

14 July 2016

**Name of Cabinet Member:**

Cabinet Member for Policing and Equalities, Councillor Abdul Khan

**Director Approving Submission of the report:**

Director of Public Health

**Ward(s) affected:**

All

**Title:**

Equalities

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**Is this a key decision?**

No

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**Executive Summary:**

On 14 April 2016, the Cabinet Member with responsibility for equalities approved the approach for setting equality objectives for the Council and agreed to receive a report on the combined analysis of the Equality and Consultation Analysis (ECA) carried out in 2015/16. This report includes the proposed equality objectives for the Council and provides a summary on the analysis of the ECAs.

In addition, this report is seeking approval to the terms and reference for the Disability Equality Advisory Panel.

**Recommendations:**

The Cabinet Member is recommended to:

- (1) Approve the equality objectives (Appendix 1) set for the Council's key plans and strategies for the next four years or when the Council Plan is reviewed and agree to receive a report on the progress made twice a year
- (2) Receive a further report on the equality objectives set for the West Midlands Combined Authority which are currently being developed
- (3) Consider the summary (Appendix 2) on the combined analysis of all ECAs and make recommendations for action
- (4) Agree to approve the terms of reference (Appendix 3) for the Disability Equality Advisory Panel and to agree to receive an annual report on the progress made.

**List of Appendices included:**

Appendix 1 Proposed Equality Objectives for the Council

Appendix 2 Summary of Equality and Consultation Analysis

Appendix 3 Disability Equality Advisory Panel – terms of reference

**Other useful background papers:**

Equality Act 2010 (Specific Duties) Regulations 2011

<http://www.legislation.gov.uk/uksi/2011/2260/contents/made>

Equality Act 2010: specific duties to support the Equality Duty. What do I need to know? A quick start guide for public sector organisations:

<http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/specific-duties>

Is Britain Fairer? Report of the EHRC <http://www.equalityhumanrights.com/about-us/our-work/key-projects/britain-fairer-0>

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

No

**Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?**

No

**Will this report go to Council?**

No

## Report title: Equalities

### 1. Context (or background)

#### Equality Objectives

- 1.1 The Council has a duty to set at least one equality objective under the Equality Act (specific duty) Regulations 2011. On 14 April 2016, the Cabinet Member with responsibility for equalities approved the approach for setting equality objectives for 2016/17.
- 1.2 Currently the majority of the Council's key priorities, set out in the **Council Plan**, are equality objectives in their own right and have been adopted by the Council as equality objectives for the purpose of the equality duty. The Council regularly monitors, reviews and reports progress on these equality objectives through the Council Plan. At half year in 2015/16 there were 59 equality indicators in the Council Plan. This provides an overview of the current status and change in equality related issues but is too broad to clearly identify Council's priorities relating to equalities. The Council's performance indicators are currently being reviewed therefore this is an appropriate time to review the way we set and monitor equality objectives.
- 1.3 The Council and its partners are working with active citizens and community organisations to establish networks and create opportunities for collaboration. There are also a number of well-established equalities networks in the city. These present opportunities for collaboration to deliver equality objectives, to bring people from different backgrounds together and to enable citizens and community organisations to become more resilient.
- 1.4 The Council is in a period of rapid change, during which a lot of challenging decisions are being taken about changes to services and the workforce, which is likely to have an equality impact. It was therefore agreed with the Cabinet Member with responsibility for equalities to set a smaller number of equality objectives, which reflect areas of transformation and key priorities and to embed these into the relevant plans and strategies. These include some Council Plan priorities, Workforce Strategy, Culture Change, Friargate, Democratic Centre, Customer Services, Marmot and Health Inequalities. All these plans and strategies are in progress and being developed
- 1.5 The equality objectives for the West Midlands Combined Authority are currently being developed in collaboration with the West Midlands Local Authority Equality Network. Once the equality objectives have been developed for the region, they will also form part of the Council's equality objectives. The Cabinet Member will receive a report once the objectives for the West Midlands Combined Authority have been set.
- 1.6 Following collaborative working with the Trade Unions, representatives of Council employees and representatives of the community, 15 equality objectives are being proposed for the Cabinet Member for Policing and Equalities to adopt. These are set out in Appendix 1. List of organisation which took part are listed in Appendix 4.

#### Equality and Consultation Analysis (ECAs)

- 1.7 Each time a decision is taken, an ECA is completed, which sets the likely equality impact of the proposals on the groups of people who share protected characteristics. The equality impacts are appended to the relevant formal report so that due regard to equality impact and mitigation can be made. The Cabinet Member with responsibility for equalities asked to receive a report which collates and summarises the information from all the equality analysis which were

completed in 2015/16. Thirty seven ECAs were carried out in 2015/16. A summary of the findings can be found in Appendix 2.

### **Disability Equality Advisory Panel**

- 1.8 The Disability Equality Advisory Panel (DEAP) has been in existence for over twenty years. The DEAP meets three times a year and advises on issues such as Council Tax Support, Housing with Care, Learning Disabilities Day Services, Connecting Communities, and Strengthening Networks. In 2007, the Disability Equality Advisory Panel role changed to advising the Cabinet Member on disability issues and became the key body responsible for monitoring, reviewing, and advising on the development of the action plan contained in the Council's Disability Equality Scheme.
- 1.9 However, the Council no longer has a duty to produce a Disability Equality Scheme. The role of the advisory panel has changed to providing advice on the more significant activities that the Council is developing. New terms of reference have therefore been drafted as attached at Appendix 3 and the Cabinet Member is recommended to approved the terms and reference for the Disability Equality Advisory Panel.

## **2. Options considered and recommended proposal**

### **2.1 The preferred option is:**

- 2.1.1 To adopt a more focused set of equality objectives, which form part of the following plan and strategies: Workforce Strategy, Friargate and Democratic Centre, Culture Change, Customer Journey, Marmot and Health Inequalities. The proposed equality objectives linked to these key plans and strategies and how they relate to Council Plan priorities can be found in Appendix 1. Cabinet Member for Policing & Equalities is recommended to approve the proposed equality objectives.
- 2.1.2 To receive a further report on the equality objectives set for the West Midlands Combined Authority when they have been set.
- 2.1.3 For consideration to be given to the combined analysis of the ECAs carried out in 2015/2016 and for the Cabinet Member to make recommendations for action. The analysis can be found in Appendix 2
- 2.1.4 For the Cabinet Member for Policing and Equalities to approve the terms of reference to the Disability Equality Advisory Panel, which can be found in Appendix 3.
- 2.2 An alternative option is to keep the current equality objectives as they stand. This option is not recommended as it does not reflect the big challenges faced by the Council or the changes that the Council is making to meet those challenges.
- 2.3 Finally, the Council could decide to not have any equality objectives. This is not recommended as it would mean that the Council would not meet its statutory obligation under the Equality Act 2010.

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

- 3.1 Initial consultation took place with the Trade Unions to discuss the data on the profile of the workforce. At the meeting with the Trade Unions draft equality objectives were proposed. This was followed by a consultation exercise. A workshop with representatives of Council employees discussed the proposed objectives relating to Workforce, Friargate, Culture Change and Democratic Centre. A second workshop was held with representatives of community organisations who made suggestions for actions that communities could take to assist the Council when communities were asked about how we could work together to deliver the equality objectives for Customer Journey, Council Plan equality objectives, Marmot and Health Inequalities objective.
- 3.2 The proposed terms of reference for the Disability Equality Advisory Panel were circulated to the members of the panel for their comment. The comments made have been incorporated into the proposed terms of reference.

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

- 4.1 An annual report will be taken to the Cabinet Member responsible for equalities on the progress made against the equality objectives.
- 4.2 The Disability Equality Advisory Panel will be meeting on 29 July 2016, 25<sup>th</sup> November 2016 and 24<sup>th</sup> March 2017.

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

- 5.1 Financial implications  
The cost for setting and monitoring equality objectives and delivering the Equality Strategy will be met within existing resources.
- 5.2 Legal implications  
This report recommends approval for setting equality objectives as required under the Equality Act (Specific Duties) Regulations 2011. By not publishing equality objectives the Council would be acting unlawfully.

### **6. Other implications**

None

#### **6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?**

The achievement of the equality objectives will be performance managed with the plans and strategies the Council is currently working on like the Workforce Strategy, Friargate, Culture Change, Democratic Centre, Customer Journey, Marmot and Health Inequalities as set out in the Council's performance management framework.

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

The performance management of the equality objectives will help the Council to manage risk by systematically measuring progress in relation to the equality objectives. This means that areas where good progress is being made can be

identified, as well as those areas where progress is not as expected and where corrective action may be needed.

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

The Council Plan vision and objectives impact on all of the Council Directorates. Effective performance management arrangements at all levels will help to ensure that the Council's priorities are delivered. All Council employees have a duty to pay due regards to the three aims of the Equality Act.

### **6.4 Equalities / EIA**

The process outlined in this report will enable the Council to comply with its obligations under the Equality Act (General and Specific Duties) Regulations 2011.

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

None

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

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

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This report is published on the council's website:

[www.coventry.gov.uk/councilmeetings](http://www.coventry.gov.uk/councilmeetings)

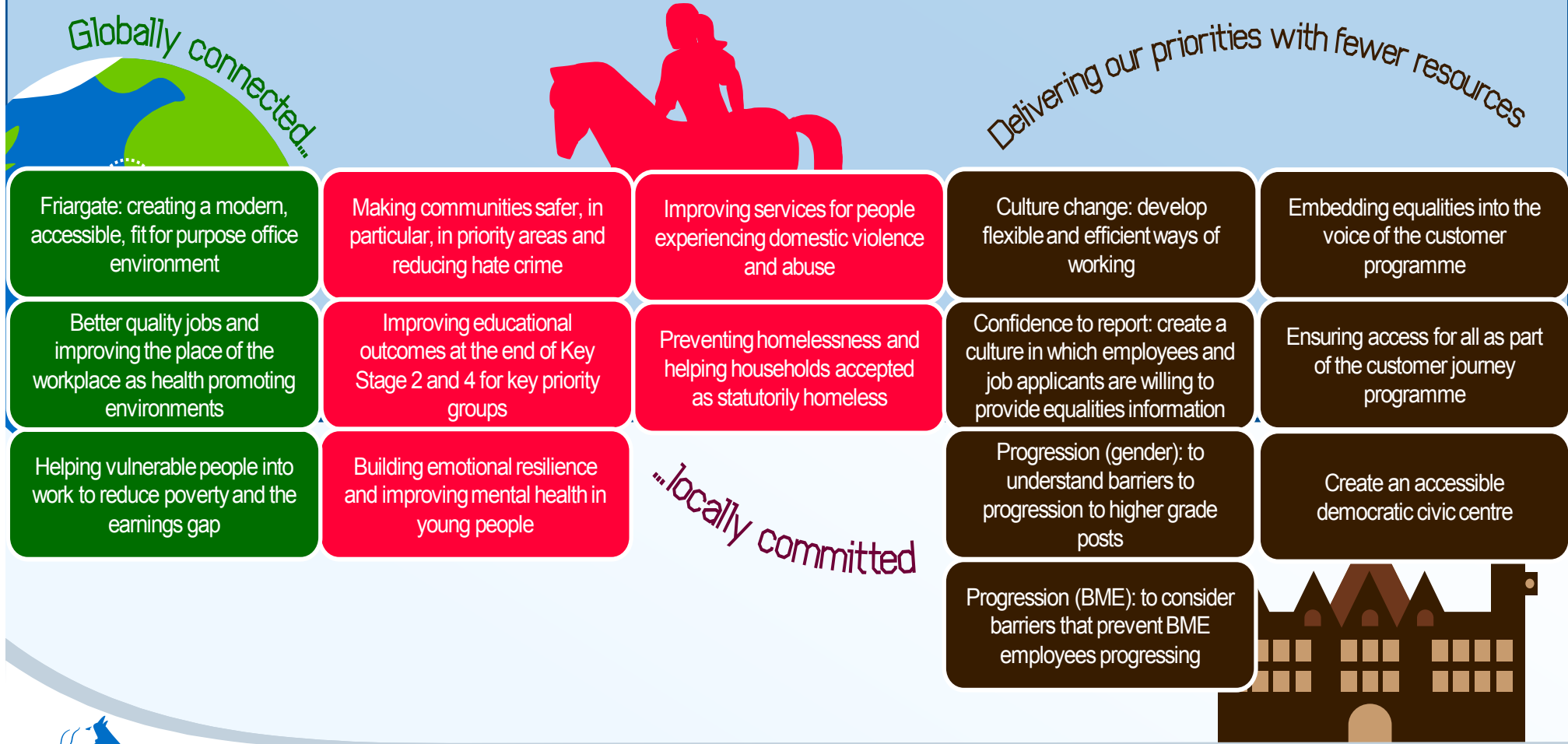




# Equality Objectives 2016/17 **DRAFT**

## Appendix I

In 2016/17, the Council is focusing on a smaller small set of equality objectives which linked to the Council's key plans and strategies:



## Proposed Equality Objectives for 2016/17

*To be delivered by getting networks more actively involved in working alongside the Council and its partners to deliver objectives.*

In 2016/17, the Council is focusing on a smaller small set of equality objectives which link to the Council's key plans and strategies:

### Globally connected: promoting the growth of a sustainable Coventry economy



- **Creating the infrastructure/city centre for the 21<sup>st</sup> century**
  - **Friargate: an accessible workplace** - Create a modern, accessible, fit for purpose office environment and together with the introduction of flexible working practices, improve productivity and staff behaviour.
- **Jobs for local people/reducing the impact of poverty**
  - **Better quality jobs** – resulting in more Coventry citizens earning the living wage, less sickness absence in Coventry and improvements in productivity; and **improving the role of workplaces** as health promoting environments, recognising the economic value of a health workforce.
  - **Vulnerable people helped into work** – resulting in a greater proportion of people with mental health issues being in employment, more migrants securing employment, employment services aligned to specific needs and a narrowing of the earnings gap between residents and those who work but do not live in the city.

### Locally committed: improving the quality of life for Coventry people

- **Safer communities**
  - **Making communities safer together with the police to reduce hate crime and anti-social behaviour** including hatred/prejudice towards a person because of their actual/perceived protected characteristic of...disability, race/ethnicity, sex/gender/transgender, sexual orientation, religion/belief, gypsy/traveller.
- **Improving educational outcomes**
  - **Improving educational outcomes by working with schools to continue to improve standards**, including monitoring outcomes for key priority groups at the end of Key Stage 2 and 4; resulting in fewer teenage pregnancies, lower rates of offending in young people and fewer young people who are not in education, employment or training.
- **Improving health and wellbeing**
  - **Building emotional resilience and improving mental health in young people** resulting in fewer young people in Coventry self-harming; improvements in educational attainment, and less violence, drug and alcohol abuse in young people.
- **Protecting the most vulnerable**
  - **Improving services for people experiencing domestic violence and abuse**, including monitoring domestic violence and abuse



victims known to the police; repeat victims of domestic abuse; and domestic violence incidents involving children.

- **Preventing homelessness and helping households accepted as statutorily homeless** including monitoring households accepted as statutory homeless and homelessness cases prevented.
- **Delivering our priorities with fewer resources**
- **Making the most of our assets**
  - **Culture change:** develop flexible and efficient ways of working to meet the needs of employees and the employer.
  - **Confidence to report:** create a culture in which employees and job applicants are willing to provide equalities information for the workforce profile and so assist in promoting inclusivity and increasing accessibility.
  - **Progression (gender):** to consider the representation of women within different pay grades and to understand if there are any barriers to progression to higher grade posts.
  - **Progression (BME):** to consider barriers that prevent Black and Minority Ethnic employees progressing within the organisation.
- **Active citizens; strong, involved communities**
  - **Customer voice:** Developing of the 'Voice of the Customer Strategy' and embedding equality objectives within this.
  - **Customer journey:** Putting the customer at the heart of everything we are doing through Customer Journey Phase 2 by continuing to introduce well designed online services, maintaining the high standard of face to face services and continuing to improve other access channels. There is a need to make sure that online services are designed so that they are easy to access for the majority of people, whilst improving other access channels for those who need them.
  - **Create an accessible democratic civic centre** to enable councillors, employees and residents to take part in Council business resulting in more residents taking part in democratic processes.



### Find out more

- Council Plan: [www.coventry.gov.uk/councilplan/](http://www.coventry.gov.uk/councilplan/)
- Information and statistics: [www.coventry.gov.uk/infoandstats/](http://www.coventry.gov.uk/infoandstats/)
- Equality and diversity: [www.coventry.gov.uk/equality/](http://www.coventry.gov.uk/equality/)

## Summary of Predicted Equality Impacts from decisions taken from April 2015 to March 2016

Following the reduction in grant that the Council receives from government a number of decisions were taken to re-shape and reduce some services and grants. Consequently a number of potential negative impacts have been identified during the year on service users.

However, some services have still managed to achieve a positive impact for a number of the protected groups. Service reviews have sought opportunities to ensure that groups of people who most need to benefit from services are better served as a result.

Analysis of the 37 ECA's undertaken by the City Council this year highlights that the 5 groups listed below are most likely to be disproportionately affected in a negative way by the service change and reduction in funding grants to various organisations within the voluntary sector.

1) **Adults**: increased charging policy within the Care Act, reduction in Council tax relief, reduced Housing with Care, grant reduction to the voluntary sector organisation who support people with Alzheimer's, could have a disproportionately negative impact on the 18+ in particular the 55+ age range.

2) **Disabled people**: the Independent Living Fund transfer to Local Authority, Library access, loss of public conveniences, reduction in grants to voluntary organisations who provide services to disabled people, may have a disproportionately negative effect on disabled people.

3) **Gender (Female)**: decrease in Council Tax Support by 15% could impact on single women. The grant reduction to Coventry Citizens Advice (CAB) may disproportionately affect women as 57% of their clients are women. In addition to this, 60% of CAB clients from single households with dependent children are from single female households.

4) **Younger people**: Streetwise who work with children at risk of child sexual exploitation within the city is having its funding reduced.

5) **Deprivation** (Council's local priority group, **not** equality characteristic) the indices of deprivation in the city are made up of seven domains: income, employment health, education, crime, barriers to housing services and living environment. The ECA process highlights the fact that some people living in areas of high deprivation will be disproportionately affected, which could have a negative impact due to the following factors:

> Reduction in access to libraries on Wednesday and Sunday and the reduced funding to libraries in areas of deprivation could have an impact on deprivation as access to computers to apply for benefits or to seek employment may reduce (many do not have IT/Internet facilities in their own home).

> Two play centres offering after school care are being closed in Foleshill with no alternative free provision. Foleshill has been identified as an area of high deprivation and therefore, it could have an impact on parents' ability to work as the closure is likely to affect families currently experiencing high levels of deprivation which could potentially

have a negative impact for 173 children who attend the after school provision that may no longer be available in the Foleshill area.

> Grant reductions from the Council to organisation such as Citizens Advice, Coventry Law Centre and Voluntary Action Coventry who provide services to those experiencing deprivation could have an impact on residents living in deprived areas.

**Positive Impact:**

1) Children and young people including looked after children under 18 have benefited most due to the additional allocation of £13 million for Children's Services for vulnerable children during 2015/2016.

2) If implemented, a new commissioning model may have a positive impact for vulnerable young people in supported accommodation including those aged 16 – 24 who are homeless, vulnerable and unable to live independently, some of whom have been through the care system (LAC) and/or their families are in receipt of preventative services or other council services.

3) Coventry City Council's customer services provision: both the equalities considerations for Customer Journey and the preparations for the building and move to Friargate are positive and the Council have taken the equality impact of the changes on both staff and service users into careful consideration.

## Cabinet Member for Policing and Equalities Advisory Panel - Disability Equality

### DRAFT

#### Terms of Reference

Work jointly to tackle issues which are important to all disabled people in the city

Advise, comment and make recommendation to the Cabinet Member with responsibilities for Equalities on issues impacting disabled people

Take an annual report to the Cabinet Member with responsibilities for Equalities on the progress made through the Disability Equality Advisory Panel.

Identify key areas where services and partner agencies could deliver improvements.

Harness the skills, knowledge and abilities of panel members to strengthen working together to identify and resolve issues.

Provided a conduit for collating and disseminating key messages to disabled people.

Ensure young disabled people and other disability forums are working collaboratively with the panel.

To receive confirmation that all advice and recommendations have been considered and carried out or are to be implemented in the near future subject to Council policy

Membership of the panel will be reviewed on an annual basis.

The Disability Equality Advisory Panel will meet at least three times a year.

**List of organisations/groups which took part in the consultation exercise to set equality objectives**

Internal

Disabled Employees Network  
LGBT Employee Network  
BME Employee Network  
Trade Unions

External Organisations

Sexual Orientation and Gender Identity Advisory Group  
BOPA  
Mercia Lions  
Coventry Women's Voices  
Coventry Multi-Faith Forum  
Coventry Muslim Forum  
Breatheasy  
House of the Risen Son  
Coventry Mencap  
Coventry CAB  
Coventry Cathedral  
Disability Equality Advisory Panel