

For General Release

REPORT TO:	CABINET 19 MARCH 2018
SUBJECT:	EQUALITY AND INCLUSION ANNUAL REPORT 2017
LEAD OFFICER:	RICHARD SIMPSON EXECUTIVE DIRECTOR OF RESOURCES SARAH IRELAND DIRECTOR OF COMMISSIONING & IMPROVEMENT
CABINET MEMBER:	COUNCILLOR HAMIDA ALI CABINET MEMBER FOR COMMUNITIES, SAFETY & JUSTICE
WARDS:	ALL
CORPORATE PRIORITY/POLICY CONTEXT/AMBITIOUS FOR CROYDON: The Council's Equality and Inclusion Annual Report 2017 provides an update on the progress made in implementing the statutory equality objectives that are set out in the Equality and Inclusion Policy 2016-20 to reduce inequality and promote opportunity and fairness for all communities in the borough. It is aligned with the Community Strategy and the Corporate Plan. The Equality and Inclusion Annual Report sets out the progress made in line with the statutory duty to publish information each year and includes information in relation to Council workforce profile and gender pay gap.	
FINANCIAL IMPACT There are no additional costs, savings or efficiencies associated with this report.	
KEY DECISION REFERENCE NO.: This is not a key decision	

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

1. RECOMMENDATIONS

The Cabinet is recommended to

- 1.1 Approve the draft Equality and Inclusion Annual Report 2017 attached at Appendix 1
- 1.2 To note progress on meeting the equality objectives and the information required to be published in accordance with the Equality Act 2010.

2. EXECUTIVE SUMMARY

2.1 The Equality and Inclusion Annual Report 2017 provides an update on the progress made in implementing the statutory equality and inclusion priorities as set out in the Equality and Inclusion Policy 2016-20 agreed by Cabinet in April 2016. The Progress Report is structured around the Council's equality objectives:

- To increase the rate of employment for disabled people, young people, over 50s and lone parents who are furthest away from the job market.
- 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.
- 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.
- To reduce social isolation amongst disabled people and older people.
- To improve the proportion of people from different backgrounds who get on well Together.
- To reduce differences in life expectancy between communities.

2.2 The Equality and Inclusion Annual Report 2017 supports the Council to demonstrate compliance with the Public Sector Equality Duty (PSED) set out in the Equality Act 2010. The PSED is made up of a general equality duty which is supported by specific duties. In summary, the general equality duty requires the Council, in the exercise of functions, to have "due regard" to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

2.3 Regulations made under the Equality Act 2011 specifically require the Council To annually publish information to demonstrate how it is complying with the Public Sector Equality Duty. This information must relate both to its employees And to people who are affected by the Councils policies and practices such as Service users

- Prepare and publish equality objectives at least every four years

2.4 Each section of the draft Equality and Inclusion Annual Report 2017 ("the report") sets out the current equality and inclusion policy priorities (listed above) and a summary of the performance to date and key activities and projects that the Council has focused on over the last year to deliver them. It

also contains good practice stories that aim to provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners and engaged with our customers to deliver equality initiatives that support work on improving service outcomes for diverse communities in the borough.

- 2.5 In addition, the reports sets out the Council's work in relation to promoting equality inclusion within the workforce, details of the workforce profile and headline gender pay gap reporting data, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017).
- 2.6 The Council used the Opportunity and Fairness Commission's (OFC) final report recommendations and research and the information on issues of deprivation and disadvantage that are highlighted in the Indices of Multiple Deprivation (2015) to set its statutory equality and objectives for 2016-20. These define the boroughs longer term vision for fairness and set out the outcomes and performance measures that the Council will focus on to address inequality.

3. Detail

- 3.1 The information included in the draft Equality and Inclusion Annual Report 2017 is drawn from a range of sources from across the Council and themed partnerships. It has also involved identifying activities that demonstrate good practice on equality and working with activity leads to gather more detailed information on how these initiatives have delivered positive outcomes for local people, particularly those that are most vulnerable and may experience exclusion. This information has been used to produce some good practice stories that describe the positive impact of some of the equality and inclusion initiatives that the Council implemented during the previous year.
- 3.2 The Council publishes an annual report setting progress against its it makes equality objectives and its arrangements for publishing information. At appendix one is the Council's Equality and Inclusion Annual Report 2017 (minor updates to the draft report will be completed by the date of final publication 30 Mar 2018).
- 3.3 The Council has made progress in relation to the equality objectives set, with achievement in relation employment, education, health and tackling homelessness. These are issues that the Opportunity and Fairness Commission identified as key priorities for Croydon residents.
- 3.4 The Local Strategic Partnership has decided to use its influence to focus exclusively on young people over the next two years. There are real challenges around youth violence and attainment across all groups and the Council needed to invest in and improve Children's services. There is an increasing emphasis on partnership work and performance to understand how we can collectively tackle some of these issues. The borough has a large youth population and we have emphasised that regeneration and investment provides the best context for young people to live and grow up in Croydon...

- 3.5 The Council has worked to strengthening local communities and build resilience. We have also empowered communities through community ward budgets and are exploring devolving decision making through three areas in the borough. The Council has continued with partners, communities and voluntary sector to celebrate diversity within the borough and provide opportunities to bring communities together to improve outcomes for all.
- 3.6 There has also been a focus on the support for the most vulnerable in our community through building a borough wide response to major issues such as domestic abuse and sexual violence and social isolation.
- 3.7 The organisations workforce profile illustrates that although our workforce is not yet fully reflective of the population we serve, we see changes in our workforce as a result of a variety of initiatives. These include;
- Staff diversity network groups – the organization now has 6 diversity networks who have brought significant changes to our workforce
 - Culture Board - the board aims to set the direction for improving culture and oversee all the changes within the council to ensure that we “create an organisation where talent can flourish”
 - Equality and Diversity training for all staff
 - Leadership programmes for BAME (Black and Minority Ethnic) and Female staff
 - Accreditation – the organisation has achieved Timewise and Disability Confident Employer accreditation
 - ENEI Silver status award: we achieved the Employers Network for Equality and Inclusion Silver status award in 2017 and came 8th out of 44 employers entered
 - Stonewall Workplace Equality Index – the council jumped 95 places in the index and is aiming to make the top 100 employers next year
 - Gender Pay Gap: The Council's has a mean gender pay gap of 1.6% and a median gender pay gap of 2.4% which compare favourably with other local authorities and regional statistics

4. CONSULTATION

- 4.1 The information included in the Equality and Inclusion Annual Report 2017 is drawn from a range of sources from across the Council.

It has also involved identifying activities that demonstrate good practice on equality and working with activity leads to gather more detailed information on how these initiatives have delivered positive outcomes for local people, particularly those that are most vulnerable and may experience exclusion

Chairs of the organisations staff diversity networks were also consulted as part of the process.

The foundation of the Opportunity and Fairness Plan was the final report of the Croydon Opportunity and Fairness Commission which carried out detailed consultation and engagement activities with stakeholders such as residents, community / voluntary sector groups, business sector partners, statutory service providers as well as focused engagement with groups that share a “protected characteristic” to understand the inequality / fairness challenges for the borough in preparing the detailed findings.

5 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

- 5.1 There are no direct financial implications arising from this report.
- 5.2 The Progress report incorporates the council’s public sector equality duties as well as the national equality service improvement framework. It demonstrates the Council’s compliance with the current legal framework.

(Approved by: Lisa Taylor, Director of Finance, Investment and Risk)

6. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- 6.1 The Solicitor to the Council comments that the authority has a statutory duty pursuant to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (“the Regulations”) to publish information to demonstrate its compliance with the duty imposed by section 149(1) of the Equality Act. (Public Sector Equality duty. The Council is required to publish this information no later than 30th March 2018; and subsequently at intervals of not greater than one year beginning with the date of last publication.(Regulation 4)
- 6.2 The information a public authority publishes in compliance with paragraph (1) must include, in particular, information relating to persons who share a relevant protected characteristic who are—its employees; and other persons affected by its policies and practices.
- 6.3 In addition, under the provisions of Regulation 5, the Council must prepare and publish one or more objectives it thinks it should achieve to do any of the things mentioned in paragraphs (a) to (c) of section 149(1) of the Act.
- 6.4 The objectives must be published—no later than 30th March 2018 and subsequently at intervals of not greater than four years beginning with the date of last publication. An objective published by a public authority in compliance with Regulation 5(1) must be specific and measurable.
- 6.5 Schedule 1 of the Regulations set out that the authority must annually publish, in relation to the Gender Pay Gap, the following information:
- the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

- the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- the proportions of male and female relevant employees who were paid bonus pay; and
- The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Approved by Sandra Herbert, Head of Litigation and Corporate Law on behalf of Jacqueline Harris-Baker Director of Law and Monitoring Officer

7. HUMAN RESOURCES IMPACT

7.1 Equality is integral to everything the council does as an organisation and in partnership with others including becoming an employer of choice. Theme 8 of the accompanying Equality and Inclusion Annual report outlines the actions being taken to improve representation of the Council's workforce and advance equality and diversity.

(Approved by: Gillian Bevan Acting Head of HR, Resources and CE Office on behalf of the Director of Human Resources)

8. EQUALITIES IMPACT

8.1 Consultation was carried out when drafting the Equality Policy and supporting Opportunity and Fairness Plan. Please see Cabinet Reports, 25 April 2016, Item A44/16 for further details.

8.2 The Opportunity and Fairness Plan sets out the Council's Equality objectives 2016-2020. This information is from the Borough Profile, Index of Multiple Deprivation, as well as the views of 3000 people including staff, residents, local businesses, community and voluntary organisations all of whom contributed to the Opportunity and Fairness Commission's final report published in January 2016. The work of the Opportunity and Fairness Commission represents an extensive analysis of equality and inclusion issues in the borough. An update on the Opportunity and Fairness Commission went to Cabinet in November 2017.

9. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION

9.1 To support the Council to demonstrate its 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 and regulations made thereunder.

CONTACT OFFICER:	Sarah Ireland, Director of Commissioning & Improvement
APPENDICES TO THIS REPORT:	Appendix 1 - Equality and Inclusion Annual Report 2017
BACKGROUND PAPERS:	None