer (Consultation & Engagement)	People	06.12.19	16.12.19
Lara Knight	Governance Services Co-ordinator	Place	06.12.19	06.12.19
Andy Hyland	OD/HR Adviser	People	06.12.19	09.12.19
Grace Haynes	Head of Workforce Transformation	People	06.12.19	09.12.19
Susanna Newing	Director of Human Resources	People	06.12.19	16.12.19

<b>Contributor/approver name</b>	<b>Title</b>	<b>Directorate or organisation</b>	<b>Date doc sent out</b>	<b>Date response received or approved</b>
David Ashmore	Director Housing & Transformation	People	12.12.19	16.12.19
<b>Names of approvers for submission:</b> (officers and members)				
Barry Hastie	Director of Finance and Corporate Services	Place	06.12.19	17.12.19
Legal: Julie Newman	Legal Services Manager	Place	06.12.19	06.12.19
Director: Gail Quinton	Deputy Chief Executive	People	06.12.19	17.12.19
Members: Cllr Abdul Khan	Cabinet Member for Policing & Equalities		06.12.19	16.12.19

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



## Appendix 1

### Coventry City Council Equality, Diversity & Inclusion Commitment

Coventry City Council is committed to:

- Its continuing duty as a public authority and will have due regard to the need to eliminate discrimination, harassment, and any other conduct prohibited under the Equality Act 2010.
- Recognising and celebrating diversity, and ensuring equality of opportunity both as a provider and commissioner of services and as a large employer
- Developing a culture that embeds the effective management of equality, diversity and inclusion in our day-to-day practices, policies, procedures, and through our external relationships

Coventry City Council recognises that people still experience inequality because of their background. The Council will therefore lead by example and not tolerate discrimination, harassment and victimisation on the grounds of:

- Age, disability, gender reassignment, marital and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This commitment is supported by and has been developed with employees, members and our trade union colleagues.

#### **Putting Communities first**

The Council is committed to:

- Working with partner organisations and citizens to find out what is important to communities and working together to make a difference on issues and priorities that matter most
- Fostering good relations between different groups and communities to build and maintain strong social networks and opportunities for greater cohesion
- Informing, consulting and involving a wide range of people including employees and stakeholders about decisions which affect them so that they can influence policies and practices
- Ensuring that people from different backgrounds are able to fully participate in consultation and involvement activities

## **Service Delivery / Provision**

The Council is committed to promoting equality of opportunity in our service delivery by:

- Providing accessible information about the services available
- Taking into account the equality impacts of the decisions we make and seek to mitigate any adverse impacts where possible
- Delivering services in ways which are appropriate to citizen needs and, whenever possible, removing barriers which may deny access
- Taking steps to ensure that organisations providing services on our behalf operate in accordance with the aims of this commitment

## **Employment**

The Council is committed to promoting equality of opportunity in employment by:

- Monitoring the composition of its workforce and taking positive action to redress inequalities
- Recruiting and retaining a workforce, at all levels, with the aspiration that it reflects the city's diverse communities and the people we serve
- Providing appropriate training and guidance to all staff to develop the aims of this commitment
- Investigating any instances of breaches of this commitment or relevant policies following the applicable procedures

## **Implementation**

To ensure the effectiveness of this commitment, the Council will:

- Set equality objectives and monitor progress against them – these set out more detail on current priorities for action and can be read here: [http://www.coventry.gov.uk/info/132/equality\\_and\\_diversity/1272/equality\\_and\\_diversity/2](http://www.coventry.gov.uk/info/132/equality_and_diversity/1272/equality_and_diversity/2)
- Continue to consider equal opportunities implications on as part of decision making

## **Accountability**

All employees of the Council are accountable and responsible for taking steps to promote our equality, diversity and inclusion commitment in their day to day work.

This commitment will underpin and support our workforce strategy and will be integrated within our policies and practices.

This commitment will be reviewed jointly by senior leaders, employees and our trade union colleagues on a regular basis.

## Appendix 2

***In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.***

### Form 1

***This part must be completed and before formal consultation is undertaken and must be available during the consultation stage.***

**Author of this document:** Jaspal Mann

**Name of ECA and Service:** Proposed New Equality Objectives 2020/22

**Head of Service:** Liz Gaulton, Director of Public Health and Wellbeing

**Date of completion:** 29 September 2019

#### *Background to the planned changes*

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- 1. What is the background to the planned changes? Why is this change being considered?** *If further information is available on the different scenarios that have been considered as part of this work, provide a link to the public document which contains this information.*

Coventry City Council is committed to fulfilling its duties as a public authority under the Public Sector Equality Duty. As part of this general duty, we are required to comply with a specific duty to publish a set of equality objectives every four years. The current set of equality objectives were set in 2016 and will therefore expire in 2020. A proposed new set of equality objectives has been developed and this ECA explores the potential impact of them on protected groups.

- 2. Who do you need to consider as part of this ECA?\****stakeholder analysis*

A range of internal and external stakeholders will need to be engaged as part of this process. This includes senior management, employees, trade unions, public sector partners, voluntary and community organisations and also residents of the city.

#### *Pre-Consultation Engagement*

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*This section refers to any activities that took place (such as briefings, meetings, workshops, scoping exercises etc) with stakeholders before the formal consultation period.*

- 3. What engagement activities took place prior to formal consultation and what feedback (if any) was received in relation to equality issues?**

Early listening and engagement activity took place with a range of stakeholders; this offered support for the equality objectives to be reduced from the current set of 15 to a more focused set of objectives which could be used to achieve improved outcomes for protected groups.

## Analysis of Impact

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In this section please ensure that you consider the three aims of the general duty as they affect **protected groups**. These groups are:

Age  
Disability  
Gender reassignment  
Marriage/Civil Partnership  
Pregnancy/Maternity  
Race  
Religion/Belief  
Sex  
Sexual Orientation

The **three aims of the general duty** require that a public authority, in the exercise of its functions, must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**4. Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps/mitigations (if any) could be taken to reduce any negative impact that has been identified.**

*Note – when identifying potential impacts below, please only include impacts that may exist over and above general impacts that may affect the wider community/population. (For example, a reduction in grant to Coventry Citizens Advice would affect all service users through a reduced level of first line advice being available to all – but it would affect the following groups more; age, disability, gender and race as they represent a larger proportion of the clients who use the advice service.)*

### **Age**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 4 should positively impact on young people aged 18-24 by targeted work to improve their employment opportunities

### **Disability**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 3 should include plans to increase the number of disabled employees at the Council

Proposed objective 5 should positively impact on the lives of disabled people through improved participation levels in sporting and cultural events

### **Gender reassignment**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

### **Marriage/Civil Partnership**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

### **Pregnancy/Maternity**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

### **Race**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit a range of ethnic groups/communities.

Proposed objective 3 should include plans to increase the number of black and ethnic minority employees at the Council across all grades

### **Religion/Belief**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit different religious groups/communities.

### **Sex**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 3 may include plans to increase the number of female employees at the Council in senior positions

### **Sexual Orientation**

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

## **5. Are there any other vulnerable groups that could be affected? i.e. deprivation, looked after children, carers.**

Also include any information about the health inequalities/Marmot implications of this proposal. Contact Caroline Ryder ([caroline.ryder@coventry.gov.uk](mailto:caroline.ryder@coventry.gov.uk)) or Hannah Watts ([hannah.watts@coventry.gov.uk](mailto:hannah.watts@coventry.gov.uk)) in Public Health for more information.

Successful delivery of proposed objectives 4 and 5 would improve the life chances of those protected groups through increased levels of employment and improved health outcomes, thus indirectly address the health inequalities agenda.

## **6. What are the gaps in evidence? Can this be addressed during the consultation stage?**

*In this section, re-state those protected characteristics for which there is no data available. In addition, outline if there are any plans to collect further data during the consultation stage (through surveys, on-site sampling etc). If it is unlikely that additional data will be available to inform this ECA, then include a commitment statement in this section along the lines of 'following on from this ECA, once the new service is implemented/commissioning process undertaken\*, a specific requirement to collect and analyse relevant equalities data will be included in management information processes / service specifications\*'. \*delete as appropriate*

**7. What are the likely impacts of this project/review on staff from protected groups?**

*Outline below how this proposal/review could impact on staff from protected groups positively or negatively, and what steps/mitigations (if any) could be taken to reduce any negative impact that has been identified.*

*Data you should include related to the staff impacted:*

- *Employee headcount / Total Contract Count / Total FTE*
- *Status (Part time/Full time)*
- *Age band*
- *Sex*
- *Ethnicity*
- *Disability*
- *Grade*
- *Sexual Orientation*  
*Religion/Belief*

*This information can be obtained from Andy Hyland –  
[Andy.Hyland@coventry.gov.uk](mailto:Andy.Hyland@coventry.gov.uk) 02476 83 3426*

Proposed objective 3 will specifically target improving the diversity of the Council Workforce; the Equality, Diversity and Inclusion Action Plan will provide the delivery mechanism for achieving this objective.

## Form 2

***This section should be completed AFTER any consultation has been concluded.***

**Author of this document:** Jaspal Mann  
**Date of completion:** 3 December 2019

### *Potential Impacts – further information*

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- 8. Referring to the information detailed in question 4 of ECA Form 1, state if the potential impacts have been confirmed. Also detail below any additional information about potential impacts that has been highlighted during any consultation.**

The consultation exercise has confirmed support for the proposed equality objectives but also reiterated the need for clearly identified actions to support delivery of the objectives and to enable progress to be measured

### *Outcome of equality impact*

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- 9. Indicate which of the following best describes the equality impact of this project/review:**

- 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
- There will be both **positive and negative** impacts if the proposed option is implemented

### *Summary of ECA*

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**Write a paragraph below which summarises the key aspects of this ECA.**

*This paragraph should be included in the Equalities/EIA section of any Cabinet/Cabinet Member Report.*

This ECA has taken place on the process to develop new equality objectives for the Council. This is required as part of the organisation's compliance with the Public Sector Equality Duty. The ECA shows that implementation and successful delivery of the proposed objectives should result in a range of improved outcomes for protected groups.



## Approvals from Director and Cabinet Member

**Name of ECA Author** Jaspal Mann

**Date** 03.12.19

**Director:** Liz Gaulton

**Cabinet Member:** Cllr AS Khan, Cabinet Member (Policing & Equalities)

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

**Name**

**Date**

**Chair**

**Decision taken**

### *Next steps*

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Please send this completed ECA to the Insight Team as follows:

Wendy Ohandjanian ([wendy.ohandjanian@coventry.gov.uk](mailto:wendy.ohandjanian@coventry.gov.uk) tel. 76 977 076)

Jaspal Mann ([jaspal.mann@coventry.gov.uk](mailto:jaspal.mann@coventry.gov.uk) tel. 7697 7109)

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# Agenda Item 6

SCRUCO Work Programme 2019/20

8<sup>th</sup> January 2019

Please see page 2 onwards for background to items

<b>19<sup>th</sup> June 2019</b>
Health and Well-being Strategy – consultation
<b>17<sup>th</sup> July 2019</b>
Introduction to Coventry's Climate Change Strategy One Coventry Plan Annual Performance Report 2018-19 Draft Scrutiny Annual Report 2018-19
<b>16<sup>th</sup> October 2019 (moved from 9<sup>th</sup> October)</b>
City of Culture 2021 WMCA - Mayors Question time
<b>6<sup>th</sup> November 2019</b>
"Keeping young people safe in our city"
<b>4<sup>th</sup> December 2019</b>
Community Safety Partnership Action Plan West Midlands Police Updated
<b>18<sup>th</sup> December 2019</b>
Culture Coventry Trust Commercial Activities Supporting Parks Infrastructure
<b>8<sup>th</sup> January 2020</b>
Proposed Equality Objectives 2020-2022 Friargate Development Progress Update
<b>5<sup>th</sup> February 2020</b>
Bus provision in Coventry LGA peer challenge recommendations
<b>19<sup>th</sup> February 2020</b>
Bus Innovation in Coventry
<b>4<sup>th</sup> March 2020</b>
City Centre South -progress Climate Change Emergency
<b>25<sup>th</sup> March 2020</b>
Culture Coventry Trust
<b>1<sup>st</sup> April 2020 (additional date)</b>
Hate Crime Strategy Action Plan Modernising Domestic Violence Abuse Services and Sexual Violence and Abuse Services
<b>Briefing note updates – not required at a meeting</b>
Prevent Strategy Emergency Planning and Resilience - 2021 and climate change
<b>2020-21</b>
Improving consultation and engagement with residents FGM Outside Bodies Private Rented Sector Welfare Reform Working Together Group – progress report City of Culture – security arrangements and emergency planning City of Culture 2021 Selective and Additional Licensing St. Michael's PSPO (July 2020)
<b>In addition the following dates are "if required" 20<sup>th</sup> November, 18<sup>th</sup> December, 22<sup>nd</sup> January, 19<sup>th</sup> February</b>

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
<b>19<sup>th</sup> June 2019</b>	Health and Well-being Strategy – consultation	Consultation on the draft strategy. Possibly to include SB5.	Debbie Dawson Cllr Caan
<b>17<sup>th</sup> July 2019</b>	Introduction to Coventry's Climate Change Strategy	An overview of the Council's position in terms of action to address climate change.	Sarah Watson, Andy Williams Cllrs O'Boyle, Caan, Hetherington
	One Coventry Plan Annual Performance Report 2018-19	The Council Plan, One Coventry, sets out Coventry City Council's vision and priorities for the city. Scrutiny Co-ordination Committee are asked to consider the Council's performance, identify any issues they may wish to raise to Cabinet and identify areas that Scrutiny Co-ordination Committee or other Scrutiny Boards may wish to address as part of this year's scrutiny work programme.	
	Draft Scrutiny Annual Report 2018-19	To receive, comment on, and approve, a draft of the Scrutiny Annual Report prior to it going to Council.	Vicky Castree, Gennie Holmes
<b>16<sup>th</sup> October 2019 (moved from 9<sup>th</sup> October)</b>	City of Culture 2021	To receive an update on plans for 2021, as agreed at the meeting on 27/2/19.	Cllr Duggins Martin Reeves David Nuttall
	WMCA - Mayors Question time	Feedback from Mayoral Question time.	Cllr Brown and Cllr Kelly
<b>6<sup>th</sup> November 2019</b>	"Keeping young people safe in our city"	To look in more detail about how a partnership approach can reduce knife crime and gang culture – 6-month review of the Coventry Violence Reduction Board	Liz Gaulton/John Gregg/Kirston Nelson/ WMP
<b>4<sup>th</sup> December 2019</b>	Community Safety Partnership Action Plan	To look in detail at the action plan for the Community Safety Partnership (Helen Kirkman), Kirstie (probation), Meenjit Panglie, Craig	Craig Hickin Cllr AS Khan
	West Midlands Police Updated	An update on progress on local policing.	Cllr AS Khan Craig Hickin Mike O'Hara (WMP)

SCRUCO Work Programme 2019/20

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
<b>18<sup>th</sup> December 2019</b>	Culture Coventry Trust	The Council grant the Trust funding. The report will include an update on the work of the Trust and future plans	Val Birchall Cllr T Khan
	Commercial Activities Supporting Parks Infrastructure	A progress report to cover the commercialisation of Coombe Abbey and other parks to support the Council's investment.	Andrew Walster Cllr AS Khan
<b>8<sup>th</sup> January 2020</b>	Proposed Equality Objectives 2020-2022	To consider the final outcomes of the consultation on equalities priorities for the Council, before it goes to the Cabinet Member.	Jaspal Mann Valerie De Souza Robina Nawaz Cllr AS Khan
	Friargate Development Progress Update	Referred by SB1 to SCRUCO on 18 <sup>th</sup> April 2018. To look at the whole development, including the Station Master Plan and the progress of Friargate 2 to include financial information and readiness for 2021. Suggestion from member of the public	Adam Hunt/ Richard Moon
<b>5<sup>th</sup> February 2020</b>	Bus provision in Coventry	including current stats on current usage, air quality, breakdown of what the TfWM levy is used for in Coventry,	Cllr Welsh, Cllr Akhtar, Cllr O'Boyle Colin Knight
	LGA peer challenge recommendations		Gail Quinton Joy McLanaghan
<b>19<sup>th</sup> February 2020</b>	Bus Innovation in Coventry	To look at what the bus companies are doing innovatively to encourage bus use, reduce carbon and plan for City of Culture 2021	Cllr Welsh, Cllr Akhtar, Cllr O'Boyle Colin Knight
<b>4<sup>th</sup> March 2020</b>	City Centre South - progress	To consider progress on the project. Suggestion from member of the public	Adam Hunt/ Richard Moon
	Climate Change Emergency	To update SCRUCO on the plans to address the Climate Change Emergency.	Andy Williams Cllrs O'Boyle, Caan, Hetheron
<b>25<sup>th</sup> March 2020</b>	Culture Coventry Trust	Following the meeting on 18 <sup>th</sup> December, the Culture Coventry Trust are to be invited in to discuss their plans and governance.	Val Birchall, Andy Williams Cllr T Khan

Date	Title	Detail	Cabinet Member/ Lead Officer
<b>1<sup>st</sup> April 2020 (additional date)</b>	Hate Crime Strategy Action Plan	To look at the detail of the Hate Crime Strategy Action Plan, as agreed at SCRUCO on 6 <sup>th</sup> February 2019.	Craig Hicken
	Modernising Domestic Violence Abuse Services and Sexual Violence and Abuse Services	Further progress on the contract awarded in 2019. To include performance data.	Cllr AS Khan
<b>Briefing note updates – not required at a meeting</b>	Prevent Strategy	To receive an update on the Prevent Strategy and duties associated with it.	Chief Superintendent Danny Long Geoff Thomas
	Emergency Planning and Resilience - 2021 and climate change	Following the item in October 2017, SCRUCO requested that an item on Emergency Planning and Resilience is brought to the Board annual to enable them to review the arrangements in the city to minimise risks, respond to emergencies, ensure effective communication and provide reassurance.	Michael Enderby Cllr Duggins
<b>2020-21</b>	Peer Review Progress Monitoring	Following the agreement at Cabinet on the 8th January, it was agreed that Scrucro would monitor progress on the delivery of the actions plan arising from the Peer Review. <i>To brief Cllr Brown on action plan first.</i>	Michelle McGinty Cllr Duggins
	Improving consultation and engagement with residents		Helen Shankster Si Chun Lam
	FGM	Progress report following last year's report	Liz Gaulton
	Housing First	Refer to SB4	
	Outside Bodies	Scrucro can identify which of the Outside Bodies Members are appointed to that they have reports from	Adrian West
	Private Rented Sector	To cover issues raised as part of the One Coventry Plan including high rents, fuel poverty and freeing up of student	Cllr T Khan Adrian Chowns

Date	Title	Detail	Cabinet Member/ Lead Officer
		homes for local families. Student housing – suggestion from member of the public.	
	Welfare Reform Working Together Group – progress report	To hear on the work of the WRWTG and their progress on mitigating the impact of welfare reform across the city	Tina Wukics
	City of Culture – security arrangements and emergency planning	As requested following their meeting on 16 <sup>th</sup> October, the Committee wanted to look at security and emergency planning arrangements for the City of Culture 2021	Andy Williams Cllr Duggins
	City of Culture 2021	Following their meeting on the 16 <sup>th</sup> October, the Committee requested regular updates on progress	Andy Williams Cllr Duggins
	Selective and Additional Licensing	Following Scrucos input into the consultation process, Members requested a progress 12 months following implementation.	Adrian Chowns Cllr T Khan
	St. Michael's PSPO (July 2020)	Scrutiny Co-ordination Committee requested a progress report in 6 months-time, including data, to monitor the effectiveness of the order.	Craig Hickin Liam Nagel Cllr AS Khan

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