

**Cabinet**

**28 August 2008**

**Equalities and Diversity  
Steering Group  
Report**



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**Joint Report of the Equalities and Diversity Steering Group and Lesley Davies, Acting Director - Corporate Services  
Cabinet Portfolio Member for Corporate Resources - Cllr Michele Hodgson**

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**Purpose of the Report**

1. This report provides information from all Services for the first quarter of 2008/09. It also provides a more general update on equality and diversity.

**Background**

2. The returns from Services include statistics and qualitative feedback on service provision, consultation and employment activities. The information is intended to be used by Service Management Teams to identify key issues and any relevant actions. The reports also form a key part of our work on the Equality Standard.

**Performance update**

3. Detailed information from Services is reported in Appendix 2.
4. The returns this quarter include reference to Service's Employment Monitoring reports. The reports provide statistical data on a range of HR issues by gender, ethnicity and disability, including:
  - grievances
  - complaints of bullying/harassment
  - disciplinary action
  - redundancies;
  - resignations
5. Although this information has been gathered for some time it will now be included in the quarterly performance reports to supplement the (former) BVPI employment data which is included for the whole authority (Appendix 3) and for some Services in Appendix 2. Whilst this provides useful information at a corporate level the employment monitoring information in the quarterly reports will be fairly general in order to maintain anonymity for the individuals concerned. Services are encouraged to use the data to identify any relevant trends or patterns within their workforce.

**Good News Stories**

6. An increased number of good news stories have been submitted for this quarter, they provide real examples of the difference made across Services in service delivery, employment and decision-making. A selection of examples is included below.

7. Within Corporate Services the following examples are from Legal Services and the Equalities Team:

- Legal Services provided work experience for a vulnerable young person as part of the Teenagers into Work project. This commitment will continue in future.
- 2 briefing sessions were organised with CoDeaf during Deaf Awareness Week in June.
- Two sessions on New & Emerging communities concentrated on Polish workers and Refugees/Asylum Seekers, though organised by the Equalities Team they were presented under the Durham Equality & Diversity Partnership banner and were attended by over 140 staff and councillors from public organisations in the county. The Partnership, which includes the County Council, has also sponsored and distributed copies of the 'Mythbuster 5' leaflet produced by the North East Strategic Migration Partnership.
- Kay Winter, Equality & Diversity Manager, has taken part in her first review as an IDeA peer. The assessment at South Tyneside Council in July looked at the council's position against Level 3 of the Equality Standard.
- Joanne Leeder of the Equalities Team has worked with the Learning Disability Employment Task Group to produce the Moving into Work booklet which is intended to assist people with learning disabilities to find employment.

8. Environment Service provided a number of examples of the difference being made across the Service :

- Trading Standards Cold calling Zones - work with community groups to support and advise older and vulnerable people on combating doorstep crime. An example of this is the Cold Calling Awareness Zone at Billy Row which was launched in June. An essential part of the scheme is to educate local residents about their rights, how to find an honest trader, how to deal with cold callers and to give them the confidence to say "NO" to uninvited salespeople.
- Adult & Community Services decided to include Doorstep Crime Training as part of 'Security of the Service User and their Home', a policy for home support workers.
- Café Life Website [www.cafelifeonline.info](http://www.cafelifeonline.info) is now available on the web, designed specifically to steer young people towards healthy eating.
- The International Relations Team helped celebrate Europe Day on 8 May by holding activities for over 300 children from County Durham at County Hall Durham. They focussed on different cultures from outside the borders of the European Union which contribute to our society's diversity.
- Durham Young People Explore Impressions of Asia - In early 2006 County Durham was chosen by the British Council to pilot school links with Bangladesh and teachers from six County Durham secondary schools visited the capital, Dhaka. As part of this programme Ms. Kia Ainun a teacher from Bangladesh spent 10 days (19-29 May) working with students at Durham Community Business College, looking at issues around stereotypes and impressions of countries in Asia.

- Disabled Ramblers is an association which is aiming to make more routes accessible. One of the ROWIP aims is to include an agreed accessibility key on all promotional material from the Countryside Group. Countryside section are currently working on this and hope to get this in place in 2009.
  - Jim Welch, Chairman of Blind Life in Durham has been appointed on the County Durham Local Access Forum (LAF). Jim will be working with officers on the promotion of short circular routes in urban areas.
  - The Accessibility Team of the Integrated Transport Unit has been working with the Local Transport Planning Team to improve accessibility in rural areas for people with disabilities, low car ownership, young people and older people. The scheme was short listed in the Accessibility Category of the National Transport Awards.
  - County Durham's first annual Show and Shine April 2008 was organised by Durham County Council and the Road Safety Casualty Reduction Forum at Belmont Park and Ride. The event is about building up links and partnerships in the cruise scene. The aim was to encourage all 17 to 25-year-olds who attend to take up free advanced driver training courses, based on the types of accidents young people tend to have.
  - During April – June 2008 94 young drivers have successfully completed the Young Driver Training Programme (24 females – 70 males).
9. The joint report of Chief Executive's and Strategic HR includes the following examples:
- Introduced new guidance in the updated Recruitment & Selection Policy, Procedure & Toolkit on 'Job Carving', detailing how a post may have certain duties carved out of it to be assigned to an employee on a lower grade. Job carving is typically used to support disabled people into employment, the WorkAble solutions service will also assist the implementation of job carving.
  - Information has also been included in the Recruitment & Selection toolkit detailing the six strands of New Deal available to the council, new information on the concept of 'permitted work' and the appropriate methods of accessing the New Deal programme.
  - The Disability Awareness programme for both Managers and Front line staff has seen the recent introduction of two new Programme booklets. The self contained booklets produced in conjunction with the Equalities Team now include all the relevant course materials required to support delegates including case studies and Group activities.
  - The induction programme for Councillors into the new Authority included an introductory session covering Diversity and Fair Recruitment. To enable the induction process to meet the varied needs of Councillors the programme content was delivered during the day, repeated in the evening and also on certain occasions at the weekend.
  - The Councillor Compact was agreed at the Council meeting held on 23<sup>rd</sup> May. Equality and diversity responsibilities and training requirements are included.

10. Adult & Community Services report the following good news items:

- Decision by Cabinet to refurbish all 6 sites to meet national standards. The work at St Phillip's will be partly funded by a grant of £825,000 from CLG, with the balance from the Council's own resources. The refurbishment will include building new amenity blocks for each of the 25 pitches as well as a new community building.  
The Travellers Liaison Service also hosted an event on the 3<sup>rd</sup> April on developing a cross regional approach to managing unauthorised encampments.
- A partnership with Durham Churches Together, Durham University FACE society (Faith Arts Culture Environment) and CDT organised an event between Jewish, Christian & Muslim speakers. 120 members of the public attended.  
Engaging with Faith pilot project for Local Authorities - A two day action learning programme was delivered for representatives from 7 different Local Authorities in the North East, including the County Council. The programme was developed in partnership with the Churches' Regional Commission and the Regional Faiths Network.
- The County Durham LGBT Steering Group has been going through a review of its first year's work. An independent 'health check' of the partnership was undertaken by the North East Improvement and Efficiency Partnership (NEIEP). A workshop was held in June to analyse the findings of the health check and to plan actions for the next year of the partnership's work.
- Durham Clayport Library has been working with Durham Young Peoples Gay Network to plan a series of Lesbian, Gay, Bisexual & Transgender themed films to be shown in the library on a Monday evening from August 4th for 6 weeks. Future plans are to develop a bid to enable Co-Deaf and Durham Society for the Blind members to have access to films at the library.

11. Children & Young People Service have provided the following examples this quarter:

- The Show Racism the Red Card organisation has worked closely with the local community of Ferryhill and co-hosted, alongside Dean Bank Residents Association, "Ferryhill Is United", a family fun day on Sunday 6<sup>th</sup> July. The family fun day celebrated diversity and educated against racism, it was also supported by Durham County Council's EMTAS Service.
- Gypsy, Roma & Traveller Achievement Programme: Phase 1 involved 5 pilot schools. Quality First Teaching Guidance has been developed in collaboration with the pilot schools. Successes include the development of one additional whole school policy or approach to raise the achievement of GRT pupils. All pilot schools are making good progress and all pilot schools have been involved in Gypsy, Roma & Traveller History month.
- Education in the Community's 4 Skills for Life centres have had success in supporting 57 learners to sit English for Speakers of Other Languages examinations. The learners, who are a mixture of citizens, migrant workers and refugees from a large range of countries including

Poland, Thailand, China, India, Holland and Pakistan, have studied with Education in the Community from September. The ESOL qualifications are used to support applications for British Citizenship and to improve job prospects.

### **Equality & Diversity update**

12. There have been two national developments since the last report; the announcement of the new Equality Bill and consultation on a new Equality Framework.
13. On June 26 the Minister for Women and Equality, Harriet Harman, made a statement to the House of Commons setting out the main themes of the Equality Bill which will be introduced in Parliament in the next session. The Equality Bill is intended to simplify and strengthen the law around equality of opportunity and fair treatment for all.
14. The latest proposals published on July 21st include:
  - A single Equality Duty on public bodies to replace the three existing duties, the duty requires organisations including local authorities to take positive action to promote equality and tackle discrimination.
  - Age discrimination protection to be extended to cover those aged 18 and over in relation to goods, facilities and services in addition to the existing protection in employment.
  - Greater scope for employers to use positive action to create better balance in workforces; this will apply to particular groups such as men and women where either is underrepresented.
  - Greater emphasis on the private sector through the introduction of a 'kitemark', encouraging businesses to report on equality progress and using the 'purchasing power' of public bodies to help deliver equality.
15. More detailed information and further consultation is due following the summer recess. The need for further guidance on practical implementation, particularly in relation to age discrimination, means there will be extended consultation and transition arrangements for some elements of the legislation.
16. The IDeA is consulting on a new Equality Framework which will replace the current Equality Standard for Local Government. The Framework is intended to be less burdensome for authorities and to link more closely with Comprehensive Area Assessments. Instead of the current five levels there will be three – Emerging, Achieving and Excellent – which will be assessed through peer review.
17. The new Framework will be launched in January 2009 with authorities expected to use it from April 2009. The LGR work-stream has sought advice from IDeA on the position of the new unitary authority but no response has been received to date.

**Recommendations**

Members are asked:

- To consider the returns from Services and identify any further information they would find useful in future reports.

**Supporting Documents** – Service Quarterly reports

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**Appendix 1: Implications**

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<b>Finance</b>	No additional resources required
<b>Staffing</b>	No additional staffing identified – workloads have increased due to LGR requirements
<b>Equality and Diversity</b>	Report provides an update on progressing the equality and diversity agenda. A full equality impact assessment of this report is not required.
<b>Accommodation</b>	None required
<b>Crime and disorder</b>	Equality monitoring template includes hate incident reporting and subsequent actions.
<b>Sustainability</b>	Equality and diversity agenda links closely with sustainable communities issues by strengthening capacity and participation amongst all groups
<b>Human rights</b>	Equality and diversity issues link directly to the Human Rights agenda
<b>Localities</b>	Issues relating to equality and diversity in rural areas and deprived areas should be identified through regular monitoring within Services and fed back to CMT. There are Community Cohesion issues – e.g. in relation to identifying under-served communities, monitoring racist incidents and positive action in employment.
<b>Young people</b>	Age is a specific consideration within this agenda
<b>Consultation</b>	The Equality Standard and legislation require ongoing consultation and engagement with a range of communities – this is a key action for Services. Consultation is taking place nationally on the Equality Bill and Equality Framework.
<b>Health</b>	Information will support Service self assessments in relation to health inequalities and improvements where appropriate.

**Appendix 2: Service Equality & Diversity Monitoring – 2008/09 First Quarter return – April - June 2008**

	<b>Impact Assessments</b>	<b>Employment Monitoring</b>	<b>Diversity Training</b>	<b>Service Delivery</b>	<b>Equality/Hate Incident</b>	<b>Comments</b>
Adult & Community	6 completed from 38 planned for 2008/09	BVPI data unavailable  Employment monitoring return shows 2 reports of bullying or harassment - relate to white non-disabled staff.	110 attended diversity training (136 nominated)	Data collected across services – currently age, disability, gender & race. Partial data on religion. Discussion begun on collecting data on sexual orientation.	Nil	Further details of good news stories included in report:  Cabinet decision to refurbish all 6 Traveller sites.  Work to promote faith dialogue.  LGBT Steering Group annual review. Durham Clayport LGBT film festival.
Chief Executive's & HR	2 completed from 4 planned for 2008/09	BVPI data for the whole authority provided as Appendix 3.  CEO & HR Employment monitoring reports relate to white non-disabled staff.	Nil (0 nominated)  1 attended the briefing session on Polish migrants & Asylum Seekers	Data collected on gender, disability and race. Partial data on age.	Nil	Recruitment & Selection toolkit revised to include 'Job Carving' and New Deal information.  Disability Awareness training booklets have been produced.  Equality & diversity included in Councillors' induction and compact.



	<b>Impact Assessments</b>	<b>Employment Monitoring</b>	<b>Diversity Training</b>	<b>Service Delivery</b>	<b>Equality/Hate Incident</b>	<b>Comments</b>
Corporate Services	Nil from 5 planned 2008/09 (on target to complete)	BVPI data included in corporate return.  Employment monitoring reports relate to white non-disabled staff.	2 attended diversity training (2 nominated)  14 attended the briefing session on Polish migrants & Asylum Seekers	Some data available on race and gender. Civil Partnership data reflects sexual orientation.	Nil	Work experience for vulnerable young person.  Equalities Team organised 'Mythbuster' briefing session and joint sponsorship of Mythbuster leaflet. Organised Deaf Awareness week briefing sessions. Worked on Moving into Employment booklet.
Children and Young People	Nil from 18 planned 2008/09 (on target to complete)	Women in top 5% earners = 59.75% Black/Ethnic top 5% earners = 0% Top 5% earners with a disability = 0.79% Disabled employees = 0.01% Ethnic minority employees = 0.005%	15 attended diversity training (24 nominated)	Age, gender, disability, race, religion data collected across parts of Service	45 reports	See main report for fuller details of these examples:  Show Racism the Red Card family Fun day in Ferryhill, supported by EMTAS  Gypsy Roma Traveller - Achievement pilot programme  Education in the Community - Support for ESOL qualification

	<b>Impact Assessments</b>	<b>Employment Monitoring</b>	<b>Diversity Training</b>	<b>Service Delivery</b>	<b>Equality/Hate Incident</b>	<b>Comments</b>
Environment	1 completed from 2 planned 2008/09	<p>Women in top 5% earners 7.84%</p> <p>Black/Ethnic in top 5% 2.80%</p> <p>Top 5% with a disability 2.80%</p> <p>Disabled Employees 2.64%</p> <p>% Ethnic minorities employees 1.38%</p> <p>Employment monitoring reports relate to white non-disabled staff</p>	<p>4 attended diversity training (4 nominated)</p> <p>3 attended the briefing session on Polish migrants &amp; Asylum Seekers</p> <p>28 staff from Trading Standards were trained by Co Durham Society for the Blind &amp; Partially Sighted</p>	Race, disability, gender & age data collected across parts of Service.	Nil	Many examples of improvement and good news across the Service relating to support for vulnerable older people, children and young people, disabled people and those on low income or in rural areas – further details included in main report.

	<b>Impact Assessments</b>	<b>Employment Monitoring</b>	<b>Diversity Training</b>	<b>Service Delivery</b>	<b>Equality/Hate Incidents</b>	<b>Comments</b>
Service Direct	Nil from 2 planned 2008/09 (on target to complete)	No change to previous quarter  Employment monitoring reports relate to white non-disabled staff.	1 attended diversity training (1 nominated)  1 attended the briefing session on Polish migrants & Asylum Seekers	Nil	Nil	Identified need to raise awareness of equality/hate incident reporting.  Ongoing support for staff who become disabled whilst in employment.
Treasurers	Nil planned 2008/09	Employment monitoring reports include one resignation from a member of staff of ethnic minority background - all others relate to white non-disabled staff.	2 attended diversity training (2 nominated)  1 attended the briefing session on Polish migrants & Asylum Seekers  2 attended diversity training (2 nominated)	Nil	Nil	Newsletter item on 'Deaf Awareness Week'
Customer Services						

**Appendix 3: DCC figures - (Former) BVPI employment data – provided by Strategic HR**

PI Ref	PI description	2007/08 outturn	Comments	2007/08 Year-end target	Polarity
BV 011a	Percentage of the top-paid 5% of local authority staff who are women	51.00	Up from 48.1% in previous quarter (Oct-Dec 07)	48.00	Bigger is Better
BV 011b	Percentage of the top-paid 5% of local authority staff who are from an ethnic minority	0.57	Down from 0.78% in previous quarter (Oct- Dec 07)	1.00	Bigger is Better
BV 011c	Percentage of the top-paid 5% of local authority staff who have a disability	3.42	Down from 4.15% in previous quarter (Oct- Dec 07)	3.00	Bigger is Better
BV 016a	Percentage of local authority employees with a disability	1.91 (Compared against 25% of County Durham population with limiting long term illness*)	Down from 1.94% in previous quarter (Oct- Dec 07)	2.25	Bigger is Better
BV 017a	Percentage of local authority employees from ethnic minority communities	0.55 (Compared against 1.5% of County Durham population*)	Marginally up from 0.54% in previous quarter (Oct- Dec 07)	0.70	Bigger is Better

\* Based on census information 2001

X%	Top quartile performance	X%	3rd quartile performance
X%	2nd quartile performance	X%	Bottom quartile performance