

Report of the Deputy Director of Education, Employment and Skills to the meeting of Children's Overview and Scrutiny Committee 12 April 2016.

BJ

Subject:

Equality Action Plan Progress Report

Summary statement:

This report provides an annual progress update on the Council's Equality Action Plan (published in 2013), as the Council's means of meeting its statutory duties.

Judith Kirk
Deputy Director Education,
Employment and Skills

Report Contact: Alina Khan
Phone: (01274) 439384
E-mail: alina.khan@bradford.gov.uk

Portfolio:

Education, Skills and Culture

Overview & Scrutiny Area:

Children's Services



1. SUMMARY

- 1.1 This report provides an annual progress update on the Council's Equality Action Plan (2012-2016), which has been published as the Council's means of meeting its statutory duties.
- 1.2 On 19th March 2015 Corporate Overview and Scrutiny Committee, received a report on progress of the plan and resolved that the Equality Action Plan be considered by each of the Overview and Scrutiny Committees which focus specifically on areas that are within their remit on a regular basis.

2. BACKGROUND

- 2.1 In order to meet the Public Sector Equality Duty and as a means of good practice, Bradford Council committed to ten equality objectives in 2012. These are underpinned by detailed actions, responsibilities and timelines in the Council's Equality Action Plan. These are:

1. Data and Analysis - Improving our equality monitoring data and analysis
2. Embedding Equalities - Ensuring equality has been integrated into the work of departments across the authority and the Council is able to demonstrate compliance with the Equality Duty
3. Access to Information - Our services and information are accessible and do not discriminate
4. Engagement - Our communities, partners and stakeholders are empowered to influence the way our services are provided
5. Workforce - To work towards a Council workforce that reflects our communities
6. Inequalities in Education - Narrow the gaps in educational achievement
7. Inequalities in Employment and Skills - To promote economic wellbeing, reduce worklessness and raise skills
8. Inequalities in Housing - Improve quality and quantity of housing provision so that it meets specific needs for people with protected characteristics
9. Inequalities in Health and Social Care - Reduce the impact of health and social care inequalities in the District through partnership working
10. Foster Good Relations - Fostering good relations by promoting greater awareness and understanding between our communities.

Annual progress against those objectives is presented through the annual reports available on the Bradford Council website. Work is also underway to ensure new objectives are in place by June 2016.

http://www.bradford.gov.uk/bmdc/government_politics_and_public_administration/equality_and_diversity/public_sector_equality_duty.htm

3. OTHER CONSIDERATIONS

- 3.1 There are on-going challenges facing schools from new arrivals, in the context of school places and language development:
The number of schools places that become available changes on a daily basis. In



addition many of these places will be in the wrong area or the wrong year groups for those children wanting/needing places.

Admissions receive requests for approximately 7000 In Year transfers annually (approx. 40 per school day), 70% of which are Primary (4,900). Of the 7000 applications 38% require a school place because they are new or returning to Bradford whilst 19% have moved house within Bradford and cannot access their current school.

3.2 There are now 6 Centres of Good Practice (hubs) to build capacity in successful schools to support other schools in managing the provision for New Arrivals, including support for EAL pupils (language support).

3.3 The objective of addressing inequalities in education is to **narrow the gaps in educational achievement**

Educational achievement is supported through the Raising Achievement Strategy which has been superseded by the Education Improvement Strategy. One of the key priorities of this strategy is to secure continuity of education provision for mobile groups and individuals. Revised milestones are in place to ensure that we deliver actions that through working with partners will help us improve in-year transition between schools, revise and disseminate the New Arrival Programme and undertake a review of support for ethnic minority and new arrival service. Four key areas in the Education Improvement Strategy are:

1. Further improving the quality of leadership, including governance, across all school and settings
2. Improving school readiness and end of Early Years outcomes
3. Improving teaching and learning and raising levels of literacy across all phases
4. Raising attainment of underperforming groups and narrowing the attainment gap.

It is too early to comment on any specific trends, and too early to measure impact of this strategy.

3.4 A number of partnerships have also been developed and include the Bradford Partnership (secondary), Bradford Primary Improvement Partnership, District Achievement Partnership, The Consortium of Nursery Schools, 14 to 19 Partnership and the Catholic Schools' Partnership.

4. FINANCIAL & RESOURCE APPRAISAL

4.1 Oversight of the Equalities Action Plan is undertaken by Policy Programmes and Change which is funded from within existing budgets. Implementing its delivery is carried out by services within their approved budgets.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

Risk Management and Governance are overseen by Corporate Management Team supported by the Corporate Equalities Group of senior officers.

6. LEGAL APPRAISAL

6.1 The Council published its equality objectives in June 2012, in order to comply with its duties under the Equality Act 2010 (Specific Duties) Regulations 2011. Those



Regulations also require the Council to publish information demonstrating it compliance with the Public Sector Equality Duty, at least on an annual basis, and this will be undertaken by continually updating information held on the Council website, and carrying out an annual review of content. The address of the Equality and Diversity webpage is

http://www.bradford.gov.uk/bmdc/government_politics_and_public_administration/equality_and_diversity

The Equality Action Plan gives further information about the Council's equality objectives and states how it is expected that those objectives will be achieved. It goes beyond the requirements of the equalities legislation, as set out earlier in this report.

- 6.2 Legal Services will continue to provide advice to all Council services regarding the Council's obligations under the equalities legislation.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

The Equality Action Plan will contribute directly to the Council's priorities outlined in the Council's Corporate Plan and Community Strategy. The Equality Governance Framework indicates the responsibilities for monitoring the equality objectives.

7.2 SUSTAINABILITY IMPLICATIONS

None

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

None

7.4 COMMUNITY SAFETY IMPLICATIONS

There are no specific community safety implications of this report.

7.5 HUMAN RIGHTS ACT

Equalities legislation and the action plan contain aspects which overlap with Human Rights Act.

7.6 TRADE UNION

None

7.7 WARD IMPLICATIONS

Whilst this report relates to equalities in terms of protected characteristics, ward plans and officer teams, and individual parts of the plan, work to address Equality issues as they affect citizens in different wards and areas of the District.

8. NOT FOR PUBLICATION DOCUMENTS

None



9. OPTIONS

None

10. RECOMMENDATIONS

- 10.1 That the Committee considers what it would like to put in the work programme for the next municipal year on the Equality Action Plan.

11. APPENDICES

None

12. BACKGROUND DOCUMENTS

- 12.1 [Equality Action Plan 2012-2016 Progress report – January 2016](#)

- 12.2 [Equality Impact Plan 2013 \(original document\) Appendix 2](#)

