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| Committee Overview and Scrutiny | Date 30 th November 2010 | Classification Unrestricted | Report No | Agenda Item No |
| Report of: Service Head, Scrutiny and Equalities | | Title: Single Equality Framework 2010/2011 – Six-Monthly Monitoring Report | | |
| Originating Officer(s) Hafsha Ali/ Frances Jones Acting Joint Service Heads, Scrutiny and Equalities | | Wards affected All | | |

1. SUMMARY

This Six-Monthly Monitoring Report informs the Overview and Scrutiny Committee of the Council's progress in implementing its Single Equality Framework (SEF) for 2010/11. A copy of the SEF and progress report is attached at Appendix 1.

2. RECOMMENDATION

That the Overview and Scrutiny Committee notes and comments on the progress made in implementing the Council's Single Equality Framework, as set out in Appendix 1.

3. BACKGROUND

Tower Hamlets Council has placed diversity and equality at the core of its functions and is committed to maintaining the very highest level of equalities practice both in relation to employment and service provision. In January 2010 the Council was the second Council nationally to be externally validated as being at the highest level, Excellent, of the Equality Framework for Local Government (EFLG), which replaced the Equality Standard for Local Government (ESLG).

In the past year the context within which the Council continues to tackle inequality and promote diversity has undergone a period of unprecedented change. The impact of the budget savings for local authorities is much greater than anticipated, and will have an impact of some of our most vulnerable communities. Changes to national policy will also have an impact on equality locally.

The bulk of the Equality Act 2010 came into force at the beginning of October 2010 and the new public sector duty will come into force in April 2011. The new duty aims to give public authorities much greater flexibility at a local level to

determine how inequality is tackled, placing greater emphasis on outcomes rather than outputs and process. It will require public authorities to demonstrate that local equality priorities are underpinned by a robust analysis of inequality in the locality. Greater freedom for public bodies will be accompanied with greater accountability to citizens requiring localities to ensure that the right framework is in place which empowers citizens to scrutinise the data and evidence on how inequality is addressed.

Continuing to be at the forefront of this agenda, the Single Equality Framework was introduced this year to deliver a further step change in the Councils approach to diversity and equality that is responsive to this changing economic, legal and policy context. Replacing the annual Diversity and Equality Action Plan, the SEF is the Council's new corporate strategy for promoting diversity, equality and cohesion. The SEF pulls together the strategic level equalities activities in the Chief Executive's corporate functions. It reflects the work required to maintain the highest level of practice, the actions needed to mainstream community cohesion throughout the Council's services and the implementation of the Council's Race Equality, Disability Equality, Gender Equality, Sexual Orientation Equality, Religion and Belief Equality and Age Equality Schemes. The Workforce to Reflect the Community Action Plan is an integral part of the Council's Single Equality Framework and specifically will provide the bulk of the actions relating to the Council as an employer. The action plan therefore complements the Council's equality schemes and service provision activities also included in the Single Equality Framework.

The Single Equality Framework enables us to look across all six Equality Schemes and identify areas of persistent inequality which arise from a complex interplay of factors. For example, to understand the pattern of educational achievement in the borough we need to look at the impact of gender, ethnicity, religion/belief, age and socio-economic background. Through the Framework we are investigating the determinants of unequal outcomes beyond individual equality strands and aim to understand the relationship between the strands and other circumstances that drive poor outcomes including socio-economic disadvantage. We are exploring whether the interventions that we have in place can tackle the drivers of inequality to deliver the outcomes we look to achieve in the long term. To enable us to target these areas of persistent inequality, the Single Equality Framework Action Plan will address a small number of priority areas each year. The priorities will be identified through a mapping of evidence of inequalities identified within each of the six equality schemes that cut across the strands as set out in the table below.

Table 1: Priority areas of inequality to be addressed through Equality Schemes, 2009-12

| Priority area | Age | Disability | Gender | Race | Religion/Belief | Sexual Orientation |
|---|---|---|---|---|--|--|
| A Prosperous Community: Worklessness | Reduce number of 16-18 year olds not in education, employment or training | Increase number of disabled people in employment | Reduce rate of economic inactivity among working age women | Reduce levels of unemployment and worklessness amongst Bangladeshi and Somali residents | Reduce rate of economic inactivity among Muslim women | |
| A Prosperous Community: Educational | | | Improve under performance of boys relative to girls at GCSE | Narrow the achievement gaps between different ethnic groups and the national average | | Tackle homophobia in schools |
| A Great Place to Live: Housing | | Increase access to independent living opportunities for disabled people | | Address shortage of suitable social housing which has a disproportionate impact on BME families | Address shortage of suitable social housing which has a disproportionate effect on Muslim families | |
| One Tower Hamlets: Community cohesion | Strengthen inter-generational cohesion | Give disabled people a voice in decision making | | Increase the number of people of different backgrounds who feel that ethnic differences are respected | Increase the extent to which people of different faiths say they get on well together | Reduce homophobia and promote understanding and respect for LGB people |
| A Healthy Community: Health | Reduce childhood obesity | | Improve life expectancy for men through effective health promotion services | Promote healthy lifestyles in an effective way to BME communities | | Improve access to primary care health services for LGB people |

The 2010/11 priority areas are:

A) To identify priority areas of persistent inequality and develop effective strategies to tackle them

The Single Equality Framework enables us to look across all six Equality Schemes and identify areas of persistent inequality which arise from a complex interplay of factors. Through the Framework we are investigating the determinants of unequal outcomes beyond individual equality strands and aim to understand the relationship between the strands and other circumstances that drive poor outcomes including socio-economic disadvantage.

We are exploring whether the interventions that we have in place can tackle the drivers of inequality to deliver the outcomes we are aiming to achieve in the long term. To enable us to target these areas of persistent inequality, the Single Equality Framework Action Plan will address a small number of strategic priority areas each year. The priorities have been identified through:

- A mapping of evidence of inequalities identified within each of the six equality schemes that cut across the strands (see appendix A);
- An analysis of the priorities within the Community Plan; and
- An assessment of current interventions which suggest that there is scope to improve effectiveness and efficiency.

This year's priority areas are:

- 1 Economic inactivity amongst Bangladeshi and Somali women
- 2 Independence and dignity for older people and vulnerable adults

B) To ensure that the Council has the resources, structures and processes in place to achieve our commitments. The Council is using the Equality Framework for Local Government to improve the capacity of the organisation to tackle inequality. In 2010/11 we are strengthening the organisation's capacity to deliver equality by:

- Strengthening the capacity of the Tower Hamlets Partnership to tackle inequality
- Improving the capacity of the Council at a strategic level
- Developing the processes and structures which ensure that equality considerations inform all service planning and decision making in the Council

4. Single Equality Framework Six Month Progress Monitoring

The monitoring of the SEF is undertaken by the Scrutiny and Equalities Service and reported to the Corporate Equalities Steering Group. The SEF is agreed by Cabinet annually and monitored by Overview and Scrutiny bi-annually. Progress is measured for each key activity and milestones; a full progress report of the Action Plan is attached at Appendix 1. End of year monitoring will be reported in April 2011.

At the six month mark the Council is progressing well with all of the actions in the SEF Corporate Action Plan, which are all on target to be completed by the end of the year. A summary of progress is outlined below.

4.1 Progress against work to tackle identified priority areas of inequality:

A) Economic inactivity amongst Bangladeshi and Somali women: For many years we have invested in targeted programmes and projects to support Bangladeshi and other BME workless women into work. Whilst many of these have been successful in getting some women into employment they have not been able to address this issue in a systemic way and economic inactivity amongst Bangladeshi women still remains the highest in the county at around 75%.

Recognising that there is likely to be fewer resources available for targeted additional projects to supplement mainstream employment services, the SEF aims to work with the development of the Local Economic Assessment and Employment Strategy to put in place measures to ensure that our core employment interventions are able to address the significant issue of worklessness amongst women in the borough.

Working with Development and Renewal the position of women and worklessness has been clearly identified within the Council's Local Economic Assessment. The assessment recognises that we continue to lack the robust quantitative analysis that offers a detailed breakdown of women who are workless and qualitative analysis of the barriers that prevent them from entering the labour market, which is necessary to inform effective strategy in the future. Therefore, qualitative and quantitative research has been commissioned to get a better picture of workless women on the ground and their experiences.

With the expected DWP introduction of the new Single Work Programme and changing policy context to welfare reform the Employment Strategy has identified the need to make mainstream services work better for local residents as a key objective. Engaging those workless residents detached from the labour market by undertaking work to enhance accessibility to mainstream services or to facilitate access to jobs directly to allow the Council to target specific groups and communities is also a priority.

We aim to use these findings of the research to inform the interventions of the Council's Employment Strategy as well as the Child Poverty Strategy.

B) Independence and dignity for older people and vulnerable adults: The Transformation of Adult Social Care programme is being led by Adults Health and Wellbeing Directorate. It aims to provide greater choice and independence for users of adult social care as well as quicker and easier access to universal services for those not eligible for social care services. The programme will put individual customers at the centre of shaping the package of services they require to meet their individual needs, using self-directed assessments, support plans and personal budgets. The Programme offers great potential to better meet the needs of diverse customers, through more personalised services. The purpose of carrying out a strategic level Equality Impact Assessment in this area is to review the new structures and services to assess whether some people may find the new system more difficult to navigate than others, whether this could result in differences in customer outcomes and if so what safeguards can be put in place to improve access.

Through work with staff involved in the development of the new systems and process, we have identified a number of key workstreams, including commissioning, customer journey, workforce, financial systems and communications and engagement. We have held workshops involving staff in each of these areas and identified key issues which could have an impact on the promotion of equality for customers. These points will be taken forward to strategic level workshops, involving frontline staff, user groups and community organisations, which are intended to assist us in developing a picture of the cumulative impact of the changes which are being introduced over the next four months.

4.2 Progress against actions to ensure that the Council has the resources, structures and processes in place to achieve our commitments:

Equality Act 2010: The bulk of the Equality Act, which came into force in October 2010 and the new public sector duties that will come into force in April 2011 introduce place new legal obligations on the council alongside greater flexibility for how the Council delivers on its requirements.

Implementation of the Equality Act and preparations for the new public sector duties are embodied in the Council's new Single Equality Framework (SEF).

The new requirements of the Act have been recognised and we are working to ensure that the organisation is fully equipped to handle the changes that come into effect as a result of the Equality Act 2010. We are working with Human Resources, Legal and Directorates to:

- Reviewing policies to check whether any amendments will need to be made to cover the extension to the other protected characteristics, and ensure the revised procedures are communicated to employees;

- Identifying where gender pay information is held in order to ensure we are able to bring this together and publish the necessary information within the given timetable;
- Reviewing recruitment procedures to check that they are consistent with the restrictions on asking questions about health before job offers are made. Application packs are also being revised to ensure that this new provision is complied with and more information than is necessary is not obtained.
- Understand the implications for service provision

Some training for key professionals has been held. Plans are in place for further work with senior managers and the Corporate Equalities Steering Group to prepare for the new public sector duties which are currently being consulted on and will inform the continuing development of the SEF.

Community Plan: The aspiration of 'One Tower Hamlets' has quite powerfully caught the commitment and imagination of partners and residents borough wide. Whilst the universal reach of the concepts have been positive in establishing common aims that have framed the work of the Partnership, its lack of definition has meant that translating these in to practice has been challenging.

We are working with the re-refresh of the Community Plan to establish more concretely in our story of place what we expect a more equal, cohesive and inclusive borough to look like in 2010 and the role that partners have to play at a strategic level in making that happen. A borough equalities analysis has been produced and incorporated into the overall Community Plan evidence base. Initial high level equality priorities have been developed for One Tower Hamlets. Consultation with equality forums started during autumn 2010 and an equality impact assessment of the draft Community Plan will take place in December.

Equality Impact of Transformation and Budget Savings: We have been working with the Vision and Values sub-group of the Transformation Board to develop an approach to transformation which embeds a commitment to equalities and informs the Council's Service Options review. We have tailored EqIAs to support equality impact assessment of all Transformation projects.

Equality Impact Assessment Process: We recognised that we needed more robust processes to impact assess our work as an organisation in order to embed equality further into our policies and services. In order to do this we successfully reviewed and redesigned the Equality Impact Assessment (EqIA) process to make it more flexible and user friendly. We have embedded this within wider service improvement processes, incorporating community cohesion considerations as well as additional considerations introduced by the Equality Act 2010. The new process is currently being embedded across the organisation.

Human Rights Pilot Project: The Council is one of five pilots working nationally to explore how a human rights perspective can help local authorities improve service delivery, local decision making and engagement with the communities they serve. Working in partnership with the Local Government Improvement and Development and the British Institute of Human Rights (BIHR) the Council's pilot project is investigating how a human rights-based approach can better address the needs and vulnerabilities of residents who have no recourse to public funds.

The aim of this project is to improve our understanding of human rights legislation and develop a corporate approach to its application which supports the Council to improve service delivery and local decision making. Applying a specific focus on those who have no recourse to public funds, we are working with Services and partner agencies to establish a framework, using human rights legislation, within which public and third sector organisations can work together in a more coordinated and holistic way to support those who have NRPF and ensure that those who are entitled get the appropriate access. A significant amount of work has taken place this year including consultation with key stakeholders, mapping of current processes and training on human rights delivered in partnership with BIHR and Praxis.

One Tower Hamlets Fund: In June 2010 we launched the One Tower Hamlets Fund in order to work with communities to realise our One Tower Hamlets aspiration. In September 2010 we finalised funding for nine organisations to carry out projects which ranged from encouraging people to interact and engage with each other to promoting their local areas and the history of Tower Hamlets. A number of the projects have gotten off to a promising start and with the Fund coming to an end in January 2011 we look forward to seeing the full outcomes of all the projects.

4.3 Progress on Equality Schemes

The Disability Equality Scheme (DES) for 2010-13 was published earlier this year. The fundamental objectives of the revised DES remain largely unchanged from the first Scheme; however that isn't to say that nothing has been achieved. The Council is in a very different place now compared to where it was at the beginning of 2007 when the first Scheme was developed, and has achieved a great deal of progress in the way we plan and deliver disability equality. The work that has been done over the past three years helps set the scene for further improvement in how we deliver disability equality over the next three years. The three core priorities of the DES are improving involvement, participation and engagement; creating inclusive communities and services and improving life chances of disabled people

It is important to note that these priorities are not the only activity being

undertaken. There are many initiatives being planned and delivered across the organisation and actions within the other Equality Schemes and Service Plans that support disabled people which will continue in fulfilling our commitment to embedding Disability Equality.

We published our second Gender Equality Scheme in November. The Scheme builds on the work carried out since the first Scheme was published in 2007 and includes work to address gender inequalities for residents as well as staff. The key priorities set out in the Scheme are:

- One Tower Hamlets - Strengthen our relationship with third sector organisations working with women
- A Prosperous Community - Work towards reducing worklessness amongst women in Tower Hamlets
- Great Place to Live - Improve positive activities for girls
- A Safe and Supportive Community - Develop a comprehensive strategy around violence against women and girls
- A Healthy Community - Improving life expectancy of men and women in the borough

There is also work ongoing across the Council and partners in relation to the four other Equality Schemes for race, age, sexual orientation and faith. For example, an important piece of work is underway with Adults Health and Wellbeing and health partners to respond to the needs of older lesbian, gay and bisexual people.

Under the new Single Equality Framework, the actions within the Schemes are being taken forward by services and actively monitored by Directorates through their Equality Focus Groups. The Corporate Equalities Steering Group continue to have an oversight and challenge role to ensure that overall progress to deliver the Schemes is maintained. A full update on all of the Schemes will be reported to Members at the end of this year as usual.

4.4 Progress on Cohesion and Preventing Violent Extremism

2010-11 is the third and final year of the current Preventing Violent Extremism programme and we have focused on work to evaluate our work to date and ensure that work is embedded in mainstream service provision where appropriate. This has included embedding the Social Inclusion Panel (SIP) as our mechanism for assessing the needs of young people considered at risk of violent extremism and the development of procedures to incorporate Prevention of Violent Extremism in the Adult Safeguarding panel arrangements for vulnerable adults. We have commissioned the Tavistock Institute to carry out an independent evaluation of the projects funded through Prevent and a Programme level peer evaluation is also underway with colleagues in Lancashire and Birmingham. We continue to work

closely with colleagues in the Police as well as in community organisations to address issues of community tension.

6. NEXT STEPS

Assessment of our progress in 2010/11 thus far highlights significant progress on an ambitious and comprehensive programme of work that we have set. However, the Council is acutely aware that the impact of new financial and policy context will have significant implications for equality in the borough. It is important that we understand the implications of these challenges for the priorities and commitments we have set and that we are able to be responsive, flexible and innovative about how we continue to meet our priorities.

7. CONCURRENT REPORT OF THE ASSISTANT CHIEF EXECUTIVE (LEGAL)

The Single Equality Framework for 2010-2011 was agreed by Cabinet on 7 July 2010. That was prior to the commencement of the Equality Act 2010, but it was still considered within the Council's statutory functions to promote diversity and equality in a comprehensive way.

Article 6 of the Council's Constitution provides that the Overview and Scrutiny Committee may consider any matter affecting Tower Hamlets or its inhabitants and may make reports and recommendations to the Full Council or the Executive in connection with the discharge of any functions. It is consistent with these terms of reference for the Committee to receive information about the Council's performance against the Single Equality Framework.

8. COMMENTS OF THE CHIEF FINANCIAL OFFICER

This report describes the Six-Monthly Monitoring Report to Overview and Scrutiny Committee of the Council's progress in implementing its Single Equality Framework (SEF) for 2010/11.

Equality issues should be embedded into service delivery, and they are taken into account when budgets are set. In 2010-11 some of the funding identified in the Action Plan attached to the report, currently available to the Council to support the Single Equality Framework such as the Working Neighborhoods Fund (WNF) programme will come to end. In addition, the government has recently announced 2010-11 in-year savings for certain categories of grants.

The financial environment the Council now faces has changed in particular the fact that the Council will no longer receive the same levels of government funding from 2011-12 onwards and therefore will not be able to continue or offer similar level of financial commitments it has up until recently.

There are no additional financial implications arising from adopting the Single Equality Framework 2010-11. However, if additional costs arise from implementing the Plan, given constraints on future grant funding, they must be contained within revenue budget provisions in directorates.

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9. ONE TOWER HAMLETS

The Single Equality Framework 2010-11 represents an important step in progressing the Council's commitment to building One Tower Hamlets as a place in which people live together and where they are treated with respect and fairness regardless of their differences. The Plan demonstrates that a commitment to tackling inequality and promoting cohesion is at the heart of the Council's agenda and sets out the work due to take place to integrate diversity and equality fully into all aspects of service delivery and employment practice. The 2010-11 Plan also explores the inter relationship between work on equalities and community cohesion. The aim of the Action Plan is to create an environment in which everyone who lives and works in our borough is treated with dignity and respect and where everyone can improve their life chances and access the increasing opportunities on offer.

The Single Equality Framework aims to tackle the barriers currently preventing some of the most disadvantaged people in our community from accessing the life opportunities on offer and aims to enable them to actively participate in creating and sharing prosperity in the borough. It also sets out the role of elected members and other community leaders in bringing about the change required to drive forward real improvement in relation to equality and cohesion.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

Efforts will be made to ensure that in delivering the commitments of the Single Equality Framework the impact on the environment is kept to an absolute minimum. This includes the use of recycled paper in any documentation, and careful consideration of the methods used to engage with local communities, partners and staff.

11. RISK MANAGEMENT IMPLICATIONS

The Council is seeking to implement an ambitious diversity and equality agenda in the context of changes in national legislation and public sector cuts. Progress to date has been very positive, but at a time where the Council will be taking very difficult decisions that affect our communities and workforce it is important to ensure that we understand the equality implications of our decisions and practice.

The Single Equality Framework provides a focus for all the Council's equalities work, and a means by which Members can ensure that the Council is able to continue to work towards the vision and priorities set. The arrangements in place to review progress during the year through the Corporate Equalities Steering Group, Corporate Management Team and finally by the Overview and Scrutiny Committee are considered to be effective ways of keeping this work on track.

Diversity and equality performance indicators will help keep the focus firmly on delivery and outcomes. The emphasis on consultation will mean that the Council's performance in this area will be judged by the experiences of service users on the ground.

The Council will continue to work closely with the Improvement and Development Agency (IDeA) to ensure that local practice in implementing the Equality Standard and all equalities issues is informed by best practice taking place in other parts of the country.

APPENDIX 1

| Activity | Milestones | Lead Service | Progress Monitoring |
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| Strengthening the capacity of the Tower Hamlets Partnership to tackle inequality through: | | | |
| Ensure that strategic equality priorities are designed into the refresh of the Community Plan and Local Area Agreement and that a robust analysis of inequality in the borough informs their development. | <ul style="list-style-type: none"> ▪ Community Plan Needs Assessment completed by September 2010. ▪ Community consultation completed by January 2011. ▪ New Community Plan agreed by March 2011. | Hafsha Ali, Acting Service Head, Scrutiny and Equalities | Borough equalities analysis has produced and incorporated into the overall Community Plan evidence base. Consultation with equality forums is scheduled to take place during autumn 2011 and an equality impact assessment of the draft CPO is due in December 2011. |
| Develop the Diversity and Equality Network as an effective peer forum to drive improvements in equality practices across the local public sector. | <ul style="list-style-type: none"> ▪ Review of Diversity and Equality Network completed by end of June 2010. ▪ Evaluation report and recommendations presented to Tower Hamlets Partnership Executive by July 2010. ▪ New Terms of Reference and work programme developed by August 2010. ▪ Network re-launched by November 2010. | David Sommerfeld, Scrutiny and Equalities Support Officer | A new Diversity and Equality Network structure has been designed and will be finalised with all members during October 2010. Once agreed this structure will form part of the proposed new delivery arrangements for the revised Community Plan to ensure greater accountability in the delivery of the One Tower Hamlets objectives. |
| Launch and deliver the One Tower Hamlets Third sector funding stream to enable community organisations to contribute to the delivery of One Tower Hamlets. | <ul style="list-style-type: none"> • Work with Tower Hamlets Partnership to establish a framework for the One Tower Hamlets Fund to enable Third sector organisations to access funding for activities that improve relations between people. • Launch by September 2010. | Frances Jones, Acting Service Head, Scrutiny and Equalities | One Tower Hamlets fund was launched in July. The fund is intended to support activities which promote cohesion and prevent violent extremism. Grants have been awarded to ei |

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| | | | local organisations to deliver cohesion projects. Work is to be completed by March 2011 and learning will be captured and disseminated across organisations. |
| Strengthen the interface between the Council and THP with participatory Forums (Equality Forums, LAPs and Third sector organisations) and clarify their role in governance of the THP and the work of Overview and Scrutiny. | <ul style="list-style-type: none"> Undertake joint THP/Equality Forum workshop facilitated by SOLACE consultants to explore ways to better link Equality Forums to THP decision making and delivery structures by April 2010. Produce recommendations report from workshop and report to THP Executive by July 2010. | Shahanaz Begum, Diversity and Equality Co-ordinator, Scrutiny and Equalities | A joint THP/Equality Forum workshop facilitated by Solace took place in April. Representatives from equality forums, LAPs, CPDGs, and the third sector were invited. It has initiated wider consideration of how the spectrum of organisations can together play a great role in holding the Council and partners to account and how the Forums can be more involved in the delivery groups, which will be fed into the new Partnerships infrastructure. |
| Improve the capacity of the Council at a strategic level in 2010/11 we will: | | | |
| Identify the areas of significant transformation in local public services and work with service providers to understand their implications for delivering our equality outcomes. | <ul style="list-style-type: none"> Work with Vision and Values subgroup of the Transformation Board to develop an approach to transformation which embeds a commitment to equalities and informs the Council's Service Options review. | Hafsha Ali/Frances Jones, Acting Joint Service Heads, Scrutiny and Equalities | Tailored equality impact assessment guidance has been produced to support equality impact assessment of all Transformation projects. This will be disseminated to project leaders via the corporate Programme Management Office with Diversity and Equalities Service providing quality assurance on outputs. |

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| <p>Develop our understanding of the impact of both the recession and public sector funding cuts on equality outcomes for local residents and ensure that a commitment to reducing inequality sits at the heart of our local response.</p> | <ul style="list-style-type: none"> • Embed equalities analysis within the Local Economic Assessment (LEA) due for completion by July 2010. • Local Enterprise Strategy - embed findings of the LEA to ensure that steps are taken to support businesses most at risk from recession related pressures (January 2011). | <p>Hafsha Ali, Acting Service Head, Scrutiny and Equalities</p> | <p>An equalities analysis of the Local Economic Assessment has been undertaken. Further work is underway.</p> <p>A scrutiny review of SMEs is scheduled to take place in January which will:</p> <p>Consider how small and medium enterprises (SMEs) in the Borough are supported by the Council in partnership with governmental and non governmental agencies operating in the borough.</p> <p>Consider issues arising from the Local Economic Assessment particularly the economic structure assessment aspect of this to identify specific needs for businesses</p> <p>Consider how the Local Development Framework and the Council's regeneration strategies contribute to the development and support to small businesses.</p> <p>Consider how to increase support provided to small businesses being led by vulnerable groups such as women and ethnic minorities.</p> |
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| <p>Develop a cohesion framework which balances three elements; community projects; structures and groups which bring people together and; strategic level work to understand and strengthen cohesion impact of services, projects and incidents.</p> | <ul style="list-style-type: none"> • Develop cohesion impact tool to enhance understanding of how service delivery affects relations between people and improve the extent to which major projects strengthen cohesion by June 2010. • Pilot cohesion impact tool on priority services developments / projects by December 2010. • Produce report on findings of pilot Cohesion Impact Assessments and use to inform new Community Plan by January 2010. | <p>Frances Jones, Acting Service Head, Scrutiny and Equalities</p> | <p>The final version of the Community Cohesion Impact Tool has been produced and agreement from Corporate Equalities Steering Group has been reached to embed in revised Equality Impact Assessment template and guidance. Tool will therefore be reviewed along with new EQIA template in January 2010.</p> |
| <p>Deliver a pilot project with the British Institute for Human Rights and IDeA looking at how a human rights perspective can help the Council to improve service delivery, local decision making and engagement with the communities they serve.</p> | <ul style="list-style-type: none"> • Establish stakeholder workshop for council and partner staff to explore project proposal and agree project milestones • Contribute to IDeA dissemination event held to communicate findings of project by April 2011. | <p>Paul Robinson, Diversity and Equality Co- ordinator, Scrutiny and Equalities</p> | <p>A stakeholder group comprised representatives from key service areas, partner agencies and third sector has been established. Consultation with service providers, service users and third sector organisations has been undertaken. A mapping of current practice has been completed and discussion is set to take place in November with Services to agree recommendations for improvement.</p> |

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| <p>Develop a mechanism for incorporating equalities within performance monitoring, through the disaggregating of national and other indicators and update the Council's suite of equality performance indicators.</p> | <ul style="list-style-type: none"> • Develop a long list of national and local indicators which we can disaggregate and submit for discussion at CESG in September 2010. • Agree new basket of strategic equalities indicators to be incorporated within the Single Equality Framework from March 2011. | <p>Shahanaz Begum, Diversity and Equality Co-ordinator, Scrutiny and Equalities</p> | <p>Work took place to identify relevant equalities related indicators early in the year. However, the LAA has been abolished and the future of national indicator set is currently unclear, though it has been made apparent that there will be drastic changes made to this structure. Therefore this work will be delayed until the coalition government has set out its plans around the national indicator set, but some work is taking place regionally to provide some continuity and the Equalities Team is working with Strategy and Performance on this in order to identify potential possibilities for incorporating equalities into that process.</p> |
| <p>Develop the processes and structures which ensure that equality considerations inform all service planning and decision making in the Council, through:</p> | | | |
| <p>Review the equalities infrastructure of the organisation to make more efficient and effective use of equalities specialist staff in Directorates and the corporate team.</p> | <ul style="list-style-type: none"> • Scope of review agreed by CESG by July 2010 • Report and recommendations presented to CESG by November 2010. • New arrangements in place by March 2010. | <p>Frances Jones/Hafsha Ali, Acting Joint Service Heads, Scrutiny and Equalities</p> | <p>A review of the equalities infrastructure has been incorporated into the Council's wider Strategy, Policy and Performance Review. The review will report the outcomes of its work to the Lean Programme Board in November.</p> |

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| <p>Review and redesign the Equality Impact Assessment (EqIA) process to make it more flexible and user friendly and embed it within wider service improvement processes.</p> | <ul style="list-style-type: none"> • Project Initiation Document approved by CESG, April 2010 • Convene Project Working Group by May 2010. • Recommendations of review submitted to CESG by September 2010. • Pilot of new arrangements completed by January 2011. • Final agreement of new arrangements by CESG by March 2011. | <p>Paul Robinson, Diversity and Equality Co-ordinator, Scrutiny and Equalities</p> | <p>Monthly EqIA Improvement Group meetings have taken place to redevelop the EQIA process since May. A new approach has been developed along with new guidance and training. The draft documentation incorporates community cohesion impact assessment and takes into consideration the new requirements of the Equality Act 2010. A communication plan has been agreed and a trial of improved system will take place between November and December 2010.</p> |
| <p>Working with the Joint Intelligence Group develop a central bank of local and national statistics, information and research on inequality across the six equality strands that is accessible to staff and partners.</p> | <ul style="list-style-type: none"> • Draft equalities profile to be developed by December 2010. • Equalities profile incorporated within THIS Borough intelligence system by March 2011. | <p>Frances Jones/Hafsha Ali, Acting Joint Service Heads, Scrutiny and Equalities</p> | <p>The profiles are in their final stages and will be made available shortly. Once the initial information is made available, further work will take place to develop this information and make it as comprehensive and useful as possible.</p> |