

Report of Assistant Chief Executive – Citizens and Communities

Report to Executive Board

Date: 27 July 2016

Subject: Equality Improvement Priorities Progress Report 2015 - 2016

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the decision eligible for Call-In?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Summary of main issues

1. The Equality Improvement Priorities 2016 - 2020 were approved by Executive Board in October 2015. They also requested that they receive annual reports on progress. The Equality Improvement priorities were produced to ensure that the council meets its legal duties under the Equality Act 2010.
2. The priorities were developed to complement the Best Council Plan priorities and help to underpin our renewed ambition to be a compassionate city with a strong economy to address the range of inequalities that still exist.
3. Adult Social Care have reviewed their Equality Improvement Priority and Environments and Housing have developed a new priority for approval.
4. The council has a legal duty to publish information to show their compliance with the Equality Act duty.

Recommendations

Executive Board is recommended to:

- Note the contents of this report;
- Endorse the Equality Improvement priorities Annual Report 2015 – 2016; and
- Approve the refreshed Equality Improvement Priority for Adult Social Care and the new priority for Environments and Housing

1 Purpose of this report

- 1.1 This report sets out the annual progress against the council's Equality Improvement Priorities for 2015 – 2016.
- 1.2 It also outlines the refreshed Equality Improvement Priority for Adult Social Care and a new priority for Environments and Housing.

2 Background information

- 2.1 Compliance with the Equality Act 2010 includes a specific duty to develop equality priorities which are reviewed every 4 years. The specific duty requires local authorities to:
 - publish accessible information outlining the equality analysis which has taken place to inform equality objectives;
 - engage with people who have an interest in furthering the aims of the general equality duty; and
 - demonstrate progress against equality objectives for both employment and service delivery; and
 - publish information to show their compliance with the Equality Duty, at least annually
- 2.2 The council's Equality Improvement Priorities have taken into account the protected characteristics as required under the Equality Act 2010. They also recognise poverty as a barrier that limits what people can do and can be. As a result priorities were included that address poverty as the council recognises that a number of the protected characteristics are disproportionately represented in those living in poverty.

3 Progress Update

- 3.1 Progress against each of the council's equality improvement priorities during 2015 – 2016 is attached in Appendix 1. This update is not intended to give a comprehensive view of all the work that has been undertaken but provides an overview and examples from across all Directorates.
- 3.2 The Equality Improvement Priorities recognise that there are currently different outcomes and experiences for different groups and communities and were developed to support the Best Council ambitions of Compassionate City and Strong Economy and progress is reported against these.
- 3.3 In addition to the work that is taking place to progress the Equality Improvement Priorities there is also other complimentary work that is taking place across the council. This is also reported in the annual progress update.

4 Refreshed and New Equality Improvement Priorities

- 4.1 In addition to the current Equality Improvement Priorities some work has taken place on refreshing the existing priorities and developing new ones. Equality Improvement Priorities can be revised/ new ones developed at any point during the year.

- 4.2 Adult Social Care is implementing the “strength/ “asset” based approach for Access and Care, Provider Services and Commissioned Services. This approach is based on identifying the strengths or assets of individuals, their circle of support and their community and builds on the various elements of support available to an individual. This concentrates on their strengths, on what they can do, not concentrating on what they cannot. This linking up of community, Adult Social Care and other available support provision provides a more innovative, appropriate, personal and effective support package leading to achievement of personally desired outcomes.
- 4.3 This is supported by expanding Asset Based Community Development models. There will be a focus on establishing these in communities. This will include communities of interest, Community Builders, Community Connectors and Citizen Led Asset Mapping. There will be ‘small sparks’ funding to support this work.
- 4.4 Whilst delivering this shift in working, Adult Social Care still needs to ensure that they meet the aspirations of the other elements of the Better Lives Strategy: Integration, Enterprise and Housing Care and Support.
- 4.5 In order to support this new approach Adult Social Care have proposed a new Equality Improvement Priority which is ;-
- ‘To ensure that the benefits of this change in approach reaches all the citizens of Leeds, including, communities of protected characteristics, disabled people, LGB and T communities, across gender, ages, Black and Minority Ethnic communities and targeting areas of most need’
- 4.6 To support this Adult Social Care recognise that they will need a staff group (both internal and commissioned) with knowledge and experience of the kinds of issues faced by the communities. So have included a specific focus on staff priorities which are:-
- To ensure recruitment is both inclusive and flexible with a recruitment process that is appropriate for the specific job and accessible to all;
 - To build and sustain a workforce that understands values, embraces and implements diversity and inclusion, to support the strength based approach;
 - To ensure all HR processes support staff from across protected characteristics; and
 - To demonstrate increased engagement with all staff around protected characteristic’s.
- 4.7 The majority of people in Leeds (approximately 78%) live in privately owned or rented housing. There are more privately rented properties in the city (approximately 60,000) than council houses. The private rented sector makes a significant contribution to meeting housing need in the City both as a long-term tenure of choice and as a ‘stepping stone’ to other housing options/tenures.

4.8 The most disadvantaged in society are more likely to live in poorer standards of housing and there is a high concentration of poor housing in the private rented sector. Especially in the inner core of the City in areas, such as, Holbeck, Beeston, East End Park and Harehills. Leeds needs a high functioning private rented sector to address housing need, stimulate economic growth and to meet the ambition of being a Compassionate City.

4.8 To support the improvement work that is taking place in this area Environments and Housing are proposing a new Equality Improvement Priority which is:-

‘Improving the quality of private sector housing’

5 Corporate Considerations

5.1 Consultation and Engagement

This report provides a progress update on the Equality Improvement Priorities. Extensive public consultation on the Best City Priorities and budget setting was used to inform the priorities. Service specific consultations have taken place to inform the revised/new priorities.

5.2 Equality and Diversity / Cohesion and Integration

5.2.1 The Equality Improvement Priorities are in place to provide focus to address issues of inequality. They are based on evidence of disproportionate outcomes, which we are seeking to challenge and change.

5.2.2 The tools and mechanisms that the council use will continue to play a pivotal role in identifying and addressing inequality and these priorities form one part of this approach. Equality Impact Assessments continue to take place and will inform further developments in each of these priorities.

5.3 Council policies and the Best Council Plan

5.3.1 The Equality Improvement Priorities sit with the council priorities and are an integral part of the renewed ambition to be a compassionate city and to tackle inequalities in the city

5.4 Resources and value for money

5.4.1 There are no additional resource implications arising from this report.

5.5 Legal Implications, Access to Information and Call In

5.5.1 The production of an annual progress report on the Equality Improvement Priorities is a legal requirement to ensure compliance with the Equality Act 2010

5.5.2 This report does not contain any confidential or exempted information and is subject to call in.

5.6 Risk Management

5.6.1 Any risks associated with specific priorities are addressed as part of service delivery.

- 5.6.2 The risk to the council in not developing 4 yearly equality priorities and/or not publishing an annual progress report is that we will be in breach of the Equality Act 2010

6 Conclusions

- 6.1 The Equality Improvement Priorities Annual Update Report demonstrates progress against the Equality Improvement Priorities 2016 – 2020 and help the council to focus on areas of disproportionality and tackle inequalities

7 Recommendations

- 7.1 Executive Board is recommended to:
- Note the contents of this report;
 - Endorse the Equality Improvement priorities Annual Report 2015 – 2016; and
 - Approve the refreshed Equality Improvement Priority for Adult Social Care and the new priority for Environments and Housing

8 Background documents¹

None.

¹ The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.