

Cabinet Member for Policing and Equalities

26 October 2017

**Name of Cabinet Member:**

Cabinet Member for Policing & Equalities- Councillor A Khan

**Director approving submission of the report:**

Deputy Chief Executive (People)

**Ward(s) affected:**

All

**Title:**

Progress report towards equalities objectives – Year End 16/17

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**Is this a key decision?**

No

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**Executive summary:**

On 14 July 2016, the Cabinet Member for Policing and Equalities approved the equality objectives for the Council as set out in appendix 1. The equality objectives are linked to the Council plan and are set for four years or until the next refresh of the Council Plan. The Cabinet Member also agreed to receive a report on the progress made on the equality objectives twice a year. This report provides information on the progress made with the equality objectives from April 2016 March 2017.

**Recommendations:**

The Cabinet Member is recommended to:

- (1) consider the progress made on the equality objectives at year end;
- (2) approve the adoption of the Equality, Diversity & Inclusion Commitment

**List of appendices included:**

Appendix 1 – Council equality objectives 2016/2017

Appendix 2 – Draft Equality, Diversity & Inclusion Commitment

**Background papers:**

None

**Other useful documents:**

Equality Act 2010 (Specific Duties) Regulations 2011

<http://www.legislation.gov.uk/ukxi/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>

**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: Progress report on equalities – year end

### 1. Context (or background)

- 1.1. The Council has a duty to set at least one equality objective to meet its requirements under the Equality Act (specific duty) Regulations 2011.
- 1.2. On 14 July 2016, the Cabinet Member for Policing and Equalities approved the equality objectives as set out in appendix 1. These objectives are linked to the Council's key plans and strategies as set out in the Council Plan, and were set following consultation with trade unions, employee groups and community groups. The equality objectives are set for the next four years, or when the Council refreshes its Council Plan.
- 1.3. The Cabinet Member also agreed to receive a report on the progress made against the equality objectives twice a year. This report provides information on the progress made with the equality objectives from April 2016 to March 2017.
- 1.4. There are 15 equality objectives (attached at appendix 1). Progress towards the equality objectives are measured through a variety of means including performance indicators, comparators with other areas, contextual information and actions taken. Where possible, indicators have been broken down by protected groups to ensure that all protected characteristics under the Equality Act have been considered, monitored and reported on. For example, improving educational outcomes is broken down into gender, SEN, and race and by pupil premium.
- 1.5. **Progress at 2016/17 year end**

Progress against each equality objective is set out below and linked to the appropriate Council Plan theme.

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

- 1.6. **Creating the infrastructure/city centre for the 21st century/Friargate: an accessible workplace**
  - 1.6.1. **Aim:** Create a modern, accessible, fit for purpose office environment and together with the introduction of flexible working
  - 1.6.2. **Progress:** The new Council building in Friargate has been built with the intention of "maximising access to all parts of the building, its facilities and services for people who are visitors and members of staff regardless of disability; follow design guidance given in relevant British Standards, and other currently published good practice detailing the needs of disabled people where possible"<sup>1</sup>. In addition, the building incorporates a faith room for all faiths groups, and a fully accessible shower as part of the hygiene suite in the basement. There is also a wellbeing room which can be used by those needing a hygienic environment for medical reasons; milk expression for new mothers; first aid administration and other appropriate activities. Ahead of the move in October/November 2017, there will be early induction sessions for some groups of staff with additional needs to facilitate building familiarisation.
- 1.7. **Jobs for local people / reducing the impact of poverty**

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<sup>1</sup> Friargate Coventry Building C09 & Station Square Building Statement, November 2013  
<http://planning.coventry.gov.uk/portal/servlets/AttachmentShowServlet?ImageName=1097580>

- 1.7.1. **Aim: 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.
- 1.7.2. **Progress– Earning the living wage:** The Employer Hub service (based at the Job Shop) works intensively with local businesses to help them recruit and this involves discussing the quality of the job created, the salary and the terms / conditions. Over 530 jobs have been promoted in the last year for local employers, aimed at ensuring local residents find it easier to get these better quality jobs. In addition, over 200 employer events have been held at the Job Shop in the last year to encourage businesses to recruit locally and promote 'living wage and above' jobs.
- 1.7.3. **Progress – improving the role of workplaces as health promoting environments:** The Council continues to support local organisations to achieve the Workplace Wellbeing Charter, with over 100 organisations engaging with the Charter so far in 2017 and a number of organisations achieving charter status, including West Midlands Fire Service and the University of Warwick. At the annual Charter Awards in May, 18 awards were given, a mixture of working towards, reaccreditations and new awards. From these organisations alone, promoting health and wellbeing in the workplace could potentially have impacted on over 26,000 employees.
- 1.7.4. **Progress - Vulnerable people helped into work** –The Council is targeting resources at addressing the productivity and skills gap and at helping people find work, particularly groups who are struggling to do so. The Council is a lead partner in the £8.5m Ambition youth programme to help young people who are not in education, employment or training (NEET) find work. The Council supported 106 vulnerable young people to start a paid placement last year, including 19 advanced manufacturing apprenticeships of which 89% were male and 11% were female. Through the grant funded support Coventry City Council provides to migrants in the city, the Coventry Refugee and Migrant Centre has offered over 1100 appointments to nearly 400 Migrants coming into the city. This has involved making them more employable including support with CV's, applying for jobs as well as supporting people into higher education. This has helped nearly 100 people securing jobs and work experience opportunities in 2016-17

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

### 1.8. Safer Communities

- 1.8.1. **Aim - 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 characteristics of ...disability, race/ethnicity, sex/gender/transgender, sexual orientation, religion/belief, gypsy/traveller
- 1.8.2. **Progress:** Data from 2016/17 shows a total of 490 hate incidents (both crime and non-crime) which is lower than the 527 incidents recorded in 2015. Complaints have been made cross all Hate Crime Strands, with racial/religiously aggravated intentional harassment, alarm or distress being the largest type of hate crime and an area which has seen an increase in reports.

Indicator	Previous	Current
...Disability (disability hate crime)	27 2015/16	13
...race/ethnicity (racist incidents)	428 2015/16	426
...sex/gender or transgender (gender identity/reassignment)	<5 2015/16	4
...Sexual orientation (homophobia)	45 2015/16	34
...religion or belief	23 2015/16	8
...gypsy/traveller	<5 2015/16	0
...not stated	<5 2015/16	5

- 1.8.3. The Council's Street Enforcement Service has been involved with 30 hate crime cases and 23 incidents have been reported through Hate Crime Reporting Centres during 2016/17. Training sessions for potential new Hate Crime Reporting Centres continue to be provided. This will provide additional opportunities for victims to report incidents.
- 1.8.4. In January 2017 a Home Office funded Community Co-ordinator was employed to develop understanding and to generate partnership / community activity across the city to address issues that can lead to extremist views or behaviours. Hate crime is known to be a key driver and outcome of extremist behaviour and it is apparent from this work that hate crimes may be under-reported in the city. A new Hate Crime Strategy is being developed in partnership with the aim of ensuring that there is a robust city-wide response. Through the Social Inclusion Partnership a city-wide event has been held, which will further aid understanding of residents experiences, what makes them feel safe and what more communities could do towards this.

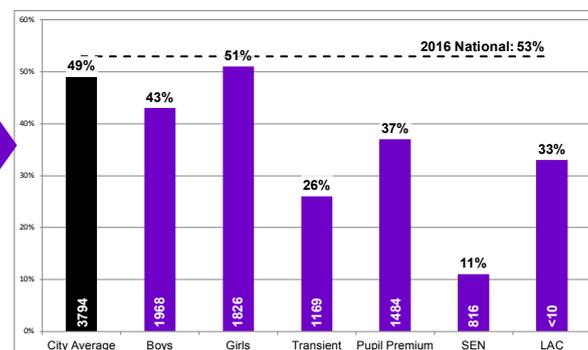
## 1.9. **Improving educational outcomes**

- 1.9.1. **Aim: 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
- 1.9.2. **Progress: Monitoring outcomes at key stage 2:** In this first year of the new key stage 2 curriculum, groups who are above the national average are Black Other pupils, Bangladeshi and Indian pupils. The largest educational attainment gaps are for SEN, Transient pupils and Boys overall. Amongst the ethnic groups the largest gaps are for Gypsy Roma, Black Caribbean, White and Black Caribbean and White and Black African. It is not possible to compare the data from previous years as the data set has changed.

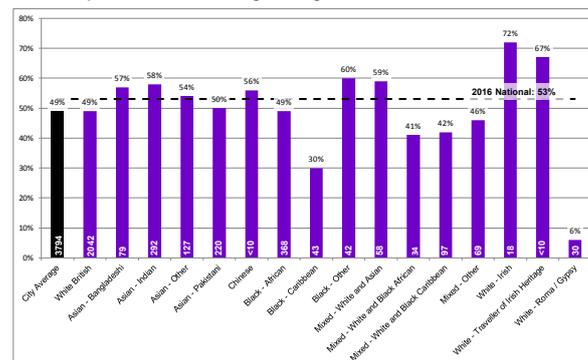
## Key stage 2 results for Coventry & by key groups



KS2: At Expected Level in Reading, Writing and Maths 2016



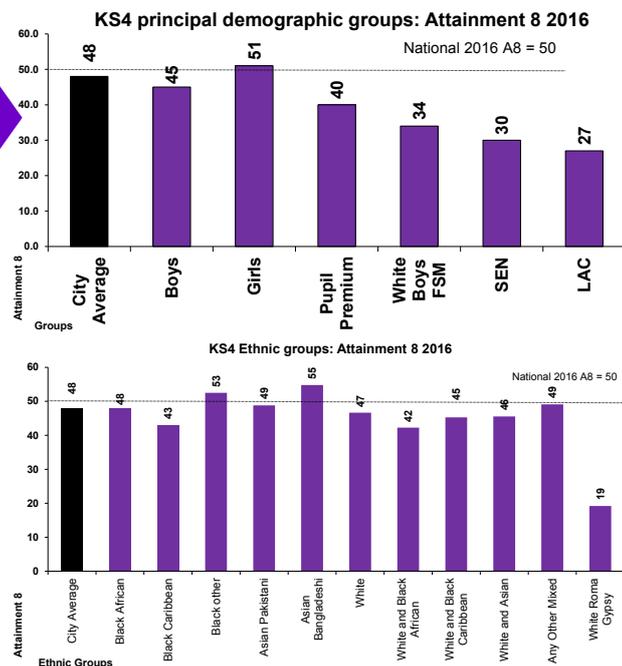
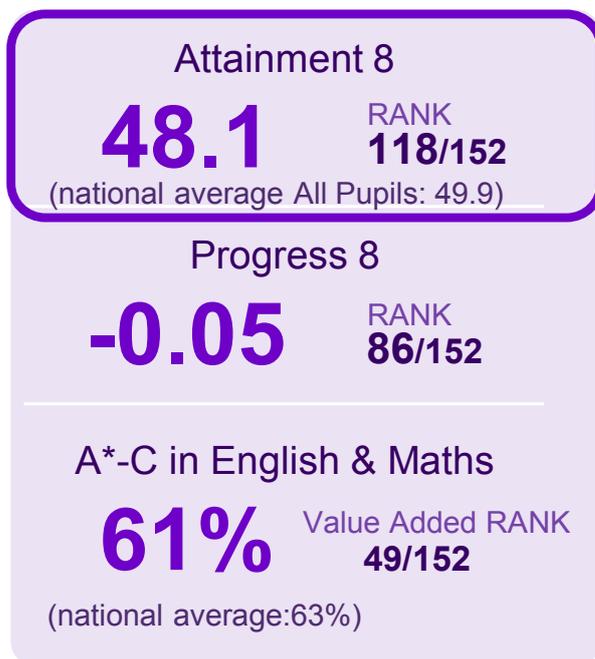
KS2: At Expected Level in Reading, Writing and Maths 2016



1.9.3. **Progress: monitoring outcomes at key stage 4:** in 2016, the government introduced a series of new measures that schools are judged against, designed to encourage schools to offer a broad and balanced curriculum. The two main measures are Attainment 8 (a measure of students' average achievement across a set group of eight subjects) and Progress 8 (a measure of students' progress on the above set group of eight subjects in secondary school). For Attainment 8, the following groups are above national rates: Black Other, Bangladeshi, Indian, Chinese and Transient Pupils. The largest gaps are seen amongst Gypsy Roma, SEN, Pupil Premium (indicating pupils from low-income families), Black Caribbean, White and Black African.

1.9.4. The Council is implementing and embedding an inclusive and sustainable model of school-to-school support that engages all providers in the city and drives improvement through agreed priorities. It is co-designing education services with schools to ensure they are fit for purpose and meet their future needs.

## Key stage 4 results for Coventry & by key groups



1.9.5. **Progress: Fewer teenage pregnancies** - there is a downward trend in the conception rate to females aged 15-17 from 33.8 in Jan – Dec 2014 to 29.9 Jan - Dec 2015. The rolling quarterly average data available for the period Jul 15-Jun 16 would indicate that the downward trend is continuing with a further decrease to 28.3. The 13-15 year old conception rate reduced from 6.1 per 1,000 females in 2014 to 5.5 in 2015, research has demonstrated that a steady decrease in the under 16 rate is a good indicator of the future trajectory of under 18 conceptions. A range of services are available to support the reduction in teenage pregnancy such as specialist midwives working to support teenage parents to access contraception to avoid a further conception, the Aspires Early Intervention Service engaged 181 new children and young people in 2016/17 and supported them to adopt healthier behaviours associated with sexual health substance misuse and poor/coercive behaviours, 2,105 young people aged 15-24 accessed the Integrated Sexual Health Service in 2016 for contraception and/or sexually transmitted infection testing, treatment and advice.

Indicator	Previous	Current	Comparators	Progress
Conceptions to girls aged und 18 (rate per 1,000 girls aged 15-17)	29.9 Jan – Dec 2015	28.3 Jul 15- Jun 16	WMR England 24.9 19.8 Jul 15- Jun 16 15- Jun 16 16	

- 1.9.6. **Progress - Lower rates of offending in young people.** First time entrance to youth justice – local data shows an increase to 432 (rate per 100,000 young people in the area aged 10-17) for 2016/17, from a rate of 399 for the whole of 2015/16. This is higher than the group of similar local authorities (average 411) and England as a whole (321). [Note that there is a time lag in reported data]
- 1.9.7. Of the first-time entrants in 2016/17, 84.1% are male and 15.9% are female. There is no national comparator for first time entrants split by male and female. There is no national

comparator for first time entrants split by male and female. We await contextual data from the Youth Justice Board to establish gender ratios in England as a whole.

Indicator	Previous	Current	Comparators	Progress	Target	Status
First time entrants to youth justice system	399 2015/16	432 2016/17	411 Family Group Average 2016/17		Below Family Group Average	

1.9.8. **Progress: Fewer young people who are not in education, employment or training.**

Draft figures for March 2017 suggest that only a small proportion of young people in Coventry, 3%, are not in education, employment or training (NEET). This is in line with the national average.

1.10. **Improving health and well-being**

1.10.1. **Aim: Building emotional resilience and improving mental health in young people resulting in fewer young people** in Coventry self-harming; improvement in educational attainment; and less violence, drugs and alcohol abuse in young people.

1.10.2. **Progress: Resulting in fewer young people in Coventry self-harming** –The scope of the Early Intervention Service provided by Compass has been extended beyond secondary school children to primary school children to tackle issues at an earlier age and prevent young people developing problems with substance misuse, poor relationships and sexual health. Year to date figures show that 23% of children accessing the service were aged 11 or under, so more children are accessing the support they need at an earlier stage. Work is also ongoing to improve primary mental health services for young people including work to implement a tool to measure wellbeing in schools. The current focus of work under the Suicide Prevention Strategy is children and young people. Work is underway with partners, exploring how to embed emotional and mental health resilience and support more widely in schools. Partnerships and liaison points are in place with UHCW and CWPT to optimise the management of self-harm in the acute sector.

1.10.3. **Progress: Improvement in educational outcomes and less violence, drugs and alcohol abuse** - A sexual violence prevention programme commissioned by Public Health has been delivered by CRASAC and Barnados in schools across Coventry to raise awareness, educate young people about sexual violence, appropriate behaviour and consent, and prevent sexual violence. Over the year of delivery, the programme engaged with approximately 5,200 young people over 231 sessions, covering primary schools, secondary schools, SEN schools and colleges. A full evaluation of the impact of the programme is currently being undertaken. The number of alcohol specific admissions for under 18s per 100,000 has reduced from 45.5 in 12-13 to 42.0 – though this is still higher than the regional and national rate.

1.11. **Protecting the most vulnerable**

1.11.1. **Aim: improving services for people experiencing domestic violence and abuse including monitoring domestic violence and abuse victims** known to the police; repeat victims of domestic violence and abuse and domestic incidents involving children

1.11.2. **Progress:** A total of 5771 incidents were recorded in 2016/17, which is a reduction of 201 (-3.4%) on 2015/16. The Coventry Domestic Violence & Abuse Services (CDVASS) received 1661 referrals last year: 88% were female and there were 64 males referred to the service. The majority (65%) of referrals were White British with smaller numbers of referrals recorded across a broad range of ethnicity categories - the largest being Asian or

Asian British Indian, Asian or Asian British Any other Asian background, Black or Black British African, White Other Polish and Asian or Asian British Pakistani. There has been an increase in the number of children recorded as being present at the time of incidents. Early data collection from Coventry Haven shows almost a 40% increase in numbers of women seeking support. In particular, they provided refuge service support to a total of 89 families last year.

1.11.3. **The Domestic Violence Perpetrators Programme** received 271 referrals during 2016/17. Referrals were both male and female (with the majority being male referrals at 93%).

1.11.4. **Aim: Preventing homelessness and helping households accepted as statutorily homeless**

1.11.5. **Progress:** – In 2016/17 there were 653 households accepted as statutorily homeless, an increase from 533 in 2015/16. The majority (79%) of statutory homeless households had dependent child(ren) – 50% were female lone parents. 63% of statutory homeless households were White, 23% were Black and 8% were Asian. 22% were under 25, 77% were aged between 25 and 64, and only 1% were aged 65 or over. The number of homelessness cases prevented and relieved last year was 1015, which is a reduction from 1536 cases last year. This reflects the overall reduction in the amount of social housing that has become available for re-letting, and the increasing difficulty for households to access housing in the private rented sector. The Council receives about 65-75 approaches a week from people reporting to be ‘Homeless in the Night’ in addition to people making contact in advance of becoming homeless. The Homelessness Reduction Act duties will be implemented from April 2018, meaning that the Council will have additional duties to prevent homelessness and to help to secure accommodation for all eligible households, regardless of whether they are in a ‘priority need’ category.

Indicator	Previous	Current
Households accepted as statutory homeless (in priority need)	533 2015/16	653
Homeless cases prevented and relieved	1,536 2015/16	1015

## Delivering our priorities with fewer resources

1.12. **Make the most of our assets**

1.12.1. **Aim: Culture change** developing flexible and efficient ways of working to meet the needs of employees and the employer

1.12.2. **Progress:** The Council has had flexible working practices in place for many years. This has focussed on providing employees with the opportunity to manage their work-life balance through different ways of working whilst ensuring that we deliver quality services to our citizens. The Council has rolled out agile working arrangements through the Kickstart transformation programme which focus primarily on hot-desking and working from a number of locations. The Council is now building on the platform created by Kickstart, through WorkSMART, which is about all employees taking responsibility to think about where, when and how to deliver better outcomes for people of Coventry

1.12.3. **Aim: 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.

Source	Percentage of ethnicity recorded as 'not declared'	Percentage of ethnicity recorded as prefer not to state'	Total percentage of missing ethnicity records	Percentage of disability status recorded as 'not declared'	Percentage of disability status recorded as prefer not to state'	Total percentage of missing disability records
2016/17 Workforce Profile	14.66%	No data	14.66%	18.97%	0.41%,	19.38%
2015/16 Workforce Profile	11.65%	No data	11.65%	16.73%	0.49%	16.98%

- 1.12.4. **Progress:** The table below shows that there has been an increase in the number of employees that do not have recorded information related to both ethnicity and disability status.
- 1.12.5. These figures do not necessarily reflect an increase in employees choosing not to state their ethnicity or disability. The data on disability shows a decrease from last year in the number of employees who have chosen the option of 'prefer not to state' which could be a reliable indicator of not having the confidence to report this information.
- 1.12.6. The remainder of the missing information falls under the category of 'not declared' which could be due to issues in recording employee information, rather than the employee not wanting to provide it.
- 1.12.7. A Data and Reporting workgroup has been set up as part of the HR Digital Programme which will evaluate how information is captured across different systems and will investigate why data is missing.
- 1.12.8. In addition to this, the categories used to record all data will be reviewed to bring them in to line with the national census criteria.
- 1.12.9. **Aim: Progression of black and minority ethnic (BME) employees and women employees** to consider barriers that prevent black and minority ethnic employees and women progressing to higher grade posts.
- 1.12.10. **Progress:** The data below shows that the proportion of BME employees at Senior Management Level is lower than the BME representation across the whole Council. BME representation at Senior Management Level and across the whole Council has declined slightly from last year.
- 1.12.11. The proportion of female employees at Senior Management Level is lower than the female representation across the whole Council, and has increased since last year. Female representation across the whole Council has had no statistically significant change since last year.
- 1.12.12. The Data and Reporting Workgroup which sits within the HR Digital Programme are investigating capturing employee data at all stages of the recruitment and selection process for both internal and external candidates. It will then be possible to track and monitor candidates by a particular characteristic such as gender or ethnicity at application, assessment, interview and job offer stages. In addition, progression and retention rates will also be monitored

Source	Percentage of BME Council employees	Percentage of BME representation at Senior Management level (above Grade 10)	Percentage of Female Council employees	Percentage of Female representation at Senior Management Level (above Grade 10)
2016/17 Workforce Profile	15.44%	7.38%	69.42%	56.56%
2015/16 Workforce Profile	16.11%	8.06%	69.58%	53.23%
% of Coventry residents in employment	21% (BME)		45% (Female)	

### Active citizens: strong, involved communities

- 1.13. **Aim: Customer Voice** - Developing of the 'Voice of the Customer Strategy and embedding equality objectives within this.
- 1.14. **Progress:** The Council is working to embed the voice of the customer into how it delivers and improves services. An Improvement and Development Manager role in Customer Services has recently been created, which is supported by a new Customer Experience Manager. This developing team will lead on the voice of the customer work, and will be focusing on improving the quality of the services delivered. Once established, learning and good practice from Customer Services will be shared with the rest of the organisation.
- 1.15. **Aim: Customer and Business Services Transformation** 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 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, including people with protected characteristics relating to age and language spoken.
- 1.16. **Progress:** whilst recognising that not everyone is digitally able there has been an increase in the transactions online from last year (2015/16) to this year (2016/17). This has increased from 20% of customer contact being online or self-service to 28%. There has been a significant increase in the number of people using My Account and an increase in the number of people using self-service kiosks. Overall, face to face contact levels have reduced however there has been an increase in some forms of face to face contact, due to changes such as the introduction of charging for those who would historically have received Council Tax Support.
- 1.17. The introduction of online services has not resulted in the closure of other contact channels. Customers still have the option to contact the Council by phone, in person, by email or social media. All changes made in progressing this agenda are considered from an equality perspective and assessment of impact is completed at the appropriate point in the process.

Indicator	Previous	Current	Comparators	Progress	Target	Status
Transactions done online	20% 2015/16	28%	N/A		35%	
Reduction in face to face and telephone contact	24% 2015/16	30%	N/A		30%	

- 1.18. **Aim: 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.
- 1.19. **Progress:** Accessibility was a key design challenge given the location of the new committee rooms and the listed nature of the Council House. Openings have been enlarged as much as possible; a new stair lift installed and the furniture and audio visual systems are designed / laid-out in a way that promotes inclusivity. Audio visual systems in the existing Diamond rooms have also now been upgraded.
- 1.20. In summary, from this report it can be seen that there has been good progress in some areas; lots of work is being undertaken in relation to employment and training, in particular around the promotion of 'living wage and above' jobs. In addition, support is continuing to be offered to migrants with regard to accessing employment, work experience and higher education. There has also been a reduction in numbers of teenage pregnancies and alcohol related admissions to under-18s. However, there are also areas for concern highlighted by this report; increases in first time entrants to the youth justice system and increasing numbers of children witnessing incidents of domestic violence. There has also been an increase in the number of households accepted as statutorily homeless and a reduction in homelessness cases prevented and relieved last year. It should be noted that this sits within the context of growing numbers of households experiencing poverty due to the impact of benefit cuts and broader austerity measures.

## Equal Opportunities Commitment

- 1.21. **Equal Opportunities Policy** – A review of the Council's current Equal Opportunities policy has taken place and a draft Equality, Diversity and Inclusion Commitment is proposed in its place (see Appendix 2).
- 2. Options considered and recommended proposal**
- 2.1. Cabinet Member is recommended to note the progress made on the equality objectives during 2016/17. This will enable the Council to report on progress and meets its duty under the Equality Act. To not do this would be contravening the Equality Act 2010.
- 2.2. Cabinet Member is recommended to approve the adoption of the Equality, Diversity & Inclusion Commitment.
- 3. Results of consultation undertaken**

As this is a performance report on the equality objectives that were agreed last year, there have been no requirements to consult on this year-end report. The vision and values underpinning the Council's Equal Opportunities Policy are continued in the appended Equality, Diversity and Inclusion Commitment. The Commitment has been supported and developed with employees, members and trade union colleagues. The Commitment will be widely disseminated to interested parties following adoption.

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

As this is a performance report on the equality objectives, there is no decision to implement.

#### **5. Comments from Director of Finance and Corporate Services**

##### **5.1. Financial implications**

The cost for setting and monitoring equality objectives and delivering equality objectives will be met from within existing resources.

##### **5.2. Legal implications**

This report recommends approval for considering progress against 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**

##### **6.1. How will this contribute to achievement of the Council's key priorities ([www.coventry.gov.uk/councilplan/](http://www.coventry.gov.uk/councilplan/))?**

The achievement of the equality objectives will be performance managed with the plans and strategies in the Council Plan, including 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 achievement of the equality objectives will be performance managed within the plans and strategies the Council is currently working on like the Workforce Strategy, Friargate, Culture Change, Democratic Centre, 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 identified.

**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.

**Report author(s):**

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Members: Cllr Abdul Khan	Cabinet Member		25.09.17	05.10.17

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

## Council's Equality Objectives 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/)

## Appendix 2

### Coventry City Council Draft Equality, Diversity & Inclusion Commitment

Coventry City Council is committed to:

- Its continuing duty as a public authority and will have due regard to the need to eliminate discrimination, harassment, and any other conduct prohibited under the Equality Act 2010.
- Recognising and celebrating diversity, and ensuring equality of opportunity both as a provider and commissioner of services and as a large employer
- Developing a culture that embeds the effective management of equality, diversity and inclusion in our day-to-day practices, policies, procedures, and through our external relationships

Coventry City Council recognises that people still experience inequality because of their background. The Council will therefore lead by example and not tolerate discrimination, harassment and victimisation on the grounds of:

- Age, disability, gender reassignment, marital and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This commitment is supported by and has been developed with employees, members and our trade union colleagues.

#### **Putting Communities first**

The Council is committed to:

- Working with partner organisations and citizens to find out what is important to communities and working together to make a difference on issues and priorities that matter most
- Fostering good relations between different groups and communities to build and maintain strong social networks and opportunities for greater cohesion
- Informing, consulting and involving a wide range of people including employees and stakeholders about decisions which affect them so that they can influence policies and practices
- Ensuring that people from different backgrounds are able to fully participate in consultation and involvement activities

#### **Service Delivery / Provision**

The Council is committed to promoting equality of opportunity in our service delivery by:

- Providing accessible information about the services available
- Taking into account the equality impacts of the decisions we make and seek to mitigate any adverse impacts where possible
- Delivering services in ways which are appropriate to citizen needs and, whenever possible, removing barriers which may deny access
- Taking steps to ensure that organisations providing services on our behalf operate in accordance with the aims of this commitment

## **Employment**

The Council is committed to promoting equality of opportunity in employment by:

- Monitoring the composition of its workforce and taking positive action to redress inequalities
- Recruiting and retaining a workforce, at all levels, with the aspiration that it reflects the city's diverse communities and the people we serve
- Providing appropriate training and guidance to all staff to develop the aims of this commitment
- Investigating any instances of breaches of this commitment or relevant policies following the applicable procedures

## **Implementation**

To ensure the effectiveness of this commitment, the Council will:

- Set equality objectives and monitor progress against them – these set out more detail on current priorities for action and can be read here: [http://www.coventry.gov.uk/info/132/equality\\_and\\_diversity/1272/equality\\_and\\_diversity/2](http://www.coventry.gov.uk/info/132/equality_and_diversity/1272/equality_and_diversity/2)
- Continue to consider equal opportunities implications on as part of decision making

## **Accountability**

All employees of the Council are accountable and responsible for taking steps to promote our equality, diversity and inclusion commitment in their day to day work.

This commitment will underpin and support our workforce strategy and will be integrated within our policies and practices.

This commitment will be reviewed jointly by senior leaders, employees and our trade union colleagues on a regular basis.

[Officer contacts to be listed]