

# Equality strategy progress report

2014/15 end of year progress report · Coventry City Council · September 2015

## Equality: at the top of the Council's priorities

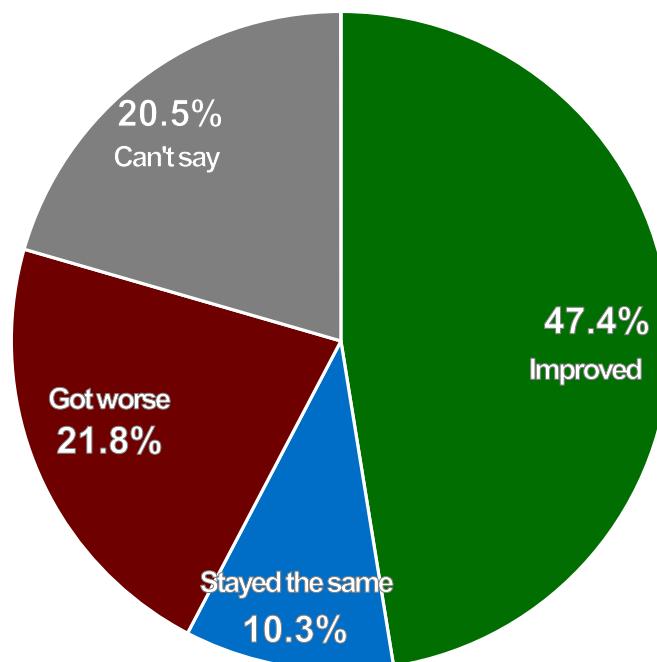
This July, the Council revised its Council Plan, setting out its ambition for Coventry to be a top ten city again. As part of this, the Council has made it clear that the proceeds of growth must be broadly shared by local residents. One way that the Council ensures this is by making sure equality is a top-level priority – and aligning its equality objectives with the Council Plan. The Council's equality strategy sets out the Council's actions and activities to meet the three aims of the Equality Act 2010: to eliminate unlawful discrimination, harassment, victimisation; to advance equality of opportunity; and to foster good relations through community cohesion work delivered through partnership working and the specific duty to set equality objectives and publish information demonstrating compliance with the duty. This progress report also sets out the Council's performance towards its equality objectives between April 2014 and March 2015. Using key headline indicators together with an analysis of equality issues and contextual information, the report assesses the Council's progress towards equality and identifies trends on different groups of people protected under the Equality Act 2010. In turn, this will help identify the priorities for equalities in the future.

## Equality: the impact on Coventry residents

There are currently 78 equality indicators. Of these, 37 have improved, 8 stayed the same, and 17 got worse, and it is not possible to say for the remaining 16 indicators. Overall, 58% of indicators improved or stayed the same, that is, 45 of 78 indicators. At half year, 36% (25 of 70 indicators measured) improved or stayed the same.

It is not always possible to say whether an indicator has improved or not. This is because for some indicators, it is not possible to say whether a change represents good or poor performance; or with other indicators, the way that it is measured has changed making comparisons impossible. Examples of the former include hate crime and domestic violence; examples of the latter include education statistics where the government has changed the indicator definition.

The following summarises the equality impacts on groups protected by the Equality Act 2010 and local priority groups.



## Age

### Young people

According to the end child poverty campaign, 29% of Coventry children overall are in relative poverty compared to 25% nationally. Last year, 59.6% of children achieved a good level of development by the age of five, close to the national figure. At key stage 2, there has been a five percentage point increase in pupils who attained Level 4 or above in reading, writing and maths – but this remains below the national average. At GCSE, 52.3% of pupils achieved five or more GCSEs at grades A\*-C including English and Maths on first entry; slightly below the national average.

To enable a good level of development for all children the Council is working on a new service delivery model called the Acting Early Programme by reconfiguring the delivery of community midwifery, health visiting and children's centre services into integrated teams, the programme aims to give every child the best start in life.

Coventry has a higher number of young people who are not in education, employment or training compared to the region and England. The jobs and growth strategy has had a particular focus on supporting young people into employment – this year, nearly 300 young people have been supported into work, further education, self-employment or another positive outcome. Social benefits have been delivered by linking suppliers with local schools. The Council has encouraged education to employment links to boost the confidence and to raise awareness of various career options for young people.

An equality issue exists around Department for Work and Pensions (DWP) benefit sanctions: jobseekers allowance claimants who are young, male or black and of minority ethnic origin are more likely to be sanctioned.

The police continue to monitor the number of domestic violence incidents where children are present; and through the multi-agency safeguarding hub, the Council and its partners are tackling child sexual exploitation.

### Older people

Coventry is part of the World Health Organisation's Age Friendly Cities programme, where the Council is working with partners including Coventry University and Age UK to make the city more friendly for older people. A Programme Manager has been appointed to coordinate the Coventry programme and older people are being given a voice on the board overseeing the programme. In consultation with older people, the following areas have been identified as a priority – social participation, transport and communication.

The Council's commissioning and personalisation plan helps 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 – giving them choice and control over the support they receive. In partnership the Council also provides Housing with Care Schemes as a means to supporting individuals to remain as independent as possible for as long as possible.

The rate of falls in people aged 65 and over has increased.

### Disability

The Council continues to encourage disabled people to have access to services to live healthier and independent lives. This includes activities delivered through the dementia strategy, learning disabilities strategy, sports strategy and a mental health asset & needs analysis.

Support is provided to disabled people to get into employment and to gain work experience through the employment support service including supporting people with a learning disability, people with a physical impairment and people with severe mental health difficulties. Through the access development group, disabled people are able to have their say about developments in the city centre including the public realm works.

Narrowing the gaps in educational achievement for all vulnerable groups, particularly those with special educational needs and disability continues to be a priority for the Council through the education improvement strategy.

The Council is continuously improving services to its employees. More recently the Council has introduced a formal process for employees to request reasonable adjustments, providing more information for managers; encouraging front line staff to take up British Sign Language and raising awareness of mental health with managers.

### Gender reassignment

There are no changes to the number of sex, gender or transgender related crime incidents since the half year position, when two incidents were reported across the city. 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.

## **Gender and sex**

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.

The recovering economy has resulted in an increase in the employment rate and reduction in unemployment – especially for women. However, this has not been reflected in people's pay packets yet, and the local gender pay gap widened slightly from 2013 to 2014. Coventry and the West Midlands continue to experience a larger gender pay gap than nationally. This is explained by the higher proportion of women working in jobs that tend to be lower paid, and the comparatively high proportion of jobs in the male-dominated and reasonably well-paid skilled trades, process, plant and machine operatives and elementary occupations – reflecting the region's heritage as a manufacturing centre.

Girls do better than boys at every stage of schooling – right from the early years, through 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.

In 2014/15, 5,849 people experiencing domestic violence and abuse reported incidents of the crime to the police. This is an increase from the previous year and is the result of improvements to identification and recording of incident logs. This is welcomed as it suggests people are willing to report incidents to the police. A new single point of access service for all people experiencing domestic violence and abuse was launched last September, increasing provision for women and children – particularly older children; and introducing support for men.

In 2014/15 there were 77 women who accessed the midwifery service that had been affected by FGM. Police data shows that 80 referrals were from Coventry. In 2014/15 there was an increase of 107 sexual assaults referred to the sexual assault referral centre – an increase of 38%. The vast majority of clients seen (89%) are female. The Council continues to work with partner agencies to raise awareness, improved data collection, support better enforcement of the law, offer training and develop better safeguarding procedures and a website.

## **Marriage & civil partnership**

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.

## **Pregnancy & maternity**

Breastfeeding is good for mother and child. There has been an increase in the number of infants checked who were totally or partially breastfed at six to eight weeks after birth as compared to previous year figures. A range of services are available for breastfeeding mothers including 'parentcraft' classes, antenatal education, breastfeeding support groups and a new breastfeeding app for the smartphones.

In 2014/15, 12.3% of new mothers smoked at the time of delivery, this is down from 13.0% in 2013/14 and consistent with general reduction in smoking nationally.

## **Race/ethnicity**

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 attained above the national average, however, mixed white/black African and Caribbean pupils and Roma/gypsy pupils made significantly less than expected progress.

323 racist incidents were recorded in 2014/15, 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

In 2014/15, twelve religiously-motivated hate crimes were recorded. This is an increase on the ten recorded in 2013/14. Police are more aware of the importance of recording religious crimes appropriately. The Council continues to hold regular meetings with representatives of faith communities to identify potential issues for 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 is the production of bereavement protocols which include burials within 24 hours and coffin-free burials, better meeting the needs of some faith and religious communities.

### Sexual orientation

In 2014/15, 26 homophobic incidents were recorded, compared to 16 in 2013/14. The Council meets with the sexual orientation advisory panel to identify issues and concerns for 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.

### Looked after children

Coventry continues to have a high number of children known to social care, placing immense pressures on services. A new multi-agency safeguarding hub began operation last September, bringing together key professionals to facilitate early and better quality information sharing, analysis and decision making to safeguard children. There was an increase in the number of adoptions completed as compared to the previous year. This year more resources were allocated to help fund additional placements and social work staff. Improving educational attainment for Looked after children continues to be a priority at early years, key stage 2 and key stage 4.

### Carers

Nearly a third of the city's working age population is economically inactive and of these around a third are carers looking after family at home. This is more than the regional average. Coventry has a proud history of supporting carers with innovative schemes like carers response emergency support service, training for carers and a dedicated information and advice service. The Council continues to be involved in Carers Week and marking Carers Rights Day.

### Deprivation

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.

Coventry residents are worse off having seen a decrease in their pay together with an increase in the cost of living. Estimates also suggest that welfare reform has cost the local economy £112m per year, and disproportionately affected poorer areas in the city.

Changes to housing benefit have disproportionately affected people in private rented accommodation; couples and disabled people. Foleshill continues to have the highest rate of jobseekers allowance claimants in Coventry (4.1%) compared to 0.4% in Wainbody.

The number of households who were accepted as statutorily homeless has gone up to 635 households as compared to 551 for the previous year.



## Globally connected

Promoting the growth of a sustainable Coventry economy

The Council has made it a key priority to promote the growth of a sustainable Coventry economy and making sure that residents share in the benefits of growth. The equality dimensions are explored in this section of the report.

### Supporting businesses to grow & raising the profile of the city

The Coventry and Warwickshire Growth Hub offers tailored advice and support to business owners in Coventry, with the aim of removing barriers to growth in local businesses – creating local jobs for local people. In 2014/15, 19% of businesses engaged by the Growth Hub had female contacts; and 23% of Coventry businesses dealt with by the Growth Hub are based in the city's most deprived wards of Binley and Willenhall, Foleshill, Henley and Longford, helping create jobs and economic activity in those areas.



**GrowthHub**

### Creating the infrastructure for the city to grow & thrive; developing the city centre for the 21<sup>st</sup> century

The Council has secured millions of pounds of investment from the European regional development fund to improve the city's road networks as well as the city centre public realm. These works makes the city more attractive and more accessible for disabled people. Through the access development group, local disabled people played a role in shaping the plans, eliminating the barriers that prevent disabled people from accessing city centre venues. This year, the group worked to improve city centre mapping; raise awareness of route closures whilst development works took place; helped with appropriate signage to ensure wheelchair users were able to get to the railway station whilst the bridge deck was completed; and helped with the installation of an improved pedestrian island at the Whittle Arch and two zebra crossings in Fairfax Street. In the coming year the group will be involved with improvements to the design of the Council House pedestrian crossing, which will enable a visually impaired person to interact with the crossing via a smartphone app.



• The new Cathedral Lanes restaurant quarter, where all units are accessible from the ground floor.

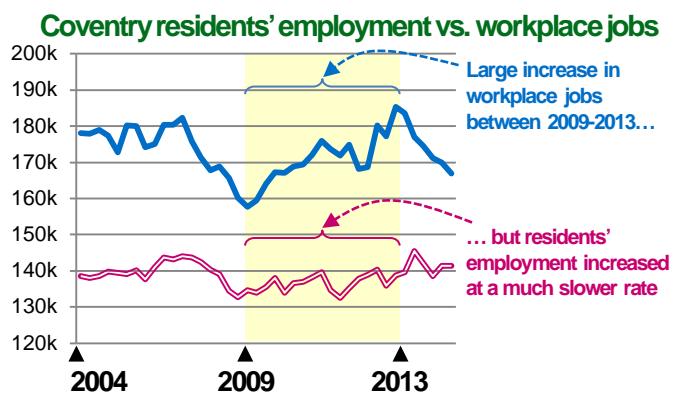
### Helping local people into jobs

There are good signs that the economy is recovering: workplace jobs and employment levels have risen while unemployment has fallen to its lowest levels since 2008. However, while more people are in work, wages have gone down.

#### Increase in workplace jobs

In 2009-2013, a substantial number of jobs were created. However there are some concerns that residents are not getting these jobs and one survey suggests workplace jobs declined in 2014.

Annual Population Survey/Business Register & Employment Survey/Job Density



### Low, but recovering employment rate

In the year to March 2015, 143,900 residents were in employment. Coventry's employment rate has recovered from a low of 62.4% in April 2012-March 2013 to 65.5% in April 2014-March 2015. This is still 4.7% below the West Midlands rate (70.2%) and 7.2% below the England rate (72.7%). This is mostly due to the higher number of Coventry's student population (24,900 students), which make up 39.1% of the city's economically inactive population compared to the Great Britain average of 26.5%. There remains a gender gap in employment, with 13,500 more males in employment than females; a gap of 9.6%. Over the past year, this gap has narrowed as the female employment rate has increased but the male employment rate has decreased.

### A gendered pattern to unemployment

In April 2014-March 2015, 11,100 residents were unemployed, a rate of 7.2%. This is down from a peak of 15,000 (10.2%) at the height of the recession in 2011, and is the lowest rate since 2008. However, unemployment remains higher than the West Midlands (6.4%) and Great Britain (6.0%) averages.

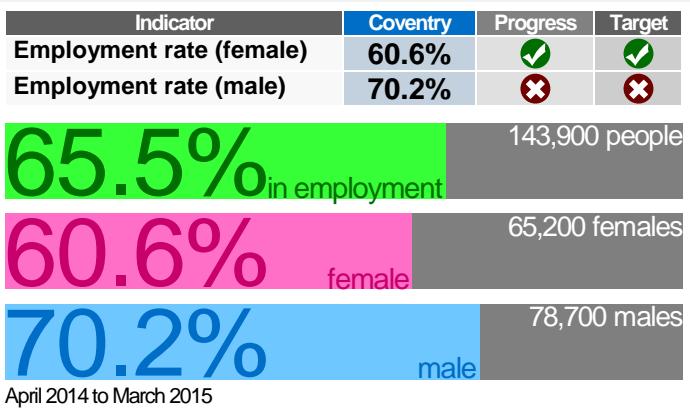
Unemployment in Coventry has a gendered dimension, with more unemployed males (6,400) than females (3,900) – a gap of 1.8%. Indeed, while Coventry's female unemployment rate (5.7%) is similar to the Great Britain average (5.8%), Coventry's male unemployment rate is significantly higher, at 7.5% compared to 6.1%. This result in a gender gap of 1.8% compared to 0.3% nationally.

### Fewer jobseekers allowance claimants

Coventry's jobseekers allowance (JSA) claimant count in July 2015 was 4,571 – a rate of 2.1% of working aged residents. This is better than 3.0% (6,623) a year ago. However, changes to JSA rules, eligibility and support programmes mean that JSA has increasingly drifted away from the unemployment rate. While Coventry's JSA rate remains worse than Warwickshire (1.2%; 3,088) and the United Kingdom (1.9%), Coventry has seen a larger reduction in JSA claimant rates than Warwickshire (down 0.4%, from 4,665), West Midlands and the United Kingdom. Indeed, Coventry's JSA claimant count is at its lowest since records began. Reflecting the higher level of male unemployment, there are more male (2,920) than female (1,651) claimants.

### JSA claimants and equality groups

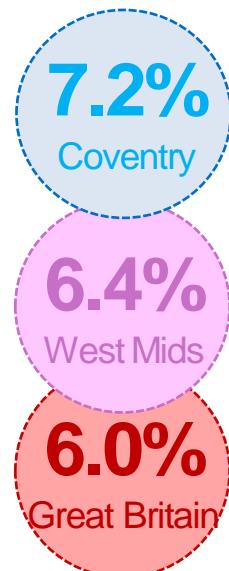
Nationally, the key areas of concern are around long-term JSA claimants, and young JSA claimants: Coventry appears to be doing comparatively well on both measures: The majority of claimants (58%, or 2,640) have claimed JSA for up to six months; and the rate of those claiming over six months is comparable to the Great Britain average. Among young people, there were 770 JSA claimants aged 18-24 in Coventry, a rate of 1.7%; much lower than the West Midlands rate of 2.8% or the Great Britain average of 2.4%. Only 65 (0.1%) young



### Unemployment

Unemployment has fallen but remains higher than regionally or nationally

Coventry's male unemployment rate is higher than the national average:



The female rate is slightly lower than the national average:



Nomis, July 2015

### JSA Claimant Count

4,571



2,920 1,651

people claimed for over 12 months, compared to the Great Britain average of 0.3%. However, the number of young people who are not in education, employment or training remains higher than average, at 6.8% in Coventry compared to 5.8% in similar local authority areas.

Through the Coventry Partnership, the Council is working with its partners to better understand the equality impact of welfare reform – including changes to JSA eligibility criteria – on different groups of people, ensuring that welfare support is available to people in most need.

#### JSA claimants and deprivation

There are differences in JSA claimant rates by wards, reflecting the different levels of inequality in the city. The inequality gap between wards has narrowed, from a 5.1% gap in July 2014, to a 3.7% gap in April 2015. Foleshill continues to have the highest rate of JSA claimants in Coventry, at 4.1%, compared to 0.4% in Wainbody.

#### Stagnant wages

While unemployment and the numbers claiming jobseekers allowance have fallen, there have not yet been corresponding increases in wages: in 2014, the median Coventry pay was £20,849, a reduction mirroring regional trends. Male median annual pay has seen a larger fall (-6% to £25,147 per annum) than female (-4.2% to £16,225). The large difference between the median average male and female pay reflects significant differences in the numbers of hours worked by male and female workers.

#### Supporting people into work

The jobs and growth strategy focused on supporting young people into employment. Nearly 300 young people who were not in education, employment or training have been supported by the Council into work, further education, self-employment or another positive outcome.

Social benefits have been delivered by linking suppliers with local schools. Through social value considerations the Council has encouraged education to employment links to boost the confidence and to raise awareness of various career options for young people. 1,200 young people either went on a site visit or attended a careers related event by one of our developers during the year. The social value policy frameworks have benefitted local companies and local people; for instance, a contract with Scape minor works has led to employing more than 25 local people to deliver the work via subcontracting.

Young people's skills have been developed via the Shared Apprentice Schemes on some of our bigger construction projects including Friargate Bridge, AT7 Centre extension, Transport Museum Extension, public realm projects as well as other projects delivered via Section 106 funding.

Nearly 500 families with complex needs engaged with the Council's employment service and 220 individuals from these families were helped to gain work.

## NEETs (16-19 year olds)



Indicator	Coventry	Progress	Target
JSA claimant rate (overall)	2.1%	✓	✓
JSA claimant rate (18-24)	1.7%	✓	✓
% point difference in JSA claimants by ward	3.7%	✓	✓
NEETs (16-19 year olds)	6.8%	✓	✓

#### Median annual pay



During 2014/15 the employment support service supported 41 people into employment (11 people with a learning disability, 2 with a physical impairment and 28 with severe mental health difficulties). In addition the service supported 38 people to gain work experience (12 people with a learning disability, one with a physical impairment and 25 with severe mental health difficulties). The service received 75 new referrals during the year and at any one time was supporting an average of 100 people to remain in employment. The construction shared apprenticeship scheme, developed in partnership with local construction companies, continues to make good progress with 12 new starters this year taking the total number of apprentices supported by the scheme up to 42. However, recruiting female apprentices to the construction shared apprenticeship scheme remains a challenge – last year only one of the 12 apprentices recruited was female. The Construction Shared Apprenticeship Scheme targets females by going into schools and speaking to pupils of both genders. More specifically the scheme manager is visiting Tile Hill Wood girl's school to talk to the female students about the scheme. A bid is currently being put together for Youth Employment Initiative funding which will support an additional 20 apprentices whereby the Council intends to support priority groups including females into the sector.

## 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.

*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.*

Indicator	Coventry	Progress	Target
Median annual pay-full time (female residents)	£22,118	✗	✗
Median annual pay-full time (male residents)	£27,448	✗	✗
Gender pay gap (residents)	16.2%	✗	✗

All figures provisional

### Median annual pay 2014



£27,448

male



£22,118

female

Full-time median annual pay in 2014 has gone down.

### Gender pay gap

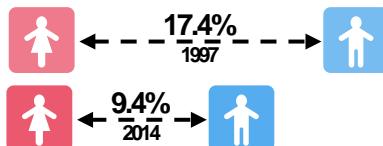
Nationally, the gender pay gap, that is, the differences between male and female full time median hourly pay (excluding overtime or bonuses), has narrowed significantly, from 17.4% in 1997 to 9.4% in 2014. However, the gender pay gap is bigger in the West Midlands (11.2%) and Coventry (16.2%). The gap has increased from 15.0% in 2013 because male full time median hourly pay has gone up from £13.20 to £13.34, while for females it has gone down from £11.22 to £11.18.

There are large variations in the gender pay gap by age: nationally, among younger workers aged 22-39, there is a negative gender pay gap of -1.1%, that is, the average young woman earns more than their male equivalent; but among older workers aged 50-59 a gender pay gap of 17.9% persist. Applying this profile to Coventry would suggest a local gap ranging from 6.4% (for 22-29 year olds) to 24.1% (for 50-59 year olds). The Office for National Statistics says the gap is "likely to be connected with the fact that many women have children and take time out of the labour market" – a motherhood pay gap.

The gender pay gap is primarily explained by educational qualifications and occupation. Among older workers aged 40+, more males have a degree than females enabling

### Gender pay differentials

Nationally, the gender pay gap has narrowed considerably.



In fact, the average 22-29 year old female is not only better qualified, but also earns more than their male counterparts.



However there remains a large pay gap for female workers aged 40 and over. This is because fewer older women have a degree, and people who had a career break miss out on promotion opportunities – a motherhood pay gap.



As girls increase their lead at every stage of education from the early years to GCSE and A Levels; and with more women than men graduating from university, a new gender gap is emerging with unskilled men.

them to secure more highly paid jobs. Among younger workers under 40, this is reversed, with more females holding higher level qualifications than their male counterparts. Over time, this should reduce the gap. Indeed the growing educational gender gap at every stage of education, and in the higher numbers of women graduating from university, the negative gender pay gap may grow.

In terms of occupation, the most highly paid careers remain male-dominated; for instance 81% of science, research, engineering and technology professionals are male, and they get paid 1.74 times the median wage. In contrast, in feminised sectors of the economy like secretarial occupations, 93% are female and they get paid just 67% of the median wage. There are exceptions, however: females dominate both the well-paid health (79%) and teaching and educational (65%) professionals sectors (1.5 times median wage). The larger gender pay gap in the West Midlands is explained by the comparatively high proportion of jobs in the male-dominated and reasonably well-paid skilled trades, process, plant and machine operatives and elementary occupations – reflecting the region's heritage as a manufacturing centre.

### Credit Unions

Credit unions are not-for-profit financial institution dedicated to serving the needs of its members. They provide an alternative to banks or building societies and high-interest loan providers. The Council has made increasing membership of credit unions a priority as it improves access to finance for most vulnerable people. The Council's grant aid agreements with Coventry's New Central Credit Union and Coventry and District Credit Union have helped them expand into more prominent locations, train volunteers and increase their membership.

### 29% of children in Coventry live in poverty

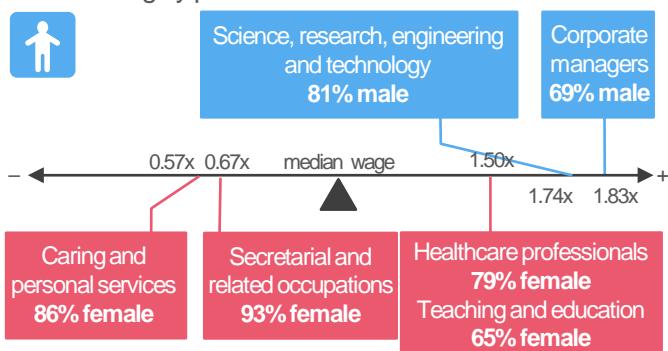
The end child poverty campaign's latest data on the percentage of children in relative poverty (low-income families) after housing costs, published in October 2014, suggests that in 2013, 29% of Coventry children overall are in relative poverty after housing costs (18% before housing costs) compared to 25% nationally. There are however inequalities between wards, with St Michaels and Foleshill wards most affected with 47% and 45% of children in poverty after housing costs respectively, compared to just 9% in Earlsdon.

### Impact of welfare reform

The government introduced a shake-up of the welfare system in April 2013 to tackle rising costs, simplify the

## Occupational pay differentials

The most highly paid careers remain male-dominated.



The more feminised sectors of the economy tend to remain lower paid, with some exceptions.

*"In business and the law, the gender pay gap remains wide and even short spells out of the workforce are severely penalised, meaning that motherhood can exact a heavy price."*

— The Economist, 7 March 2015

The Fawcett Society, a group that campaigns for equality between men and women, suggests that the gender pay gap can be addressed by lifting the national minimum wage; increasing opportunities for quality flexible and part-time working; holding gender pay audits; increasing maternity and paternity pay to recognise the value of caring work; improving the quality and affordability of childcare; and addressing occupational segregation.

## More Credit Union members!

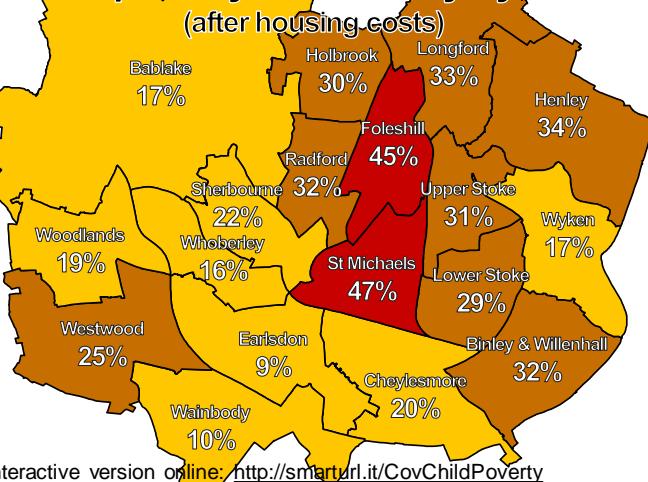


Adult members 31%

Junior members 5%

Growth in active Credit Union membership at NCCU & CDCU in the past 20 months (Sep 2013 to May 2015). Dormant members (inactive for 6+ months) excluded.

## Child poverty in Coventry by ward



system, and, in its view, incentivise people into work. One year on the impact of welfare reform has impacted across a multitude of equality groups: the introduction of a cap on benefits has disproportionately impacted claimants who are female, have children, are large families, are from a black and minority ethnic group or are out-of-work; the under occupancy reductions ("bedroom tax") have disproportionately impacted black and minority ethnic claimants; and JSA claimants who are young, male or Black and of minority ethnic origin are more likely to be sanctioned by the DWP.



The Council has published a report on the impact of welfare reform one year on and the impact on different equality groups on [Facts about Coventry](#) and the [equalities](#) web pages.

### Increasing the supply, choice and quality of housing

#### Housing with care

Housing with care is the provision of self-contained flats with access to on-site care and support based on assessed need. It helps support individuals to remain independent for as long as possible. The Council provides 315 flats across 10 internal schemes, and also commissions 248 places from 6 independent sector schemes. A new scheme, the Earlsdon Retirement Village, will open in Autumn 2016 and will provide a further 262 places in Coventry across a range of tenures, including outright sale. The Council has agreed nomination rights for 52 flats at the scheme.

#### Disabled people

The Council aims to help disabled people to live in their own homes where feasible. This may include providing grants through the disabled facilities grant to enable disabled people to have access in and around their home.

#### Coventry Homefinder

As at 1 September, there are 13,873 households registered with Coventry Homefinder, the choice-based letting system by which social housing is allocated. Of these, 1,662 (11.9%) were in priority need including 218 in Band 1 which includes those who are statutorily homeless, severe overcrowding, fleeing violence, harassment or abuse; and 1,444 in Band 2 which includes those who have housing needs due to health difficulties, health and safety hazards and to prevent homelessness. This compares to 14,083 on 1 April including 1,568 in priority need (11.1%; 120 in Band 1 and 1,488 in Band 2).

#### Larger family homes

### Council Tax Bands



The Council wants to encourage the development of larger family homes to meet the needs of Coventry's growing population. Historically, the city has had many properties in the lower Council Tax bands (A and B), with people moving into larger homes in neighbouring areas as their incomes rise. The Council is encouraging developers to build large family homes in good neighbourhoods where people aspire to settle down and raise their families. As at 31 March 2015, 40,484 properties are in Council Tax bands C to H, representing 29.25% of the Council Tax base, a 0.22% increase from 22 May 2014.



### Increasing the range of opportunities for people to access arts & culture, sports & leisure; music & events and other activities

#### City of Culture 2021 bid

To capitalise on the city's cultural offer, the Council is working with a steering group which includes artists, cultural leaders, business leaders, the two universities, senior councillors and local faith representatives to develop a bid for Coventry to become the UK City of



Culture in 2021. The group will lead work this year to research and develop the bid, with a fundraising drive in 2016 and a final bid to the Department for Culture, Media and Sport in 2017, who are likely to shortlist up to four top cities.

### **Belgrade Theatre**

In 2014/15 there were 150,919 audience members at the Belgrade Theatre productions and shows, a 7% reduction from the previous year. 45% of audiences coming from the targeted priority postcode areas; and 4.2% reported a disability. The Belgrade's community and education work, including workshops, rehearsals and community performances involved 12,875 participants in 2014/15. A free ticket offer was in place for 17% of shows with 684 tickets taken up, of which 20% were new audiences and 76% were from priority areas.

### **Herbert Art Gallery and Museum**

The Herbert Art Gallery and Museum saw 254,420 visitors in 2014/15, an 11% increase on the previous year. November 2014 was particularly popular with 41,685 visitors. The Herbert-managed Lunt Roman Fort saw 7,737 visits, and the Priory Visitors Centre saw 28,649 visitors. The museum's community and education work involved 11,441 children from 259 schools visiting the museum.

### **Coventry Transport Museum**

The Coventry Transport Museum saw 317,919 visitors in 2014/15 – with August 2014 being particularly popular with 46,970 visitors. Numbers are 30% down from previous year, but this is because the museum was closed for refurbishment for a significant portion in this time period. The museum's community and education work involved 9,241 children from 217 schools visiting the museum. This year, the museum has seen an £9.5m revamp, upgrading galleries, exhibition, and engagement spaces. The museum is also fully accessible with ramps and lifts in place.

### **Coventry Godiva Festival**

The Godiva Festival is the UK's biggest free family music festival. The 2014 festival saw 125,500 visits – and the 2015 festival saw 141,000 visits.

In addition to the music from top bands and musicians, the event is designed to be family-friendly, with a family field with events for children; and also disabled-friendly with electric scooters and manual wheelchairs available for the use of disabled, elderly and mobility impaired visitors to the show.

# **Arts and culture**

**45%**

of audiences come from a priority postcode area

Belgrade  
Theatre  
Coventry

## **Herbert**

Art Gallery & Museum, Coventry

community & education work involved...

**11,441** children from  
**259** schools

COVENTRY  
Transport  
MUSEUM

community & education work involved...

**9,241** children from  
**217** schools



COVENTRY  
**GODIVA**  
FESTIVAL





# Locally committed

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

## Create an attractive, cleaner and greener city

### Maintaining the street scene: cracking down on fly-tipping

The worst wards affected by fly tipping are Hillfields, Foleshill and Upper Stoke. Hillfields accounts for approximately 30% of fly-tipping in the city; Foleshill accounts for 20%; and Upper Stoke accounts for 10%. A lot of the fly tipping tends to be bulky household waste on the footpath.

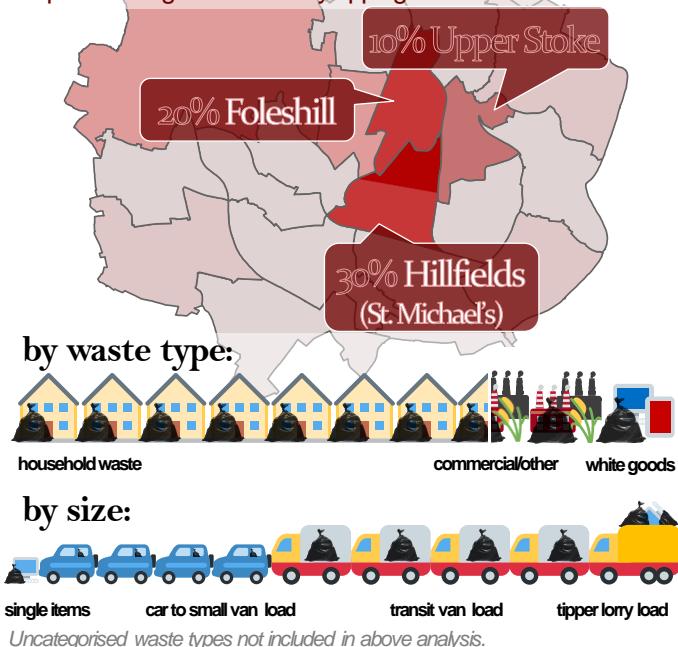
The Council routinely uses the 'hot streets' initiative to target those parts of the City that suffer most from fly tipping. This is a combination of actions where the Council obtain evidence from residents as to who is fly tipping, tackle accumulations of waste in gardens and seek to educate local people in how dispose of their waste in the correct way. There could be a link to resident turnover, as people generally throw out more bulky waste when leaving a property. As Hillfields, Foleshill and some areas of Upper Stoke have more of a transient population they are more likely to get fly tipping.

The analysis on the right sets out the proportion of waste by type and by size: by type, 65% of fly-tipped waste is household waste; and by size, 40% are transit van load sized, and another 40% are between a car and small van sized load.

Indicator	Coventry	Progress	Target
Fly tips reported in the city	2,811	✗	✗

**60% of fly-tipping takes place in three wards.**

Fly-tipping, the illegal dumping of waste or rubbish, affects the whole city, but it is more of a problem in some parts of the city than others. Areas with high turnover of residents tend to experience higher levels of fly-tipping.



## Make communities safer together with the police, to reduce crime and anti-social behaviour

### Fewer crimes in priority locations

In 2014/15, 14,339 crimes were recorded in priority locations. This compares to 15,783 in 2013/14, a reduction of 1,444 incidents (-9%). Note that as not all crimes can be mapped, not all crimes are included in the above figures. Priorities for 2015/16 are domestic violence & abuse, sexual violence, sexual exploitation, child sexual exploitation, and public place violence.

Indicator	Coventry	Progress	Target
Recorded crime in priority locations	14,339	✓	✓

### Hate crime

In 2014/15 the number of incidents reported has increased by 15% to 433 (376 in 2013/14). There has been increased reporting to the Police whilst Reporting Centres have seen a reduction. It is acknowledged that hate crime is under reported therefore increasing the confidence of victims to report incidents is seen as a positive. The majority of hate crime incidents recorded across police and reporting centres are racist hate crimes. In 2013/14 there were 436 recorded incidents of hate crime in schools. This equates to 9.36 incidents per 1,000 pupils.

Indicator	Coventry	Progress	Target
<b>Recorded offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of...</b>			
...disability	12	N/A	N/A
...race/ethnicity	323	N/A	N/A
...sex/gender/transgender	2	N/A	N/A
...sexual orientation	26	N/A	N/A
...religion or belief	12	N/A	N/A
...not stated	58	N/A	N/A

## Female Genital Mutilation (FGM)

In 2014/15, there were a total of 6,218 births at University Hospitals Coventry and Warwickshire (UHCW) midwifery services. 77 women were found to have been affected by FGM; that is, 1.2% of all deliveries. Data from across West Midlands Police shows that there were 135 referrals for FGM, of which 80 were from Coventry (59%). These figures may be due to the well-established referral processes and reporting procedures established in Coventry or it may indicate that there is a high incidence of FGM amongst the communities that reside here.

The Council has commissioned a dedicated service for two years to provide bespoke training and education to professionals and communities, in order to build knowledge and resources to reduce the prevalence of FGM in the city.

## Tackling FGM

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.

## Improving educational outcomes by working with schools to continue to improve standards

### 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, that is, those eligible for pupil premium, have seen an improvement in performance to 68%, that is, an 8% gap, compared with 10% last year. However, children with special educational needs continue to perform poorly – with only 36% achieving a good level of development, a 40% gap in 2014, same as in 2013.

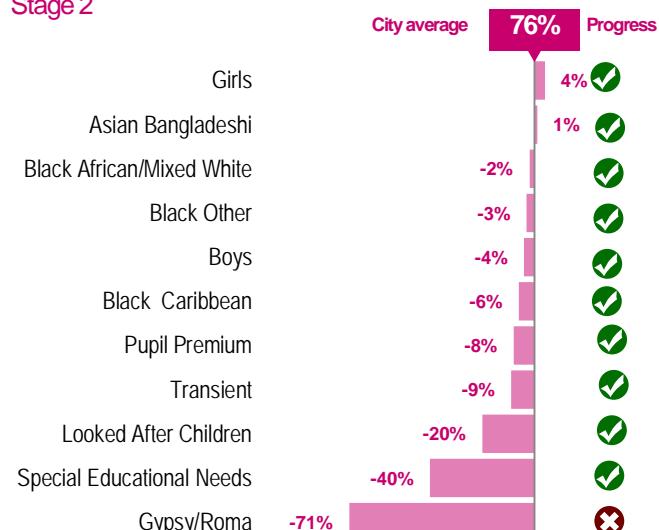
### Secondary education

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 is measured: while a pupil may retake an exam, only their first entry in each subject counts towards school performance tables.

The sub-group analysis compares “best entry” scores – Coventry’s best entry average is 56.8% (nationally, the “best entry” average is 59.6%). Girls continue to outperform boys at GCSE: Coventry girls’ average score of 60.5% is slightly below the previous year at 61.9%, and is better than the national average for girls at 60.0%. However, at 50.9%, the average score for Coventry boys lags 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). This is comparable to the national average of 15% (44.6% gap). Although children with special educational needs continue to do relatively poorly with only 26.9% getting five good GCSEs (29.9% gap), this is better than the national average of 22.2% (37.4% gap).

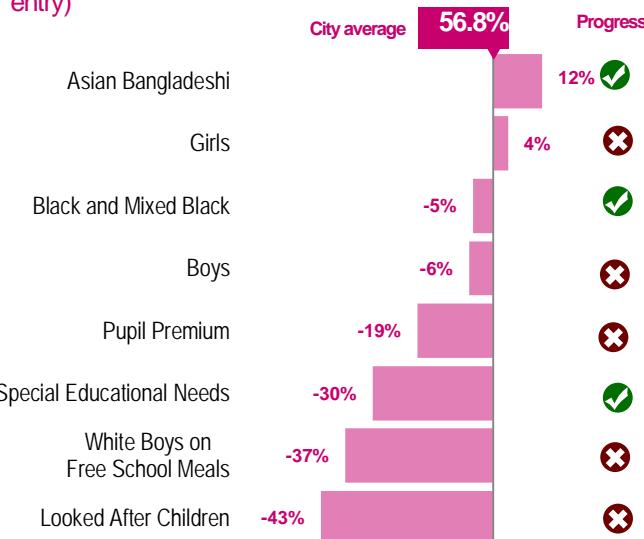
### Key Stage 2

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



### Key Stage 4

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



### Protecting and supporting our most vulnerable people & keeping children safe from harm

#### Looked after children

The high number of looked after children continue to place significant pressures on budgets and services. In December, the minister overseeing improvements to child protection, welcomed news of the progress Coventry was making, and the Council has set aside additional £13m for 2015/16 to support vulnerable children. The Multi-Agency Safeguarding Hub became operational in September 2014 and has improved information sharing and the speed of responses to safeguarding issues. Caseloads in the Referral and Assessment Service were reduced from approx. 42 per worker in March to 17 by September 2014 and the amount of time taken to hold a Child Protection Conference was also reduced.

#### More children adopted

70 children were adopted between April 2014 and March 2015 compared to 52 children adopted the previous year.

#### Conception rates to girls under 18

There were 227 conceptions to girls under 18 in 2013, compared to 226 in 2012. As a rate per 1,000 15 to 17 year old girls, this has gone up from 38.6 to 39.5 compared to the West Midlands metropolitan average of 30.3. Provisional figures for January to June 2014 show there were 104 conceptions or a rate of 37.7 per 1,000.

#### Child sexual exploitation

Child sexual exploitation is sexual abuse in which a child or young person is manipulated or forced into taking part in a sexual act. It usually involves exploitative situations and relationships where they may receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of performing sexual activities. It can take place through the use of technology without the child/young person's immediate recognition; e.g. being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. Often, victims are not aware they are being exploited and so cannot protect themselves.

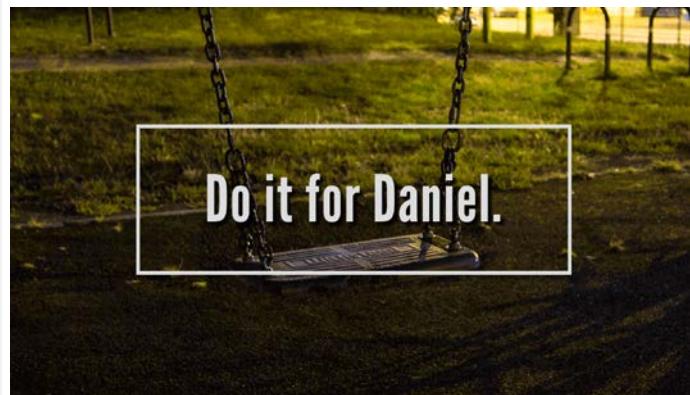
Find out about tackling child sexual exploitation in Coventry by following Coventry Horizon on Twitter [@CoventryHorizon](#) and Instagram [CoventryHorizon](#).

#### Keeping adults safe from harm

##### Safeguarding

There were 1,027 adult safeguarding alerts in 2014/15, an increase from 1,003 in 2013/14. This is within the expected range and is consistent with national figures. The vast majority (95.8%) of adults at risk feel safer following referral.

Indicator	Coventry	Progress	Target
Looked after children (rate per 10,000 under 18s) provisional	86.3	✓	✓



⌚ The successful "Do It For Daniel" campaign has helped to recruit new social workers.

Indicator	Coventry	Progress	Target
Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds) 2013	39.5	✗	✗

Indicator	Coventry	Progress	Target
Adult social care users with long term support needs with a personal budget	82%	✗	✗
Adult social care users with a direct payment	20.4%	✓	✓

## Living with Dementia

Coventry's first dementia strategy was launched in October 2014 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 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 2014/2015, £21.4 million has been 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.

The Council has historically provided day opportunities to people who have learning disabilities. Day services support people with learning disabilities to be independent, socially active and part of the local community whilst also enabling people to maintain and regain skills such as work, education and community activity. Day opportunities also support family carers to continue caring. The Council currently runs five centre based services.

## CARE ACT

### The new Care Act sets out...

A general responsibility for Councils to promote people's well-being, focusing on prevention and providing information and advice

### A consistent, national eligibility criteria

New rights to support for carers, so they have the same rights as the people for whom they care

Legal right to a personal budget and direct payment

New responsibilities around transition, provider failure, supporting people who move between local authority areas and safeguarding.



## living well with Dementia

Coventry and Warwickshire

Find out more at [www.livingwellwithdementia.org](http://www.livingwellwithdementia.org)

## Coventry Learning Disability Strategy



2014 – 2017

Moving Forward

## Supporting carers

Coventry has supported carers with innovative schemes such as the carers response emergency support service, training for carers, and a dedicated information and advice service. In late 2015 the Council will launch a new carers' strategy which outlines the improvement areas the Council and its partners wants to make over the next three years, including a focus on joined up working with our partners in health and the voluntary sector to ensure that carers get access to the right support in a timely and consistent manner. This will provide a one stop shop for carer support and gives an opportunity to develop services further. This includes the local authority delegating some of its responsibility to carry out carers assessments under the Care Act 2014 as part of an 18 month pilot project.

## Carers' Week

The Council celebrates Carers' Week in June and marks Carers' Rights Day in November. The main priority is to raise awareness, help identify carers and ensure they have access to quality information about their rights and the support available to them. The Council also supports our employees by promoting carer friendly policies and providing drop in sessions for staff who are carers.

## Carers Trust

Two of our main care providers, Crossroads Care and Coventry Carers' Centre merged this year to form a new organisation called Carers Trust Heart of England in June 2015.

### Improving services for people experiencing domestic violence and abuse (DVA)

In 2014/15, 5,849 people experiencing DVA were known to the police, up from 5,359 last year. The increase in reporting is welcomed as this is the result of recent improvements in identification and recording of incidents logs as well as a drive to encourage victims to report domestic violence abuse to the police. It is acknowledged that domestic violence abuse is greatly under reported therefore increases are considered positive.

However, repeat victims of DVA reported have also gone up by 2% to 10.5%.

There is a partnership approach to DVA in Coventry, and a new single point of access service was launched in September 2014. This increases provision for women and children, in particular, older children; and introduces support for men.

In 2014/15 34.4% of domestic incidents reported to Coventry Police involved children. The method used to calculate this indicator only identifies whether children were present but not the actual number of children present.

#### Sexual assaults

In 2014/15 383 clients were seen (across Coventry & Warwickshire) by the sexual assault referral centre. This is a 38% increase from 276 last year. In 2014/15 there were 83 Coventry referrals from the police, 25 self-referred, and 3 from children's services. There are a total of 111 referrals this year compared to 67 the previous year. Overall, of the clients seen, 341 clients (89%) were female; 149 clients (39%) were under 18, and the majority (211, 55%) of alleged offences were rape.

Indicator	Coventry	Progress	Target
Domestic violence incidents involving children	34.4%	✓	✓
Domestic violence/abuse victims known to the police	5,849	N/A	N/A
Referrals to the Sexual Assault Referral Centre	383	✓	✓

### Coventry Domestic Violence & Abuse Services by numbers

890 referrals to Refuge

340 admitted to Refuge community-based service

87 admitted to accommodation services

1,932 calls to the helpline

602 children admitted to community-based service

284 children open to social care

102 children with a multi-agency CAF assessment



↑ 9%

DVA reports to police

improving understanding of hidden crimes

### Sexual assault referral centre by numbers

29%

111 of 383 clients seen across Coventry and Warwickshire are referrals from Coventry

### Preventing homelessness and helping people who do become homeless

In 2014/15, 1,065 homelessness assessments were completed. Of these, 635 households, or 59.6%, were accepted as statutorily homeless. This compares to 551 statutorily homeless households last year. 1,985 homelessness cases have been prevented during the year compared to 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 joined-up 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 access hub.

In addition, a 63 unit hostel by Whitefriars opened in May 2015 for single people who are homeless.

Indicator	Coventry	Progress	Target
Households accepted as statutory homeless	635	✗	✗
Homelessness cases prevented	1,985	✓	✓



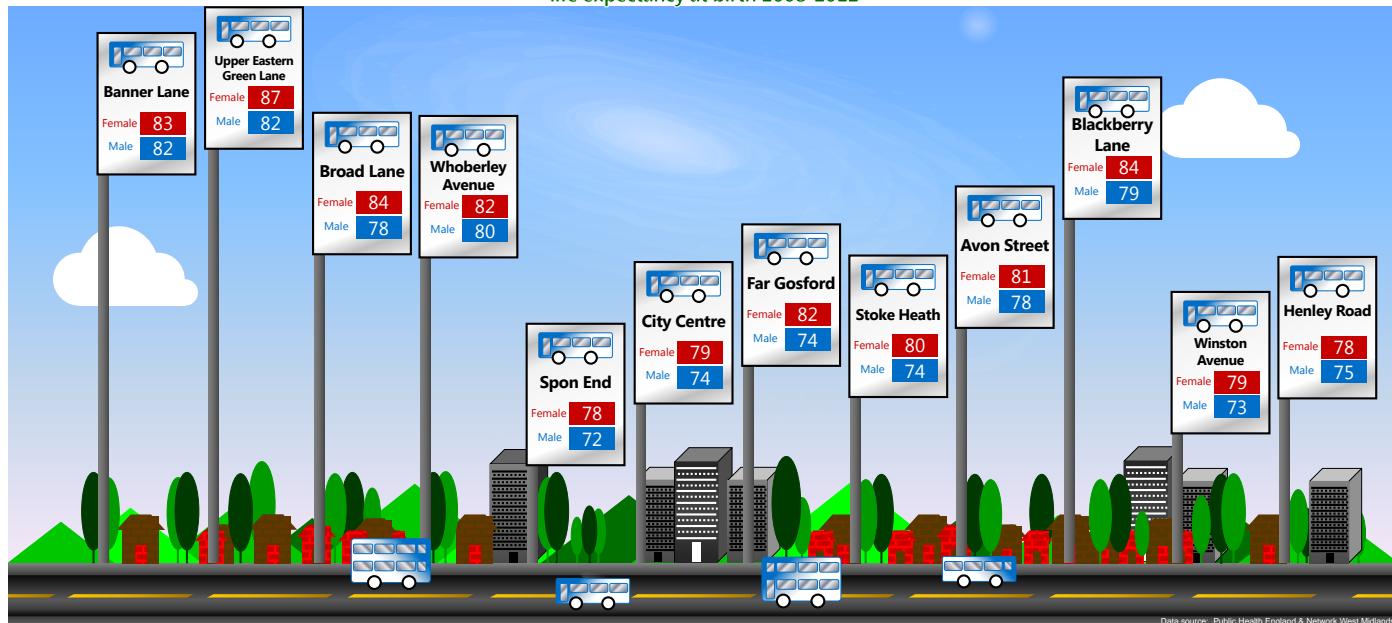
1,985

homelessness cases prevented

## Reducing health inequalities

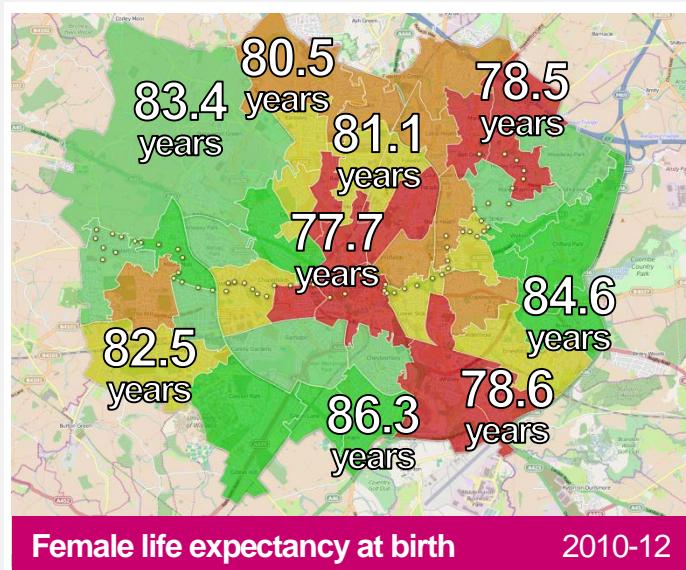
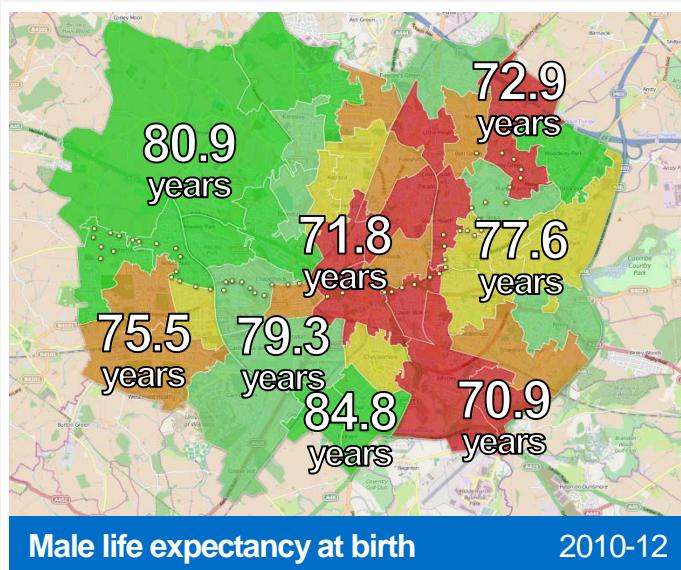
## Coventry's life expectancy along the number 10 bus route

life expectancy at birth 2008-2012



Data source: Public Health England &amp; 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>.



Indicator	Coventry	Progress	Target
Male life expectancy at birth 2011-13	78.2	=	=
Inequality in male life expectancy 2011-13	9.8	=	=
Male healthy life expectancy at birth 2011-13	61.4	=	=

Indicator	Coventry	Progress	Target
Female life expectancy at birth 2011-13	82.4	=	=
Inequality in female life expectancy 2011-13	8.5	=	=
Female healthy life expectancy at birth 2011-13	62.6	=	=

### 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.

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 Asian Indian, Chinese, Black Caribbean, White British children and girls is better than city average.

The first few years of life have the greatest impact on a child's education attainment and their future health and wellbeing. To maximise the life chances of Coventry children, the Council has a new citywide acting early programme which integrates community midwifery, health visiting and children's centre services. This provides a universal core offer to children aged 0 to 5 and additional support to those who are in need or particularly vulnerable.

#### Breastfeeding

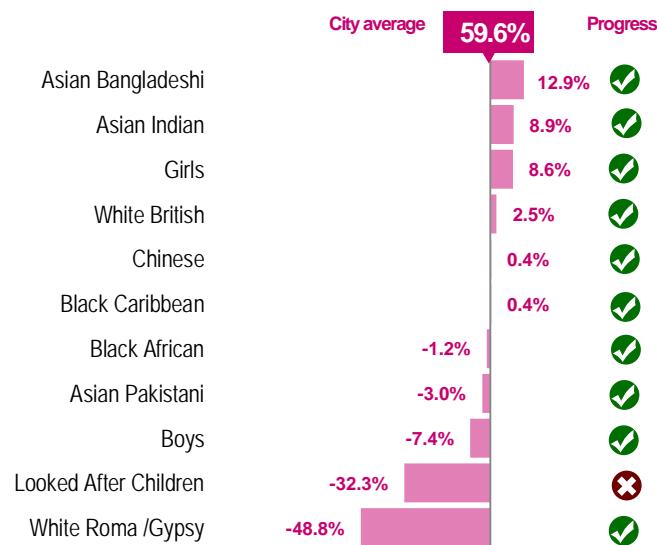
Across the Coventry and Rugby clinical commissioning group area, 43.6% of infants checked were totally or partially breastfed at six to eight weeks after birth in April to December 2014, compared to 42.8% in the year to March 2014. The infant team reported 779 referrals from April 2014 to March 2015 (last year it was 643). A range of services are available for breastfeeding mothers including support groups, 'parentcraft' sessions and 'hands-on' antenatal education. 1,500 families are supported through the groups every year including 250 families supported by 'parentcraft' and 'hands-on' sessions. This year the infant feeding team worked with children's centres and Coventry University to develop a breastfeeding app for smartphones.

#### Smoking

In 2014/15, 12.3% of new mothers were found to be smoking at the time of delivery; this is fewer than 13.0% in 2013/14. 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

#### 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



Indicator	Coventry	Progress	Target
Breastfeeding rates at 6-8 weeks	43.6%		

Coventry and Rugby, April to December 2014



Find out more at [www.coventry.gov.uk/breastfeeding/](http://www.coventry.gov.uk/breastfeeding/)

Indicator	Coventry	Progress	Target
Mothers who smoke at time of delivery	12.3%		

reduced prevalence of smoking and the increasing popularity of e-cigarettes.

## Reducing health inequalities: adults and older people

### Working towards becoming an age friendly city

Funding has been secured to develop and implement the World Health Organisation's Age Friendly Cities initiative in Coventry. In partnership with Age UK Coventry, Coventry University, a programme manager has been appointed. Two Coventry Older Voices members have been appointed to the board that oversees the programme. Extensive research has been carried out to determine need. This has included a Stakeholder Engagement event and a workshop, both attended by Coventry Older Voices members. The themes that have been identified and prioritised are: social participation, transport, and communication and information.



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

### 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.

### Injuries due to falls

The rate of falls in people aged 65 and over per 100,000 has increased from 2,484 in 2012/13 to 2,870 in 2013/14. Both male and female rates increased; the female rate increased to 3,333 and the male rate increased to 2,407 per 100,000.

Indicator	Coventry	Progress	Target
Injuries due to falls in people aged 65 and over (rate per 100,000) 2013/14	2,870	✗	✗



# Delivering our priorities with fewer resources

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.

As of 31 March 2015, the Council had **5,778** contracts (excluding schools and casual posts) of which 4,054 (70.2%) were female; 945 (16.4%) from BME groups; and 334 (5.8%) declared a disability.

In senior management positions there were 56 (50.45%) female and 7 (6.31%) 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.

### Equal pay audit

The Council conducts an equal pay audit to help ensure that its pay systems are free from bias. Across all grade ranges, just over 70.5% 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 earn more than female Council employees.

As the Council's pay grades cover different roles within each pay grade, it is also important for the pay audit to compare variation in pay within each pay grade. The audit for March 2015 payroll of employees confirmed that there is no significant variation in pay between male and female staff of the same grade.

### British Sign Language

16 Council employees went on the British Sign Language course which ran from January 2015 to March 2015.

### Reasonable adjustments

Reasonable adjustments can have a great impact on the working lives of disabled employees. In some cases it can be a lifeline between being able to sustain employment or not. The Council has put together golden rules to help managers support employees who need a reasonable adjustment. Further work is being done to ensure that managers record what they agree with the employee.

### Mental health

81 employees took part in mental health training delivered by Mind, the mental health charity. Following the training event, more managers have contacted the occupational health and counselling service asking for help and advice on dealing with mental health issues with their staff.

Indicator	Coventry	Progress	Target
Number of employee contracts (excluding schools and casual posts)	<b>5,778</b>	N/A	N/A
% of the workforce which is female	<b>70.2%</b>	N/A	N/A
% of senior managers (above Grade 10) who are female	<b>50.45%</b>	N/A	N/A
Black and minority ethnic (BME) representation in the workforce	<b>16.4%</b>	N/A	N/A
BME representation in senior management (above Grade 10)	<b>6.31%</b>	N/A	N/A
Employees who have declared a disability	<b>5.8%</b>	N/A	N/A

## OUR WORKFORCE

**5,778**  
contracts



Females make up...

**7 in 10**  
of our workforce

**50%**  
of our managers

Black/minority ethnic groups make up...

**16%**  
of our workforce

We will have new conversations with residents, communities and partners, enabling them to do more for themselves by:  
**Encouraging residents to become active citizens**

### Enabling them to self-serve by maximising the use of new technology

The one-stop customer services centre at Broadgate is expected to open in late September 2015. The centre is designed to be accessible for vulnerable people, is a designated safe space for people with learning disabilities, and will have baby changing facilities and space for breastfeeding mothers. The Council is making it easier for people to do business with us at a time convenient to them, by making more services available online. This will make it easier for people with limited mobility to access services – including disabled people and older people; and also free up face to face and telephone access for those who still need it. The Council is also improving its understanding of customers, which will make it easier to identify and address equality impacts.

### Early intervention for families who need it

The common assessment framework assessment is a way of working out what extra support a child may need and how best to provide it. It can help ensure that children get the early intervention and support they need, which may help reduce the need for social care interventions. In 2014/15, 1,964 assessments were completed, of which 60% (1,181) were closed with all actions complete. Whilst this is still missing the operational target of 70% it is an improvement from 48.9% reported for the previous year.

### Troubled families: turning lives around

The troubled families programme has successfully worked with 634 families in Coventry. Positive outcomes include improvement to school attendance, fewer incidences of anti-social behaviour or youth offending, and more work opportunities identified. Coventry has been invited to be an early starter for the phase two expanded troubled families programme.

### Enabling people to exercise choice and control

The commissioning and personalisation plan aims to enable people in most need to live independent and fulfilled lives with stronger networks and personalised support. The new Care Act came into operation in April 2015, giving local authorities a general responsibility to promote people's wellbeing, focusing on prevention and providing information and advice.

Indicator	Coventry	Progress	Target
Move to online transactions	16.16%	✓	✗
Reduction in face to face contact and telephone contact	12%	✓	✗

### COMMON ASSESSMENT FRAMEWORK

**1,964** assessments in 2014/15

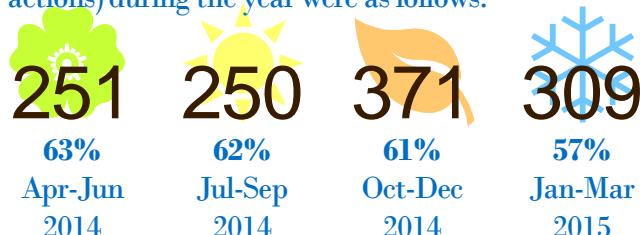
of which...

**60%** action plan completed with no further actions

**27%** referred to social care

**13%** action plans still being completed

The number of CAFs (and % closed with no further actions) during the year were as follows:



Indicator	Coventry	Progress	Target
CAFs closed with all actions complete provisional	60%	✓	✗

Indicator	Coventry	Progress	Target
Adult social care service users who have control over their daily life	78.2%	✗	✗



# Table of equality indicators

Number	Title	Previous performance	End of year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Globally connected								
El 1.01a	Employment rate (female residents)	57.1% Apr 13-Mar 14	60.6% Apr 14-Mar 15	WMR 65.1% Apr 14-Mar 15	GB 67.7% Apr 14-Mar 15	✓	↑	✓
El 1.01b	Employment rate (male residents)	73.6% Apr 13-Mar 14	70.2% Apr 14-Mar 15	WMR 75.3% Apr 14-Mar 15	GB 77.8% Apr 14-Mar 15	✗	↑	✗
CP 1.07a	Jobseekers' Allowance (JSA) claimants (overall)	3.0% July 2014	2.1% July 2015	WMR 2.3% April 2015	UK 1.9% April 2015	✓	↓	✓
CP 1.07c	JSA claimant rate (18-24 years old)	3.1% July 2014	1.7% July 2015	WMR 2.8% July 2015	2.3% July 2015	✓	↓	✓
El 1.02	% point difference in JSA claimants by ward	5.1% July 2014	3.7% April 2015	—	—	✓	↓	✓
CP 1.07b	NEETs (16-19 years old)	7.4% December 2013	6.8% December 2014	WMR 5.4% December 2014	4.1% December 2014	✓	↓	✓
Reducing the impact of poverty								
El 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	✗	↑	✗
El 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	✗	↑	✗
El 1.04	Gender pay gap for gross hourly earnings of employees excluding overtime (residents)	15.0% 2013 revised	16.2% 2014 provisional	WMM 8.8% WMR 11.2% 2014 prov.	9.9% 2014 provisional	✗	↓	✗
Locally committed								
CP 2.03	Fly tips reported in the city	2,508 2013/12	2,811 2014/15	All Mts 5,442 2013/14	—	✗	<2,383 2014/15	✗
Make communities safer together with the police, to reduce crime and anti-social behaviour								
El 1.05	Recorded crime in priority locations	15,783 2013/14 estimate	14,339 (-9%) 2014/15 estimate	—	—	✓	↓	✓
El 1.06	Reported offences motivated by hatred/prejudice towards a person because of their actual/perceived protected characteristic of...							
El 1.06a	...disability (disability hate crime)	24 2013/14	12 2014/15	—	—	N/A		N/A
El 1.06b	...race/ethnicity (racist incidents)	313 2013/14	323 2014/15	—	—	N/A		N/A
El 1.06e	...sex/gender or transgender (gender identity/reassignment)	9 2013/14	2 2014/15	—	—	N/A	↑ To increase reporting	N/A
El 1.06f	...sexual orientation (homophobia)	18 2013/14	26 2014/15	—	—	N/A		N/A
El 1.06g	...religion or belief	10 2013/14	12 2014/15	—	—	N/A		N/A
El 1.06h	...gypsy/traveller	2 2013/14	0 2014/15	—	—	N/A		N/A
El 1.06i	...not stated	—	58 2014/15	—	—	N/A		N/A
Improving educational outcomes by working with schools to continue to improve standards								
El 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%)							
El 1.14a	Black African and Mixed White/Black African	2% better (73%) 2013 revised	2% gap (74%) 2014	—	—	✓		✗
El 1.14b	Black Caribbean	15% gap (56%) 2013	6% gap (70%) 2014	—	—	✓		✓
El 1.14c	Black Other	0% gap (71%) 2013	3% gap (73%) 2014	—	—	✓		✗
E11.14d	Asian Bangladeshi	13% gap (58%) 2013	1% better (77%) 2014	—	—	✓		✓
El 1.14e	Transient	7% gap (64%) 2013	9% gap (67%) 2014	—	—	✓		✗
El 1.14f	Pupil Premium	10% gap (61%) 2013	8% gap (68%) 2014	—	—	✓		✓
El 1.14g	Special Educational Needs	40% gap (31%) 2013	40% gap (36%) 2014	—	—	✓		=
El 1.14h	Looked After Children	28% gap (43%) 2013	20% gap (56%) 2014	—	—	✓		✓
El 1.14i	White Roma/Gypsy	53% gap (18%) 2013	71% gap (5%) 2014	—	—	✗		✗
El 1.14i	Boys	3% gap (68%) 2013	4% gap (72%) 2014	—	—	✓		✗
El 1.14k	Girls	3% better (74%) 2013	4% better (80%) 2014	—	—	✓		✓

## Equality strategy 2014/15 end of year progress report

Number	Title	Previous performance	End of year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
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 "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	—	4.5% gap (55.1%) 2014	✓		✓
EI 1.15b	Asian Bangladeshi	10.4% better (67%) 2013	12.2% better (69%) 2014	—	4.5% better (64.1%) 2014	✓		✓
EI 1.15c	Pupil Premium	16.5% gap (40.1%) 2013	18.8% gap (38.0%) 2014	—	20.6% gap (39.0%) 2014	✗	To reduce the gap with the city average.	✗
EI 1.15d	White Boys on Free School Meals	27.7% gap (28.9%) 2013	36.7% gap (20.1%) 2014	—	30.2% gap (29.4%) 2014	✗		✗
EI 1.15e	Special Educational Needs	30.7% gap (25.9%) 202/13	29.9% gap (26.9%) 2014	—	37.4% gap (22.2%) 2014	✓		✓
EI 1.15f	Looked After Children	26.6% gap (30.0%) 2013	42.8% gap (14.0%) 2014	—	44.6% gap (15.0%) 2014	✗		✗
EI 1.15g	Boys	2.9% gap (53.7%) 2013	5.9% gap (50.9%) 2014	—	5.7% gap (53.9%) 2014	✗		✗
EI 1.15h	Girls	5.3% better (61.9%) 2013	3.7% better (60.5%) 2014	—	0.4% better (60.0%) 2014	✗		✓
	Protecting and supporting our most vulnerable people							
CP 2.17	Looked after children (rate per 10,000 under 18s)	87.0 March 2014	86.3 March 2015 provisional	WMR 73 March 2014	60 March 2014	✓	⬇	✓
CP 2.20	Conceptions to girls aged under 18 (rate per 1,000 15-17 year olds)	38.6 2012	39.5 2013	WMM 30.3 2013	24.3 2013	✗	⬇	✗
CP 2.15	Adult social care users with a personal budget (long term support only) <small>REVISED INDICATOR</small>	85% 2013/14	82% 2014/15	—	—	✗	90%+ 2014/15	✗
CP 2.16	Adult social care users with a direct payment	16.3% 2013/14	20.4% 2014/15	CIPFA 17.6% 2013/14	19.1% 2013/14	✓	17.0%+ 2014/15	✓
EI 1.07	Domestic violence incidents involving children	36.0% 2013/14	34.4% 2014/15	—	—	✓	⬇	✓
CP 2.21	Domestic violence/abuse victims known to the police (crime and non crime)	5,359 2013/14	5,849 2014/15	—	—	N/A	No target set	N/A
EI 1.08	Referrals to the Sexual Assault Referral Centre (Coventry and Warwickshire)	276 2013/14	383 2014/15	—	—	✓	↑	✓
CP 2.23	Households accepted as statutory homeless	551 2013/14	635 2014/15	—	—	✗	⬇	✗
EI 1.09	Homelessness cases prevented	1,468 2013/14	1,985 2014/15	—	—	✓	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	11.2 2010-12	9.8 years (7.5-12.1) 2011-13	WMR 9.2 years 2011-13	9.1 years 2011-103	=	⬇	=
EI 1.11a	Male healthy life expectancy at birth	60.4 years 2010-12	61.4 years (59.8-63.1) 2011-13	WMR 62.4 years 2011-13	63.3 years 2011-13	=	↑	=
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	8.6 years 2010-12	8.5 years (6.7-10.3) 2011-13	WMR 6.8 years 2011-13	6.9 years 2011-13	=	⬇	=
EI 1.11b	Female healthy life expectancy at birth	64.0 years 2010-12	62.6 years (60.9-64.3) 2011-13	WMR 62.8 years 2011-13	63.9 years 2011-13	=	↑	=
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 Bangladeshi	2.3% gap (53.1%) 2013	12.9% better (72.5%) 2014	—	—	✓		✓
EI 1.13b	Asian Indian	6.1% better (61.5%) 2013	8.9% better (68.5%) 2014	—	—	✓		✓
EI 1.13c	Asian Pakistani	8.7% gap (46.7%) 2013	3.0% gap (56.6%) 2014	—	—	✓	Revised indicator, baseline year.	✓
EI 1.13d	Black African	0.7% better (56.1%) 2013	1.2% gap (58.4%) 2014	—	—	✓		✗
EI 1.13e	Black Caribbean	14.8% gap (40.6%) 2013	0.4% better (60.0%) 2014	—	—	✓		✓
EI 1.13f	Chinese	11.9% gap (43.5%) 2013	0.4% better (60.0%) 2014	—	—	✓	Target: ⬇	✓
EI 1.13g	Looked After Children	18.6% gap (36.8%) 2013	32.3% gap (27.3%) 2014	—	—	✗		To reduce the gap with the city average. ✗
EI 1.13h	White British	3.7% better (59.1%) 2013	2.5% better (62.1%) 2014	—	—	✓		✓
EI 1.13i	White Roma/Gypsy	50.4% gap (5.0%) 2013	48.8% gap (10.8%) 2014	—	—	✓		✓
EI 1.13j	Boys	6.9% gap (48.5%) 2013	7.4% gap (52.2%) 2014	—	—	✓		✗
EI 1.13k	Girls	7.4% better (62.8%) 2013	8.6% better (68.2%) 2014	—	—	✓		✓
CP 2.26	Breastfeeding rates at 6-8 weeks (for Coventry & Rugby CCG)	42.8% 2013/14	43.6% Apr-Dec 2014/15	Arden 44.9% Apr-Dec 2014/15	43.7% Apr-Dec 2014/15	=	↑ 2% per year	✗
EI 1.16	Mothers who smoke at time of delivery	13% (12.1%-13.9%) 2013/14	12.3% (11.5%-13.2%) 2014/15	—	11.4% 2014/15	=	< 13.4%	✓
EI 1.12	Injuries due to falls in people aged 65 and over - rate per 100,000	2,484 2012/13	2,870 2013/14	WMR 2,068 2013/14	2,064 2013/14	✗	⬇	✗

## Equality strategy 2014/15 end of year progress report

Number	Title	Previous performance	End of year 2014/15 or latest data	Comparator	England	Progress	Target	Target Status
Delivering our priorities								
Council as an employer								
EI 1.17	Number of employee contracts (excluding schools and casual posts)	6,270 contracts 31 March 2014	5,778 contracts 31 March 2015	—	—	N/A		N/A
EI 1.18	% of the workforce which is female	70.9% (4,445) 31 March 2014	70.2% (4,054) 31 March 2015	—	—	N/A		N/A
EI 1.19	% of senior managers (above Grade 10) who are female	51.20% (85) 31 March 2014	50.45% (56) 31 March 2015	—	—	N/A		N/A
EI 1.20	Black and Minority Ethnic (BME) representation in the workforce	16.3% (1,023) 31 March 2014	16.4% (945) 31 March 2015	—	—	N/A		N/A
EI 1.21	BME representation in senior management (above Grade 10)	10.24% (17) 31 March 2014	6.31% (7) 31 March 2015	—	—	N/A		N/A
EI 1.22	Employees who have declared a disability	6.0% (379) 31 March 2014	5.8% (334) 31 March 2015	—	—	N/A		N/A
Active citizens; strong and involved communities								
CP 4.01a	Move to online transactions 	—	16.16% 2014/15	—	—	✓	20%+ 2014/15	X
CP 4.01b	Reduction in face to face contact and telephone contact 	—	12% 2014/15	—	—	✓	20%+ 2014/15	X
CP 4.02	Common Assessment Framework (CAFs) closed with all actions complete	48.9% 2013/14	60% 2014/15 provisional	—	—	✓	70%+ 2014/15	X
CP 4.03	Adult Social Care service users who have control over their daily life	78.5% 2013/14	78.2% 2014/15	CIPFA 77.4% 2013/14	76.8% 2013/14	X	79%+ 2014/15	X

Abbreviations used: Arden = NHS Arden Cluster, Herefordshire And Worcestershire Area Team; CIPFA = Chartered Institute of Public Finance and Accountancy (similar authorities); GB = Great Britain; S/N = Statistical Neighbours (similar authorities); UK= United Kingdom; WMM = West Midlands Metropolitan Area; WMR = West Midlands Region.

# Insight

For further information, please contact the **Insight Team**, Chief Executive's Directorate, Coventry City Council: [Corporate.Policy@coventry.gov.uk](mailto:Corporate.Policy@coventry.gov.uk)