

Scrutiny Co-ordination Committee
Cabinet Member for Policing and Equalities

8th January 2020
30 January 2020

Name of Cabinet Member:

Cabinet Member for Policing and Equalities - Councillor AS Khan

Director approving submission of the report:

Deputy Chief Executive (People)

Ward(s) affected:

All

Title:

Proposed New Equalities Objectives 2020/22

Is this a key decision?

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

Executive summary:

Coventry City Council is committed to fulfilling its duties as a public authority under the Public Sector Equality Duty. As part of this general duty, we are required to comply with a specific duty to publish a set of equality objectives every four years. The current set of equality objectives were set in 2016 and will therefore expire in 2020. A set of five proposed new equality objectives were recently the subject of a consultation exercise which has now been analysed. This report therefore seeks approval for the formal adoption of the proposed new equality objectives from 2020.

Recommendations:

The Scrutiny Co-ordination Committee is requested to consider the content of the report and forward any comments / recommendations to the Cabinet Member for Policing and Equalities.

The Cabinet Member is recommended to:

- (1) Consider any comments / recommendations from the Scrutiny Co-ordination Committee.
- (2) Approve the formal adoption of the proposed new equality objectives for the Council for 2020/22

List of appendices included:

Appendix 1 – Coventry City Council Equality, Diversity & Inclusion Commitment
Appendix 2 – Equality and Consultation Analysis (ECA)

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 – Scrutiny Co-ordination Committee – 8th January 2020

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: Proposed New Equality Objectives 2020/22

1. Context (or background)

- 1.1 The Council is required, as a listed public authority, to comply with all elements of the Public Sector Equality Duty (PSED). This duty is comprised of the general duty and specific duties.
- 1.2 The general duty requires the Council to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not
- 1.3 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.
- 1.4 The existing set of 15 equality objectives were set in 2016 for a period of four years and will therefore expire at the end of March 2020. Progress against these objectives was reported annually to Cabinet Member for Policing and Equalities.

2. Options considered and recommended proposal

- 2.1 There are various factors that have influenced the review of the Council's equality objectives:
 - The need to create a more concise, focused, measurable set of equality objectives through which the Council can demonstrate improved outcomes for protected groups
 - The Council's One Coventry programme provides an opportunity to refresh the equality objectives in a way that would clearly align them to the One Coventry Plan vision, priorities and values.
- 2.2 Some of the questions that have been considered as part of the development of the proposed new equality objectives include:
 - Has early engagement/listening activity with partners/communities highlighted any important equality issue?
 - Does information from service areas indicate that any particular equality issues need to be addressed?
 - Which objectives would stretch the organisation to perform better on equality issues?
 - Which objectives would improve the experience for people with a relevant protected characteristic?
 - How do these objectives contribute to the aims of the general duty?
 - What has recent analysis of ECAs demonstrated in relation to impact on protected groups?
 - What are the One Coventry priorities?

2.3 Some of the sources of evidence that were used as part of the research into identifying appropriate equality objectives included:

- Official Unemployment Rate April 2018-19
- Coventry Jobshop Support 2018-19 data
- 2018 Coventry Household Survey
- JSNA Citywide profile 2019
- Council Plan Performance Report 2018-19
- Equality Objectives Year-end Performance Report 2017-18
- ECA Report 2018-19

2.4 Research identified that there are two broad types of objectives that can be set by public authorities:

- **Foundational** objectives focus on building the capacity of the organisation to address equality challenges through developing its knowledge and infrastructure.
- **Direct** objectives focus on directly addressing identified challenges for service users, staff and/or the wider community.

2.5 It has been identified that having a set of equality objectives which is comprised of both foundational and direct objectives is more likely to lead to achieving measurable and sustainable progress on equality and diversity for the organisation.

2.6 Accordingly, the following 5 equality objectives for 2020-22 are proposed:

Equality Objective 1

Create a foundation to drive improved access to services through better use of equalities data

This objective relates to improving the Council's understanding about its customers and using this intelligence to help shape the way in which we can deliver the best services for those groups of customers in most need

Equality Objective 2:

Develop and deliver in partnership a whole-city approach to 'Building a Coventry that works for all'

This objective relates to establishing city-wide commitment to action as well as bringing together community, voluntary and public sector leaders to listen and mobilise on things of shared interest.

Equality Objective 3:

Increase the diversity of our workforce at all levels so that we are more representative of the communities we serve and better able to meet their diverse needs

The Council is committed to improving the recruitment and progression at all grades of people from under-represented groups to better reflect the diversity of the city.

Equality Objective 4:

Increase the number of 18-24 year olds getting into employment

Data¹ is showing us that this group of young people experience more unemployment than other age groups in the city.

¹ Official Unemployment Rate April 2018-19, Jobshop Support 2018-19 applicants for support

Equality Objective 5:

Increase the number of disabled residents taking part in sporting and cultural activities in the city

Disabled residents are less likely to both take part in and attend sporting and cultural events in the city; this equality objective will try and improve this and work with sporting and cultural providers to improve accessibility at events

- 2.5 These 5 proposed objectives have been subject to a process of rigorous scrutiny by both Corporate Leadership Team (CLT) and Strategic Management Board (SMB), during which time the following issues were considered for each objective:
- The current position
 - What success would look like
 - What the scope / limit of our influence is to achieve the objectives
 - Any risks to delivery
- 2.6 The Director of Public Health and Wellbeing, as corporate lead for equalities, will receive regular progress reports against each objective. An annual report of progress will be presented to the Cabinet Member for Policing and Equalities.

3 Results of consultation undertaken

- 3.1 The consultation on the proposed equality objectives ran from the 30th September to the 9th October 2019, and then from the 13th October to the 22nd November 2019. The consultation was paused for a total of four days from the 9th to the 13th October 2019, in order for a conversation with stakeholders to take place on the scope of the consultation. In order to compensate for the pause, an additional week was added to the total consultation length. Over the time period, 242 people visited the consultation pages, and 40 people filled out the consultation survey. One additional response was received by email.
- 3.2 The consultation was hosted on the Council's Let's Talk Coventry consultation and engagement platform. The Let's Talk Coventry platform hosts a number of consultation and engagement exercises and is regularly advertised via email and social media. In particular, the equalities objectives consultation was specifically advertised to a range of internal and external partners and stakeholders.
- 3.3 The consultation on proposed equality objectives revealed broad support for each of the five objectives. In summary:
- Responses to Objective One contained feedback about how data would be gathered and used.
 - Responses to Objective Two indicated some degree of frustration; there was feedback that this sort of objective had been tried before but to little effect.
 - Responses to Objective Three included feedback that particular programmes to increase diversity might prevent the best person from being recruited. There was also a concern whether this commitment was new, and a wish to understand what progress had been made in the past. There were also a number of detailed responses to do with different ways of assessing and promoting diversity.
 - Responses to Objective Four featured a theme to do with increasing training and support opportunities for young people in the city. There was also a concern related to the struggle of young people getting jobs due to lack of experience.

- Finally, responses to Objective Five revealed a wish for engagement between disabled people and sports activity providers to help co-design what is delivered, and a concern to do with the accessibility of the services. There was also a concern that the solutions delivered ought to be sustainable into the future.

The results of the consultation will be fed into the development of action plans for each Equality Objective and the issues raised will be addressed through this approach.

4. **Timetable for implementing this decision**

- 4.1 It is intended that the proposed new equality objectives for the Council become operational from 1st April 2020; they will be supported by action plans with clear outcomes which will be performance managed and progress reported annually to cabinet member.

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 publishing the Council's equality objectives as required under the Equality Act (Specific Duties and Public Authorities) Regulations 2017. Any sharing of personal data or special category personal data between Council services will be in compliance with the General Data Protection Regulations 2016 and the Data Protection Act 2018

6 **Other implications**

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

The achievement of the equality objectives will be managed in accordance the Council's performance management framework.

6.2 **How is risk being managed?**

The performance management of the equality objectives will help the Council to manage risk by systematically measuring progress in relation to the equality objectives. This means that areas where good progress is being made can be identified, as well as those areas where progress is not as expected and where corrective action may be needed.

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

Achieving progress against the equality objectives impacts on the compliance of the whole organisation with the Public Sector Equality Duty. 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.

An ECA has been completed as part of the process of developing new equality objectives and can be found at Appendix 2.

6.5 Implications for (or impact on) climate change and the environment

None identified.

6.6 Implications for partner organisations?

Many of the Council's objectives are delivered through partnership working which means that there will be implications for partner organisations.

Report author(s):

Name and job title: Jaspal Mann, Equality & Diversity Officer

Directorate: People

Tel and email contact: 024 7697 7109

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Liz Gaulton	Director Public Health and Wellbeing	People	06.12.19	09.12.19
Valerie De-Souza	Public Health Consultant	People	06.12.19	16.12.19
Robina Nawaz	Policy & Partnerships Transformation Officer	People	03.12.19	04.12.19
Wendy Ohandjanian	Equality & Diversity Officer	People	06.12.19	09.12.19
Si Chun Lam	Insight Development Manager	People	06.12.19	06.12.19
Kristi Larsen	Programme Officer (Consultation & Engagement)	People	06.12.19	16.12.19
Lara Knight	Governance Services Co-ordinator	Place	06.12.19	06.12.19
Andy Hyland	OD/HR Adviser	People	06.12.19	09.12.19
Grace Haynes	Head of Workforce Transformation	People	06.12.19	09.12.19
Susanna Newing	Director of Human Resources	People	06.12.19	16.12.19

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
David Ashmore	Director Housing & Transformation	People	12.12.19	16.12.19
Names of approvers for submission: (officers and members)				
Barry Hastie	Director of Finance and Corporate Services	Place	06.12.19	17.12.19
Legal: Julie Newman	Legal Services Manager	Place	06.12.19	06.12.19
Director: Gail Quinton	Deputy Chief Executive	People	06.12.19	17.12.19
Members: Cllr Abdul Khan	Cabinet Member for Policing & Equalities		06.12.19	16.12.19

This report is published on the council's website: www.coventry.gov.uk/councilmeetings

Appendix 1

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.

Appendix 2

In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.

Form 1

This part must be completed and before formal consultation is undertaken and must be available during the consultation stage.

Author of this document: Jaspal Mann

Name of ECA and Service: Proposed New Equality Objectives 2020/22

Head of Service: Liz Gaulton, Director of Public Health and Wellbeing

Date of completion: 29 September 2019

Background to the planned changes

- 1. What is the background to the planned changes? Why is this change being considered?** *If further information is available on the different scenarios that have been considered as part of this work, provide a link to the public document which contains this information.*

Coventry City Council is committed to fulfilling its duties as a public authority under the Public Sector Equality Duty. As part of this general duty, we are required to comply with a specific duty to publish a set of equality objectives every four years. The current set of equality objectives were set in 2016 and will therefore expire in 2020. A proposed new set of equality objectives has been developed and this ECA explores the potential impact of them on protected groups.

- 2. Who do you need to consider as part of this ECA?****stakeholder analysis*

A range of internal and external stakeholders will need to be engaged as part of this process. This includes senior management, employees, trade unions, public sector partners, voluntary and community organisations and also residents of the city.

Pre-Consultation Engagement

This section refers to any activities that took place (such as briefings, meetings, workshops, scoping exercises etc) with stakeholders before the formal consultation period.

- 3. What engagement activities took place prior to formal consultation and what feedback (if any) was received in relation to equality issues?**

Early listening and engagement activity took place with a range of stakeholders; this offered support for the equality objectives to be reduced from the current set of 15 to a more focused set of objectives which could be used to achieve improved outcomes for protected groups.

Analysis of Impact

In this section please ensure that you consider the three aims of the general duty as they affect **protected groups**. These groups are:

Age
Disability
Gender reassignment
Marriage/Civil Partnership
Pregnancy/Maternity
Race
Religion/Belief
Sex
Sexual Orientation

The **three aims of the general duty** require that a public authority, in the exercise of its functions, must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

4. Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps/mitigations (if any) could be taken to reduce any negative impact that has been identified.

Note – when identifying potential impacts below, please only include impacts that may exist over and above general impacts that may affect the wider community/population. (For example, a reduction in grant to Coventry Citizens Advice would affect all service users through a reduced level of first line advice being available to all – but it would affect the following groups more; age, disability, gender and race as they represent a larger proportion of the clients who use the advice service.)

Age

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 4 should positively impact on young people aged 18-24 by targeted work to improve their employment opportunities

Disability

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 3 should include plans to increase the number of disabled employees at the Council

Proposed objective 5 should positively impact on the lives of disabled people through improved participation levels in sporting and cultural events

Gender reassignment

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Marriage/Civil Partnership

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Pregnancy/Maternity

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Race

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit a range of ethnic groups/communities.

Proposed objective 3 should include plans to increase the number of black and ethnic minority employees at the Council across all grades

Religion/Belief

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 2 may include some work around opportunities for cross-community social interaction which would benefit different religious groups/communities.

Sex

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

Proposed objective 3 may include plans to increase the number of female employees at the Council in senior positions

Sexual Orientation

Proposed objective 1 should enable to improved collection and analysis of data on this protected group.

5. Are there any other vulnerable groups that could be affected? i.e. deprivation, looked after children, carers.

Also include any information about the health inequalities/Marmot implications of this proposal. Contact Caroline Ryder (caroline.ryder@coventry.gov.uk) or Hannah Watts (hannah.watts@coventry.gov.uk) in Public Health for more information.

Successful delivery of proposed objectives 4 and 5 would improve the life chances of those protected groups through increased levels of employment and improved health outcomes, thus indirectly address the health inequalities agenda.

6. What are the gaps in evidence? Can this be addressed during the consultation stage?

In this section, re-state those protected characteristics for which there is no data available. In addition, outline if there are any plans to collect further data during the consultation stage (through surveys, on-site sampling etc). If it is unlikely that additional data will be available to inform this ECA, then include a commitment statement in this section along the lines of 'following on from this ECA, once the new service is implemented/commissioning process undertaken, a specific requirement to collect and analyse relevant equalities data will be included in management information processes / service specifications*'. *delete as appropriate*

7. What are the likely impacts of this project/review on staff from protected groups?

Outline below how this proposal/review could impact on staff from protected groups positively or negatively, and what steps/mitigations (if any) could be taken to reduce any negative impact that has been identified.

Data you should include related to the staff impacted:

- *Employee headcount / Total Contract Count / Total FTE*
- *Status (Part time/Full time)*
- *Age band*
- *Sex*
- *Ethnicity*
- *Disability*
- *Grade*
- *Sexual Orientation*
Religion/Belief

*This information can be obtained from Andy Hyland –
Andy.Hyland@coventry.gov.uk 02476 83 3426*

Proposed objective 3 will specifically target improving the diversity of the Council Workforce; the Equality, Diversity and Inclusion Action Plan will provide the delivery mechanism for achieving this objective.

Form 2

This section should be completed AFTER any consultation has been concluded.

Author of this document: Jaspal Mann
Date of completion: 3 December 2019

Potential Impacts – further information

- 8. Referring to the information detailed in question 4 of ECA Form 1, state if the potential impacts have been confirmed. Also detail below any additional information about potential impacts that has been highlighted during any consultation.**

The consultation exercise has confirmed support for the proposed equality objectives but also reiterated the need for clearly identified actions to support delivery of the objectives and to enable progress to be measured

Outcome of equality impact

- 9. Indicate which of the following best describes the equality impact of this project/review:**

- There will be **no** equality impact if the proposed option is implemented
- There will be **positive** equality impact if the proposed option is implemented
- There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified
- There will be both **positive and negative** impacts if the proposed option is implemented

Summary of ECA

Write a paragraph below which summarises the key aspects of this ECA.

This paragraph should be included in the Equalities/EIA section of any Cabinet/Cabinet Member Report.

This ECA has taken place on the process to develop new equality objectives for the Council. This is required as part of the organisation's compliance with the Public Sector Equality Duty. The ECA shows that implementation and successful delivery of the proposed objectives should result in a range of improved outcomes for protected groups.

Approvals from Director and Cabinet Member

Name of ECA Author Jaspal Mann

Date 03.12.19

Director: Liz Gaulton

Cabinet Member: Cllr AS Khan, Cabinet Member (Policing & Equalities)

Please detail below any committees, boards or panels that have considered this analysis.

Name	Date	Chair	Decision taken
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Next steps

Please send this completed ECA to the Insight Team as follows:

Wendy Ohandjanian (wendy.ohandjanian@coventry.gov.uk tel. 76 977 076)

Jaspal Mann (jaspal.mann@coventry.gov.uk tel. 7697 7109)