

Safer Stronger Communities Select Committee			
Report Title	Comprehensive Equalities Scheme (CES) - Annual Review 2010/11		
Key Decision	No		Item No.
Ward	All		
Contributors	Executive Director for Resources		
Class		Date: 31 March 2011	

1. Introduction

- 1.1 The Comprehensive Equalities Scheme (CES) was approved by Mayor & Cabinet in April 2008 to simplify and consolidate all equalities actions into one central document. It incorporates six equality schemes: Race, Disability, Gender, Sexual Orientation, Religion/Belief and Age. The CES runs over a period of three years (2008-11) and is supported by a series of equalities action plans.
- 1.2 This report documents progress against the Comprehensive Equality Scheme (CES) action plans between 2008-2011. As this is the last year of the CES in its current format, this report also provides some detail on 'what next for the CES'; taking into account the new statutory duties under the Equality Act 2010 and the new public sector equality duty.

2. Recommendations

- 2.1 The Safer Stronger Select Committee is invited to:
- note the progress made against the Comprehensive Equality Scheme (CES) action plans between 2008-2011;
 - note the new legal requirements under the Equality Act 2010 and the public sector equality duty and what this means for the new CES.

3. Policy Context

- 3.1 The CES is a key policy document that supports the Council's commitments outlined in 'Shaping our Future - Lewisham's Sustainable Community Strategy' (2008-2020) and specifically the commitment to Reducing Inequality – narrowing the gap in outcomes for citizens. The CES also underpins our corporate priorities in relation to community leadership and empowerment and inspiring efficiency, effectiveness and equity.
- 3.2 The CES has sought to consolidate all equalities actions from across existing strategies and plans. It has aligned the timeframes for review of the component Equality Schemes. This enables the monitoring of equalities actions to be carried out as a single process in conjunction with service planning.

4. Background

- 4.1 The CES was introduced in 2008 to simplify and consolidate all equalities actions into one central document. It incorporates six equality schemes: Race, Gender, Disability, Age,

Sexual orientation and Religion/Belief. The CES runs over a period of three years (2008-11) and is supported by a series of equalities action plans.

- 4.2 This report provides details of the third and final annual review of the CES. The annual review process enables robust monitoring of progress against equality actions, which is a statutory requirement for the Disability and Gender Equality Schemes (until the legalisation is repealed on the 6 April 2011 and the new public sector duty comes into force, which is part of the Equality Act 2010).
- 4.3 Last year, the annual review of the CES included progress against the Race, Disability, Gender, Sexual Orientation and Religion & Belief Equality Schemes action plans. This year, it has been expanded to incorporate progress against Age equality. Progress will not be given against individual actions, as actions for Age sit outside the CES in various strategies across the Council (for more detail see Appendix C - pg.8).
- 4.4 This report also provides some detail on the new public sector equality duty, which is part of the Equality Act 2010 and comes into effect on the 6 April 2011. This new equality legislation will be the key driver for the new CES, which is statutorily required to be in place by 6 April 2012.

5. Overall progress to date

- 5.1 In Year One of the CES (2008/09) there was a total of 382 equalities actions across the CES. In Year Two (2009/10) of the CES, the number of equalities actions under review increased from a total of 382 to 442. This was mainly due to the addition of new action plans for the Sexual Orientation and Religion/Belief Equality Schemes. In Year Three, the total number of equalities actions remained the same at 442.
- 5.2 Of the 442 equalities actions across the CES, in Year Three (the final year of the 2008-11 CES), 194 (44%) have now been completed, 244 (55%) are either ongoing or on-target for completion and only 4 (1%) have either not met their target or was not started or was started and subsequently stopped. For detail, on the four equalities actions that have not met their target, see Appendix A (pg.5).
- 5.3 For further detail on the progress against the total number of equalities actions by equalities strands for Year One, Year Two and Year Three, see Appendix B (pg.7). See Appendix C (pg.8) for progress on Age equality within Lewisham.
- 5.4 A number of examples of areas where good progress has been made over the last year in relation to equalities has been set out in Appendix D (pg.11)

6. What next for the CES? (Equality Act 2010 – Public Sector Equality Duty)

- 6.1 The Equality Bill received Royal Assent on 8th April 2010 with the majority of the Act becoming law in October 2010.
- 6.2 The Act aims to streamline the equalities laws within a single Act, which will help people to understand their rights and comply with the law. It also aims to strengthen the law in important ways to help tackle discrimination and inequality.
- 6.3 The new public sector equality duty, which is part of the Equality Act 2010, will come into effect on the 6 April 2011.
- 6.4 The new duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual

orientation. The duty also covers marriage and civil partnership with regard to eliminating discrimination.

6.5 In summary the public sector equality duty consists of a general duty and specific duties. The specific duties are designed to help public bodies meet the requirements of the general duty.

6.6 General duty – In summary those subject to the public sector equality duty must have ‘due regard’ to:

- Eliminate unlawful discrimination (direct, associative, perception and indirect), harassment, and victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

6.7 Specific duties – In summary those subject to the public sector equality duty must:

(1) Publish sufficient information to demonstrate its compliance with the general equality duty across its function by 31 July 2011 (and schools by 31 December 2011), and at least annually after that. The information to be published must include:

- information on the effect that their policies and practices have had on employees, service users and others from the protected groups;
- evidence of the analysis undertaken to establish whether their policies and practices will (or have) furthered the three equality aims in the general equality duty;
- details of the information used in that analysis, and
- details of engagement with people with an interest in the aims of the duty.

(2) Prepare and publish equality objectives by 6 April 2012 and at least every four years after that. The equality objectives must be:

- informed by the evidence and data that is published (by the 31 July);
- informed by engagement with people with an interest in the aims of the duty;
- specific, measurable and they should set out how progress towards the objectives will be measured;
- published in a reasonable accessible format, either as an individual document or as part of another report;
- publish details of their engagement in developing the equality objectives.

7. Conclusion

7.1 The CES was introduced in 2008 and comes to an end this year (2011). There are a total of 442 actions across the CES. In Year Three (the final year of the CES), out of a total of 442 equalities actions, 194 (44%) have been completed, 244 (55%) are either ongoing or on-target for completion and 4 (1%) have either not met their target or was not started or was started and subsequently stopped. Overall progress over the three years of the CES has been good with 99% of the equalities actions either being completed or either ongoing or on-target for completion.

7.2 Although the CES 2008-11 is due to come to an end, work is currently underway to develop a new approach to the CES to ensure it is in place by the statutory deadline of the 6 April 2012. The new CES will reflect the new requirements of the Equality Act 2010 and the public sector equality duty.

8. Legal Implications

- 8.1 Under the current legislation the Council has a statutory requirement to publish a Race, Disability and Gender Equality Scheme, which must be revised every 3 years. Also progress must be monitored and reported annually on both the Disability Equality Scheme and the Gender Equality Scheme. This must be at intervals of no more than one year, beginning with the date of publication of the last report (i.e. March 2010).
- 8.2 The current legislation outlined above is due to be repealed on the 6 April 2011 and the new public sector duty (pursuant to section 149 of the Equalities Act 2010,) is due to come into force. See section 6 within this report for detail on the new duties under the new public sector duty.

9. Financial Implications

- 9.1 The costs of delivering the Comprehensive Equalities Scheme and associated action plans has been contained within existing service budgets. The scheme therefore has no direct financial implications.

10. Environmental Implications

- 10.1 None to report.

11. Equalities Implications

- 11.1 The Annual Review of the CES has high relevance to equality and diversity. The CES incorporates all equalities actions within a single document with an aligned monitoring process. The Annual Review provides an overview of progress to date across the Race, Disability, Gender, Age, Sexual Orientation and Religion/Belief Equality Schemes.

12. Crime and Disorder Implications

- 12.1 Improving service design and delivery to achieve equality of outcomes for local people, (while promoting good relations between different groups in the community) will have a positive impact on matters such as community safety, crime and disorder, and community cohesion.

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Appendices

Appendix A – CES actions that are either not on target or the action was not started or the action was started and then dropped 2010/11 (2010/11) (pg.5)

Appendix B – Progress by equality strands for Year One, Year Two and Year Three (pg.7)

Appendix C – Age equality (pg.8)

Appendix D – Areas of good progress (pg.11)

Appendix A – CES actions that are either not on target or the action was not started or the action was started and then dropped 2010/11

- 1.1 **Develop, promote and provide Broadening Horizons Leisure Card allowing free access for children and young people who are refugees or Asylum Seekers to a range of arts, sport and leisure facilities in the borough.**
Project has ceased as part of the Phase 1 budget savings proposals (2011-2014).

- 1.2 **Support schools to improve attendance rates for Gypsy Roma Travellers: KS1 from 81% to 90%; KS2 from 64% to 80%; KS3 from 47% to 70%; KS4 from 45% to 60%**
In 2009/2010, there was a total number of 149 Gypsy Roma Traveller (GRT) children of statutory age residing in Lewisham. Of the 149, a total of 139 were on the school roll which is equivalent to 88%. Of the 139, the total number on the school roll for Key Stage (KS)1,2,3 & 4 was as follows:
KS1 – 26 (out of a total no of 28 known GRT children in Lewisham of this age)
KS2 – 44 (out of a total no of 45 known GRT children in Lewisham of this age)
KS3 – 35 (out of a total no of 39 known GRT children in Lewisham of this age)
KS4 – 18 (out of a total no of 26 known GRT children in Lewisham of this age)

In 2009/10, the performance rate for those GRT pupils at KS 1,2,3 & 4 who achieved more than 80% attendance was as follows:

KS1 82% (target 90%),
KS2 70% (target 80%),
KS3 50% (target 70%),
KS4 20% (target 60%).

The performance for GRT attendance for KS 1,2,3 & 4 is off target. However, due to the small number of GRT children on the school roll this can cause the attendance figures to be skewed.

GRT remain the lowest performing ethnic minority nationally in terms of educational attainment. This is due to the high mobility rate of GRT, in 2009/10 the mobility rate in Lewisham for GRT was recorded at 74%, which is 6 percentage points higher than 2008/09, when it was recorded at 68%. The high mobility of GRT can cause the attendance rate of GRT to vary greater between the years, as there is no consistent cohort to enable consistent evaluation of progress.

Traveller Education Service has done a lot of work with GRT families to improve attendance at school and also provide on going support for GRT children at school to help improve their attainment levels. Although the team is ceasing, this work will be continued through the continuation of a post and through the work of other services across the Directorate and by ensuring that support for GRT children is maintained in schools.

- 1.3 **Develop, promote and provide Broadening Horizons Leisure Card to enable free access for disabled children and young people to Libraries, Youth Clubs, Sports and Arts facilities in the borough.**
Project has ceased as part of the Phase 1 budget savings proposals (2011-2014).
- 1.4 **Opening Doors and the BAS to work to identify new premises allowing more space, better access and facilities for clients. These new premises should seek to be Disability Discrimination Act (DDA) compliant.**

Opening Doors will close in March 2011. The Business Advice Service will be going to tender in early 2011, so from April 2011 it is not yet possible to say where it will be based. The current service is located at 121 Lewisham High Street, first floor but the service runs training and business 1-2-1 advice from other venues when required.

Appendix B – Progress By Equality Strands for Year One, Year Two and Year Three

The tables below, detail the progress made by equality strands over the three years of the Comprehensive Equality Scheme.

Key:

★ Green - action complete

● Amber - action on target or ongoing action with no end date

▲ Red - action not on target or action not started or action started and then dropped

RES – Race Equality Scheme

DES – Disability Equality Scheme

GES – Gender Equality Scheme

SOES – Sexual Orientation Equality Scheme

RBES – Religion/Belief Equality Scheme

Crossing Cutting – Actions that may be across one or more of the Equality Schemes

Table 1 – Progress By Equality Strands Year One (2008/09)

Overall - progress against actions - Year One (2008/09)										
RAG Rating	RES		DES		GES		Cross-cutting		Total Actions by RAG Rating	
	No.	%	No.	%	No.	%	No.	%	No.	%
★	36	27%	51	31%	3	7%	0	0%	90	24%
●	82	63%	94	57%	38	91%	45	100%	259	67%
▲	9	7%	13	8%	0	0%	0	0%	22	6%
Missing data	4	3%	6	4%	1	2%	0	0%	11	3%
Total Actions by Scheme	131	34%	164	43%	42	11%	45	12%	382	100%

Table 2 Progress By Equality Strands Year Two (2009/10)

Overall - progress against actions - Year Two (2009/10)														
RAG Rating	RES		DES		GES		SOES		RBES		Cross-cutting		Total Actions by RAG Rating	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
★	52	40%	76	46%	9	21%	6	16%	0	0%	8	13%	151	34%
●	70	54%	85	52%	31	74%	30	81%	5	100%	56	87%	277	63%
▲	8	6%	3	2%	2	5%	1	3%	0	0%	0	0%	14	3%
Total Actions by Scheme	130	29%	164	37%	42	10%	37	8%	5	1%	64	15%	442	100%

Table 3 – Progress By Equality Strands Year Three (2010/11)

Overall - progress against actions - Year Three (2010/11)														
RAG Rating	RES		DES		GES		SOES		RBES		Cross-cutting		Total Actions by RAG Rating	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
★	65	50%	89	54%	15	36%	7	19%	2	40%	16	25%	194	44%
●	63	48%	73	45%	27	64%	30	81%	3	60%	48	75%	243	55%
▲	2	2%	2	1%	0	0%	0	0%	0	0%	0	0%	4	1%
Total Actions by Scheme	130	29%	164	37%	42	10%	37	8%	5	1%	64	15%	442	100%

Appendix C – Age Equality

- 1.1 An approach to monitoring progress against the Age Equality Scheme was agreed in 2009. It was agreed that progress would be reported against the Children and Young people plan and against the Ageing Well Strategy action plan. It was subsequently decided that rather than develop a new Ageing Well action plan, actions should be mainstreamed where appropriate into strategies and plans across the Council. Outlined below is detail on the progress against the Children and Young People plan and detail on how progress against the key issues relating to younger and older adults are being taken forward.

Children and Younger People:

- 1.2 **Background:**
Lewisham's Children and Young People's Plan 2009-12 (CYPP) is the overarching document which sets out the strategic aims for all agencies working with children and young people across the borough.
- 1.3 The CYPP is structured around the five national Every Child Matters outcomes: being healthy; staying safe; enjoying and achieving; making a positive contribution; and achieving economic well-being. There are a series of 24 priorities spread across these outcomes, which address specific issues identified in previous consultation and analysis. Each of these has associated targets and actions.
- 1.4 The Plan also outlines four key areas for impact, where partnership members need to act together to provide the underpinning basis for achievement of these priorities.
- 1.5 The Children and Young People's Strategic Partnership Board (CYPSPB) has the statutory duty to develop the plan and review it annually.
- 1.6 **Process for CYPP Review (2009/10)**
The first annual review of the CYPP took place in April 2010, with the next annual review to take place in April/May 2011.
- 1.7 The first review was conducted by officers in the Children and Young People's Directorate, working with colleagues in partner agencies. Consultation also took place with the Young Mayor and Young Advisors.
- 1.8 A draft review was circulated to all CYPSPB members for comment, with the final version going to the CYPSPB meeting in July 2010 for approval. The annual review document was also submitted to OFSTED as the self assessment for the annual rating of the Council's children's services.
- 1.9 **Findings from the CYPP Review (2009/10)** The review is intended to be a tool for the Council, partner agencies and CYPSPB as a whole in focusing and developing their work to improve outcomes for children and young people. As such, it is lengthy and to be used as a source document, rather than read cover to cover.
- 1.10 In overall terms, the review shows that while impact is being made, all the existing priorities remain relevant and critical to improving the lives and life chances of our children and young people. We have also used the review to check whether we need to add any further priorities to the plan to meet our 2012 objectives. The evidence shows that while performance in some individual areas has not improved as quickly as we would have liked, our impact plans in place to tackle these are covered by the priorities already in the plan.

- 1.11 However, in the current economic climate, a key challenge for 2010 -11 will be to maintain impact in the context of reducing resources. We have therefore added a more specific focus on “partnership efficiencies” to ensure we are true to our value that ‘all money is children’s money’.
- 1.12 The Council also has new duties under the Child Poverty Act 2010 which requires local authorities to have evidence based strategies in place to eradicate child poverty by 2020. Reducing child poverty is already a key area of impact for Lewisham and its partners and the CYPP contains actions to address this. We will continue to develop effective approaches to tackle this across the partnership, in conjunction with the Local Strategic Partnership’s work on economic development.
- 1.13 Specific areas where particularly good progress has been made in 2009/10 are set out below:
- (Being Healthy) Low birth weight babies – down from 8.5% in 2006 to 7.5%, exceeding our target and better than comparable authorities Breastfeeding – improvement in proportion of mothers breastfeeding, increased to 73%, from 61% in 2004/5, and better than our target.
 - (Staying Safe) Ofsted unannounced inspection of referral and assessment showed considerable strengths in our services including:
 - an effective, well resourced out of hours service;
 - a well established CAF which is utilised by the entire partnership;
 - engagement with families and children, which results in clear planning and provision of support;
 - a good recruitment and retention policy, which has resulted in very low numbers of agency staff in the service;
 - good training and development opportunities for our social workers;
 - equality and diversity issues are strongly reflected in casework; practice and planning 15% reduction in number of reported domestic violence cases between 2008/9 and 2009/10.
 - (Enjoy and Achieve) Closing achievement gaps – including or Black pupils, pupils on free school meals and at the Foundation Stage. For instance, the achievement gap for Black African pupils at GCSE was closed in 2009, with 53% of these pupils achieving 5+ GCSEs A*-C including English and Maths. Most Lewisham schools are rated as good or better by Ofsted, including 67% of primary schools and 69% of secondary schools. 99% of statements of special educational need completed within 26 weeks, up from 67% previously. Rapid increase in the number of disabled children receiving a short break, up to 775 in the final quarter of 2009/10 from 400 in second quarter.
 - (Positive Contribution) Increased participation by young people in decision making, including 53% turn-out in election for Young Mayor. The number of first time entrants to the youth justice system down from 521 in 2007/8 to 371 in 2008/9 (most recent published data).
 - (Economic Well-Being) Continuing reduction in 16-19 year olds Not in Education, Employment or Training (NEET) – down to continuing 4.6% in December 2009 Improvements in young people aged 19 with achievements at Level 2 and Level 3, up by 4.7% and 4.1% respectively in 2009. In both cases, this has considerably improved our position against comparable boroughs.
- 1.14 For further detail on the CYPP and the first annual review 2009/10, click [here](#).

Younger and Older adults within Lewisham

1.15 Adults 18 – 65 years old

Adults (18 – 65) year olds are clearly affected by the majority of the Council's activities, whether it be the equity of housing allocation or local efforts to reduce crime and the fear of crime. Across its services the Council ensures that all people, no matter their age, have equal access and equal opportunity to participate.

1.16 Adults 65+ years old

An Ageing Well Strategy previously set out the key priorities for older people in the borough. It is proposed that a new action plan should bring together all activities across the Council and its partners that will have a positive effect on older people. The new action plan will focus on creating the links and partnerships between Council Directorates to secure a more cohesive approach to respond to older people issues. This will be developed through the proposed new Positive Ageing Council.

1.17 The establishment of the Positive Ageing Council will be the catalyst to tackle issues for older people in the borough directly and its members will be able to influence and attend other boards to ensure that older people's views are represented and acted upon.

1.18 For the past five years, there has been a Cabinet member post for Older People. This post holder has championed the interests and needs of older people and has a sphere of influence which is cross-directorate. The post currently has responsibility for intergenerational links and the Positive Ageing Board (POB). Since the establishment of the post a number of key initiatives have been delivered with key aims including: to involve local older people in local decision making; to tackle age discrimination and inequality; to keep older people informed and to develop intergenerational links.

1.19 Some of the key initiatives currently in place within this area of work are:

- a) The Positive Ageing Board, which comprises some 20 – 30 older residents who meet on a regular basis to discuss policies and initiatives and to share good practice. The group does not at present have a 'formal' role within the council partnership board structures, and its members (other than the Cabinet Member for Older People) attend other partnership meetings on an ad hoc basis.
- b) The Lay Visitor Scheme which runs in partnership with Age Concern and enables older residents to volunteer their time as a peer lay visitor for those living full time in care homes.

1.20 Intergenerational DVD based on work with young people and older residents exploring both the benefits and issues of different generation working and living together.

Appendix D – Areas of Good Progress

1.1 Reduce health inequalities by reducing the number of babies born with low birth weight

Low birth weight babies – down from 8.5% in 2006 to 7.5%, exceeding our target and better than comparable authorities. University Hospital Lewisham (UHL) are successfully applying the low birth-weight pathway developed in 2008 which contributes to the achievement of this lower rate.

1.2 Raise educational standards to national levels and beyond for all children and close the gap for those at risk of poor outcomes

Our work to improve outcomes for Black pupils is leading to a significant closing of the gap at GCSE for both Black African and Black Caribbean pupils. Achievement levels at GCSE have also improved amongst pupils eligible for free school meals, closing the gap with overall achievement levels and bringing us into the top quartile nationally on this indicator. We have exceeded our target for reducing the gap between the 20% least well performing children at Foundation Stage and the remainder. We have ensured that collaboratives and federations of schools maximise the benefits of extended services and children's centres within their areas to provide targeted services to children and families.

1.3 Improve performance within Stonewall Workplace Equality Index

A submission for the Stonewall Workplace Equality Index 2011 was made in September 2010. The results show that there has been a 39 point overall improvement in our score since 2009. In 2011, Lewisham ranked 152 out of a total of 378 organisations participating. This places Lewisham in the top 40% of LGB friendly employers.

1.4 Monitor the contract with Pearl Linguistics to ensure that services delivered by them meet the needs of our customers

The Pearl Linguistics service is being used by all Directorates across the Council. In addition, the contract is also used by Lewisham Homes, Lewisham Hospital and over 10 Primary and Secondary schools across the Borough. A review of the contract is undertaken on a six-monthly basis. The results of the customer satisfaction survey that was undertaken during the summer of 2010 found that over 86% of users stated the service was excellent.

1.5 Review curriculum offer to ensure courses relevant to BME communities are offered

In 2009/10, Community Education Lewisham (CEL) offered English for Speakers of Other Languages (ESOL) at 6 different levels from pre-entry to level 2 to improve the language needs of its residents. There were over 600 enrolments for ESOL with the success rate (learners achieving their learning outcomes) of 81%, which was an increase of 24 percentage points (57%) from the previous year. Of the 600 enrolments, 44% of learners were new learners (in that they have not attended a CEL course in the previous 3 years). This highlights CEL's commitment to providing learning opportunities to both new and existing learners.

1.6 Ensuring venues used for local assemblies are accessible for Deaf and disabled people

A core consideration for the hosting of meetings is that all venues must be DDA compliant including clear, easy to read signage in place at the venue, along with directions. Where a venue has the loop system in place, these are used. A new PA system has been bought to improve acoustics at Local Assembly meetings and British Sign Language facilitators are available when requested, which is clearly advertised on publicity. Specialist support like type talk has been offered in publicity as well.

1.7 Continue to collect data and monitor trends in relation to child casualty rates and examine trends related to ethnicity and deprivation

In Lewisham over the last 10 years, the total number of all child casualties has fallen by 67%. Serious injuries has fallen by 80.5% with no recorded fatalities in the 2009 data. The figures indicate that there has been a decline in children from BME backgrounds being killed or seriously injured in road accidents.

1.8 Implement the Fostering Marketing Plan 2008/09 to increase the number of foster carers in Lewisham

Since January 2010, 419 enquiries have been received about fostering caring and 96 initial visits were carried out to potential carers. Following a necessary lead in period from April 2010, eight carers have been approved from a diverse range of ages, cultures and ethnicity.

1.9 Improve care planning arrangements for transition of children with disabilities

Lewisham continues to meet its target of 90% of children with disabilities aged 14+ with transition plans to support their move to Adult Services.

1.10 Increase the number of men using the GP Referral programme

The GP referral programme continues to be actively encouraged through sport and leisure activity. To date the programme has increased the number of men being referred by 28%, in the last year.