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

22 January 2015
4 February 2015

Name of Cabinet Member:

Cabinet Member for Policing and Equalities - Councillor Townshend

Director Approving Submission of the report:

Chief Executive

Ward(s) affected:

All

Title:

Equality Strategy – Half Year Progress Report 2014/15

Is this a key decision?

No

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. 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 and the equality objectives were revised to reflect the new priorities.

This report looks at progress made in the first six months of 2014/15 in relation to the equality objectives. It also provides a high level summary and gives an overview including where applicable contextual information to describe what is happening in Coventry and how this compares nationally or regionally depending on the data available. The report also provides an overview of some of the work being done to promote equality for the different groups protected by the Equality Act.

Recommendations:

Cabinet Member is requested to:

- (1) consider the progress made on the equality measures set out in the Council Plan

Scrutiny Coordination Committee is requested to:

- (2) consider the content of the report and identify any areas to be addressed in the work programme of the Scrutiny Boards

List of Appendices included:

Appendix A – Equality Strategy half year progress report 2014/15

Other useful background papers:

Coventry City Council

Equality Strategy Progress Report 2013/14 and Appendix (4 September 2014)

<http://internaldemocraticservices.coventry.gov.uk/ieListDocuments.aspx?CId=653&MId=10397&Ver=4>

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/

Workforce Profile Report 2012-13 (9 September 2013)

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

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

www.coventry.gov.uk/downloads/download/1005/

National

Equality Act 2010

www.legislation.gov.uk/ukpga/2010/15/contents

Fair Society Healthy Lives (The Marmot Review)

www.instituteofhealthequity.org/projects/fair-society-healthy-lives-the-marmot-review

Has it been or will it be considered by Scrutiny?

Report will be considered by Scrutiny Co-ordination Committee on 4 February 2015

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

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, and the Council's equality objectives which are linked to the Council Plan.
- 1.2 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 and agreed that stakeholder groups be given the opportunity to comment on the revised objectives through a period of consultation. No changes were made to the equality objectives following the consultation; however a number of equality measures have been set to monitor progress. This is a progress report on the Equality Strategy including the equality measures.
- 1.3 Where indicators have been reported previously, progress has been compared with previous years. Where the indicators have been changed or are new, the data collected will form the baseline against which to measure future progress. The half-year report focuses on those areas where new information is available since the last report presented in September 2014; for example this report includes breastfeeding figures from April 2014 – June 2014. The full set of all headline indicators used to report progress of the Equality Strategy can be found in the indicator table at the back of the report in 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 and includes equality objectives under the **Globally connected** and **Locally committed** priorities. Additional equality objectives on the Council's **Workforce** are reported through the Workforce Profile.
- 2.2 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 and maternity; race / ethnicity; religion and belief; sex; and sexual orientation.
 - 2.3 Recognising the level of socio-economic inequality in the city and as a Marmot city, the Council also considers the following groups when assessing equality impact:
 - looked after children;
 - carers; and
 - those affected by deprivation (priority neighbourhoods).
 - 2.4 All equality objectives have the potential to make a difference to people belonging to groups protected by the Equality Act 2010. 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).
 - 2.5 The progress report in Appendix A contains 31 headline indicators for which data is collected. Some of the indicators have sub sets for which data is also collected to demonstrate the impact on different groups protected by the Equality Act. Therefore there

are 70 equality indicators. Of these 20 have improved; 5 stayed the same and 9 got worse. We cannot say for the remaining 36 indicators. This is to be expected at half year stage as some indicators are only updated annually.

2.6 This improvement has been delivered in the context of the City's recovery from the worst global recession, the impact of welfare reform changes and the disproportionate impact on metropolitan areas like Coventry and in the context of the highest demand for services (in some areas), at a time when Councils are facing the deepest budget cuts ever and with a significantly reduction in the Council workforce at all levels.

2.7 **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](#). Appendix A of this report also contributes to the equalities information and analysis as required under the equality duty.

2.8 **Equality and consultation analysis (ECA)**

The Council carries out ECAs on key decisions to:

- achieve clarity about protected groups who may be affected by changes to services;
- gain a better understanding of the current service; and
- understand how well services are delivered to people who need them the most.

The Council reported on the 2013/14 completed ECAs in September 2014. Reports on the 2014/15 ECAs will be included in the year-end report in September 2015.

More detailed information on the ECAs can be found on the Council's web pages, at www.coventry.gov.uk/downloads/download/894/.

2.9 **Budget**

In order to evaluate the impact of the Budget for 2015/16 on protected groups; the Council has looked across all major areas of the 'new focus'. Equality analysis is underway for Kickstart, City Centre First and the Workforce Strategy proposals through individual ECAs. The detailed impact of these programmes will be considered by Elected Members at the appropriate stages of subsequent decision making for the individual projects. However, initial indications of any positive or negative impact for these areas, alongside other planned savings (listed under Doing things Differently) show that older people and disabled people are the groups most likely to be impacted upon by planned areas of work, both positively (through Kickstart) and negatively (through changes to the Adult Social Care Policy and work on City Centre First). Young people and looked after children will benefit from the investment in Children's Services.

2.10 **People experiencing - mental health**

Last year Scrutiny Coordination Committee requested that "mental health" be included as a category in future equality strategy reporting. Since then the Council has led on a Mental Health and Wellbeing Assets and Needs Assessment (MHWANA). The MHWANA will take into account what is already being done in Coventry to improve mental health and wellbeing outcomes, and to identify areas of unmet need. The needs assessment component will involve the analysis of data that demonstrates the prevalence of factors that put people at risk of poor mental health, as well as estimating the extent of mental illness in the City. The assets assessment component will look at the wider resources and services which are already available and how these will work together to improve health. The assessment report will be completed by the end of March 2015.

2.11 **Health Inequalities and Marmot**

In November 2014, Cabinet Member for Health and Adult Services received a letter from the Institute of Health Inequalities, congratulating Coventry on the progress in tackling

health inequalities in Coventry. The Institute of Health Inequalities wrote that they were impressed with the level of senior political and management commitment, the engagement and determination of key stakeholders across the city to make a genuine difference for the people of Coventry, and for driving the work forward. The Institute also noted that the Council and its partners had embedded the Marmot principles into their core functions, and stressed that Coventry is leading the way across the UK Marmot Network. In order to celebrate, share and build on the improvements already seen in Coventry and mark the end of Coventry's two years as a Marmot City, the Council will be holding an event on 26 March 2015 to enable the council and its partner organisations to showcase their work and share initiatives which have yielded success so far. Sir Michael Marmot has agreed to speak at the event and the six other Marmot cities will be invited.

Tackling Inequality

2.12 The Council continues to work to make improvements in the way services are delivered for groups protected by the Equality Act through a range of internal groups like the Disabled People's Strategic Forum, Employee Networks and external groups like the Interfaith and Communities Group, Sexual Orientation and Gender Identity Group and the Disability Equality Advisory Panel. Examples of this working can be found in Appendix A.

2.13 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. A report on the Council's workforce profile for 2013/14 will be presented to Cabinet Member for Strategic Finance and Resources in early 2015.

2.14 As at 1 October 2014, the total number of employment contracts was 5,912 (excluding schools and casual posts). This is a reduction of 358 contracts from March 2014. The following table shows the comparison between March 2014 and October 2014:

	Contracts (n) 31/03/14	Contracts (%) 31/03/14	Contracts (n) 01/10/14	Contracts (%) 01/10/14
Female	4,445	70.89%	4,149	70.18%
Black / Minority Ethnic Group (BME)	1,023	16.30%	963	16.3%
Declared disability	379	6.04%	357	6.04%
Total contracts	6,270	100%	5,912	100%

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

For employees at senior management level (Hay graded and Chief Officers) this showed:

	Contracts (n) 31/03/14	Contracts (%) 31/03/14	Contracts (n) 01/10/14	Contracts (%) 01/10/14
Female	60	50%	60	51.28%
Black / Minority Ethnic Group (BME)	9	7.5%	9	7.69%
Total	120	100%	117	100%

The Council has more females and BME employed at the lower grades. In senior management positions there are 51.28% female and 7.69% BME. There has been a slight increase in the percentage of senior managers from BME groups and for females, this is due to the overall reduction in senior managers by three posts in the first six months of 2014/15 rather than an increase in senior managers. 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. The next gender pay audit will take place on the March 2015 payroll of employees.

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. An end of year report for 2014/15 will be presented in September 2015.

5. Comments from Executive Director of 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 Equality Strategy meets the Public Sector Equality Duty set out at Section 149 of the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share relevant protected characteristics and those who do not;
- Foster good relations between people who share relevant protected characteristics and those who do not

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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