
Scrutiny Coordination Committee
Cabinet Member (Community Safety and Equalities)

7 August 2013
5 September 2013

Name of Cabinet Member:

Cabinet Member (Community Safety and Equalities) – Councillor Townshend

Director Approving Submission of the report:

Chief Executive

Ward(s) affected:

All

Title:

Equality Strategy – Performance Report 2012/13

Is this a key decision?

No

Executive Summary:

The current Council's Equality Strategy which sets out the Council's equality objectives and how the Council complies with the Equality Act 2010 was approved in March 2013. The Equality Strategy is linked to the council's priorities set out in the Council Plan. This performance report looks at the progress that has been made in the first year of the strategy.

The Council Plan will be revised for 2013/14 onwards to reflect new aspirations for Coventry and the council objectives will be revised to take forward key priorities and actions. The council is also developing a range of health inequality indicators as part of its work as a Marmot City. The equality objectives in the Equality Strategy will subsequently be reviewed and revised where this is necessary.

Recommendations:

Scrutiny Coordination Committee is requested to:

- (1) Consider the progress made on the equality measures set out in the Council Plan and identify any issues that should be included in the Scrutiny work programme
- (2) Make any appropriate recommendations to the Cabinet Member (Community Safety & Equalities), identifying any issues and objectives that should be considered as part of the review of the Council Plan

Cabinet Member (Community Safety & Equalities) is requested to:

- (1) Consider any recommendations made by Scrutiny Coordination Committee
- (2) Consider the progress made on the equality measures set in the Council Plan
- (3) Agree that the current equality objectives and measures should be reviewed as part of the revision of the Council Plan.

List of Appendices included:

Appendix 1 - Council Plan Indicator Summary – Equality Indicators

Other useful background papers:

Council's Equality Strategy

https://www.coventry.gov.uk/downloads/download/1005/equality_strategy_2011-2014

Equality Act 2010 <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Has it been or will it be considered by Scrutiny?

Yes on 7 August 2013

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: Equality Strategy – Performance Report 2012/13

1. Context (or background)

1.1 The current Council's Equality Strategy which sets out the Council's equality objectives and how the Council complies with the Equality Act 2010 was approved in March 2013. The Equality Strategy is linked to the council's priorities set out in the Council Plan. This performance report looks at the progress made in relation to equalities with the Council Plan priorities. The report builds on the half year information presented to Cabinet Member (Community Services & Equalities) in December 2012.

2. Options considered and recommended proposal

- 2.1 The performance report in Appendix 1 shows that some progress has been made towards achieving the council's equality objectives despite the difficult economic context and reduction in council funding. This includes an increase in attainment in performance of Coventry pupils in a number of key equality groups; an increase in the number of disabled people supported into jobs by the Employment Support Services; an increase in the number of unemployed people helped into jobs and positive destinations and more young people on the Council's apprenticeship schemes.
- 2.2 Overall the number of hate crimes has decreased in the city, with the number of racist incidents (by far the highest reported group of hate crimes) declining the most. There was an increase in reports from disabled people and the number of incidents involving religion or belief although the numbers reported remains low. The council and its partners are doing more work with reporting centres to encourage people to come forward and report any incidents of hate crime. There was also a decrease in the number of incidents of domestic violence in the city reported to the Police but this is also believed to be significantly under-reported.
- 2.3 At its meeting on 9 July 2013 the Cabinet decided to review the current Council Plan to reflect its new aspirations for Coventry to be a city open for business where economic prosperity contributes to social justice. It is also anticipated that underlying economic conditions; reductions in public spending - including council funding – and changes to national policy on welfare and taxation are likely to continue to impact on groups protected by the Equality Act in Coventry. The Council is also currently developing a range of health inequality indicators as part of the council's work as a Marmot City. In light of the Cabinet's decision and these other changes it is recommended that the Council's equality objectives and measures should be reviewed and revised as necessary as part of the review of the Council Plan.

3. Performance Report

3.1 **Equalities Information** – the Equality Act 2010 (Specific Duties) Regulations 2011 requires the Council to publish relevant and proportionate information demonstrating their compliance with the Equality Duty on an annual basis. In developing this information the Council asked citizens of Coventry to provide any information that they think would be useful to the Council. The Council reviewed and revised the information in January 2013 and will continue to update the information on a regular basis. The Council ensured that the equality information it holds is made accessible through its website which is updated regularly. http://www.coventry.gov.uk/info/200041/equality_and_diversity

- 3.2 **Workforce Information** – the Council will continue to measure and report progress on the diversity of its workforce, including reporting on the number of disabled people in the workforce; black and minority ethnic people in the workforce and gender pay gap through its workforce reporting.

Workforce Profile

- 3.3 A report on the Council's workforce profile for 2011/12 was presented to Cabinet Member (Strategic Finance & Resources) on 24 October 2012. The equality data showed:
- 77.9% of the workforce was female
 - At senior management level (above Grade 10) over half the workforce was female (67.8%)
 - Black and Minority Ethnic (BME) representation in the workforce was 12.7%, an increase from 12.5% in previous year. However, there was significant under representation of BME staff at senior management and higher graded positions.
 - The number of employees who had declared a disability had decreased to 3.99% from 4.16% (This is an area that is potentially under-reported, over 23% of the workforce had their disability status recorded as unknown).
- 3.4 The Council undertook a pay audit on the March 2013 payroll of employees on the Coventry Terms and Conditions who have been evaluated using the NJC for LGS (Green Book) job evaluation scheme. This is the majority of Council employees including school support staff, but excluding Teachers. The table below presents the data on the gender pay audit which took place on the March 2013 payroll. National guidance is that a difference of less than 3% is to be expected. A difference of between 3% and 5% is a warning and a difference of more than 5% needs to be investigated and explained. The table below indicates that all of the differences are under 1% and therefore do not raise any concerns. 'Basic Pay' is the value of the scale point that each individual is paid against while 'Normal Pay' includes any shift allowance or weekend increments that are paid.

Table: Equal Pay Audit Outcome by Gender:

| Grade | Gender | *Basic Pay | *Normal Pay | No of employees |
|-------|--------|------------|-------------|-----------------|
| 1 | Female | 0.04 | 0.03 | 1,717 |
| | Male | -0.55 | -0.48 | 113 |
| 2 | Female | 0.13 | -0.07 | 685 |
| | Male | -0.50 | 0.28 | 184 |
| 3 | Female | 0.11 | 0.02 | 2,271 |
| | Male | -0.60 | -0.09 | 427 |
| 4 | Female | 0.11 | 0.14 | 1,238 |
| | Male | -0.27 | -0.37 | 484 |
| 5 | Female | 0.20 | 0.15 | 764 |
| | Male | -0.65 | -0.47 | 239 |
| 6 | Female | -0.36 | -0.41 | 492 |
| | Male | 0.86 | 0.97 | 209 |
| 7 | Female | -0.35 | -0.38 | 376 |
| | Male | 0.79 | 0.86 | 168 |
| 8 | Female | -0.31 | -0.36 | 186 |
| | Male | 0.55 | 0.64 | 105 |
| 9 | Female | -0.06 | -0.06 | 109 |
| | Male | 0.12 | 0.12 | 55 |
| 10 | Female | 0.18 | 0.18 | 41 |
| | Male | -0.20 | -0.20 | 37 |

* % difference from grade average

- 3.5 A further report on the workforce in 2012/13 will be presented to Cabinet Member (Strategic Finance & Resources) in October 2013.
- 3.6 In December 2012, The Cabinet Member (Community Safety and Equalities) requested a report to be produced setting out proposals and an action plan on how vacancies at the middle and senior level within the Council could be advertised with the aim of disadvantaged groups in mind and highlighting further action that can empower disadvantaged groups to gain employment in the City Council.
- 3.7 The action plan produced includes the development and implementation of the Talent Management Strategy, the Apprenticeship Strategy, the provision of a direct link for community groups to the council's jobs website and more closer working with local community organisations and within the more deprived areas in the City as job vacancies occur. The plans set out in the Action Plan will be monitored over the next 12 months in order to assess their impact and reported to Cabinet Member (Community Safety & Equality).
- 3.8 A further report was presented to Cabinet Member (Community Services & Equalities) on 4 July 2013 setting out the proposals on how vacancies in middle and senior levels within the authority can be advertised with disadvantaged groups in mind and highlighted further actions that could be taken to empower disadvantaged groups to gain employment in the Council. Actions included:
- Developing a Black & Minority Ethnic Employee Coaching and Mentoring Programme
 - Target recruitment activity – as specific managerial vacancies arise in addition to the normal channels of recruitment advertising, work with local community organisations and within the more deprived areas of the city
 - Deliver on the Apprenticeship Strategy – work closely with training providers focusing on supporting applications from the most disadvantaged young people across the city. In addition to this as part of the targeted recruitment activity work closely with community groups promoting the Apprenticeship scheme and opportunities
 - As part of our programme of managing talent Directors to nominate employees for the council's in-house ILM (Institute of Leadership Management) Management Development programme/qualification.
- 3.9 It is apparent that as the council faces up to the challenges of continued spending cuts there will be a continued reduction in the number of job opportunities, particularly at a senior managerial level. The proposals recommended in this report are about succession planning and giving disadvantaged staff the opportunity to be 'job ready' as and when opportunities arise.

Equality Objectives and Measures

- 3.10 Under the specific duty regulations, the Council was required to set equality objectives and to publish them by 6 April 2012. The equality objectives needed to be specific and measurable.
- 3.11 The Council has twenty two objectives in its Council Plan, approved by Council in June 2011, that were developed as a result of consultation. Almost all of these were considered to have a significant impact on equality in the city, and as such, are equality objectives.

Jobs & Growth

- 3.12 In 2012/13, 43 unemployed disabled people were supported into jobs by the Employment Support Service. This was an increase from 36 people supported last year.
- 3.13 The Council's Apprenticeship Strategy set a target of 120 apprentices by March 2014. As of March 2013, 83 apprenticeships were in post. In 2012/13, 54 new apprenticeships were created, exceeding the target for 30 new apprentices during the year. Amongst the apprentices, 18 have a disability and 8 were formally in the care of the local authority. Progress has been made to create new apprenticeship opportunities particularly in areas of skills shortage, including health & social care and horticulture & craft.
- 3.14 Through the Jobs Strategy, the Council is supporting people who are currently unemployed by helping people into a job, and helping people into positive destinations. In 2012/13 the Council supported 5,672 unemployed people against a target of 2,000 and helped 1,386 people into work against a target of 700 and helped 312 young people into a positive destination.

Better pavements, streets and roads

- 3.15 The Council will be measuring every street within Coventry to assess grounds maintenance and street cleanliness each year. A new measure is being developed to assess this with a more comprehensive set of standards which would also enable effective comparison between areas of the city. It is anticipated that inspections will commence in December 2013 following the upgrade of the computer system (CONFIRM) and the provision of suitable new hand held devices. Resident satisfaction levels remain unchanged reducing slightly from 69% in September 2012 to 67% in March 2013.

Support & Celebrate Young People

- 3.16 The Council is working with schools to improve children and young people's attainment overall and working to improve attainment for key vulnerable and underachieving groups. The average figure for five good GCSEs (A* to C) including Maths and English for 2012 was 58.7%. At year end the measure for five good GCSEs (A* to C) including English & Maths demonstrated that Mixed White/Black African, Gypsy/Roma, Young people with Special Educational Needs, Looked After Children, Pupil Premium/Free School Meals, were below the City average. There was a gap of 4.8% against the City average for boys.
- 3.17 Reducing teenage pregnancy is one of the Council's key objectives. There were 285 conceptions to under 18s in 2011, 12 more than in 2010 (273). As Coventry's population has increased, the conception rate has fallen to 48.9 per 1,000 15 – 17 year olds in 2011 from 50.2 per 1,000 15 – 17 year olds in 2010. This is the lowest rate since recording began in 1998.
- 3.18 The Council's Apprenticeship Strategy continues to deliver on the objectives set; as at July 2013 there are 87 young people on the Council's Apprenticeship scheme and this figure will continue to rise. The scheme has been successful in getting young people into employment. To date there have been 8 young people who have been moved into full time jobs.

Protect Our Most Vulnerable

- 3.19 Older people and disabled adults living independently and safely and having more choice and control over their health and social care is a priority for the Council. There is a revised measure for measuring self-directed support for older disabled people. The target for the

new measure is to achieve 100% of people in long term community based services receiving self-directed support by the end of 2012/13. In 2012/13, 90.6% of people in long-term community based services received self-directed support.

- 3.20 Reducing health inequalities is a key priority of the Council and Coventry is a Marmot City. Reducing the inequality in life expectancy between the 10% most deprived areas of the city and the 10% least deprived is a key equality indicator for the Council. Using the data for 2006 -10, the difference in life expectancy is 11.7 years for males and 7.9 years for females. The gap for Coventry females is less than that for males by 3.8 years. There is a time lag on this data. Reducing inequality in disability-free life expectancy between the 10% most deprived area of the city and the 10% least deprived is another key indicator for the Council. Using the data for 1999-2013 the difference in disability-free life expectancy is 16.6 years for males and 14.5 years for females.
- 3.21 Overall the number hate crime incidents reported have decreased in the City with racist incidents by far the highest number reported. A snapshot of the Reporting Centres incidents show a variety of ethnic groups affected including White, British, Asian and African. Although hate crime continues to be reducing there has been a slight increase in disability hate crime (8 incidents) and religious hate crime (5 incidents) and a marginal decrease in homophobic hate crime. This year victims are fairly evenly spread across gender, 53% male, 48% female compared to 65% male victims and 35% females last year. The Council will continue to encourage victims to report hate crime incidents through various mechanisms available and provide advice, guidance and support to keep themselves safe from such incidents whilst dealing with the perpetrator.
- 3.22 The overall number of Domestic Violence and Abuse (DVA) incidents reported to the police in Coventry fell in 2012/13 to a total of 2,899 compared to 3,048 in 2011/12. However it is well-documented that DVA is significantly under reported and the Home Office's *Ready Reckoner* estimates that there would be 6,500 women victims in Coventry in a year. Encouraging reporting is a priority, as is providing effective support to victims. The Coventry DVA Partnership has completed a Fundamental Service Review of existing approaches and responses to DVA and will shortly commission a multi-agency model to improve the management of the existing levels of DVA in the city and begin to reduce the predicted rises in the number of cases and future demands on services. The new service will be in place by May 2014 and will be closely monitored to review how it encourages victims to come forward at an earlier stage, increase the number of victims supported, reduce the number of repeat victims and repeat incidents through a streamlined and integrated approach.
- 3.23 People receiving the treatment they need to recover from drug and alcohol abuse is a priority for the Council. 60% of clients seeking support for alcohol dependence between April 2012 and March 2013 successfully completed treatment. This is the same as in 2011/12 and slightly better than the national average of 58%. Considerable work is underway to improve the capacity of services to cater for more alcohol users needing treatment and a new model of delivery is being developed to increase supported group work offered to clients. In terms of ethnicity, White British adults continue to be the main users of drug and alcohol treatment. White British adults accounts for 80% of all those receiving treatment for drug misuse and 83% of all those receiving alcohol treatment. The proportion of adults in treatment who are White British has risen slightly from last year.
- 3.24 More females are receiving treatment for alcohol misuse than drug misuse. The proportion of females service users receiving support for alcohol addiction has increased from 30% in 2011/12 to 34% in 2012/13. National research suggests that 25% of alcohol dependent adults are female. The proportion of female service users receiving treatment for drug misuse fell marginally from 25% in 2011/12 to 24% in 2012/13. Some 5.6% of females presenting for drug treatment in 2012/13 were pregnant; this is slightly higher than the

national average, although the actual number of pregnant clients in Coventry is small (fewer than 5 individuals).

- 3.25 Problematic drinking increases with age. 78% of adults in treatment are aged between 25-54 years. Older people are therefore poorly represented in specialist treatment services. Work has been scheduled with the Older People's Partnership later in 2013 to start to improve provision of alcohol treatment among older adults.

Working with Residents, Communities and Partners

- 3.26 The Council has worked with local disabled people and national charity *DisabledGo* to develop a web - based guide providing information for disabled people about the accessibility of buildings in Coventry. The guide is based upon hundreds of surveys carried out on local venues which were identified by local disabled people and offers anyone living, working or visiting the city detailed information about the accessibility of shops, pubs, restaurants, hotel, theatres and other services. The *DisabledGo* guide can be found at www.disabledgo.com
- 3.27 Although there were existing accessible toilet facilities in the city centre, there was no facility that could be used by people with profound and multiple learning disabilities, as well as other serious impairments, who often needed extra facilities to allow them to use the toilets comfortably. The Council worked with learning disabilities charity *Coventry Mencap* and groups representing disabled people in Coventry to develop a Changing Places Toilet in the Central Library. A Changing Places Toilet provides the right equipment including a height adjustable changing bench and a track hoist system; enough space for the disabled person and up to two carers; and a safe and clean environment. Access to the toilet is by Rader Key.

A Welcoming City

- 3.28 In January 2013, Coventry commemorated Holocaust Memorial Day for the 12th year. The focus this year was '*Communities Together: Build a Bridge*' and the Council arranged speakers and performances to reflect this theme including a talk from Auschwitz survivor Mindu Hornick.
- 3.29 For the fourth year running the Coventry Community Cohesion Awards have been delivered. This Coventry Community Cohesion Awards 2013 winners were Severn Trent Water Authority; Positive Images Festival; Positive Youth Foundation; Ernesford Grange Community School – Four Closes Project; Coventry University – International Experience of Mobility Services *Culturae Mundi*

Welfare Reform

- 3.30 Work is on-going to understand how different groups of Coventry people will be affected by national government welfare reforms. A wide range of changes have already been implemented, which have reduced entitlement to benefits, including housing related benefits and Incapacity Benefit (now Employment Support Allowance).
- 3.31 Introduction of Personal Independence Payments (to replace Disability Living Allowance) and Universal Credit are also expected to affect some groups of people with protected characteristics more than others. Evidence collected to date suggests that some groups who are already more likely to be out of paid work and who historically find it more difficult to access jobs are amongst the most affected. Across the city it is anticipated that £112 million less will be paid out in benefits each year. Groups most affected are likely to include: young adults, lone parent families (mostly females), disabled people, some black

and minority ethnic groups, residents of the most deprived areas of the city and children of all the aforementioned.

- 3.32 Coventry City Council is working with partner organisations to provide financial and practical support to help those affected manage changes, such as support with money management and finding work. Coventry City Council has protected entitlement of those claiming Council Tax Benefit and has absorbed a £3 million cut in government grant available for paying the benefit.

Equality & Consultation Analysis (ECA)

- 3.33 The Council has continued with identifying the equality impact of the decisions it makes by carrying out ECAs and putting in place mitigation to ensure that positive equalities impact is passed onto all recipients of services provided by the Council despite the difficult financial climate. Examples of this include the decision to absorb a £3 million cut in government grant available for paying Council Tax Benefit and not to pass on this onto residents of the city, as this would have had an impact on low income households in receipt of benefits; low income families working households, children in low income families, disabled people, families, people from black and minority ethnic backgrounds, single parents, people with caring responsibilities, women and people approaching pension age.
- 3.34 It is anticipated that in 2013/14, the impact of the Welfare Reform, the weak economic recovery and the increase in the cuts to the public sector – particularly the reduction in council funding - will put additional pressures on Council services. Further difficult decisions will need to be taken about the allocation of funding and the provision of services. In these difficult circumstances the Council will continue to do its best to ensure that decisions do not adversely impact on any protected group and will continue to promote equality.
- 3.35 In 2010/11 an Equality Impact Assessment was undertaken on the potential impact of the Voluntary Redundancy Programme. The equality impact upon the organisation will be determined by the employees who wish to access the voluntary redundancy programme. Approvals for voluntary redundancy will be granted on an objective basis determined by service requirement and/or objective selection criteria. However, the Council was aware of the need to be alerted to issues of age, disability, ethnicity, sexual orientation and gender discrimination. Data on uptake and approval has been monitored regularly to identify whether any equality impact is arising from the process.
- 3.36 The 2012/13 data indicates that proportionately more men than women left the Council by reason of redundancy or early retirement and proportionately more white British employees left the Council than any other ethnic group. Perhaps unsurprisingly 75% of leavers through redundancy/early retirement were over 50, with 40% were aged 60- 69 years and 4% were 70 and over. About 1 in 10 (9.5%) of leavers through redundancy/early retirement declared a disability compared to 4.5 % of the workforce, it should be noted that this figure includes employees taking early retirement on the grounds of ill-health. Detailed statistics are available on the council website at https://www.coventry.gov.uk/downloads/download/1577/workforce_information_factsheet
- 3.37 A more detailed report of the Equality & Consultation Analysis 2012/13 will be available on the Council website by 5 September 2013.

4. Results of consultation undertaken

- 3.1 Extensive consultation was carried out when the Council Plan objectives were produced and key equality groups were consulted for their views on the Equality Strategy and the measures.

4. Timetable for implementing this decision

4.1 Any revisions to the Equality Strategy will be made in line with changes to the Council Plan.

5. Comments from Director of Finance and Legal Services

5.1 Financial implications

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

5.2 Legal implications

This report provides a progress update on what the Council is required to do to meet its obligations under the Equality Act (Specific Duties) Regulations 2011. By not publishing equality objectives and reporting progress the Council would be acting unlawfully.

6. Other implications

None

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

The equality objectives form part of the Council's key objectives and their achievement will be performance managed alongside the Council Plan.

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 of the Council Plan. 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?

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

6.4 Equalities / EIA

The process outlined in this report will enable the Council to comply with its obligations under the Equality Act (Specific Duties) Regulation 2011. A summary of all the 2012/13 Equality & Consultation Analysis carried out by the Council will be available on the Council website by 5 September 2013.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

By making equality information easily accessible, it makes it easier for partner agencies to obtain equalities information and will prevent the duplication of information gathering. Many

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

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