

## **BIRMINGHAM CITY COUNCIL – HIGH LEVEL ACTIONS** **ADDRESSING AREAS OF INEQUALITY**

### **Equality Act (2010)**

The Equality Act (2010) includes the duty for relevant public bodies, when exercising their functions, to have due regard to the need to:

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

In support of the general duty, the council must also:

- Publish equality information annually from January 2012
- Set and publish equality objectives, every four years from April 2012

### **Strategic Leadership and Vision**

The Council's, for Birmingham is

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

As summarised in the Leader's Policy Statement we must work together with the people of Birmingham to create a city that is:

**Fair** – Safety: People are safe, especially the most vulnerable; Wellbeing: All benefit from improved health and wellbeing and Poverty: Children and families will not live in poverty - Birmingham will be a "Living Wage City"

**Prosperous** – Education and skills: People will have the qualifications they need for work, including qualifications for school leavers and working age population skills; Youth: Young people will be in employment, training or education; Unemployment: No groups or areas will be blighted by high unemployment and Sustainability: Birmingham will be more environmentally sustainable

**Democratic** - Engagement and influence: Local people will be engaged in local democracy, and have more influence on local decisions

These principles are a clear statement of the council's commitment to social inclusion and equality by tackling inequalities.<sup>1</sup>

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<sup>1</sup> Council Business Plan and Budget 2014+

## **Council Business Plan 2014 - High Level Actions**

High-level actions identified by each directorate to deliver the council's business plan and achieve the council's vision are contained in Appendix 1B of the Council Business Plan 2014 - <http://www.birmingham.gov.uk/budgetviews>. The Business Plan takes forward the proposals in the [White Paper 'Planning Birmingham's Future and Budget Consultation 2014-15'](#).

All proposals within the Council Business Plan have been the subject of corporate consultation, as well as detailed consultation conducted by individual Directorates around their specific budget proposals. Views expressed during the corporate consultation have been fed into these individual directorate consultations.<sup>2</sup>

In 2012, Directorates identified specific equality objectives to deliver the council's high-level priorities. As the council continues to respond to the financial challenges it faces, and its changing structures, Directorates have reviewed and revised the objectives set. Individual Directorates will report on progress in meeting the high-level actions and the equality objectives they set through their directorate business plans – click here to go to the Council Business Plan - <http://www.birmingham.gov.uk/budgetviews>

This document provides a snapshot of some key initiatives being undertaken to deliver the high level actions. These initiatives also demonstrate some of the work being undertaken to meet the needs of those people who fall within one or more of the protected characteristics recognised by the Equality Act, and reflect the Council's priority commitment of tackling inequalities.

In order to obtain more specific details on these initiatives we have provided links within the tables to where this information can be found. In addition, each service directorate of the Council publishes a range of information that it collects in respect of equalities. Click [here](#) to access the annual published equality information "Equality Act Specific Duties 2014", alongside further equality information on the work of each service directorate.

**Please Note:** Some of the "links" to individual documents on the Democracy pages that are included in the following tables may be working intermittently. The "Links" to Democracy Pages provides access to Council's Committee Meetings: <http://www.birmingham.gov.uk/democracy>.

Service Birmingham is currently working with the software owners to resolve this issue. As a temporary solution may need to click on, some of the "Links" a couple of times before you are taken to the correct landing page.

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<sup>2</sup> Council Business Plan and Budget 2014 – Summary of Directorate Plans p137-152  
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## ECONOMY DIRECTORATE

**Bringing jobs to Birmingham and helping local people access them**

Supporting jobs and sustainable growth

Encouraging businesses in the city to make a wider contribution to the life of the city by making a commitment to the **Business Charter for Social Responsibility**

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement  Directorate and City Council Business Plan	Prosperous	Eliminate Discrimination  Advance Equality of Opportunity	In progress	<ul style="list-style-type: none"> <li>- Adopt the Birmingham <u>Business Charter for Social Responsibility</u> which aims to boost the local economy by maximising the social value that the council gets from its purchasing power. The Charter is a set of guiding principles to which Birmingham City Council (BCC) will adhere to and to which it invites its contracted suppliers, the wider business community, other public sector bodies (including schools) and third sector organisations (including grant recipients) to adopt.</li> <li>- Future commissioning and contracting decisions will take account of the six principles. The principles of the charter are: Local Employment, Buy Birmingham First, Partners in Communities, Good Employer, Green and Sustainable, Ethical Procurement</li> <li>- Charter signatories will create employment and training opportunities for local people (including people with disabilities) especially in target areas</li> </ul>

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
	Prosperous			- One of the six key principles of the charter to be followed by organisations adopting it is to be a good employer by supporting staff development and welfare and adopting the <a href="#">Living Wage</a> - to support more low-income families. Birmingham City Council is set to become the first local authority nationally to pay the Living Wage to externally-contracted care sector workers from October 2014. The council extended the Living Wage to cover agency staff, ensuring more employees than ever are now getting a fair day's pay for a fair day's work. (Weekly News 10/4/14)

Boost women's enterprise by providing the second phase of the **Women's Enterprise Hub** with business incubator units and a package of support to encourage start-ups and enterprises


Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Prosperous	Advance Equality of Opportunity	Second phase	In partnership with South and City College in Digbeth, create the <a href="#">Women's Enterprise Hub</a> . The Hub will provide support and training for women in textiles and Haute Couture at a variety of levels from entry to advanced skills. When they are at the point to start a business, the new Women's Enterprise Centre will help them become established within a commercial environment and with tailored wrap around business support. We will boost women's enterprise by providing the second phase of the <a href="#">Women's Enterprise Hub</a> with business incubator units and a package of support to encourage start-ups and enterprises – 2014

Continue to implement the recommendations of the **Birmingham Commission for Youth Unemployment**, through the **Youth Employment Partnership**, supporting more young people to access employment and training opportunities

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement  Directorate and City Council Business Plan	Prosperous	Advance Equality of Opportunity	In progress	<p>Bid for a "<a href="#">Tackling Youth Unemployment in Cities</a>" <a href="#">grant of £4 million</a> from the Cabinet Office, which if successful, could provide an employment support and job matching package for 18-24 year old unemployed residents across the GBSLEP area over 2 financial years (2013-14 and 2014-15) leading to job entries for young people.</p> <p>Launch the <a href="#">Birmingham Youth Unemployment Commission</a> – launched in August 2012 by the Leader of the Council, with the backing of Liam Byrne MP, Shadow Secretary of State for Work and Pensions; Brian Carr, Chief Executive of BVSC (Birmingham Voluntary Service Council); and Jas Bains, Chief Executive of Ashram Housing Association (2012). The Commission by working in partnership with other organizations can explore the most effectively way to address this difficult problem with the limited resources available. The first outcome of this process is the <a href="#">Birmingham Commission on Youth Unemployment report</a> and the recommendations that it makes. The report outlines the Council's Plan of Action (page 6) to:</p> <ul style="list-style-type: none"> <li>• To slash long-term youth unemployment</li> <li>• To make Birmingham's schools and colleges the best in the country at preparing young people for the world of work</li> <li>• To unite as a city in tackling youth unemployment, with more collaboration and more power devolved to a local level</li> </ul>

A city that supports families and values children and young people

Continue to support the employment needs of the City's care leavers by, completing and evaluating the current **Care Leaver Apprenticeship** programme. Through the Care Leavers Employment Charter, we will expand work placement and employment opportunities for Care Leavers and Looked After Young People.

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
<p>Leaders Policy Statement</p> <p>Directorate and City Council Business Plan</p>	<p>Fair</p>	<p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Leavers Charter – service in operation</p>	<p>Our vision for Birmingham is to drive economic growth through developing the skills of our residents and workforce, by raising the aspirations of young people in the city, ensuring quality of provision, building on the competency base of existing employees, and offering opportunities to workless residents. In the region of 15,000 young people in Birmingham are unemployed (as at March 2013) and tackling youth unemployment is one of the key priorities for the City Council. The <a href="#">Birmingham Apprenticeship Strategy</a> was launched as a way of supporting the work of the <a href="#">Birmingham Youth Unemployment Commission</a>. Expand the Care Leaders Apprenticeship scheme to provide more opportunities for young people leaving care.</p> <div style="text-align: center;">  <p>Birmingham Apprenticeship Strate</p> </div> <p>We also developed the <a href="#">BCC Employment Charter for Care leavers</a> - due to go to Cabinet in September 2014.</p> <p>The Children, Young People and Families 18+ Care Leavers Service provide support and resources to young people aged 18-21 who have been in local authority care. The Service works in partnership with city council departments such as Housing, and Development, to provide good quality services for young people, including access to safe and suitable places to live, and to opportunities in employment and training – click here to access the <a href="#">18+ Care Leavers Charter Standards</a> website information.</p>

Providing new homes

Implement a Housing Growth Plan for Birmingham and continue to develop new homes for rent and sale

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair Prosperous	Advance Equality of Opportunity	2015	<p><a href="#">‘Keeping Birmingham Building’</a>: continuing housing growth through Birmingham Municipal Housing Trust (BMHT) - building new council houses, improving existing council housing and procuring new repair and maintenance contracts for council housing.</p> <p>Implement a <a href="#">Housing Growth Plan for Birmingham</a> through the Birmingham Municipal Trust. This plan aims to build around 1000 new homes with 700 completion expected by 2015. The development of these new homes will also create local jobs in the construction industry</p> <p>The New <a href="#">Housing Allocation Policy</a> was agreed at the Cabinet meeting on 28 July 2014. This will aim to make sure housing is allocated in a fair and equitable way to meet those in the greatest housing need.</p> <p>Review the <a href="#">Homeless Strategy</a> in the coming year which will also deal with the most vulnerable households. Improve support for those who are homeless through improving our Homeless Centres and continue to implement the action plan on reducing the use of Bed and Breakfast accommodation.</p>

## PEOPLE DIRECTORATE

Supporting children, young people and families, helping disabled people, older people, education and public health  
**Safeguard all vulnerable people** and continue to improve safeguarding practice **and** support the **Children's Safeguarding & Adoption Board** in taking forward a robust approach to tackling the problem of child sexual exploitation

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement, Directorate and City Council Business Plan	Fair	Eliminate Discrimination  Foster Good Relations	In progress	<p>Following a number of reviews - INLOGOV, LGA, DfE/Le Grand and Ofsted, we are focused on how to make rapid progress in the four priority areas:</p> <ol style="list-style-type: none"> <li>1. To complete the formulation of an ambitious and credible single improvement plan that will guide all our efforts, not just for the next 12 months of Lord Warner's Commissioner-ship, but for a three-year period. In this way, we will ensure that we are planning the short term in the context of a longer term strategy, thereby future-proofing our improvement and transformation journey</li> <li>2. To review leadership capacity and capabilities and ensure that we have both leadership and managerial strength in sufficient depth to deliver our three year plan with confidence.</li> <li>3. To bottom out the important concern that we have unmet need, and therefore unmet demand, and ensure that our plan sets out clearly what actions will be needed to ensure that all children are properly identified, assessed and, as necessary, safeguarded.</li> <li>4. To underpin all the above with a medium term financial strategy that acts as a guarantor of future ability to deliver for children and young people.</li> </ol> <p>In addition we will raise our game in the way in which the Council champions and supports looked after children and we will develop more integrated approaches to how we work with all our partners in ways which improve our accountability to each other and to children.</p> <p>Reflected in the <a href="#">Children's Social Care Improvement Plan 2014-2017</a></p>





Support the work of the **Birmingham Education Partnership** with our universities and all schools to ensure that the education system promotes pupil achievement across the city with support services and with pathways through education and into work, including access to work experience, particularly for young people at risk of becoming Neither in Education, Employment or Training (NEET).

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement  Directorate and City Council Business Plan	Fair Prosperous Democratic	Advance Equality of opportunity	In progress	<p>Launched the <u>Birmingham Education Partnership</u> (BEP). BEP will :</p> <ul style="list-style-type: none"> <li>- Recognise all the strong partnerships that exist in the city: informal networks, formal groupings, the School Improvement Group, teaching School alliances and many other successful and emerging partnerships.</li> <li>- Work with all schools in the city, sharing expertise between schools and with partners such as universities and businesses (6/11/13)</li> <li>- Partner with the city council to ensure challenge and 'school to school' support is coordinated for all schools</li> <li>- Partner with the Birmingham Children's Safeguarding Board (BCSB) to ensure that schools have the right information to meet statutory responsibilities</li> <li>- Develop future partnerships with other sectors to benefit all Birmingham children</li> <li>- Provide a Quality Assurance service to schools</li> <li>- Be a focal point of brokering key services to schools. Economies of scale will enable us to commission support for schools to access, which meet their own school agenda without needing to buy into everything.</li> </ul> <p>The Council support the work of the BEP with our universities and all schools to ensure that the education system promotes pupil achievement across the city, including access to work experience, particularly for young people at risk of becoming Neither in Education, Employment or Training (NEET).<sup>3</sup></p>

<sup>3</sup> Council Business Plan 2014 p146

Develop a new **Special Educational Need and Disability (SEND) Strategy** incorporating all aspects of a child's needs in one coherent plan.

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair Prosperous Democratic	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	September 2014	<p><a href="#">SEND Green Paper</a>: The Special Educational Needs and Disability (SEND) strategy will make an important contribution to the City's over-arching vision of an inclusive city, and will be a key element of BCC's approach to supporting the needs of children and young people over the next five years. We want all Birmingham's children and young people, including those with SEND, to achieve against a single set of outcomes. We need to significantly improve educational achievement and equip all our children and young people with skills for the 21st Century, enabling them to become active participants in all aspects of City life.</p> <p> <a href="#">Green Paper: revised July 2013: this is the key consultation document</a></p> <p><a href="#">SEND Consultation</a>: Over 1000 people engaged in consultation events including children and young people and their families, professionals and politicians. The consultation included on-line questionnaires, presentations to large groups and corresponding paper questionnaires, facilitated workshops and classroom based lesson plans supported by an on-line survey. <a href="#">Analysis of the SEND Consultation</a></p> <p><b>SEND Way Forward:</b>  <a href="#">Way Forward Paper 05/12/13</a></p> <p>The <a href="#">Special Educational Needs Plan</a> is due to go to Cabinet in September 2014.</p>

Health and Wellbeing

Develop our proposals for the **Better Care Programme** in conjunction with NHS partners.

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair Prosperous Democratic	Eliminate Discrimination		<ul style="list-style-type: none"> <li>- Develop a <u>Charter for Public Health</u> - We will develop a number of standards which will lead to tangible benefits in wellbeing and can be used by others in the city, including how we use our assets and manage our people.</li> <li>- Drive quality improvements and end duplication through the <u>Better Care Programme</u>, pooling health and social care resources - as outlined in the Council Business Plan 2014 (p146)<sup>4</sup> and the Leaders' Policy Statement.</li> <li>- Establish a large scale pooled budget with three local NHS Clinical Commissioning Groups (Birmingham South Central, Birmingham Cross City and Sandwell and West Birmingham) for integrated Older Adult Social Care and health provision – through the Older Adults Integration Programme Group.</li> <li>- Commission a new service which supports people with serious <u>drug and alcohol</u> problems to get back to work</li> <li>- Change our <u>sexual health service</u> to ensure that people suffering from sexual violence or exploitation are identified and helped</li> </ul>

<sup>4</sup> Council Business Plan 2014 – p146

Deliver services to citizens who are assessed as having either '**substantial**' or '**critical**' unmet needs

Source	Leadership & Vision  Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair Prosperous Democratic	Eliminate Discrimination	Report implemented 16/12/2013	<p>“Social Care for Adults in Birmingham – A Fair Deal in Times of Austerity”</p> <p><u>Future Model – our proposal</u> The City Council is committed to delivering safe services to residents who have eligible unmet care or support needs. We are also committed to working with our partners (particularly the NHS, the voluntary sector, the local communities and local providers of care) to develop services for people that help them live as independently as possible with minimal interference. We will develop a fair system of social care where the resources that are offered relate to the level of assessed unmet eligible needs a person might have, taking account of the assessed financial contribution they will make towards the costs of their care.</p> <p>Social Care for Adults in Birmingham Public Report - <a href="#">A Fair Deal in Times of Austerity</a>”-16/12/2013 and associated documentation.</p>

## PLACE DIRECTORATE

Delivering localisation and clean, green and safe neighbourhoods

### Tackling Poverty and Deprivation

Financial Inclusion –continue to work with credit unions to help people manage their finances well; clamp down on loan sharks and companies providing unfair credit; and lobby for powers to limit the number of betting shops, as set out in the **Birmingham Fair Money Manifesto**. Develop a **debt advice, employment and job search offer** with the Department for Work and Pensions and the Council's Landlord Services Division for the unemployed members of households affected by welfare reform and housing benefit changes.

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement, Directorate and City Council Business Plan	Fair Prosperous Democratic	Eliminate Discrimination  Advance Equality of opportunity  Foster Good Relations	In progress	<p><u>Birmingham Fair Money campaign</u> – Birmingham's response to the prolific rise in high cost lending in the city, leading to the launch of the Fair Money Manifesto in December 2013. The campaign sets out the city's clear commitments to challenging high cost loans, helping people to tackle unaffordable debt and ensuring that Birmingham residents are able to access ethical financial services by calling for better regulation of high cost lenders. As well as supporting the expansion of credit unions, engaging with banks so that they widen their services to residents and seeking powers to allow the council to manage the growth and operation of high cost lenders.</p> <p>Cabinet Member for Social Exclusion and Equalities leads on the Council's response to the Welfare Reforms agenda. Update report on the <a href="#">Impact of Welfare Reforms</a> presented to Cabinet in December 2013. Further update provided in March as part of the Cabinet Member <a href="#">Annual Report Cabinet Member for Social Cohesion &amp; Equalities</a> (11/3/14 (page 3). Details of local welfare provision are available on the council's website at <a href="http://www.birmingham.gov.uk/lwp">http://www.birmingham.gov.uk/lwp</a></p>

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
				<p>Leaders of the participating local authorities have signed the <u>Birmingham Declaration on Social Inclusion</u>. The declaration states that, against a backdrop of public sector cuts, the task of creating more inclusive cities has moved beyond what local or national government can do on their own and that there is an urgent need to rally resources and expertise. By signing the declaration, participating authorities have agreed to:</p> <ul style="list-style-type: none"> <li>- Be part of the <a href="#">National Social Inclusion Network</a></li> <li>- Share learning and develop joint campaigning on key issues around social inclusion</li> <li>- Build a strong collective voice to articulate the arguments for social inclusion for all our communities across the country</li> <li>- Identify action that can be taken around issues of shared concern</li> </ul> <p>Set up a <u>Birmingham Child Poverty Commission</u> that will work with the city's schools, social care, health services and employers to tackle the poverty that blights the lives of a third of our children.</p>

A city that supports families and values children and young people

Source	Leadership & Vision  Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair Democratic Prosperous	Advance Equality of Opportunity  Eliminate Discrimination  Foster Good Relations	In progress	<p>Incorporate the <a href="#">Troubled Families Programme</a> into our early help duty to support the most vulnerable families in the city.</p> <p>We recognise that families presenting a complex mixture of problems require a supportive and co-ordinated approach to the needs of the whole of the family, recognising intensity and as a result have labelled this approach '<u>Think Family</u>'. A Think Family Board was established chaired by the Chief Executive and including the relevant Cabinet Members and Senior leads across BCC and partner agencies. It has developed a vision or way of working with families</p>

### Health and Wellbeing

We will **implement the Sports and Physical Activity Transformation Programme** which will help to reduce **childhood obesity** and help improve the wellbeing of the city's vulnerable children

Source	Leadership & Vision Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair	Advance Equality of Opportunity  Foster Good Relations	In progress	<p>The City Council is committed to tackling <a href="#">child obesity</a> and has approved a wide-ranging <a href="#">Child Obesity Strategy</a>. The Sport &amp; Physical activity services will be transformed across the City over the next 10 years. Key priorities:</p> <ol style="list-style-type: none"> <li>1. <u>Promote health and develop the prosperity</u> of our citizens through removing the barriers to sport and physical activity, especially those currently inactive and from the most deprived communities. Example of this is the Council's <a href="#">Be Active</a> initiative.</li> <li>2. <u>Develop high quality facilities</u> for national and international events as well as effectively manage as well as refurbish existing leisure and sport stock across the city, creating affordable and sustainable facility provision to meet current and future needs of residents.</li> <li>3. <u>Support and coordinate an excellence pathway</u> from participation of the inactive through to elite performance, working with National Governing Bodies to maximise an Olympic Legacy for the city.</li> </ol> <p><b>Sport and Physical Activity Review in Birmingham – <a href="#">Transformation of the Leisure Service Public Report</a> and associated documentation – Cabinet 16/12/2013</b></p>



Neighbourhood Strategy and Transforming Place

Develop a new **Neighbourhood Strategy 'Transforming Place'** in partnership with local communities that will focus on building networks of active residents and local democratic structures.

Source	Leadership & Vision  Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
Leaders Policy Statement,  Directorate and City Council Business Plan	Fair Democratic	Advance Equality of Opportunity  Foster Good Relations	In progress	<p>Empower people to shape their neighbourhood' - <u>Transforming Place is Birmingham's new neighbourhood strategy</u>. It sets out eight key building blocks to help support and develop neighbourhood working across the city: (a) Neighbourhood working to be locally designed and delivered; (b) Joined-up and better coordinated services; (c) Building social capital and supporting resident-led activity; (d) Bringing communities together; (e) Identifying and harnessing neighbourhood assets to benefit local communities; (f) Embedding neighbourhood working through city council districts; (g) Integrating a neighbourhood focus in city-wide plans and strategies (h) Sharing learning and information across neighbourhoods.</p> <p><u>Places of Welcome</u> – 17 active Places of Welcome across the City have been set up, and further 12 have expressed an interest in joining the network. Interactive website is being developed to map Places of Welcome with details of the activities they provide. A launch of the network is planned for September 2014.</p> <p>Implement the priorities identified by the Community Safety, Police and Crime Board, including key themes of <u>domestic violence, youth violence, mobilising communities, vulnerable people and business related crime</u></p>

Source	Leadership & Vision  Fair Prosperous Democratic	Equality Act Aims	Timeframe	What we will do
				Complete implementation of the <a href="#">Anti-Social Behaviour Strategy</a> and develop the “ <u>Community Safety and Anti-Social Behaviour Promise</u> ” to set standards and report to district committees on performance.

This Council Business Plan takes forward the proposals in the [White Paper 'Planning Birmingham's Future and Budget Consultation 2014-15'](#), and sets out the final 2014-15 budget. Individual Directorates will report on progress in meeting the relevant proposals through their directorate business plans. Further information on the Council Business Plan can be found on the council's website - <http://www.birmingham.gov.uk/budgetviews>