

Public Document Pack

Officer Decision Making

Friday, 30th August, 2013
at 2.00 pm

PLEASE NOTE TIME OF MEETING

Office of the Interim Director Environment
and Economy

This meeting is not open to the public

Decision Maker

Interim Director of Environment and Economy

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AGENDA

Agendas and papers are available via the Council's website

1 **APPROVAL OF THE COUNCIL'S EQUALITY ACTION PLAN**

Report of the Communities and Improvement Manager seeking approval of the Council's Equality Action Plan, attached.

Wednesday, 21 August 2013

HEAD OF LEGAL, HR AND DEMOCRATIC SERVICES

Agenda Item 1

DECISION-MAKER:	INTERIM DIRECTOR OF ENVIRONMENT AND ECONOMY		
SUBJECT:	APPROVAL OF THE COUNCIL'S EQUALITY ACTION PLAN		
DATE OF DECISION:	30 AUGUST 2013		
REPORT OF:	COMMUNITIES AND IMPROVEMENT MANAGER		
<u>CONTACT DETAILS</u>			
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STATEMENT OF CONFIDENTIALITY

Not applicable

BRIEF SUMMARY

In November 2012 Cabinet and Council approved the council's Equality Policy and delegated approval of the final Equality Action Plan to the Director for Environment and Economy after consultation with the Cabinet Member for Communities. A public consultation has been carried out on 18 draft equality actions. This report seeks approval of the council's new Equality Action Plan, which has taken into consideration consultation feedback on 18 proposed actions. Some actions have been included in the Council Plan (2013 – 16), approved by Cabinet on 16th July and Council on 17th July 2013.

RECOMMENDATION:

- (i) To approve the Equality Action Plan 2013 -16 following consideration of the consultation feedback and consultation with the Cabinet Member for Communities.

REASONS FOR REPORT RECOMMENDATION

1. The Equality Action Plan identifies actions to translate the council's commitment into outcomes and to ensure the council complies with the requirements of the Equality Act 2010 Public Sector Equality Duty.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. Not approving an Equality Action Plan 2013 -16 was rejected as the council will not be able to have a transparent and systematic way of monitoring and demonstrating that its commitment is delivering the right outcomes and that it is complying with the legislation.

DETAIL (Including consultation carried out)

3. In November 2012 Cabinet and Council approved the council's Equality Policy. Cabinet approved delegated authority to the Interim Director of Environment and Economy, after consultation with the Cabinet Member for

Communities, to approve the final Equality Action Plan.

Consultation

4. The Equality Act 2010 public sector equality duty encourages engagement with members of the public, staff and service users when carrying out equalities work. The council conducted a public consultation exercise from 14 December 2012 to 10 March 2013, on the 18 proposed actions. This consultation was done via a variety of targeted meetings and an online questionnaire which was promoted through different channels including the council's website. It was also promoted to council staff.

Consultation Feedback

5. The main feedback was that the council has to demonstrate its commitment and that the actions have to be understandable, practical, meaningful and appropriate so that they can achieve the necessary outcomes. Feedback to the key consultation themes is summarised in Appendix 1. There were a number of comments that highlight the need to improve cohesion including continuing to tackle hate crime and harassment and improving connections between equalities groups. Some feedback related to specific services and these have been passed on to relevant managers in those areas. Where people requested a specific response to their feedback, this has been given to them.

Ongoing Work

6. Many of the proposed actions covered "business as usual" work that the council already does, in some cases due to legal obligations. These had been included to demonstrate work that is ongoing but the feedback indicated a strong view that equality actions should be about new initiatives rather than existing "business as usual" work. This has been reflected in the revised Plan.

Mainstreaming compliance

7. The council's commitment to equalities, anti-poverty and fairness is reflected in its priorities and challenges relating to tackling inequalities over the next three years. The Council Plan (2013-16) therefore presented an opportunity to integrate equalities work into the mainstream work of the council. These priorities include actions to address health inequalities, helping people to address the impact of the welfare reforms and reducing the gap in educational attainment for children and young people from specific backgrounds. Integrating equalities in this way helps the council to mainstream compliance with equalities legislation. Cabinet and Council approved the Council Plan (2013-16) at their meetings of 16th and 17th July 2013 respectively. Therefore the Equality Action Plan 2013 -16 details only those actions not included in the Council Plan. It also does not include those actions deemed to be 'business as usual' as the council will continue to mainstream such actions into its day-to-day business; for example by using Equality and Safety Impact Assessments to inform decision making.

Progress

8. Progress has been made in a number of areas since January 2013 (Appendix 2). It includes the development of an Equalities Profile (Appendix

3), contributing to the council's increased focus on an evidence-based approach to priority setting, policy development, resource allocation and decision making. It also includes the work carried out to develop a local Fairness Commission. Terms of Reference for the Fairness Commission have been now been drafted and key areas for the Commission to focus on identified. Cabinet has given approval for establishing a time-limited Commission. This work is now considered to be 'business as usual' and therefore not included in the final Equality Action Plan. It is recognised that findings from the Fairness Commission's work may inform revision of the Equality Action Plan in future years.

9. The final Equality Action Plan 2013 – 16 (Appendix 4) is therefore based on evidence from the Equalities Profile and consultation feedback. It reflects the council's approach towards integrating equalities both within its day-to-day business and through the Council Plan (a key element in the council's policy framework). It is outcome focussed, based on the strategic priorities approved by Cabinet and Council in November 2012. The Plan will be updated annually.
10. Monitoring
Progress will be monitored quarterly and reported to Cabinet as part of the quarterly reporting on the Council Plan.

RESOURCE IMPLICATIONS

Capital/Revenue

11. There are no additional resources required in 2013/14 as the actions will be delivered within existing resources. The actions do not however take into account any potential impact on these resources from any proposed savings in future years.

Property/Other

12. None

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

13. The general public sector equality duty was created by the Equality Act 2010, which replaced the public sector race, disability and gender equality duties which existed previously. The duty now covers the wider protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, and sexual orientation.
14. The general equality duty is set out in section 149 of the Equality Act and requires public authorities to have due regard to the need to eliminate discrimination, harassment, victimisation and any other prohibited conduct; advance equality of opportunity between persons with protected characteristics and those without; and foster good relations between persons with protected characteristics and those without.
15. Public authorities are required to publish information to demonstrate compliance with the equality duty at least annually. This information must include information relating to people who share protected characteristics and are affected by its policies, and for organisations over 150 employees, information about how its own employees are affected by its policies.

- Authorities are also required to prepare and publish their own equality objectives, which must be specific and measurable, at least every 4 years. All information must be published in a way that is accessible to the public.
16. The Council is further subject to a duty under Section 17 of the Crime and Disorder Act 1998 to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area including anti-social behaviour, substance misuse and other behaviour adversely affecting the local environment.

Other Legal Implications:

17. None

POLICY FRAMEWORK IMPLICATIONS

18. The recommendations will complement the implementation of the Council Plan.

KEY DECISION? Yes

WARDS/COMMUNITIES AFFECTED:	All
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SUPPORTING DOCUMENTATION

Appendices

1.	Responses to key consultation themes
2.	Equality Action Plan Progress Highlights (January to August 2013)
3.	Equalities Profile
4	Equality Action Plan 2013 to 2016

Documents In Members' Rooms

1.	None
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Equality Impact Assessment

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.	No
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Other Background Documents

Equality Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1. Revision of the Council's Equality Policy and Objectives	http://www.southampton.gov.uk/moderngov/mglIssueHistoryHome.aspx?lId=8931

Equality Action Plan 2013 – 2016 – Responses to key consultation themes

You said	We did
<p>Don't include actions that are 'business as usual' in the Equality Action Plan.</p>	<p>Actions relating to completing Equality and Safety Impact Assessments (ESIAs), working to support victims of hate crime and harassment, equal pay and providing work force data are all deemed to be 'business as usual' and so taken out of the revised Plan. Another action considered to be 'business as usual' is that of improving procurement processes and funding information. Officers are developing an ethical procurement policy for the council that will also include equalities issues. The council is working with Southampton City Clinical Commissioning Group to develop a joint training programme for staff that includes reference to equalities issues throughout the procurement cycle. Officers will produce funding information aimed specifically at equalities groups</p>
<p>Make actions more specific</p>	<p>The revised Plan includes measurable actions.</p>
<p>The council needs to improve how it consults with communities, particularly in giving feedback once consultation has finished</p>	<p>An action in the revised Plan has been included to update previous consultation guidance for staff to promote best practice.</p>
<p>Embed equalities and safety issues in the Council Plan</p>	<p>A number of key equalities and safety challenges have been included in the Council Plan which covers the period 2013 – 2016. These include actions around skills development, responding to the welfare reforms agenda, health inequalities and safeguarding. The decision has been taken not to duplicate the equalities issues in the Council Plan with those in the Equality Action Plan.</p>
<p>Produce "reader friendly" documents</p>	<p>All council documents are available in alternative formats if these are needed to make them more accessible. In addition, the Council Plan has been produced as a two sided document, highlighting key challenges. This is much shorter than in previous years so that it is an easy read, simple document.</p>
<p>There is a need to improve communications with less engaged groups, however more detail is needed about the suggested action to produce a Communications Strategy.</p>	<p>Following consultation feedback, rather than focus on developing a Strategy, the council has produced an equalities profile to better understand the needs of groups with protected equality characteristics. It will also develop an image bank that reflects the city's diversity to be used in council publications. This will link in with the action about improving how we consult.</p>

<p>The suggestion of setting up a Fairness Commission is good in principle but needs more detail.</p>	<p>Cabinet approved the idea of setting up a Fairness Commission at its meeting on 18th June. This will be a time limited, independent body.</p> <p>The Commission will meet up to six times during 2013/14 to examine key areas including:</p> <ul style="list-style-type: none">• education, employment and• pay• access to a better local environment and services• increasing citizen, community and voluntary sector involvement. <p>This is a separate piece of work but could inform future years of the Equality Action Plan.</p>
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Equality Action Plan Progress Highlights January to August 2013

The council's previous equality scheme, Making Connections – Changing Perceptions, was in place until December 2012. Since January 2013, whilst work has continued on the consultation and development of the new Equality Action Plan (2103 – 2016), the following progress has been made on the seven strategic equality objectives.

Strategic Planning

Objective 1: To consider the needs of and impact on diverse communities and clients in developing council strategies, policies and plans.

- A Cumulative Impact Assessment was compiled and examined as a key part of the budget planning process. This ensured that an overview of the potential combined impact of the various individual proposals, on the equalities protected characteristics, was available before decisions were taken and, where necessary, mitigating actions were taken.
- The Council Plan has been produced as a two sided document, highlighting key challenges. This is much shorter than in previous years so that it is an easy read, simple document.

Service Development and Delivery

Objective 2: To provide customer focussed and accessible services, taking into consideration the changing diversity of the city's population profile and needs.

- Equality and Safety Impact Assessments (ESIA) continue to be done for new policies, proposals and service amendments, for example the proposed changes to customer services where the ESIA has led to a full public consultation and the draft ESIA has been published to ensure that it is reflective of all the possible impacts.
- Consultation on the budget proposals led to changes being made as a result of feedback received – for example reinstatement of part of the funding for a carers project and an extension of funding for the youth service for another year.
- Work continues on the refurbishment of the Civic Centre and the building is once more open and accessible to all members of the public during business hours.

Objective 3: To ensure commissioning, contracting and grants decisions of the council take into account the diverse needs of the city's population.

- The Southampton City Clinical Commissioning Group, in partnership with the council, is developing a joint training programme for staff that includes reference to equalities issues throughout the procurement cycle.
- The application forms for the council's new outcome based grants included questions relating to Equality and Safety Impact Assessments to inform decision making when making grant awards.
- The council is currently also developing an ethical procurement policy that will include equalities issues.

Performance

Objective 4: To monitor regularly relevant service performance in relation to groups identified in the Equality Act and embed equality measures in the Council Plan.

- An Equalities Profile has been researched, analysed and produced to bring together existing data about the diversity of Southampton's residents. This profile, which will be available on the Equality Information Portal, will be used to improve the understanding of the needs of residents in all aspects of the council's work.

Objective 5: To ensure that policies in place are fair so that they do not discriminate against anyone and the council workforce is reflective of the population.

- Work has continued on council's pay and allowance framework.
- An event was held for major employers in April 2013, linked to the Southampton Fairness Commission, to explore the concept of the Living Wage in the city.
- The council continues to provide support for staff and to record information about employee gender, ethnicity and age.

Communications

Objective 6: To ensure all council communications reflect the diversity of the city's communities.

- Work is being carried out on the council's website to embed Google Translate. This will help to make online content more accessible to people for whom English is not their first language.
- All council documents continue to be available in alternative formats if this is necessary to make them more accessible; for example in Easy Read.

Partnerships

Objective 7: To ensure that partnership activities, plans and initiatives take into consideration relevant equalities issues.

- In June, Cabinet approved the establishment of the Southampton Fairness Commission; a time-limited, independent body to examine issues to do with inequality in the city. The Commission will examine key areas including education, employment and pay; access to a better local environment and services; and increasing citizen, community and voluntary sector involvement.
- The council has continued to work with partner agencies to support victims of hate crime and harassment and on other community safety initiatives, like Operation Fortress which is tackling drug issues.
- The council has been working with other agencies who are looking to establish Southampton as a City of Sanctuary.

Equalities Profile for Southampton



August 2013

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1. Foreword

As a council, we will put residents and customers at the heart of what we do, reflecting the city's diversity.

This document underpins our commitment and approach to equalities and diversity for the next three years. It shows Southampton as an increasingly diverse and vibrant city and recognises the council's unique position in working to address inequalities, and to influence equality outcomes.

We are committed to working towards the elimination of discrimination and to achieve equality of outcomes for residents and communities in the City. Our Equality Action Plan will help us to achieve this.

Our ongoing commitment to equalities is mainstreamed through the Council Plan and our major policies and strategies. It is also embedded into our democratic process and our commitment to ensuring that services are accessible and of the highest quality.

The current economic climate and significant reductions in public sector spending, alongside major public sector and welfare reforms, create a challenging environment for councils. This makes it even more important that we understand and consider the needs of all residents and the potential and cumulative impact of any changes to council policies, plans and services.

Southampton is proud of its partnership work and recognises the contribution made and challenges faced by our community, voluntary, public and private sectors. We recognise that tackling inequalities requires effective partnership working and the significance of working together to tackle disadvantage locally.

We have consulted with a range of networks, organisations and individuals across the city to develop our priorities and actions for our Equality Action Plan (2013-2016). This brings together the key equality strands and builds on our previous scheme 'Making Connections – Changing Perceptions: Equality Scheme 2009-2012.'

We would like to take this opportunity to thank those who have participated so far and encourage further and wider engagement. We will continue to encourage ongoing dialogue to ensure the work we do is based on evidence and targeted where we can most improve equality outcomes and drive change.

The next three years may bring new opportunities but we need to be open about the challenges we face and work together with our partners and our communities to ensure Southampton is a vibrant and welcoming city, proud of its diversity.



Councillor Satvir Kaur, Cabinet Member for Communities

2. Introduction

The Equalities Profile gives an overview of diversity in the city and key equality issues for Southampton.

It has been developed with the aim of:

- Informing the Equality Action Plan
- Maximising the use of information and data on equalities
- Providing a 'snapshot' to support the development of Equality and Safety Impact Assessments
- Identifying and tracking any trends and changes in the profile of Southampton residents.

The profile is based on the main Equality Strands:

- Age
- Disability
- Ethnicity
- Gender
- Religion or Belief
- Sexual Orientation

Southampton City Council includes **poverty** and **safety** in its Equality and Safety Impacts so these are also included in the profile.

The Data and Information sources used include:

- Census 2011
- Index of Multiple Deprivation 2010
- Southampton Joint Strategic Needs Assessment
- Southampton Profile: An Analysis of Gaps and Needs
- Key Statistics of Southampton Education Service
- Government data (child poverty, claimant counts)
- Local data and monitoring (schools, hate crime)
- Local surveys (Place/ Tenants Survey)
- Results of consultation and engagement.

The Census 2011 provides valuable data for the Equalities Profile of the city, providing information where there have previously been significant gaps, for example data on the children of Asylum Seekers and refugees in the city, as well as gypsies and travellers. It also provides updates of key data sets such as ethnicity and religion and belief.

Despite this, there still remain some significant gaps, for example, there continues to be very limited data on LGB&T (Lesbian, Gay, Bisexual and Transgender) people. Also, the data currently available does not enable the capture of cumulative impacts or complexities of identity.

3. Equalities Profile

Census 2011: Summary

The Census shows changes in the city's profile since 2001, including the following highlights:

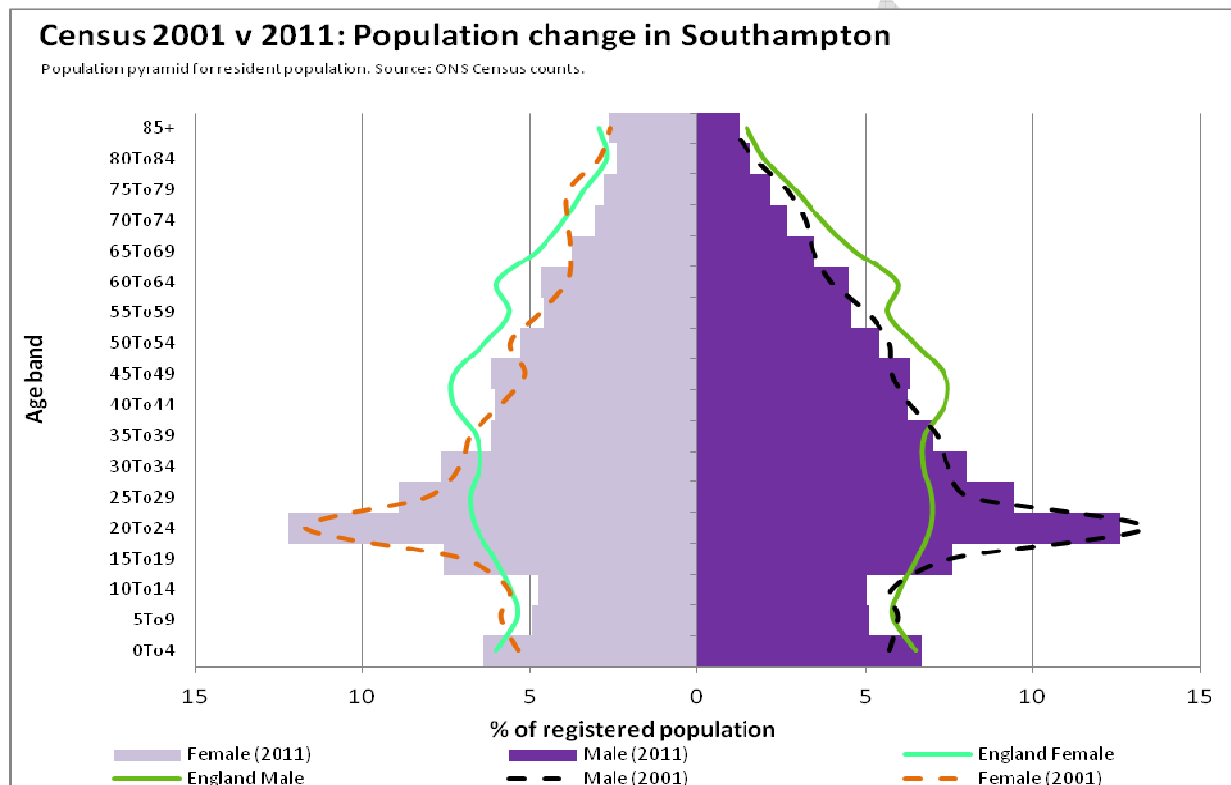
- Southampton has a diverse population with a higher proportion of residents born outside the UK than any of our comparator areas:
 - 77.7% of residents are white British (compared to 88.7% in 2001)
 - Our 'Other white' population, which includes migrants from Europe, has increased by over 200% (from 5,519 to 17,461)
 - The largest percentage increase is in our 'other Asian' population, which has increased from 833 to 5,281 people
 - It is estimated that there are 26,929 residents whose main language is not English; of these 717 cannot speak English at all and a further 4,587 do not speak it well.
- 4,672 residents in Southampton are aged 85 or over, of whom 834 are in bad or very bad health AND have a long term illness or disability.
- The proportion of households in privately rented accommodation has increased from 15.6% to 23.4%.
- We have low rates of owner occupation and high rates of social housing and private renting: 3.6% of households are defined as overcrowded (compared to 8.7% nationally).
- The percentage of 16-74 year olds who were economically active increased from 64.4% in 2001 to 68.4% by 2011.
- The city has low proportions in managerial and professional occupations; higher proportions in elementary occupations and low proportions of unemployed people.
- There are nearly 7,000 lone parent families in the City, with over 700 in Redbridge ward and 675 in Bitterne ward. In Bitterne, Redbridge, Bargate and Woolston wards over half of lone parents are not in employment.

Key Statistics - Population

Trends

According to the Census 2011, the residential population of Southampton was recorded as 236,900. This is an increase of 19,500 or 8.9% on the 2001 census population of 217,400. In England the population increased by 12.7%. The population of Southampton is predicted to grow by 7% by 2021¹.

The chart below shows the age structure of Southampton's population in 2011 compared with 2001 and England in 2011. The city has two universities and the impact of the student population on the city's profile is clear to see.



The Mid Year Population Estimates 2012 give the following breakdown:

Age	Male	Female
0-14	20,300	19,200
15-24	25,100	23,100
25-44	36,700	33,700
45-64	25,100	24,500
65+	14,000	17,800
Total	121,200	118,300

¹ Based on Subnational population projections (SNPP) from ONS 2012

Key Factors

Socio- Economic Deprivation

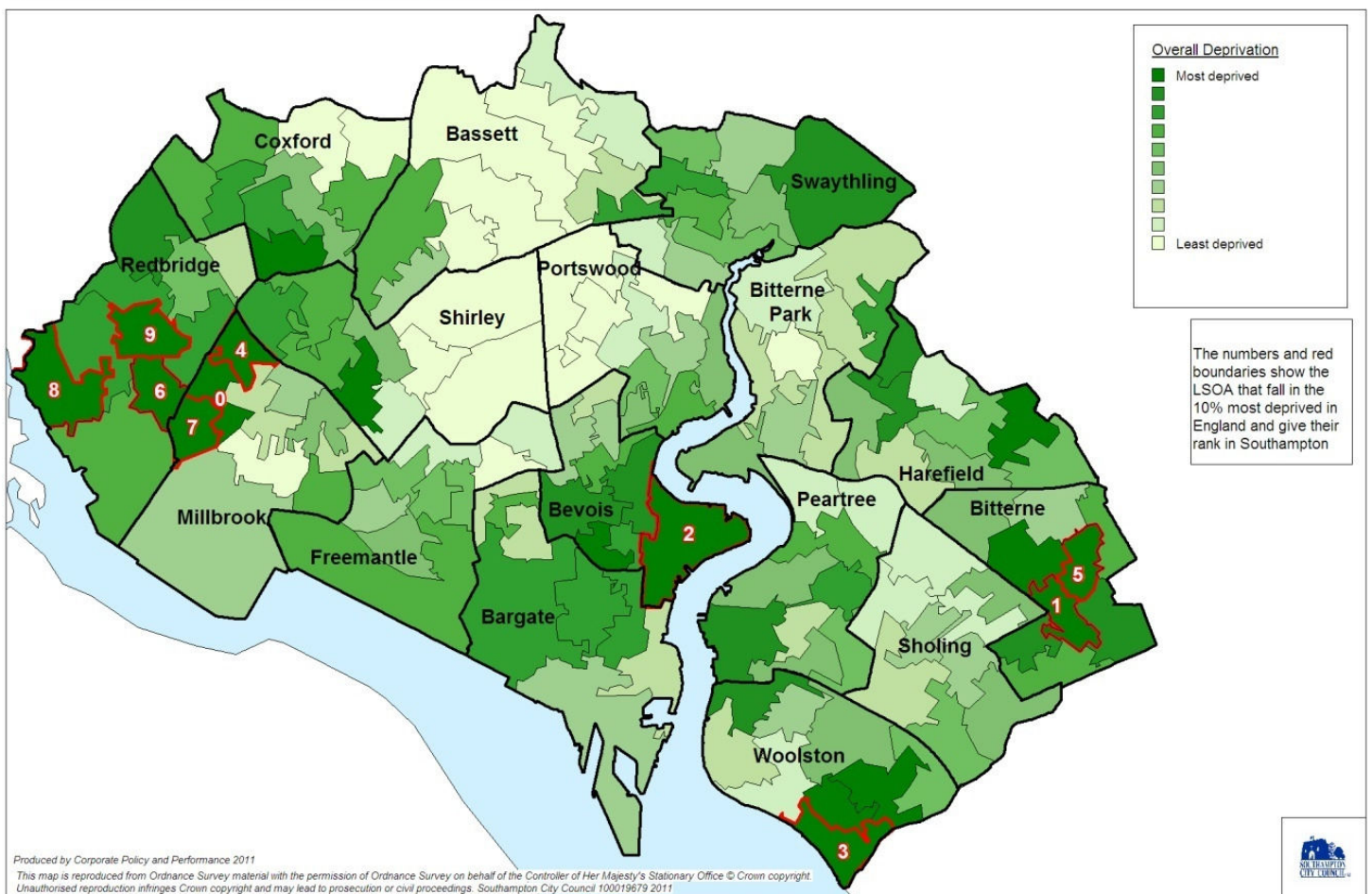
People's vulnerability to, and experience of, poverty differs significantly. The Index of Multiple Deprivation focuses on the geographical profile of poverty but there is also a link between equality strands and risk factors for poverty.

Index of Multiple Deprivation 2010

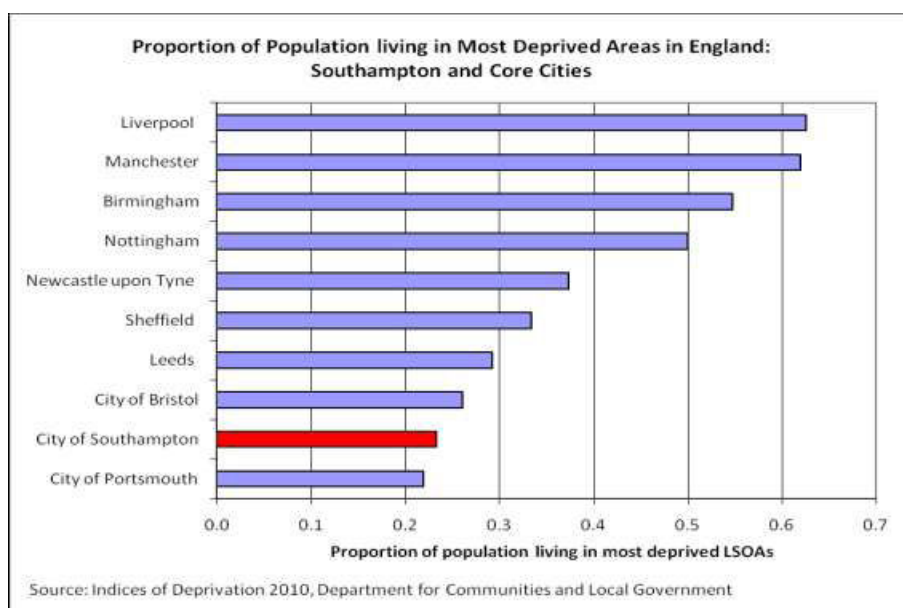
- Southampton is ranked 81st out of 326 Local Authorities in England, with the rank of 1 being the most deprived.
- 23% of the city's population lives in the most deprived Lower Super Output Areas (LSOA) in England.
- Between 2007 and 2010, 63% of the Lower Super Output Areas have not moved between deciles whilst 16% have become less deprived and 23% more deprived.

The map shows the overall most deprived areas based on the IMD 2010. These are in Bevois, Redbridge, Millbrook, Woolston (Weston) and Bitterne (Thornhill) wards. This is unchanged from 2007. Bevois ward has a higher percentage of people from Black and Minority Ethnic (BME) communities than other areas in the city.

Southampton: Overall domain IMD2010 with wards



Southampton compares well against other Core Cities, with only Portsmouth having a lower proportion of the population living in the most deprived areas.



Socio-Economic Deprivation and Participation

'Participation in society can be measured in terms of social relationships, membership of organisations, trust in other people, ownership of possessions and purchase of services. The 30 per cent of people with the lowest incomes have the lowest rates of participation, but there are important variations. Participation is lower for benefit recipients than other groups on the same income. Most minority ethnic groups experience greater material deprivation than the white majority, but social participation is, on average higher'. This will inform the council's ongoing work on community engagement.²

Welfare Reforms

The Welfare Reform Act 2010, introduced the most significant change to the welfare system in 60 years and a programme of Welfare Reforms is being implemented which affects working age people on benefits - including people in work on low incomes. The impact of the reforms will fall disproportionately on the most deprived areas identified by the Index of Multiple Deprivation (IMD) 2010, as they have higher claimant rates of 'out of work' benefits and households on low income. There are also some households who are at risk of being 'hardest hit'. These include:

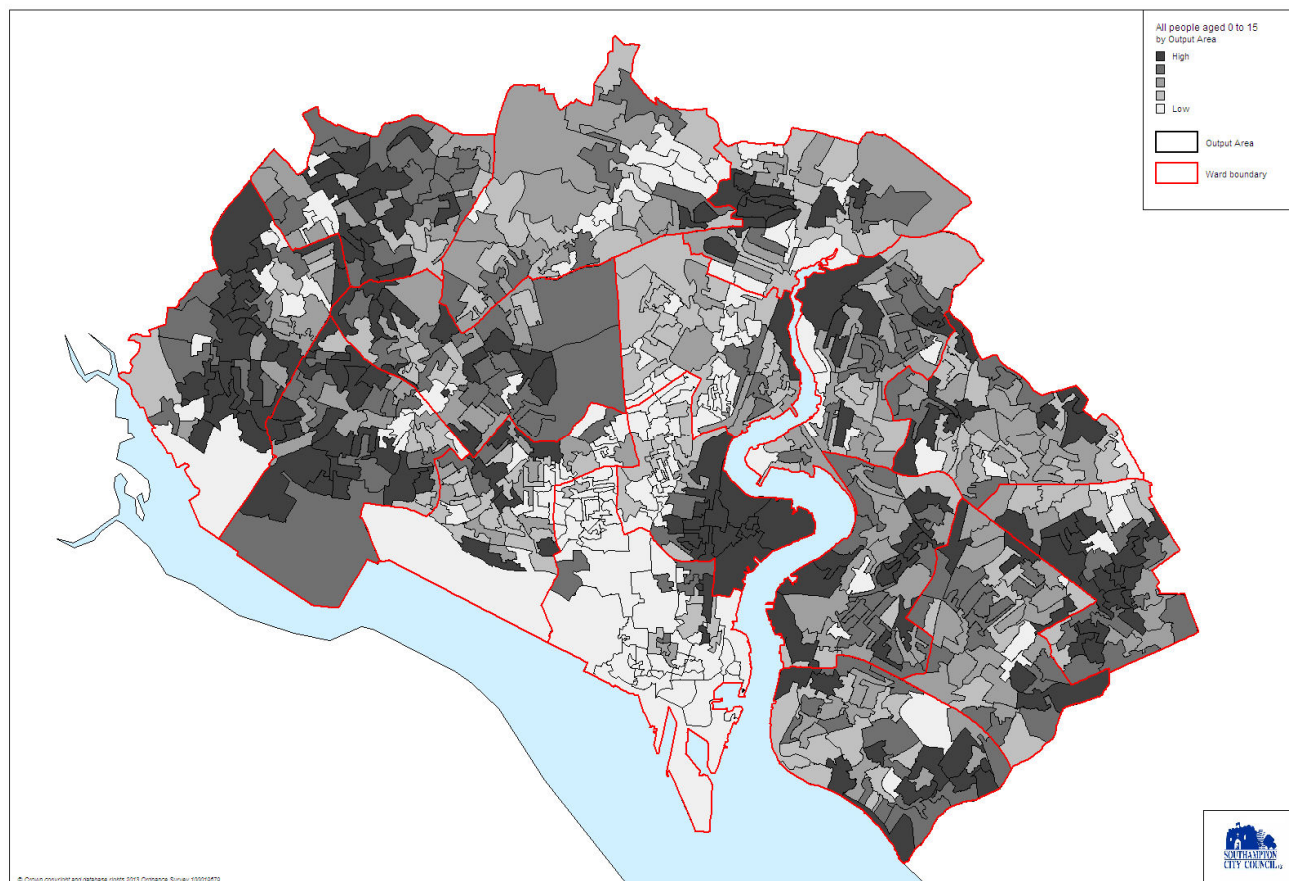
- Disabled People
- Single people under 35
- Older people, close to retirement
- Large families
- Women
- Some Black and Ethnic Minority Groups

² Ferragina, E. and Walker, R. 'Poverty, Participation and Choice'. (May 2013). Joseph Rowntree Foundation.

Key Statistics - Age

This section focuses on key factors for two groups; the 0 to 15's and the over 60's.

Children and Young People - Age 0 to 15: The map below shows the distribution of under 15's in the city.



Key Factors

Child Poverty

The city has high levels of child poverty, with 26.1% of the city's children living in poverty. In some wards of the city this figure is as high as 40%. This compares to an average of 20.6% in England and 15% for the South East. In Southampton, 80% of children in poverty in the city are in households claiming Jobseekers Allowance or Income Support.

The risk of child poverty increases for some types of households:

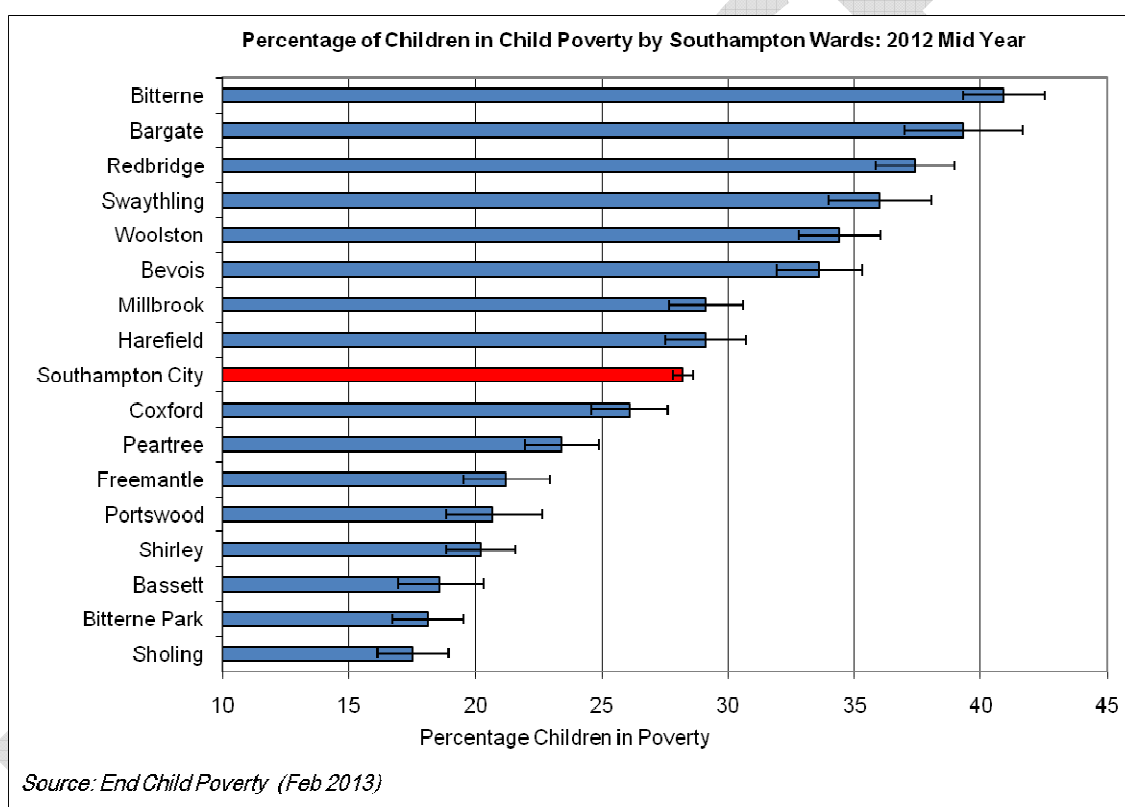
- Lone Parents: 72% of children in poverty in the city are in lone parent households.
- Larger Families: Nationally (in England), 21% of children living in poverty are in families with 4 or more children. The percentage for Southampton is 21.8% - although this is in line with the national average it is higher than Portsmouth (18.3%) and the Isle of Wight (15.3%)³.
- Families with Young Children: Under 5's in the city have a higher rate of child poverty than others. For the Children's Centre catchment area for Thornhill 57% of children are living in poverty, for Weston it is 52% and for Central 49%.⁴

³ <http://www.hmrc.gov.uk/statistics/child-poverty-stats.htm#1>

⁴ Source: Child Health Admin, Solent NHS Trust 1st April 2011 IMD 2010 Deprivation SOAs

- Some Black and Ethnic Minority families: Around two-fifths of people from ethnic minorities live in low-income households, twice the rate for white people⁵. Within this, there are big variations by ethnic group. In Southampton, 22.4% of residents have an ethnic origin other than White-British in 2011.⁶
- Families with a Disabled Person: The Annual Population Survey (2009/10) identified 18.4% of working age residents (16-64) were disabled in Southampton - this compares to 19.6% in the UK. There are an estimated 1,900 children and young people (4.3%) living in Southampton with moderate or severe disabilities. 1,950 children in Southampton aged 0 to 18 are living in Incapacity Benefit or Severe Disablement Allowance claimant households (as at May 2010).

The table below shows the percentage of children in poverty by ward. Bitterne has the highest percentage of children in poverty and Sholing has the lowest.



Educational Attainment 2011/12

Educational attainment has improved year on year in schools and colleges for all Key Stages. But there are some marked differences in educational attainment outcomes by equality strands. Socio-economic deprivation is an underlying factor. The following data considers GCSE outcomes (achieving 5+ A-C Grades including English and Maths) by gender, ethnicity and Free School Meal eligibility⁷.

Nationally and locally, girls generally achieve better outcomes at GCSE than boys. The England average for girls is 59% and boys 54.4%; locally it is 60.7% for girls and 47.1% for boys. The difference between Free School Meals pupils and all pupils is also significant. In England it is 36.4% compared to 59% respectively. Only 27% of boys and 37.2% of girls

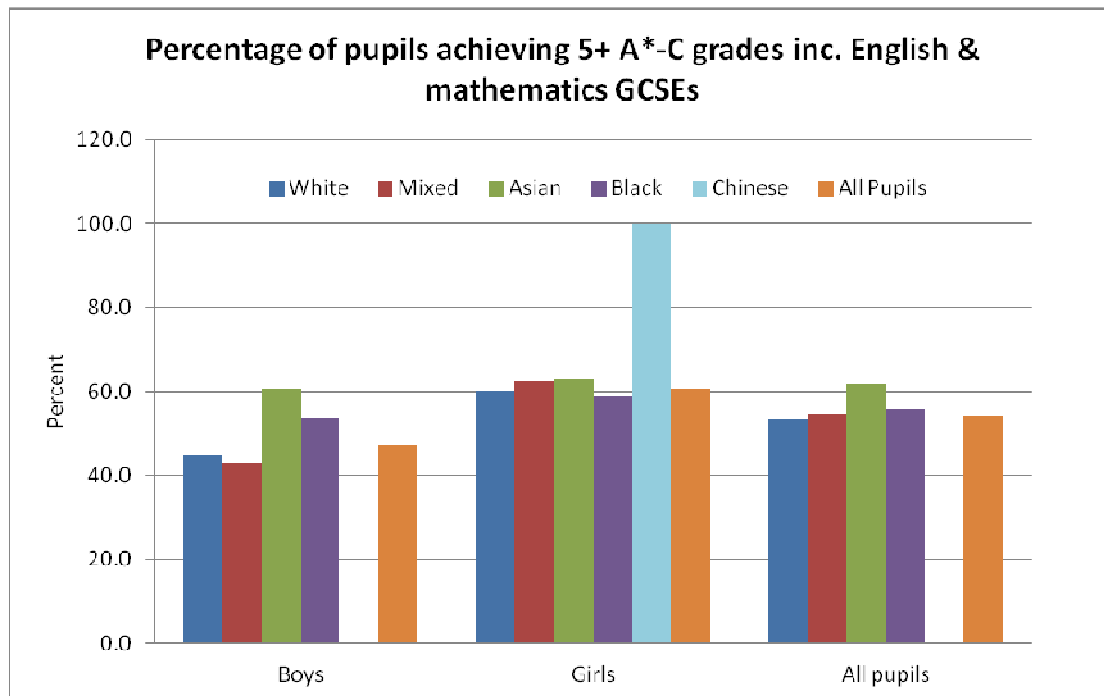
⁵ <http://www.poverty.org.uk/>

⁶ Census 2011.

⁷ Department for Education.

in Southampton on free school meals achieved 5+ A-C Grades including English and Maths.

GCSE Outcomes and Ethnicity: Achievements at GCSE by ethnicity for 2011/12, show overall Asian pupils are achieving the best outcomes at GCSE. White boys are achieving lower outcomes than all other groups. This will inform the work on educational attainment captured in the Council Plan.



Children and Young People at Risk of Abuse and/or Neglect

Increases in both risk of abuse and neglect and numbers of children and young people in care have risen faster than has been the case nationally or for similar authorities. Southampton has higher numbers of children who are dependent on social care interventions in relation to Children in Need (14% above comparator average), Children on Child Protection Plans (18% above comparator average), and Children in Care (14% above comparator average). This will inform the Council’s safeguarding work, captured in the Council Plan⁸.

Service Provision

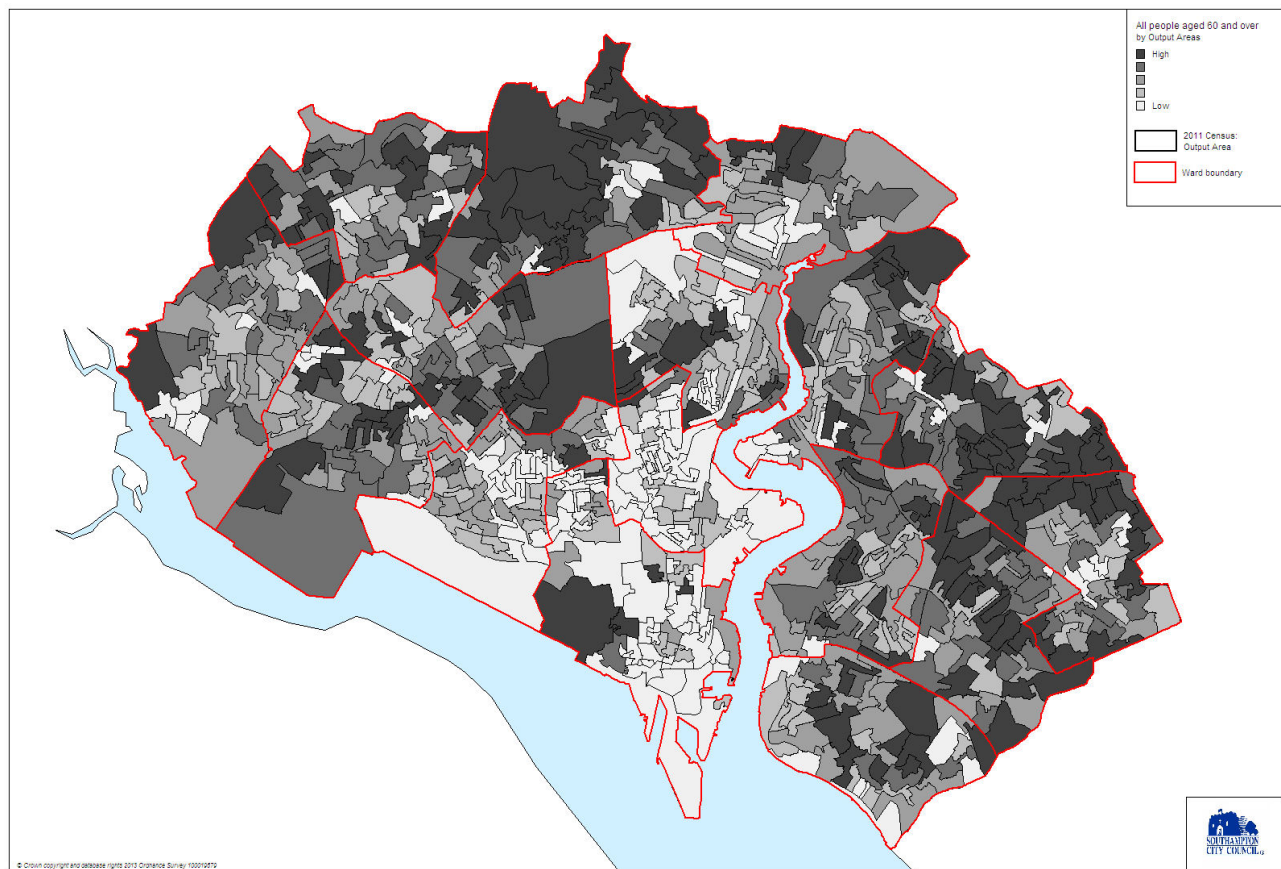
There has been a 36% increase in the birth rate over the last 8 years increasing demand upon universal, targeted and specialist services. The percentage of school children who do not have English as their first language has more than doubled in the last 8 years (9.7% to 20.1% in Primary, 7.2% to 16.9% in Secondary)⁹.

⁸ Southampton City Council Position Statement LGA Peer Review 22nd-25th July 2013.

⁹ Southampton City Council Position Statement LGA Peer Review 22nd-25th July 2013.

Census 2011 Age 60 Plus

The map below shows the distribution of over 60's in the city.



Key Factors

Poverty

Older people aged 75 and over are more likely to live in low-income households than younger pensioners and single female pensioners are more likely to be in low-income households than either single male pensioners or pensioner couples.¹⁰ There are 3,863 households in the city, defined as 'deprived, very elderly, mainly single pensioners living in council owned, purpose built accommodation'.¹¹

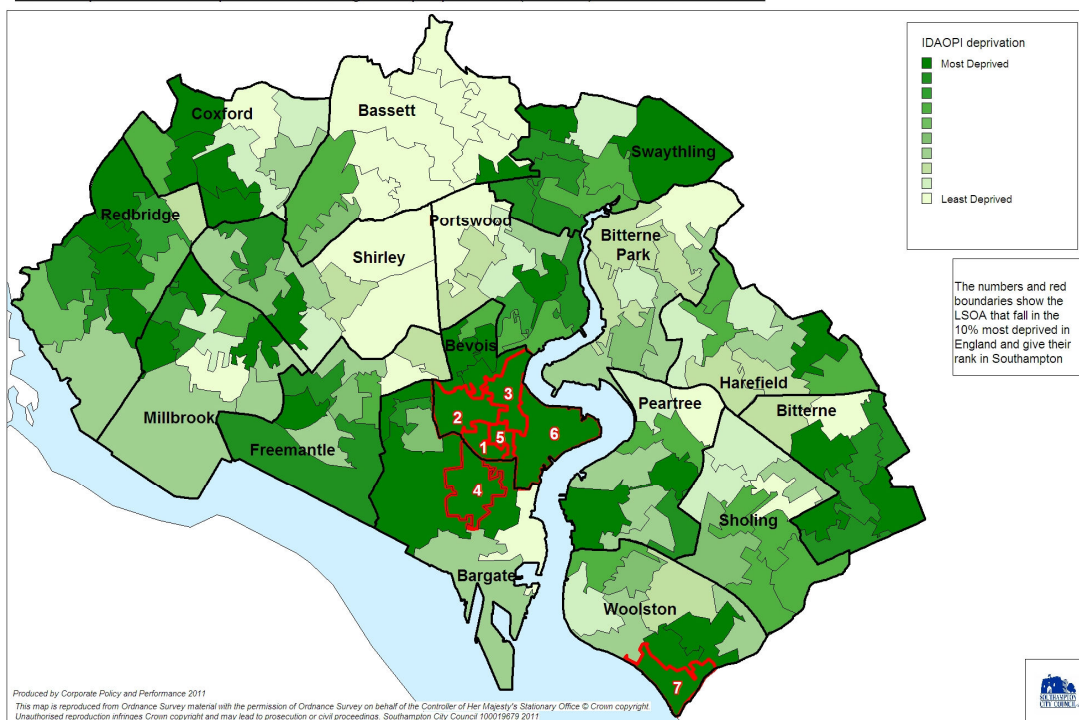
According to the IMD 2010, income deprivation is a major factor affecting older people in Southampton, with seven geographical areas in the city falling in the worst 10% for England, with poverty being linked to isolation and poor health. The city also has a high proportion of male 50 – 64 year olds in Southampton who are economically inactive – 33.2% compared to 24.6% nationally.

¹⁰ www.poverty.org.uk

¹¹ Mosaic UK

http://intranet.southampton.gov.uk/Images/Southampton%20City%20Council%20&%20PCT%20Segment%20002_tcm59-291354.pdf

Southampton: Income deprivation affecting older people index (IDAOP) IMD2010 with wards



Health Inequalities

Inequalities in life expectancy are usually indicative of inequalities in health and wellbeing. In Southampton the average male life expectancy at birth is 78.7 years and for females is 82.7 years. People on lower incomes living in the most deprived areas in the city have shorter lives than those in more affluent areas, with premature deaths (under age 75) 62.5% higher and increasing, the life expectancy of men being lower by 3.5 years and widening and for women by 1.4 years and narrowing¹².

The gap between the wealthiest areas and the poorest is even wider. For example, in one of the wealthiest areas in the city, Bassett, men can expect to live to 80.6 and women 84.0 years, while a few kilometres away in Bitterne, one of the city's poorer wards, life expectancy is 75.3 and 79.9 years for males and females respectively. These differences in life expectancy of 5.3 and 4.1 years respectively for men and women are significant enough not to be a coincidence.

Health and Disability

85% of people aged over 65 have at least one chronic condition and 30% of them have more than four; amongst the over 85's the equivalent figures are 93% and 47%.

Carers

A growing number of carers are older people. Carers are twice as likely to have poor health, increasing further with duration and intensity of care. According to Census 2011, in Southampton there are 12,681 people providing between 1-19 hours of unpaid care per week, 2,880 providing between 20 and 49 hours and 4,802 providing 50 or more hours. The city has higher numbers of unpaid carers when compared to Portsmouth where 10,794 people provide between 1-19 hours of unpaid care per week, 2,239 provide between 20 and 49 hours and 4,103 provide 50 or more hours.

¹² Southampton Joint Strategic Needs Assessment
<http://www.publichealth.southampton.gov.uk/HealthIntelligence/JSNA/default.aspx>

Accessing Services

Social isolation and transportation issues have been highlighted as issues for older people. Many older people find themselves 'digitally excluded' lacking skills, confidence and access to the benefits of a digital world including the Internet. Council tenants¹³ have some of the lowest access, with over 65% of 66-79 year old tenants reporting that they never use the Internet; this increases to over 90% for tenants over 80. This needs to inform the council's work on redesigning customer access points, with a move to increase web based services.

Demand for Services

A higher proportion of older people in Southampton rely upon input from social services than the national average (5.2% compared to 3.8% nationally). There is a forecast increase of 15% in the number of people over 85 from 5,200-6,000 and a rise in the number of people with dementia related conditions, of whom two thirds live in the community and one third live in care homes.

Draft

¹³ Southampton City Council Tenants Survey 2012
https://www.southampton.gov.uk/Images/Housing%20Services%20Tenant%20Survey%20results_tcm46-338788.pdf

Key Statistics - Disability

Equality Act Definition

According to the Equality Act 2010, a person has a disability if he or she has a physical or mental impairment which has a long term adverse effect on that person's ability to carry out day to day activities.

Census 2011

The Census 2011 asked people if they had a long-term health problem or disability that limits day-to-day activities, and has lasted, or is expected to last, at least 12 months. This includes problems that are related to old age. People were asked to assess whether their daily activities were limited a lot or a little by such a health problem or whether their daily activities were not limited at all.

The table below shows that older people are more likely to say they have a problem. In total, 18,165 people or 7.7% of the population reported their day to day activities were limited a lot. Of these 714 were aged 0-5 and 8,746 were aged 65 and over.

Southampton 2011 Census: Long-term health problem or disability by age	All People	Day-to-day activities limited a lot		Day-to-day activities limited a little		Day-to-day activities not limited	
		number	%	number	%	number	%
All ages	236,882	18,165	7.7	20,234	8.5	198,483	83.8
Age 0 to 15	41,348	714	1.7	960	2.3	39,674	96.0
Age 16 to 49	130,257	4,421	3.4	6,421	4.9	119,415	91.7
Age 50 to 64	34,501	4,284	12.4	4,659	13.5	25,558	74.1
Age 65 and over	30,776	8,746	28.4	8,194	26.6	13,836	45.0

Source: 2011 Census ONS

Disability and Ageing

In Southampton disability free life expectancy is lower than the national average at 60.9 years for men and 63.4 years for women, compared with 61.7 years and 64.2 years respectively. Disability free life expectancy highlights inequality in the average number of years a person can expect to live free of an illness or health problem that limits their daily activities.

Mental Health

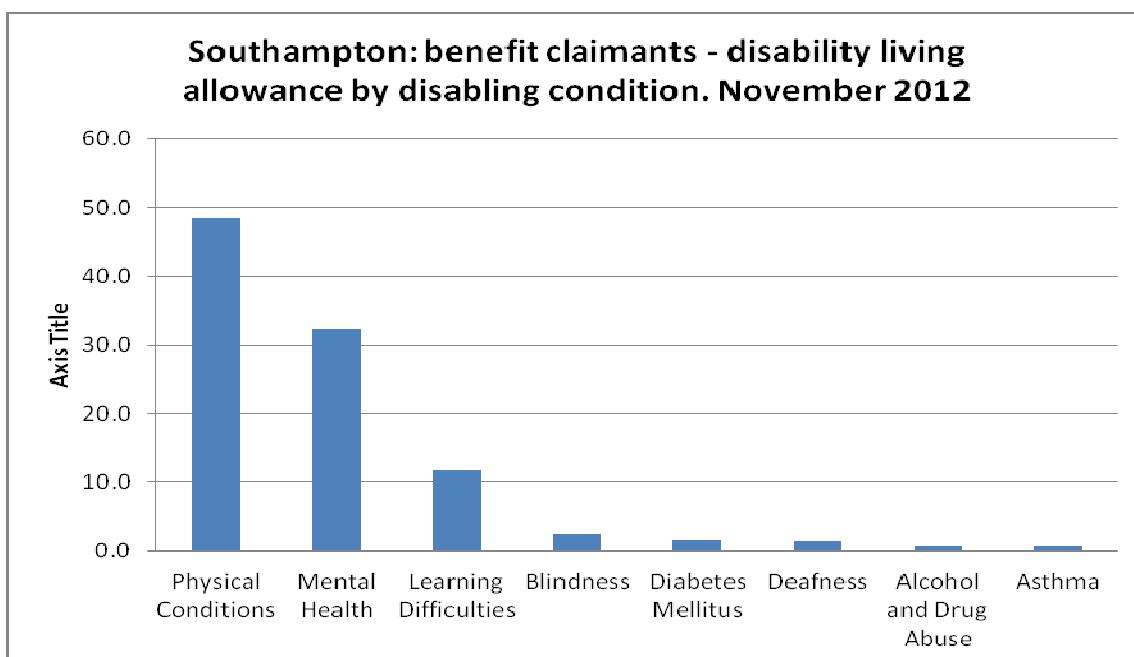
According to 'Be Well: A Public Mental Health and Wellbeing Strategy for the People of Southampton (2012-2015), there are:

- 2,585 people registered with their GP as having a severe and enduring mental illness (schizophrenia bipolar disorder and other psychoses)
- 1,287 people registered with their GP as having dementia
- 24,163 people registered with their GP as having depression

Not everyone who has a mental health problem is registered with a GP or has a diagnosis.

Claimant Count - Disability Living Allowance

The table below gives additional information about disabled people in Southampton. Of the 12,170 claimants; 5,900 (48.5%) have physical conditions, 3,930 (32.3%) have mental health issues and 1,430 (11.8%) have learning difficulties.



Source: DWP July 2013

Key Factors

Accessing Services

The Personalisation Agenda is transforming adult social care and putting individuals in control of tailoring support to meet their needs. In general, consultation findings highlighted that information the council produces needs to be easier to find, easier to understand (less jargon) and information about services needs to be promoted more effectively to ensure increased awareness and access.

Risk of Poverty

Households with disabled people tend to have less overall income than those without, and they are more likely than average to be on low hourly pay. This is compounded by the extra costs associated with living with some impairment. When employed, disabled people have median hourly earnings which are 20% lower for men and 12% lower for women, compared to non-disabled people.¹⁴ The Employment Rate for disabled people in Southampton was 44.2% for men and 54.4% for women compared 57.7% for men and 50.3% for women in the UK.

Welfare Reforms

Working age disabled people will be one of the hardest hit groups by the cumulative impacts of the welfare reforms. Nationally, this is the largest group of all working age claimants of out-of-work benefits. For those on 'inactive' benefits the ongoing reforms and introduction of Universal Credit represents a radical change.

¹⁴ An Anatomy of Inequality in the UK. <http://sticerd.lse.ac.uk/dps/case/cr/CASereport60.pdf>

The reassessment of Incapacity Benefit claimants is resulting in some claimants moving onto other 'active' (time-limited /sanctioned) benefits. Based on local research this would mean in Southampton, 30%, or 3,000 of the 10,000 or so claimants of incapacity benefits being found fit for work,¹⁵ and of these, the Government estimates: 50% (or 1500) will move onto Job Seekers Allowance; 20% (or 600) will be entitled to other benefits such as Income Support or Carers Allowance and 30% (or 900) will no longer be eligible for any benefits under these changes. Time-limiting Contribution Based Employment and Support Allowance (ESA) to a year will also mean large numbers of claimants on sickness related benefits will lose entitlement to any benefit as a consequence of means testing. In Southampton it would mean 1500 (15% of 10,000) may eventually lose entitlement.¹⁶

The introduction of the Personal Independence Payment (PIP) to replace Disability Living Allowance will affect all current DLA claimants, and disabled people have been affected by the introduction of the Social Sector Size Criteria (under-occupancy). Locally, changes to Council Tax Benefit and changes to charges in adult social care have also affected disabled people.

Draft

¹⁵ NOMIS: ESA & Incapacity Benefits Southampton November 2010.

<https://www.nomisweb.co.uk/reports/lmp/la/2038431790/report.aspx>

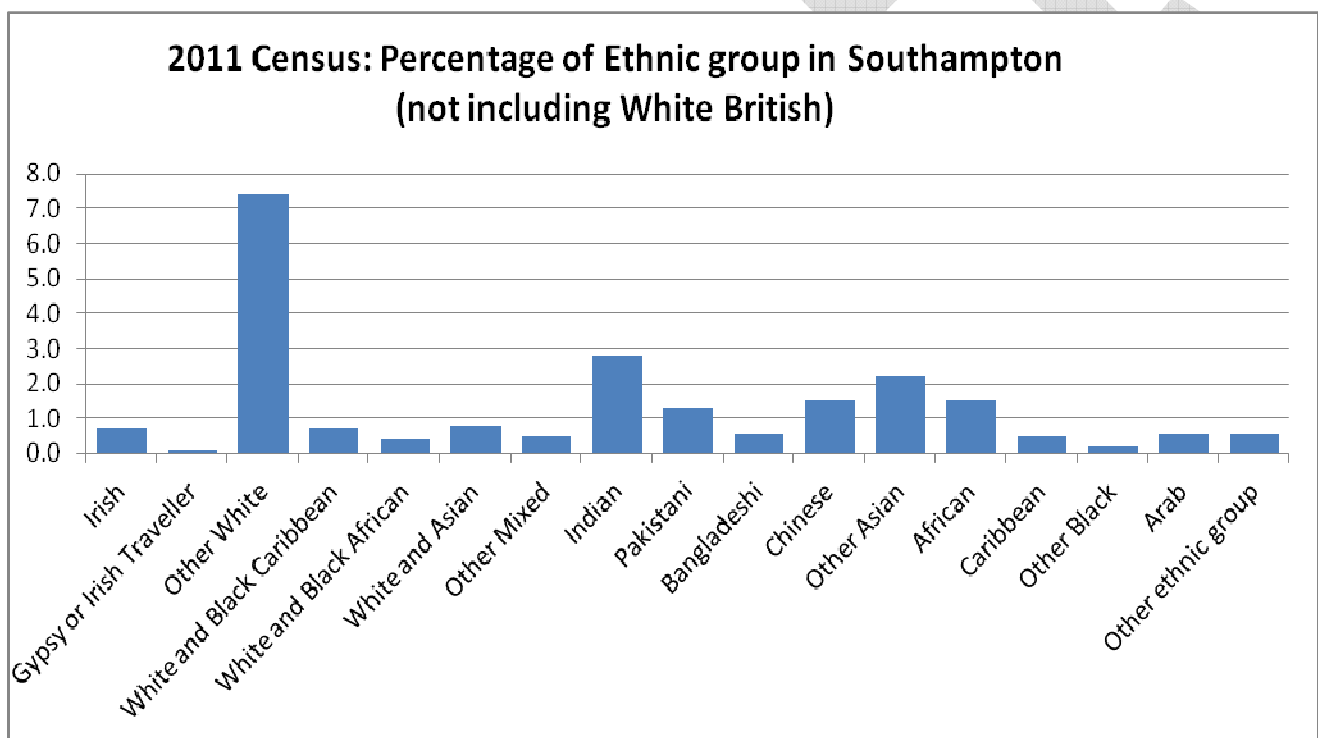
¹⁶ The Impact of Public Spending Reductions and Benefit Changes for those living on Low Incomes and in Housing Need in Hampshire (April 2011) The Bill Sargent Trust <http://www.bstrust.org.uk/>

Key Statistics - Ethnicity

The 2011 Census gives the first opportunity since the last census in 2001, to look at the ethnicity of residents in detail.

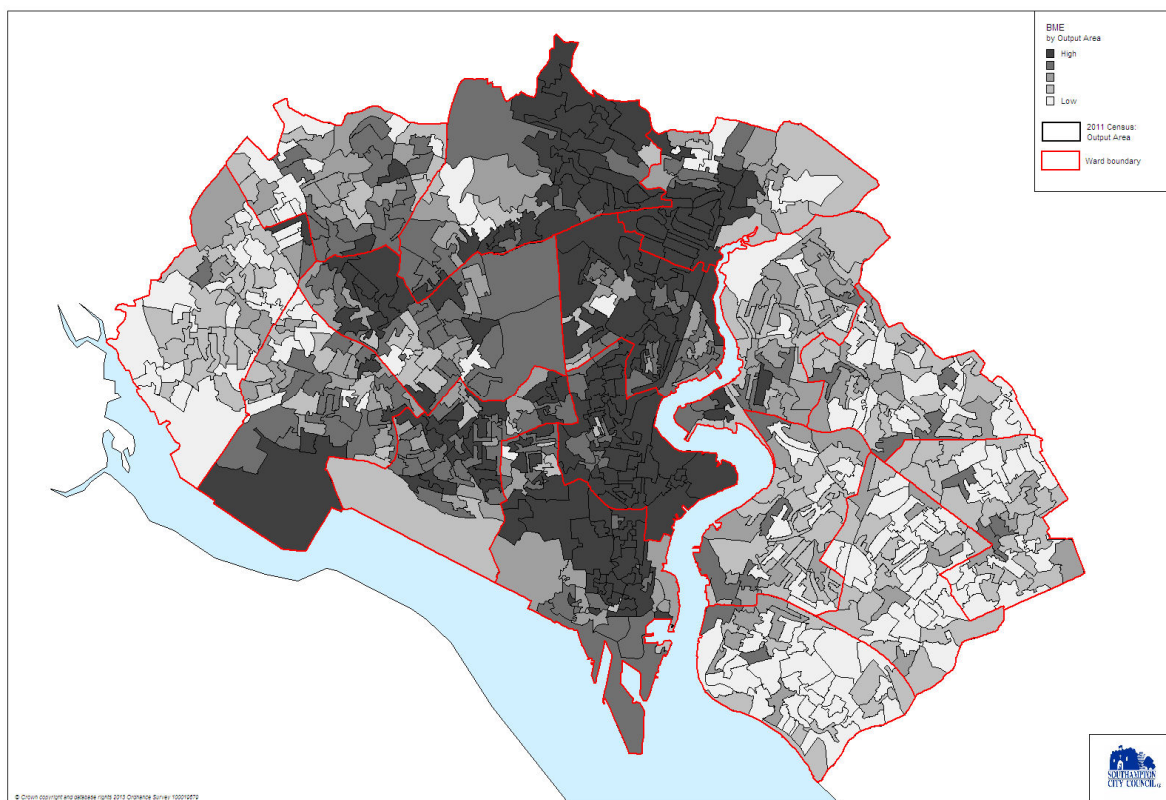
- The White British population of Southampton has fallen by 4.7% (-8,990) from 192,970 (88.74%) in 2001 to 183,980 (77.7%) in 2011.
- The other White population, which includes migrants from Europe, has increased in the last ten years by over 212% from 5,519 to 17,461 or 7.4% of the population.
- The Indian population is 2.8% and the Asian or British Asians form 8.4% of the whole population.

The table below shows the ethnicity of residents not including White British. For the first time the census includes Gypsy or Irish travellers (0.1%) and Arabs (0.6% or 1,312 people) in the ethnicity tables. The overall BME population of Southampton is 14.2% and 22.4% of the population are not White British.

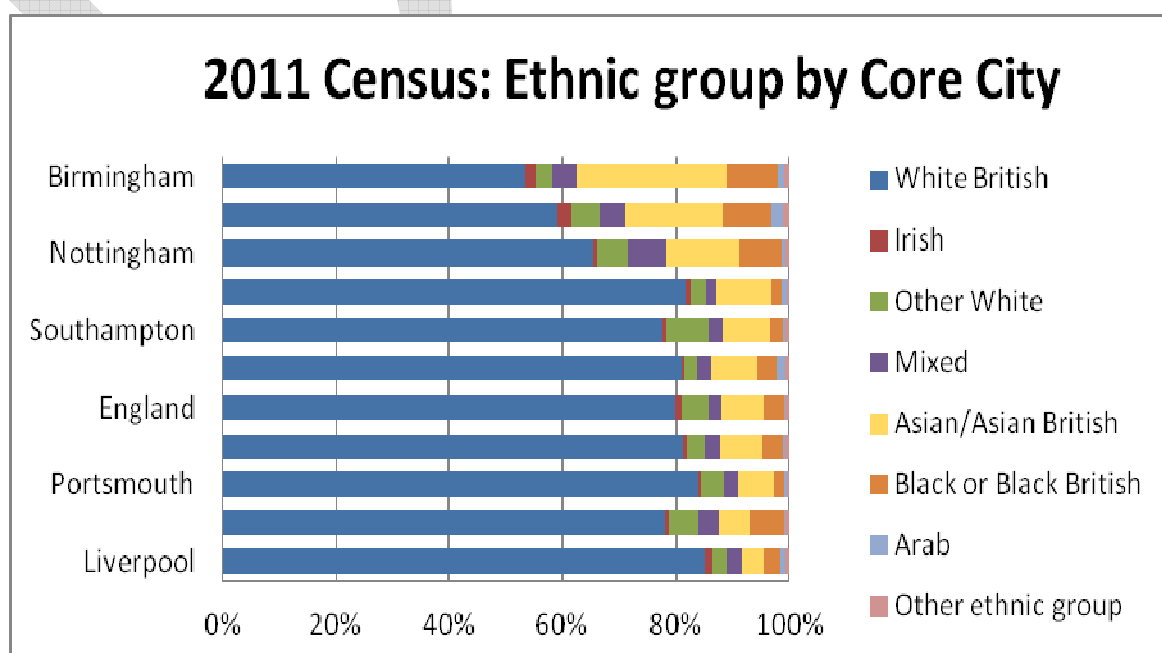


Census 2011: Geography of Black and Minority Ethnic Groups in Southampton

The map below shows where people, who identified themselves as being from Black and Minority Ethnic communities, live in the city.

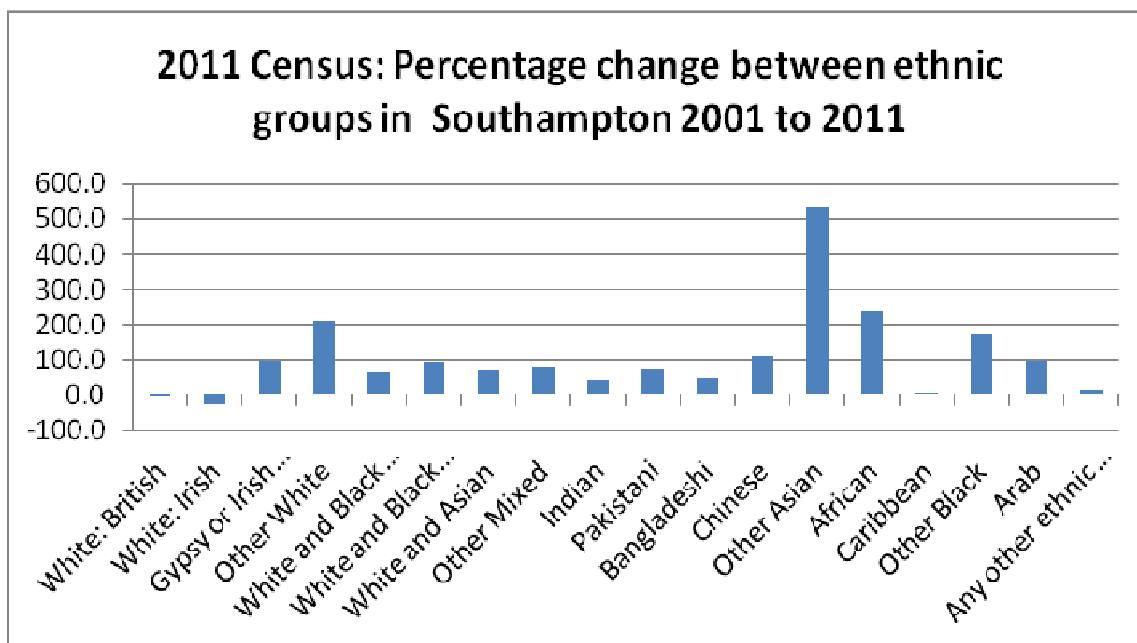


The table below shows Southampton in comparison with the core cities. It shows that Southampton has a smaller White British population than England as a whole. This has implications for the work of the council and its partners on community cohesion and engagement.



Changes 2001 to 2011

The table below shows the percent increase or decrease between the 2001 Census and 2011 Census by ethnic group. The largest increase is in the Other Asian group which showed a 534% increase from 833 to 5,281 people, whereas the Irish showed a 24% drop.



Census 2011: Gypsy and Travellers

The Census 2011 gives information on Gypsy and Travellers for the first time. There were 341 (0.1% of the Southampton population) people identifying as Gypsy or Irish Traveller. Bitterne, Sholing and Woolston wards have the highest number, reflecting the city's history of gypsy and traveller settlement.

Research indicates that Gypsy and Travellers experience a range of discrimination which results in poorer outcomes. They also face significant barriers in accessing mainstream services.¹⁷ Evidence also shows that increasing numbers of Gypsies and Travellers have felt forced to stop travelling because of the lack of legal stopping places. It also highlights the difficulty of accessing services for children or vulnerable people when they are not living in bricks and mortar accommodation.¹⁸

¹⁷http://www.equalityhumanrights.com/uploaded_files/research/12inequalities_experienced_by_gypsy_and_traveller_communities_a_review.pdf

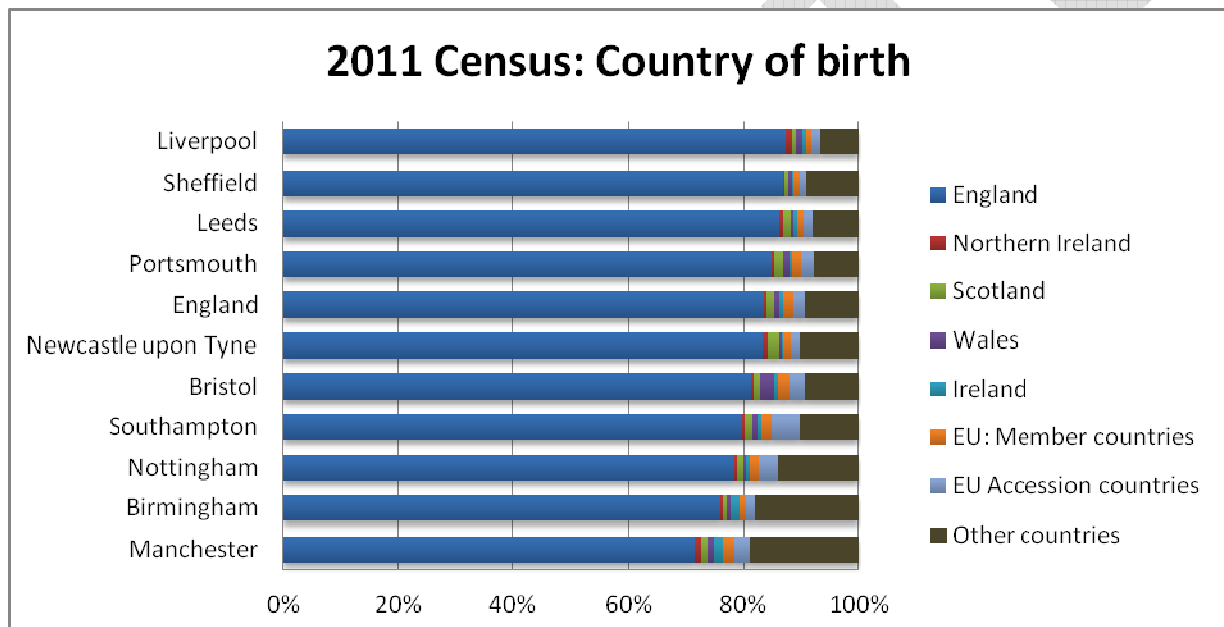
¹⁸ Hampshire & IOW Gypsy and Traveller Study 2006

Census 2011: Immigration

Just over 82% (196,943) of all residents were born in the United Kingdom; 17.6% of the population of Southampton were born outside the UK.

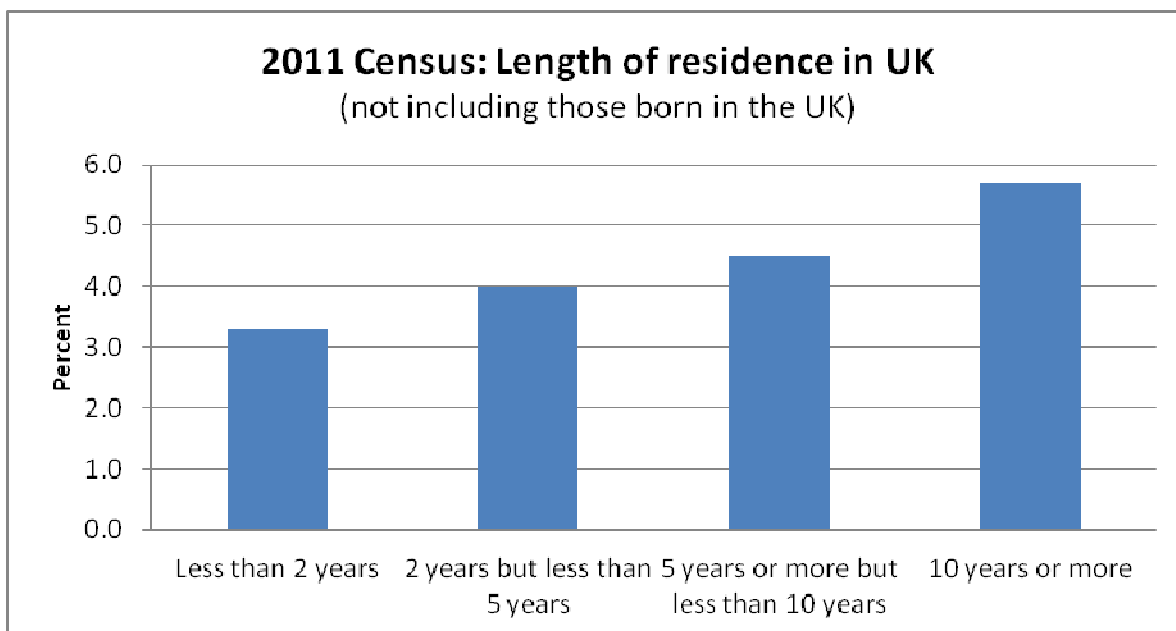
- 7.2% (17,004) of the population were born in Europe.
- 4.8% (11,370) were born in European Accession Countries of which 3.5% (8,391) come from Poland.
- 2.3% (5,533) were born in Africa
- 6.2% (14,665) were born in the Middle East or Asia
- 1.5% (3,627) were born in India.
- Just over 2,100 (0.9%) people were born in the Americas
- 360 (0.2%) in Australia

The table below shows the percentage of people by country of birth by Core Cities. Southampton, Birmingham and Manchester have a widely diverse population, 4.8% of Southampton's population were born in EU accession countries of the group and 19% of Manchester's population were born outside Europe.



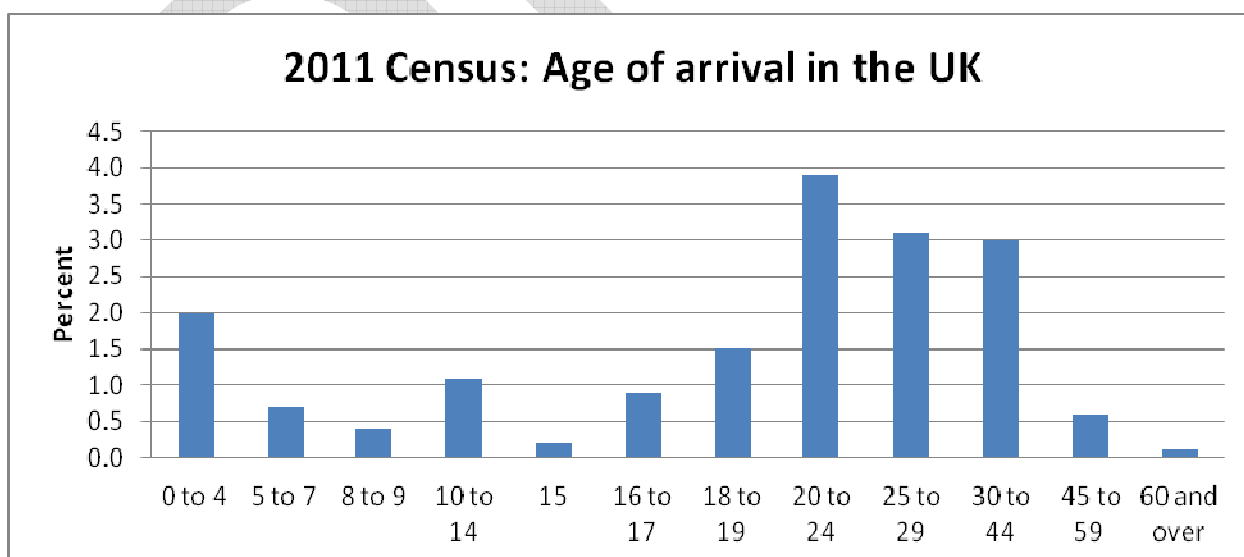
Length of Residence in the UK

Of the 41,651 people who were not born in the UK, 3.3% (7,894) have been here for less than two years, 4% (9,566) between two but less than five years, 4.5% (10,656) have been here between five and ten years and 5.7% (13,535) over 10 years.



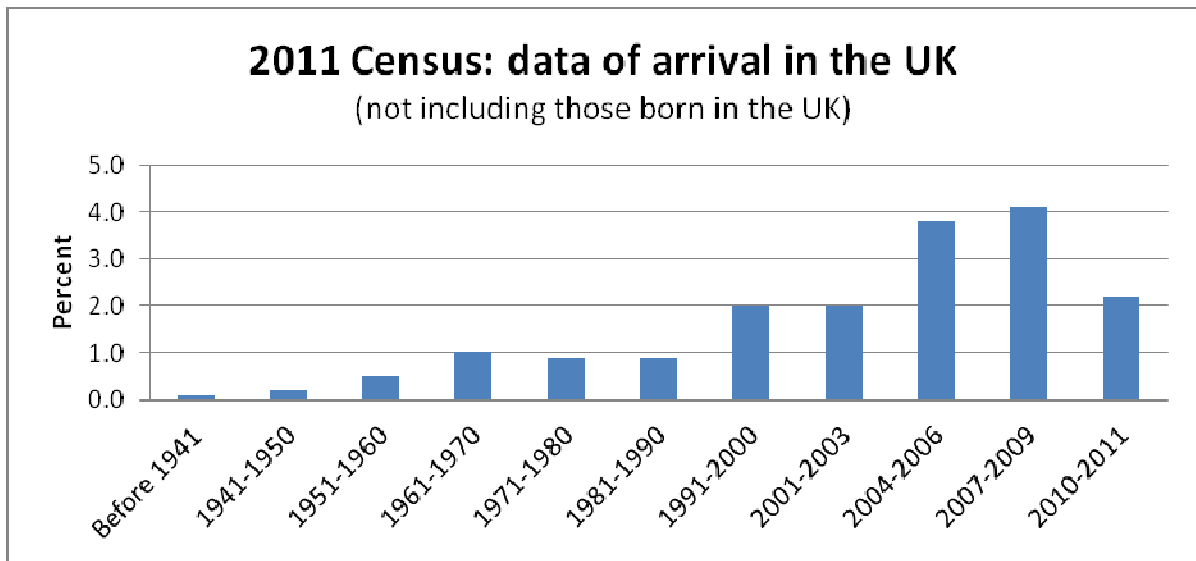
Age of Arrival in the UK

The table below shows the age of arrival into the UK. The largest age group in Southampton are those aged 20 to 24 at 3.9% or 9,347 people. It is also interesting to note that just over 4,800 (2%) people arrived aged 0-4.



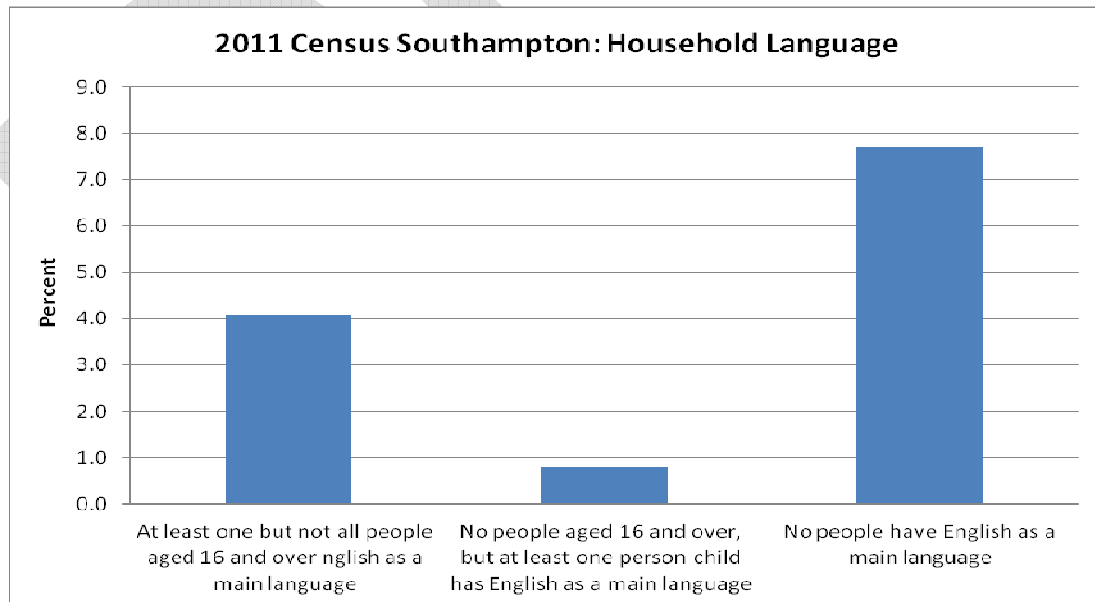
Date of Arrival in the UK

The table below shows the date of arrival into the UK. Over 10% (23,816) of the population who arrived in the UK did so after 2004, the date at which EU accession began.



2011 Census: Household Language

The table below shows the percentage of households where no one has English as a main language. 7,522, or 7.7%, of households in Southampton have no people in them who have English as a main language. This does not mean that they cannot speak English at all.

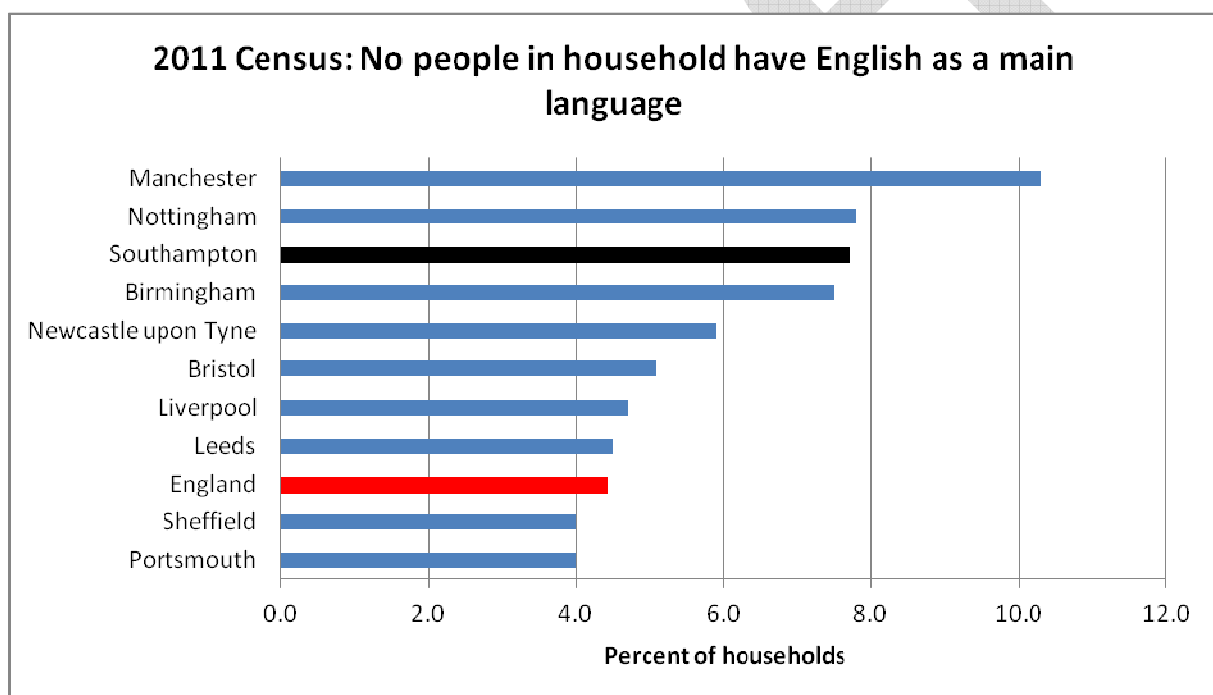


Main language English	At least one but not all English as a main language	No Adult has English as a main language but at least one child does	People in household with English as a main language
85,844 (87.4%)	4,064 (4.1%)	824 (0.8%)	7,522 (7.7%)

Source: 2011 Census ONS

This has implications for the work of the council and its partners on cohesion and integration.

When comparing against Core Cities, only Manchester and Nottingham have a higher percentage of their populations where no one in the household has English as a main language.



Key Factors

Poverty

The risk of poverty is significantly greater for people from ethnic minorities compared to White people. Around two-fifths of people from ethnic minorities live in low-income households, twice the rate for White people¹⁹. In Southampton, 22.4% of residents have an ethnic origin other than White-British in 2011.²⁰ Economic activity rates are lower for BME groups. 26.5 % of white people aged 16-64 are economically inactive in Southampton, compared to 22.5% nationally. The figure is significantly higher for BME communities in the city at 36.2% compared to 32.2% nationally.

¹⁹ <http://www.poverty.org.uk/>

²⁰ Census 2011

Educational Attainment

Achievements at GCSE by ethnicity 2011/12, show overall Asian pupils are achieving the best outcomes at GCSE. White boys are achieving lower outcomes than all other groups. This will inform the work on educational attainment captured in the Council Plan.

Health Inequalities

Nationally, differences in the health of Black and other minority groups are most prominent in the following areas of health: mental health, cancer, heart disease and related illnesses such as stroke, Human Immunodeficiency Virus (HIV), Tuberculosis (TB) and diabetes. Additionally an increase in the number of older Black and other minority people in the UK is likely to lead to a greater need for provision of dementia services as well as the provision of culturally competent social care and palliative care.

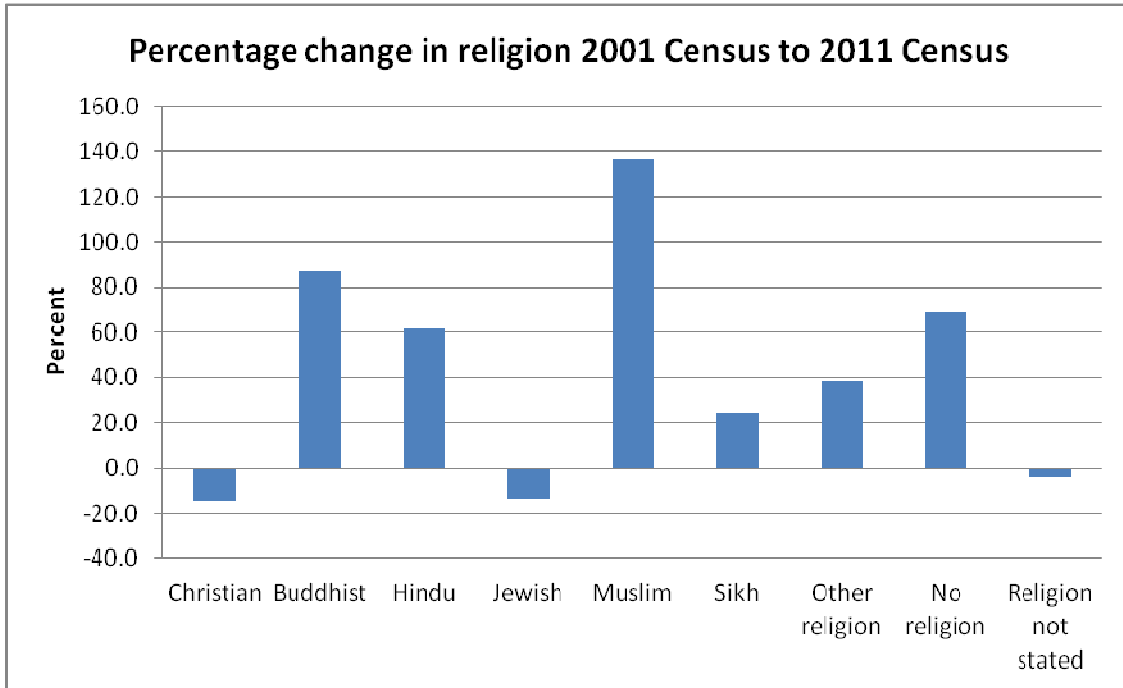
Accessing Services

There can be significant barriers to accessing services for some Black and minority groups. This can be because of a combination of language, location, cultural or religious considerations. Southampton City Council is committed to providing customer focused services and to taking positive action to meet the communication needs of customers. The council's approach is outlined in our Accessible Communications Position Statement.²¹

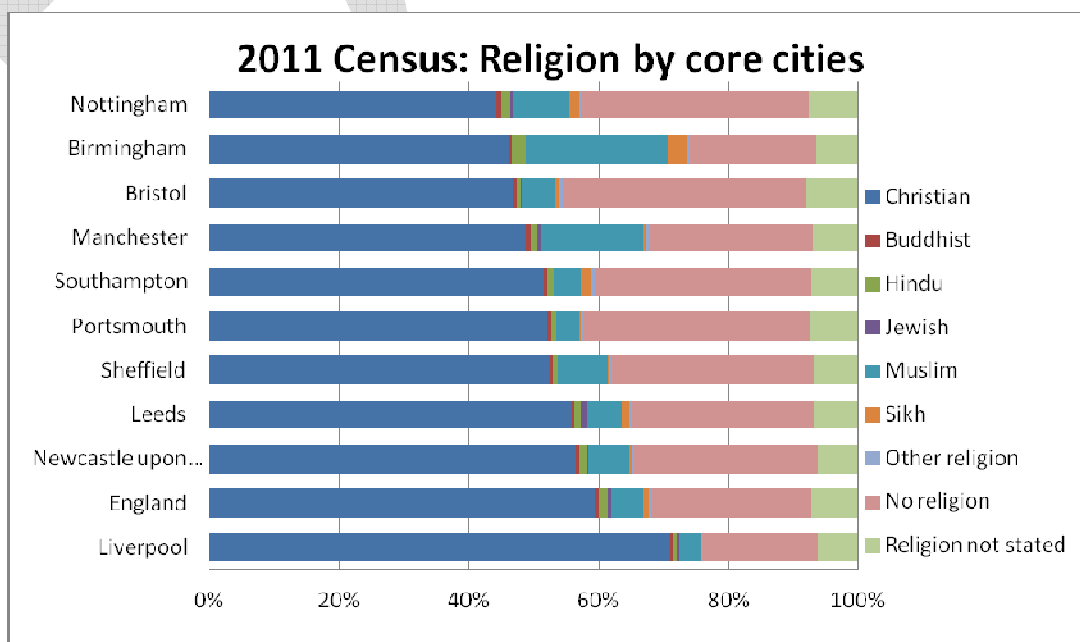
²¹ http://intranet.southampton.gov.uk/Images/Position_Statement_Apr_09_tcm59-304061.pdf

Key Statistics - Religion and/or Belief

The table below shows the percentage change in religion in Southampton between the 2001 and 2011 Census. The biggest change is in the number of Muslims which has increased from 4,185 in 2001 to 9,903 in 2011 – an increase of 136.6%. Those people who say they are Christian have fallen by 20,513 to 51.5%. Those who said they had no religion have increased by 69% to 33.5% of the population.



The table below shows the religious breakdown by the Core Cities. The highest percentage of Christians is in Liverpool at 71% and Southampton 51.5%. In Southampton 4.2% (9,903) of the population were Muslim and 33.5% said they had no religion. Birmingham has the largest Muslim group at 21.8% followed by Manchester at 15.8%.



Key Factors

Community Cohesion

Southampton is becoming more diverse in terms of religion and there has been a significant increase in the number of Muslims in the city alongside increases in many of the other major religions. This is against a backdrop of increasing interest in the far Right in Europe and closer to home, the activities of the EDL, BNP and more specifically the recent killing of the Drummer Lee Rigby and associated tabloid press coverage. These have increased national concerns around religion and community tensions. Although Southampton has not had a major incident recently this highlights the need to provide support and activities to reduce tensions whilst promoting cohesive communities.

Draft

Key Statistics - Gender

The Mid Year Population Estimates 2012 give the following breakdown:

Age	Male	Female
0-14	20,300	19,200
15-24	25,100	23,100
25-44	36,700	33,700
45-64	25,100	24,500
65+	14,000	17,800
Total	121,200	118,300

Key Factors

Earnings

The average annual income of resident workers in Southampton was £23,998 in 2011. This is 86% of the average annual income of the Southampton workforce, £27,909 for the same year – representing a pay gap of 16.3%. The pay gap between residential and workplace pay in Portsmouth is 11.67%. The ONS Annual Survey of Hours and Earning also shows that the median hourly rate for full time workers is £11.47 compared to £14.13 for the South East and £12.77 for Great Britain. Although there is a difference between the male and female hourly rate, £11.71 compared to £10.76, the difference is less than for the South East (£15.26 for men and £12.66 for women) and Great Britain (£13.32 and £11.95).

Affordable Childcare

The rate of worklessness in large families is higher than for parents in smaller families. Affordable childcare can be a factor. Of mothers with two children, 59 % are in employment compared with 14 % of mothers with 5 or more children who, if they do work, earn on average £1.30 an hour less than those with two children (£7.50 compared to £8.90).

Welfare Reforms

A potential adverse impact on women has been identified, as a result of the subsuming of a wider range of benefits into Universal Credit payments, paid in full (except in exceptional cases) to one member of a couple, including money for children and childcare costs which may mean a transfer 'from purse to wallet'.

Domestic Violence

Domestic violence continues to be a significant issue for Southampton. A small number of women have been killed by a violent partner in the last 2 years, whilst 450 referrals have been made to Multi Agency Risk Assessment Conferences because victims are at high risk of serious injury or death. 639 children have been involved in these cases. Domestic violence is expensive in financial and 'human' cost, and there is evidence that investing in preventative services saves money in the longer term. Children who live in homes where they are exposed to violence are at increased risk of physical and emotional harm.

Serious Sexual Offences

It is known that rape and other sexual offences are underreported. Rape Crisis reported a substantial increase in calls to their helpline in 2011; 2232 calls compared to 1623 in the previous year.

Key Statistics - Sexual Orientation and Transgender

There are significant data gaps around this equality strand. The Census 2011 included a question on marital and civil partnership status. This classified an individual according to their legal marital or registered same-sex civil partnership status as at census day, 27 March 2011. This topic is the equivalent of the 2001 Census topic 'Marital status', but has undergone significant revision to take account of the Civil Partnership Act which came into force on 5 December 2005.

2011 Census: Marital and civil partnership status	All usual residents aged 16+	In a registered same-sex civil partnership	
		number	%
Southampton	195,534	416	0.2
Bargate	17,108	48	0.3
Bassett	12,630	36	0.3
Bevois	14,113	37	0.3
Bitterne	10,721	7	0.1
Bitterne Park	11,422	19	0.2
Coxford	11,143	15	0.1
Freemantle	13,716	34	0.2
Harefield	11,321	28	0.2
Millbrook	12,093	25	0.2
Peartree	11,378	29	0.3
Portswood	13,176	31	0.2
Redbridge	11,208	22	0.2
Shirley	11,454	18	0.2
Sholing	11,446	19	0.2
Swaythling	11,661	15	0.1
Woolston	10,944	33	0.3

Source: 2011 Census ONS

The table below shows same sex partnerships by age and sex. The figures in the table are very small so the ONS has randomised them. In order to protect against disclosure of personal information, records have been swapped between different geographic areas. Some counts will be affected, particularly small counts at the lowest geographies.

Marital and civil partnership status by sex and age

Age	All persons	Males	Females
All categories: Age	212	123	89
Age 24 and under	9	6	3
Age 25 to 34	47	21	26
Age 35 to 49	84	49	35
Age 50 to 64	56	36	20
Age 65 to 74	9	6	3
Age 75 to 84	6	4	2
Age 85 and over	1	1	0

Key Statistics - Hate Crime and Harassment

There has been a decrease in the recorded number of some types of hate crime and harassment incidents recorded by strategic agencies in Southampton over the past three years. This is in part due to improvements in recording methods which have eradicated duplicate entries. Work is continuing to ensure that data is recorded more accurately, which means year on year data cannot always be compared directly.

In addition, improvements in multi-agency responses mean there has been a continual reduction in the number of repeat incidents reported, which are at an all time low of less than 1%.

The Perceptions of Crime Survey 2012 reported a low perception of racial and homophobic hate crimes as an issue in Southampton.

The following table shows the numbers of hate crime and harassment incidents logged by agencies in the city over the last five years:

Type of incident	2007/8	2008/9	2009/10	2010/11	2011/12	2012/13
Racial	1327	1090	1127	1022	281	247
Sexual Orientation	125	136	109	115	30	104
Other / Obscene	0	24	68	89	60	96
Disability	33	41	48	40	3	18
Learning Disability	0	10	28	16	6	0
Religious	11	17	20	16	3	13
Gang Related	0	191	35	11	8	5
Defamatory	0	90	36	8	2	2
Gender Identity	6	9	4	8	0	0
Gender	1	24	10	2	6	1
Sexual Harassment	11	6	1	1	0	0
Age	48	27	2	0	0	0

4. Conclusions

Southampton is a diverse and vibrant city. The national backdrop of economic recession, coupled with the welfare reforms, presents a number of equalities-related challenges.

The Equalities Profile provides a basis from which the council can work with its partners to take action to improve equality outcomes. The information already gathered highlights the particular issues. These are health inequalities, poverty (particularly children and older people living in poverty), educational attainment (particularly white boys); safeguarding and digital exclusion. This begins to identify some of the cumulative and cross-cutting impacts that need to be addressed.

More work has to be done to fill data gaps. There are significant gaps in quantitative data about some groups; particularly for Gypsy and Traveller and Lesbian, Gay, Bisexual and Transgender communities. Alongside this, there is a need to continue to monitor and respond to national policy changes such the welfare reforms and gain greater insight and understanding about the cumulative and differential impacts on local communities. There is also a need to build on partnership work to strengthen community cohesion and resilience.

Underpinning all of this will be an improved approach to customer engagement; from more easily accessible information to more effective consultation right through to increased involvement of residents helping to shape and deliver services.

The Equality Action Plan, together with the Council Plan, directorate business plans and other strategies, have captured these challenges and priorities.

For more information, you can contact us at:

Communities and Improvement Team
Southampton City Council
Civic Centre
Southampton
SO14 7LY

Telephone: 023 8083 2638

Email: communities@southampton.gov.uk

This written information is available on request in other formats or languages. Please contact 023 8083 2638 or email communities@southampton.gov.uk for help.

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SOUTHAMPTON CITY COUNCIL EQUALITY ACTION PLAN 2013-2016

This Equality Action Plan will deliver key cross-cutting outcomes that underpin the seven strategic equality objectives. This Action Plan does not cover “business as usual” or specific actions and targets identified in the Council Plan (2013-16).

Priority outcomes we want by 2016	Key actions by 2015/16	Success measures for 2016
Council strategies, policies and plans are informed by a thorough knowledge of the needs of, and impact on, diverse communities	Review what information is collected and required, and identify any knowledge gaps to ensure the data reflects the diversity of the city.	The council’s performance management and customer insight framework incorporates collection and analysis of the needs of diverse communities.
	Work with the Leadership Group to embed equalities issues into the decision making process.	All decisions made by Cabinet and Council evidence how equalities issues have been considered and what actions have been taken as a result.
	Increase opportunities for those who may be most affected by budget proposals to understand the possible impacts and provide their views on possible changes.	Evidence of how analysis of impact has informed decision-making about future savings proposals
Customer focussed and accessible services, that take into consideration the changing diversity of the city’s population, with improvements in how customers can access council services and information	The City Survey, in October 2013, will include information on diversity so that a baseline on satisfaction can be determined.	Evidence of improvement in service delivery and satisfaction levels from groups identified in the Equality Act that are regularly monitored.
	The analysed results of the City Survey, together with the Equality Profile, will be used to agree equality measures that are reported upon to Cabinet and on the council’s equality webpage. This will include potential service improvements.	
	New best practice consultation guidance for staff that takes into account the needs of diverse communities and new forms of online communication.	
Improve and regularly update the council’s image bank used in Council communication material so that it reflects the diversity of the City.	Improved promotion of Southampton as a diverse city, evidenced by customer feedback.	
Fair policies that reduce discrimination and help the council’s workforce to be reflective of the local population	Review and revise the council’s HR policies to ensure they reflect national best practice. This will include a review of workforce data collection and analysis systems.	The council’s workforce profile reflects the city’s diversity.
	Produce and publish an annual HR Equalities report, which will inform workforce development.	
An increased sense of belonging, with stronger relationships between communities	In partnership with other agencies, promote the work of diverse communities and their participation in city life	To be agreed by October 2013

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