

Cabinet Member for Policing and Equalities

10 October 2019

**Name of Cabinet Member:**

Cabinet Member for Policing & Equalities- Councillor AS Khan

**Director approving submission of the report:**

Deputy Chief Executive (People)

**Ward(s) affected:**

All

**Title:**

Equalities Objectives Performance Report 2018/19

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**Is this a key decision?**

No – although the proposals affect more than two electoral wards, the impact is not expected to be significant

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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 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 2018 to March 2019.

**Recommendations:**

The Cabinet Member is recommended to:

- (1) consider the progress made on the equality objectives at year end
- (2) consider the progress made on the development of revised equality objectives for 2020
- (3) consider ways of improving the diversity of the Council workforce

**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?**

Yes

**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 2018/19

### 1. Context (or background)

- 1.1. 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 four years, or when the Council refreshes its Council Plan.
- 1.2. 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 2018 to March 2019.

### 2. Options considered and recommended proposal

#### 2.1. Progress at 2018/19 year end

- 2.2. 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

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

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

- 2.3.2. **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 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.

#### 2.4. Jobs for local people / reducing the impact of poverty

- 2.4.1. **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

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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>

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.

- 2.4.2. **Progress– Earning the living wage:** The Employer Hub service (based at the Job Shop) works intensively with local businesses to help them recruit Coventry residents who may be facing additional barriers to getting a job. This involves discussing the quality of the job created, the salary and the terms/conditions. Over **392** jobs have been promoted in the last year for local employers, aimed at ensuring the residents find it easier to get these better-quality jobs. In addition, over **289** 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. The Employer Hub are also using the Ambition employer funding initiative to aim for a minimum £9 living wage for all of its employers' new vacancies by 2020.
- 2.4.3. **Progress – improving the role of workplaces as health promoting environments:** The Coventry and Warwickshire Year of Wellbeing 2019 programme is working to inspire and empower people to make changes that will improve their wellbeing, and the wellbeing of people around them. One of the key objectives is to support workplace wellbeing. The programme is engaging with employers through a variety of means, including speaking to local businesses to discover and share best practice in the ways in which they support their employees. Work is also ongoing with the Coventry and Warwickshire Growth Hub to communicate information and opportunities to extend workplace wellbeing opportunities into private businesses.
- 2.4.4. **Progress - Vulnerable people helped into work** – Coventry City 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. Last year the Job Shop supported **1,354** people into work (includes at Amazon) and **547** who identified as having a disability or health barrier. **272** job starts were achieved for people using the Job Shop over 50 years of age. **834** were achieved for black and minority ethnic (BAME) people using the Job Shop. Through the grant funded support Coventry City Council provides to migrants in the city, the Coventry Refugee and Migrant Centre has offered over 932 appointments to nearly 338 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 60 people securing jobs and mostly paid work experience opportunities in 2018-19.
- 2.4.5. Coventry City Council is the lead partner on the six year long, £9m Ambition Coventry youth programme delivered by a partnership of six organisations across the city, one being the Job Shop. This is helping young people (age 16-29) who are not in education, employment or training (NEET) find work, training or education. Ambition has enabled Coventry City Council to engage and support **426** new people through the project this year (July 2018 – June 2019). **196** of these are vulnerable young people and **120** are BAME people. **181** people supported by Ambition have moved into positive destinations (work, education or training) in this same period, of which **87** are vulnerable young people and **53** BAME people.
- 2.4.6. The council also leads on three other employment and skills projects; Exceed in Coventry, ConnectMe and Routes to Ambition. The Job Shop is also a delivery partner on these. The three projects work with different sections of the local population, including women and BAME people. Support is focused on people who are out of work, have disabilities or long-term health conditions, or are not in employment, education or training (NEET) or at risk of becoming NEET without additional intervention. Under these

three projects, between July 2018 and June 2019, Coventry City Council has been able to engage and support **942** Coventry residents. Of these **648** are vulnerable people, and **656** BAME people. We have had **253** project beneficiaries going into a positive destination in this period, with **171** of these vulnerable people and **116** BAME people.

2.4.7. **Marmot – employability support to address poverty** - As a member of the Marmot Steering Group the Employment and Skills Service have helped to facilitate a Task and Finish Group around employment and poverty. The Group includes key partners including Jobcentre Plus and a range of local employability support providers. The Group has mapped what is already happening, raised the profile of the positive work being undertaken and has started developing five programmes of activity to support more unemployed or economically inactive local residents to move away from poverty.

- Activity Programme One – Exploring possibilities around developing an Employer Incentive to employ more people facing disadvantage in the labour market. This may be in the form of support with Apprenticeships, Placements or other means to assist local employers to offer a job to people within these groups.
- Activity Programme Two – Look at increased support to people who are struggling to pay debts, including Council Tax, in order to improve their financial standing and ability to enter secure employment options. Also work to improve take up of the Living Wage by Coventry employers.
- Activity Programme Three – Support the ongoing work to adopt and expand the ‘Disability Confident’ model for Coventry employers, including Coventry City Council.
- Activity Programme Four – Develop and deliver a pilot scheme to explore better linkage between support for people to address substance misuse and support to get them into jobs.
- Activity Programme Five – Organise and deliver a Connecting Employability Support Network Event to improve network links and cross referrals between employability support providers in Coventry who support those people facing the most disadvantage in the labour market.

2.4.8 **Ignite Programme** - The Employment and Skills Service have been awarded additional £160k central government (MCHLG) funding to develop and deliver enhanced employability support for Coventry residents who are refugees and migrants. The new service will link employment support delivered by the Job Shop with a new language support programme (delivered by ACH) and the specialist employability support being delivered via the Refugee and Migrant Centre, St Francis Church of Assisi and other providers working with the MiFriendly Cities and Building Bridges Programmes. The overall programme will be managed by the City Council’s Migration Team.

2.4.9 **Adult Education Service** - The Adult Education Service continues to actively promote equality, diversity and inclusion; more than **80%** of learning venues are located in the **30%** most deprived neighbourhoods in the City. Crèche provision is available at several daytime venues to support learners who would otherwise not be able to access courses. The Service’s fee strategy offers very substantial discounts and financial support to those facing financial barriers. Good support is given to learners disclosing disabilities. The Service provides large programmes in ESOL, English, maths and for learners with learning difficulties and/or disabilities. Teaching is very effective in promoting equality, diversity and inclusion. **49%** of learners were from BAME groups which compares with **35%** for Coventry population overall.

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

### 2.5 Safer Communities

2.5.1 **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

2.5.2 **Progress:** The largest category (85.5%) of hate crime and non-crime incidents recorded were related to the protected characteristic of race/ethnicity; followed by sexual orientation (8.1%); disability (2.4%); sex/gender/transgender (1.9%) and religion (1.9%). Incidents relating to disability or sex/gender/transgender saw an increase. Note that these figures are by no means the full picture. Under-reporting makes it difficult to quantify the prevalence of hate incidents and hate crime.

#### Hate crime and non-crime incidents in Coventry

Protected characteristic of...	2017/18	2018/19
Race/ethnicity	415	400
Sexual orientation	39	38
Disability	< 5	11
Religion/belief	27	9
Sex/gender/transgender	< 5	9
Not stated	< 5	< 5

2.5.3 The city's new Hate Crime Strategy 2019-21 recognises that hate crime has a devastating and often lasting effect on victims and their families. It divides our communities; prevents people from living and enjoying their lives; and makes people fearful to leave their homes, let their children play outside, or be who they are. Backed by the Coventry Police and Crime Board, the strategy aims to: support victims, witnesses and communities; reduce and prevent incidents and increase awareness and reporting. It makes each partner accountable; and encourages a better understanding of why certain groups are more reluctant to report hate crime, and to encourage all communities to increase reporting. Community organisations been involved in developing the strategy and are working collaboratively with the Council to develop an action plan.

2.5.4 The Council works closely with local groups to encourage joint working and provides support for funding bids that will challenge and counter extremism. These groups represent a cross-section of the city's diverse communities and working together helps build trust and cooperation.

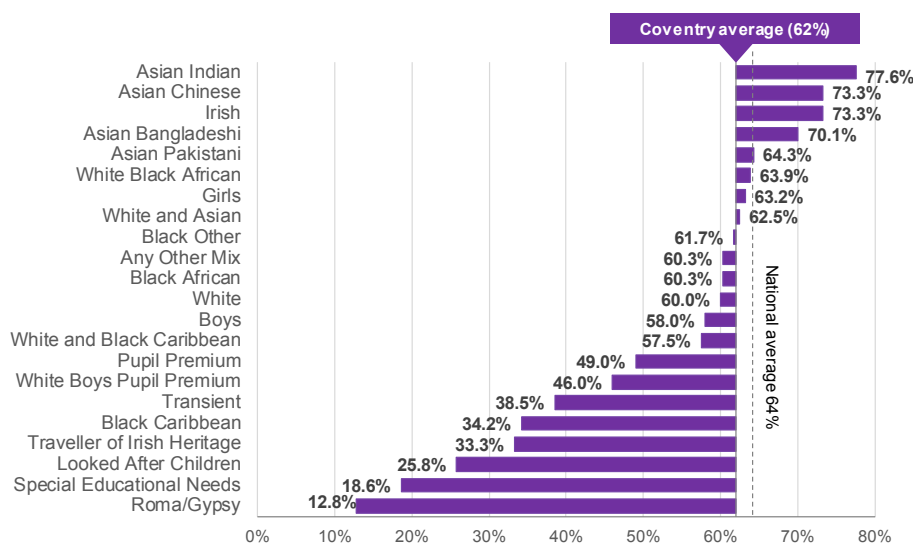
2.5.5 There are links between the equality objective to make communities safer together and the government's agenda around integration. In May 2018 the Council sent a formal response to the Green Paper consultation on Integrated Communities and is considering the adoption of a specific equality objective on integration as part of the process to develop the Council's next set of equality objectives.

2.6 Improving educational outcomes

2.6.1 **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.

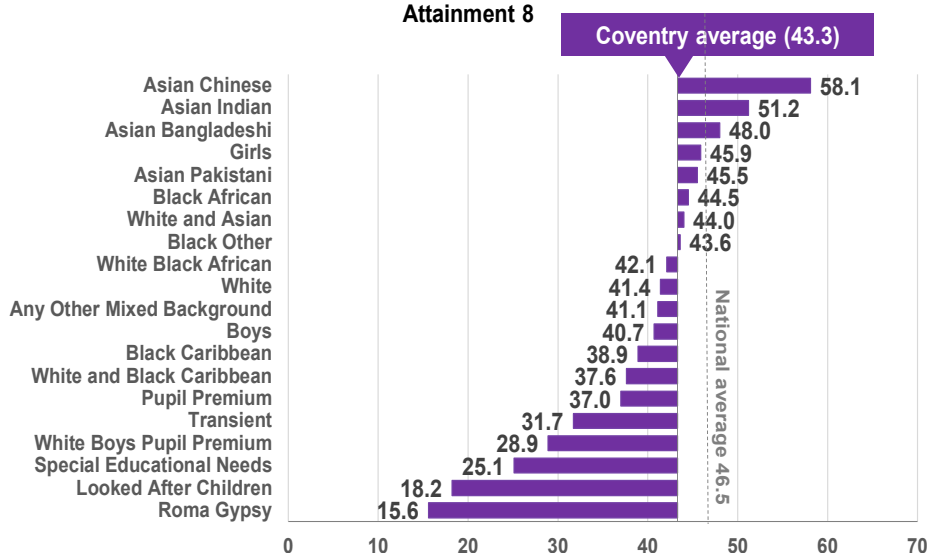
2.6.2 **Progress: Monitoring outcomes at key stage 2:** In 2018, the key stage 2 expected standard in reading, writing and maths improved by 4%-points to 62%. This is 1% above the average for similar areas. All key priority groups have made positive progress apart from Asian Chinese, White and Black African and White and Asian.

Key stage 2 expected standard in reading, writing & maths



2.6.3 **Progress: monitoring outcomes at key stage 4:** At year 11, pupils narrowed the gap with the national average. The city’s attainment 8 score improved from 42.8 to 43.3. Positive progress was made across all key priority groups, including boys, pupil eligible for pupil premium, White boys eligible for pupil premium, special educational needs, looked after children, Black Other, Asian Pakistani, White and Black African, White, White and Asian.

Attainment 8



- 2.6.4 **Progress: Fewer teenage pregnancies** - Coventry's under 18 conception rate continues to decrease from a high of 68.1 per 1,000 females aged 15-17 years in 2008 (the highest rate in the West Midlands) to 26.1 in 2017. The three-year moving average data for under-16 conceptions is also demonstrating a downward trend. 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 new Early Intervention and Substance Misuse Service commenced in August 2018 and has engaged 251 new children and young people between its commencement and March 2019 and supported them to adopt healthier behaviours associated with sexual health substance misuse and poor/coercive behaviours. 2,957 young people aged 15-24 accessed the C-card scheme in 2018/19 for contraception.
- 2.6.5 **Progress: Lower rates of offending in young people:** In 2018/19, there has been a further reduction in first time entrants to the youth justice system (93, down from 126); and reduction in the number of substantive offences (479, down from 582). However, many of the young people known to youth offending face complex needs including mental health issues, poor educational attainment. and poor school attendance – all of which will have an impact on their life chances.
- 2.6.6 Of the first-time entrants in 2018/19, 84.7% are male and 15.3% are female; this is an increase in female representation from 2017/18. In terms of the overall gender ratios (based on Youth Justice Board data), 23 out of a Coventry offending population of 155 were female (14.7%); this is an increase from 11% the previous year but still less than the England proportions of 18.1%.
- 2.6.7 **Progress: Fewer young people who are not in education, employment or training.** In January 2018, 380 (5.4%) of 16-to-17-year olds were either NEET or their activity was not known. This is lower than the WMCA (7.1%), West Midlands (6.4%) and the England (6.0%) figures and represent a decline of 1.5% points from January 2017.

## 2.7 Improving health and well-being

- 2.7.1 **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.
- 2.7.2 **Progress: Resulting in fewer young people in Coventry self-harming** – The scope of the Early Intervention and Substance Misuse Service commenced in August 2019 and 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 15% of children accessing the service for individual support were aged 11 or under, so more children are accessing the support they need at an earlier stage. Hospital admissions as a result of self-harming in young people (age 10-24) continue to reduce in Coventry, following a trend in the past 4 years and rates in Coventry are significantly lower than the national average. The Rise service provides emotional well-being and mental health services for children and young people who are registered with a Coventry or Warwickshire GP. Rise aims to have an increased emphasis on prevention and early intervention and integrate more effectively with other local services and schools. The 2016-19 Suicide Prevention Strategy will be refreshed, and the associated action plans will align across Coventry and Warwickshire and with the NHS STP.
- 2.7.3 **Progress: Improvement in educational outcomes and less violence, drugs and alcohol abuse** - The city's family hubs help co-ordinate early intervention and support. There are 8 Family Hubs across the city, serving local communities and focusing on



delivering early help to children aged 0-19 (and up to 24 for young people with special education needs (SEN) and their families. These hubs have brought together health visitors, social care, midwives, police and others to identify families who may benefit from some external help and put together a collaborative package of support. This will help to ensure that families have access to the support they need, including addressing maternal isolation, accessing activities to improve their children's life chances and educational attainment. Change Grow Live (CGL) provide a specialist service for young people affected by substance misuse. The service supports 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 we intend 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 12-13 to 35.5 – though this is still higher than the regional and national rate.

## 2.8 Protecting the most vulnerable

- 2.8.1 **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.
- 2.8.2 **Progress:** A total of 6719 incidents were recorded in 2018/19, which is an increase of 16% on 2017/18. The increase in domestic abuse crimes (that is, all crimes with a marker for domestic abuse) may be an indicator of increased confidence in police and partners to address domestic abuse.
- 2.8.3 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.
- 2.8.4 Following the launch of the Domestic Abuse Strategy in June 2018, the Council supported the citywide 'domestic abuse is everybody's business' campaign last Winter. In recognition that workplaces can do more to support and protect employees facing domestic abuse, colleagues wore orange and shared photos and messaging on social media. Broadgate, Gosford Street, and West Orchards were also lit in orange to mark the occasion.
- 2.8.5 **Aim: Preventing homelessness and helping households accepted as statutorily homeless**
- 2.8.6 **Progress:** – In 2018/19 there were a total of 644 households accepted as statutorily homeless. Whilst this is an increase from last year's figure, it is reflective of national and regional increases in the numbers of statutorily homeless over the same period. The service has also been able to prevent 201 households from becoming homeless and relieve the homelessness of 165 households. There were also a further 909 relief cases who had approached the service as 'homeless on the night'. Just under half (49%) of this year's statutorily homeless households had dependent children, a notable fall from last year's total (69%). Of these households the majority were female lone parents who made up 60% of the total, an increase from 50% last year. In terms of ethnicity 58% of all households were White, with the vast majority (73%) being White British. A further 8% of households were Asian, and there has been an increase in the number of statutorily homeless Black households compared to last year, with this year's figure (25%) marking an increase from last years (17%). 24% of households were aged under 25, with the share of those aged between 25 and 64 marginally increasing from 72% last year to 75% this year. Just 1% of households were over 65.

## Delivering our priorities with fewer resources

### 2.9 Make the most of our assets

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

2.9.2 **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.

2.9.3 **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.

2.9.4 **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. There has been no statistically significant change in both the number and percentage of employees who have declared a disability. On-going actions as part of an Equality, Diversity and Inclusion project are in place to increase the number of employees declaring a disability.

2.9.5 **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.

2.9.6 **Progress:** BME representation has slightly fallen across the whole workforce and at senior management level in comparison to 2018. However, when the number of staff that we do not hold ethnicity records for (20.0%) is removed, BME representation has remained the same at 17.9% this year, compared to 17.8% in 2018. Further work to increase the number of BME staff at the Council is taking place, including actions related to our employer brand and the implementation of recruitment & selection best practice. There has been no statistically significant change in the percentage of BME colleagues in Senior Management roles, with the number remaining the same as last year. BME staff are significantly under-represented at Senior Management level. Various actions are in place to attempt to redress this, but due to the relatively small number of posts and turnover, it will be some time before a change can be seen.

2.9.7 There has been a slight decrease in the percentage of Female representation at Senior Manager level, although the number remains the same. On-going actions as part of an Equality, Diversity and Inclusion project are in place to identify and remove the barriers in Female employees progressing within the organisation, as they are under-represented at Senior Manager level in comparison to the workforce as a whole.

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)
2018/19 Workforce Profile	14.3%	6.4%	67.7%	47.4%
2017/18 Workforce Profile	15.0%	6.7%	67.9%	49.3%
% of Coventry residents in employment	26% (BME)		47% (Female)	

### Active citizens: strong, involved communities

- 2.10 **Aim: Customer Voice** – Developing of the ‘Voice of the Customer Strategy’ and embedding equality objectives within this.
- 2.10.1 **Progress:** Customer feedback is now included on all self-serve and telephone based forms offering an opportunity for individuals to comment on their experience in regards to the service offer and anyone who may have supported them. This information is used to help to inform development plans and provide positive feedback for individuals who support the customer and is analysed to understand the opportunities to improve processes. The team who support this activity is relatively new and there will be additional work required to understand how this information is shared more widely to gain maximum benefit for the organisation.
- 2.10.2 **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.
- 2.11 **Progress:** whilst recognising that not everyone is digitally able there has been an increase in the transactions online from last year (2017/18) to this year (2018/19). This has increased from 33% of customer contact being online or self-service to 35%
- 2.12 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. Basic signing courses are being scheduled for those people who undertake the Meet & Greet roles.

- 2.13 The organisation is in the process of reviewing its digital offer and determining a programme of activity to increase the self-service possibilities. As part of this work we will consider how we ensure that all residents are able to access services
- 2.14 **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.
- 2.14.1 **Progress:** Accessibility was a key design challenge given the location of the new committee rooms and the listed nature of the Council House. Openings were 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.

## 2.15 **Summary of progress 2018/19**

- 2.15.1 In summary, from this report it can be seen that there are many examples of positive work to improve outcomes for protected groups; in relation to employment, the Council is leading on various projects to help vulnerable people into work – including young people, BME people, disabled people and migrants. This work has also been supported by the Marmot Task & Finish Group on employment and poverty. Other notable performance headlines from the last year include positive progress in education across all priority groups at key stage 4, as well as reductions in teenage pregnancies, first time entrants to the youth justice system and the number of young people self-harming. There has, however, been an increase in the number of domestic violence incidents recorded and also an increase in the number of households accepted as statutorily homeless (including Black households and female lone parents).

## 2.16 **Development of new equality objectives 2020**

- 2.16.1 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. The existing set of equality objectives were set in 2016 for a period of four years; work is therefore being undertaken to develop a draft set of revised objectives which will become operational in 2020.
- 2.16.2 The Council's 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.
- 2.16.3 Following some early engagement in early 2019, formal consultation on the revised set of equality objectives is planned for the autumn of 2019, with final approval scheduled for early 2020.

## 3 **Ways of improving the diversity of the workforce**

- 3.1 The Council has agreed a number of key priorities underpinned by a comprehensive action plan which will support the organisational aim to have a workforce which better reflects the communities it serves. We have commissioned the services of Diversity by Design to work alongside the Council's recruitment team with a view to piloting a project which will review the way in which the Council approaches the recruitment and selection of employees, as part of the programme will be the anonymising of the selection process. Other measures include mentorship schemes, work experience, joint work with the Job Shop to support potential candidates as well as targeted recruitment campaigns. During

2019 the Council launched an Inclusive Leadership Pledge which sets out the action that the Council will take to ensure that the extended corporate leadership team also reflects the communities that it serves.

#### **4 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 Plan** ([www.coventry.gov.uk/councilplan/](http://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 and Consultation Analysis**

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) climate change and 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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Si Chun Lam	Insight Development Manager	People	05.09.19	05.09.19
Wendy Ohandjanian	Equality & Diversity Officer	People	05.09.19	05.09.19
Liz Gaulton	Director Public Health	People	05.09.19	06.09.19
Valerie De-Souza	Public Health Consultant	People	05.09.19	06.09.19
Hannah Watts	Public Health Inequalities	People	06.08.19	13.08.19
Adrienne Bellingeri	Head of Customer Service	People	06.08.19	13.08.19
David Kersey	Employment Development Manager	Place	06.08.19	15.08.19
Sunairah Miraj	Programme Delivery Manger - Migration	Place	06.08.19	07.08.19
Ross Mudie	Planning and Housing Policy Assistant	Place	06.08.19	15.08.19
David Woodhouse	Lead Performance Analyst	People	06.08.19	28.08.19

Joanne Smith	Snr Commissioning Manager - Children	People	06.08.19	15.08.19
Andy Hyland	Organisational Development	People	06.08.19	06.08.19
Grace Haynes	Head of Workforce Transformation	People	06.08.19	06.08.19
<b>Names of approvers for submission: (officers and members)</b>				
Barry Hastie	Director of Finance and Corporate Services	Place	05.09.19	
Legal: Julie Newman	Legal Services Manager	Place	05.09.19	09.09.19
Director: Gail Quinton	Deputy Chief Executive	People	05.09.19	27.09.19
Members: Cllr Abdul Khan	Cabinet Member for Policing & Equalities		05.09.19	12.09.19

This report is published on the council's website: [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** **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.