

BIRMINGHAM CITY COUNCIL
EQUALITY ACT 2010
SPECIFIC DUTIES INFORMATION TO BE PUBLISHED 2014

1. SECTION 1 – WHY WE PUBLISH EQUALITY INFORMATION

Birmingham City Council like other public authorities has for the last two years published equalities information, in demonstrating compliance with the Equality Act 2010 to give due regard to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it
- Fostering good relations between persons who share a protected characteristic and those who do not share it.

In support of the general duty and to respond to the two requirements of the specific duties the council must:

- Publish equality information
- Set and publish equality objectives

Publish equalities information – we publish equality information from each of our service directorates to demonstrate our understanding of how different people might be affected by our activities. This helps us to ensure that services are appropriate and accessible to all and meet different people's needs. The information published includes customer profiling information; types of services being delivered, and consultation and engagement activities.

The City Council takes account of the potential impacts of its policies and decisions on equalities, social cohesion and social inclusion, through a risk analysis process referred to as Equality Assessment (EA). This ensures that the potential implications of such proposals on those with the 'protected characteristics' covered under the Equality Act 2010 are considered.

This has formed the basis of the Council's programme of Equality Assessments, and supplements other information, which the council collects and publishes on a range of other areas.

In addition this overarching document is intended to reflect the Council's approach to addressing inequalities through its mainstream strategies and delivery programmes. This underpins the Council's key priorities as outlined in the Leader's Policy statement; directorate business plans; and city wide joint strategies such as the Birmingham Health and Wellbeing strategy.

We publish our information for 2014 against a background of unprecedented change in the Council. This change is reflected through the following key factors:

- A rolling programme of year on year budget cuts
- Reorganisation of council structures
- Major Service Reviews

Throughout this publication ‘sign postings’ are provided to key strategic documents and delivery plans that will carry more detailed information on specific topics and how inequalities are being tackled. Further details are available on our website - <http://www.birmingham.gov.uk/equalityinfo>

Published equality objectives – we first published our draft equality objectives in 2012 as required by the Equality Act specific duties. These were reviewed in 2013 to reflect the council’s key priorities. Each directorate has identified specific equality objectives to deliver the council’s priorities and fulfil the Council’s responsibility under the general and specific equality duties. The objectives are embedded in directorate business planning and monitoring processes to ensure effective delivery and performance management.

Government Review of the Public Sector Equality Duty

During the course of the year, the Government Equality Office also concluded the review of the Public Sector Equality Duty (PSED). Overall, there was no need to change current practice. However, we will continue to monitor developments in respect of future Government decisions around the PSED.

2. SECTION 2 - BIRMINGHAM IN CONTEXT

Birmingham is, outside of London, the UK’s most diverse city, made up of a wide range of cultural, faith and ethnic communities. According to the 2012 mid-year population estimates, some 47% of Birmingham’s 1.1 million population are from ethnic communities. Therefore, Birmingham provides the perfect example of a superdiverse city. Every neighbourhood in Birmingham has seen the arrival of at least some newcomers from countries that previously were not represented in the city, and this has enriched the lives of the local people and made our neighbourhoods fascinating places to live in. Through this rich diversity, the city benefits from positive social cohesion, this is achieved through working with all our communities, as well as with our public and private sector partners to address inequalities.

Whilst Birmingham is a city of young people, with 46% of its population under the age of 30, and a popular growing city with many new developments, it is a city that has a number of vulnerabilities. Almost a quarter (23%) of the city’s population lives in neighbourhoods in the 5% most deprived nationally, and there are significant differences in educational achievement, health, life expectancy and worklessness across the city.¹

2.1 Birmingham’s Strategic Leadership and Vision

The Leader’s policy statement for 2013 sets out a vision for Birmingham of:

An inclusive city in which many more people can play their part – a fair chance for everyone in Birmingham

The Council’s vision will be delivered against three theme areas intended to create Birmingham has a “Fair”, “Prosperous” and “Democratic” city.

¹ City Council Business Plan and Budget 2014

Against this backdrop, the Council faces severe financial pressures in the years immediately ahead. By March 2014, the Council will have made savings to meet a combination of cuts in government funding and service pressures. Over the next four years, even bigger cuts will be needed. The Council's workforce has already been reduced by a third.

As a result of the restructure of the senior management team, the number of city council directorates has been reduced from five to three - People Directorate, Economy Directorate and Place Directorate.

Standing Up For Birmingham Campaign

Whilst in the past the city council has taken a traditional approach to addressing inequalities through compliance with the equalities legislation, the council now believes that community engagement should be part of the solution through civic renewal and community participation.

Therefore, the council launched the standing up for Birmingham campaign in November 2013 and asked Birmingham citizens for their support in finding a way through this difficult time. The Standing up for Birmingham campaign is about responding to the cuts in funding to this city by working together and finding different ways to deliver the services that people need.

Through the campaign, the City Council will be open to new ways of achieving its key priorities. The campaign will encourage people and organisations across the city to make a greater contribution to local services and local places and come forward with initiatives to run services in a different way, such as through local community groups or contributions by businesses. The campaign should also bring together a number of more specific messages, standing up and speaking out - participating in local democracy, giving people more opportunity to make a bigger contribution to the city and their local neighbourhoods.

Social Inclusion Process

Through the Social Cohesion and Equalities Cabinet Portfolio, the Council believes that addressing inequalities and disadvantage in the city is the responsibility of us all, and doing so is essential if we are to maintain social cohesion between and across all our communities. To achieve this there must be an ongoing process of social inclusion.

This will require action at all levels and a change in mind-set that brings social inclusion to the centre of thoughts and deeds. The aim of the Social Inclusion Process is to work together to bridge the gap between the least and most affluent parts of the city, and to support the most vulnerable families and individuals to greater wellbeing.

The Social Inclusion Process White Paper centres on seven commitments to social inclusion:

1. Support families and children out of poverty
2. Embrace super-diversity
3. Protect the most vulnerable

4. Connect people and places
5. Create a city that values children and young people
6. Empower people to shape their neighbourhood
7. Address safety, isolation and loneliness

Through this process, it means that equality underpins the City Council's guiding principles of fairness, prosperity and democracy.

3. **SECTION 3 - KEY THEMES AND THE PROTECTED CHARACTERISTICS**

Outlined below are some key projects which reflect how the council is working to address inequality in the city.

3.1 **A FAIR CITY**

“To protect the most vulnerable in our city, open up opportunities to the most excluded and narrow the gap in life chances between our citizens”

3.1.1 **Social Cohesion and Equality**

Improving social cohesion by reducing inequality, bridging the poverty gap, strengthening community cohesion and increasing access to jobs are the key issues that need to be addressed for Birmingham to achieve its ambitions for growth and quality of life for all.

Outlined below are some initiatives of the Council, which will provide an indication of some of the work the council is undertaking to address issues of inequality and demonstrate compliance with the three aims of the Public Sector Equality Duty.

Age equality

- 404,200 young people under the age of 25 in Birmingham
- 2.7% decrease from 142,000 in 2001 to 138,000 in 2011 in the number of people age 65 and over
- the number of people aged 90 and over has increased by 18.5% (1,000), with very elderly men showing an increase of 54.5% (600)

Young People - The Council acknowledges that stark inequalities still exist in relation to young people across different parts of the city - with around 36% of our population aged under 24. Hence, the Council has identified as a major theme for the year ahead the need to improve the life chances of our young people, and respond to the key concerns of tackling inequality and deprivation, promoting social cohesion across all communities in Birmingham and ensuring safeguarding for children.

This is reflected in key initiatives such as the **Organisational Development Plan**, which will deliver sufficient high quality school places in the right locations to meet current and future population growth; and the **Birmingham Education Partnership**, which is an initiative with local Universities and all schools. The initiative aims to ensure the education system promotes pupil

achievements across the city with support services and pathways through education and into work. The partnership was launched on 6 November 2013 at the Library of Birmingham, with representation from 265 schools.

In terms of tackling **youth unemployment** in Birmingham, we will take forward the recommendations of the **Birmingham Youth Unemployment Commission**, as well as two initiatives launched in April. Firstly, **Young Talent for Business** which is supported by the Council, the National Apprenticeship Service and the Department for Work and Pensions. This will see a multi-agency team work closely with employers to ensure that young people in the city are able to access vacancies and apprenticeship opportunities. The second initiative the '1,000 in 100', secured a commitment from employers to create 1,000 apprenticeship opportunities in 100 days. The initiative supports the Birmingham Apprenticeship Strategy and Action Plan 2013 -2015.²

Older People – The city council is well aware of the need to move away from the traditional approach to adult care towards a more integrated model planning and delivery of care programmes through key agencies. The council intends to prevent or delay Birmingham older adults from requiring higher levels of care and support – at the same time as improving outcomes for older people through:

- Delivering services to older adults who are assessed as having substantial or critical unmet needs - finding new models of care, which are affordable, shaping a single health and care system and working with partners to extend early intervention and prevention activities

- Safeguarding all vulnerable people and continuing to improve safeguarding practices -The Birmingham Adult Safeguarding Board will continue to raise awareness of safeguarding in the city, strengthen links with areas as community safety and domestic violence and involve service users in determining safeguarding outcomes

The Council has also funded the **TOPAZ** (The Older Peoples A to Z) project, which is being launched for older LGBT people. TOPAZ will consist of a befriending/peer mentoring service designed to reach out to older LGBT people 55+ who are in danger of becoming socially isolated and will offer support in a variety of ways including: help with shopping and to attend events and activities.³

Disability equality

Government statistics show that there are over 11 million disabled people in Britain based on the Equality Act definition of disability. The 2011 Census show that 107,380 (10%) of Birmingham residents provide unpaid care for someone with a disability. In Birmingham 21,679 residents are categorised as having long-term health problem or disability

² Birmingham City Council - Youth Unemployment Commission Report

³ Birmingham Wellbeing Centre – www.blgbt.org/

The Council places a high priority on protecting the most vulnerable people in the City and aims to open up opportunities to the most excluded. Two areas where this is reflected are:

Addressing special educational needs: One of the initiatives currently being developed which targets children and young people with special education needs is the Strategy for Special Educational Needs and Disabilities (SEND) - incorporating all aspects of a child's needs in one coherent plan, taking them through childhood to adulthood and aiming for the best future for every child. The Strategy is closely aligned to the Council's priority of tackling inequality, and follows an independent review of the existing arrangements. The Green paper for the SEND was agreed at Cabinet on 20 May 2013 and the draft strategy is due to go to Cabinet in June 2014.

Support and assistance for independent living through assistive technology: As part of the City Council's approach to enabling vulnerable and/or disabled people to live independent lives the Birmingham Telecare service provides a wide range of equipment and response mechanisms to individuals, their families and their carers to remain within their homes and participate in community life. Telecare aims to support 27,000 people by 2015.

The council also provides a 24-hour emergency service called Careline to help people keep their independence. The service is available to older people and anyone who feels vulnerable, has a disability or a medical need, and has who has a working telephone line in their home. In an emergency e.g. a fall or running out of urgent medication a person can press their pendant and it will immediately connect people with the Careline Contact Centre who in turn will contact the emergency services or other named responders to provide the appropriate assistance.

Gender Reassignment

LGBT – the 'Out and About' research conducted in 2011 – identified that there were, Trans people living in all districts of Birmingham and that most Trans people surveyed identified as female -72% with 22.2% identifying as male.

The Council is committed to the health and wellbeing of all its employees and recognises the need to handle the sensitive issue of Gender Re-assignment and support people through the process professionally, seamlessly and without prejudice. As such, a range of guidance has been developed to assist both managers' and staff.

Sexual Orientation equality

LGBT – the 'Out and About' research conducted in 2011 - estimated there are between 60-100,000 Lesbian, Gay, Bi-Sexual or Trans (LGBT) people living in Birmingham

The Council works closely with the LGBT community to understand and respond to the agenda around issues of sexual orientation. A key initiative for the LGBT community in Birmingham, which supports the Birmingham Health and Wellbeing Strategy, is the **Birmingham Health and Wellbeing Centre**. The Centre is run by Birmingham LGBT, and supported by the Big Lottery reaching communities strand and Birmingham City Council.

The Centre hosts and develops a range of services to meet the needs of Birmingham's diverse Lesbian, Gay, Bisexual & Trans communities. An example of the services is the leadership academy programme, which enables LGBT people to become empowered to play a part in decisions that affect their lives and challenge policies and processes on the basis of equality, inclusiveness, diversity and social justice. (Source: Birmingham Wellbeing Centre – <http://www.blgbt.org/>)

The annual **Birmingham Pride Festival** celebration also receives support from the council. The festival is uniquely the largest LGBT two day festival in the UK and is held annually in the Gay Village on Hurst Street, Birmingham, attracting an estimated 75,000 crowd in 2013.

Marriage & Civil Partnership equality

Marital Status: the largest marital status group in Birmingham was single (never married) group 344,818 (41.6%). This is an increase of 70,015 (5.5%) of the population. In 2001 the largest marital status group was married 302,595 (40.45%). In 2011 there has been a slight increase of 36,681 (0.6%)
Civil Partnership (a new legal partnership status) where a very small proportion of the total (0.2%) is registered in same-sex civil partnerships – 1,680 Birmingham counts⁴.

In Birmingham, our local Registrars perform all marriage and partnership ceremonies, and the Council is able to provide rooms, licensed by Civic Catering and approved by the Birmingham Register Office to carry out marriage and civil partnership ceremonies. During 2012, 232 notices of civil partnership have been taken and 82 civil partnership ceremonies have been registered.

Race Equality and Community Cohesion

The largest ethnic group in Birmingham was White British with 570,217 (53.1%). Other large groups include Pakistani (144,627, 13.5%) and Indian (64,621, 6.0%), while people defining themselves as Black Caribbean (47,641, 4.4%) have declined.

Birmingham is proud of its history as a city that welcomes people from all backgrounds. We recognise the significant contribution that the diversity of our population has made to our economic growth and prosperity. The Council has made real progress in pursuing a race equality agenda for the city. The

⁴ Census 2011 Report- First release findings - Corporate Research Team Customer Knowledge 2013

City's track record of strong community cohesion has been achieved, in part, by its long standing commitment to the equalities and diversity agenda, and its determination that this agenda should be at the heart of the city's activity rather than at the periphery.

We know from experience that actions and funding, aimed at addressing disadvantage by working with specific groups, may inadvertently add to inter-group tensions. The Council's **Community Cohesion Strategy**, our **Community Cohesion Forum** and the consultative **Community Networks** – were developed as mechanisms for engaging with communities on policy matters and issues affecting their communities, in order to reduce economic and social disadvantage – which is fundamental to progressing community cohesion.

Within Districts, we will provide support to increase the number and expand the constructive activity of **Neighbourhood Forums** across the city. Neighbourhood Forums are community groups run by and for local people. They consider matters that concern the residents and if appropriate raise them at the Ward Consultative Forum or District Committee.

Religion & Belief equality

Between 2001 and 2011 the percentage of Birmingham people affiliating themselves with the Christian religion declined by 14%, as did the category religion not stated. There has been a 70% increase in the number of people reporting themselves as having no religion. The proportion of people identifying themselves with the Muslim religion has grown by 67%

Birmingham is a city of particular religious diversity. Faith groups – maintaining their own distinct ethos – are renowned for working together to promote positive change and provide community services. The council has been proactive in working with faith groups to explore and prioritise religion, belief and community cohesion issues. Faith communities play a vital role in tackling poverty and disadvantage across Birmingham. The Council is working ever more closely with faith communities as part of our drive to deal with inequality and disadvantage.

The Council helps to ensure that it works closely with the various faiths organisations within the city is through the **Birmingham Faith Round Table**. This is a network of faith organisations representing faith groups in the city. In addition, the Council developed the **Birmingham Faith Map**, which is hosted online at www.Birminghamfaithmap.gov.uk. The Faith Map sets out places of worship or gathering within the City for those wishing to participate in Faith activities.

The **Birmingham Faith Leaders' Group** comprises leaders from the principal faiths in Birmingham. The Group provides advice to the council and acts as a consultative forum on local issues for local government. As well as holding discussion meetings on issues of common concern such as religious topics, social issues, promoting good community relations, making statements on current issues.⁵

⁵ West Midlands Faith Forum website - <http://www.wmfaithsforum.org.uk/home4/index.php/inter-faith-groups-mainmenu-47>

Sex equality

Birmingham's population numbers 1,073,045 of which 527, 806 are male and 545, 239 are female

The Council recognises the contribution that the diversity of our population has made to our economic growth and prosperity. We believe that it is important, both morally and economically, to accelerate the pace of change in the area of gender equality - advancing equality for women in this City.

Women's Hub - As part of the economic zones initiative the first phase of a Women's Enterprise Centre, to develop a new women's enterprise hub was launched. The hub will encourage business start ups and enterprises to help women into work, through the provision of a dedicated facility and tailored support to meet the needs of women looking to start and grow new businesses. A second phase of the programme has been approved.

3.1.2 A city that supports families and values children and young people

Our young people are the future of our city and it is right that we make it our top priority to address the challenges they are facing. Some initiatives being developed to achieve this were outlined previously. This work will be overseen by the Children's Strategic Partnership Board, which comprises senior representatives from appropriate agencies who have a strong commitment to deliver on the key priorities of the Children and Young People's Plan and to support the City Council in its improvement of services to children and families. The Children's Strategic Partnership Board, focuses on urgent joint actions to improve outcomes for children and young people, and works closely with the Birmingham Safeguarding Children Board on improving safeguarding and the Health and Wellbeing Board on addressing health and other inequalities.

As regards families, Birmingham has responded to the national Troubled Families programme through its 'Think Family' strategy, which is aimed at turning around the lives of more than 4,000 families in Birmingham. This will find new ways to deal with families that have persistent problems.

3.1.3 Health and Wellbeing

As required by the Health and Social Care Act 2012 a Health and Wellbeing Strategy was developed for Birmingham, which is managed through the Health and Wellbeing Board. The Health and Wellbeing Board is a new partnership with representatives from health, the council and the Local Involvement Network (LINK). The Board will work across organisations to improve the health and wellbeing of people living in Birmingham against three priority areas: **children, vulnerable people** and **resilience**.

3.2 A PROSPEROUS CITY

To help make Birmingham the Enterprise Capital of Britain and create a Green City and a Smart City that provides growth and jobs for all

During the year, Birmingham's profile has grown as we have focused on how to support local economic growth. As part of our plans for 2013/14, we intend to create opportunities for **social enterprise** to address issues of community cohesion and empowerment. As well, as introduce a social enterprise strand to '**Find it in Birmingham**' that will encourage purchasing and procurement with and between social enterprises.

The Council recognises its significant purchasing power, and we are determined to use this to achieve positive outcomes for the local economy and community. To achieve this we have developed a social value approach to commissioning and procurement. The **Birmingham Business Charter for Social Responsibility** is a set of guiding principles, which the council has adopted. The aim is to boost the local economy by maximising the social value the council obtains from its £1billion purchasing power by making that money work as hard as possible for the economic, social and environmental benefit of Birmingham's citizens.

As part of our future commissioning and procurement arrangements the Council will invite its contracted suppliers, the wider business community, other public sector bodies (including schools), and third sector organisations (including grant recipients), to adopt the Charter. Charter signatories support staff development and welfare and encouraged to adopt the **Birmingham Living Wage**.

One of the key commitments made by the leadership of the council last year was to work towards Birmingham being a **Smart City, smart public places**. That is a city that uses new technologies imaginatively to generate economic opportunities, improve mobility and public transport and become a greener place to live. It also means having smarter public services – using technology to help our wider vision of integrated services focused on people and places.

Our approach to becoming a smart city is founded on the idea of collaboration, openness and engagement between all those with a stake in the city - the public sector, third sector, private sector and academia and all of its people and communities.

The Smart City Roadmap has identified 3 key priorities that will enable the council to start to radically transform the way it designs and delivers its services through developing Smart Technologies and Places, Smart Citizens and a Smart Economy.

Under these priorities the council, working with the city's stakeholders will accelerate **digital** infrastructure and connectivity through wired and wireless technologies for businesses and citizens to ensure that they will be able to access services in ways that meet their changing needs.⁶

⁶ White Paper - Planning Birmingham's Future & Budget Consultation 2014-15

3.3 A DEMOCRATIC CITY

To deliver on our vision for devolution and localisation and to rebuild engagement in local democracy by putting local people and communities at the heart of everything we do

Much has been achieved on the localisation and devolution agenda, and as outlined in the Leaders' Policy Statement the council values the enormous contribution of active citizenship and voluntary work in our neighbourhoods and the knowledge and judgement of people when it comes to dealing with local issues. We are currently developing a new **Neighbourhood Framework** shaped by engagement with local communities and organisations across the city. The aim of the framework is to identify opportunities to allow individuals and organisations to shape their neighbourhoods that meet the needs of their local areas. Equally, the strategy will seek to tackle inequality and social exclusion to make Birmingham a socially inclusive city. It is proposed that the draft neighbourhood strategy will be presented to Cabinet in March 2014.

4. SECTION 4 – VALUING OUR PEOPLE

The Council cannot hope to deliver the aims outlined in the Leader's Policy Statement, and fulfil its responsibilities in responding to the equalities legislation without the support and whole hearted commitment of our staff. The Leader has affirmed the Council's commitment to the Fresh Start programme to provide more support to employees and to encourage commitment and performance. This is reflected through:

- (a) **Managers and Staff** – in addition to the information which we collect and publish in respect of our services and functions, as a Council we also collect and publish workforce information to effectively meet the general equality duty. This includes information in respect of workforce equality profiling; staff engagement etc.
- (b) **Policies, procedures and practices** – the council have developed a number of ways to support our employees and managers – giving everyone the tools to maximise their potential and provide the best services possible. This information is available through the intranet system 'People Solutions'. This resources is accessible to all managers and staff, and provides information on key employment policies and procedures.
- (c) **Employee Network Groups** – the council celebrates its employee diversity through three recognised Corporate Employee Network Groups (Corporate Black Workers Support Group (CBWSG); Disability Advisory Network (DAN) and the Lesbian Gay Bisexual Tran people (LGBT). The Employee Network Groups provide a framework to work with the City Council managers and their staff to identify and address inequality, support policy development and capacity building, to benefit employees and foster positive and productive working relationships

5. SECTION 5 – CONCLUDING REMARKS

As captured in the introduction the council's high level priorities are reflected in the Leader's Policy Statement, with delivery being achieved through the individual Directorate Business Plans and Strategies. This document does not therefore provide a full breakdown of all information gathered by the council for all its priority areas. It does however; provide some context of which reflects the Councils stated commitment of equalities. It also profiles some key initiatives, which meet the needs of those people who fall within one or more of the protected characteristics recognised by the Equality Act.

In addition, each service directorate of the Council publishes a range of information, which it collects in respect of equalities. This is demonstrated in their annually published equality information, which can be accessed alongside further information on the work of each service directorate by clicking on the relevant link below.

In order to obtain details of other initiatives that the council has prioritised we have provided links to where this information can be found and the source for the content of this report. This can be accessed by clicking on the relevant links below:

Corporate Strategies		
<u>Leaders Policy Statement 2013</u>	<u>White Paper Planning Birmingham's Future & Budget Consultation 2014 -15</u>	<u>Council Business Plan and Budget 2014+</u>
Directorate Publication of Information - 2014		
People <u>Children, Young People and Families</u> <u>Adults & Communities</u>	Place <u>Local Services</u>	Economy <u>Corporate Resources</u> <u>Development & Culture</u>
Key Strategies		
<u>Be Active</u>	<u>Be Heard and Be Involved</u>	<u>Birmingham LGBT</u>
<u>Business Charter for Social Responsibility</u>	District Needs Assessments	<u>Faith Map</u>
<u>Giving Hope Changing Lives</u>	Leaders' Policy Statement Implementation Plan	<u>Out & About – Mapping LGBT lives in Birmingham</u>
<u>Victims' Charter</u>	<u>Women's Enterprise Hubs</u>	