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

3 September 2014  
4 September 2014

**Name of Cabinet Member:**

Cabinet Member (Policing & Equalities) Councillor Townshend

**Director Approving Submission of the report:**

Chief Executive

**Ward(s) affected:**

All

**Title:**

Equality Strategy – Progress Report 2013/14

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**Is this a key decision?**

No

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**Executive Summary:**

The current Equality Strategy was approved in March 2013 and sets out how the Council complies with the Equality Act 2010. It also sets out the Council's equality objectives which were linked to the priorities of the Council Plan 2011-2014.

At the meeting on 5 September 2013 the Cabinet Member reviewed the performance report for 2012/13 for the first year of the Equality Strategy and agreed that the equality objectives and measures would be reviewed as part of the revision of the Council Plan.

The new Council Plan was approved by Council in January 2014 and sets out the aspirations and priorities for the Council for the next ten years. Following this the Council's equality measures were revised and at the meeting of 27 March 2014 the Cabinet Member (Policing & Equalities) approved the proposed revision to the equality objectives. The Cabinet Member also agreed that stakeholder groups were given the opportunity to comment on the revised objectives through a period of consultation up until the end of June 2014. No changes were made to the equality objectives following the consultation; however a number of equality measures have been set to monitor progress. This report provides a progress report on the equality strategy.

**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 or for further investigation; and
- (2) consider the progress made on equalities and make recommendations to the Cabinet Member (Policing & Equalities).

Cabinet Member 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; and
- (3) refer the report to the next available meeting of the Police and Crime Board for consideration.

**List of Appendices included:**

Appendix A – Equality strategy progress report 2013/14

**Other useful background papers:**

***Coventry City Council***

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

[www.coventry.gov.uk/downloads/download/1005/](http://www.coventry.gov.uk/downloads/download/1005/)

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

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

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

[www.coventry.gov.uk/downloads/download/894/](http://www.coventry.gov.uk/downloads/download/894/)

Workforce Profile Report 2012-13 (9 September 2013)

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

***National***

Equality Act 2010

[www.legislation.gov.uk/ukpga/2010/15/contents](http://www.legislation.gov.uk/ukpga/2010/15/contents)

Fair Society Healthy Lives (The Marmot Review)

[www.instituteoftheequity.org/projects/fair-society-healthy-lives-the-marmot-review](http://www.instituteoftheequity.org/projects/fair-society-healthy-lives-the-marmot-review)

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

Yes

Scrutiny Co-ordination Committee on 3 September 2014

**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 – Progress Report 2013/14

## 1. Context (or background)

- 1.1 The current Equality Strategy was approved in March 2013 and sets out how the Council complies with the Equality Act 2010, it also states the Council's equality objectives which are linked to the previous Council Plan. At the meeting on 5 September 2013 the Cabinet Member reviewed the Performance Report for 2012/13; the first year of the Equality Strategy and agreed that the current objectives and measures should be reviewed as part of the revision of the Council Plan 2011-2014.
- 1.2 The new Council Plan setting out the aspirations and priorities for the Council for the next ten years was approved in January 2014. The Council has also developed a range of Health Inequality Indicators as part of the council's work as a Marmot City. As a result the equality objectives were revised to make sure that they reflected the Council's current priorities.
- 1.3 On 27 March 2014 the then Cabinet Member (Community Safety & Equalities) received the revised equality objectives and agreed for stakeholder groups to be given the opportunity to comment on the revised objectives through a period of consultation up until end-June 2014.
- 1.4 Following consultation there was overall support for the equality objectives, however comments were made for the Council to remain mindful of key issues in relation to poverty and employment and how these affect certain groups. In particular in relation to older people and disabled people.
- 1.5 A number of equality measures were set to monitor progress against the equality objectives. This report provides a half year progress update on the equality measures at Appendix A.

## 2. Options considered and recommended proposal

### 2.1 *Equality objectives*

The Council has a legal requirement to set at least one equality objective. The revision to the equality objectives is in line with the vision and priorities of the new Council Plan. The new equality objectives are set out below.

- 2.1.1 **Globally connected** – the Council wants to promote the growth of a sustainable Coventry economy that benefits the city, and make sure that residents share in the benefits of growth by:
  1. helping local people into jobs;
  2. reducing the impact of poverty;
  3. increasing the supply, choice and quality of housing; and
  4. increasing the range of opportunities for people to access arts and cultural events.
- 2.1.2 **Locally committed** – the Council is committed to improving the quality of life for Coventry people by working with local communities, especially for our most vulnerable residents by:
  5. protecting and supporting the most vulnerable people; and
  6. reducing health inequalities.
- 2.1.3 The Council also measures and reports 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 the gender pay gap. The objective is:
  7. having a workforce that is representative of the local community.

- 2.2 The Council has set a number of equality measures supporting the equality objectives which will be reported on twice a year. Analysis and progress on the equality objectives is reported in detail in Appendix A of this report, including a summary of the key equalities issues identified.
- 2.3 The Equality Act identifies nine protected characteristics which need to be considered when assessing equality impact. These are: age; disability; gender reassignment; marriage & civil partnership; pregnancy & maternity; race / ethnicity; religion & belief; sex; and sexual orientation.
- 2.4 Recognising the level of socio-economic inequality in the city and as a *Marmot city*, the Council also treats the following as protected groups to be considered when assessing equality impact:
  - looked after children;
  - carers; and
  - those affected by deprivation (priority neighbourhoods).
- 2.5 All equality objectives have the potential to make a difference to people belonging to all of the protected groups. The progress report in Appendix A sets out where the impact is currently being monitored for each of the objectives. The group(s) monitored will be revised as appropriate in light of service reviews and the outcomes of future Equality and Consultation Analyses (ECAs).
- 2.6 **Equality information**  
The Council will also continue to update the equalities information and analysis provided on its website which can be found on the Council’s website at: [www.coventry.gov.uk/equality/](http://www.coventry.gov.uk/equality/).
- 2.7 **Equality and consultation analysis**  
The Council carries out equality and consultation analysis (ECA) on key decisions to:
  - achieve clarity about the people who may be affected by changes to services;
  - gain a better understanding of the current service; and
  - understand how well services are delivered to those people who need them the most.

In 2013/14, 20 ECAs were completed:

If the proposed option was implemented, it would have...	ECAs
<b>No</b> equality impact	2
<b>Positive</b> equality impact	10
<i>... of which further equalities issues needed to be addressed</i>	9
<b>Negative</b> equality impacts	4
<b>Both</b> positive and negative equality impacts	4

More detailed information can be found on the Council’s web pages, ‘*Promoting equality of opportunity in Coventry, equality and consultation analysis*’, at [www.coventry.gov.uk/downloads/download/894/](http://www.coventry.gov.uk/downloads/download/894/).

Based on the 20 ECAs carried out across the Council, the protected groups most affected by Council decisions were:

- disabled people;
- people with learning disabilities; and
- people over the age of 85.

## 2.8 **Budget**

In its budget for 2014-15, the Council's continuing commitment to protect vulnerable young people in the city was reflected by the proposed reduction in the Children's Social Care and Early Intervention Review savings target by £4m and further investment in the People Directorate in relation to both children's and adults social care. In addition to this the Council is continuing to work to understand the wider impact of welfare reform in the context of reductions to public expenditure and work is on-going to evaluate the impact it will have on protected groups in the city.

## 2.9 **A Bolder Community Services (ABCS) programme**

To meet the challenges faced by the Council in delivering services to people in the city with reduced budgets the 'A Bolder Community Services' (ABCS) programme was established. ABCS had membership from key stakeholder organisations including health, police, and the voluntary sector. Established in October 2012, the ABCS programme oversaw the development of a number of project areas to deliver the savings required for 2013/14 and 2014/15. The savings target of £3m for 2013/14 was based on a series of efficiency projects and the delivery of activity that had already received the required approvals. In order to deliver the £8m savings target for 2014/15, a wide ranging set of proposals were approved by Cabinet in January 2014. The proposals included some closures, reductions and changes in services provided by, or commissioned by, the Council. The protected groups affected by these proposals included those of age, ethnicity, disability and gender. Separate equality and consultation analysis have been completed for each of the six proposals included in the ABCS programme. A number of the proposals have been implemented and the impacts will be monitored over the coming months.

## 2.10 **People experiencing mental health**

Last year Scrutiny Coordination Committee requested that "mental health" be included as a category in future equality strategy reports. Since then the Council has planned to undertake a needs analysis on mental health services. This exercise will explore the need for mental health services, see what services are available, how well services are being delivered and make recommendations for the gaps in services.

## 2.11 **Health Inequalities & Marmot**

The Council has developed a range of health inequality indicators as part of its work as a Marmot City. These indicators will be monitored through the Marmot Steering Group and the Health and Wellbeing Board and a summary of progress is to be included in future Equality Strategy reports.

## 2.12 **Workforce**

The Council continues to measure and report on the diversity of its workforce including reporting on the number of disabled people in the workforce; black and minority ethnic people in the workforce and the gender pay gap through its workforce reporting. A report on the Council's workforce profile for 2013/14 will be presented to Cabinet Member (Strategic Finance & Resources) in October 2014.

As at the 31<sup>st</sup> March 2014 the total number of contracts was 6,270 (excluding schools and casual posts). The equality data for March 2014 showed:

	Contracts (n)	Contracts (%)
Female	4,445	70.89%
Black / Minority Ethnic Group (BME)	1,023	16.30%
Declared disability	379	6.04%
Total	6,270	100%

For employees at senior management level (Grade 10 or above) this showed:

	Contracts (n)	Contracts (%)
Female	85	51.20%
Black / Minority Ethnic Group (BME)	17	10.24%
Total	166	100%

The Council's workforce is more representative of the community it serves in the lower grades; however this is not the case for senior management positions. As the numbers of vacancies continue to decrease there are fewer opportunities to recruit. The focus for the Council is therefore to develop existing staff through coaching, mentoring and leadership programmes. The Council undertook a gender pay audit on the March 2014 payroll of employees on the Coventry Terms and Conditions who have been evaluated using the National Joint Council for local government services (Green Book) job evaluation scheme. This covers the majority of Council employees including school support staff, but excluding teachers. Further details are set out in the Appendix.

### 2.13 **Faith**

The Council is working with a wide range of faith communities including through its inter-faith group to promote good community relations and tackle issues together in the city.

## 3. **Results of consultation undertaken**

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

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

- 4.1 This is a top-level report on equalities in the Council. A further progress report on the 2014/15 half year will be reported on in January 2015.

## 5. **Comments from Executive Director, Resources**

### 5.1 Financial implications

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

### 5.2 Legal implications

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

## **6. Other implications**

None

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

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

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

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

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

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

### **6.4 Equalities / ECA**

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

### **6.5 Implications for (or impact on) the environment**

None

### **6.6 Implications for partner organisations?**

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

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