

WIRRAL COUNCIL

CABINET

7 JULY 2014

SUBJECT:	Equality Plan 2014-2017
WARD/S AFFECTED:	All Wards
REPORT OF:	Chief Executive, Graham Burgess
RESPONSIBLE PORTFOLIO HOLDER:	Leader of the Council, Councillor Phil Davies
KEY DECISION?	Yes

1.0 EXECUTIVE SUMMARY

- 1.1 The Public Sector Equality Duty (PSED) 2011 states that public bodies must consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.
- 1.2 This report seeks Cabinet approval for the publishing and implementing of a new Council Equality Plan 2014-2017 (**please see Appendix 1**), in line with the PSED 2011.

2.0 BACKGROUND AND KEY ISSUES

- 2.1 The PSED 2011 requires that public bodies:
 - have due regard to the need to eliminate discrimination
 - advance equality of opportunity
 - foster good relations between different people when carrying out their activities
- 2.2 The Council must publish relevant, proportionate information showing compliance with the PSED 2011, and set equality objectives at least every 4 years.
- 2.3 It is proposed that the equality objectives set out in Appendix 1 will not only ensure PSED 2011 are met, but will also enable the Council to be assessed at 'excellent' level of the Equality Framework for Local Government.

3.0 RELEVANT RISKS

- 3.1 If the requirements of the PSED 2011 are not met, the Council could be at risk of legal challenge from staff, customers, residents and the Equality & Human Rights Commission.

4.0 OTHER OPTIONS CONSIDERED

4.1 The proposed Equality Plan 2014-2017 incorporates all the requirements of the PSED 2011.

5.0 CONSULTATION

5.1 No consultation is required. The proposed Equality Plan 2014-2017 incorporates the requirements of the PSED 2011 legislation.

6.0 OUTSTANDING PREVIOUSLY APPROVED ACTIONS

6.1 None.

7.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS

7.1 The Voluntary, Community and Faith Sector will be key partners to support delivery of the objectives within the proposed Equality Plan 2014-2017.

8.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS

8.1 The proposed Equality Plan 2014-2017 will be delivered utilising existing resources

9.0 LEGAL IMPLICATIONS

9.1 If the requirements of the PSED 2011 are not met, the Council could be at risk of legal challenge from staff, customers, residents and the Equality & Human Rights Commission.

10.0 EQUALITIES IMPLICATIONS

10.1 The proposed Equality Plan 2014-2017 will be the driver to promote equalities across the Council and ensure it meets the requirements of the PSED 2011.

11.0 CARBON REDUCTION AND ENVIRONMENTAL IMPLICATIONS

12.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

12.1 None

13.0 RECOMMENDATION/S

13.1 That Cabinet approves the publishing and implementation of the Council's new Equality Plan 2014-2017.

14.0 REASON/S FOR RECOMMENDATION/S

14.1 To ensure the Council meets the requirements of the PSED 2011.

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APPENDICES

BACKGROUND PAPERS/REFERENCE MATERIAL

Appendix 1 Equality Plan 2014-2017

BRIEFING NOTES HISTORY

Briefing Note	Date

SUBJECT HISTORY (last 3 years)

Council Meeting	Date

Equality Plan 2014-2017

May 2014

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مجلس ویرال Wirral ملتزم بیامكانية توفير المعلومات ليتمكن الحصول عليها بواسطة كل فرد. يمكنك الذهاب الى وحدة الخدمات المتعددة او اتصل تلفونياً على مركزنا للاتصالات على الرقم 2020 606 (0151) للمساعدة والنصح إذا ترغب في المعلومات مترجمة او في شكل آخر كالكتابه بخطوط كبيرة، بكتابة بريل او شريط كاسيت.

(Arabic)

উইরাল কাউন্সিল সকলের কাছে তথ্য পৌছে দেওয়ার জন্য দায়বদ্ধ। আপনি আমাদের ওয়ান-স্টপ-শপে ভিজিট করতে পারেন বা আমাদের কল সেন্টারে (0151) 606 2020 –এই নম্বরে সাহায্য ও পরামর্শের জন্য ফোন করতে পারেন যদি আপনি তথ্য অনুবাদিত, অন্য ফরম্যাটে, বড়ো হরফে ছাপায় বা ব্রেইল লিপিতে পেতে চান।

(Bengali)

偉盧鎮議會致力為所有人士提供資訊。如果您需要某些資料翻譯成其他語文或編制成其他模式的版本（如大字體、凸字或錄音帶），您可以到就近的「一站店」或致電「傳訊中心」（0151606 2020）查詢。

(Mandarin)

Tá Comhairle Wirral tiomanta le heolas a chur ar fail do gach duine. Is féidir leat cuairt a thabhairt ar an ionad ilfhreastail is áitiúla duit nó glaoch a chur ar an lárionad glaonna s'againn ar (0151) 606 2020 chun tacaíocht agus comhairle a fháil má tá eolas de dhíth ort aistrithe nó i bhfoirm éigin eile, mar shampla, cló mór, Braille nó closmheáin.

(Gaelic)

विरल कौंसिल, सभी लोगों के लिए जानकारी को पहुंचयोग बनाने के लिए वचनबंध है। यदि आपको किसी जानकारी के हिन्दी में अनुवाद की या किसी और रूप में जैसे कि बड़े अक्षरों में छापाई, बरेल में या कैस्टि के रूप में आवश्यकता हो तो सलाह और मदद प्राप्त करने के लिए आप अपनी स्थानीय वॉन स्टाप शाप में जा सकते हैं या इस नम्बर पर (०१५१) ६०६ २०२० पर हमारे किसी भी एक काल सेंटर में टैलीफोन कर सकते हैं।

(Hindi)

Rada Miejska Wirral stara się, aby informacje były dostępne dla wszystkich. Mogą Państwo odwiedzić miejscowy ośrodek informacyjny (one stop shop) lub zadzwonić do naszego biura obsługi klienta pod numer telefonu (0151) 606 2020 po wsparcie i porady, jeśli informacje wymagane są w innym języku lub formacie, np dużym drukiem, w wersji audio lub w alfabecie Braille'a.

(Polish)

ਵਿਰਲ ਕੌਂਸਲ ਸਾਰਿਆਂ ਲਈ ਜਾਣਕਾਰੀ ਪਹੁੰਚਯੋਗ ਬਣਾਉਣ ਲਈ ਵਚਨਬੱਧ ਹੈ। ਜੇ ਤੁਹਾਨੂੰ ਜਾਣਕਾਰੀ ਦੇ ਪੰਜਾਬੀ ਵਿੱਚ ਤਰਜਮੇ ਦੀ ਜਾਂ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿੱਚ ਜਿਵੇਂ ਕਿ ਵੱਡੇ ਅੱਖਰਾਂ ਵਿੱਚ ਛਪਾਈ, ਬਰੇਲ ਵਿੱਚ ਜਾਂ ਕੈਸਟ ਦੇ ਰੂਪ ਵਿੱਚ ਲੋੜ ਹੈ ਤਾਂ ਸਲਾਹ ਅਤੇ ਸਹਾਇਤਾ ਲੈਣ ਲਈ ਤੁਸੀਂ ਆਪਣੀ ਸਥਾਨਿਕ ਵੌਨ ਸਟਾਪ ਸ਼ੌਪ ਵਿੱਚ ਜਾ ਸਕਦੇ ਹੋ ਜਾਂ ਇਸ ਨੰਬਰ (0151) 606 2020 ਤੇ ਸਾਡੇ ਕਿਸੇ ਕਾਲ ਸੈਂਟਰ ਵਿੱਚ ਟੈਲੀਫੋਨ ਕਰ ਸਕਦੇ ਹੋ।

(Punjabi)

Gollaha Wirral waxa uu isku xil-saarey in uu wargelinta ka yeelo wax uu qof walba heli karo. Waxa aad booqan kartaa Dukaanka Hal-Mar-Joogsiga ah ee xaafadaada ama sooba wac xarruuntayada soo wicitaanka oo laga helo (0151) 606 2020 si aad tageero iyo la tallin uga hesho haddii aad u baahan tahay in wargelinta luqad kale loogu turjumo ama looga soo dhigo qaab kale sida far waaweyn, farta ee Braille ama cajallad maqal ah.

(Somali)

ویرال کونسل معلومات کو برائے ایک کیلئے قابل رسائی بنانے کیلئے پابند عہد ہے۔ اگر آپ کو معلومات ترجمہ شدہ یا کسی دیگر شکل جیسے بڑے حروف، بریل یا آڈیو کی شکل میں مطلوب ہو تو آپ مدد اور مشورے کیلئے اپنے مقامی ون اسٹاپ شاپ پر آسکتے ہیں یا ہمارے کال سنٹر کو (0151) 606 2020 پر فون کریں۔

(Urdu)

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Foreword by Councillor Phil Davies (Leader of Wirral Council) and Graham Burgess (Chief Executive of Wirral Council)

This three year Equality Plan will underpin everything that we do to achieve our vision and priorities.

Wirral is a unique place, home to a growing population of 319,800 people, including 190,000 people of working age and over 8,000 businesses providing employment for 105,800 people.

Most people who live in Wirral enjoy an outstanding quality of life, with excellent housing, schools and a high quality environment. However, there is a strong contrast between the older, highly urbanised areas of Birkenhead and Wallasey, which contain some of the poorest communities in England, and the wealthier commuter settlements in the west of Wirral.

Wirral's neighbourhoods range from the some of the most deprived in the country (around St James Church in Bidston) to one of the most affluent, or least deprived, in South West Heswall less than six miles away. 21 areas in Wirral fall into the highest 3% in England in terms of levels of child poverty, with a total of 58 areas in the highest 20%. This results in serious quality of life and health inequalities, including a completely unacceptable difference in life expectancy of 9.7 years for females and 14.6 years for males depending on whether a person lives in Birkenhead or Heswall.

We are determined to not just comply with equality legislation. We will ensure that everyone is treated fairly, has access to appropriate excellent quality services, and can take part in shaping Wirral's future.

Our vision for Wirral

'Wirral should be a place where the vulnerable are safe and protected, where employers want to invest and local businesses thrive, and where good health and an excellent quality of life is within the reach of everyone who lives here.'

We promise to support this vision by serving our residents, improving our organisation through working in partnership, and by becoming the excellent Council that our residents deserve.

We will also follow 3 principles which underpin and focus the activity of the Council:

1. Local solutions, local decisions
2. Promoting independence
3. Driving growth and aspiration

Equality Policy Statement

We will be focussed upon serving and protecting local people and in particular those who are most vulnerable and in need. We will do this through the engagement and empowerment of individuals and communities in both the design and delivery of services, and by working in partnership with the public, private and social sectors.

We recognise that Wirral's communities are not homogenous, different communities and individuals within these communities will have different needs and we will work to ensure that these needs are not defined by stereotyping or presumptions.

We will ensure we fully identify and consider the rights and needs of people when planning and delivering services, and will consult and work in partnership with communities when developing policies and practices with equality implications.

We will promote a culture in which there is respect for others, an understanding between different communities, and an appreciation of difference and similarities.

We will monitor the progress of this Equality Plan via regular reports to the Chief Executive's Strategy Group and Cabinet Member for Governance and Improvement.

Statements for Equality Groups

Disabled People

We are committed to promoting equality for disabled people and to remove barriers wherever they occur, in relation to education, employment, housing, transport, leisure, training and access to services, information and buildings.

Lesbian, Gay and Bisexual People

We are committed to promoting equality for lesbian, gay and bisexual people who may be less visible people in our communities and whose needs often go unidentified and unmet. This is exacerbated by the fear of prejudice, discrimination, harassment and violence, which can prevent lesbian, gay and bisexual people from being "out" about their sexual orientation.

Race

We are committed to promoting equality for Black and Minority Ethnic people who experience discrimination because of their race; ethnicity; colour; culture; nationality; asylum seeker or refugee status; or because they are migrant workers or from Gypsy and Traveller communities.

Religion and Belief

We respect the rights of individuals to practise their religion, or religious or philosophical beliefs, without fear of intimidation, harassment or violence.

Transgender

We are committed to promoting equality for transgender people who, like other minority groups, can encounter bias and discrimination in everyday activities such as travelling on public transport and when accessing employment and services.

Women and Men

We are committed to promoting equality for men and women who, despite over 40 years of legal rights to gender equality, can still face barriers in accessing services and be disadvantaged by gender stereotyping in employment and education.

Younger People and Older People

We are committed to promoting equality of opportunity for younger and older people. We recognise that parts of society have negative attitudes, stereotypes and myths about younger people and older people and that these attitudes can lead to both younger people and older people being socially and economically disadvantaged, excluded and marginalised.

The Legislative Context

Legislation is a key driver for employment practice and service delivery within the Council. We have a wide range of policies and procedures that cover employment practice. These policies are subject to review using a programme of equality impact assessments.

Anti-discrimination Legislation

We will comply with all anti-discrimination legislation including:

- Human Rights Act 1998
- Carers (Equal Opportunities) Act 2004
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- Work and Families Act 2006
- Equality Act 2010
- Marriage Act 2014

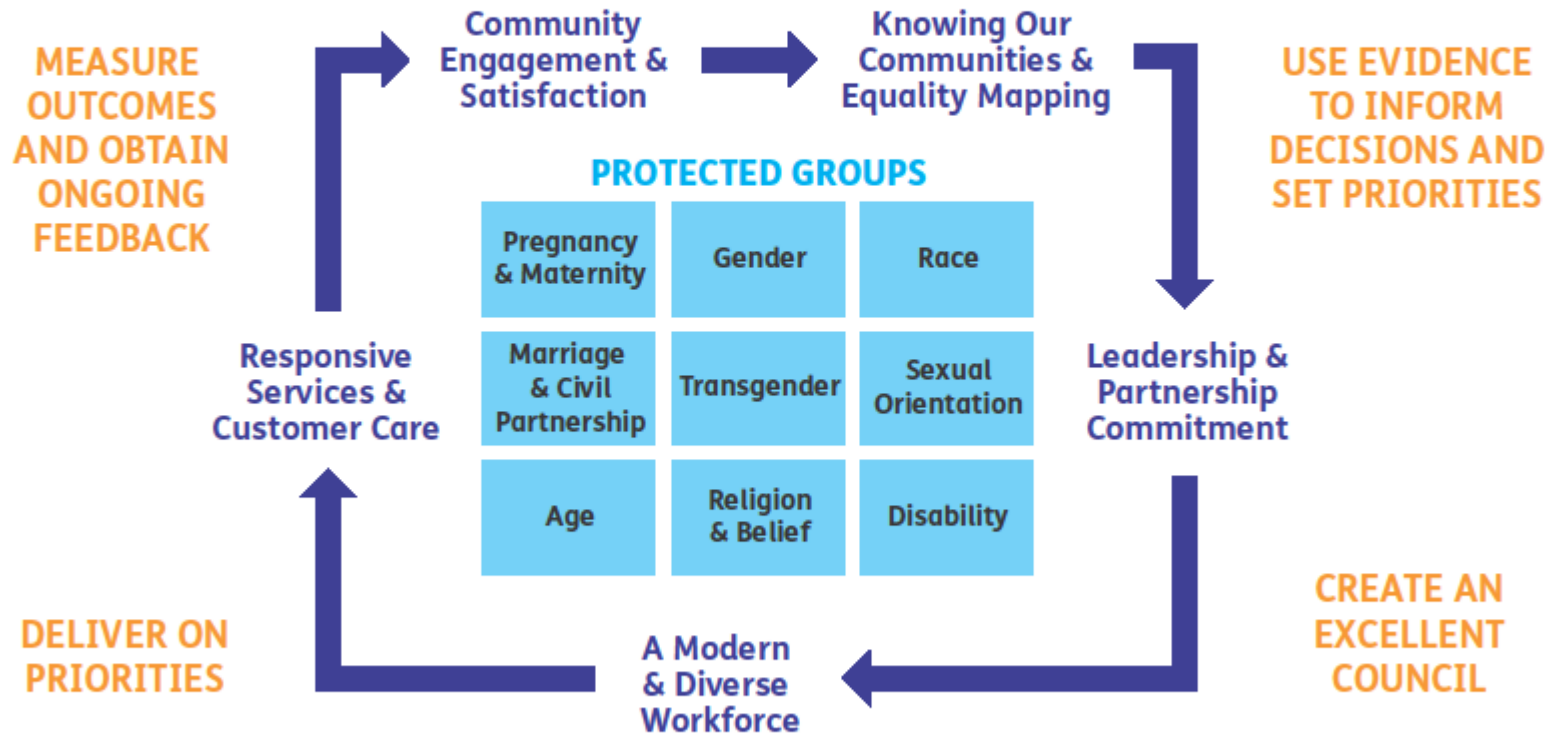
The Equality Act (2010) is now the principal equality legislation and refers to “relevant protected characteristics” which covers:

- Age
- Disability
- Transgender
- Maternity and pregnancy
- Marriage and civil partnership
- Race, ethnic or national origin, colour or nationality
- Religious or other philosophical beliefs (and people without such beliefs)
- Gender
- Sexual Orientation

The Equality Act (2010) also refers to the following aims:

- To eliminate unlawful discrimination, harassment and victimisation
- To advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- To foster good relations between persons who share a protected characteristic and persons who do not share it.

HOW THE EQUALITY PLAN WILL WORK:



Equality Objectives 2014-2017

1. Knowing Our Communities & Equality Mapping:

- 1.1 We will develop a partnership approach to monitoring immigration and migration levels.
- 1.2 We will review and further monitor our anti-hate crime activities and outcomes, to increase confidence across diverse communities that hate crimes are being dealt with effectively.
- 1.3 We will develop a partnership approach to capturing case studies of where the most vulnerable people and those most in need are being recognised for the talents and assets they have.
- 1.4 We will review and further monitor our community resilience activities and outcomes.
- 1.5 We will capture case studies regarding community needs and aspirations from all equality groups and use the information to inform planning.
- 1.6 We will collate good quality equality profiling information of our communities, comparing local and national data with our partners.

2. Leadership & Partnership Commitment:

- 2.1 We will be assessed as reaching 'excellent' level of the Equality Framework for Local Government.
- 2.2 We will continue to complete equality impact assessments to inform our policy and decision making.
- 2.3 We will ensure equality and social value considerations are included within our Commissioning Strategy
- 2.4 We will develop a shared vision and priorities for equality in Wirral with our key partners.
- 2.5 We will share our best practice and experience with others to develop good practice across the public sector, and benchmark ourselves against comparable others.

Equality Objectives 2014-2017

3. A Modern & Diverse Workforce:

- 3.1 We will develop best practice models for analysing and publishing workforce equality profiling information.
- 3.2 We will capture case studies regarding staff experiences and satisfaction levels from all equality groups.
- 3.3 We will capture case studies regarding staff needs and aspirations from all equality groups.
- 3.4 We will encourage and monitor the implementation of the Living Wage across Wirral.
- 3.5 We will develop a best practice model for addressing under-representation within the workplace.
- 3.6 We will develop best practice models for implementing flexible working, skills improvement and career pathways.
- 3.7 We will capture case studies of positive outcomes from mitigation action.
- 3.8 We will review Occupational Health related issues and outcomes regarding the workforce.
- 3.9 We will review the implementation of Equal Pay across the Council.
- 3.10 We will review the process for recording, implementing and reviewing staff reasonable adjustments.
- 3.11 We will ensure that staff are confident that the Council deals with any harassment or bullying at work effectively.
- 3.12 We will ensure that staff are competent and confident in dealing with equality issues.
- 3.13 We will monitor progress of our Workforce Strategy
- 3.14 We will include equality and diversity within our staff appraisal process

Equality Objectives 2014-2017

4. Responsive Services & Customer Care:

- 3.11 We will ensure Gypsies and Travellers have appropriate service provision for when visiting Wirral.
- 3.12 We will develop a more effective and efficient process for accessible information.
- 3.13 We will develop best practice models for analysing and publishing customer equality profiling information.
- 3.14 We will capture case studies regarding customer experiences and satisfaction levels from all equality groups.
- 3.15 We will review the process for recording, implementing and reviewing customer reasonable adjustments.
- 3.16 We will monitor the implementation of the Customer Access Strategy

5. Community Engagement & Satisfaction:

- 5.1 We will develop a best practice model for encouraging and measuring community participation rates and volunteering, among protected equality groups.
- 5.2 We will develop a best practice model for encouraging and measuring community scrutiny of the Council's work among protected equality groups.
- 5.2 We will work with key sections of the community to ensure they are satisfied that the Council and partners have listened to them and taken their views into account.