

Single Equalities Scheme Update

Equalities Panel, 13 June 2016

1. Reason for this report coming to the Equalities Panel

1.1 Members of the Equalities Panel are asked to:

1. Comment on the Council's progress in delivering equalities actions set out in the Single Equality Scheme during 2015/16
2. Comment and advise on whether the actions proposed in Appendix A for delivery during 2016/17 will help the Council to achieve the five objectives for the Single Equality Scheme

2. Background

2.1 The Public Sector Equality Duty (PSED) in the Equality Act 2010 requires local authorities to: publish information annually to demonstrate how they meet the equality duty; and publish one or more equalities objectives at least every four years.

2.2 The Council has developed a new Single Equality Scheme (SES) for April 2015 to March 2018. The scheme was approved by the Executive Councillor for Strategy and Transformation at Strategy and Resources Committee on 13 July 2015.

2.3 The SES identifies 5 objectives for the Council's work on equalities issues and sets out a total of 39 actions for the Council during 2015/16 to help deliver the objectives listed above. A summary of progress in delivering these actions is provided at 4.0 in this report. Further detail can be found in the full Single Equality Scheme Annual report at Appendix A.

3. Progress during 2015/16

3.1 During 2015/16 we have taken a number of steps to increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively (SES Objective 1), including:

- Conducting four needs assessment surveys focussing on: women; men on low incomes; people with disabilities; and

BAME and faith communities. A total of 766 survey questionnaires were completed across the four groups

- Taking the lead on a Cambridgeshire-wide project to identify housing needs of people with disabilities
- Consulting a representative group of residents and businesses on a number of savings proposals as part the Council's annual budget consultation

3.2 We delivered a number of actions which aimed to improve access to and take-up of services from all residents and communities (SES Objective 2), including:

- Providing a number of equalities-focussed training courses for staff including: a dedicated session on equality and diversity as part of the corporate induction for new staff; disability awareness training; mental health awareness training; mental health first aid training; and transgender awareness training
- Procuring a new corporate interpreting and translation contract in collaboration with Cambridgeshire County Council and actively managing this contract to ensure good standards of service for the Council and its customers
- Using funding from the Council's Sharing Prosperity Fund to fund four digital inclusion projects. The Council's City Homes service delivered 5 12- week training courses for 34 residents at venues across the City. 3 voluntary and community organisations were funded to deliver programmes which focused on increasing residents' digital skills and enabling them to access services online

3.3 We have progressed a number of actions to promote equal access to public activities and spaces in Cambridge and help people to participate fully in the community (SES Objective 3), including:

- Completing the Cambridge City Centre Accessibility Review, which focused on accessibility issues for people with disabilities, older people and other people with mobility issues, and taking forward an action plan to address some of these issues
- Reviewing the Council's taxi policy. A draft policy will be considered at the Council's Licensing Committee in July 2016, prior to wider consultation. It is proposed that the disabled

access element of the new policy will include training and awareness on disability issues as part of mandatory safeguarding training for all taxi drivers

- Signing the Cambridgeshire and Peterborough Mental Health Crisis Concordat. By signing the Concordat, the Council has committed to work with partners, including Cambridgeshire Police, Cambridgeshire County Council, Cambridgeshire MIND, and NHS bodies, to ensure that vulnerable individuals in mental health crisis receive the right care, in the right place, at the right time
- Working with Citizen's Advice Bureau to pilot an outreach advice service at Barnwell Medical Practice, which has supported 64 patients who are experiencing mental health issues as a result of debt or other financial issues
- Working with partner organisations to provide 7 awareness raising events and activities on mental health issues for City Council staff and local communities as part of World Mental Health Day in October 2015
- Continuing to provide move-on accommodation for 40 adults recovering from mental ill health, in conjunction with Cambridgeshire County Council and Metropolitan Housing Group
- Providing direct support for 535 older people aged 65+ to help them remain independent and socially active, including through access to benefits, installation of assistive technology, and community alarms
- Continuing to deliver a programme of 15 fitness classes per week for older people in partnership with Forever Active and the Cambridgeshire and Peterborough Clinical Commissioning Group's Falls Prevention Team. There have been 4,976 attendances by older people at these classes to date.
- Continuing to run and support a range of groups for older people in Trumpington, Abbey, Arbury, Akeman Street Community Centre, and Ross Street Community Centre
- Providing a successful programme of free swimming lessons for 290 children who are from low income families or who cannot swim at the key stage 2 assessment point
- Continuing to provide open access play activities for children and young people, providing a programme of summer activities

for children and young people as part of SummerDaze 2015, and providing targeted activities in areas of greatest need, including boat activities, cooking, and art and crafts

3.4 We took forward a number of activities to tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together (SES Objective 4). These included:

- Working with partners to develop an Equality Pledge, which was signed by all local authorities in Cambridgeshire, and a significant number of other public bodies. Cambridge City Council is hosting a web page for the Pledge, and actions are now taking place in support of the Pledge, including the development of an Equalities and Diversity Network
- Supporting and delivering a wide range of celebratory activities, including events to mark Black History Month, Cambridgeshire Celebrates Age, Disability History Month, Holocaust Memorial Day, International Women's Day, Lesbian Gay Bisexual and Transgender (LGBT) History Month, and Refugee Week
- Supporting the development of the 'Safer Spaces' project being led by the Encompass Network. The Council has taken a number of steps to ensure that the Council is a 'Safer Space' for LGB&T customers, including: providing a transgender awareness training course which was attended by over 90 staff; and producing and promoting a guide and for managers on making their facilities a safer space
- Working with Encompass and Cambridgeshire Ethnic Community Forum to arrange events to bring together BAME and LGB&T communities as part of Black History Month and the Council's Customer Awareness Week activities
- Providing regular outreach surgeries at Cambridge Mosque and the Addenbrookes Hub on services to address racial harassment and anti-social behaviour
- Working in partnership with Cambridgeshire Police to put in place a local 'Prevent' initiative. Following an initial community engagement event, we produced an action plan. As part of this we have delivered awareness raising workshops for the community and conducted training for over 160 frontline staff on their responsibilities under 'Prevent'

- Gaining “White Ribbon Campaign” status and taking forward an associated action Plan. Actions have included: Working with partners to organise a domestic abuse and sexual violence awareness event; and developing a new Council webpage to signpost people who have been affected by domestic abuse to agencies that can provide help, and provide information on spotting the signs of domestic abuse or relationship abuse

3.5 We took a number of steps to ensure that the Council’s employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the Council (SES Objective 5). These included:

- Publishing data on the Council’s workforce, recruitment and training attendance by equality group as part of the annual Equality in Employment report.
- Recruiting 7 apprentices during 2015/16 as part of the Council’s ongoing apprenticeship programme
- Publishing a new guide for officers on equalities in procurement which takes into account relevant changes in equalities legislation and guidance
- Progressing a wider audit of the Council’s contract management processes, including auditing a sample of contracts to determine whether equalities considerations are being monitored effectively by contract managers

4. New actions for 2016/17

4.1 The SES 2015-2018 sets out 5 objectives for the Council’s work on equalities issues and 39 actions to help deliver these objectives during 2015/16. A further 30 actions have been identified in Appendix A for delivery during the second year of the scheme in 2016/17. Some of these are new actions that have been developed in response to consultation, research or emerging local issues, while others are an extension or evolution of activity delivered during 2015/16.

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