



**Brighton & Hove
City Council**

Working Towards An Equal City

**Brighton & Hove City Council's
Equalities & Inclusion Policy
2008-2011**

DRAFT

WORKING TOWARDS AN EQUAL CITY

Brighton & Hove City Council's Equalities & Inclusion Policy, 2008 – 2011

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I. Introduction

Our City is truly a place of unique character, culture and, perhaps most importantly, identity. We live here because we love it and because we value the things that make it unique and recognised internationally as one of the country's most distinct cities.

I believe the city is made up of a number of equally fascinating and unique stories about people. One of these stories is about striving to reach one's full potential, another is about striving to be recognised as equal rather than different, while the third is about seeking new opportunities. These individual stories are visible in the make up of our city and are played out constantly around those of us lucky enough to live here.

I believe that one of the most important things we can do in local government is to work to create a place that allows all of those individual stories to be realised. My vision for the City is to ensure we live in a place where people feel equal, valued and supported in realising their aspirations. As guardians of welfare and regulation, local government must be champions of equality and inclusion, set an example to follow and act as a leader within the community.

That is why this Inclusive Council Policy is so important. It explains what we mean by equality and inclusion, but much more importantly, it tells people what we are doing about it and how. It is the place where policies become actions and where commitments become reality. Rightly, it is an ambitious programme and it will make our jobs in local government more challenging, but it is also the reason why many of us work for the City and they are goals that all of us share.

I am proud to give the Inclusive Council policy my full support and thank all of you for your work to date and for your continued commitment to putting diversity and inclusion at the heart of our City.

Brian Oxley
Leader of the Council

2. The purpose of this policy

- 2.1. “Working Towards an Equal City” is the council’s over-arching strategy and programme of action to guide our approaches to equality, diversity and inclusion. This is the second policy (the last policy – *The Inclusive Council* – covering 2004-2007) and it builds upon the City’s shared experiences and lessons learnt in the past 4 years. The policy describes our achievements and our plans going forward for the period between 2008 and 2011.
- 2.2. Over the past four years both national and local priorities relating to equalities have changed and this policy is the council’s response to some of these changes. Specifically, it provides a robust and practical plan of how we will work, both independently and with our partners, towards achieving our goals for improving the lives of the City’s residents through reducing the inequality that can be experienced by some of our vulnerable communities.
- 2.4 This policy sits alongside a number of other council strategic policies including the:
- Local Area Agreement 2008-2011
 - Sustainable Communities Strategy
 - Local Development Framework
 - Neighbourhood Renewal Strategy 2002-2010
 - Children & Young People’s Plan 2006-2009
 - Brighton & Hove City Employment & Skills Plan 2007-2011
 - Housing Strategy 2008-2013

3. Understanding inequality & inclusion

- 3.1. What do we mean by equality and inequality? In his introductory speech at the launch of the Equality & Human Rights Commission (EHRC), the new chairman, Trevor Phillips, described equality as being based on fairness and freedom.

“Whether or not we are equal can be measured firstly, by whether we have what we need to lead a successful, flourishing life and secondly, by our ability to be authentically ourselves – true to ourselves – regardless of how we may differ from others.”

- 3.2. For the purposes of this document we shall adopt this definition, which we believe is inclusive and incorporates all human rights freedoms. A description of what we understand our duties to be under this definition can be found in the EHRC’s 10 Dimensions of Equality, namely¹:

- **Longevity**, including avoiding premature mortality
- **Physical Security**, including freedom from violence and physical and sexual abuse
- **Health**, including both well-being and access to high quality healthcare
- **Education**, including both being able to be creative, to acquire skills and qualifications and having access to training and life long learning
- **Standard of living** including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport
- **Productive and valued activities**, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others
- **Individual, family and social life**, including self-development, having independence and equality in relationships and marriage
- **Participation, influence and voice**, including participation in decision-making and democratic life
- **Identity, expression and self respect**, including freedom of belief and religion
- **Legal security**, including equality and non-discrimination before the law and equal treatment within the criminal justice system

- 3.3. The way we meet our duties is monitored by the EHRC who has specific powers to:
- promote good practice and provide information and guidance to public authorities
 - promote good relations between communities and community cohesion
 - extend the current role of the CRE with regard to race and faith communities
 - supporting local projects through the Race Equality Councils and other bodies
 - review the effectiveness and adequacy of legislation
 - be a centre of expertise and conduct training and educational outreach activities and be a resource for public bodies
 - support innovative projects that involve organisations working in partnership across more than one equality area
 - promote gender equality
 - promote equality of people with disabilities

¹ *Fairness and Freedom: The Final Report of the Equalities Review*. EHRC 2007.

3.4. Key groups affected by our duties can be found below:

Equality Target Groups	Social Inclusion Target Groups
<ul style="list-style-type: none"> • Women • Black and minority ethnic people • Disabled people • Faith groups • Lesbians • Gay men • Bi-sexuals • Trans people • Children • Young people • Older people 	<ul style="list-style-type: none"> • Homeless people • Unemployed people • People employed on a part-time, temporary or casual basis • Travellers • Lone parents • People with caring responsibilities • People with mental health needs • People with drug and alcohol problems • People with HIV • Refugees • Asylum seekers • Ex – offenders & People with unrelated convictions

4. Understanding our community

- 4.1. During 2007 the council undertook the Reducing Inequality Review to help us understand more about the people within the City, the inequality they experience and the underlying reasons for these inequalities. The research was undertaken by Oxford Consultants for Social Inclusion (OCSI) and EDuce Ltd has provided us with very detailed information on the City, its communities and its area-by-area characteristics.
- 4.2. The research told us that, on the most recent information, over a quarter of a million people living in Brighton and Hove (255,000)². When compared with the average across the South-East the City has a relatively large working age population and slightly below average levels of both children and older people.
- 4.3. The City has experienced population growth of around 5% in the ten years between 1996 and 2005. This is faster than the average seen across the South East (4.5%) and England as a whole (4%) over the same period. Population growth is mainly driven by increases in the 35-44 year old age groups and a decline in those over 65.
- 4.4. The most recent information we have about the ethnic make up of the City is from the 2001 census which estimated that there were just over 14,200 people from non-white ethnic groups across Brighton and Hove, or 5.7% of the population. While this is slightly above the regional average (4.9%) it is well below the average for England (9.1%). Indians are the largest BME group (2,100) followed by Black Africans (1,400), Chinese (1,300) and Bangladeshis (975).
- 4.5. However, the population profile of the City is changing:
 - 15% of the City's residents were born outside England - well above national levels
 - BME groups were estimated to have increased in size by 35% over the period 2001 to 2004 (against a national increase of 13%)
 - 20% of all new births in 2005 were to mothers born outside the UK
- 4.6. The City ranks in the top 10 local authorities across England in terms of the numbers of migrant workers with 5,000 national insurance number registrations from overseas workers in 2005 alone (20% of this group were from Poland).
- 4.7. Other significant groups across the City include:
 - An estimated 35,000 people from LGBT (Lesbian, Gay, Bisexual & Transgender) groups and 2,600 same sex households
 - More than 20,000 full-time students
 - More than 13,000 children living in lone parent households
 - Nearly 900 registered homeless households - one of the largest in the country
- 4.8. The City also contains some of the most deprived areas across the country. On the standard Index of Multiple Deprivation 2004 (IMD 2004), the City is the second most deprived district in the South-East, after Hastings.
- 4.9. Although unemployment claimant rates have dropped significantly from historic highs in the 1990s, more than 17,500 people across the City continue to receive workless benefits. Unemployment levels are as much as 50% higher among BME groups and the majority of lone parents live in the most deprived parts of the City.

² ONS mid-year estimates, 2005.

- 4.10. A key finding of the research is that the large number of people experiencing multiple disadvantages. Nearly 1,500 households are identified as experiencing a combination of employment, education, health or housing inequality. Approximately 11,000 children (23%) across Brighton and Hove live in households where all the adults present in the household are out of work. This is well above regional (15%) and national (20%) averages.
- 4.11. As well as significant deprivation, the City has a large LGBT community. In 2007 a survey of 819 people from the City's LGBT community was conducted by the University of Brighton in partnership with Spectrum³. The research also included in-depth work with 20 focus groups. Findings indicated that within the City's LGBT community:
- 74% thought the City was a good place to live
 - 90% had attended Brighton's Pride festival
 - 39% live with their same-sex partners
 - 21% had been homeless at some time
 - 28% of parents said their children were bullied
 - 73% had experienced some form of LGBT hate crime
 - 23% had serious thoughts of suicide within the past 5 years and of these, 26% had attempted suicide
 - 33% were uncomfortable with using mainstream services
- 4.12 The most detailed information we have on faith and religion comes from the 2001 census. This showed that over a quarter of the population of the City stated that they had no religion, the second highest percentage of any authority in England & Wales. Nearly three fifths (59%) of the population stated that they were Christian, significantly lower than the South East average of 72.7% and 1.36% of the population was Jewish, slightly higher than average. The City has a smaller than average Muslim population at around 1.47% and the highest Buddhist population in the South East (0.7%).
- 4.13 In summary, our community is diverse with a relatively small number of people from BME communities and a relatively large LGBT community. There is a significant, and increasing, amount of deprivation in the City and a very significant number of people in this category are experiencing more than one form of disadvantage. To respond to these challenges our policies need to be wide ranging, address issues of inclusion as well as all types of discrimination and need to be submitted to regular review, to ensure we stay abreast with the rapidly changing profile of the City.

³ *Count me in too*, Spectrum, 2007.

5. National duties & responsibilities

- 5.1. As well as responding to the needs of our community, as a regulatory authority we must meet statutory responsibilities and apply and uphold legal minimums. Specifically, these are:
- The Disability Equality Duty
 - The Gender Equality Duty
 - The Race Equality Duty
- 5.2. They compel all local authorities to produce a Gender Equality Scheme, a Race Equality Scheme and meet a series of requirements as an employer and service provider⁴. Furthermore, we are required to review the impact of all our policies to ensure that they are fair and promote equality. A breakdown of some of the council's activities under each duty heading can be found in Appendix One.
- 5.3. Recent changes in legislation relating to equalities has made the review of the Inclusive Council Policy timely. The following areas are either new protections or where duties have been extended:
- Employment Act (2006) created new protections on the grounds of faith, sexual orientation and age in the areas of employment and access to services
 - Race Relations Amendment Act (2000) created new responsibilities for local government in dealing with racism and promoting positive race relations
 - Equalities Act (2006) brought together human rights and equalities of opportunity under one piece of legislation to be overseen by the EHRC.
- 5.4. There have also been significant changes to our regulators. The Equal Opportunities Commission has been merged with the Commission for Racial Equality and Disability Rights Commission and become the Equality and Human Rights Commission (EHRC) and the Audit Commission has taken on a wider inspection remit, reducing the overall number of inspectorates⁵.
- 5.5. We are still subject to regular inspection, but are now judged on fewer but wider reaching performance measures. Greater emphasis is now placed on the perceptions of our community on how well we are delivering our services and on the way we involve them in decisions relating to those services (more detail on how we are achieving in key areas can be found in sections 8 – 10).

⁴ Copies of both the RES and GES can be obtained from the Equalities Team 01273 291 577

⁵ See also Fairness for All: A new Commission for Equalities & Human, White Paper.

6. Partnerships, consultation & community engagement

- 6.1. The key to delivering a wide range of services that meet the needs of some of the most vulnerable parts of our community is to understand that we cannot do this in isolation. We recognise that others understand parts of the community better than we do and are better equipped to reach some of our 'harder to reach' groups and individuals. The way we respond to this challenge is to consult on the services we develop, engage with the communities they are designed to serve and deliver them in partnership with people who are best placed to provide them.
- 6.2. Some of the council-led partnerships that operate across the City include:
- 2020 Community Partnership (or Local Strategic Partnership, or LSP)
 - Public Service Board
 - Children & Young People's Trust
 - Sussex Improvement Partnership
 - Community Safety Partnership
- 6.3. We have learned that effective consultation can lead to better decision-making and more effective and accessible services. We ensure that both council and partner plans are communicated and consulted upon through a local COMPACT with the Community and Voluntary Sector. This provides an over-arching framework for all of our partnership working arrangements. The COMPACT's aims and objectives are:
- Improve communication, common understanding, collaboration, trust and respect between the Community and Voluntary Sector and the Statutory Sector.
 - Set a framework for effective consultation, representation and partnership working including agreeing definitions, shared values and joint and distinct undertakings.
 - Set out the principles for developing working relationships between the Community and Voluntary Sector and the Statutory Sector.
- 6.4. Partners currently signed up to the Brighton & Hove Compact include:
- Brighton & Hove City Primary Care Trust
 - Brighton & Hove Community and Voluntary Sector Forum (CVSF)
 - Brighton and Sussex University Hospitals NHS Trust
 - Community University Partnership Project, University of Brighton
 - Connexions Sussex
 - East Sussex Fire Brigade
 - Government Office of the South East
 - South Downs Health NHS Trust
 - Sussex Learning and Skills Council
 - Sussex Police
 - Sussex Probation
 - 2020 Community Partnership (the LSP)
- 6.5. Community engagement is formally managed through the Local Strategic Partnership (LSP). Wider community and voluntary sector engagement is supported through a number of bodies such as the Community and Voluntary Sector Forum. The council also supports the community and voluntary sector through a number of funding streams (these are detailed further in section 7).

- 6.6. We monitor engagement through a variety of means including surveys, feedback from forums and directly via our services. Engagement and dialogue are key to ensuring we maintain equality of access and fairness in service provision.
- 6.7. Examples of our leading engagement mechanisms include:
- Inequalities Review
 - Local Area Agreement
 - Citizen's Panel
 - Sussex Community Internet Project

Consultation is:

- A two way process
- A dialogue
- A gathering of views and opinions with a view to making a decision
- Being responsive

Consultation is not:

- A one way process
- Informing people about what we are going to do or what we have already decided

Consultation is asking, not telling

Consultation can:

- Increase the awareness of the public about issues and enable them to influence decisions and find solutions.
- Increase public understanding of the competing demands on council resources and the level of services they can expect
- Lead to public ownership of decisions
- Help councils design and deliver the services that people want, when and how they need them
- Help people reach consensus and help communities and councils avoid conflict
- Demonstrate the responsiveness of the council and increase people's confidence in officers and members.
- It can assist the council in monitoring its performance and in identifying areas for improvement
- Increase long term cost effectiveness

- 6.8. Our approach to consultation can be found in the council's Consultation Framework which has been developed to promote and embed best practice standards. The implementation of the Framework is overseen by a steering group. This has recently been reviewed and will be tested in leading service areas before being rolled out and applied across the council.
- 6.9. The council's Consultation Framework outlines our commitment to:
- Consult in a fair and open manner
 - Be clear about why we are consulting and who with
 - Report on the outcome of our consultations
 - Be clear about when decisions we have made
 - Monitor and evaluate our decisions
 - Promote dialogue as a part of the council's commitment to improving democratic engagement and building community cohesion
- 6.10. We believe consultation is fundamental to strong community leadership by building strong networks and developing our understanding which will in turn lead to more realistic target setting and external scrutiny of our performance. It will also foster the development of good local intelligence about the City, our communities and their needs.

Equalities Forum

- 6.11. In addition to having robust mechanisms for consulting and engaging our communities on all aspects of policy and service planning, the council holds regular public meetings specifically to oversee its work on key equalities initiatives. Made up of councillors and representatives from communities of interest, the Equalities Forum meets quarterly to consider recent research, new policy developments and monitoring reports on equalities targets. The Forum is chaired by the Leader of the council. While it has no formal decision-making powers, it is the council's main debating and consultation mechanism for agreeing and progressing work with our communities and partners on equalities.
- 6.12. In the interest of increasing and extending representation, the role and terms of reference of the Equalities Forum will be reviewed in coming months as part of a wider review of the council's constitutional arrangements.

7. The council as a community leader

Achievements & Outcomes

- 7.1. We are learning, through our consultations and research that the issues that drive inequality are extremely complex. Sometimes they derive from economic and educational factors, or they may be linked to a person's ethnicity, faith or sexual orientation. What is clear is that community cohesion lies at the heart of what makes a safe and strong community and is therefore a vital part of the work of the council. Our duties include providing community leadership and to positively promote race equality and community cohesion [RR[A]A 2000]. This section explains our approach to community leadership, outlines some of the work we have done and points to some of our priorities going forward.
- 7.2. As stated earlier, the way in which the council promotes community cohesion and its role as a community leader is through the Local Strategic Partnership (LSP). The main work of the LSP is detailed in the 2020 Community Partnership (2020 CP). It continues to oversee the development and implementation of a refreshed Sustainable Community Strategy as well as set out our future priorities and actions.
- 7.3. The Public Service Board sits alongside the LSP and is the main forum for the council and its partners to work together on joint and national priorities. It has members from the Primary Care Trust, the acute hospital, the Police and business leaders, and is convened regularly to oversee delivery of the Local Area Agreement (LAA). It hears reports on progress against priorities regularly through the Public Service Board which is chaired by the Leader of the council. Additional reporting is done through the Equalities Forum as events and initiatives are progressed.
- 7.4. The priority themes for the LAA are:
- Promoting enterprise and learning
 - Reducing crime and improving safety
 - Improving health and well-being
 - Strengthening communities and involving people
 - Improving housing affordability
 - Promoting resource efficiency and enhancing the environment
 - Promoting sustainable transport
 - Providing quality service
- 7.5. Examples of areas where we would expect to see measurable improvement against these priority themes include work opportunities for people over 50, reduced overall levels of economic disadvantage, reduced anti-social behaviour and improved services for older people. LAA targets are measured and monitored regularly and reported to senior managers and members on a quarterly frequency.
- 7.6. As the leading provider of services in the community, the council is engaged in an extensive range of initiatives targeted at those areas where support is needed to drive improvement or where or most vulnerable people are concentrated. We are recognised as a beacon for our partnership work and have seen some real improvements in recent years, particularly for promoting economic development, community safety and other quality of life improvements across the City.

- 7.7. Another area where the community would see the work of the council positively impacting on the local area is through the many grant funded schemes we administer in partnership with the community and voluntary sectors. For example, in the 4 years between 2004 and 2007, the council has overseen almost £700k of grants funding to promote employment in the City. In addition, significant funding is supplied through schemes where the community and voluntary sectors are supported by the council in delivering services themselves.
- 7.8. For example, the East Brighton Community Safety Team works on a multi-agency, targeted basis to support some of our most vulnerable residents. The Brighton & Hove Housing Partnership has signed up to a joint protocol with the police on tackling community safety issues. We worked with the Women's Refuge Project and Hyde Housing to develop new safe accommodation for women fleeing domestic violence in Brighton & Hove and Adur, as part of our work to support victims to stay in their homes.
- 7.9. The past 12 months has seen a number of successful community of interest events delivered either by or with the support of the council. Examples include Holocaust Memorial Day, in association with the University of Sussex, Refugee Week, UN Day of the Disabled Persons, World Aids Day and the bicentenary of the abolition of slavery. In addition, the council continues to actively support the City's internationally renown gay Pride event which continues to grow year on year.
- 7.10. However, we have learned through our recent research and consultations that tackling disadvantage remains extremely challenging and many of our initiatives are not adequately reaching the most deprived parts of our community.

Future Plans

- 7.11. Going forward we will need to reflect on the complex messages coming from (Phase Two) the Inequalities Review, and what it is telling us about the impact our interventions and services are having on the lives of the most disadvantaged people in the City. We will use this information to develop evidence based plans which will better meet the needs of those experiencing multiple deprivation. We continue to promote inclusion and cohesion and tackle inequality across the City and the way we will do this will be through the work of LAA and our service plans.
- 7.12. Our other workstreams are centred on improving our own performance in those areas important to us as an employer and exemplar of good practice. This has led to the creation of a dedicated Equalities Team within the Improvement & Organisational Development Division to take forward our leading objectives in this area which include:
- Improved score on the Equalities Standard measure
 - Improved equalities training for all managers and front-line staff
 - Improvement in the number of BME staff and managers employed by the council
 - Strong partnership working with our communities of interest to promote awareness and understanding of disadvantage across the City
- 7.13. As mentioned earlier, we will also look at the way we promote and consult on our equalities work by reviewing the composition and terms of reference of the Equalities Forum. While this will be made necessary by a wider review of constitutional arrangements within the council, the review will also provide an excellent opportunity to challenge our current approach to engagement and consultation.

8. Inclusive & accessible services

Achievements & Outcomes

- 8.1. As outlined earlier, our Consultation Framework is the leading mechanism through which we ensure key parts of our community are engaged in planning and reviewing our services, including their fairness and accessibility. Our most recent Audit Commission inspections tell us that we continue to provide good services that meet the needs of most of the community. We have undertaken equality impact assessments in a number of our policy areas and will be working towards full completion of EIAs for all council policies by 2008. EIAs also ensure we address our responsibilities under new disability, gender and age legislation.
- 8.2. We have embedded equality objectives for each of our teams into our business planning processes contained on the council's team planning database. Additionally, services are required to monitor service usage by gender, race, sexual orientation, age and disability and reflect our commitment to achieving equality of outcomes for all. For example, our Children's and Young People's Strategy states that its key priority is to provide a service where all children and young people are:
 - valued equally
 - treated with respect
 - given equal opportunities, and
 - celebrated for their diversity
- 8.3. We also promote equality through our purchasing and procurement processes. This ensures we apply processes that are fair and transparent while promoting equality of opportunity and value for money. Specifically, we do this through:
 - *Our procurement function and policy/strategy* – how we meet the duties to promote equality in procuring goods, works, and services: and
 - *Contracts for the provision of goods, works and services* – how we meet the duties to promote race, gender, disability equality in planning, tendering and awarding particular contracts
- 8.4. More detail on our procurement duties, including actions to meet the Equality Standard, can be found in the Corporate Procurement Strategy. This sets out our commitment for delivering services that are effective, appropriate and fair and that do not discriminate. The council's corporate procurement team oversees this function and is responsible for ensuring all contractors meet equality targets.
- 8.5. We monitor the impact of these processes and the quality of our services through our user surveys, consultations, complaints procedures and review regularly. For example, as part of its review of Cityparks, City Clean conducted a rapid impact assessment of its current service delivery and continues to report findings and progress to its departmental equalities group.
- 8.6. We have improved access to our services. Physical access for disabled people and staff was reviewed through a Disability Discrimination Act audit of our buildings. This work is ongoing and in the areas where we have already improved access it has allowed us to be more flexible in meeting the needs of different communities.
- 8.7. Our Culture service undertook targeted marketing to minority groups and extended audio facilities, audited venue accessibility and reviewed the equalities resources available within our libraries stock. We utilise ICT and the internet to increase access to services for

disabled people and we continue to monitor access to all of our cultural services on equalities indicators.

- 8.8. Our other key duties relating to the delivery of accessible services can be found within the Race Equality Scheme 2006-2009, the Disability Equality Scheme 2007-2010 and the Gender Equality Scheme 2007-2010. Within these we state not only what our duties are, but how we will meet them and also how we intend to promote equal opportunities and eliminate discrimination and harassment.

Future Plans

- 8.9. All departments have set out their commitment for improving services going forward in their individual departmental plans and in these are monitored in regular progress reports to the Equalities Forums.
- 8.10. Secondly, we shall use the information from Phase Two of the Reducing Inequality Review to develop a major action plan for consideration by the Equalities Forum.

9. The council as a model employer

Achievements & Outcomes

- 9.1. We approach our role as an employer in three ways:
 - By ensuring we attract and retain excellent staff by setting standards of excellence in our employment practices
 - As model of good practice in the way we manage diversity, and
 - In our capacity as the largest employer in the City and contributor to the local economy
- 9.2. Much has been achieved over the three year period of the first Inclusive Council Policy. To help promote a better work-life balance the council has introduced a flexible working and childcare policies. We have reviewed our bullying and harassment policies to better represent the interests of women and minority groups.
- 9.3. We promote the importance of equality across the organisation through our champions and by recognising and rewarding good practice. For example, the Environment directorate carried out extensive training of all its managers and front line staff on equalities issues and evaluated this through detailed impact assessments. The corporate induction process for the council's new starters promotes knowledge sharing and networking, we have a leadership programme that promotes 'inclusive management' and a coaching and mentoring programme targeted at women, disabled and BME staff.
- 9.4. During 2006 we conducted drama-based diversity awareness training with 255 senior managers from across the council. These were live drama workshops with professional actors to get managers thinking and talking about how they promote equality and diversity in their work and with their teams. The work will feed in to key themes within the council's learning and development and diversity planning.
- 9.5. We are conducting an equal pay audit to examine to what extent our pay structure may discriminate against key diversity groups. This will inform our new pay structure and the development of an equal pay policy for the council.
- 9.6. We have increased our visibility on recruitment this year by developing and using the diverse city logo on our advertisements. We have also attended several high profile recruitment events locally and nationally to promote Brighton as an inclusive employer. There have also been a number of service-led initiatives to increase the representation of BME staff within the council. For example, the Planning service successfully developed a PATH scheme using 'positive action' to increase the number of BME staff at senior manager level.
- 9.7. The impact of our policies is monitored by the Equalities Steering Group, made up of representatives from all departments and through feedback from staff via regular staff surveys, trade union consultations and exit interviews, including equality checks. We monitor our success in relation to other aspects of employment including directional changes in the patterns of recruitment, retention and employment BME, LGBT and women staff.

Future Plans

- 9.8. Our workforce monitoring tells us that the council has much to do to respond to challenges of becoming a truly inclusive employer. While we exceeded our target for women in the top 5% of earners (52% in 07/08), we still face a significant challenge in the representation of BME staff among the same group (1.6% against a target of 3% in 07/08). This year, for the first time, the council exceeded its target for the employment of disabled people by achieving (3.3% against a target of 3% of overall staff). The number of disabled people among the top 5% earners was 4.15%, exceeding our target of 2%.
- 9.9. We shall continue to target under-represented groups in the workforce and will be looking at the implications of this for the way we recruit and select, going forward.

	2004-5	2005-6	2006-7	Last Year Increase
Total number of applications from BME people	702	849	1169	38
Total number of interviews of BME applicants	166	192	251	31
Total number of offers to BME applicants	52	64	71	11

- 9.10. We also monitor workforce make up by religion, sexuality and age. At this stage it is difficult to draw any useful conclusions from the religion data but the sexuality data shows very a good representation of gay staff among our employees. However, we do have some challenges around improving representation of younger and older people in the workforce.

Future Plans

- 9.11. In coming months the Human Resource Division will be working with the Improvement & Organisational Development Division to produce a 'Diversity in Employment Strategy'. The Strategy will set out our vision and a framework for delivering diversity in employment, going ahead. Key areas addressed within the strategy will include:
- Dignity at Work
 - Employee and leadership development
 - Targeted schemes for under-represented groups
 - Departmental targets and measures
 - Mentoring and coaching to support and develop our talented employees
 - Improvement on all HR corporate health indicators relating to equalities

10. How we apply this policy

How we will use this policy

- 10.1. The Inclusive Council Policy is a statement of commitment through which the council can be held accountable by our employees, residents, service users and communities of interest. It provides guidance for our officers, partners and contractors and underlines our responsibilities and duties and how we intend to meet them. While it is not an exhaustive list of all the things we are doing to promote and deliver equality in our services and across the City, it sets out some of our priorities and, most importantly, our commitment going forward.
- 10.2. We will apply the policy by ensuring consistency with other leading strategic planning documents and through the alignment of our performance measures to ensure positive equalities outcomes across all our service areas. We will measure the impact of the Inclusive Council Policy and related policies through a recurrent cycle of Equality Impact Assessments and regular performance reporting.
- 10.3. We will publicise and promote the policy both within the council and with our partners and community to spread good practice and greater understanding of our work and commitment to improvement.

Monitoring & Reviewing Progress

- 10.4. The council has set clear targets and measures for monitoring and measuring all aspects of its performance and regularly reports progress against these. We will continue to refine these measures through the LAA and take the opportunity to develop local measures that reflect needs and aspirations of the City.
- 10.5. In addition to regular performance monitoring we will report on our progress to our statutory partners through the Public Services Board, to our communities of interest through the Equalities Forum and to the wider community through our Corporate Plan and Community Strategy. We will regularly seek the views of our residents and service users through annual surveys and the citizen's panel, in addition to carrying out targeted surveys of the people who use our services.

Appendix A: Brighton & Hove City Council's Response to Equalities Legislation

General Duties	Specific Duties	Our Response
Ethnicity: Race Relations [Amendment] Act, 2000		
<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Promote equality of opportunity between persons of different communities • Promote good relations between persons of different racial community 	<ul style="list-style-type: none"> • Monitor ethnicity in relation to the following categories: <ul style="list-style-type: none"> • Staff in post • Applications received for employment, training and promotion • Recipients of training • Grievance activity • Disciplinary action • Termination of employment. 	<ul style="list-style-type: none"> • Analysis and reporting of all council staff by grade, ethnicity • Recruitment Monitoring – The ethnicity of all job applicants and short listed and successful candidates are recorded and monitored for all positions within the council. Number of BME people applying for jobs in the council increased by 60% between 2005 - 2007. • Employment Tribunals, grievances and disciplinary cases The council monitors employment tribunals by ethnicity, as well as grievances and disciplinary procedures. The purpose of this exercise is to identify and challenge any areas of inequality that become apparent. • Training We collect and analyse the ethnicity of all staff who go through training. • Council leads the Racial Harassment Forum • Race equality and equality of opportunity is promoted in conjunction with our external partners through the council-led Equalities Forum. The Forum was launched in 2001 to consult with the community on issues of interest. It is made up of council members and representatives from communities of interest and is open to the public. It meets quarterly and has addressed including housing, mental health, procurement and access. It works alongside the Racial Harassment Forum. Other vehicles for promoting race equality include targeted events and campaigns and joint working with the statutory and third sectors on local initiatives. • The Race Equality Scheme and Action Plan highlights priority race equality issues identified within each service area. A named officer and director are held responsible for the progression of work against these targets. • The Corporate Equalities & Inclusion Team works with the Equalities Steering Group (diversity champions from each service area) to review and report on progress to the Equalities Forum.

General Duties	Specific Duties	Our Response
Disability: Disability Discrimination Act, 1995 & 2005		
<ul style="list-style-type: none"> • Eliminate unlawful discrimination • Eliminate harassment based on disability • Promote positive attitudes towards disabled persons • Promote equality of opportunity • Encourage disabled people to participate in public life • Make every effort to meet the needs of disabled people, even if this requires more favourable treatment. 	<ul style="list-style-type: none"> • Publish a Disability Equality Scheme • Involve disabled people in producing the scheme and action plan • Show what actions are taken in the scheme, and what appropriate outcomes are achieved • Report on progress and revise the scheme. 	<ul style="list-style-type: none"> • In May 2006 the council established a Disability Equality Steering Group (DESG) with Brighton & Hove PCT. The group meets every three months to discuss and address issues of inequality. The primary purpose of DESG is to progress the work to meet the disability duty across these two lead partner organisations. • The council commissioned an internet-based guide for disabled people and their carers providing access details of 100 venues across Brighton & Hove City Council. Venue selection was based on the combined views of local disabled people and the council. • The council's Disabled Staff Forum was established in September 2003 and the Chair of that group sits on the Equality Steering Groups (ESG). • The active involvement and input of disabled people into the Disability Equality Scheme is achieved through consultation and agreement on outcomes which clearly reflect the needs of disabled people in the This involvement helps the council address areas of potential discrimination as well as promoting service improvement. • The council has also established a system of consultation with local disabled people through the Disabled Access Advisory Group (DAAG), which meets with the local community four times a year to consult on key issues affecting the disabled people. • The disability equality scheme is a living document against which we continue to measure our success. Our action planning reflects the progress we have made along with the changes which have been implemented to tackle priority issues of disability inequality across the council.
Gender: Equality Act, 2006		
<ul style="list-style-type: none"> • The Equality Act 2006 introduces a new positive duty for public authorities to promote gender equality. • Eliminate unlawful sex 	<ul style="list-style-type: none"> • In support of the general duty there are a number of specific duties. These are: • Publish a Gender Equality Scheme 	<ul style="list-style-type: none"> • The council has introduced a number of initiatives across the organisation to promote gender equality. A mentoring programme which, while not specifically targeted, has 80% places reserved for women and black and minority ethnic staff. The scheme has proved useful in assisting women to take action around their careers and when responding to promotional opportunities.

General Duties	Specific Duties	Our Response
<p>discrimination</p> <ul style="list-style-type: none"> Promote equality of opportunity between men and women 	<ul style="list-style-type: none"> Consult stakeholders in determining the objectives of the scheme Consider the need to include objectives aimed at tackling the causes of any gender pay gap Assess the impact of current and proposed policies and practices on gender equality Implement action points of the scheme and report against progress annually Review the entire scheme every three years. 	<ul style="list-style-type: none"> The council launched a Women's Open Space event at the Council's Gender Equality Scheme in March 2007. Additionally, the Environment Directorate has for some years been running a 'women into management' development programme. In 2006-2007 the council's work – life balance initiatives resulted in significant improvement in the percentage of women in senior management posts. Flexible working for men and women within Brighton & Hove City Council has taken the form of part-time employment, jobsharers, job splits, flexitime, compressed hours, term time working and voluntary reduced hours. The primary purpose of the work-life initiative is to meet the requirements of diversity and continue to promote gender equality. The council celebrated International Women's Day in March 2007 through a series of events including led discussions on issues such as gender empowerment and challenging negative perceptions of women. Gender equality is viewed as an integral part of diversity and this commitment is evidenced in many of our employment policies. Our 'family friendly' and flexible working policies have led to a higher than average proportion of women being represented in the council's workforce and an excellent proportion of women in manager and senior manager positions.

Legal Requirements	Our Response
<p>Religion and Belief: EU Equality Framework Directive, 2000 Equality Act, 2006</p>	
<ul style="list-style-type: none"> The European Union's Equality Framework Directive 2000 came into force in December 2003 making it unlawful to discriminate against anyone directly or indirectly on the grounds of religion or belief. The Equality Act 2006 also applies to religion or belief, and offers additional protection to people who do not have a faith. 	<ul style="list-style-type: none"> The council acknowledges and celebrates a range of faiths and beliefs. We continue to promote a calendar highlighting a range of religious days. This provides a platform for communities of all faiths to celebrate the key aspects of each one. This assists in promoting community cohesion and encourages understanding of other religions and the many different faiths within the City. Against this background, Brighton & Hove City Council works in partnership with the InterFaith Contact Group consisting of representatives from different faith communities. The role of the Forum has been defined as working with Departments from across the council to ensure that service provision reflects and acknowledges the needs of the core faiths.

Legal Requirements	Our Response
	<ul style="list-style-type: none"> • We have also been actively involved in working with the local Muslim community in partnership with Sussex Police as part of our response to the events of 7th July 2005 and more recently in Crowborough. This has resulted in ongoing partnership working between the Community Safety Team, Sussex Police and community representatives. • The new corporate equalities e-learning tool will provide training for staff around faith /religious beliefs. This training aims to ensure employees are aware of the legal obligations surrounding this area, and understand the associated sensitivities within the communities we serve. Moreover, we endeavour to ensure staff are aware of different customs and beliefs, to avoid unnecessary offence to members of the community, or colleagues. • The council has started to monitor faith and religious beliefs in service provision and employment, in an attempt to identify areas of potential discrimination which we may need to address
Age: Employment Equality [Age] Regulations, 2006	
<ul style="list-style-type: none"> • Age discrimination is now illegal in the workplace and all staff must ensure they comply with the new law, under the Employment Equality (Age) Regulations 2006. The Regulations, as they apply to recruitment, became effective from 1st October 2006. 	<ul style="list-style-type: none"> • We continue to ensure that the recruitment process is fairly administered across the council, and does not take into consideration age unless this can be objectively justified. • We have established a Human Resources Equality Group to maintain professional scrutiny of all employment practice to ensure fairness and equity. We promote the council as an employer of choice and an age positive employer. We also acknowledge that younger employees are under-represented within the workforce. • The council's workforce age profile is monitored through the Annual Workforce Monitoring Report. • In line with Age Discrimination legislation, the council has adopted the default retirement age provision which provides older workers with the opportunity to apply to work beyond the traditional retirement age.

Legal Requirements	Our Response
Sexual Orientation: Employment Equality [Sexual Orientation] Regulations, 2003 Equality Act [Sexual Orientation] Regulations, 2007	
<ul style="list-style-type: none"> • The Employment Equality (Sexual Orientation) Regulations 2003 make it unlawful to discriminate in employment or training on grounds of sexual orientation • The Equality Act (Sexual Orientation) Regulations 2007 make it unlawful to discriminate in the provision of goods, facilities and services on grounds of sexual orientation 	<ul style="list-style-type: none"> • The Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Forum has been actively working within the council since 2003 and continues to thrive within the working environment. This group meets regularly to offer support and discuss issues of concern and interest to this community within the workplace. • The council is also known to have been the first local authority to celebrate LGBT History Month (in March 2005) and now celebrates this on an annual basis. • The council has been successfully judged as a gay-friendly employer for three years in succession by gay rights campaign group Stonewall. We are pleased to announce that we have moved up a total of 45 positions in the 2007 Stonewall Workforce Equality Index from the position of 49th to 4th. This is a fantastic improvement which we hope to improve on again next year. We are now the second most gay-friendly local authority employer in the country. Our commitment in this area is reflected in the high numbers of lesbian and gay staff, among the highest for any local government employer nationally. • Finally, as part of our drive to monitor equality at the stage of recruitment we monitor sexual orientation. We use this data to monitor sexual orientation in recruitment and address any potential areas of inequality.