



To: Executive Councillor for Strategy and Transformation: Councillor Lewis Herbert

Report by: Helen Crowther, Equality and Anti-Poverty Officer

Relevant scrutiny committee: Strategy and Resources Scrutiny Committee 03/07/2017

Wards affected: Abbey Arbury Castle Cherry Hinton Coleridge East Chesterton King's Hedges Market Newnham Petersfield Queen Edith's Romsey Trumpington West Chesterton

SINGLE EQUALITY SCHEME 2015-2018

Key Decision

1. Executive summary

- 1.1 The Council's Single Equality Scheme (SES) was approved by the Executive Councillor for Strategy and Transformation at the Strategy and Resources Committee on 13 July 2015. The SES sets out how the organisation will challenge discrimination and promote equal opportunity in all aspects of its work over a three year period (2015-2018).
- 1.2 This report provides an update on progress in delivering key actions set out in the SES for 2016/17. It also proposes some new actions for delivery during 2017/18.

2. Recommendations

- 2.1 The Executive Councillor is recommended to:
 1. Note the progress in delivering equalities actions during 2016/17.
 2. Approve the actions proposed in the SES for delivery during 2017/18.

3. Background

- 3.1 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.
- 3.2 The Council has developed a 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.
- 3.3 The SES identifies 5 objectives for the Council's work on equalities issues. It sets out a total of 32 actions for the Council during 2016/17 to help deliver the 5 objectives. It sets out 46 new actions for the Council to deliver in 2017/18. A summary of progress in delivering these actions is provided at 4.0 in this report. A summary of actions set for 2017/18 can be found in section 5.0 of this report. Further detail can be found in the full Single Equality Scheme Annual report.

4. Progress during 2016/17

- 4.1 During 2016/17, we undertook 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:
 - Working with partners to develop a database of schemes across Cambridgeshire which provide accommodation for people with disabilities. This research helps us understand current and future housing needs for people with different types of disabilities.
 - Carrying out an audit of citywide community facilities in order to ensure that services are aligned to those in the greatest need, and reflect changing needs and the growth of the city. We have drafted a Community Centres Strategy based on these findings.
 - Consulting a representative group of residents and businesses on a number of savings proposals, and analysing the results by equalities group, as part of the Council's annual budget consultation.

4.2 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 equalities-focused training for staff that included: 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.
- Continuing to provide a corporate interpreting and translation service for customers that need them, and actively managing the contract to ensure good standards of service.
- Employing two Arabic-speaking Support Workers to support Syrian refugees in Cambridge with language barriers that prevent them from accessing services like housing, health and benefits.
- Helping increase digital accessibility for those who need it most:
 - 215 learners attended drop-in digital sessions at a 'Microhub' established in partnership with Cambridge Online and other organizations at the Meadows Centre.
 - The 65+ Getting Online project trained 4 digital champions to carry out digital workshops in sheltered housing schemes. 25 learners were engaged in 2016/17.

4.3 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:

- Helping accommodate 31 people recovering from mental health problems in Cambridge City Council move-on accommodation.
- Supporting older people to remain independent and socially active through the City Council's Housing Related Supported for Older People. We directly helped 614 people through the service.
- Putting in place a specialist project worker to talk with young people about issues they wanted to be addressed within their local communities and support they need to get involved with the Council's formal decision-making.
- Expanding the outreach advice project delivered by the Citizens Advice Bureau from one to four health centres (East Barnwell Medical Centre, Nuffield Road Surgery, Meadows Community

Centre and Trumpington Pavilion). From April 2015 to December 2016, the service supported 205 patients who were experiencing health issues as a result of debt and other financial problems.

- 4.4 We undertook 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), including:
- Working with partners to support and deliver 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 Transgender History Month, and Refugee Week.
 - Continuing to participate in the Safer Spaces pilot project to ensure that our services are safe spaces that lesbian, gay, bisexual, transgender and queer people would feel comfortable using.
 - Helping to prevent radicalisation and the development of violent extremism. We provided Prevent Wrap 3 training to 200 staff to explore grooming from a safeguarding perspective. We also continue to work with the police and other partners to look at referred cases of individuals who are identified as a concern under Prevent in order to identify appropriate support for them.
 - Achieving re-accreditation for Cambridge as a White Ribbon Town and appointing 7 ambassadors to deliver actions to reduce domestic violence and abuse.
 - Holding a Cambridge Arts Network conference with 100 delegates from the arts, cultural and equalities sectors. The conference considered how to address diversity issues in the sectors.
- 4.5 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). We have:
- Published data on the Council's workforce, recruitment and training attendance by equality group as part of the annual Equality in Employment report.
 - Recruited 10 apprentices to date on the Cambridge City Council Apprenticeship Scheme that have worked in a diverse number of services.

5. New actions for 2017/18

- 5.1 A further 46 actions have been identified to help deliver the objectives of the SES in 2017/18. 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 2016/17.
- 5.2 There are 3 key actions/ areas of work that will involve all services during 2017/18. These are to:
- Increase visibility amongst service users and staff members in Council locations that we are signatories of the **Equality Pledge**. We will also work with other organisations that are signatories of the Pledge to develop Equality Pledge objectives and identify how we can achieve these across Council services.
 - Continue to participate in the **Safer Spaces** pilot in partnership with the Encompass Network. We will identify actions for different Council services that help people of all genders and sexualities feel welcomed and supported.
 - Identify actions to improve **dementia awareness** across Council services, as part of the Council's commitment to the Dementia Action Alliance.
- 5.4 We have also identified a number of other actions to be delivered by specific services. 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), our work will include:
- Exploring how to support young people aged 12 to 15 to further their influence on Council decisions.
 - Supporting a feasibility study into whether there is a demand for a Council of Faiths in Cambridge.
 - Continuing to work with partners to develop evidence on current and future need for housing for people with different types of disability.

- Leading on a Cambridgeshire-wide project to understand how Disabled Facilities Grants can be used to provide more joined-up services across housing, health and social care.
 - Working with other Equality Pledge signatories to develop objectives for the Pledge and a communications plan to share good practice around equalities, and encourage other organisations to become signatories.
- 5.5 To improve access to and take-up of services from all residents and communities (SES objective 2), our work will include:
- Continuing to provide interpretation and translations services for customers that need them and monitoring the effectiveness of the services. We will also provide ESOL classes for Syrian refugees in Cambridge and interpretation and translation support where language could be a barrier.
 - Coordinating a series of digital access activities across the city in a range of venues and with a range of partners in relation to identified need.
- 5.6 To promote equal access to public activities and spaces in Cambridge and help people to participate fully in the community (SES Objective 3), our work will include:
- Providing accessibility and equality training for an estimated 800 new and existing taxi licence holders.
 - Working with Cambridgeshire County Council health and social care services to support up to 800 older people remain independent and socially active. Within Cambridge we will also continue to support older people's groups in a variety of locations in order to help prevent isolation.
 - Continuing to provide 400 open access activities for 1,000 children and young people in local neighbourhoods across Cambridge.
- 5.7 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), our work will include:
- Working with partners in the developing Equality and Diversity Network to support and deliver a wide range of celebratory activities for different equalities groups across the year.

- Reducing racial harassment and hate crimes targeted at all equality groups by continuing to provide a Racial Harassment Service to investigate incidents and working with the Police on strategic issues around hate crime.
 - Preventing radicalisation and development of violent extremism by delivering Prevent Wrap 3 training to staff and Councillors and continuing to participate in the Channel Panel for Peterborough and Cambridgeshire to look at referred cases identified as a concern under Prevent and how to support them.
 - Continuing to deliver actions to reduce domestic violence and abuse towards women and men.
 - Building on the Cambridge Arts Network conference by running a follow-up event to work with Cambridge Arts and Cultural Leaders to put together a diversity commitment.
- 5.8 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), our work will include:
- Continuing to monitor the profile of the Council's workforce, in particular the Council's targets for BAME (9.5%) and disabled (6.5%) staff as a percentage of the workforce. We will aim to optimize the use of the Council's apprenticeship levy contributions whilst providing a high quality 'Cambridge City Apprenticeship Scheme', and in registering for the Disability Confident Scheme that will replace Two Ticks.

6. Implications

(a) Financial Implications

As equalities has been mainstreamed across all Council services, the activities and actions identified in Appendix A will primarily be delivered through existing service budgets and will not require additional resources. However, the Strategy and Partnerships Team has a small budget to support equalities projects and publications, and a further budget to finance interpreting services to support fair and equal access to and delivery of services. Other services support corporate and service based equalities initiatives though provision of staff resources and

occasionally funds for specific projects. We also work extensively with partner organisations to maximise the impact of our resources.

(b) Staffing Implications (if not covered in Consultations Section)

As equalities has been mainstreamed across all Council services, the activities and actions identified in the strategic action plan will primarily be delivered as part of the core responsibilities of staff within the relevant services. The Joint Equalities Group is made up of staff representatives from across all City Council services who are able to input time to supporting the mainstreaming of equalities. These are not specific posts within services, but are roles that have been adopted by staff where departments have been able to absorb additional duties.

(c) Equality and Poverty Implications

No Equality Impact Assessment (EqIA) has been carried out for this progress report on the SES. The SES provides the framework for the City Council's work to challenge discrimination and promote equal opportunity in all aspects of its work, and includes a range of actions that are designed to promote equality of opportunity. The original SES report from 2015 includes a range of evidence on the make-up of communities in Cambridge and the issues they face. In addition, this year's SES review identifies some findings from community needs analyses undertaken in 2015 (with BAME people, disabled people, men with low incomes and women). This means that the original strategy document and the review for 2016/17 are useful resources for the completion of EqIAs for other projects and policies.

The Single Equality Scheme focuses primarily on the nine protected characteristics identified in the Equality Act 2010, but references actions included in the finalised Anti-Poverty Strategy where relevant.

(d) Environmental Implications

The actions identified in the Strategic Action Plan are not anticipated to have any environmental impact, so a 'Nil' rating has been assigned

(e) Procurement

The City Council has taken steps to ensure that equalities considerations are embedded in its procurement processes. For example, we have published a Quick Procurement Guide which looks at

how to deal effectively with equality issues in procurement projects. By doing this, staff can work to ensure that the suppliers and contractors that work for us provide services and supplies that meet the diverse needs of the people that use our services. Our tender reports also ask those bidding for contracts to identify if there is any social value (social benefits) to a contract, which relates to promoting equality and diversity, challenging discrimination and the prevention and alleviation of poverty.

(f) Consultation and communication

Public consultation on the draft Single Equality Scheme took place for 13 weeks from 2 March to 29 May 2015. The findings from the consultation were presented to Strategy and Resources Committee on 13 July 2015. As part of the consultation officers:

- Published the draft strategy and a questionnaire survey on the City Council website. The survey was publicised via the Council's Twitter account and sent directly to relevant partner organisations. A total of 22 responses were received to the survey.
- Held 10 bilateral meetings with voluntary and community groups that represent particular equalities groups
- Sought advice from the Equalities Panel at a Special Meeting of the Panel on 2 February 2015.
- Sought the views of City Council staff via the Joint Equalities Group on 2 March 2015.

The key equalities achievements from 2016/17 will be communicated externally through a report to the Equalities Panel on 12 June, a press release and an article in Cambridge Matters. They will be communicated to Council staff through articles in Management Matters and Insight.

(g) Community Safety

A number of the actions from the SES that have been progressed during 2016/17 will have a positive impact on community safety and cohesion in Cambridge. These actions include:

- Providing a Racial Harassment Service to investigate incidents and identify actions to prevent racial harassment.
- Helping to prevent radicalisation and the development of violent extremism: by delivering Prevent Wrap 3 training and working with

partners, like the police, to identify support for individuals identified as a concern under Prevent.

- Achieving re-accreditation of our White Ribbon status to help reduce domestic violence and abuse towards women and men.
- Starting to provide mandatory Customer Awareness, Safeguarding and Equality & Protection training to all new and existing taxi licence holders.

7. Background papers

The Single Equality Scheme 2015-2018 Year Two Review report was used as a background paper when preparing this report. The report provides more detailed information on how each of the 32 actions in the SES have been progressed during 2016/17 and sets out the proposed actions for 2017/18. This report is included as an Appendix to this report and can also be found on the Council's website at:

<https://www.cambridge.gov.uk/content/equality-and-diversity-performance>

8. Inspection of papers

To inspect the background papers or if you have a query on the report please contact:

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