



Equality strategy progress report 2013/14

Coventry City Council · September 2014

Promoting equality of opportunity

The Council revised its equality objectives in 2014 to reflect the priorities of the new Council Plan approved in January 2014. Key headline indicators, together with analysis of equalities issues, have been used to assess progress and to identify the impact on protected groups.

“The public sector equality duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.” – Equality Act 2010 Section 149



Globally connected

promoting the growth of a sustainable Coventry economy



Locally committed

improving the quality of life for Coventry people

Making sure that residents share in the benefits

Jobs for local people

Employment rates for residents have increased overall. However, whilst employment rates for males increased and matched the national average, female employment levels decreased. There remains a big difference in JSA claimant rates within the city. 7.4% of young people aged 16-19 are not in education, employment or training (NEET); support for young people to access skills and qualifications and the Council's apprenticeship programme continues to be a high priority.

Reducing the impact of poverty

Nationally, House of Commons Library figures suggest that people are worse off than they were before the recession. For working people, average wages after inflation are down by over £1,600 a year since 2010 equating to a drop in average earning of 2.3% over the last five years. The national situation is mirrored in Coventry. Whilst pay has increased for people residing in the city it has not increased at the same level as inflation which means that working people in the city are worse off and more likely to be in poverty. There has been a bigger increase in pay for males residing in the city than for females and the gender pay gap has widened. The gender pay gap is higher than Warwickshire and the metropolitan regions.

The Council helped reduce the impact of poverty by retaining Council Tax benefit at a time when many other authorities have stopped it; providing grant aid to two credit unions to help people avoid getting into debt with payday and doorstep lenders; implementing the living wage for the Council's lowest-paid workers, the majority of whom are female employees.

Especially for our most vulnerable residents

Reducing crime

The overall level of recorded crime in the city has gone down, including in priority locations. The reporting of hate crimes has increased slightly – with a most significant increase in the reporting of racist crime. This may suggest a growing awareness of the need to report hate crimes. The number of incidents of domestic violence and abuse reported to the police has increased from 2,899 in 2012/13 to 3,846 in 2013/14 and the Council has commissioned new domestic violence and abuse services which will provide 14 more units for women; support men for the first time; be sensitive to the needs of lesbian women and gay men; and provide aftercare services for children affected by domestic violence.

Protecting and supporting the most vulnerable

The conception rate among girls under 18 has reduced although this still remains higher than the West Midlands and national average. Estimates suggest that 3% of all women giving birth in 2010 may have undergone Female Genital Mutilation.

Coventry continues to have a very high number of children known to social care, and an increasing number of referrals. Steps taken to protect vulnerable children include setting up an independent Children's Improvement Board; recruiting more social workers; and bringing agencies together in a multi-agency safeguarding hub starting in September.

The Council's 'A Bolder Community Services' programme identified a wide ranging set of proposals to deliver the £8m savings target in 2014/15; including some closures, reductions and changes in services. The proposals will impact on protected groups that include those of age, ethnicity, disability and gender, but will help the Council to continue providing services to the most vulnerable with fewer resources.



Locally committed

improving the quality of life
for Coventry people continued

Improving health and wellbeing

As one of seven Marmot cities the Council has developed a work programme to help to reduce health inequalities. Although there has been improvement in life expectancy for both male and female there continues to be a gender gap and significant differences across areas of the city. Work to help improve disability free life expectancy across the city through health and well-being is a particular priority for the Council.

The Council has partnered with Age UK Coventry and Coventry University and made a commitment for Coventry to become part of the World Health Organisation global network of age-friendly cities, by promoting the opportunities available to improve health, participation and security as people age, thereby increasing quality of life for all residents.

Giving children the best start in life

In 2013/14, 55.4% of five year olds achieved a good level of development, higher than regionally and nationally. The percentage of infants that were breastfed at 6 to 8 weeks was 44.9% in April to December. There was, however, an increase in the number of new mothers that smoke at the time of delivery.

Educational attainment at the end of primary and secondary school has shown improvement for many of the most vulnerable groups. Providing support for these groups continues to be a priority for the Council as well as improving the attainment of all pupils to perform at least as well as the national average.



Delivering our priorities

Maximising the use of our assets;
reducing operating costs
Active citizens; strong and involved communities

Our workforce

The Council aims to have a workforce that reflects the diversity of the local population. The diversity of the Council's workforce is reported through the annual workforce profile. Just over 70% of the Council's workforce is female, 16% are black and minority ethnic (BME) employees and 6% disabled.

The Council is more diverse and more female at the lower grades; however this is not the case for senior management positions (51% female; 10% BME). As the numbers of vacancies continue to decrease there are fewer opportunities to recruit. The focus for the Council is therefore to develop the skills and abilities of its existing staff through coaching, mentoring and leadership programmes.

Globally connected

Promoting the growth of a sustainable Coventry economy and making sure that residents share in the benefits by...



Helping local people into jobs

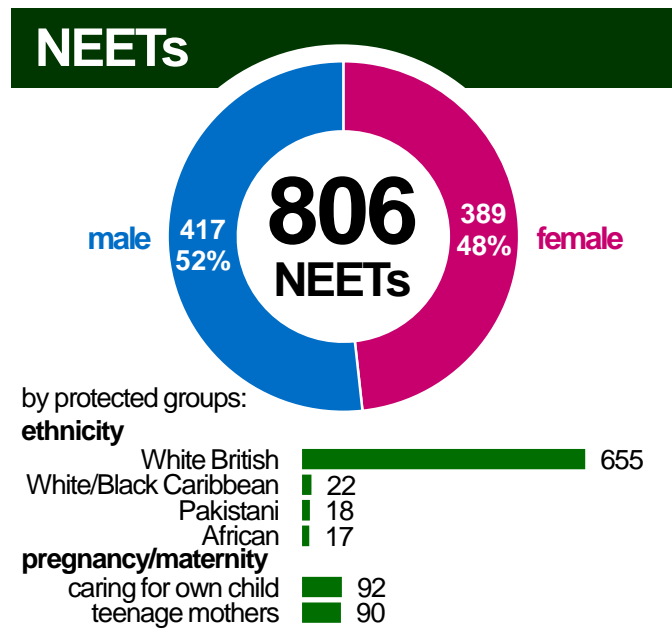
Employment

In 2013, the average employment rate in Coventry among working age residents aged 16 to 64 was 66.9%. This has improved from 64.9% the previous year, but remains lower than nationally (72%). The relatively low rate reflects the city's high number of students. Whilst the employment rate for males has gone up, it has decreased for females. In 2013, around 13,100 residents were unemployed, around 8.3% of the economically active population; more than the 7.4% nationally.

In July 2014, there were 6,613 people claiming jobseekers allowance (JSA); around 3.1% of the working age population. There are around 2,300 fewer claimants than a year ago – but this is reducing more slowly than nationally. It is thought that at least part of the reduction is due to the new sanctions regime in operation. The groups most affected by adverse sanctions are men; young people aged 18-24; disabled people; and lone parents.

Not in education, employment or training (NEETs)

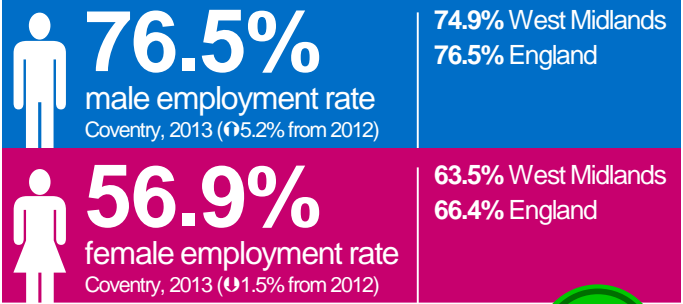
840 people aged 16-19 (7.4%) were NEET in January 2014, up from 5.2% last year. This is higher than the region and nationally, and the Council has made reducing NEETs a priority for the coming year. There are slightly more males than female who are NEET. A high rate of young mothers and carers are NEET. In 2013/14, the Job Shop helped 302 NEETs find work.



NEET data by ethnicity and pregnancy/maternity from CSWP, January 2014

Indicator	Coventry	Progress	Target
Employment rate (female)	56.9%	✗	✗
Employment rate (male)	76.5%	✓	✓
JSA claimant rate (overall)	3.1%	✓	✓
JSA claimant rate (18-24)	3.8%	✓	✓
% point difference in JSA claimants by ward	5.1%	✓	✓
NEETs (16-19)	7.4%	✗	✗

City workforce by gender



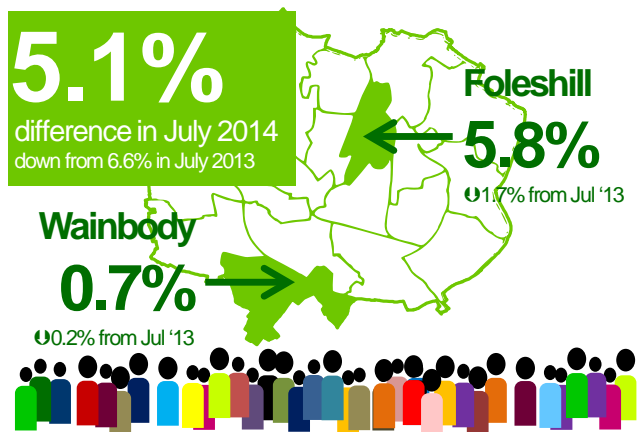
JSA claimants



In July 2014, there were **6,613** JSA claimants in Coventry. That is a rate of...

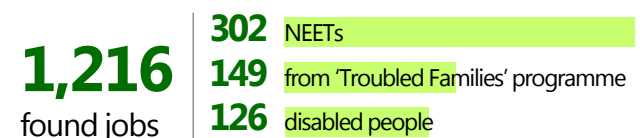


There are large differences between the ward with the highest claimant rate (Foleshill) and the ward with lowest claimant rate (Wainbody):



34,000 visitors to the Council job shop in 2013/14

getting help and advice, interview experiences, training



Access to skills and qualifications

The Council helps disadvantaged groups by providing employment and work experience within its own workforce. This helps to develop skills of young people in the city as well as improving the diversity of the Council's workforce. As at August 2014 the Council had 92 apprentices in post, including 12 with a declared disability and 8 care leavers.

Access to apprenticeships

The Council's access to apprenticeship programme is an intervention to target young people who find it difficult to obtain apprenticeships and likely to see no benefit from training. The course specifically targets young people with the most barriers to employment. Since its inception in 2012, 61 young people have attended the course. Following attending the course, 40 young people have gained employment: 25 young people gained an apprenticeship in the Council and 15 with other local employers.

Work experience

The Council arranges work experience placements for a wide variety of applicants. This includes school work placements, college students, under and post-graduates as well as assisting those seeking work. In the past year, the Council has provided in excess of 100 placements across all directorates and a wide range of service areas.

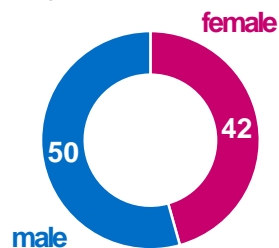
Council apprentices

by job / application status:



■ in post ■ at job offer stage ■ adverts live ■ posts by September

by gender:



by other characteristics:

disability declared:
12

care leaver:
8

Data from the Council's Entry to Employment Team, 24 July 2014

by ethnicity:



Reducing the impact of poverty

Earnings

Residents, male and female, have seen greater increases in their pay than regionally or nationally. However, males residing in the city have seen a bigger increase in pay (up 5%) compared to female (up 3.1%) and so the pay gap for male and female residents in Coventry has widened. Coventry's gender pay gap (16.2%) is higher than 15.6% for Warwickshire, 10.4% in region and 10.0% nationally.

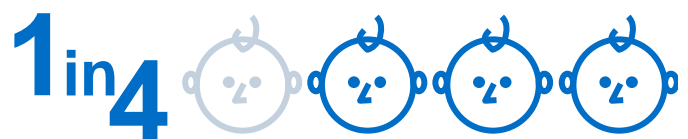
Relative child poverty

The children in low income families measure shows that relative child poverty has fallen. However, this is mainly because of a fall in average incomes overall rather than any improvements to the least well-off in society.

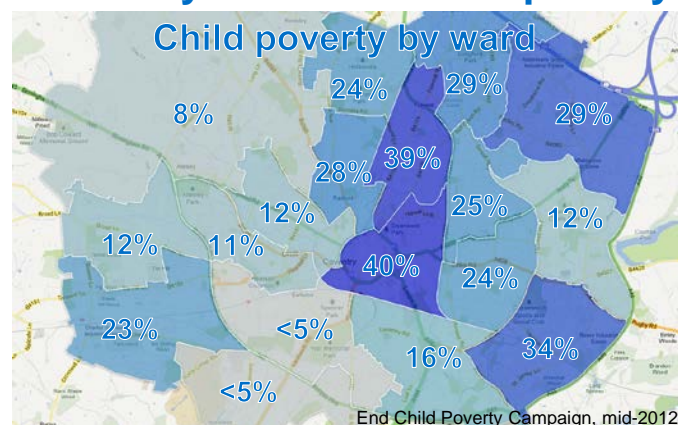
Credit unions

Credit unions offer families low cost loans – an alternative to payday lenders. The Council has offered £42k per year in grant aid funding to the two existing credit unions, New Central Credit Union and Coventry East Credit Union. The conditions of the agreement are that credit unions demonstrate year on year growth in membership.

Indicator	Coventry	Progress	Target
Median annual pay (female)	£22,361	✓	✓
Median annual pay (male)	£29,713	✓	✓
Gender pay gap	16.2%	✗	✗



Coventry children live in poverty



Further comparisons online at: <http://smarturl.it/covchildpoverty>

Living wage

Last August, the Council implemented the living wage. It is hoped that this will encourage other organisations to follow. The introduction of the living wage (minimum of £7.65 per hour) has improved the income levels of a substantial number of low paid individuals in the Council; the majority of whom are female employees. The Council's Social Value Policy also includes payments of a Living Wage as one of the criteria the Council will consider in its procurement.

Impact of welfare reform

The Government's Welfare Reform programme is intended to cut the welfare bill and make the system fairer, in order to 'make work pay'. However, evidence from the Local Government Association suggested more working households affected by welfare reform than non-working households. One reason for this is because of changes to tax credits, with 28,100 working households seeing an average loss of £1,247 a year in tax credits (£35m in total) compared to 9,200 non-working households seeing an average increase of £150 a year through tax credits (£1.4 million in total).

This situation is mirrored locally in Coventry. Estimates suggest that welfare reform has cost the local economy £112m per year, and that cuts have disproportionately affected poorer areas. Last July, the Coventry Partnership launched a welfare reform booklet and video, setting out the changes being introduced and the local help available to help residents plan for the future. The Council is also monitoring the combined impact of the reforms on local people, to ensure that services are coordinated.

Housing benefit

In April-June 2014, 28,966 Coventry households claimed housing benefit, of which 6,144 homes (21%) have seen an average reduction in their housing benefit claim of £11.13. While four fifths of housing benefit claimants are single, the changes have disproportionately affected people in private rented accommodation; couples; and disabled people. Couples have seen an average reduction of £12.28 a week compared to £10.83 for singles; and of the 4,787 households with a disability claiming housing benefit, 23% of these having seen a reduction (£11.62 on average), compared to 21% for non-disabled households (£11.02) per week.

Discretionary housing payment

1,639 households out of 2,999 applicants were awarded Discretionary Housing Payments in 2013/14. The total amount awarded to Coventry applicants was £813,787. This is made up of £798,643 from DWP and topped-up by the Council. 634 awards were related to under occupancy households and 12 were benefit capped households.

Living wage

The living wage is currently...

£7.65 per hour



658 lowest-paid Council employees have benefitted from the living wage; of these:

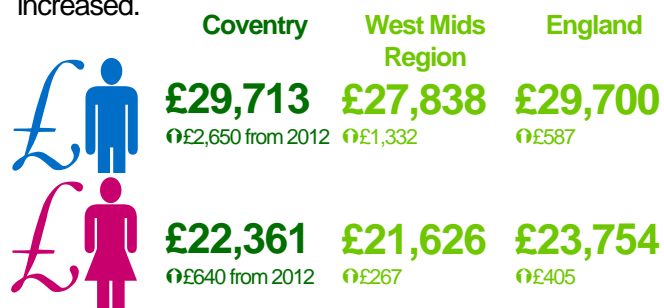
514 female

144 male

Income



Full-time earnings in Coventry have gone up by more than nationally. As wages in male-dominated sectors have increased at a faster pace than pay in female-dominated sectors, the gender pay gap has increased.



Income data shown is the full-time median annual pay for residents from the ONS Annual Survey of Hours and Earnings, 2012 revised data and 2013 provisional data. Note that the gender pay gap does not take into account the proportion of men and women in different sectors of the economy or differences in rates of pay for comparable jobs.

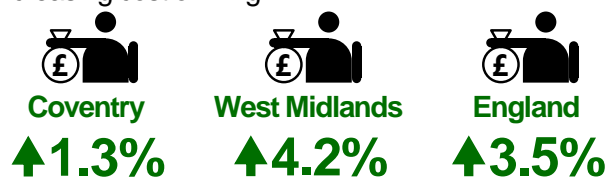
Cost of living



Costs have gone up by an average of **5.3%** between 2011 and 2013:



While overall wages (full-time and part-time) have gone up... they have not kept pace with the increasing cost of living:



This means that **real wages have declined**.

Data from the Office for National Statistics. Cost data is Consumer Price Index (CPI) inflation between June 2011 and June 2013 and wages are the median annual incomes in 2011-2013 from the Annual Survey of Hours and Earnings (ASHE). CPI inflation between June 2013 and June 2014 has gone up by another 1.9% but ASHE data for 2014 is not yet available.

Estimates suggest 31,641 working age households claiming benefit and in work will see an average loss of £1,556 a year (overall impact of £49.2 million), whereas 20,381 benefit-claiming working-aged households not in work will see an average loss of £1,645 a year (overall impact of £33.5 million). Lead claimants aged between 45-54 years are more likely to be impacted, with 32% having seen a reduction in their claim. This is followed by those aged 55-64 (28%); aged 35-54 (23%); and aged 25-34 (22%). Housing benefit lead claimants are more likely to be female, but similar proportions of male and female claimants have been impacted.

Fuel poverty

A household is in fuel poverty if their required fuel costs are above the national median level and if they spent that amount they would be left with an income below the official poverty line. In 2013/14, the Council secured a £563k grant from the Government to support disabled people by improving the energy efficiency of their homes.



The Council has produced an updated online aerial thermal map displaying the results of the Thermal Survey 2013. Residents can compare the level of heat being lost through the roof online at www.coventry.gov.uk/thermalmap/

Increase the supply, choice and quality of housing

Developing housing of the right type, tenure and in the right location continues to remain a priority for the city.

Coventry Homefinder

As at 1 April, there were 14,272 households registered with Coventry Homefinder, the choice-based letting system by which social housing in Coventry is allocated. Of these, 1,817 (13%) households were in priority housing need. On 31 July, the way applicants are shortlisted was changed – taking into account the priority band (the relative housing need), rather than the amount of time they have been on the register alone. This change means that the majority of social housing properties are prioritised for applicants with a housing need.

Larger and aspirational homes

There is an acute need for large affordable family housing with 4+ bedrooms. Unfortunately, families in overcrowded situations have to wait a long time for a suitable property to become available. In 2013/14, 36 properties with 4+ bedrooms became available – against 458 households on the register requiring at least 4 bedrooms as at 1 April 2014; including 145 in urgent housing need.

Affordable housing

Affordable housing includes social, affordable and intermediate rent; and affordable home ownership. Meeting the need for all types of affordable housing is challenging, due to a limited supply of suitable land, a difficult economic climate and a reduction in the amount of social housing grant funding. Despite this, over the last 5 years an average of 332 additional affordable homes per year has been delivered, of which 101 were family homes with 3+ bedrooms. This represents 30% of the total affordable housing completions per year. At 409 per 100,000 residents in Coventry, the affordable housing rate in Coventry compares well to 319 in the West Midlands metropolitan area and 367 overall.

Housing & homelessness

1,840 properties adapted for disabled occupiers over the last five years



£14 million

allocated for disabled facilities grant in the Housing & Homelessness Strategy 2013-2018



1,340

affordable housing units made available between 2010/11 and 2013/14



261 of 900

new homes completed in 2013/14 have four or more bedrooms
the first time this has increased in the past nine years

Adapted properties

There is a shortage of purpose-designed or suitably adapted accommodation for disabled people in priority housing need. Recognising this, adapted properties are now offered directly to people on the register, who require the specific adaptations in the property. Given the shortage of adapted properties this change makes better use of the adapted properties that become available, by ensuring that they are matched to applicants that require those types of adaptations.

Increasing the range of opportunities for people to access arts and cultural events

Belgrade Theatre

163,123 people went to a show in 2013/14 (occupancy of 57%). 43% were from a priority area and 9% were new audiences. However, only 1.9% of users said they had a disability. 9,522 people participated in a community or education event – of whom 59% were school-aged and 29% from a priority area.

Coventry Transport Museum

454,814 people visited in 2013/14, similar to last year. A key target group is young people, and 14,421 pupils from 355 schools visited last year. A £8.5m redevelopment project will, amongst other things, increase opportunities for local people to get involved in a wide range of activities, open up the 12th century grammar school and provide lift access to both floors of the building.

Herbert Art Gallery and Museum

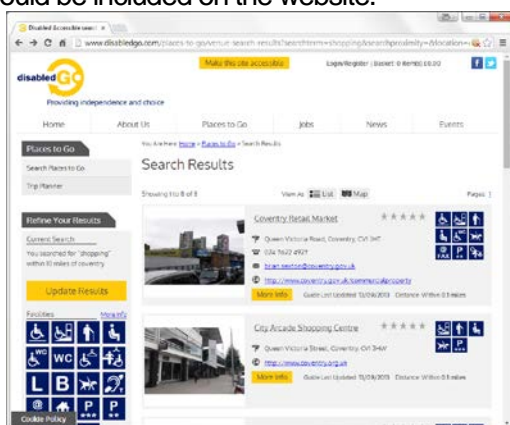
228,181 people visited the gallery in 2013/14, plus 9,944 visits to the Lunt Roman Fort and 29,745 visits to the Priory Visitor Centre. Herbert Media runs a range of programmes. In 2013/14 this included a work-related learning project, *Reconnect*, to get young people back into learning through graphic design, music technology and special effects; *Getting Involved*, five 60-hour courses for young people at risk of exclusion; and *Your Paintings* engaging young people with learning disabilities.

Sports

The new Sports Strategy is especially looking to increase children and young people that regularly participate in sports; and to increase participation by disabled people, females, those on lower incomes to a level higher than national and regional averages.

DisabledGo

DisabledGo provides disabled people with information on accessible venues around the city. The Council fund DisabledGo for the upkeep of the Coventry pages; and in August, the Council consulted users about other venues that should be included on the website.



Find out more at: www.disabledgo.com

Arts and culture



163,123
audience



454,814
visitors



228,181
visitors

Herbert Media programmes

In 2014/15, the Herbert will be running a *Creative Bridges* programme to help engage people with learning disabilities into work; and are producing films with young people to raise awareness of sex education, drugs and 'legal highs'.

Passport to Leisure and Learning

The Passport to Leisure and Learning gives discounts on many leisure and learning activities across Coventry for people claiming a qualifying benefit, whatever their age. Find out more at: www.coventry.gov.uk/ptll/.



Users are accessing the Coventry guides from...

- ★ Coventry
- ★ London
- ★ Leicester
- ★ Birmingham
- ★ Leamington Spa
- ★ Nuneaton
- ★ Northampton
- ★ Nottingham
- ★ Manchester

The most popular Coventry guides are...

- ★ Coombe Country Park
- ★ Eburne Centre
- ★ Coventry Register Office
- ★ Quids Inn
- ★ Pure Gym
- ★ War Memorial Park
- ★ Coombe Abbey Hotel
- ★ Coventry Cathedral

Locally committed

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

Making communities safer



Hate crime

The number of disability hate crime incidents recorded went down from 31 incidents in 2012/13 to 24 incidents in 2013/14. Homophobic hate crime decreased from 25 in 2012/13 to 18 in 2013/14. Gender identity/reassignment hate crime was reported for the first time in 2013/14 and there were 9 incidents reported. However the number of race/ethnicity hate crime increased from 270 in 2012/13 to 313 in 2013/14. The police and the Council are encouraging people to report all hate crime incidents.

Female genital mutilation

It is estimated that 145 women living in Coventry who gave birth in 2010 may have undergone FGM. Evidence suggests that FGM can lead to an increased risk of childbirth complications and new-born deaths. For those mothers who have undergone FGM, there is also the potential risk that their female children will also undergo the procedure. It is illegal in the UK to subject a child to FGM or to take a child abroad to undergo FGM. The Council is working with hospitals, police, schools and refugee and asylum services to raise awareness, improve data collection and support better enforcement of the law.

Domestic violence and abuse

The Crime Survey of England and Wales suggest 7% of women and 4% of men experienced domestic violence or abuse (DVA) in 2012/13. The Local Strategic Assessment 2014/15 data suggests that 3,690 to 4,590 people in Coventry contacted at least one local DVA service in 2013 (85% female; 15% male). Following the Ofsted inspection, DVA notifications are now jointly screened between social care and the Police. New services have been commissioned starting September 2014. These will provide another 14 units for women experiencing DVA; provide accommodation for men for the first time; and increase aftercare support to help 200 children affected by DVA.

Indicator	Coventry	Progress	Target
Domestic violence incidents involving children	39.6%	N/A	N/A
Domestic violence/abuse victims known to the police	3,846	N/A	N/A
Referrals to the Sexual Assault Referral Centre	276	N/A	N/A

Indicator	Coventry	Progress	Target
Recorded crime in priority locations	15,783	✓	✓
Recorded offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of...			
...disability	24	N/A	N/A
...race/ethnicity	313	N/A	N/A
...sex/gender/transgender	9	N/A	N/A
...sexual orientation	18	N/A	N/A
...religion or belief	10	N/A	N/A
...gypsy/traveller	2	N/A	N/A

Crime flash facts

In 2013/14, there were...



313 racist hate crime incidents reported, up from 270 the year before



276 sexual assaults referred to the Sexual Assault Referral Centre

Female genital mutilation

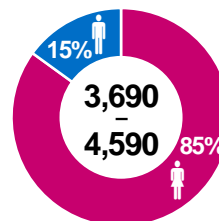


301 births in Coventry in 2010 to mothers born outside of the UK where FGM is practiced

145 estimated number of mothers who gave birth in 2010 may have undergone FGM based on FGM prevalence within the mothers' country of origin

Domestic violence/abuse

Local Strategic Assessment 2014/15 data suggests...



people contacted at least one local DVA service in 2013.

This underestimates the true extent of DVA in the city. Crime Survey data suggests some 11,000 women and 7,000 men experience DVA each year.

Protecting and supporting the most vulnerable

A bolder community services

The Council's 'A Bolder Community Services' (ABCS) programme was established to help the Council deliver a £8m savings target for 2014/15. In January 2014, a wide ranging set of proposals were approved by Cabinet, including some closures, reductions and changes in services provided by, or commissioned by, the Council. The proposals will impact on protected groups that include those of age, ethnicity, disability and gender, but will help the Council to continue providing services to the most vulnerable with fewer resources. The impact of the changes on various groups is being monitored over the coming months.

Exercising choice and control

There has been an increase in the number of adult social care users who have a personal budget enabling them to exercise choice where they wish to, in determining the services they need and how to access them. New ways of delivering services have been implemented to promote independence and choice, including the launch of an equipment website, EasyLivingAids, to give people more information about what is available. Find out more at: <http://www.easylivingaids.co.uk/coventry/>.

Looked after children

Coventry continues to have a very high number of children known to social care, and an increasing number of referrals. Following the inadequate Ofsted judgement an independent Coventry Children's Improvement Board was set up to monitor the service to ensure that children are safe; child protection is effective; the voice of the child is listened to and acted upon; improving co-ordination of multi-agency protection; and a coherent early help offer involving midwives, health visitors and children centre staff.



A Multi Agency Safeguarding Hub (MASH) is being set up in Coventry. It will see workers from key partners responsible for safeguarding children in Coventry co-located in one building for the first time. The Coventry MASH will begin its operations from September 2014.

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

Adult social care



56.2%
adult social care users with a personal budget giving people choice and control over their own lives

living well with **Dementia**



Coventry and Warwickshire

The Council secured £370,000 in Department of Health capital grant funding to make physical improvements to residential environments and make them more 'dementia friendly.' This includes working with partners to provide support and improve access to information. Find out more at www.livingwellwithdementia.org.

Indicator	Coventry	Progress	Target
Adult social care users with a personal budget	56.2%	✓	✗
Adult social care users with a direct payment	16.3%	✓	✓

Looked after children

614

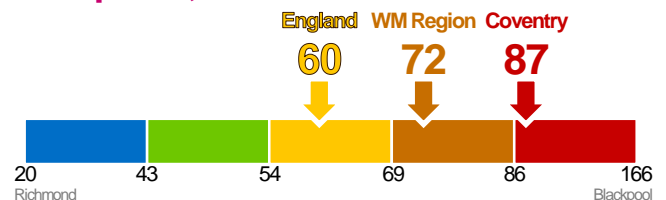
July 2013

622

July 2014

Expressed as a rate per 10,000 under 18s, Coventry has a high rate of looked after children, putting the city in the top 30 of all 151 local authorities in England.

Rate per 10,000 looked after children



Rate per 10,000 data from the Department of Education children looked after at 31 March 2013 Table LAA1.

Indicator	Coventry	Progress	Target
Looked after children (rate per 10,000 under 18s)	87	=	✗

Meeting the needs of homeless people

Over the last 5 years, the number of homeless people presenting to the Council has averaged at 1,296 per year, with an average of 581 households accepted as being statutory homeless (545 in 2012/13 and 551 in 2013/14). The Council has commissioned the Salvation Army to manage all supported accommodation and floating support for homeless people and ex-offenders. In the past, supported accommodation and floating support services for these groups were contracted out separately. The new amalgamated service will help facilitate better outcomes and life chances for vulnerable homeless and ex-offender clients through an enhanced, streamlined service. Homeless people and ex-offenders can now receive support services through a single point of access (the Hub Service). In addition to this, a 63 unit hostel is being developed by Whitefriars Housing Group. This homeless facility will become available from April 2015 and will cater for single homeless men and women and will replace the male-only Chace hostel.



Indicator	Coventry	Progress	Target
Households accepted as statutory homeless	551	=	✗
Homeless cases prevented	1,468	✓	✓

Reducing health inequalities

A Marmot city

As one of seven Marmot cities the Council has developed a work programme to help to reduce health inequalities. Although there has been improvement in life expectancy for both male and female there continues to be a gender gap and significant differences across areas of the city. Work to help improve disability free life expectancy across the city through health and well-being is a particular priority for the Council.

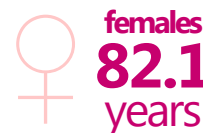
Life expectancy

Male life expectancy at birth has increased from 77.6 years in 2009-11 to 78.1 in 2010-12. However this is lower than the national figure at 79.2 years and slightly lower than the regional figure at 78.7 years. Female life expectancy at birth has increased from 81.9 years in 2009-11 to 82.1 in 2010-12. This is lower than the national figure at 83 years and slightly lower than the regional figure at 82.7 years. There continues to be significant variation in areas across the city. Work to help improve the disability free life expectancy of residents is a Council public health priority.

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 in order to inform a discussion at the next Marmot Steering Group meeting on the issue as it relates to health inequalities. This exercise will explore the need for mental health services, see what services are available, how well they are delivering services and make recommendations for the gaps in services.

Life expectancy at birth in Coventry

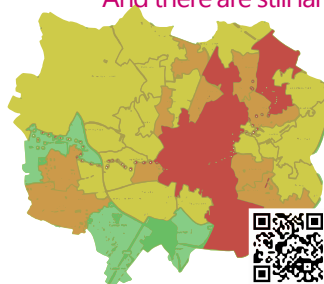


This remains below the regional and national averages:

78.7 West Midlands
79.2 England

82.7 West Midlands
83.0 England

And there are still large variations in the city:



Indicator	Coventry	Progress	Target
Male life expectancy at birth 2010-12	78.1	✓	✓
Inequality in male life expectancy 2006-10	11.7	N/A	N/A
Inequality in male disability-free life expectancy at birth 1999-2003	16.6	N/A	N/A
Female life expectancy at birth 2010-12	82.1	=	=
Inequality in female life expectancy 2006-10	7.9	N/A	N/A
Inequality in female disability-free life expectancy at birth 1999-2003	14.5	N/A	N/A

Conception rates

There has been a reduction in the rate of conception to girls aged under 18 from 48.9 (per 1,000 15-17 year olds) in 2011 to 38.6 in 2012. However this is still higher than the regional average (34.6) and national average (27.7). There is a time delay in reporting on this indicator.

Indicator	Coventry	Progress	Target
Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	38.6 2012	✓	✓

Age friendly city

The Council is working with Age UK and Coventry University to make Coventry an age-friendly city by promoting the opportunities available to improve health, participation and security as people age; increasing the quality of life for all residents. The initiative will build upon work that is already in place and on-going across the city, including the older people's wellness strategy, the Marmot work programme and the dementia strategy. The Council is developing a strategy which will drive improvements in services for people with dementia and their carers.

What are age-friendly cities?

"The World Health Organisation (WHO) global network of age-friendly cities and communities was established to foster the exchange of experience and mutual learning between cities and communities worldwide. Any city or community that is committed to creating inclusive and accessible urban environments to benefit their ageing populations is welcome to join." Find out more: www.who.int/ageing/age_friendly_cities_guide/en/

Injuries due to falls

There was an increase in injuries due to falls in people aged 65 and over from 2,261 in 2012/13 to 2,484 in 2013/14. This was higher than both the regional (1,951) and national average (2,011). Support to reduce the number of falls has been identified as a priority.

Indicator	Coventry	Progress	Target
Injuries due to falls in people aged 65 and over	2,484	✗	✗

Giving children the best start in life

Child development

In 2013/14, 55.4% of five year olds achieved a good level of development; higher than in similar areas (48%), regionally (50%) and nationally (52%). However, large gaps in attainment exist. The lowest achieving groups are Gypsy/Roma (5%); other ethnic group (36.2%) and Looked After Children (36.8%). The main determinant, however, is socio-economic background – children from a deprived background are less likely to achieve a good level of development. However, there is a gender gap even at age five: over 60% of girls achieve a good level of development while less than half of boys (48.5%) do so; that is, the average boy do worse than the average child residing in Coventry's 30% most deprived national areas (50%). These differences have real consequences as there are more girls than boys who then go onto attaining higher grades at every stage of education: at Key Stage 2, GCSE, A-Level, and in the higher numbers of women who go onto studying at university.

Educational attainment

Educational attainment at Key Stage 2 and Key Stage 4 has shown improvement for many of the most vulnerable groups. Improving the attainment of the most vulnerable groups continues to be a priority for the Council as well as improving the attainment of all pupils to perform at least as well as the national average.

Early years development



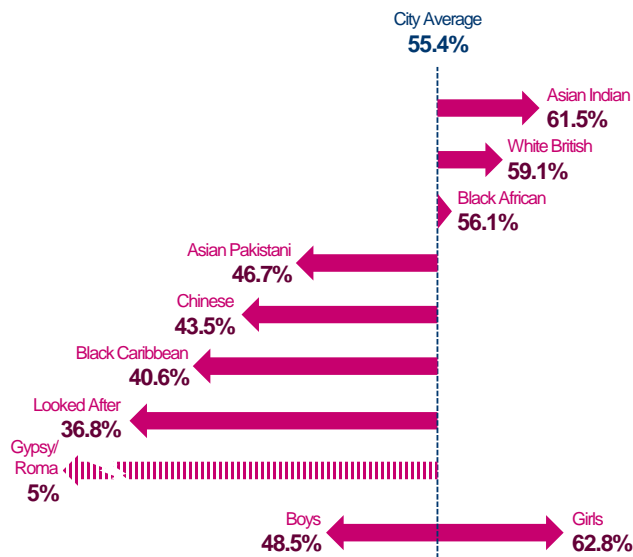
55.4% of five year olds in Coventry achieved a good level of development. This compares well to... **47.7%** Similar areas **51.7%** England

Across the 17 early learning goals...

63% achieved expected level in writing

89% achieved expected level in technology

There are, however, large gap between different groups...



Primary education

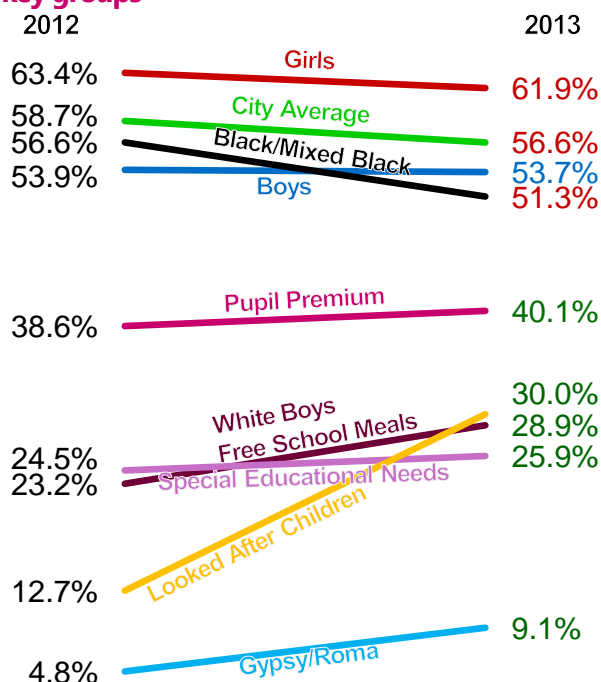
The priorities for raising attainment and progress at KS2 includes close the gaps in attainment for vulnerable groups such as pupils with special educational needs, those from the most deprived neighbourhoods and different ethnic groups of pupils. There will also be a focus on further raising the attainment of boys, to narrow the gender performance gap.

Secondary education

At GCSE (Key Stage 4) the proportion of pupil's achieving 5 A*- C in English and Maths decreased from 58.7% in 2012 to 56.6% in 2013. This was below the national average of 60.6%. Achievement for key vulnerable groups showed an overall improvement across most groups with the exception of girls' performance which was slightly reduced from 63.4% in 2012 to 61.9% in 2013 and Black/Mixed Black pupils reduced from 56.6% in 2012 to 51.3%. There was also improvement in the achievement of Looked After Children from 12.7% in 2012 to 30.0% in 2013 followed by Gypsy/Roma from 4.8% in 2012 to 9.1% in 2013, however as these cohorts are small, the actual numbers may be very low.

5+ GCSE at A*-C (including English and Maths)

by key groups



Breastfeeding

44.9% of infants checked in April to December were totally or partially breastfed at 6-8 weeks.

Smoking

There is an increase in mothers who smoke at the time of delivery.

Key Stage 2

Indicator	Coventry	Progress	Target
Difference between the following groups and the city average in achieving Level 4 in reading, writing and mathematics at Key Stage 2 (city average in 2013 is 71%)			
Black African and Mixed White/Black African	-3% (74%)	✓	✓
Black Caribbean	15% (56%)	✗	✗
Black Other	0% (71%)	✓	✓
Transient	7% (64%)	=	✗
Pupil Premium	10% (61%)	✓	✓
Special Educational Needs	40% (31%)	✓	✓
Looked After Children	28% (43%)	✗	✗
Gypsy/Roma	53% (18%)	✗	✗
Boys	3% (68%)	✓	✓
Girls	-3% (74%)	✓	✓

Key Stage 4

Indicator	Coventry	Progress	Target
Difference between following groups and the city average in achieving five good GCSEs including English and Maths (city average in 2013 is 56.6%)			
Black and Mixed Black	5.3% (51.3%)	✗	✗
Pupil Premium	16.5% (40.1%)	✓	✓
White Boys on Free School Meals	27.7% (28.9%)	✓	✓
Special Educational Needs	30.7% (25.9%)	✓	✓
Looked After Children	26.6% (30.0%)	✓	✓
Boys	2.9% (53.7%)	✓	✓
Girls	-5.3% (61.9%)	✓	✓

Indicator	Coventry	Progress	Target
Breastfeeding rates at 6-8 weeks	44.9%	N/A	N/A

Data for the Coventry & Rugby Clinical Commissioning Group area.

Indicator	Coventry	Progress	Target
Mothers who smoke at time of delivery Q4 2013/14	13.1%	✗	✗

Delivering our priorities

Maximising the use of our assets; reducing operating costs · active citizens; strong and involved communities



Council as an employer

The Council aims to have a workforce that reflects the diversity of the local population. The annual workforce profile sets out the numbers of disabled employees, black and minority ethnic (BME) employees, and the gender pay gap. The 2013/14 profile is due to be published in October.

The total number of contracts as at 31 March 2014 was 6,270 (excluding schools and casual posts). 4,445 (70.89%) of the workforce was female; 1,023 (16.3%) was from BME groups; and 379 (6.04%) of employees declared a disability. At senior management level (Grade 10+), 85 (51.2%) are female and 17 (10.24%) are from BME groups.

Equal pay audit

An equal pay audit confirms that there is no significant variation in pay between male and female staff of the same grade in the Council.

Grade	Gender	% difference from grade average			No of employees
		Basic Pay	Normal Pay	No of employees	
1	Female	0	-0.01	1,373	
	Male	0	0.17	90	
2	Female	0.12	-0.13	647	
	Male	-0.46	0.5	175	
3	Female	0.07	-0.04	1,815	
	Male	-0.37	0.22	355	
4	Female	0.2	0.34	1,048	
	Male	-0.5	-0.88	407	
5	Female	0.39	0.42	675	
	Male	-1.21	-1.29	218	
6	Female	-0.23	-0.25	427	
	Male	0.52	0.57	191	
7	Female	-0.07	-0.13	329	
	Male	0.15	0.3	147	
8	Female	-0.44	-0.48	185	
	Male	0.89	0.97	91	
9	Female	0.07	0.07	103	
	Male	-0.14	-0.14	50	
10	Female	0.28	0.28	30	
	Male	-0.25	-0.25	33	

Equal pay audit conducted on National Joint Council (NJC) for local government services pay scales grades 1-10. This excludes, for example, senior management which are paid on a different scale.

Gender pay gap

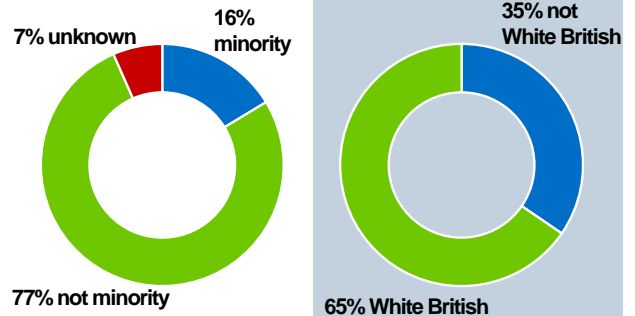
Across all grade ranges, over 7 in 10 Council employees are female. However, as women are more prevalent in the lower pay bands and less prevalent at the highest pay bands; this means that, on average, male Council employees earns more than female Council employees. In August 2013, the Council implemented the Living Wage for its employees. This has improved the income levels of a substantial number of low paid individuals in the Council; the majority of whom are female employees.

Workforce profile

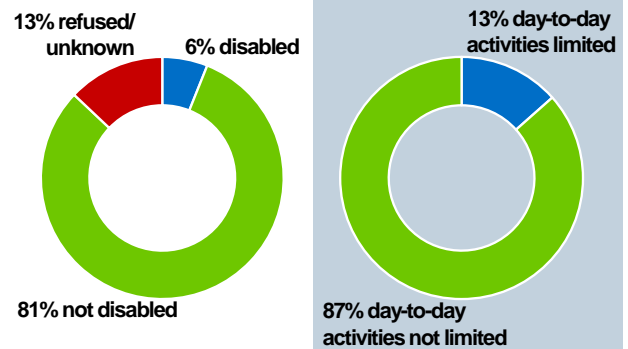


Council employees Working-aged population*
Coventry 2011 Census

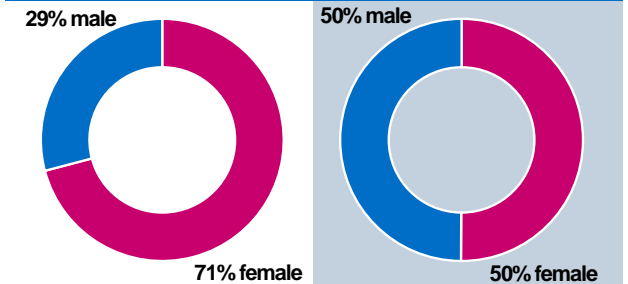
Ethnicity



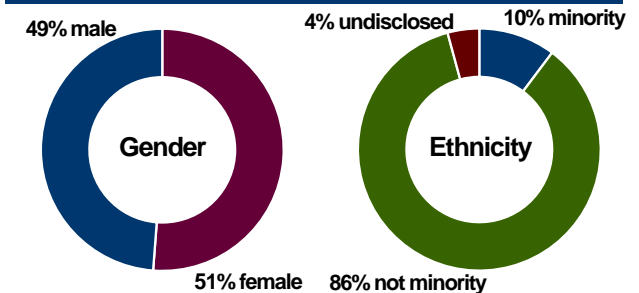
Disability



Gender









Senior management level (Grade 10+)





* Coventry residents aged 16-64 Census 2011 self-reported categories

Equality Indicators

Number	Title	Previous Performance 2012/13	Latest Performance 2013/14	Comparator	England	Progress	Target	Target Status
 Globally connected								
 Jobs for local people								
EI 1.01a	Employment rate (female residents)	58.4% 2012	56.9% 2013	WMR 63.5% 2013	GB 66.4% 2013	✗	↑	✗
EI 1.01b	Employment rate (male residents)	71.3% 2012	76.5% 2013	WMR 74.9% 2013	GB 76.5% 2013	✓	↑	✓
CP 1.07a	Job Seekers Allowance (JSA) claimants (seasonally-adjusted)	4.3% July 2013	3.1% July 2014	WMR 3.0% July 2014	2.8% July 2014	✓	↓	✓
CP 1.07c	JSA claimant rate (18-24 years old)	5.4% Dec 2012	3.8% May 2014	WMR 5.3% May 2014	4.1% May 2014	✓	↓	✓
EI 1.02	% point difference in JSA claimants by ward	6.6% July 2013	5.1% July 2014	—	—	✓	↓	✓
CP 1.07b	NEETs (16-19 years old)	5.2% Dec 2012	7.4% Dec 2013	WMR 6.0% Dec 2013	5.3% Dec 2013	✗	↓	✗
 Reducing the impact of poverty								
EI 1.03a	Median annual pay - full time (female residents)	£21,721 2012 revised	£22,361 2013 Provisional	WMR £21,626 2013 Provisional	£23,754 2013 Provisional	✓	↑	✓
EI 1.03b	Median annual pay - full time (male residents)	£27,063 2012 revised	£29,713 2013 Provisional	WMR £27,838 2013 Provisional	£29,700 2013 Provisional	✓	↑	✓
EI 1.04	Gender pay gap for gross hourly earnings of employees excluding overtime (Coventry residents)	14.59% 2012 revised	16.20% 2013 provisional	Warks 15.6% WM Met 12.6% WM Reg 10.4% 2013 provisional	10.7% 2013 provisional	✗	↓	✗
 Locally committed								
 Protecting the most vulnerable								
EI 1.05	Recorded crime reduction in priority locations	16,642 2012/13	15,783 2013/14	—	—	✓	↓	✓
EI 1.06	Reported offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of...							
EI 1.06a	...disability (disability hate crime)	31 2012/13	24 2013/14	—	—	N/A	↑ To increase reporting	N/A
EI 1.06b	...race/ethnicity (racist incidents)	270 2012/13	313 2013/14	—	—	N/A		N/A
EI 1.06c	...racist/disablist	1 2012/13	—	—	—	N/A		N/A
EI 1.06d	...racist/homophobic	2 2012/13	—	—	—	N/A		N/A
EI 1.06e	...sex/gender or transgender (gender identity/reassignment)	—	9 2013/14	—	—	N/A		N/A
EI 1.06f	...sexual orientation (homophobia)	25 2012/13	18 2013/14	—	—	N/A		N/A
EI 1.06g	...religion or belief	10 2012/13	10 2013/14	—	—	N/A		N/A
EI 1.06h	...gypsy/traveller	—	2 2013/14	—	—	N/A		N/A
EI 1.06i	...not stated	1 2012/13	—	—	—	N/A	N/A	
EI 1.07	Domestic violence incidents involving children (new calculation identifies number of incidents where children were present rather than the number of children)	— Revised in 2013/14	39.6% 2013/14	—	—	N/A	↓	N/A
CP 2.21	Domestic violence/abuse victims known to the police (crime and non crime)	2,899 2012/13	3,846 2013/14	—	—	N/A	No target set	N/A
EI 1.08	Referrals to the Sexual Assault Referral Centre (Coventry and Warwickshire)	— New for 2013/14	276 2013/14	—	—	N/A	↑	N/A
CP 2.15	Adult social care users with a personal budget	55.1% 2012/13	56.2% 2013/14	CIPFA 55.6% 2012/13	55.6% 2012/13	✓	57%+ 2013/14	✗
CP 2.16	Adult social care users with a direct payment	14.9% 2012/13	16.3% 2013/14	CIPFA 15% 2012/13	16.4% 2012/13	✓	14.9%+ 2013/14	✓
CP 2.17	Looked after children (rate per 10,000 under 18s)	87 March 2013	87 July 2014	WMR 72 March 2013	60 March 2013	=	↓	✗
CP 2.23	Households accepted as statutory homeless	545 2012/13	551 2013/14	—	—	=	↓	✗
EI 1.09	Homeless cases prevented	976 2012/13	1,468 2013	—	—	✓	900+	✓
 Reducing health inequalities								
CP 2.13a	Male life expectancy at birth	77.6 years 2009-11	78.1 years 2010-12	WMR 78.7 2010-12	79.2 2010-12	✓	↑	✓
EI 1.10a	Inequality in male life expectancy at birth	11.7 years 2006-10		—	—	N/A	↓	N/A
EI 1.11a	Inequality in male disability-free life expectancy at birth	16.6 years 1999-2003		—	—	N/A	↓	N/A
CP 2.13b	Female life expectancy at birth	81.9 years 2009-11	82.1 years 2010-12	WMR 82.7 2010-12	83.0 2010-12	=	↑	=
EI 1.10b	Inequality in female life expectancy at birth	7.9 years 2006-10		—	—	N/A	↓	N/A

Equality Indicators

Number	Title	Previous Performance 2012/13	Latest Performance 2013/14	Comparator	England	Progress	Target	Target Status
EI 1.11b	Inequality in female disability-free life expectancy at birth	14.5 years 1999-2003		—	—	N/A	↓	N/A
CP 2.20	Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	48.9 2011	38.6 2012	WMM 34.6 2012	27.7 2012	✓	↓	✓
EI 1.12	Injuries due to falls in people aged 65 and over	2,261 2012/13	2,484 2013/14	WMR 1,951 2013/14	2,011 2013/14	✗	↓	✗
EI 1.13 (CP 2.24)	Difference between the following groups and the city average in achieving a good level of development in the early years by age five (city average in 2013 is 55.4%)							
EI 1.13a	Asian Indian	— Revised in 2013	6.1% better (61.5%) 2013	—	—	N/A	Revised Indicator Baseline Year ↓ To reduce the gap	N/A
EI 1.13b	Asian Pakistani	— Revised in 2013	8.7% gap (46.7%) 2013	—	—	N/A		N/A
EI 1.13c	Black African	— Revised in 2013	0.7% better (56.1%) 2013	—	—	N/A		N/A
EI 1.13d	Black Caribbean	— Revised in 2013	14.8% gap (40.6%) 2013	—	—	N/A		N/A
EI 1.13e	Chinese	— Revised in 2013	11.9% gap (43.5%) 2013	—	—	N/A		N/A
EI 1.13f	Looked After Children	— Revised in 2013	18.6% gap (36.8%) 2013	—	—	N/A		N/A
EI 1.13g	White British	— Revised in 2013	3.7% better (59.1%) 2013	—	—	N/A		N/A
EI 1.13h	White Roma/Gypsy	— Revised in 2013	50.4% gap (5%) 2013	—	—	N/A		N/A
EI 1.13i	Boys	— Revised in 2013	6.9% gap (48.5%) 2013	—	—	N/A		N/A
EI 1.13j	Girls	— Revised in 2013	7.4% better (62.8) 2013	—	—	N/A		N/A
EI 1.14 CP 2.09	Difference between the following groups and the city average in achieving Level 4 in reading, writing and mathematics at Key Stage 2 (city average in 2013 is 71%)							
EI 1.14a	Black African and Mixed White/Black African	0% gap (70%) 2012	3% better (74%) 2013	—	—	✓	↓ To reduce the gap	✓
EI 1.14b	Black Caribbean	-3% gap (73%) 2012	15% gap (56%) 2013	—	—	✗		✗
EI 1.14c	Black Other	5% gap (65%) 2012	0% gap (71%) 2013	—	—	✓		✓
EI 1.14d	Transient	7% gap (63%) 2012	7% gap (64%) 2013	—	—	=		✗
EI 1.14e	Pupil Premium	12% gap (58%) 2012	10% gap (61%) 2013	—	—	✓		✓
EI 1.14f	Special Educational Needs	41% gap (29%) 2012	40% gap (31%) 2013	—	—	✓		✓
EI 1.14g	Looked After Children	24% gap (46%) 2012	28% gap (43%) 2013	—	—	✗		✗
EI 1.14h	White Roma/Gypsy	42% gap (28%) 2012	53% gap (18%) 2013	—	—	✗		✗
EI 1.14i	Boys	5% gap (65%) 2012	3% gap (68%) 2013	—	—	✓		✓
EI 1.14j	Girls	-5% gap (75%) 2012	3% better (74%) 2013	—	—	✓		No target set
EI 1.15 CP 2.10	Difference between following groups and the city average in achieving five good GCSEs including English and Maths (city average in 2013 is 56.6%)							
EI 1.15a	Black and Mixed Black	2.1% gap (56.6%) 2012	5.3% gap (51.3%) 2013	—	—	✗	↓ To reduce the gap	✗
EI 1.15b	Pupil Premium	20.1% gap (35.6%) 2012	16.5% gap (40.1%) 2013	—	—	✓		✓
EI 1.15c	White Boys on Free School Meals	35.5% gap (23.2%) 2012	27.7% gap (28.9%) 2013	—	—	✓		✓
EI 1.15d	Special Educational Needs	34.2% gap (24.5%) 2012	30.7% gap (25.9%) 2013	—	—	✓		✓
EI 1.15e	Looked After Children	46.0% gap (12.7%) 2012	26.6% gap (30.0%) 2013	—	—	✓		✓
EI 1.15f	Boys	4.8% gap (53.9%) 2012	2.9% gap (53.7%) 2013	—	—	✓		✓
EI 1.15g	Girls	4.7% better (63.4%) 2013	5.3% better (61.9%) 2013	—	—	✓		No target set
CP 2.26	Breastfeeding rates at 6-8 weeks (for Coventry & Rugby CCG)	— New for 2013/14	44.9% Apr-Dec 2013	—	—	N/A	45.7%+	N/A
EI 1.16	Mothers who smoke at time of delivery	12.7% Q3 2013/14	13.1% Q4 2013/14	—	—	=	< 13.4%	✓
	Delivering our priorities							
	Council as an employer							
EI 1.17	Employee headcount (excluding schools and casual posts)	6,514 contracts 31 May 2013	6,270 contracts 2013/14	—	—	N/A		N/A
EI 1.18	% of the workforce which is female	71.1% 2012/13	70.89% (4,445) 2013/14	—	—	N/A		N/A
EI 1.19	% of the senior management (above Grade 10) which is female	55.9% 2012/13	51.2% (85) 2013/14	—	—	N/A		N/A
EI 1.20	Black and Minority Ethnic (BME) representation in the workforce	16% 2012/13	16.3% (1,023) 2013/14	—	—	N/A		N/A
EI 1.21	BME representation in senior management (above Grade 10)	16% 2012/13	10.24% (17) 2013/14	—	—	N/A		N/A
EI 1.22	Employees who have declared a disability	5.9% 2012/13	6.04% (379) 2013/14	—	—	N/A		N/A