

Report of the Assistant Director for the Office of the Chief Executive to the meeting of Corporate Overview and Scrutiny Committee to be held on Thursday 13 December 2018.

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Subject:

Bradford Council's Equality Objectives Annual Progress Report (July 2017 to June 2018)

Summary statement:

The Corporate Overview and Scrutiny Committee were involved in the development of the equality objectives during 2015 and consequently requested to receive annual updates on progress thereafter.

This report outlines the annual progress on delivery of the Council's equality objectives (2016-2020) covering the period July 2017 to June 2018.

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1. SUMMARY

The Corporate Overview and Scrutiny Committee were involved in the development of the equality objectives during 2015 and consequently requested to receive annual updates on progress thereafter.

This report outlines the annual progress on delivery of the Council's equality objectives (2016-2020) covering the period July 2017 to June 2018.

2. BACKGROUND

- 2.1 Bradford District has a diverse and young population. Bradford has more than a quarter of its population under 18, making it the youngest city in the UK. The district has a dynamic population of over half a million people originating from all corners of the globe, creating a rich cultural mix. People from black and minority ethnic backgrounds make up 36% of the total population and there are 153 languages spoken across the district. Bradford Council aims to serve and represent the whole district in all its diversity. The Council's goal is to ensure that every part of the district and everyone who lives in it is equitably served. No-one must feel excluded and no-one unfairly favoured or disadvantaged.
- 2.2 The Council has legal responsibilities relating to equalities but these are a minimum requirement. Promoting equality in the district is part of the job of every Elected Member and Officer and there is understanding of the wider benefits of improving everyone's quality of life and our social responsibility. We therefore have equality objectives that reflect and support this diversity and ensure we maximise the vibrancy and energy of the people we work for.
- 2.3 The Public Sector Equality Duty sets out a number of aims (listed below) that public bodies should have regard to in their operation. This is supported by some specific duties which include the requirement on public bodies to set and publish at least one specific and measurable equality objective at least every four years and to publish information on how they are complying with the Equality Duty annually.
- 2.4 In the exercise of its functions public authorities must have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - 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.
- 2.5 The defined set of protected characteristics as set out in the Equality Act 2010 are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; and (in relation to discrimination) marriage and civil partnership. In recognitions of the Council's commitment to addressing poverty, Bradford's approach to equalities also looks at equality more broadly and taking into account the impact of our decisions on people on low income or with a low wage.

- 2.6 In September 2016, the Council's Executive approved a set of equality objectives for Bradford Council. The ambition for the objectives was to be strategic and only capture a few key areas which the whole organisation can contribute to and that will have maximum impact on the district. Details of the approved objectives can be found on the [Bradford Council web site](#). By 2020, we want to be able to demonstrate how they have made a difference over and above the day to day equalities work which the Council undertakes.
- 2.8 The equality objectives are embedded throughout our Council Plan and this ensures equalities remains central to the Council's work. The monitoring of the equality objectives also complements that of the Council Plan, with monitoring undertaken and discussed with the Corporate Management Team and the Portfolio Holder for equalities on a quarterly basis.
- 2.9 The equality objectives have been set for a four year period covering 2016 to 2020. As such flexibility has been built in to the plan to allow shorter term actions to be completed and new actions identified in support of achieving each objective. The district is an ever changing place, and the resources available to the Council and partners continue to change. So whilst maintaining a four year commitment to each objective, the detail in how we realise them may vary as time progresses. The milestone plan may as such alter accordingly.
- 2.10 An example of such changes is with the work currently under way to assess the objectives with the aims of the new integration programme. This is a government programme seeking to identify and address the root causes of poor integration. Bradford is one of the five pilot areas nationally invited to develop the work. As actions on the integration programme become clearer, how the Council's equality objectives can support this will be assessed and updated accordingly.
- 2.11 It is worth noting that a number of topics captured in the equality objectives are reported to this and other Overview and Scrutiny Committees in their own right and in more detail. The objectives outline the highlights relevant to equalities, as a means of providing a Council wide equalities view. The reports received by this Committee over the last 12 months include:
- Workforce development – October 2018
 - People Can - September 2018
 - Workforce diversity – March 2018
 - Safer and Stronger performance – December 2017
 - Community cohesion and Hate crime – December 2017

3. OTHER CONSIDERATIONS

- 3.1 Appendix 1 presents a detailed outline of progress against each of the equality objectives' supporting milestones/actions from 1 July 2017 to 30 June 2018. The progress plan includes a breakdown of each action and milestone, progress on each, and where it was felt appropriate to set a target a latest figure or status is also included.

3.2 The following points provide the headlines and highlights of progress with each objective.

3.3 Community relations – ensure that the people of the district get on well together.

- a) Encouraging and celebrating good community relations and active citizenship – promoting campaigns and opportunities to participate, raising awareness of ‘cultural’ events.

Highlights: The Council continues to promote and celebrate volunteering and active communities through its People Can programme. The principles of People Can have been adopted across a number of initiatives from the Education and Business Covenants to Community Stars and the family hub service. The potential of People Can continues to be developed and invested in by the Council with further activity planned in 2018/19.

- b) Hate and street crime - education programmes in schools, increasing reporting, reducing street based sexual harassment.

Highlights: Increasing the reporting of and also the incidences of hate crime continues to be a district focus. The Council has successfully run varied interventions in schools (a traded service), on Anne Frank history through to interfaith education. Reporting Centres in the district continue to increase and the Council continues to support varied community of interest events. The successful sexual harassment project around further education locations has been completed with the on going legacy work now business as usual for the University, College and Police.

3.4 Employment and skills – promote inclusive growth through ensuring those most disadvantaged in the labour market are able to get the skills they need and access good jobs.

- a) Poverty and ethnicity employment and skills programme - addressing barriers and blockages to employment and career progression for disadvantaged groups.

Highlights: The Textile Academy successfully recruited, supported and connected many women in Keighley with local businesses needing their skills. Beyond the initial funded project, local community organisations now continue to develop relationships and opportunities with businesses. Directly targeting low paid women in Council employment has demonstrated good career progression for some individuals, focusing on their specific needs and aspirations. These projects alongside other national programmes will be evaluated centrally during 2018 by the funder, the Joseph Rowntree Foundation. Learning will be captured and disseminated across the district.

- b) Apprenticeship programme – ensuring that the Council’s new apprentices are representative of the district with a focus on Looked After Children and people with disabilities.

Highlights: Bradford Council continued to grow its apprenticeship programme over 2017/18, targeting Looked After Children and disabled people in particular. A traineeship programme is also now in development to support those not ready for formal apprenticeships. Promotion of all opportunities has also been taking place with more activity planned in to 2019.

3.5 Organisational equalities culture – the Council is well run, fit for business and is fair and inclusive in its approach.

a) Equalities competency and corporate approach – a wide ranging programme of equality competency activities and improved governance arrangements.

Highlights: The Council now has robust equality governance in place, with Corporate Management Team (CMT) acting in a leadership role, supported by the Cross Department Equality Group which includes the Portfolio Holder and LGBT+ champion as members. Key topics are analysed and fed back to departments and CMT for action. Discussions have included workforce diversity and recruitment, apprenticeships, positive action and accessible information. Many staff networks and activities take place on a regular basis which support an inclusive and supportive workforce culture. Member development sessions have also been run focusing on dementia friendly communities, migration and safeguarding stories. Equalities is also at the heart of the Council's decision making process, especially in relation to its annual budget setting.

b) Workforce diversity – recruitment options, commissioning requirements, career progression options.

Highlights: Recruitment and career progression opportunities continue to be reviewed and updated to increase our overall workforce diversity and diversity across all levels of the authority. The Disability Confident Kitemark has been achieved, and a data is collated on a six monthly basis on the protected characteristics of applicants. This in turn allows a targeted approach where the data isn't showing signs of improvement.

c) Accessible services – Accessible Information Standard implemented in Health and Social Care, and extended to customer access points primarily through our customer services.

Highlights: Making our information accessible is vital in recruitment but also in providing information to the people of the district. Over 2017/18 the Accessible Information Standard has been rolled out across Health and Social Care in response to new legislation. Plans are now in place to roll out best practice to other parts of the Council.

3.6 Equality data – our data better provides us with the right insight, evidence a intelligence to make well informed decisions that impact on our communities. Equality monitoring and use of the equality data and information – gathering more information on service users to better understand our service impacts and raising awareness of available information across the whole Council.

Highlights: As reported in the Corporate Overview and Scrutiny report in October 2017, equality monitoring and guidance has been developed and shared across the Council. A review will be due during 2018/19 to ensure equality data is a key part of our central intelligence resource, and that its availability is promoted.

4. FINANCIAL & RESOURCE APPRAISAL

Delivery of the actions in support of the equality objectives will be met from existing resources.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

There are no significant risk management or governance issues arising out of the recommendations of this report.

6. LEGAL APPRAISAL

6.1 The Equality Act 2010 consolidated a wide range of equalities legislation that had until then been contained in separate statutes. Section 149 of the Act introduced a Public Sector Equality Duty which requires local authorities and other public bodies, in the exercise of their functions, to have due regard to the need to:

- eliminate discrimination, harassment, 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

6.2 The Public Sector Equality Duty is also supported by two specific duties requiring public bodies to set and publish at least one specific and measurable equality objective at least every four years and to publish information on how they are complying with the Equality Duty annually. This is set out in the Equality and Human Rights Commission guidance.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

As suggested in this report it is important that the Council gives due regard to the Public Sector Equality Duty in any decision making it undertakes. The Council will continue to undertake activity to ensure that equality is considered through the development and delivery of all its functions. In addition, the equality objectives themselves will allow the Council to focus on a few key areas which will have maximum impact on the district and work with partners in their delivery.

As a consequence of a decision made by this Committee in October 2017, all reports which contribute to the delivery of an equality objective now require a supporting statement acknowledging this fact. This allows Committee Members to

appreciate more broadly the work taking place on the equality objectives throughout the year, in addition to this annual progress update.

7.2 SUSTAINABILITY IMPLICATIONS

There are no sustainability implications from the equality objectives.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

There are no gas emission impacts from the equality objectives.

7.4 COMMUNITY SAFETY IMPLICATIONS

The public sector equality duty explicitly states that public authorities must have due regard to the need to eliminate discrimination, harassment, victimisation. This is therefore a fundamental element of the considerations that the authority gives when assessing equality impacts on any changes to any of its functions. 'Community relations' is also one of the Council's equality objectives.

7.5 HUMAN RIGHTS ACT

There are no Human Rights Act impacts from the equality objectives.

7.6 TRADE UNION

Some of the actions supporting the equality objectives are in connection to the workforce, both in development, training and diversity. The Trade Unions will as such be kept up to date as necessary on the equality elements of the workforce development programme.

7.7 WARD IMPLICATIONS

There will be no specific ward implications as the equality objectives will have district wide impact.

7.8 IMPLICATIONS FOR CORPORATE PARENTING

None

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

Does not apply

8. NOT FOR PUBLICATION DOCUMENTS

None

9. RECOMMENDATIONS

9.1 That the progressing work on the Council's equality objectives 2016-2020 be supported.

9.2 That a further progress update on the equality objectives be presented in 12 months time.

10. APPENDICES

Appendix 1 – Equality Objectives Detailed Progress Update July 2017 to June 2018.

11. BACKGROUND DOCUMENTS

Bradford Council's Equality Objectives Overview -

<https://www.bradford.gov.uk/your-council/equality-and-diversity/bradford-council-s-equality-objectives/>