

## **Single Equality Scheme 2018 - 2021 – Helen Crowther, Equality and Anti-Poverty Officer**

The City Council has developed a new Single Equality Scheme that sets out how the organisation will challenge discrimination and promote equality of opportunity in all aspects of its work over the next three years.

This item will:

- Review progress made and learning related to promoting equality and diversity over the last three years for the Single Equality Scheme 2015-18.
- Provide advice on proposed priorities and actions for the new Single Equality Scheme 2018-21, ahead of the deadline for the final report (13<sup>th</sup> June).

The Single Equality Scheme 2018-21 includes additional actions to address a number of key issues identified through the consultation and review of available evidence. We will ask Panel members to feedback on what more we might do in relation to these areas. The areas include:

- a) Ensuring that our frontline services support people with mental health issues in the best possible way.
- b) Helping to tackle discrimination experienced by Gypsies and Travellers, and encouraging them to get support they need from public services.
- c) Helping to tackle loneliness experienced by older people, people with mental health issues and people in new communities.
- d) Taking into account different experiences of poverty for people from different protected characteristics who may require different types of support related to mitigating and preventing poverty.

## **Single Equality Scheme 2018-2021**

### **1. Background**

1.1. In April 2011 the general Public Sector Equality Duty (PSED) was implemented, which requires local authorities when they are exercising public functions, to have due regard to the need to:

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

1.2 The Equality Act 2010 also requires local authorities to:

- Publish information annually to demonstrate how they meet the equality duty.
- Prepare and publish one or more objectives to meet any of the aims of the equality duty at least every four years.

1.3 To meet the requirements of the PSED and the other specific duties established in the Equality Act 2010, the City Council chose to produce three Single Equality Schemes: the first covering the 2009-2012 period, the second covering the 2012-2015 period and the third covering the 2015-2018 period.

1.4 We have also published annual reports setting out our equalities activities and progress in delivering the objectives included in the Single Equality Scheme. Every year we also publish our Equality in Employment Workforce Report, which provides detailed information about the make-up of our workforce.

1.5 Cambridge City Council has chosen to develop a new Single Equality Scheme for the period of 2018-2021. Although producing and publishing specific Equality Schemes no longer form part of our public duties under law, the City Council believes that having a Single Equality Scheme will help it to ensure that it complies with the specific and general duties established in the Equality Act 2010 (as outlined at 3.1 and 3.2), assist in promoting community cohesion, and improve its knowledge of equality and diversity issues.

1.6 The scheme and the strategic plan incorporated within it do not attempt to capture everything the City Council does related to its PSED, but it sets out the organisation's priority areas for action in the next three years. The scheme was developed through an understanding of the City Council's achievements to date, an analysis of data available from relevant research and consultation exercises, and an assessment of where the authority needs to focus further effort.

1.7 For the City Council's work on equalities issues from April 2018 to March 2021, the Single Equality Scheme 2018-21 carries forward the 5 objectives from the Single Equality Scheme for 2015-2018. The objectives are:

1. To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively.
2. To continue to work to improve access to and take-up of Council services from all residents and communities.
3. To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community.
4. To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together.
5. To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council.

1.8 The previous three Single Equality Schemes were presented to Strategy and Resources Scrutiny Committee, but the Single Equality Scheme 2018-21 will be presented to Environment and Community Scrutiny Committee because responsibility for equalities has transferred to the Executive Councillor for Communities.

## 2. Consultation and communication considerations

2.1 In accordance with the principles of the Cambridgeshire Compact, consultation on the draft Single Equality Scheme took place with voluntary and community sector partners and public sector partners, and Equalities Panel members. As part of the consultation officers:

- Held 12 meetings with the following voluntary and community groups that represent particular equalities groups: The Alzheimer's Society, Cambridge Ethnic Community Forum, Cambridge Rape Crisis, Cambridge Women's Aid, Cambridge Women's Resources Centre, Cambridgeshire Alliance for Independent Living, Campaign to End Loneliness, Centre 33, Cambridgeshire Older People's Enterprise, CPSL Mind, Disability Cambridgeshire, Encompass Network, Lifecraft, and The Kite Trust.
- Invited faith groups to a consultation meeting, which was attended by: Abu Bakr Jamia Mosque, Barnwell Baptist Church, Beth Reform Shalong Synagogue, C3 Church, St John the Evangelist Church, St Lawrence's Roman Catholic Church, St Philip's Church, and Wesley Methodist Church.

- Held 7 meetings with public sector partners, including representatives of Cambridgeshire County Council, NHS Foundations Trust and South Cambridgeshire District Council.
- Participated in a Dementia Action Alliance meeting in April attended by businesses and other public sector representatives to discuss the role of the Alliance going forward in helping to improve lives of people with dementia and their carers.
- Sought advice from the Equalities Panel via email and at a meeting of the Panel on 11th June 2018.
- Sought the views of City Council staff via Joint Equalities Group meetings on 19th January 2018 and 19th April 2018.