

Cabinet Member for Policing and Equalities

25 October 2018

Name of Cabinet Member:

Cabinet Member for Policing & Equalities- Councillor A S Khan

Director approving submission of the report:

Deputy Chief Executive (People)

Ward(s) affected:

All

Title:

Equalities Objectives Performance Report 2017/18

Is this a key decision?

No

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 an annual report on the progress made on the equality objectives. This report provides information on the progress made with the equality objectives from April 2017 to March 2018.

Recommendations:

The Cabinet Member is recommended to:

- (1) consider the development of a new set of equality objectives during 2019
- (2) consider the progress made on the equality objectives at year end

List of appendices included:

Appendix 1 – Council equality objectives 2016/2017

Appendix 2 – Coventry City Council Equality, Diversity & Inclusion Commitment

Background papers:

None

Other useful documents:

Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

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: Equality Objectives Performance Report 2017/18

1. Context (or background)

1.1. Development of new equality objectives 2019

- 1.2. The Public Sector Equality Duty requires the Council, as a listed public authority, to publish equality objectives that it thinks it needs to achieve to further any of the aims of the general equality duty.
- 1.3. The Council's emerging One Coventry programme provides an opportunity to refresh our approach on this, to ensure that equality objectives for the future are clearly aligned to both Council plan priorities and the outcomes that we want to be achieved through delivery of these.
- 1.4. We recognise, through One Coventry, that the only way that we can be successful is by having a clear focus on our equality and diversity responsibilities from concept to implementation and throughout delivery of change and improvement projects. A number of key priorities are already part of the One Coventry programme including Housing and Homelessness, Children's Services and Our Future Workforce with equality and diversity being embedded within these.
- 1.5. In May this year the Council sent a formal response to the Integrated Communities Green Paper. The Green Paper set out recommendations for local authorities including: to set and deliver a vision with partners and communities to mainstream integration objectives across policy and service delivery; to set an equality objective outlining specific activity to promote integration; and, to review a selection of policies and services to determine how they might drive integration. Work to explore a Coventry response to creating greater integration with partners has begun and revision of the equality objectives would enable the Council to set out how it will respond to green paper.

2. Options considered and recommended proposal

2.1. Progress at 2017/18 year end

- 2.2. 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.
- 2.3. The Cabinet Member has also agreed to receive an annual report on the progress made against the equality objectives. This report provides information on the progress made with the equality objectives from April 2017 to March 2018.
- 2.4. 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.

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

2.5. Creating the infrastructure/city centre for the 21st century/Friargate: an accessible workplace

2.5.1. **Aim:** Create a modern, accessible, fit for purpose office environment and together with the introduction of flexible working

2.5.2. **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”¹. In addition, the building incorporates a faith room for all faith 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. Teams have now settled into the building after receiving early tours of the building, and induction sessions; support continues within the building through the Kickstart team, HR, Occupation Health and Disability Equality Network to resolve any individual issues as they arise.

2.6. Jobs for local people / reducing the impact of poverty

2.6.1. **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 healthy 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.

2.6.2. **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 370 jobs have been promoted in the last year (01/08/2017 – 31/07/2018) for local employers, aimed at ensuring local residents find it easier to get these better quality jobs. In addition, over 230 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.

2.6.3. **Progress – improving the role of workplaces as health promoting environments:** Coventry City Council have worked closely with the West Midlands Combined Authority (WMCA) to develop Thrive, the new Workplace Wellbeing Commitment and the supporting resources/toolkit. The framework will now be piloted with a small group of different sized/sectors of businesses in partnership with the WMCA in order to gain feedback before the launch later in September. Workplaces are also offered support through training of Health Champions as well as other workplace initiatives to improve health and wellbeing. Workplaces are also being encouraged to sign up to the Thrive at Work programme as part of the Coventry and Warwickshire Year of Wellbeing 2019.

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

- 2.6.4. **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 aged 16-24 who are not in education, employment or training (NEET) find work. This programme enabled the Council to support 59 vulnerable young people into positive destinations (a paid placement) last year (August to August) of which 80% were male and 20% were female - including 8 into advanced manufacturing. Overall the total amount of young people (16-24) that went into positive destinations in the past year (August 2017 to August 2018) through a collaborations of all programmes at the job shop is 223. Through the grant funded support Coventry City Council provides to migrants in the city, the Coventry Refugee and Migrant Centre has offered over 1203 appointments to nearly 450 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 more than 100 people securing jobs and mostly paid work experience opportunities in 2017-18.
- 2.6.5. As part of the steer from the Scrutiny Co-ordinating Committee, it has been requested that Coventry organise a Poverty Summit to bring together partners and look at ways in which poverty can be addressed in the city. This Summit will be held on November 12th, 2018 and will bring together a range of strategic leads from a variety of settings, including the City Council, CCG, third sector organisations and business organisations. It is intended that the event will help to agree the key priorities that the city should focus on to prevent and mitigate against the impact of poverty, as well as securing commitments to action from the organisations represented. Outcomes from the event will be carried forward by the Marmot Steering Group.

Locally committed: improving the quality of life for Coventry people

2.7. Safer Communities

2.7.1. **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

2.7.2. **Progress:** The total of hate incidents reported (crime & non crime) for 2017/18 is 490. In 2016/17 the total number of hate crime offences was 404, in 2017/18 the total number of hate crime offences was 448 - an increase of 44 crimes (percentage increase of 11%). However non crime incidents have decreased to 42 (-50%) in 2017/18 compared with 86 in 2016/17. Racist incidents remain the largest category accounting for 85% of total hate crime incidents during year.

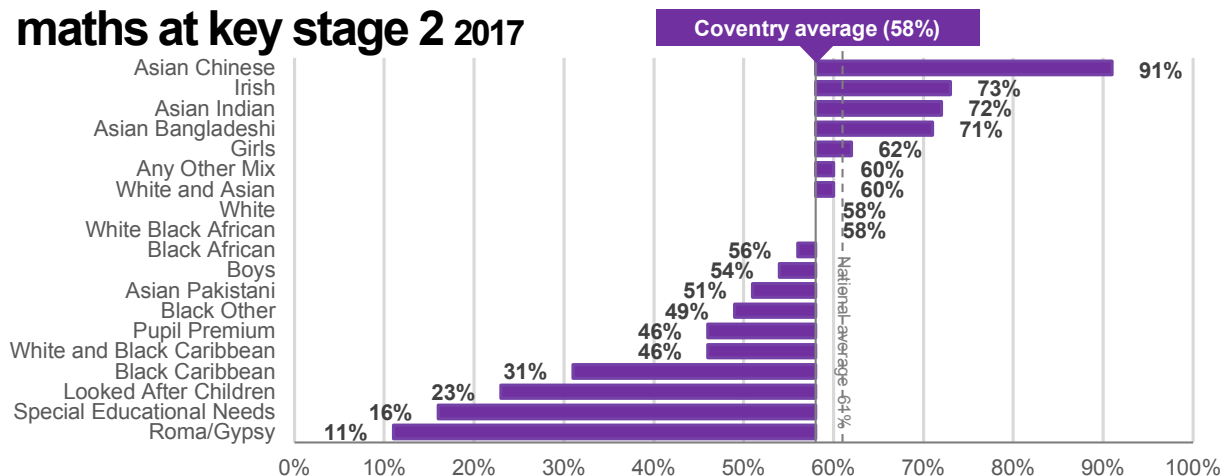
Hate crime incidents reported:	2016/17	2017/18
Race/ethnicity	426	415
Sexual orientation	34	39
Religion/belief	8	27
Disability	13	<5
Sex/gender/transgender	<5	<5
Not stated	5	<5

- 2.7.3. 43 hate crime cases were reported by members of the public through the Council's Street Enforcement Service, Incidents have been reported by other Hate Crime Reporting Centres (not Police) and, although small in number, via the City Council's on-line hate crime reporting form. Cases receiving a multi-agency response (n=11), as at March 2018, may be recorded on more than one agency's system and therefore recorded more than once.
- 2.7.4. 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 Coventry University with the aim of ensuring that there is a robust city-wide response. Through ongoing engagement with community groups and organisations, an understanding of Hate Crime Strategy is being promoted to build confidence and enable communities to report incidents.
- 2.7.5. There are links between the equality objective to make communities safer together and the government's agenda around integration. In May 2018 the Council sent a formal response to the Green Paper consultation on Integrated Communities and although there is unlikely to be any new legislation in this area, there may be further guidance published which encourages the adoption of a specific equality objective on leadership on integration issues by local authorities. This will be considered as part of the process to develop the Council's next set of equality objectives.

2.8. Improving educational outcomes

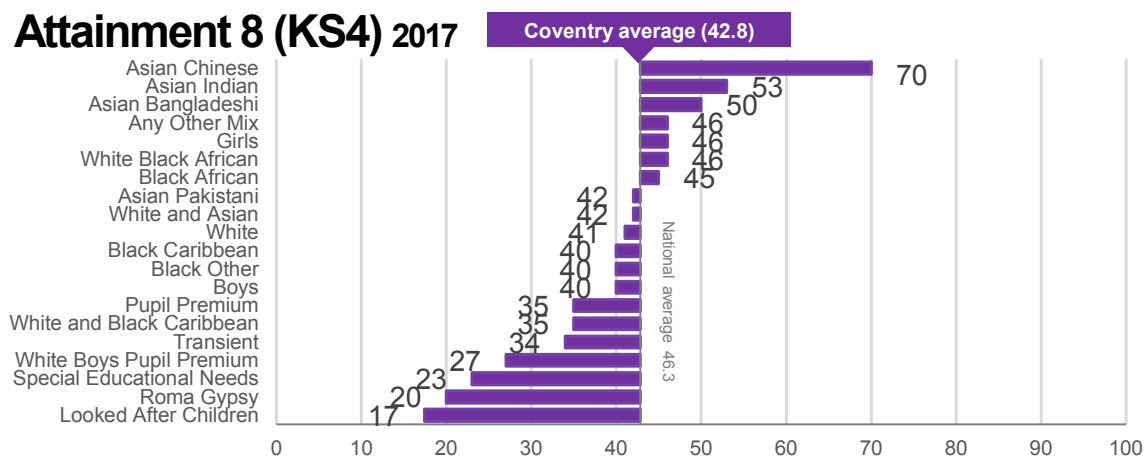
- 2.8.1. **Aim: Improving educational outcomes by working with schools to continue to improve standards** including monitoring outcomes for key priority groups at the end of Key Stage 2 and 4; reduction in fewer teenage pregnancies, and rates of offending in young people and fewer young people who are not in education, employment or training.
- 2.8.2. **Progress: Monitoring outcomes at key stage 2:** In 2017 there was 9% increase in pupils achieving the expected standard in reading, writing and maths (from 49% to 58%). This increase is a faster rate than both national and our statistical neighbours and so the gap with the national average is narrowing. Progress rates in each subject increased with writing now above the national. All groups made positive progress apart from Looked After Children and Black Other pupils. Furthermore most groups have closed the gap with the national average apart from Black African, Black Caribbean, Black Other, Asian Pakistani, White and Black Caribbean, White and Asian and Pupil Premium pupils.

Achieving expected standard in reading, writing and maths at key stage 2 2017




2.8.3. **Progress: monitoring outcomes at key stage 4:** In a year of reform with the introduction of Grades 1-9 for English and Maths, attainment has decreased at local and national levels. In 2017 Coventry's Attainment 8 score reduced from 48.1 in 2016 to 42.8. We remain below our statistical neighbours and the national score. Key Stage 4 is a city priority. All groups have showed a decline in progress apart from Asian Chinese, Gypsy Roma and "White and Black Caribbean" pupils. Furthermore most groups have not closed the gap with the national average apart from Asian Chinese, Gypsy Roma and Transient.

Attainment 8 (KS4) 2017



2.8.4. **Progress: Fewer teenage pregnancies** - The Coventry rate of under 18 conceptions continues to fall year on year. The under 16 conception data is now lower than the national and regional rate. However, the small numbers of conceptions, as there are now currently in Coventry, can look to vary significantly from year to year even when not statistically significant. 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 112 new children and young people in 2017/18 and supported them to adopt

healthier behaviours associated with sexual health, substance misuse and poor/coercive behaviours. 4,023 young people aged 15-24 accessed the C-card scheme in 2017/18 for contraception.

Indicator	Previous	Current	Comparators		Progress
Conceptions to girls aged und 18 (rate per 1,000 girls aged 15-17)	29.9 Jan – Dec 2016	26.63 Jul 15- Jun 16	WMCA 23.7 2016	England 18.8 2016	

- 2.8.5. **Progress: Lower rates of offending in young people:** The rate has reduced from 432 in 2016/17 to 311 in 2017/18. Coventry has recorded a 28% fall in its first time entrant rate from 2016/17 to 2017/18, almost entirely erasing the increase seen in the two years since 2014/15 when the rate reached its lowest level of 309.
- 2.8.6. Of the first-time entrants in 2016/17, 93.5% are male and 6.5% are female. In terms of the overall gender ratios (based on Youth Justice Board data), in 2016/17, 39 out of a Coventry offending population of 240 were female (16.3%), compared to 20 out of 182 (11.0%) in 2017/18; this compares with England proportions of 16.5% in 2016/17 and 15.6% in 2017/18.
- 2.8.7. **Progress: Fewer young people who are not in education, employment or training.** 5% of Coventry young people aged 16-17 are not in education, employment or training (NEET) or activity not known. This compares well with the region (5.4%), statistical neighbours (7.8%) and England (5.6%).
- 2.9. **Improving health and well-being**
- 2.9.1. **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.
- 2.9.2. **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 18% of children accessing the service were aged 11 or under, so more children are accessing the support they need at an earlier stage. To progress the strategic priorities set out in the Suicide Prevention Strategy, Coventry has established a multi-agency steering group which operates through Task and Finish groups covering the Year 2 priorities. One of these task and finish groups looks at risks to children and young people, and links with schools, primary mental health teams, Coventry & Warwickshire Mind, Public Health Acting Early, family hubs and CAMHS to increase awareness of suicide risk factors, especially self-harm, neurodevelopmental and common mental health condition among staff, public and professionals. It seeks to increase signposting and awareness of these conditions and to develop destigmatising and supportive cultures and programmes.
- 2.9.3. **Progress: Improvement in educational outcomes and less violence, drugs and alcohol abuse** - The development of the new Family Health & Lifestyles services aims to radically transform the way families are supported in Coventry. The new service will take an integrated approach, with multi-skilled local teams which bring together a range of services to improve outcomes for children and families. The Council has commissioned a

new service for young people. Change Grow Live (CGL) are now supporting young people who might be experiencing difficulties and/or facing risks around sexual health, substance misuse and difficult relationships with their peers. By intervening early and delivering supportive interventions it is intended to help young people identify their strengths and build their resilience in the hope that they realise their full potential. The number of alcohol specific admissions for under 18s per 100,000 has reduced from 45.5 in 2012/13 to 35.5 – though this is still higher than the regional and national rate.

2.10. **Protecting the most vulnerable**

2.10.1. **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

2.10.2. **Progress:** A total of 5812 incidents (both crime and non-crime) were recorded in 2017/18, which is a small increase of 41 incidents (+0.43%) on 2016/17. The rate of domestic abuse is higher in Coventry than the national average. The Coventry Domestic Violence & Abuse Services (CDVASS) received 1464 referrals last year. The majority (65%) of referrals were White British with smaller numbers of referrals recorded across a broad range of ethnicity categories.

2.10.3. In June 2018 Coventry launched the Coventry Domestic Abuse Strategy 2018-2023 to tackle domestic abuse in the city. The current focus for Coventry is now the implementation of the strategy through the development of an action plan which is being monitored and overseen by the Domestic Abuse Strategic Group. Focus to date has been on raising awareness of domestic abuse, reviewing available training and developing a core competency framework intended to help organisations to assess the needs of their staff teams.

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

2.10.5. **Progress:** – In 2017/18 there were 557 households accepted as statutorily homeless, a decrease on the previous year, however the service has experienced a very high workload resulting in some delays in making decisions. The majority (69%) of statutory homeless households had a dependent child or children – 50% were female lone parents. 63% of statutory homeless households were White, 17% were Black and 7% were Asian. 26% were under 25, 72% were aged between 25 and 64, and only 2% were aged 65 or over. The Council receives about 65-75 approaches a week from people reporting to be 'Homeless on the Night' in addition to people making contact in advance of becoming homeless. The number of homelessness cases prevented and relieved last year was 659, which is a reduction from 1015 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.

2.10.6. The implementation of the Homelessness Reduction Act in April 2018 means that the Council now has 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. A prevention service delivered by a new team of officers has been set up to provide a much greater focus on measures to prevent homelessness and meet the new statutory duties.

Delivering our priorities with fewer resources

2.11. Make the most of our assets

- 2.11.1. **Aim: Culture change** developing flexible and efficient ways of working to meet the needs of employees and the employer
- 2.11.2. **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 and digital skills training to support this. Work is also ongoing to develop WorkSMART, which is about all employees taking responsibility to think about where, when and how to deliver better outcomes for people of Coventry.
- 2.11.3. **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.
- 2.11.4. **Progress:** An Equality and Diversity action plan has been produced that contains several actions related to the recording and reporting of equalities data. The data categories used have been changed in line with best practice, and the facility for employees to update their own equality information via MyEmployment has been introduced. In addition to this, the text explaining why we ask for equality data has been updated to promote completion.
- 2.11.5. **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.
- 2.11.6. **Progress:** BME representation has fallen across the whole workforce and at senior management level in comparison to 2017. An Equality and Diversity action plan has been produced which aims to increase the diversity of staff at the Council at all levels and should result in an improvement of these figures next year, progressing towards the ambition of having a workforce that is representative of Coventry's population.
- 2.11.7. The proportion of female employees at Senior Management Level is lower than the female representation across the whole Council.

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)
2017/18 Workforce Profile	15.0%	6.7%	67.9%	49.3%
2016/17 Workforce Profile	15.4%	7.4%	69.4%	56.6%
% of Coventry residents in employment	23% (BME)		47% (Female)	

Active citizens: strong, involved communities

- 2.12. **Aim: Customer Voice** – Developing of the ‘Voice of the Customer Strategy’ and embedding equality objectives within this.
- 2.12.1 **Progress:** A team has been created whose focus is on understanding the ‘Customer Experience’ to inform and prioritise improvement opportunities and to build on areas of strength. A systemised process has been developed which will be tested in one service area and with a limited number of team members in the first instance to ensure that the approach is fit for purpose. This will be rolled out in a controlled way across Customer Services following the testing activity.
- 2.13. **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.
- 2.13.1 **Progress:** whilst recognising that not everyone is digitally able there has been an increase in the transactions online from last year (2016/17) to this year (2017/18). This has increased from 28% of customer contact being online or self-service to 33%.
- 2.14. On-line forms are designed to enable individuals to undertake transactions at a time and place to suit them. The process of developing them incorporates a review to confirm that they are written in plain English so are easy to understand and to ensure that they are simple to use requiring only essential information to complete. In addition, the face to face service offer all individuals the support they require to access services. Support may be in the form of interpretation access or in helping people to familiarise themselves with technology and supporting them to access on-line services. Discussions are currently taking place to secure a course to teach the team basic signing skills to help at the first point of contact.
- 2.15. 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.

2.16. **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.

2.16.1 **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.

2.17. **Summary of progress 2017/18**

2.17.1 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, first time entrants to the youth justice system and alcohol related admissions to under-18s. However, by contrast the report shows increasing numbers of hate crime incidents, the majority of which (85%) are classed as racist incidents.

3 **Results of consultation undertaken**

3.1 As this is a performance report on the equality objectives that were agreed for 2016/17, there have been no requirements to consult on this year-end report. However, the report has been shared with Trade Union representatives.

4. **Timetable for implementing this decision**

4.1 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 and Public Authorities) Regulations 2017.

6 **Other implications**

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

The achievement of the equality objectives will be managed in accordance the Council's performance management framework. <https://smarturl.it/PMF>

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?

Achieving progress against the equality objectives impacts on the whole organisation. All Council employees have a duty to pay due regards to the three aims of the Equality Act.

6.4 Equalities / ECA

The process outlined in this report will enable the Council to comply with its obligations under the Equality Act (Specific Duties and Public Authorities) Regulations 2017.

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.

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Enquiries should be directed to the above person.

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Si Chun Lam	Insight Development Manager	People	21.09.18	24.09.18
Wendy Ohandjanian	Equality & Diversity Officer	People	21.09.18	24.09.18
Liz Gaulton	Director Public Health	People	17.09.18	19.09.18

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Adrienne Bellingeri	Change Manger - Transformation	People	31.07.18	07.08.18
Angela Atkinson	Kickstart Programme	Place	31.07.18	01.08.18
Kim Mawby	Economy and Jobs Manager	Place	31.07.18	04.09.18
Sunairah Miraj	Programme Delivery Manger - Migration	Place	31.07.18	17.08.18
Kim Fawcett	Planning and Housing Policy Assistant	Place	31.07.18	09.08.18
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Andy Hyland	Organisational Development	Place	21.09.18	21.09.18
Grace Haynes	Head of Workforce Transformation	Place	21.09.18	09.10.18
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Barry Hastie	Director of Finance and Corporate Services	Place	21.09.18	11.10.18
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Director: Gail Quinton	Deputy Chief Executive	People	21.09.18	10.10.18
Members: Cllr A S Khan	Cabinet Member for Policing & Equalities		21.09.18	27.09.18

This report is published on the council's website:
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 21st 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/
- Information and statistics: www.coventry.gov.uk/infoandstats/
- Equality and diversity: www.coventry.gov.uk/equality/

Appendix 2

Coventry City Council **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
- 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]