

Select Committee on Regeneration, Culture and Adult Education – 6th June 2007

Report of the Director of the Urban Environment

Directorate of the Urban Environment's Equality and Diversity Annual Report 2006/07

Purpose of Report

1. To consider the Directorate of the Urban Environment's equality and diversity annual report for 2006/07.

Background

2. The production of an annual equality and diversity action plan and annual report by each directorate is a requirement of the Council's equality and diversity policy. The Select Committee on Regeneration, Culture and Adult Education considered the Directorate of the Urban Environment's action plan, which sets out its equality and diversity targets for 2007/08, at its meeting held on 6th March 2007. Attached is the annual report which details progress on the targets agreed by Select Committee in the directorate's action plan for the previous year, 2006/07.
3. This Select Committee has within its terms of reference responsibility for corporate equality and diversity issues, although responsibility for scrutinising individual directorate's action plans and annual reports is divided between the five select committees.

Finance

4. Any costs associated with the annual report will be met from within existing budgets.

Law

5. The range of relevant equality legislation includes:
6. The Race Relations (Amendment) Act 2000 replaces Section 71 of the Race Relations Act 1976 with a general duty on public authorities to work towards the elimination of unlawful discrimination and promote equality of opportunity and good relations between persons of different racial groups.
7. The Disability Discrimination Act 1995 makes it unlawful to discriminate against disabled people in connection with employment, the provision of goods, facilities and services and the disposal or management of premises. The Disability Discrimination Act 2005 has extended this Act with a duty on public authorities to promote disability equality.

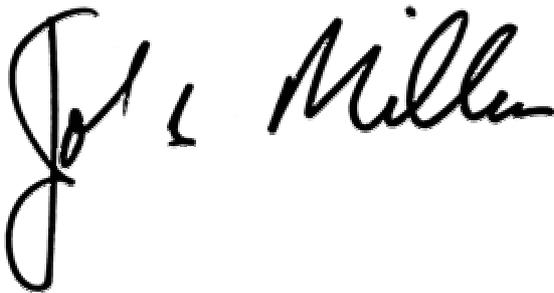
8. The Sex Discrimination Act 1975 renders unlawful certain kinds of sex discrimination. In particular, Section 29 makes it unlawful for the Council, in providing facilities or services (such as those arising pursuant to the statutory functions of the Council), to discriminate against any person seeking to obtain or use those facilities or services on the ground of gender. A new duty on public authorities to promote gender equality under the Equality Act 2006 came into force on 6th April 2007.
9. Under Section 111 of the Local Government Act 1972 the Council is empowered to do anything which is calculated to facilitate, or is conducive to, or incidental to the discharge of its functions.

Equality Impact

10. The annual report contains details of progress in implementing the Directorate of the Urban Environment's equality and diversity action plan for 2006/07. Performance indicators or outcomes were identified against each target so that progress in achieving the action plan can be monitored and reviewed. Issues relating to children and young people are covered in more detail in the Directorate of Children's Services' action plan.

Recommendation

11. It is recommended that:
 - Select Committee for Regeneration, Culture and Adult Education considers and comments on the Directorate of the Urban Environment's equality and diversity annual report for 2006/07.
 - Any outstanding actions arising from the Equality and Diversity Annual Report for 2006/07 are incorporated into the Equality and Diversity Action Plan for 2007/08.



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List of Background Papers

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2006)

Report to Select Committee for Regeneration, Culture and Adult Education on Wednesday 6 June 2007

Directorate of the Urban Environment's Equality and Diversity Annual Report 2006/2007

1 INTRODUCTION

- 1.1 As part of implementing the Council's Equality and Diversity Policy, each Directorate produces an annual Equality and Diversity Action Plan. This identifies working priorities in relation to their services and employment practices. The Action Plan for the Directorate for 2006/2007 was considered by the Select Committee for Regeneration, Culture and Adult Education on 16 March 2006, and approved by the four Lead Members for the Directorate.
- 1.2 All Directorates also produce an Annual Report, which provides information on the implementation of the Action Plan. The Annual Report is prepared after March, to enable reporting on a full year's progress on agreed actions.
- 1.3 This document is the Annual Report covering the period from April 2006 to March 2007 and contains
- Key facts about the Directorate
 - Progress on Race Equality Scheme reviews
 - Achievements against the Directorate's Equality and Diversity Action Plan for 2006/2007.

2 KEY FACTS

- 2.1 As at 31 March 2007, the Directorate contains four Divisions.

The four Divisions are:

Economic Regeneration

- Resources and Partnerships
- Engineering and Transportation
- Design and Projects
- Economic Wellbeing including Future Skills Dudley

Environmental Management

- Street Care
- Waste Care

- Green Care

Cultural and Community Services

- Sport and Recreation
- Arts, Heritage and Parks
- Bereavement Services

Development and Environmental Protection

- Development Services
- Public Protection

2.2 Underpinning these functions are the relevant policy and support services (including performance management, Information Communication and Technology (ICT), and administrative support), a number of which are included within the Policy and Executive Support Team.

2.3 As at 31 March 2007 the Directorate employed **1714** employees. Information relating to the Directorate of the Urban Environment's workforce breakdown, as compared to the previous year (2006), is indicated in Table 1(a). This can be compared with the Council's profile as a whole which is set out in Table 1(b).

Table 1(a). Directorate of the Urban Environment's workforce profile 31 March 2007 (compared with 31 March 2006)

Urban Environment		Female (%)	Male (%)	BME (%)	Disabled (%)
Scale point 34 and above (higher grades)	31/03/07	27.3	72.7	3.2	4.2
	31/03/06	26.5	73.5	3.0	2.5
Below scale point 34 (lower grades)	31/03/07	40.3	59.7	2.9	2.8
	31/03/06	41.2	58.8	2.1	2.0
Total	31/03/07	38.9	61.1	2.9	3.0
	31/03/06	39.3	60.5	2.1	2.0

Table 1(b). Dudley MBC workforce profile 31 March 2007 (compared with 31 March 2006)

<u>Dudley MBC</u>		Female (%)	Male (%)	BME*	Disabled (%)
Scale point 34 and above (higher grades) (excluding schools)#	31/03/07	49.6	50.4	8.9	4.3
	31/03/06	48.0	52.0	8.0	2.0
Below scale point 34 (lower grades) (excluding schools)#	31/03/07	69.7	30.3	5.9	2.2
	31/03/06	69.3	30.7	5.2	1.3
Total (excluding schools)	31/03/07	66.9	33.1	6.4	2.5
	31/03/06	66.4	33.6	5.6	1.4
Total (including schools)	31/03/07	74.8	25.2	5.1	1.7
	31/03/06	74.6	25.4	4.6	0.8

Notes: Scale point 34 on 31 March 2007 £27,000 approx.

*BME figures exclude those employees for whom no ethnic origin data is held

#Grade breakdown excludes schools due to the different grading structure for teachers

2.4 The Directorate is pleased to note, with regard to its workforce composition, the increase in employees from a black or minority ethnic group, and with a disability, at above and below Spinal Column Point 34, compared to the previous year.

2.5 Full data about employment across the Council, including that which meets the requirement for employment monitoring by racial group under race relations legislation, will be presented and analysed in the Annual Review of Equality and Diversity 2007. This will be prepared for the Select Committee on Regeneration, Culture and Adult Education and the Cabinet in September. This annual report should therefore be read in conjunction with the Council-wide review.

3 Race Equality Scheme Reviews (April 2005 – May 2006)

3.1 In accordance with the Council's Race Equality Scheme, the Directorate has reviewed a number of services and functions. A summary of the outcomes of the reviews is outlined below.

(a) **Sport and Recreation**

The service is responsible for the management of 4 leisure centres and a sports stadium across the borough and the development and enhancement of opportunities for people to engage in physical activities in sport. It seeks to develop relationships between the Sport and Recreation service and a wide range of communities in the borough. Ethnic monitoring information is difficult to collect from service users, although efforts are being made to obtain this data through the use of a 'smartcard' system which requests information relating to ethnicity. Required actions identified include a focus on improving and widening consultation exercises, continuing to promote the 'smartcard' initiative to improve

information available about service users and achieving foundation level of the Equality Standard: A Framework for Sport which promotes Race Equality in Sport.

(b) Bereavement Services

The services offered are available to the public both within and external to the borough. Service users are assisted regardless of the type of service they require and with respect to their differing cultural needs. Service monitoring is undertaken through customer feedback/comments forms which have an attachment requesting monitoring information. Although obtaining ethnicity monitoring information from service users in Bereavement Services is not an easy task, any monitoring information received is converted to statistical data and analysed to try and identify where improvements can be made to service provision and recognise future service requirements. Consultation with various communities has resulted in a number of positive changes to services offered including the 6 day burial service, and the inclusions of minority languages on permitted memorials. Future actions identified in Bereavement Services relate to understanding the cultural requirements of service users and seeking to accommodate these as effectively as possible.

(c) Future Skills Dudley

Offers free vocational training to assist unemployed people to find employment and aims to reach the most disadvantaged communities and BME groups. Ethnicity monitoring of service users is undertaken both initially and throughout participation. This data is used to produce monthly performance (retention and achievement) statistics which assess performance against targets and assist planning and improvements. Future Skills consults with a diverse range of BME groups in order to promote, improve and raise awareness of the services offered. This has resulted in initiatives such as the introduction of prayer points at various locations. Future Skills has seen an increasing participation from BME groups which has exceeded the internal targets set. Actions identified by this impact assessment include continuing work on gathering monitoring information and consultation with under-represented groups to improve and promote access to services.

4 **Achievements against the Directorate's Equality and Diversity Action Plan for 2006-2007**

4.1 Table 2 (attached) outlines the progress made in relation to the Council's corporate equality and diversity priorities for 2006-2007, whilst Table 3 reports on the achievements against the Directorates' objectives outlined in the Equality and Diversity Action Plan for the same year.

Table 2. Directorate Contribution to the Council's Equality and Diversity Priorities for 2006/07

Objective (and lead officer)	Council Plan Priority	Target Date/ milestones	Planned outcome/ performance indicator	Progress/final outcome
<p>CP1. Equality Scheme</p> <p>(a) Complete the impact assessments listed in the revised Race Equality Scheme by 31st May 2006</p> <p>(b) Assess the implications of the Equality Bill - build requirements for gender, religion or belief, and sexual orientation into the Equality Scheme</p> <p>(c) Launch equality impact assessment (EIA) guidance and develop a programme of assessments across all directorates to feed into the Scheme's</p>	<p>Quality service matters</p>	<p>May 2006</p> <p>Report to EDAG – July 2006 Complete by November 2006</p> <p>Launch guidance in April 2006 Programme by</p>	<p>Assessments completed by deadline Impacts/ outcomes assessed Improvements/ actions identified</p> <p>Scheme published by deadline</p> <p>Assessments undertaken by the directorate will feed into the corporate</p>	<p>All specified impact assessments completed for DUE.</p> <p>Initial screening completed within the directorate to identify services which have an impact on the promotion of gender equality/elimination of discrimination. This will be used to create a prioritised programme of future impact assessments.</p> <p>Guidance launched and piloted during 2006/2007.</p>

<p>action plan - finalise corporate EIA guidance and develop EIA programme for directorate (SM)</p> <p>(d) Maintain or increase the score against BVPI 2b on race equality</p> <p>(e) Publish the combined Equality Scheme by 4th December 2006 - establish consultation process for production of Equality Scheme with staff, community and other stakeholders (SM)</p>		<p>October 2006</p> <p>By March 2007</p> <p>Consultation plan by April 2006 Publish Scheme by 4 December 2006</p>	<p>action plan and be integrated into service planning</p> <p>Score at least maintained</p> <p>Consultation plan implemented Scheme published by deadline</p>	<p>Programme of directorate impact assessments agreed for 2007/2008.</p> <p>Achieved.</p> <p>Combined Equality Scheme published with directorate input.</p>
<p>CP2. Equality Standard for Local Government - implement the action plan to achieve level 3 of the Standard by March 2007</p>	<p>Quality service matters</p>	<p>March 2007</p>	<p>Attainment of Level 3 of the Standard</p>	<p>Revised standard awaited so unclear as to what the requirements of level 3 will be.</p>
<p>CP3. People management strategy (CH)</p> <p>(a) Implement the equality and diversity elements of the strategy. Finalise People management strategy, to include workforce targets</p>	<p>Quality Service Matters</p>	<p>2008</p>	<p>Improved data In terms of gender, age, disability, race and religion or belief</p>	<p>People Management strategy completed.</p>

<p>(b) Produce and implement an age and employment policy and procedure to comply with the new legislation - complete age and employment policy and procedure; launch policy with training and awareness</p>	<p>Quality Service Matters</p>	<p>Mid 2006</p>	<p>Production and implementation of the new policy and procedure</p>	<p>Retirement procedure produced. Normal retirement age altered from 65 to 70.</p>
<p>(c) Establish a full framework of flexible working policies by mid 2006 - Complete flexible working policies listed in the strategy</p>	<p>Quality Service Matters</p>	<p>Mid 2006</p>	<p>Production and implementation of the policies and procedures</p>	<p>New home working and revised flexi-time and voluntary alteration in hours policies completed. Relevant briefings within the directorate have taken place.</p>
<p>(d) Achieve an increase in the number of disabled employees working for the Council - establish revised baseline through completion of employee audit; review audit findings and determine actions to follow up findings</p>	<p>Quality Service Matters</p>	<p>December 2006</p>	<p>Accurate data regarding employees with a disability</p> <p>Increase in people with a disability employed by the council</p>	<p>Corporate audit completed and data currently being inputted.</p> <p>In 2006/2007, DUE have seen an increase in disabled employees from 2% to 3% overall with employees SCP 34 and above increasing from 2% to 4.3% over the same time period.</p>
<p>CP4. Disability Access Strategy</p> <p>(a) Implement the actions contained within the Council's Disability Access Strategy - develop targets to address gaps in action plans; link with development of Equality Scheme (SM)</p>	<p>Quality service matters</p>	<p>Six-monthly progress reports</p>	<p>Coordinated strategies and action plans</p>	<p>Disability Access Strategy incorporated into the Disability Equality Scheme.</p>

<p>(b) Achieve an improvement in the score against BVPI 156 on access to buildings. Transfer further services to Dudley Council Plus in accordance with the programme and develop second customer access centre.</p>		<p>By March 2007</p>	<p>Improved access to services Increase in BVPI 156 (access to buildings) score</p>	<p>BVPI 156 score 2005/2006 – 23% BVPI 156 score 2006/2007 – 29%</p> <p>At 31 March 2007, DUE had 23% of its relevant buildings compliant with requirements. Funding of £270,750 has been acquired for improvements to DUE buildings for public access and work continues into 2007/08.</p>
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Table 3. DIRECTORATE OF THE URBAN ENVIRONMENT – EQUALITY AND DIVERSITY ACTION PLAN 2006/2007

Objective (and lead officer)	Council Plan Priority	Target Date/ milestones	Planned outcome/ performance indicator	Progress/final outcome
DUE1. Complete full impact assessments as listed in the revised Race Equality Scheme. (DL, AW, SC, JW, JB)	Quality Service Matters	May 2006	<p>Impact assessments complete by deadline.</p> <p>Assessments will inform the Directorate of required action planning for future years.</p> <p>Integration of identified actions into Service Plans.</p>	<p>Identified impact assessments for Sport and Recreation, Bereavement Services and Future Skills completed (see summary in section 3).</p> <p>Key themes throughout all of the impact assessments are improving consultation, better equality monitoring information and promotion of services to all sectors of the community.</p> <p>Actions identified through impact assessments will be addressed in future directorate Equality and Diversity Action Plans.</p>
DUE 2. To promote the services offered by the Culture and Community Division's Sports and Recreation Section to the black and ethnic minority (BME) community. (DL, AW).	Quality Service Matters	September 2006	<p>Achievement of the Council's Race Equality Scheme objectives.</p> <p>Increased awareness of services offered,</p>	<p>National Benchmarking Service has provided information that will be used as a baseline measure. This shows that Dudley, Crystal and Halesowen Leisure Centres are attracting customers in line with their catchment population. Coseley</p>

			<p>contributing to a healthier lifestyle.</p> <p>Greater uptake of services offered by the Service, by members of the BME community.</p>	<p>does not attract BME customers in line with its catchment population. There are targets in operational/service plans to address this issue.</p> <p>Revision of promotional material has been undertaken by Marcomms. Will be available for use June 2007.</p>
<p>DUE 3. Utilisation of the Workers' Educational Associations' 'Tandrusti' project to promote health and activity for members of the BME community. (DL, AW).</p>	<p>Quality Service Matters</p>	<p>December 2006</p>	<p>Improvement in the health and activities of members of the BME community participating in the Pilot Scheme.</p>	<p>Tandrusti commissioned to deliver programme. Pilot scheme aimed at promoting exercise to BME communities, in particular elderly Asian women, was rolled out in various community settings and was successful, achieving over 800 enrolments. Partnership with Tandrusti continues in 2007/2008 to benefit Sports Development work.</p>
<p>DUE 4. Promotion of the Culture and Community Division's 'Smartcard' for Leisure Centre Users. (DL, AW).</p>	<p>Quality Service Matters</p>	<p>March 2007</p>	<p>Increased 'Smartcard' users. Improved collection of ethnicity and disability data, enabling analysis of information which will assist in service targeting and planning.</p>	<p>Roll out of 'Smartcard' commenced Summer 2006 with over 5k distributed to date. Anticipate that a further 10k cards issued over next 12-18 months which will significantly improve availability of data to enable use in service planning.</p>
<p>DUE 5. Disability Accessibility Audits to be undertaken in 'Liveability' parks within the Borough. (SO).</p>	<p>Caring Matters</p>	<p>December 2006</p>	<p>Identify and undertake necessary enhancements</p>	<p>Access audits completed for all 26 Liveability parks. The identified actions have been prioritised and</p>

			required to improve access for disabled people within Parks in the Borough.	are awaiting costing. Any urgent Health and Safety issues have been addressed.
DUE 6. Presentation of information regarding Street Cleansing service provision to BME groups. (DW, DR).	Environment Matters	March 2007	Greater understanding of the community in service provision. Identification of needs of the BME community in the service area.	Translation of PowerPoint information into 7 community languages has taken place. 2 presentations have already taken place. Resham Sandhu to liaise with other community groups to establish a schedule for future presentations.
DUE 7. Investigation into the feasibility of implementing Customer Focus training (to include an Equality and Diversity Section) for all employees in Environmental Management. (MW and SW).	Quality Service Matters	December 2006	Identification of training needs relating to Customer Focus and Equality and Diversity for all employees within the Division.	Bespoke training designed for delivery to all employees in Environmental Management during 2007. Since the programme of training has commenced initial feedback from employees has been very positive.
DUE 8. Prince's Trust, Promotion of the Prince's Trust. (JB).	Regeneration Matters	July 2006	BME and disabled clients recruited onto the Prince's Trust Programmes.	Figures from 1/4/06-31/3/07: Prince's Trust supported 47 new business starts. Of these new business starts, 15 clients were from a BME background, and 3 clients had a disability.

<p>DUE 9. Participation in the Consumer Challenge Competition by pupils of Special Needs Schools. (SH, LI).</p>	<p>Quality Service Matters</p>	<p>July 2006</p>	<p>Raised awareness of pupils attending Special Needs Schools to the rights of the Consumer.</p> <p>Participation in the National Competition organised by the Trading Standards Institute.</p>	<p>3 Special Schools participated in the Challenge with Halesbury School representing Dudley at the national final.</p> <p>Work already in progress for the 2007 competition, with the local competition held to determine which school will go through to the 2007 national final.</p>
<p>DUE 10. Briefing of Senior Managers within the Directorate of the Urban Environment in Employment law matters, relating to employment, regarding the main strands of Equality and Diversity. (KJ, HJE).</p>	<p>Learning Matters</p>	<p>March 2007</p>	<p>Increased awareness of the legislation.</p> <p>Prevention of discriminatory action in employment.</p>	<p>Senior Managers from Environmental Management have been briefed.</p>
<p>DUE 11. Improve number of employees from a black or minority ethnic background. (DL, MW). Objective carried forward from 2005-2006 E&D Action Plan.</p>	<p>Caring Matters</p>	<p>Target carried forward from 2005/2006 Action Plan</p>	<p>Increase in number of BME employees.</p>	<p>Alternative methods of advertising assessed and now used for appropriate vacancies.</p> <p>In 2006/2007 BME employees have increased to 50, an increase of 0.8%</p>

GLOSSARY:

Lead Officers:

DL = Duncan Lowndes
AW = Andy Webb
SC = Stuart Connelly
JB = Jean Brayshay
NF = Nick Ford
MW = Matt Williams
SH = Sue Holmyard
JW = John Woodall
SO = Sally Orton
DW = Dave Wesson
DR = Donna Rogers
SW = Sarah Washington
LI = Lorraine Ingram
KJ = Karen Jesson
HJE = Hazel Elliott

Abbreviations:

BME – black and minority ethnic
BVPI – best value performance indicator
DES – disability equality scheme
EDAG – equality and diversity advisory group
EIA – equality impact assessment
DUE – directorate of the urban environment

