



Equality strategy 2014/15 half year progress report

Coventry City Council · January 2015

In 2014, the Council revised its equality objectives in line with the priorities of the new Council Plan 2014-24. Key headline indicators, together with analysis of equalities issues, have been used to assess progress and to identify the impact on groups protected by the Equality Act 2010. This report sets out the Council's progress from April to September 2014.

Summary of equality impacts

Overall, there are currently 70 equality indicators. Of these, 20 have improved, 5 stayed the same, and 9 got worse. We cannot say for the remaining 36 – this is to be expected at half year as some indicators are only updated annually. The following summarises the equality impacts on groups protected by the Equality Act 2010 and local priority groups.

Age

Young people

Poverty

According to the end child poverty campaign, 29% of Coventry children overall are in relative poverty after housing costs have been taken into account compared to 25% nationally.

Educational attainment

In 2014, 60% of Coventry children achieved a good level of development by age five, equalling the national figure and better than similar local authorities. At key stage 2, 76% of pupils attained Level 4 or above in reading, writing and maths – a 5% point increase on 2013 but 3% below the national average. 52% of pupils achieved five or more GCSEs at grade A* to C including English and Maths on first entry. This is 3.9% points below the national average.

Employment

In December 2013, 840 (7.4%) young people aged 16-19 were not in education, employment or training (NEET). This is higher than regionally (6%) and nationally (5.3%). Since April, the Council's Employment Team has supported 169 NEETs into work.

Older people

Independence

The Council has a new strategy, the Commissioning and Personalisation Plan 2014 to “enable people in most need to live independent and fulfilled lives with stronger networks and personalised support”. Nearly four in five adult social care users now have a personal budget, and nearly one in four have a direct payment. New ways of delivering services have been implemented to promote independence and choice, including an equipment website, EasyLivingAids, to give people more information about what is available.

Age Friendly City

Coventry is part of the World Health Organisation's Age Friendly Cities programme. Through this, the Council, Coventry University and partners are working to make the city more suitable for older people.

Disability

Educational attainment

Narrowing the gaps in achievement for all vulnerable groups, particularly those with Special Education Needs and Disability is a priority for the Council.

Employment

In Coventry nearly a third (31.5%) of the working-aged population is economically inactive, around 17% have a long term disability - that is, around 11,100 people. In the six months to September, the Council's employment service for disabled people has supported 15 disabled people into work.

Disability continued

Health, independence and accessibility

The Council is working on a number of initiatives to enable disabled people to be more independent. This includes working on a Mental Health Assets and Needs Analysis; Coventry's first Dementia Strategy and Coventry Learning Disability Strategy which were both launched in 2014. Encouraging disabled people into sport is a priority in the new Sports Strategy and the Council continues to work with DisabledGo to help disabled people make choices about where they visit. There continues to be a shortage of purpose-designed or suitably adapted accommodation for disabled people in priority housing need.

Crime

In the half year to September 2014, 18 hate crime incidents reported were disability-related, representing 7% of the total. The number reported has reduced across the West Midlands region and more awareness raising sessions will be delivered for disabled people in 2015. This will ensure that disabled people are aware of their rights by giving them the confidence to report and advising disabled people of support available to them.

Gender reassignment

Awareness raising

The Council continues to raise awareness of transgender issues through the Awareness Course delivered by the Gender Advisory Bureau. The Council also meets with transgender people to identify issues and concerns through regular meetings.

Crime

There was a reduction in the number of hate crimes incidents recorded in related to gender identity during the second half of this year to two incidents. At year end 2013/14 there were nine incidents recorded.

Gender and sex

Health

Life expectancy for both men and women in the city has improved. The average woman continues to live four years longer than the average man. The Council seeks to encourage more people in the city to be active through Coventry on the Move and the new Sports Strategy. Recognising that women are less likely to engage in sport and exercise, one of the priorities of the Sports Strategy is to encourage women to increase their participation in sports.

Educational attainment

Girls do better than boys at every stage of schooling – right from the early years, to the end of Primary school, GCSE, A-Level and in the higher numbers of women going onto studying at university. Whilst boys have improved at early years and primary, the gap at secondary has got worse and the gap in attainment between boys and girls remains too wide. The Council has made it a priority to raise the attainment of boys in all subjects; in particular, boys' writing continues to be a priority for improvement.

Employment

Employment overall has reduced and there are still more men in employment than women. The gender pay gap has widened: the median hourly pay (excluding overtime) has increased for men but decreased for women.

Violence against women

In April-September, 2,310 victims of Domestic Violence and Abuse were known to the police. A new single point of access service for all domestic violence and abuse victims was launched in September 2014 – increasing provision for women and children – particularly older children, and introducing support for men.

Female Genital Mutilation

Coventry City Council has become the first Council to support the motion to condemn the gendered crime of Female Genital Mutilation (FGM). The city was host to a major conference to combat FGM attended by over 300 delegates from agencies and community groups with the aim of raising awareness, gathering intelligence and training professionals.

Sexual assaults

There have been 174 sexual assaults referred to the Sexual Assault Referral Centre. This is an increase of 37% compared to the same period last year, nine out of ten clients seen were female.

Marriage & civil partnership

Marital status

The most recent assessment of marital status of the Coventry population is from the 2011 Census. At that time there were 106,111 marriages and there 378 civil partnerships. The first date a same sex marriage could take place was 29 March 2014. Up until 7 January 2015 there have been ten same sex marriages in Coventry, seven of which were females and three male. From 10 December 2014, civil partnerships were allowed to be converted to same sex marriage if the couple wished to; since then there have been 13 conversions from civil partnerships to marriages. Nine of these conversions were male couples and four female couples.

Pregnancy & maternity

Breastfeeding services

To give every child a good start in life the Council encourages new mothers to breastfeed their children. From April to June 2014 over four in ten infants checked were totally or partially breastfed at six to eight weeks after birth. This is similar to 2013/14 figures. A range of service are available for breastfeeding mothers and a new group which offers support to breast-feeding mothers started in June this year.

Smoking

In April to June, 10.9% of new mothers were found to be smoking at the time of delivery, down from 13.1% in January to March. This is consistent with general reduction in smoking nationally.

Race/ethnicity

Attainment

Attainment by children from different ethnic groups is mixed. At early years, the city's largest ethnic groups all improved their attainment. At Key Stage 2, pupils from some ethnic groups now attain above the national average, however, mixed White/Black African and Caribbean pupils and Roma/Gypsy pupils made significantly less than expected progress. At Key Stage 4, White British boys receiving free school meals were one of the main underachieving groups, with just over one in five achieving five GCSEs at grades A*-C (including English and maths). Narrowing the gaps in achievement for all vulnerable groups, particularly disadvantaged children, is a priority.

Crime

A total of 209 racist incidents were recorded in April to September 2014, compared to a total of 313 in 2013/14. Racially-motivated incidents represent the largest number of hate crimes. In the new year the Council will be working to recruit more volunteers from the community and the voluntary sector and train them to take reports of hate crime. This will increase the network of reporting centres into communities where reporting is low.

Religion & belief

Awareness raising

The Council continues to hold regular meetings with representatives of faith communities to identify potential issues for these communities. The meetings help to encourage interfaith working and communication and also provide an opportunity to work with specific faith communities as necessary in the interest of community cohesion. An example of this working is the newly launched bereavement protocols which included burials within 24 hours and coffin-free burials, better meeting the needs of some faith and religious communities.

Crime

In the six months to September 2014, 12 religiously-motivated hate crimes were recorded. This is an increase compared to the whole of 2013/14. Police are more aware of the importance of recording religious crimes appropriately.

Sexual orientation

Awareness raising

The Council meets with the Sexual Orientation Advisory Panel to identify issues and concerns of lesbian, gay and bisexual people. The Panel has discussed sexual violence and helped to plan Coventry's support to World Aids Day on 1 December with an event at Millennium Square which featured live performers and DJs.

Sexual orientation continued

Crime

In the six months to September 2014, there has been an increase in reporting of homophobic incidents; 17 homophobic incidents were recorded, compared to 18 for the whole of 2013/14. This category of hate crime has had the lowest reporting over many years.

Looked After Children

Safeguarding

Coventry continues to have a high number of children known to social care, placing immense pressures on services. At 30 September 2014, 614 children were looked after, a slight decrease from 626 at the end of April. A new multi-agency safeguarding hub began operation in September, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision making to safeguard children. This year more resources were allocated to help fund additional placement and social work staff.

Attainment

Raising the educational attainment of Looked After Children is still a priority in particular at Key Stage 4.

Carers

Employment

In Coventry nearly a third (31.5%) of the working-aged population is economically inactive, around a third (30.6%) of the economically inactive population are carers looking after family at home. This is more than the regional average.

Support

The Council continues to support carers and recently held two events; Carers' Week from 9-15 June with a schedule of activities, advice and information for carers and Carers' Rights Day was marked by holding a drop in session where information on finance and practical support was provided.

Deprivation

Income

Coventry residents have seen a decrease in their pay. When combined with a 1.3% increase in the cost of living in the twelve months to October 2014, residents are financially worse off.

Estimates suggest that welfare reform has cost the local economy £112m per year, and that cuts have disproportionately affected poorer areas. Changes to housing benefit have disproportionately affected people in private rented accommodation; couples and disabled people.

The Council has continued to inform its employees and residents about changes to Disability Living Allowance.

Employment

In September 2014, 2.8% of Coventry's working age population were claiming Jobseekers' Allowance (JSA). This is less than 3.4% in April, but remains higher than the 2.2% nationally. Foleshill continues to have the highest rate of JSA claimants in Coventry (5.4%) compared to 0.6% in Wainbody.

Homelessness

In April to September 2014, 554 homelessness assessments were completed, of these, 344 households, (62%) were accepted as statutorily homeless in Coventry. This is an increase from 270 at the same period last year. There has also been an increase in the number of homelessness cases prevented since April as compared to the previous year.

Health

Life expectancy in Coventry is on an upward trend. However, large variations in health remain between different parts of the city. Males in the most affluent areas of the city live around 11.2 years longer than those in the most deprived areas, and for females, it is 8.6 years.

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



Fewer people claiming Jobseekers' Allowance (JSA)

In September, 2.8% of Coventry's working age population were claiming Jobseekers' Allowance (JSA). This is an improvement from 3.4% in April, but remains higher than the 2.2% nationally. Much of the fall, however, is due to welfare sanctions. According to analysis by the Joseph Rowntree Foundation, there has been an increase in sanctions applied to lone parents, disabled people, and young people aged under 25.

Among young people aged 18-24, there were 1,215 claimants in September, a rate of 2.7% compared to 4.6% in the region and 3.7% nationally.

Foleshill continues to have the highest rate of JSA claimants in Coventry (at 5.4%) compared to 0.6% in Wainbody. There was a slightly bigger reduction in JSA claimants in Foleshill than Wainbody, and so the inequality gap between wards has narrowed (from a 5.1% gap in July, to a 4.8% gap in August).

Decline in the employment rate

The average employment rate in Coventry among working age residents aged 16 to 64 was 63.6% in July 2013 to June 2014. This has reduced from 66.9% in January to December 2013, and remains lower than nationally (72.2%). Employment rate by gender is 71% for males, and 55.9% for females, both have worsened and remain below regional and national rates.

Nearly a third (31.5%) of the Coventry working-aged population is economically inactive, that is, around 66,400 people. There are more students (36.7%), carers (30.6%) and fewer disabled people (16.7%) – that is, around 11,100 people. This is as expected as Coventry has two Universities. This is different from regionally, where a quarter is economically inactive – and the biggest proportion is carers looking after family/home followed by students and long-term sick.

Supporting people into work

In Coventry, 840 people (7.4%) of young people aged 16-19 were not in education, employment or training (NEET) in December 2013. This is higher than regionally (6%) and nationally (5.3%). Since April, 169 NEETs were supported into work. In addition, 15 disabled people (1 of which was NEET) have been supported through the Council's employment service for disabled people, TESS, now nationally recognised as a Centre of Excellence for its employment pathways helping disabled people secure work.'

During this year TESS has been developing partnerships to create a Supported Internship Programme for young

Indicator	Coventry	Progress	Target
Employment rate (female)	55.9%	✗	✗
Employment rate (male)	71.0%	✗	✗
JSA claimant rate (overall)	2.8%	✓	✓
JSA claimant rate (18-24)	2.7%	✓	✓
% point difference in JSA claimants by ward	4.8%	✓	✓

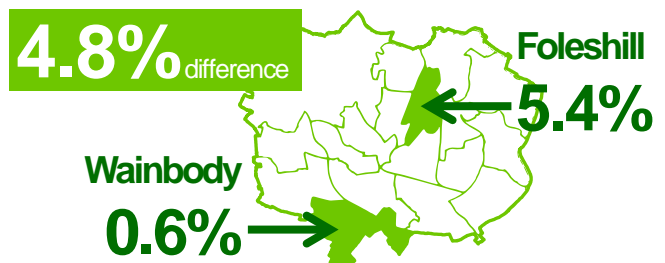
Fewer JSA claimants



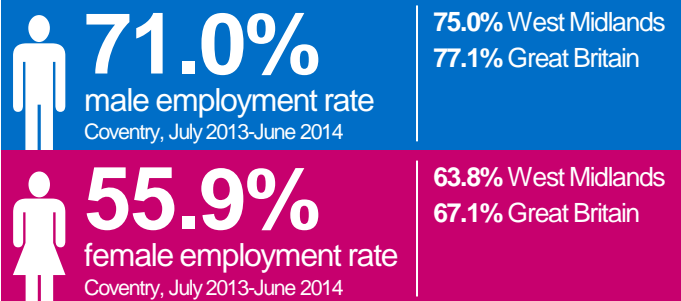
In September 2014, there were **5,953** JSA claimants in Coventry. That is a rate of...

Coventry 2.8% **West Midlands** 2.8% **England** 2.2%

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



Decline in employment



Equality strategy 2014/15 half year progress report

people with learning disabilities as part of Preparing for Adulthood and increasing employment outcomes for young disabled people at risk of becoming NEET. University Hospitals Coventry and Warwickshire NHS Trust have signed up to the partnership and discussions are taking place with Alice Stevens School, a special secondary school.

Preparing for Adulthood



Preparing for Adulthood is funded by the Department for Education as part of the delivery support for the SEN and disability reforms.

Reducing the impact of poverty

Lower earnings

Coventry residents have seen a decrease in their pay. In 2014, the full-time median annual pay for females is £22,118 and for males*, £27,448, down from £22,320 and £29,702 respectively in 2013.

When combined with a 1.3% increase in the cost of living as measured by the Consumer Prices Index in the twelve months to October 2014, residents are financially worse off.

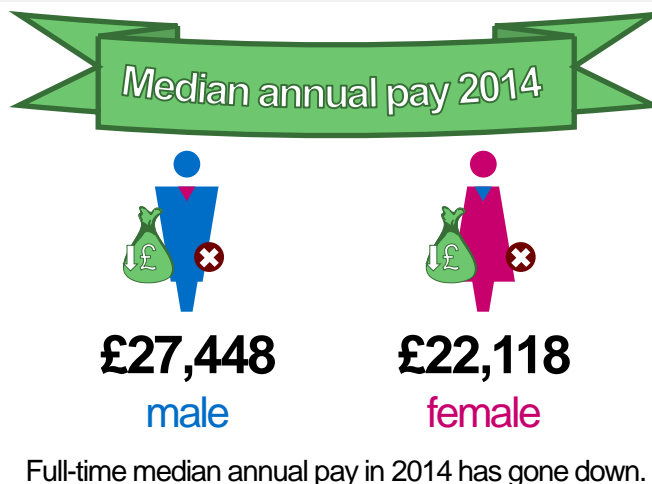
* NB although the overall median annual pay for male residents has gone down, the hourly rate increased. This suggests that male residents worked fewer hours or had less overtime hours in 2014 compared to 2013.

Widening gender pay gap

The gender pay gap is calculated on the median hourly pay (excluding overtime) for full-time employee jobs. The gap for Coventry residents was 16.2% in 2014, up from 15.0% in 2013. This is because the male median hourly pay (excluding overtime) for full-time employee jobs has gone up from £13.20 in 2013 to £13.34 in 2014, while for females it has gone down from £11.22 to £11.18.

According to the Fawcett Society, a group that campaigns for equality between women and men in the UK, the loss of public sector jobs and the increase in part-time, temporary work where women predominate has exacerbated the pay gap.

To help address the pay gap locally, the Council pays a living wage (minimum of £7.85 per hour), ensuring improved 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.



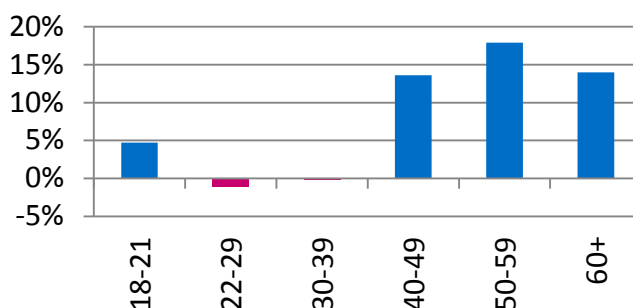
Widening gender pay gap

£11.18 female ← 16.2% → £13.34 male

Source: Office for National Statistics median hourly pay (excluding overtime) for full-time employee jobs for Coventry residents, 2014. Data link: <http://goo.gl/luDej>

Note: 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.

A motherhood pay gap



National data suggests that the gender pay gap is relatively small until age 40. In fact, between ages 22 and 39, women earn on average more than men. The Office for National Statistics say "this is likely to be connected with the fact that many women have children and take time out of the labour market".

Source: Office for National Statistics Annual Survey of Hours and Earnings, 2014 Provisional Results statistics bulletin 19 November 2014. Web link: <http://goo.gl/Kv4pS>

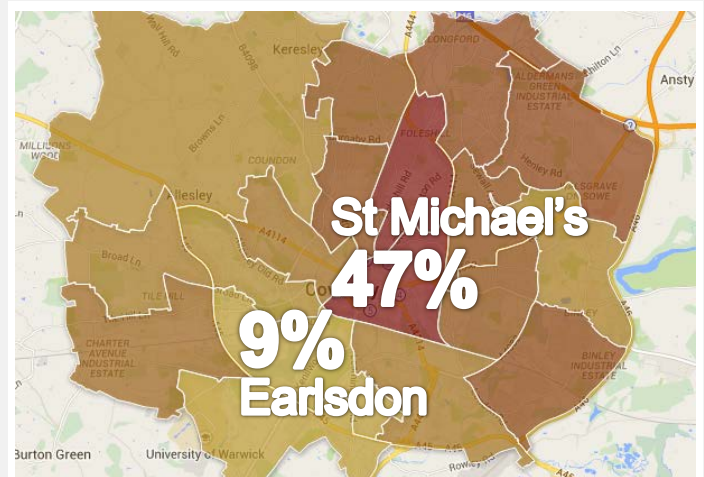
29% of children in Coventry live in poverty

According to the end child poverty campaign, 28.99% of Coventry children overall are in relative poverty after housing costs have been taken into account (18.39% before housing costs) compared to 25.1% nationally.

3 in 10 Coventry children are in relative poverty.



There are however large differences between wards...



Detailed ward level data at: <http://hyperurl.co/cov-child-poverty>

Impact of welfare reform

The Government's Welfare Reform programme aims 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.



Supply, choice and quality of housing

The Council recognises the need for larger and more aspirational housing. In 2014/15 there has been an increase in the range of housing with slightly more properties in the higher Council Tax bands. 86 affordable homes have been delivered so far. While this is only 31% of last year's total of 280, the majority of affordable homes are expected to be completed between October and March. There continues to be a shortage of purpose-designed or suitably adapted accommodation for disabled people in priority housing need.



Coventry Homefinder

As at 5 January 2015, 13,796 households were registered with Coventry Homefinder, the choice-based letting system by which social housing in Coventry is allocated. Of these, 1,616 (11.7%) households were in priority housing need. This compares to 12,355 a month ago, with 1,534 (12.4%) in priority housing need.



Belgrade Theatre

51,938 people saw a show at the Belgrade in April-September 2014 (occupancy rate of 51%). Nearly half (47%) were from a priority post code – up from 43% last year, and 9% were new attendees. 2.2% of audiences said they had a disability, up from 1.9% last year. Efforts were made to target communities and increase education work: 5,619 people participated in a community or education event – this is below the target of 6,807 and is due to the exam and summer period – this is expected to pick up over the winter months. 82% of participants in community/education events were school-aged and a third (33%) were from a priority post code – up from 59% and 29% respectively from 2013/14.

Coventry Transport Museum

206,208 people visited Coventry Transport Museum in April to September 2014, well above the target of 163,793, despite the on-going £8.5m redevelopment work to transform and re-energise the museum. A key target group is young people, and 4,335 pupils from 101 schools visited so far this year. This is, however, below the target of 7,674 pupils.

Herbert Art Gallery and Museum

119,745 people visited the Art Gallery in April to September 2014, plus **5,513** visits to the Lunt Roman Fort and **17,643** visits to the Priory Visitor Centre. The number of visits to the Art Gallery is below target, but visits to the Fort and the Priory exceeded targets. 7,544 pupils from 175 schools visited the three sites through the museum's community and education work.

Sports and exercise

The Council seeks to encourage more people in the city to be active through *Coventry on the Move* and the new Sports Strategy. In particular, the Sports Strategy is looking to increase participation in sports and exercise for all Coventry people to a level higher than national and regional averages, in particular: children and young people; disabled people; women; and those on lower incomes.

Culture Coventry

In April to September 2014 there were...



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A sporting city

'Developing a more active, inclusive and vibrant Coventry through positive experiences in sport.'

-- Coventry Sports Strategy

Locally committed

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

Making communities safer



Fewer crimes in priority locations

In April to September, there was a 0.9% increase in crime in Coventry. In “priority locations” - areas targeted by the Coventry Police and Crime Board, crime has decreased by 9% (776 incidents) from 8,408 incidents in April-September 2013 to 7,632 incidents in April-September 2014. The figure includes crime and anti-social behaviour recorded by the police and the Council, as well as environmental crime. Note that some incidents cannot be assigned a location so not all crimes are included.

Overall reduction in hate crime

Hate crimes reporting has decreased this half year in Coventry and in the West Midlands region. In April to September, there were 263 hate crimes. The largest number are racially-motivated incidents (209 incidents, or 79%) followed by disability incidents (7%), homophobic incidents (6%) and religiously-motivated incidents (5%).

Female genital mutilation (FGM)

According to the 2011 Census, 3% (868) children aged 0-15 and 7% (5,422) women aged 16-49 living in Coventry were born in regions likely to be affected by FGM.

The hospital’s (UHCW) midwifery services routinely checks women giving birth for FGM. In April to September 2014, 35 women accessing UHCW midwifery services were found to have been affected by FGM. In addition, West Midlands Police data shows 48 FGM referrals were made between April and early December 2014 – a large increase from 16 FGM referrals in 2013. This may be due to the well-established referral processes and reporting procedures between UHCW and the police, or it may indicate that we have a high incidence of FGM amongst the communities that reside here.

The Council is working with partners agencies to raise awareness, improve data collection, support better enforcement of the law, offering training and has developed safeguarding procedures and a website.

Domestic violence and abuse (DVA)

In April-September, 2,310 victims of DVA were known to the police, up from 2,199 at the same point last year. In the same period 36.7% of domestic incidents reported to the police had children present – below Birmingham (37.5%), Wolverhampton (38.8%) and the regional average (38.0%). A new single point of access service for all domestic violence and abuse victims was launched in September 2014 – increasing provision for women and children – particularly older children, and introducing support for men.

Indicator	Coventry	Progress	Target
Recorded crime in priority locations Apr-Sep 2014	7,632	✓	✓
Recorded offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of... Apr-Sep 2014			
...disability	18	N/A	N/A
...race/ethnicity	209	N/A	N/A
...sex/gender/transgender	2	N/A	N/A
...sexual orientation	17	N/A	N/A
...religion or belief	12	N/A	N/A
...not stated	5	N/A	N/A

Crime flash facts



209 racist hate crime incidents reported in April to September 2014



174 sexual assaults referred to the Sexual Assault Referral Centre 37% increase on same period last year



9% reduction in crimes recorded in priority locations



9 out of 10 clients seen by the Sexual Assault Referral Centre are female.

Indicator	Coventry	Progress	Target
Domestic violence incidents involving children	36.7%	✓	✓
Domestic violence/abuse victims known to the police	2,310	N/A	N/A
Referrals to the Sexual Assault Referral Centre	174	✓	✓

Sexual assault referral centre

174 clients seen year to date (across Coventry & Warwickshire) this compares to 127 for the same period last year, an increase of 37%. 89% of clients were female and the majority of alleged offences were rape.

Protecting and supporting the most vulnerable

Exercising choice and control

Adults with care and support needs can choose to decide what, when and how their support is provided. The new Council strategy, the *Commissioning and Personalisation Plan 2014* aims to “enable people in most need to live independent and fulfilled lives with stronger networks and personalised support”. It sets out the actions required over the next two years to deliver adult social care in line with the new Care Act 2015. In particular, the plan identifies the importance of working with health, other partners and the community to meet the future needs of adult social care at a time of significantly reduced funding. New ways of delivering services have been implemented to promote independence and choice, including the launch of an equipment website. Find out more at: www.easylivingaids.co.uk/coventry/.

Indicator	Coventry	Progress	Target
Adult social care users with a personal budget	79.2%	✓	✗
Adult social care users with a direct payment	22.3%	✓	✓

April to September 2014



Looked after children

Coventry continues to have a high number of children known to social care, placing immense pressures on services. As at 30 September, 614 children were looked after, a slight decrease from 626 at the end of April. Following the Ofsted judgement in 2013/14, a Children’s Improvement Board was set up and tasked with monitoring progress. In 2014/15, more resources were allocated to help fund additional looked after children placement and social work staff. A new multi-agency safeguarding hub (MASH) began operation in September, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision making.

Indicator	Coventry	Progress	Target
Looked after children (rate per 10,000 under 18s)	86	✓	✓

Rate as at 30 September 2014



Meeting the needs of homeless people

In April to September, 554 homelessness assessments were completed. Of these, 344 households, or 62%, were accepted as statutorily homeless. This compares to 270 statutorily homeless households at the same period last year. 730 homelessness cases have been prevented since April, 50% of last year’s total of 1,468.

The Council has commissioned the Salvation Army to manage all supported accommodation and floating support for homeless people and ex-offenders. 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, 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	344	✗	✗
Homeless cases prevented	730	✓	✓

April to September 2014



The number of households accepted as statutory homeless has gone up.



Living with Dementia

Coventry's first dementia strategy was launched in October to help thousands of people living with the condition across the city. It is a joint partnership strategy setting out what is currently in place as well as what should be in place for people with dementia. It also includes a framework for partners to use when planning services. Research shows that one in three people over the age of 65 in the UK will develop dementia, with hundreds of thousands more being affected by the condition through a family member or friend. In Coventry, there are thought to be approximately 3,600 people living with dementia and this is set to rise to almost 4,000 by 2016.



Learning disability strategy

The aim of the learning disability strategy is to improve the lives of people with learning disabilities and to support their carers; it's also about giving people to have a voice in the way they are supported, the way services are run and the opportunities to live their lives the way they want. In 2014 to 2015, £21.4 million will be spent by the Council to support adults with learning disabilities.

It is estimated that there are 5,189 adults (aged 18 or over) with a learning disability in the city.

Coventry Learning Disability Strategy



2014 – 2017 Moving Forward

Age friendly City

A Community Development Service has been established and funding secured to develop and implement the World Health Organisation's Age Friendly Cities initiative in Coventry, in partnership with Age UK Coventry and Coventry University. A key aim of Age Friendly Cities is to ensure older people have the best possible quality of life.

Supporting Carers

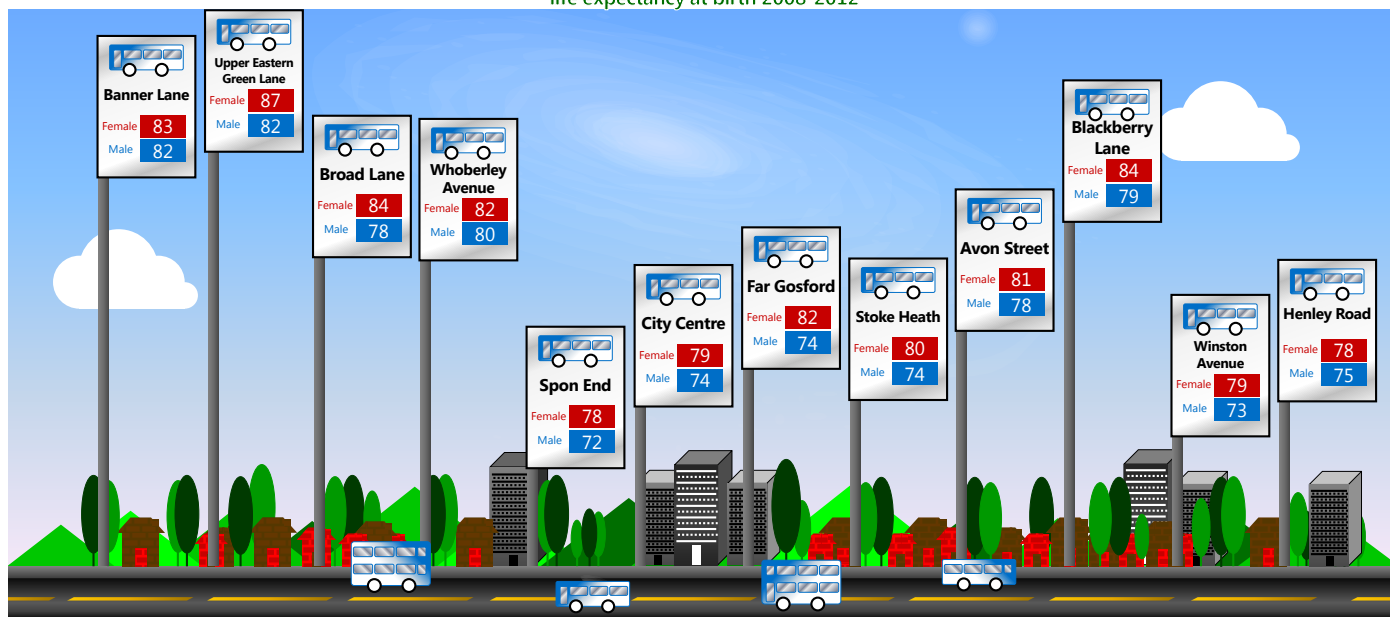
The Council continues to support carers and recently held two events; Coventry celebrated Carers' Week from 9-15 June with a schedule of activities, advice and information for carers and marked Carers' Rights Day by holding a drop in session where information on finance and practical support was provided.



Above: Coventry Age Friendly City launch event. Find out more about the programme at www.who.int/ageing/age-friendly-world/

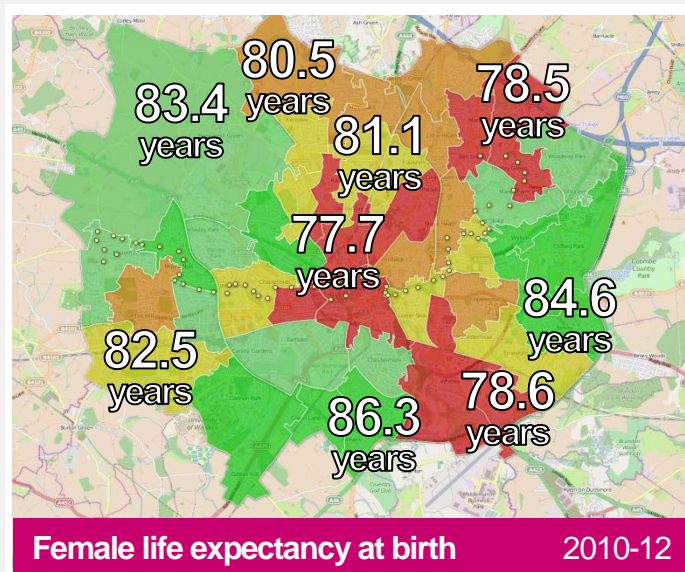
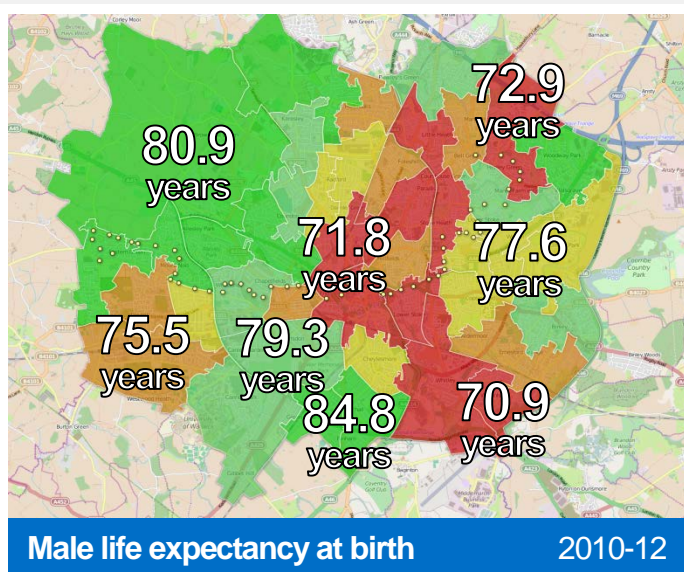
Coventry's life expectancy along the number 10 bus route

life expectancy at birth 2008-2012



Data source: Public Health England & Network West Midlands

Coventry's life expectancy at birth in 2011-13 was 78.2 years for males and 82.4 years for females. Over the past few years, life expectancy has been and continues on an upward trend. However, large variations in health remain between different parts of the city. Males in the most affluent areas of the city live around 11.2 years longer than those in the most deprived areas, and for females, it is 8.6 years. The maps below illustrate the inequality in life expectancy. Interactive life expectancy charts for males at <http://smarturl.it/cov-life-exp-male> and for females at <http://smarturl.it/cov-life-exp-female>.



Mental health

In 2014, the Council's Scrutiny Coordination Committee asked for mental health to be considered as part of the Council's equality strategy reports. This year, work has begun on a mental health assets and needs analysis, informing the Marmot Steering Group how mental health issues relate to health inequalities. This exercise will explore the need for mental health services, see what services are available, how well they are delivered and make recommendations for the gaps in services.

Indicator	Coventry	Progress	Target
Male life expectancy at birth 2011-13	78.2	=	=
Inequality in male life expectancy 2010-12	11.2	N/A	N/A
Male healthy life expectancy at birth 2010-12	60.4	N/A	N/A
Female life expectancy at birth 2011-13	82.4	=	=
Inequality in female life expectancy 2010-12	8.6	N/A	N/A

Conception rates

Conceptions to girls aged under 18 has gone up slightly. In January to December 2012, the rate was 38.6 per 1,000 15-17 year olds, and in April to June 2013, it was 40.3. This is slightly above the Public Health England 2013 midpoint forecast for Coventry of 39.9.

Injuries due to falls

Falls in people aged 65 and over has reduced from 2,775 in 2011/12 to 2,484 in 2012/13. The biggest reduction has been for females with the level staying fairly static for males.

Female life expectancy at birth 2010-12	64.0	N/A	N/A
Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds, April to June 2013)	40.3	✗	✗
Injuries due to falls in people aged 65 and over (rate per 1,000)	2,484	✓	✓

Giving children the best start in life

Child development

In 2014, 59.6% of children achieved a good level of development by age five, close to the national figure of 60.4% and 2.1% better than the rate of 57.5% for similar local authorities. The main determinant of child development is socio-economic background. Children from a deprived background are less likely to achieve a good level of development compared to children from better-off backgrounds. However, even at an early age, there is a gender gap: 68.2% of girls achieve a good level of development while just over half of boys (52.2%) do so. The average boy does worse than the average child in the 30% most deprived areas of the city. These differences have real consequences as girls then do better at every stage of education: at Key Stage 2, GCSE, A-Level and in the higher numbers of women who go onto study at university. The child development for Black Caribbean children is better than city average.

Primary education

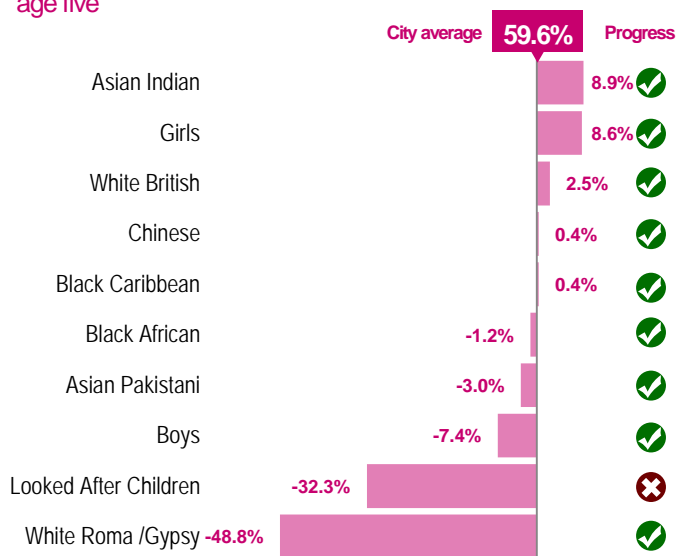
At the end of Year 6 (Key Stage 2), 76% of pupils attained Level 4 or above in reading, writing and maths – narrowing the gap with the national average to three percentage points. Attainment data for key groups show that girls have increased their performance ahead of boys (in 2014, 80% of girls achieved Level 4+ compared to just 72% of boys – a gender gap of 8% compared to 6% last year). The most disadvantaged pupils (on pupil premium) have seen an improvement in performance to 68% (an 8% gap, compared with 10% last year). However, children with special educational needs (SEN) continue to perform poorly – with only 36% achieving a good level of development (a 40% gap).

Secondary education

At Key Stage 4, 52.3% of pupils achieved five or more GCSEs at grades A* to C including English and Maths on their “first entry”, 3.6% points below the national average of 55.9%. The “first entry” scores reflect changes in the way school performance tables are calculated: while a pupil may retake an exam, only their first entry in a particular subject will count towards the performance tables. The sub-group analysis, therefore,

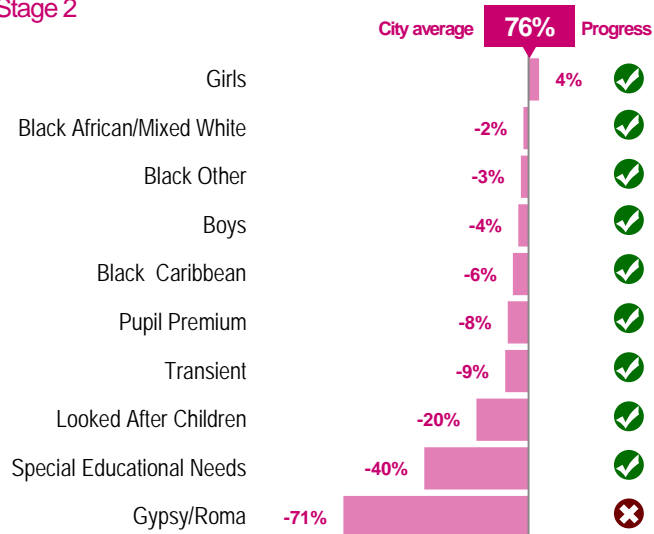
Early years

Gap between the following groups and the city average in achieving a good level of development in the early years by age five



Key Stage 2

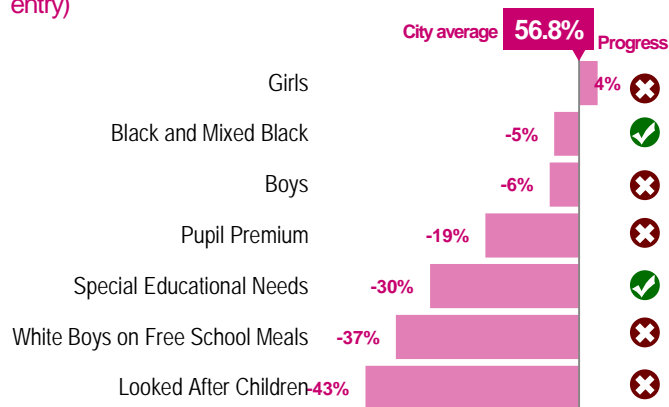
Gap between the following groups and the city average in achieving Level 4 in reading, writing and mathematics at Key Stage 2



compares “best entry” scores – Coventry’s best entry average is 56.8% (nationally, the “best entry” average is 59.6%). In terms of gender, girls continue to outperform boys at GCSE, Coventry girls’ average score of 60.5% is slightly below the previous year at 61.9%, however it is better than the national average for girls of 60.0%. However, at 50.9%, the average score for Coventry boys lag behind the national average of 53.9%. Only 14% of looked after children achieved five good GCSEs, a gap of 42.8% compared to last year’s achievement of 30% (26.6% gap). However, this is comparable to the national average of 15% (44.6% gap). Meanwhile, although children with Special Educational Needs continue to do relatively poorly with only 26.9% getting five good GCSEs (29.9% gap), this is good compared to the national average of 22.2% (37.4% gap).

Key Stage 4

Gap between the following groups and the city average in achieving five good GCSEs including English and Maths (best entry)



Breastfeeding

To give every child a good start in life the Council encourages new mothers’ to breastfeed their children. Across the Coventry and Rugby clinical commissioning group area, 41.3% of infants checked were totally or partially breastfed at six to eight weeks after birth in April to June 2014, compared to 42.8% in the year to March 2014. A range of service are available for breastfeeding mothers and a new group which offers support to breast-feeding mothers started in June this year.

Indicator	Coventry	Progress	Target
Breastfeeding rates at 6-8 weeks	41.3%	✗	✗

Coventry and Rugby, April to June 2014



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

Smoking

In April to June, 10.9% of new mothers were found to be smoking at the time of delivery, this is fewer than 13.1% in January to March. The Council has found that fewer smokers are engaging with services in Coventry, matching what is happening nationally. This is likely to be as a result of reduced prevalence of smoking and the increasing popularity of e-cigarettes.

Indicator	Coventry	Progress	Target
Mothers who smoke at time of delivery April to June 2014	10.9%	✓	✓



One in ten mothers smoked at time of delivery

Delivering our priorities

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



Council as an employer

A Council should reflect the population it serves and Coventry City 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 early in 2015.

As of 1 October, the Council had **5,912** contracts (excluding schools and casual posts) of which 4,149 (70%) were female; 963 (16%) from BME groups; and 357 (6.04%) declared a disability.

In senior management positions there were 60 (51.28%) female and 9 (7.69%) BME. There has been a slight increase in the percentage of senior managers from BME groups and for females due to the overall reduction in senior managers by 3 posts in the first six months of 2014/15 rather than an increase in the number of 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.

Gender and pay

Across all grade ranges, over 70% of 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. 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.

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. In addition, through the Kickstart programme, the Council is encouraging its employees to work in more flexible and adaptable ways.

British Sign Language (BSL) training

Forty two Council employees have been trained to communicate in BSL in 2014. A new course is now running from January to March 2015.

Reasonable Adjustments

Council continues to support disabled employees by making reasonable adjustments. In addition, to communicating and training, a 'reasonable adjustments' event was organised in November 2014 for managers and employees to attend to find out about the support available.

WORKFORCE PROFILE



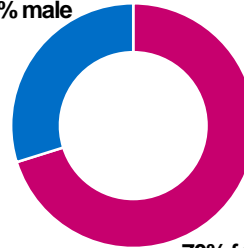
Census 2011 data for Coventry

Council employees

Working-aged population

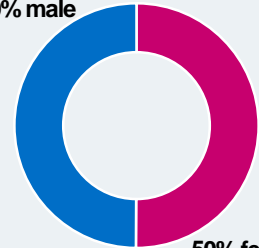
G E N D E R

30% male



70% female

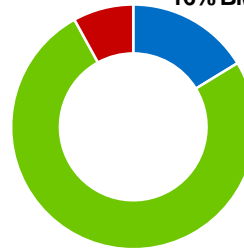
50% male



50% female

E T H N I C I T Y

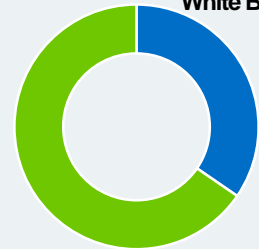
8% undisclosed



76% not BME

16% BME

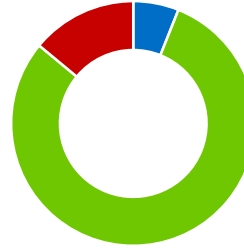
35% not White British



65% White British

D I S A B I L I T Y

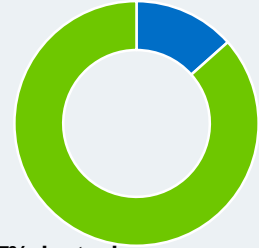
14% refused/unknown



80% not disabled

6% disabled

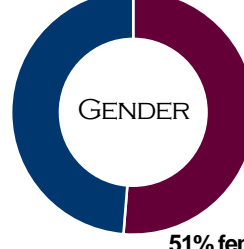
13% day-to-day activities limited



87% day-to-day activities not limited

SENIOR MANAGERS (ABOVE GRADE 10)

49% male



51% female

8% BME



92% not BME

117 senior managers (hay graded and chief officers)

Equality strategy 2014/15 half year progress report

Equality Indicators								
Number	Title	Previous performance 2013/14	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Globally connected								
Jobs for local people								
EI 1.01a	Employment rate (female residents)	56.9% Jan 13-Dec 13	55.9% Jul 13-Jun 14	WMR 63.8% Jul 13-Jun 14	GB 67.1% Jul 13-Jun 14	X	↑	X
EI 1.01b	Employment rate (male residents)	76.5% Jan 13-Dec 13	71.0% Jul 13-Jun 14	WMR 75.0% Jul 13-Jun 14	GB 77.1% Jul 13-Jun 14	X	↑	X
CP 1.07a	Jobseekers' Allowance (JSA) claimants (seasonally-adjusted)	3.1% July 2014	2.8% September 2014	WMR 2.8% September 2014	2.2% September 2014	✓	↓	✓
CP 1.07c	JSA claimant rate (18-24 years old)	3.8% May 2014	2.7% September 2014	WMR 4.6% September 2014	3.7% September 2014	✓	↓	✓
EI 1.02	% point difference in JSA claimants by ward	5.1% July 2014	4.8% August 2014	—	—	✓	↓	✓
CP 1.07b	NEETs (16-19 years old)	7.4% December 2013	Annual indicator	WMR 6.0% December 2013	5.3% December 2013	N/A	↓	N/A
Reducing the impact of poverty								
EI 1.03a	Median annual pay - full time (female residents)	£22,320 2013 revised	£22,118 2014 provisional	WMR £21,756 2014 provisional	£24,024 2014 provisional	X	↑	X
EI 1.03b	Median annual pay - full time (male residents)	£29,702 2013 revised	£27,448 2014 provisional	WMR £27,307 2014 provisional	£29,836 2014 provisional	X	↑	X
EI 1.04	Gender pay gap for gross hourly earnings of employees excluding overtime	15.0% 2013 revised	16.2% 2014 provisional	WMM 8.8% WMR 11.2% 2014 prov.	9.9% 2014 provisional	X	↓	X
Locally committed								
Protecting the most vulnerable								
EI 1.05	Recorded crime in priority locations	8,408 (Apr-Sep 2013) 15,783 (2013/14)	7,632 (-9%) Apr-Sep 2014 est.	—	—	✓	↓	✓
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)	24 2013/14	18 Apr-Sep 2014	—	—	N/A	↑ To increase reporting	N/A
EI 1.06b	...race/ethnicity (racist incidents)	313 2013/14	209 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06e	...sex/gender or transgender (gender identity/reassignment)	9 2013/14	2 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06f	...sexual orientation (homophobia)	18 2013/14	17 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06g	...religion or belief	10 2013/14	12 Apr-Sep 2014	—	—	N/A		N/A
EI 1.06h	...gypsy/traveller	2 2013/14	—	—	—	N/A		N/A
EI 1.06i	...not stated	—	5 Apr-Sep 2014	—	—	N/A		N/A
EI 1.07	Domestic violence incidents involving children	39.6% 2013/14	36.7% Apr-Sep 2014	—	—	✓	↓	✓
CP 2.21	Domestic violence/abuse victims known to the police (crime and non crime)	3,846 2013/14	2,310 Apr-Sep 2014	—	—	N/A	No target set	N/A
EI 1.08	Referrals to the Sexual Assault Referral Centre (Coventry and Warwickshire)	276 2013/14	174 Apr-Sep 2014	—	—	✓	↑	✓
CP 2.15	Adult social care users with a personal budget	56.2% 2013/14	79.2% Apr-Sep 2014	CIPFA 55.6% 2012/13	55.6% 2012/13	✓	90%+ 2014/15	X
CP 2.16	Adult social care users with a direct payment	16.3% 2013/14	22.3% Apr-Sep 2014	CIPFA 15% 2012/13	16.4% 2012/13	✓	17.0%+ 2014/15	✓
CP 2.17	Looked after children (rate per 10,000 under 18s)	87 July 2014	86 September 2014	WMR 72 March 2013	60 March 2013	✓	↓	✓
CP 2.23	Households accepted as statutory homeless	551 2013/14	344 Apr-Sep 2014	—	—	X	↓	X
EI 1.09	Homeless cases prevented	1,468 2013	730 Apr-Sep 2014	—	—	✓	900+	✓
Reducing health inequalities								
CP 2.13a	Male life expectancy at birth	78.1 years (77.1-78.5) 2010-12	78.2 (77.8-78.6) 2011-13	WMR 78.8 years 2011-13	79.4 years 2011-13	=	↑	=
EI 1.10a	Inequality in male life expectancy at birth	11.7 2006-10	11.2 years 2010-12	WMR 9.0 years 2006-10	8.9 years 2006-10	N/A	↓	N/A
EI 1.11a	Male healthy life expectancy at birth	—	60.4 years 2010-12	WMR 62.3 years 2010-12	63.4 years 2010-12	N/A	↑	N/A
CP 2.13b	Female life expectancy at birth	82.1 years (81.8-82.5) 2010-12	82.4 years (82.1-82.8) 2011-13	WMR 82.8 years 2011-13	83.1 years 2011-13	=	↑	=
EI 1.10b	Inequality in female life expectancy at birth	7.9 years 2006-10	8.6 years 2010-12	WMR 5.8 years 2006-10	5.9 years 2006-10	N/A	↓	N/A
EI 1.11b	Female healthy life expectancy at birth	—	64.0 years 2010-12	WMR 62.7 years 2010-12	64.1 years 2010-12	N/A	↑	N/A
CP 2.20	Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	38.6 2012	40.3 Apr-Jun 2013	WMM 30.9 Apr-Jun 2013	25.2 Apr-Jun 2013	X	↓	X
EI 1.12	Injuries due to falls in people aged 65 and over - rate per 100,000	2,775 2011/12 revised	2,484 2012/13	WMR 1,951 2012/13	2,011 2012/13	✓	↓	✓

Equality Indicators								
Number	Title	Previous performance 2013/14	Half year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Giving children the best start in life								
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 2014 is 59.6%, better than the 57.5% in similar local authority areas and closing on the 60.4% nationally)							
EI 1.13a	Asian Indian	6.1% better (61.5%) 2013	8.9% better (68.5%) 2014	—	—	✓	Revised indicator, baseline year. Target: ↓ To reduce the gap with the city average.	✓
EI 1.13b	Asian Pakistani	8.7% gap (46.7%) 2013	3.0% gap (56.6%) 2014	—	—	✓		✓
EI 1.13c	Black African	0.7% better (56.1%) 2013	1.2% gap (58.4%) 2014	—	—	✓		✗
EI 1.13d	Black Caribbean	14.8% gap (40.6%) 2013	0.4% better (60.0%) 2014	—	—	✓		✓
EI 1.13e	Chinese	11.9% gap (43.5%) 2013	0.4% better (60.0%) 2014	—	—	✓		✓
EI 1.13f	Looked After Children	18.6% gap (36.8%) 2013	32.3% gap (27.3%) 2014	—	—	✗		✗
EI 1.13g	White British	3.7% better (59.1%) 2013	2.5% better (62.1%) 2014	—	—	✓		✓
EI 1.13h	White Roma/Gypsy	50.4% gap (5.0%) 2013	48.8% gap (10.8%) 2014	—	—	✓		✓
EI 1.13i	Boys	6.9% gap (48.5%) 2013	7.4% gap (52.2%) 2014	—	—	✓		✗
EI 1.13j	Girls	7.4% better (62.8%) 2013	8.6% better (68.2%) 2014	—	—	✓		✓
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 2014 is 76%, an improvement from 71% in 2013 but below the national average of 79%)							
EI 1.14a	Black African and Mixed White/Black African	2% better (73%) 2013 revised	2% gap (74%) 2014	—	—	✓	↓ To reduce the gap with the city average.	✗
EI 1.14b	Black Caribbean	15% gap (56%) 2013	6% gap (70%) 2014	—	—	✓		✓
EI 1.14c	Black Other	0% gap (71%) 2013	3% gap (73%) 2014	—	—	✓		✗
EI 1.14d	Transient	7% gap (64%) 2013	9% gap (67%) 2014	—	—	✓		✗
EI 1.14e	Pupil Premium	10% gap (61%) 2013	8% gap (68%) 2014	—	—	✓		✓
EI 1.14f	Special Educational Needs	40% gap (31%) 2013	40% gap (36%) 2014	—	—	✓		=
EI 1.14g	Looked After Children	28% gap (43%) 2013	20% gap (56%) 2014	—	—	✓		✓
EI 1.14h	White Roma/Gypsy	53% gap (18%) 2013	71% gap (5%) 2014	—	—	✗		✗
EI 1.14i	Boys	3% gap (68%) 2013	4% gap (72%) 2014	—	—	✓		✗
EI 1.14j	Girls	3% better (74%) 2013	4% better (80%) 2014	—	—	✓		✓
EI 1.15 (CP 2.10)	Difference between following groups and the city average in achieving five good GCSEs including English and Maths (note: the provisional city "first entry" average in 2014 is 52.3%, below the national average of 55.9%; the following comparison is with the city "best entry" average of 56.8% / national "best entry" average of 59.6%)							
EI 1.15a	Black and Mixed Black	5.3% gap (51.3%) 2013	5.0% gap (51.8%) 2014 prov.	—	4.5% gap (55.1%) 2014 prov.	✓	↓ To reduce the gap with the city average.	✓
EI 1.15b	Pupil Premium	16.5% gap (40.1%) 2013	18.8% gap (38.0%) 2014 prov.	—	20.6% gap (39.0%) 2014 prov.	✗		✗
EI 1.15c	White Boys on Free School Meals	27.7% gap (28.9%) 2013	36.7% gap (20.1%) 2014 prov.	—	30.2% gap (29.4%) 2014 prov.	✗		✗
EI 1.15d	Special Educational Needs	30.7% gap (25.9%) 2013	29.9% gap (26.9%) 2014 prov.	—	37.4% gap (22.2%) 2014 prov.	✓		✓
EI 1.15e	Looked After Children	26.6% gap (30.0%) 2013	42.8% gap (14.0%) 2014 prov.	—	44.6% gap (15.0%) 2014 prov.	✗		✗
EI 1.15f	Boys	2.9% gap (53.7%) 2013	5.9% gap (50.9%) 2014 prov.	—	5.7% gap (53.9%) 2014 prov.	✗		✗
EI 1.15g	Girls	5.3% better (61.9%) 2013	3.7% better (60.5%) 2014 prov.	—	0.4% better (60.0%) 2014 prov.	✗		✓
CP 2.26	Breastfeeding rates at 6-8 weeks (for Coventry & Rugby CCG)	42.8% 2013/14	41.3% Apr-Jun 2014	—	—	✗	↑ 2% per year	✗
EI 1.16	Mothers who smoke at time of delivery	13.1% Jan-Mar 2014	10.9% Apr-Jun 2014	—	—	✓	< 13.4%	✓
Delivering our priorities								
Council as an employer								
EI 1.17	Employee headcount (excluding schools and casual posts)	6,210 contracts April 2014	5,920 contracts September 2014	—	—	N/A		N/A
EI 1.18	% of the workforce which is female	71% (4,445) April 2014	70% (4,149) September 2014	—	—	N/A		N/A
EI 1.19	% of senior managers (above Grade 10) who are female	51% (85) April 2014	51% (60) September 2014	—	—	N/A		N/A
EI 1.20	Black and Minority Ethnic (BME) representation in the workforce	16% (1,023) April 2014	16% (963) September 2014	—	—	N/A		N/A
EI 1.21	BME representation in senior management (above Grade 10)	10% (17) April 2014	8% (9) September 2014	—	—	N/A		N/A
EI 1.22	Employees who have declared a disability	6% (379) April 2014	6% (357) September 2014	—	—	N/A		N/A

Abbreviations - CIPFA: Chartered Institute of Public Finance and Accountancy, WMM: West Midlands metropolitan area; WMR: West Midlands Region; GB: Great Britain.



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