

REPORT TO:	Cabinet 25 April 2016
AGENDA ITEM:	7
SUBJECT:	Equality Policy 2016-2020; and Opportunity and Fairness Plan 2016-20 (Statutory Equality Objectives)
LEAD OFFICER:	Sarah Ireland Strategy, community and commissioning
CABINET MEMBER:	Councillor Mark Watson Cabinet Member for Safety and Justice
WARDS:	All

CORPORATE PRIORITY/POLICY CONTEXT:

The development of an Equality Policy and statutory Equality Objectives sets out the Council's ambition to make Croydon a place of opportunity and fairness where no community is held back.

AMBITIOUS FOR CROYDON AND WHY ARE WE DOING THIS:

In an economic climate where public services face cuts, fairness and inclusion matters more than ever. This policy supports the Council's ambition to reduce inequality and promote opportunity and fairness for all of our communities by working with partners in the public, business and voluntary sectors in order to secure better outcomes for all.

FINANCIAL IMPACT:

Utilisation of existing budget to deliver the policy.

KEY DECISION REFERENCE NO:

This is not a key executive decision. As part of the core policy framework it is reserved to Council for decision.

1. RECOMMENDATION

- Cabinet is asked to recommend to Full Council that it agrees the Equality Policy 2016-20 at appendix one to this report and the supporting Equality Objectives in the Opportunity and Fairness Plan 2016 – 2020 at appendix two.

2. EXECUTIVE SUMMARY

- 2.1 The Equality Policy 2016 - 20 found at appendix one sets out the Council's commitment to equality and its ambition to create **a stronger, fairer borough where**

no community is held back. The policy is supported by the new equality objectives set out in the Opportunity and Fairness Plan 2016-2020 that sets out the statutory equality objectives in line with the specific duties in Regulations made under the Equality Act 2010. Both documents aim to create a place where people share a sense of belonging, are united by a sense of shared values and are able to lead fulfilling lives through access to fair and equal opportunities and life chances.

- 2.2 In order to set the Council's equality objectives for 2016-20 and develop the policy, an evidence base has been drawn upon specifically, the Croydon Opportunity and Fairness Commission's final report, the Borough Profile 2015, the Index of Multiple Deprivation (IMD) and the performance information that is available through the Corporate Plan: Ambitious for Croydon performance framework. A gap analysis was undertaken to identify the key equality issues that the borough faces and set objectives. These objectives will enable the Council to work effectively with its partners to target resources and co-produce specific interventions to help minimise the disadvantage that different communities and neighbourhoods experience whilst creating opportunities and improving the life chances of everyone who lives in the borough.
- 2.3 The proposed equality objectives for 2016-20 focus on tackling disadvantage and differences in outcomes in relation to service access and delivery, satisfaction with services, opportunities for employment and community trust and confidence that certain groups of people face due to their socio-economic circumstances. The Council recognises that some residents and community groups that share a protected characteristic (such as disability, race, gender, transgender, age, religion or belief and sexual orientation) or live in neighbourhoods that experience higher levels of deprivation may have different experiences of public services and employment. Therefore, while taking steps to improve the quality of life for all, the focus will also be on narrowing the gap between disadvantaged groups and the majority population.
- 2.4 The equality objectives for 2016-20 are aligned to and will support the delivery of the Council's business outcomes set out in its Corporate Plan particularly in relation to:
- **Growth** - creating growth in the local economy and ensuring that all residents in the borough are able to share the benefits
 - **Independence** - taking on an enabling role to help residents to be as independent as possible
 - **Liveability** - creating a welcoming, inclusive and pleasant place in which local people want to live and work and feel safe.

3. BACKGROUND

3.1 The Equality Act 2010 and the Public Sector Equality Duty (PSED)

- 3.1.1 Section 149 of the Equality Act 2010 (the Act) contains the Public Sector Equality Duty (PSED) that applies to public bodies and others carrying out a public function.

It contains nine characteristics that are protected in law and these include age, gender, disability, race, religion and/or belief, sexual orientation, pregnancy and maternity, marriage and civil partnership, and gender reassignment.

3.1.2 The Act and PSED support good decision-making by ensuring that the Council as a public body considers how different people will be affected by their activities by developing policies and delivering services which are efficient and effective; accessible to all; and which meet different people's needs.

4. EQUALITY POLICY 2016-20

4.1 The proposed Equality Policy (2016-20) is found at appendix one. The policy defines the Council's strategic approach and commitment to equality. This policy is an overarching statement and supported by equality objectives which are found in the council's opportunity and fairness plan 2016 – 20 found at appendix two and summarised in table one.

4.2 Table one

Equality Objectives – needs updating		
1	Jobs and the Economy	To increase the rate of employment for disabled people, young people, over 50s and lone parents who are furthest away from the job market
2	Housing	To increase the support offered to people who find themselves in a position where they are accepted as homeless especially those from BME backgrounds and women
3 and 4	Children and Families	To reduce the rate of child poverty especially in the six most deprived wards To improve attainment levels for white working class and Black Caribbean heritages, those in receipt of Free School Meals and Looked After Children, particularly at Key Stage 2 including those living in six most deprived wards
5 6 7	Community Safety	To increase the percentage of domestic violence sanctions To increase the reporting and detection of the child sexual offences monitored To reduce the number of young people who enter the youth justice system
8	Social Isolation	To reduce social isolation among disabled people and older people
9	Stronger Communities	To improve the proportion of people from different backgrounds who get on well together

Equality Objectives – needs updating		
10	Health	To reduce differences in life expectancy between communities

- 4.3 The Council will use these objectives to ensure that equality considerations are integrated into the delivery of the Council’s strategic business priorities outlined in the Growth Promise, Independence Strategy, Liveability Strategy and its Enabling functions. Progress in relation to the council’s equality objectives will be reported twice a year as part of the corporate plan performance reporting.
- 4.4 The Council recognises that it cannot deliver change and transform lives without working in partnership with other local organisations. The new equality objectives will be delivered by working with partners in the public, community, voluntary and business sectors delivering the highest standard of equality practice and secure better outcomes for local people. The delivery of these objectives will contribute towards making Croydon a fairer place, where no community is held back thereby placing equality and fairness at the heart of the Council’s funding decisions and service delivery.
- 4.5 The Council will ensure that performance monitoring against the equality objectives and measures is explicitly integrated into existing sources of published information. In January 2015, Cabinet agreed a new set of outcomes and performance measures for the corporate plan; Ambitious for Croydon that underpin these objectives. The performance measures set out in the opportunity and fairness plan will be integrated into the performance framework and reviewed regularly and report to cabinet. More information about the Council’s outcomes and performance measures can be found at www.croydon.gov.uk

5. EQUALITY FRAMEWORK FOR LOCAL GOVERNMENT (EFLG)

- 5.1 Croydon Council is an ambitious organization and it is our ambition to work towards achieving excellence in equality and inclusion policy and practice. The proposed equality and inclusion objectives for 2016-20 have been closely aligned with the strategic themes of the Equality Framework for Local Government (EFLG). The EFLG is a national benchmark that many local authorities and other public bodies use to measure their organisational performance on equality and inclusion and put in place improvement plans.
- 5.2 The EFLG consists of five cross-cutting and performance driven principles which align with the PSED. These are:
- Knowing your communities
 - Leadership, partnership and organisational commitment
 - Community engagement and satisfaction
 - Responsive services and customer care

- A skilled and committed workforce

It has three levels of achievement; 'developing', 'achieving' and 'excellent'.

- 5.3. The EFLG principles for achieving excellence are at the centre of the Council's equality and inclusion policy. They have been adopted and translated into our equality and objectives that provide us a framework to manage performance and service improvement across the Council and in our work with partners. They will also enable the Council to continue its journey to be an excellent authority for all of its communities.
- 5.4 The Council is also proposing complete an internal self- assessment and then to seek external challenge and accreditation against the EFLG. This will involve an external assessment of a council's own judgement of its performance against the Equality Framework benchmark through the "Peer Challenge" process that is managed by the Local Government Association.
- 5.5 The Peer Challenge is designed to validate the Council's own self-assessment at either the "Achieving" or "Excellent" level by:
 - A review of the authority's self-assessment document, including supporting documentary evidence; and
 - A two-day, on-site visit to conduct interviews and focus groups with employees, members and other stakeholders.

Based on all it has learned during the Peer Challenge process, the Peer Challenge team will determine whether the award of 'Achieving' or 'Excellent' should be made to the Council and will also feedback its decision, observations and recommendations at the end of the visit through a formal report and presentation.

6. NEXT STEPS

- 6.1 Subject to approval by Full Council of the Equality Policy 2016-20, the equality objectives will be embedded within the corporate performance framework "Ambitious for Croydon" and delivered through integration into key strategic plans such as the Growth Plan, Independence Strategy and Liveability Strategy as well as relevant service and borough-wide partnership plans.

7. CONSULTATION

- 7.1 The Equality Policy and related objectives have been determined by a range of information in particular it draws on the findings from the Opportunity and Fairness Commission (OFC) which engaged with more than 3000 people both staff and communities about inequality in the borough. The recommendations from the OFC report influenced the setting of the equality objectives 2016-2010.
- 7.2 The Opportunity and Fairness Commission has in the course of its work examined the issues of inequality and fairness in the borough, undertaken extensive engagement with local people such as residents, community and voluntary groups and groups that share a “protected characteristic” in order to understand the inequality and fairness challenges that they face. The feedback and findings from the engagement have informed the development of the recommendations included in the final report published by the Opportunity and Fairness Commission. The final report suggests actions that the Council and other organisations in the public, private as well as the community and voluntary sector can take to use their roles and influence, both individually and collectively, to reduce inequalities and increase the perception and experience of fairness within the local economy and local communities. The findings of the report have been used by the Council to inform the development of the equality policy and statutory equality objectives for 2016-20.

8. FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

8.1 Financial Impact

The cost of creating and delivering these policies will be funded from within existing revenue resources.

8.2 Future savings/efficiencies

There are no savings or efficiencies associated with the approval of this report.

(Approved by: Lisa Taylor , Head of Finance and Deputy Section 151 Officer)

9. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- The Council Solicitor comments that as a London Borough the Council is required by the Equality Act 2010 (Specific Duties) Regulations 2011 to Prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the general equality duty. This had to be done for the first time by 6 April 2012, and then at least every four years thereafter.
 - Ensure that those objectives are specific and measurable.
 - Publish those objectives in such a manner that they are accessible to the public.

Agreement of the recommendations in this report will contribute to the fulfilment of the Council's statutory duties to promote equality and fairness within the Borough. There are no other direct legal implications arising from this report.

(Approved by Gabriel MacGregor, Acting Council Solicitor and Acting Monitoring Officer)

10. HUMAN RESOURCES IMPACT

- 10.1 The Council's Human Resources Delivery Action Plan 2016 – 20 will set out the equality objectives and desired cultural outcomes related to the council's workforce; included in it are aims to ensure the workforce is more reflective of the community it serves. In addition, the HR Action Plan will help to support the important outcomes highlighted in this report.

(Approved by: Michael Pichamuthu HR Business Partner on behalf of Heather Daley, Director of Human Resources)

11. EQUALITIES IMPACT

- 11.1 A detailed equality analysis is provided through the work of the Croydon's Opportunity and Fairness Commission and is essentially an extensive analysis of equality and inclusion issues in Croydon. The report and recommendations made by the Opportunity and Fairness Commission in January 2016 (add link) supported by evidence found in the Borough Profile 2015 and the Index of Multiple Deprivation (IMD) analysis of deprivation and poverty in the borough collectively act as the full equality analysis such that at this stage a further equality analysis is not considered.
- 11.2 Equality analysis of geographic inequality and that related to people who share a protected characteristic and those who do not is embedded in the Borough Profile that was published by the Council in autumn 2015. The Indices of Multiple Deprivation for Croydon and other borough-wide documents such as the annual health report, crime analysis or workforce profile also provide a robust evidence base on which to determine and set equality objectives. In addition the Council's programme of equality analysis has provided evidence of need relating to specific policies and has been published with the relevant reports, where appropriate to do so.
- 11.3 The summary below provides an overview of the key inequality issues that have considered in the setting the objectives for the Equality and Inclusion Policy 2016-20:
- **Poverty**- differences in income, child poverty, older people's poverty, in-work poverty, especially among women as well as food and fuel poverty
 - **Education** -including attainment and lifelong learning, significant proportion of young people who leave school with no qualification

- **Employment** - including young people Not in Employment, Education or Training (NEET), unemployment, long-term unemployment, lone parents, disabled people, women, types of jobs/sectors, full-time/part-time
- **Health inequalities** - including differences in life expectancy, obesity and access to good quality food that is inexpensive, physical health of people who suffer mental health concerns
- **Community safety**- including hate crime and prejudice, domestic abuse and sexual violence, child sexual exploitation, bullying, trafficking, female genital mutilation, fear of crime, and confidence and trust
- **Population change** – plan and manage demographic change including ensuing new and existing communities have opportunities to integrate
- **Housing** - including homelessness, affordable homes, temporary accommodation and use of empty properties
- **Social and civic participation** - including the community, faith and voluntary sector, digital inclusion, social isolation, volunteering, voting and involvement in community activity especially among young people and women
- **Community relations** - greater community response and opportunity for meaningful interaction between different groups of people

11.4 Further information and analysis of equality and inclusion in Croydon can be found at the Croydon Observatory: <http://www.croydonobservatory.org/> or <http://www.croydon.gov.uk/contents/departments/community/pdf/EqIAEqStrategy>

12. ENVIRONMENTAL IMPACT

12.1 There are no implications arising directly from this report

13. CRIME AND DISORDER REDUCTION IMPACT

13.1 The implementation of the Equality Policy and statutory equality objectives will support the Council to:

- Work in partnership with public sector agencies including the police, voluntary, faith and community organisations to raise awareness of and address hate crime – in particular disability, race, faith / religion and LGBT (Lesbian, Gay, Bisexual, Transgender) hate crime.
- Lead on developing a coordinated partnership approach to tackle domestic abuse, sexual violence and female genital mutilation.

14. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION

- 14.1 To support the Council demonstrate transparency and fairness in its operations as well as compliance with its public sector equality general duty and specific duties as defined by the Equality Act 2010.

15. OPTIONS CONSIDERED AND REJECTED

- 15.1 None

CONTACT OFFICER: Sharon Godman, Head of Strategy and Community, ext. 47034

BACKGROUND DOCUMENTS: NONE

For General Release

REPORT TO:	CABINET 20th JUNE 2016
AGENDA ITEM:	9
SUBJECT:	Croydon’s Community Strategy 2016-21
LEAD OFFICER:	Jo Negrini, Acting Chief Executive
CABINET MEMBER:	Councillor Tony Newman, Leader of the Council Councillor Hamida Ali – Cabinet Member for Communities, Safety and Justice
WARDS:	ALL
<p>CORPORATE PRIORITY/POLICY CONTEXT/AMBITIOUS FOR CROYDON: This report contributes to all Corporate Plan priority areas. The Community Strategy reflects the commitments set out in <i>Ambitious for Croydon</i> and through focussing the efforts of Local Strategic Partnership members will help ‘<i>to achieve a stronger, fairer borough where no community is held back</i>’.</p>	
<p>FINANCIAL IMPACT Costs associated with implementing the Community Strategy will be funded from existing budgets. The borough’s Community Strategy seeks to take a more strategic view of the combined resources available and determine how best these are deployed and coordinated across Council services and partner organisations to achieve the maximum benefit at the lowest cost.</p>	
<p>KEY DECISION REFERENCE NO.: Not a key executive decision. This forms part of the Council’s Policy Framework to be agreed by the Council.</p>	

The Leader of the Council has delegated to the Cabinet the power to make the decisions set out in the recommendations below

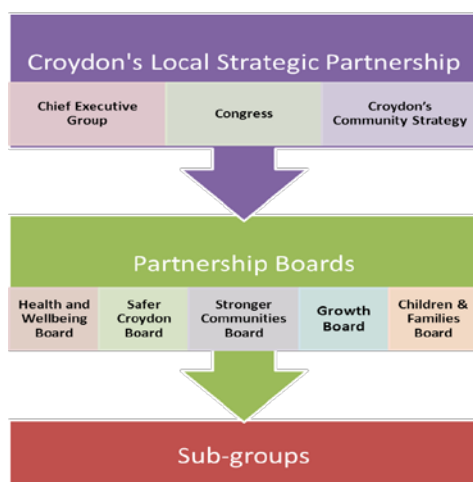
1. RECOMMENDATIONS

Having considered the results from the equality analysis at Appendix 2 that has informed the development of Croydon's draft Community Strategy 2016-21 ("the Community Strategy"), the Cabinet is recommended to:

- 1.1 Agree the draft Community Strategy 2016-21, Appendix 1 to this report (circulated separately), and recommend its adoption by Full Council;
- 1.2 Recommend that the Local Strategic Partnership adopt the Community Strategy for delivery over the period 2016-21;
- 1.3 Note that prior to its submission to Full Council for adoption the Leader of the Council may agree further changes to Croydon's draft Community Strategy, including any that may arise from further feedback from Croydon's Local Strategic Partnership;
- 1.4 Endorse the proposed outcomes of the Stronger Communities Partnership Board listed in Section 8.

2. EXECUTIVE SUMMARY

- 2.1 Croydon's Community Strategy sets out the most important outcomes and priorities for the borough. It is the borough's and Council's most important strategic planning document and provides a framework for the work of all partner organisations within Local Strategic Partnership (LSP) and the context for future strategies and plans in the borough. The LSP is organised into five partnership boards with representation from a range of sectors include public, business, voluntary and community sector who work together to deliver better outcomes for Croydon. Diagram one below shows the structure of the LSP. Diagram one



- 2.2 The new draft Community Strategy 2016-21, attached at Appendix 1, continues to draw on Croydon's long-term vision and an extensive evidence base which

includes the findings found in the final report of Croydon's Opportunity and Fairness Commission as well as the index of multiple deprivation (IMD). It is an ambitious plan for Croydon's residents that seeks to deliver real change by focussing the efforts of local public sector, business, voluntary and community sector partners on Croydon's most pressing and important priorities for the next five years.

- 2.3 Croydon's Community Strategy is a partnership plan. Its role and purpose is to address difficult cross-cutting issues which affect the social, economic and environmental wellbeing of the area. Its purpose is not to repeat the contents of other key partnership and organisational strategies and plans, but rather to provide an overarching framework to guide the work of partner organisations in the LSP in delivering Croydon's agreed outcomes.
- 2.4 Two major challenges during the life of this Community Strategy are ensuring that the benefits of major investment in Central Croydon deliver tangible results for local people and businesses as well as integrating and transforming public services through closer partnership working. This will involve the mobilisation of community resources to bridge the gap between public services and need whilst at the same time managing the continuing substantial reductions in funding available to the public and voluntary sectors. The scale of these challenges makes it vital that there is a shared strategic response across Croydon which takes a proactive approach to promoting economic growth, enabling local people to take up employment opportunities, tackling increasing poverty; supporting vulnerable people and making communities engaged and resilient while protecting priority local services, improving efficiency and reducing costs.

Next steps

- 2.5 The Community Strategy is evidence based and has been informed by wide ranging engagement, including consultation and input from the LSP Boards (as set out below). A further engagement process with the community on the final draft is underway throughout June and July 2016 prior to approval by Full Council. Should any amendments arise following this engagement process or after being approved by the Health and Wellbeing Board and Cabinet these will be notified as part of the adoption at full Council and the LSP Board.
- 2.6 LSP chief executives will also take the appropriate steps to incorporate the outcomes and priorities set out in the strategy into their corporate planning and performance frameworks.
- 2.7 The Community Strategy 2016–21 provides a framework for all agencies in Croydon to work together on a set out key goals and priorities aimed at addressing key challenges over the next five years. The Council will ensure that all staff deliver against the outcomes set out in this strategy and that these run through the Council's corporate strategy and service plans in a 'golden thread' down to the objectives in individual staff appraisals.

3. DETAIL

- 3.1 The Community Strategy provides the strategic direction for the Local Strategic Partnership (LSP). It will be presented for endorsement by the relevant organisational boards and management teams of the LSP. Delivery of the strategy and performance will be reported to the LSP and to Cabinet on an annual basis.
- 3.2 Table One below sets out the partnership boards that make up the LSP and their respective strategies and plans. Each board will be expected to update its strategies and plans to ensure it is delivering the outcomes set out in the Community Strategy. A review will be conducted in 2016 - 17 of the partnership boards to ensure that they are delivering the strategy, are representative of the local community and add value to delivering for the residents of Croydon. Part of the review will include ensuring supporting strategies and plans are aligned with the Community Strategy. Any proposed changes to the LSP will be recommended to the cabinet and full council

Table One: LSP Partnership Boards and their Strategies and Plans

Partnership Board	Strategy/Plan	Approval/Review	Responsible Cabinet Member
Stronger Communities Partnership (SCP)	Stronger Communities Plan 2016-19	Outcomes to be approved by Cabinet in June 2016. Plan to be approved by SCP Board in July 2016	Cllr Hamida Ali, Communities, Safety and Justice
Health and Wellbeing Board (HWB)	Health and Wellbeing Strategy 2013-18	New strategy to be approved by the HWB and Cabinet in December 2016	Cllr Louisa Woodley, Families, Health and Social Care; Cllr Alisa Flemming, Children, Young People & Learning
Children and Families Partnership	Children and Families Plan 2016-17	Plan to be approved by Cabinet Member delegation in June 2016	Cllr Alisa Flemming, Children, Young People & Learning
Growth Partnership Board	The Croydon Promise 2014 A supporting Skills and Employment Action Plan 2016-2020 to be developed in 2016/17	Approved 2014	Cllr Alison Butler (Deputy Leader), Homes, Regeneration & Planning
Safer Croydon Partnership (SCP)	Safer Croydon Community Safety Strategy 2016-17	New strategy being developed in 2016-17 for approval by the SCP	Cllr Hamida Ali, Communities, Safety and Justice

- 3.3 The Community Strategy's proposed key outcomes and the associated priorities are:

Outcome One: A Great Place to Learn, Work and Live

Partnership priorities:

- Deliver the infrastructure for growth
- Build new homes
- Support the local economy to grow
- Deliver a vibrant cultural offer
- Secure a safe, clean and green borough.

Outcome Two: A Place of Opportunity for Everyone

Partnership priorities:

- Reduce poverty and deprivation
- Support individuals and families with complex needs
- Prevent homelessness
- Deliver better education and the opportunity to reach full potential
- Secure a good start in life, improved health outcomes and increased healthy life expectancy

Outcome Three: A Place with a Vibrant and Connected Community and Voluntary Sector

Partnership priorities:

- Building cohesive and stronger communities connecting our residents, local groups and community organisations
- Strengthen and mobilising our voluntary, community and social enterprise sector.

3.4 Croydon's LSP has identified a range of challenges for all agencies. These are addressed in the Community Strategy and include:

Business and Growth

- Ensuring Croydon is promoted as a place for investment, economic growth and employment opportunity
- Ensuring that growth and regeneration provide opportunities for local people and small and medium sized businesses and areas outside the metropolitan centre
- Broadening our cultural offer to appeal to a wider range of people during the two year closure of Fairfield Halls for refurbishment, and the creation of a new cultural quarter in the next 2-3 years.

Unemployment

- Tackling areas of high economic inactivity in the borough
- Tackling youth unemployment and lack of opportunities for people, especially those aged between 16 – 24 to be in education, training or employment.

Crime and anti-social behaviour

- Tackling violent crime, especially domestic abuse and sexual violence and serious youth violence

- Tackling anti-social behaviour, including hate crime, and reducing the fear of crime

Deprivation

- Addressing deprivation experienced by people living in the borough, in particular in neighbourhoods in the north and in New Addington and Fieldway, and targeting available resources at achieving outcomes that make a real difference to the lives of local people with the greatest need.

Poverty and homelessness

- Tackling growing social and economic pressures, including low pay and food and fuel poverty
- Reducing the number of children in poverty which remains high, even though the proportion of children in poverty is falling.
- Tackling the lack of affordable housing, overcrowding and rising homelessness, and addressing the impact of measures in the housing and planning bill and the freeze in housing benefit

Attainment

- Ensuring vulnerable young children and looked after children in Croydon receive the support they need
- Continuing to improve the proportion of pupils attaining level 4 in reading, writing and mathematics at Key Stage 2 (77%) which remains below the London average (82%)
- Increasing the percentage of good or outstanding secondary schools and attainment of A level students in Croydon which are below the London average.

Health

- Reducing health inequalities across the borough including in life expectancy and excess weight in children and adults
- Strengthening the resilience of people and families with complex needs such as poor mental and physical health and drug and alcohol problems
- Maintaining the independence of older people and people with disabilities for as long as possible and safeguarding vulnerable adults and children.

Community cohesion

- Tackling social isolation, particularly among older and disabled people, carers and those with a long term illness
- Addressing underlying causes that prevent communities from becoming cohesive and integrated
- Working more extensively with communities to enable them to come together to tackle shared challenges, support people to become more resilient and reduce reliance on local services

4. CONSULTATION

- 4.1 The draft Community Strategy is based on the population and its needs found in the borough profile. It has evolved through a process of information gathering, discussion and debate amongst partner organisations, themed partnerships, communities and individuals. Key to the strategy's development has been an extensive consultation programme conducted in a range of ways. The findings of the Opportunity and Fairness Commission, which took place during 2015 and interacted with over 3,000 people and local businesses to investigate issues of poverty and inequality, shaped the Community Strategy as did the Commission's recommendations on how the LSP can use its resources in a more effective and targeted way to address these challenges.
- 4.2 The Council has also conducted consultation through the LSP and its meeting of Congress and examined consultation undertaken previously on its behalf. Congress meets twice a year and involves key stakeholders from across a range of agencies and organisations. The Community Strategy has also been considered by the LSP Boards and their feedback incorporated into the current draft. The Community Strategy is informed by the views expressed by local people and key stakeholders about their experience of living and working in the borough and this draft strategy will be subject to further engagement with the community during June and July 2016 prior to approval by Full Council. Given the engagement already carried out it is not anticipated that significant changes will be required to the current draft of the strategy following this engagement, however, should any significant changes arise following approval by the Health and Wellbeing Board and Cabinet these will be notified to full Council

5 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

- 5.1 Costs associated with implementing the Community Strategy will be funded from existing budgets.
- 5.2 There are no direct future savings or efficiencies associated with this report. However, the borough's Community Strategy seeks to take a more strategic view of the combined resources available and determine how best these are deployed and coordinated across Council services and partner organisations to achieve the maximum benefit at the lowest cost.

Approved by – Lisa Taylor – Assistant Director of Finance and Deputy S151 Officer

6. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- 6.1 The Acting Council Solicitor comments that there are no direct legal considerations arising from the recommendations within this report.

Approved by: Gabriel MacGregor, Acting Council Solicitor.

7. HUMAN RESOURCES IMPACT

- 7.1 There are no immediate human resources considerations that arise from the recommendations of this report for LBC staff or workers.

Approved by: Michael Pichamuthu, on behalf of Heather Daley, Director of Human Resources

8. EQUALITIES IMPACT

- 8.1 The borough profile and consultation, including the report of the Opportunity and Fairness Commission (OFC), have informed the development of the Community Strategy 2016-21 and the equality analysis at Appendix 2. The Council's Equality Policy 2016-20 and statutory Equality Objectives, agreed by Cabinet in April 2016, are based on the issues identified by the OFC report and the 2015 Index of Multiple Deprivation (IMD). These issues are addressed in the draft Community Strategy.

- 8.2 The work of the Stronger Communities Partnership Board focusses on strengthening the community and voluntary sector and increasing community cohesion and operationalises the LSP's response to the issues identified by the OFC and IMD. The Stronger Communities Partnership Board's proposed high-level outcomes, which Cabinet is recommended to endorse, are:

1. Croydon is a place of opportunity and fairness
2. Croydon is a place where people from different backgrounds get on well together
3. Croydon is a place that has a thriving and joined-up community, faith and voluntary sector.

- 8.3 The Stronger Communities Plan 2016-19 is developed by the Stronger Communities Partnership Board as a supporting plan of the Community Strategy. The Cabinet Member responsible for the Stronger Communities Board will be responsible for the Stronger Communities Plan that will deliver these outcomes. The high-level outcomes and priorities are listed in full at Appendix 3.

9. ENVIRONMENTAL IMPACT

- 9.1 The borough-wide long-term vision's supporting themes include the aspirations of making Croydon a Sustainable Place and a Connected Place which are designed to help ensure that it is easier for local people and businesses to adopt greener lifestyles and working practices. Measures in the Community Strategy concerning investment in infrastructure will encourage and support sustainable travel options, such as walking, cycling and public transport [to be added in next draft of the strategy]. The strategy also contains measures to tackle environmental crime such as graffiti and fly-tipping. The most significant risk to air quality and one that requires careful management throughout the regeneration phases are emissions produced by both construction sites and the significant increase in construction site traffic through Croydon's main corridors. Croydon has a code of practice covering noise and air quality issues which is applicable to all construction sites.

10. CRIME AND DISORDER REDUCTION IMPACT

- 10.1 The Community Strategy contains measures for tackling crime and anti-social behaviour, making full use of new legislation and housing management interventions. Measures to tackle and prevent street based drinking and begging are included with repeat offenders being targeted. It includes joint action to bring about a change in attitudes and behaviours towards domestic abuse, bringing offenders to justice and supporting victims and a joint approach to identify and stop child sexual exploitation.
- 10.2 The Safer Croydon Partnership is responsible for producing the Safer Croydon Community Safety Strategy every three years. Each year the Partnership Board reviews progress to date and considers whether any changes to the strategic objectives are required. The current priorities in the 2016-17 Community Safety Strategy are:
- Reduce the overall crime rate in Croydon; focus on violent crime and domestic violence
 - Improve the safety of children and young people
 - Tackle anti-social behaviour and environmental crime
 - Improve public confidence and community engagement.

11. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION

- 11.1 To approve the draft Community Strategy, which is the response of the Local Strategic Partnership (LSP) to the issues that have been raised by the Opportunity and Fairness Commission's report and ensures that the efforts of LSP members are focussed on tackling poverty and inequality and addressing cross-cutting issues affecting the social, economic and environmental wellbeing of Croydon.

12. OPTIONS CONSIDERED AND REJECTED

- 12.1 None.

CONTACT OFFICER:

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Ext 47034

BACKGROUND PAPERS - LOCAL GOVERNMENT ACT 1972: none

Appendices

Appendix 1: Community Strategy 2016-21

Appendix 2: Equality Impact Assessment

Appendix 3: Stronger Communities Plan – proposed outcomes and priorities