

**Select Committee on Health and Adult Social Care – 12 July 2006**

**Report of the Director of Adult, Community and Housing Services**

**Annual Report for Social Services on Equality and Diversity 2005/06**

**Purpose of Report**

1. To consider the former Social Services Directorate's equality and diversity annual report for 2005/06.

**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 former Social Services Directorate (which is now part of a wider Directorate of Adult, Community and Housing Services) produced an Equality and Diversity Action Plan for 2005/06, which was considered by the Select Committee on Health and Adult Social Care at its meeting of the 18<sup>th</sup> March 2005. Attached is the annual report which details progress on the equality and diversity targets agreed by that select committee.
3. The Equality and Diversity Action Plan 2006/07 for the new Directorate of Adult, Community and Housing Services was considered and agreed at a meeting of Good Health Select Committee on 29<sup>th</sup> March 2006 and Select Committee on Environment on 30<sup>th</sup> March 2006.
4. In future there will be one unified report submitted to the appropriate Select Committee in the June/July cycle of Select Committees.

**Finance**

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

**Law**

6. The Race Relations (Amendment) Act 2000 replaced 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 will extend this Act by introducing a new 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. The Equality Act 2006 introduces a new duty on public authorities to promote gender equality.
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 former Social Services Directorate's equality and diversity action plan. Performance indicators or outcomes were identified against each target so that progress in achieving the action plan can be monitored and reviewed. The Community Representatives Panel was involved in drawing up the action plan alongside a range of wider consultation events.

### **Recommendation**

11. That Members consider and comment on the former Social Services Directorate's equality and diversity annual report for 2005/06.



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**Director of Adult, Community and Housing Services**

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Background papers: Annual Report for Housing Services on Equality and Diversity for 2005/06.

## **Directorate of Adult, Community and Housing Services**

### **Annual Report for Social Services on Equality and Diversity 2005/06**

#### **1.0 Purpose**

1.1 The Council's equality and diversity policy requires all directorates to produce an annual equality and diversity action plan to develop their work in implementing the Council's equality and diversity policy in relation to their service areas and employment practices. All directorates also produce an annual report on implementation of that action plan. This is prepared after the end of March so that it can report on a full year's progress on the previous year's action plan targets. The new Directorate of Adult, Community and Housing Services equality and diversity action plan for 2006/07 was approved by the Select Committee on Environment on 30 March 2006 and Good Health Select Committee on 29 March 2006.

1.2 This document is the annual report and covers the period from April 2005 to March 2006. As a result of this it covers the period and organisational arrangements prior to the new directorate's formation.

This document is in two key parts:

- Key facts about Social Services 2005/2006
- Achievements against the former Social Services Directorate's equality and diversity action plan for 2005/06.

1.3 Though a new directorate is in place, the strong core values that underpinned the Social Services Directorate have been incorporated within the new Directorate.

1.4 Those core values that have appeared in previous reports have been the emphasis on working in partnership with other agencies and community groups; the importance of treating people fairly and the paramount importance of giving people a say in how services are delivered.

1.5 Equality and diversity initiatives play a key role in reducing social exclusion and ensuring fair access to services. The work of the directorate over 2005/06 continued to demonstrate the importance of social inclusion and empowerment.

#### **2.0 Key Facts**

2.1 Prior to the amalgamation, the key activities of the previous Social Services Directorate spanned services to both children and adults.

2.2 In judging the service delivery activity then the most recent census information (2001) indicates that overall just over 6% (6.3%) of Dudley's population were from a Black and Minority Ethnic (BME) background.

- 2.3 As far as children and young people were concerned then the Census indicated that over a tenth (10.7%) of Dudley's population aged under 18 were from a BME background.
- 2.4 In terms of service activity it is clear from a range of corporate reports that the detail and range of activity for the previous Social Services Directorate that can be broken down to identify the diversity of service delivery is unparalleled. This report however only highlights the key areas.
- 2.5 In a departure from previous years and in line with views from the Select Committee on Regeneration, Culture and Adult Education, then wherever possible figures from last year are also carried to ensure that trend data can be monitored.

### **Adult Service Activity 2005/06**

- 2.6 During the period 2005/06 then around 9% of all contacts to the then Social Services Adult Teams were from people who were from a BME background. This very much reflects the position in the period 2004/2005 when it was around 10%.
- 2.7 Whilst this is up on the Census proportion it is well to recognise that the Census was in 2001 and as will be evident from the Census figures for those BME community members that are under 18 that the demographic changes are such that this level of contact is very much in line with the mainstream population profile.
- 2.8 In fact, in 2005/2006 the level of new referrals to Adult Service Teams was around 5% which is very much in line with the overall population profile and close to the position last year when it was just under 6%.
- 2.9 What the figures demonstrate is that there is no major disjuncture between the population profile and service delivery for adults.
- 2.10 There are authorities where the population of BME groups taking up Adult Services provision is markedly higher than their overall population profile as a result of higher levels of deprivation or demographic factors. However, in Dudley there is already some emerging material from the recent Housing Needs Study that the income of BME groups across Dudley is very much in line with the income characteristics of the borough as a whole.

### **Activity Levels for People with a Disability**

- 2.11 The last Census indicated that in Dudley more than 5% (5.3) of all economically inactive 16-74 year olds are permanently sick or disabled. Whilst this is the same percentage as the England average, it is slightly lower than the West Midlands position.
- 2.12 Another question in the Census related to a Limiting Long Term Illness, this identified whether a person perceives that they have a long term illness, health problem or disability which limits their daily activities or the work they do including problems with old age.

- 2.13 As one might expect this level is nationally, regionally and locally higher than the permanently sick or disabled level, and nearly one fifth (19.1%) of the total population of the Borough thought they were suffering from a limiting long term illness.
- 2.14 In 2005/06 there were a total of 12,623 clients aged over 18 who received a service from the then Social Services Directorate. This compares to 11,414 in the previous year and demonstrates nearly an 11% increase year on year.
- 2.15 Of the above clients over three quarters (77%) had a Physical Disability; 13% had Mental Health Needs; around a tenth (7%) had a learning disability with a small remainder with other conditions or a combination of the above.
- 2.16 Within the above figure nearly 90% (89.4%) were helped to live at home through the receipt of a community based service. This is in line with previous reports to this Committee.
- 2.17 However, as one would anticipate, of the total (1,455) clients in residential and nursing care at 31/3/2005, the profile is very different to the overall position with around 60% of clients having a physical disability, around two fifths (20%) having mental health needs and nearly one fifth (49%) with a learning disability. There was a marginal reduction (4%) in client numbers from last year.
- 2.18 In last year's report mention was made of the integrated mental health service provision that had just been established in the borough alongside the fact that the Strategic Health Authority had been successful in becoming one of the 17 pilot BME focussed implementation sites for delivery in Mental Health.
- 2.19 Within the update of the Action Plan there are references to the work carried out in the previous directorate to ensure Mental Health services improve in relation to services for BME communities.
- 2.20 Alongside the action points with regard to improving mental health service there were a series of action points on the needs of BME clients with a learning disability.
- 2.21 There has been considerable progress in this area reflecting national concerns to ensure the needs of BME clients with Learning Disabilities are fully met.

### **Children and Families Services**

- 2.22 Whilst this service now forms part of the Children's Services Directorate to ensure that action points that cover the 2005/2006 period are not lost, then discussions have taken place with the relevant officers to ensure continuity for future equality and diversity planning in Children's Services.
- 2.23 There are reciprocal arrangements to ensure those service areas like Libraries, Archives and Adult Learning that are now part of this Directorate are also incorporated in the future planning cycles.
- 2.24 As indicated earlier, nearly an eighth (10.7%) of Dudley's population under the age of 18 were from a BME background and following figures demonstrate that

the service activity of the Children and Families Division of the previous Social Services Directorate is clearly in line with the Census figures.

- 2.25 In the period April 2005 to March 2006 around 14% of contacts to the service related to Children from a BME background. Over 15% of new referrals were for children from a BME background. Both these figures are very similar to the figures in 2004/2005.
- 2.26 It is of interest that the proportion of BME children (12%) on the Child Protection Register is marginally above the proportion they form of the borough as a whole, though the proportion of looked after children from a BME background at 11% is almost identical to the proportion they form of the overall under 18 population.
- 2.27 In terms of all children, then the figures indicate that there were 1,620 children in need. This represents an increase of nearly 17% from last year. Of these over one fifth had one form of disability, one of the commonest within the group was some form of autism.

### **Staff Issues**

- 2.28 In responding to the diverse needs of Dudley then there has been an overall corporate target to ensure that the workforce of the Council reflects the population profile of its citizens in terms of ethnic status, gender and disability.
- 2.29 The following table is in line with the views of the Select Committee on Regeneration, Culture and Adult Education and therefore gives the picture over the last three years.

**Table 1**  
**Staffing Profile for Social Services 31 March 2006**

	<b>Female (%)</b>	<b>Male (%)</b>	<b>BME (%)</b>	<b>Staff with a Disability(%)</b>	<b>Total</b>
<b>Scale Point 34 &amp; above</b>	(71%) 241	(29%) 99	(16.0%) 55	(1.5%) 5	340
<b>Below Scale Point 34</b>	1800 (89%)	224 (11%)	134 (6.6%)	14 (.7%)	2024
<b>Total 31/3/06</b>	2041 (86.4)	323 (13.6)	189 (7.9)	19 (.8)	2364
<b>Total 31/3/05</b>	1968 (86.1)	317 (13.9)	188 (8.2)	22 (1.0)	2285
<b>Total 31/3/04</b>	1872 (86.7)	287 (13.3)	172 (7.9)	20 (.9)	2159

- 2.30 As at March 2006 the total number of female employees was 2,041, the number of employees who identified themselves as having a disability was 19, and the number of employees who identified themselves as of an ethnic minority was 189.
- 2.31 The following table is the workforce profile for Dudley at the end of March 2006 which features in all Equality and Diversity reports.

**Table 2**  
**Workforce Profile Dudley MBC March 2006**

	<b>Female</b>	<b>Male</b>	<b>BME*</b>	<b>Disabled</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
<b>Scale Point 34 &amp; above (excluding schools) #</b>	48.0	52.0	8.0	2.0
<b>Below Scale Point 34 (excluding schools) #</b>	69.3	30.7	5.2	1.3
<b>Total (excluding schools)</b>	66.4	33.6	5.6	1.4
<b>Total (including schools)</b>	74.6	25.4	4.6	0.8

\* 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.

- 2.32 The most obvious point of comparison from these figures as with all previous Social Services Directorate reports was that the proportion of BME staff was above the corporate profile and is also above the target set to achieve parity with the overall population profile.
- 2.33 Other points to note are the high proportion of female employees in the directorate at levels both at Principal grade and below.
- 2.34 Of concern from the figures is the proportion of staff identifying themselves with a disability is still around the 1.0% level which is below the level for the Council as a whole when school staff are excluded. It will be evident from the figures that the figures in schools impact dramatically on the overall corporate profile.
- 2.35 There is concern that this still remains an enumeration issue and further work will be done on this. The merger with Housing Services will help this process as the latest reported figures are just under 3% on this measure.

### **Race Equality Scheme (RES)**

- 2.36 During the year 2005-2006 the Social Services Directorate completed its 2005/2006 Race Equality Impact Assessment Reviews in the following areas:
- a) Access to the Social Care Qualifications
  - b) Children with a Disability Team
  - c) Permanent Placements Team
  - d) Domiciliary Care – Statement of Purpose/Service User Guide
  - e) Assessment and Care Management Policy for Older People
  - f) Residential Services for People with a Learning Disability
- 2.37 The reviews found further improved progress. From the reviews there is evidence of proactive, visible leadership and the development of a best practice culture in all areas of activity.

- 2.38 The proportion of BME staff in the directorate whilst it has not dramatically increased over the last three years is still well above the corporate position and overall Council target.
- 2.39 The progress made on consultation across the directorate with BME community groups will in future be rolled out across areas of the new directorate and used as a template for wider corporate BME consultation events.
- 2.40 It will be evident that in a range of service areas take up of the service by BME groups in particular has risen. These are not spectacular increases, but a steady increase based on demographic change and greater increased awareness of service delivery.
- 2.41 Equality and diversity training for all managers has now become mandatory coupled with Cultural Awareness training for all domiciliary care staff and managers.
- 2.42 Specific examples from RES impact assessments including the increased access for BME communities to meals on wheels; options for Halal provision; and improvements to day services provision. A Carers Strategy was developed and implemented with critical regard to its RES impact assessment.
- 2.43 A further outcome from the RES assessments was that trained volunteers and Development Workers with specialist advocacy skills were resurrected to meet the national concerns of the growing level of BME people with a learning disability. The APNA Group assisted throughout the year more people with a learning disability.
- 2.44 In conclusion, all of the service user changes are captured by the SWIFT database which has been the bedrock of service delivery monitoring in the Directorate.

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