





**Brighton & Hove
City Council**

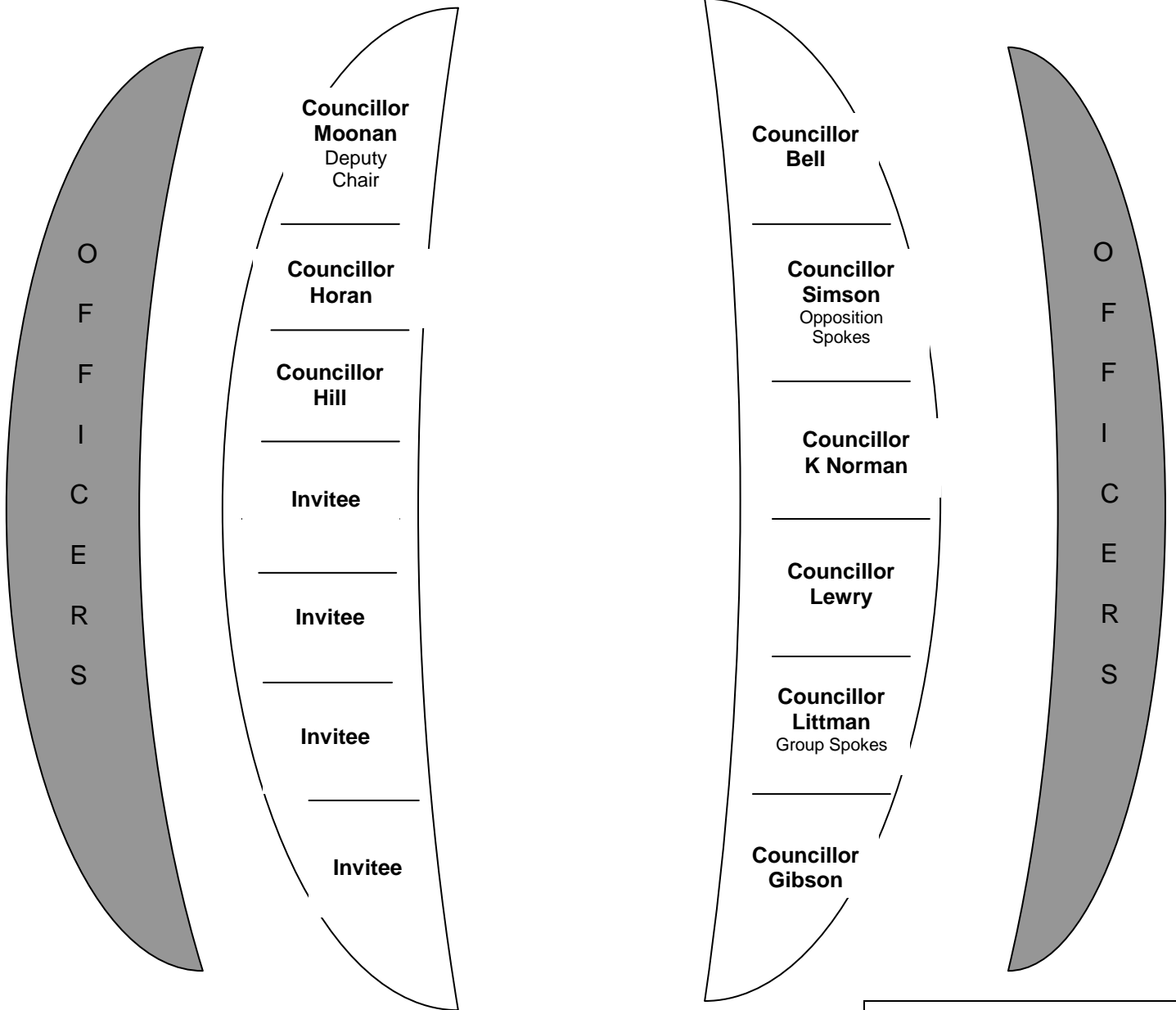
Neighbourhoods, Communities & Equalities Committee

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| Title: | Neighbourhoods, Communities and Equalities Committee |
| Date: | 28 November 2016 |
| Time: | 4.00pm |
| Venue | St Richard's Church Hall, Egmont Road, Hove |
| Members: | Councillors: Daniel (Chair) Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Bell, Gibson, Hill, Horan, Lewry and K Norman, |
| Invitees: | John Child Clinical Commissioning Group); Joanna Martindale (Hangleton & Knoll Project); Anusree Biswas Sasidharan (Brighton & Hove Police Ethnic Group) and Superintendent Nev Kemp/James Collis (Sussex Police) |
| Contact: | Penny Jennings Democratic Services Officer 01273 291065 penny.jennings@brighton-hove.gov.uk |

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|  | The venue has facilities for wheelchair users, including lifts and toilets |
|  | An Induction loop operates to enhance sound for anyone wearing a hearing aid or using a transmitter and infra red hearing aids are available for use during the meeting. If you require any further information or assistance, please contact the receptionist on arrival. |
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Democratic Services: Neighbourhoods, Communities & Equalities Committee

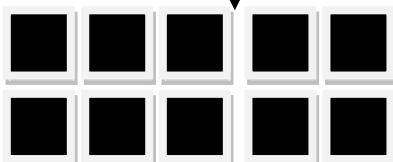
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| Legal Officer | Assistant Chief Executive | Councillor Daniel Chair | Democratic Services Officer |
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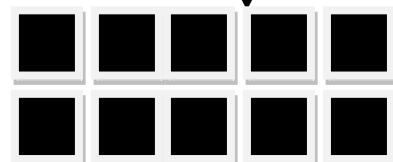
Press

Public Speaker Public Speaker

Public Seating



Public Seating



AGENDA

30 PROCEDURAL BUSINESS

- (a) **Declarations of Substitutes:** Where councillors are unable to attend a meeting, a substitute Member from the same political group may attend, speak and vote in their place for that meeting.
- (b) **Declarations of Interest:**
 - (a) Disclosable pecuniary interests;
 - (b) Any other interests required to be registered under the local code;
 - (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

- (c) **Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

Note: Any item appearing in Part Two of the agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the press and public.

A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls and on-line in the Constitution at part 7.1.

31 MINUTES

1 - 16

To consider the minutes of the meeting held on 10 October 2016 (copy attached).

Contact Officer: John Peel

Tel: 01273 291058

32 PRESENTATION(S)

Before Proceeding to the formal business of the meeting there will be a presentation arranged by Community Works from representatives of Brighton & Hove's LGBT Community.

Those attending will be talking about their lived experience of LGBT mental health issues, the very high levels of poverty and suicidal distress for LGBTQ people in Brighton and Hove, and how MindOut, the LGBTQ mental health service, works to help people get their needs met, support each other and to raise mental health as a community concern.

Following the presentation(s), Members will have the opportunity to ask questions following which there will be a short break before proceeding to the main business of the agenda.

33 CHAIRS COMMUNICATIONS

34 CALL OVER

- (a) Items (34 – 40) will be read out at the meeting and Members invited to reserve the items for consideration.
- (b) Those items not reserved will be taken as having been received and the reports' recommendations agreed.

35 PUBLIC INVOLVEMENT

17 - 22

To consider the following matters raised by members of the public:

- (a) **Petitions:** To receive any petitions presented by members of the public to the full Council or at the meeting itself.
- (b) **Written Questions:** To receive any questions submitted by the due date of 12 noon on the 21 November 2016.
- (c) **Deputations:** To receive any deputations submitted by the due date of 12 noon on the 21 November 2016 – To consider the Deputation referred from the meeting of Full Council held on 20 October 2016.

At the Chair's discretion the Deputee will be invited to address the Committee for 5 minutes.

36 MEMBER INVOLVEMENT

To consider the following matters raised by Members:

- (a) **Petitions:** To receive any petitions referred from Full Council or submitted directly to the Committee;
- (b) **Written Questions:** To consider any written questions;

- (c) **Letters:** To consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Full Council or submitted directly to the Committee.

37 RESPONSE TO THE REPORT OF THE FAIRNESS COMMISSION 23 - 114

Executive Lead Officer, Strategy, Governance and Law (copy attached)

Contact Officer: Nicky Cambridge Tel: 01273 234041
Ward Affected: All Wards

38 POWER OF VOLUNTEERING ACTION PLAN 115 - 134

Report of the Acting Director of Public Health (copy attached)

Contact Officer: Emma McDermott Tel: 01273 296805
Ward Affected: All Wards

39 RACE EQUALITY OF EMPLOYMENT AND SKILLS IN BRIGHTON & HOVE 135 - 270

Report of the Acting Director of Public Health, Executive Director, Families, Children and Learning and the Executive Director, Economy, Environment and Culture (copy attached)

Contact Officer: Emma McDermott Tel: 01273 296805
Ward Affected: All Wards

40 SUMMARY REPORT: DOMESTIC VIOLENCE AND ABUSE, SEXUAL VIOLENCE AND VIOLENCE AGAINST WOMEN AND GIRLS 271 - 280

Report of the Executive Director of Finance and Resources (copy attached)

Contact Officer: James Rowlands Tel: 01273 291032
Ward Affected: All Wards

41 ITEMS REFERRED FOR FULL COUNCIL

To consider items to be submitted to the Council for information.

In accordance with Procedure Rule 24.3a, the Committee may determine that any item is to be included in its report to Council. In addition, any Group may specify one further item to be included by notifying the Chief Executive no later than 10am on the eighth working day before the Council meeting at which the report is to be made, or if the Committee meeting take place after this deadline, immediately at the conclusion of the Committee meeting.

Community Venues for Future Meetings:

Please note community venues for meetings for the remainder of the Municipal Year are as set out below:

10 January 2017, Whitehawk Library, 179a Whitehawk Road, Brighton BN2 5FL;

13 March 2017, The Friends Meeting House, Ship Street, Brighton BN1 1AF

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fifth working day before the meeting.

Agendas and minutes are published on the council's website www.brighton-hove.gov.uk. Agendas are available to view five working days prior to the meeting date.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

Electronic agendas can also be accessed through our meetings app available through www.moderngov.co.uk

For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

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For further details and general enquiries about this meeting contact Penny Jennings, (01273 291065, email penny.jennings@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Date of Publication Friday, 18 November 2016

BRIGHTON & HOVE CITY COUNCIL

NEIGHBOURHOODS, COMMUNITIES AND EQUALITIES COMMITTEE

4.00pm 10 OCTOBER 2016

THE BRIDGE COMMUNITY CENTRE, LUCRAFT ROAD, BRIGHTON BN2 4PN

MINUTES

Present: Councillors Daniel (Chair), Moonan (Deputy Chair), Simson (Opposition Spokesperson), Littman (Group Spokesperson), Bell, Gibson, Hill, Horan, K Norman and Wealls

Invitees: John Child, Clinical Commissioning Group; Joanna Martindale, Hangleton & Knoll Project; Anusree Biswas Sasidharan and Superintendent Collis, Sussex Police

PART ONE

16 PROCEDURAL BUSINESS

16a Declaration of Substitutes

16.1 Councillor Wealls declared that he was in attendance in substitution for Councillor Lewry.

16b Declarations of Interest

16.2 There were none.

16c Exclusion of Press and Public

16.3 In accordance with Section 100A of the Local Government Act 1972 ("the Act"), the Committee considered whether the public should be excluded from the meeting during consideration of any item of business on the grounds that it is likely in view of the business to be transacted or the nature of the proceedings, that if members of the public were present during it, there would be disclosure to them of confidential information as defined in Section 100A (3) of the Act.

16.4 **RESOLVED** - That the public are not excluded during consideration of any item of business on the agenda.

17 PRESENTATION(S)

17.1 Before proceeding to the formal business of the meeting a presentation was given by Richard Denyer-Berwick, Partnership Manager, Digital Brighton and Hove and Citizens on Line and Judith Field, Local Project Co-Ordinator in respect of Digital Brighton & Hove, which was part of the national One Digital Programme. This was funded locally by the Big Lottery Fund, Brighton & Hove City Council and BT.

17.2 It was explained that since the start of the year Digital Brighton & Hove had established an active Partnership Network of local public, voluntary and private organisations working together to promote digital inclusion seeking to ensure people were able to access and use technology and the internet. The project used an evidence based approach in order to target specific neighbourhoods and demographic groups at most risk of exclusion. The development of a Digital Champion network of people across the city who were themselves skilled and available to help those in need lay at the heart of the project and represented one of its guiding principles.

17.3 The presentation focused on how Digital Brighton & Hove tackled inequalities by helping residents to improve their digital skills, confidence, independence, wellbeing and financial capability and included details of lessons learned so far about digital inclusion and how the Council could best support people to develop the skills they need to access the full range of public services now online.

17.4 following the presentations there was the opportunity for Members to ask questions followed by a short break before proceeding to the further business of the meeting. The Chair thanked the attendees for their interesting and enlightening presentation.

17.5 **RESOLVED** – That the contents of the presentation be noted.

18 MINUTES

18.1 The Chair stated that in relation to the presentation given detailing the work of independent visitors, she had requested further information and a report back regarding how capacity was built into the scheme to ensure that a visitor was available for all children who wanted one for as long as they wanted one. The Head of Communities and Equalities, Emma McDermott explained that she had requested this further information and that an information report would be brought back to Committee as soon as all of the necessary information had been received.

18.2 **RESOLVED** – That subject to the additional comment set out above, the Chair be authorised to sign the minutes of the meeting held on 11 July 2015 as a correct record.

19 CHAIRS COMMUNICATIONS

19.1 The Chair welcomed everyone to that day's meeting at the Bridge Community Centre and commenced her communications by thanking her fellow committee members for

agreeing to demonstrate their collective support for fighting the stigma around mental health by wearing our 'I am Whole' t-shirts and sweatshirts. This was a new anti-stigma youth mental health campaign.

#IAMWHOLE Campaign

- 19.2 The Chair went on to explain that the #IAMWHOLE campaign had been launched that morning – on World Mental Health Day - by the CCG in partnership with the council and YMCA. A big thank you was due to the CCG which has been instrumental in creating the campaign, working closely with the council's public health team. #IAMWHOLE was an innovative new anti-stigma mental health campaign, designed to reach out to young people aged 13-25, with a range of activities taking place from 10 October. The campaign's messages would also be shared with parents, teachers and employers through national and regional media coverage and the use of 'Schools Against Stigma' workshop materials. Jordan Stephens from UK hip-hop duo The Rizzle Kicks was the figurehead for the campaign. The campaign was specifically aimed at challenging harmful language used to describe mental health difficulties and enabling young people to feel that they could ask for help without fear of negative labels and for support from friends, parents, teachers GP's or youth workers. A website www.findetgive.com provided a mental health directory for young people created by YMCA's Brighton & Hove Right Here project in partnership with other local groups. This allowed users to search for support, share stories about their own mental health and give feedback on services they had used for others to read. The site also included resources for parents and carers.
- 19.3 Having relatively recently completed its own Children and Young People's Mental Health and Wellbeing Assessment the Council knew only too clearly how significant this issue was. The assessment had found that current trends suggested that there was increasing need related to children and young people with depression, anxiety, self-harm, and suicidal thoughts. Whilst only a small action, the Chair was pleased that as a committee NCE was publicly supporting this campaign and sending a message to the children and young people of the city that "we care and we are here to help".

International Migrant Needs Assessment

- 19.4 The Chair went on to state that she was pleased to inform the Committee that work had started on producing a needs assessment on international migrants. This would form part of the city's Joint Strategic Needs Assessment Programme which was designed to be used as a tool to help in understanding "our" City and to take action to improve the lives of its residents, including some of our most vulnerable groups.
- 19.5 The International Migrant Needs Assessment would capture information about the size and nature of the populations of migrants in the City, their needs and the assets they brought. The experiences of local people would be at the heart of this worked and the Council was collaborating with community groups that work with migrant communities and our local universities to ensure this was done effectively. The final report would make recommendations for commissioners, service providers and decision makers. It would also support the community and voluntary sector to better understand the needs of their communities and how they could work with other service providers to meet those

needs together. The Chair looked forward to the Committee receiving the needs assessment, when it was ready.

Refugee Update

- 19.6 A short update was given on the support being provided by the city to refugees. The Council was continuing to receive households under the Syrian Vulnerable Person's Relocation Scheme. Six households (17 people), had now been received with at least two others (6 people) due to arrive later that autumn. The Council was continuing to work closely with the voluntary and community sector, in particular "Brighton Voices in Exile" which had been commissioned to provide the intensive day-to-day support which people needed when they first arrived. In the long term the aim was for the refugees to integrate into the local community. All the properties for the programme had been offered by sympathetic private landlords and the Council was immensely grateful to those individuals who were prepared to let their properties at Local Housing Allowance rates to offer homes to people whose chances of returning to Syria were looking increasingly slim. It was also very pleasing to celebrate the tenth anniversary of the arrival in the city of another group of resettled refugees under the Gateway Protection Programme. Originally from Ethiopia but exiled to Kenya for many years before their arrival here in 2006, the families who had come on that programme were now British citizens. This had been celebrated at BHASVIC with many of the professionals and community supporters who had helped with the process of resettlement in Brighton & Hove attending.

Hate Crime Vigil

- 19.7 Some would be aware we were in the middle of "Hate Crime Awareness Week" which would run from 8 to 15 October. Over the past seven years the third Saturday of October had been established as a day when people around the globe organised solidarity vigils and events to show support to those who have been affected by Hate Crime. The Brighton & Hove Solidarity Vigil, organised by the Brighton & Hove Community Safety Forum, would be held on Saturday October 15th 2016 near the Old Steine fountain at 6.30pm, and all were welcome to attend.

Black History Month

- 19.8 Black History Month was currently underway and the Chair explained that she would like to encourage committee members and the members of the public to join Brighton and Hove's Black History Month Family Celebration Day on 30th October. It had become a very welcome annual event celebrating our local arts and heritage. This year there would be singing performances by local group Banyan Tree, a children's activity area, dance and drumming workshops, printmaking, head wrapping, music and song, pop up talks, craft stalls and fabulous food from across the world. This event took place across two sites: the Brighton Museum and Brighton Dome Cafe Bar. The event this year would also form part of the "Africa Arts Festival", a weekend celebration, 28-30 October, of African fashion, film, food, music and literature inspired by the "Fashion Cities Africa" exhibition at Brighton Museum & Art Gallery.

Older Peoples Festival

- 19.9 That Chair explained that on behalf of the Committee she wished to thank all of the organisations who had been instrumental in delivering the city's first "Older Peoples Festival". A special thank you was given to Impact Initiatives for their role in co-ordination and event management, a not insignificant task which had been arranged in co-operation between the voluntary sector and the business sector to in order to provide two weeks of fun, learning and celebration from 26 September to 7 October.

Rainbow Cities

- 19.20 Last but not least the, Chair wished to use her prerogative and to invite Cllr Moonan, the Deputy Chair, to say a few words to update the Committee on the Council's participation in the Rainbow Cities network which was helping promote LGBT equality.
- 19.21 Councillor Moonan explained that in 2015 Brighton & Hove City Council had joined the Rainbow Cities network of international cities focused on LGBT policies. The aim of the network was to exchange expertise and experience and to provide peer support so that countries developed their work with and support for LGBT people. Members included cities from The Netherlands, Germany, Norway, Slovenia and Belgium.
- 19.22 One of the requirements of membership was attendance at the Annual General Meeting. Usually this was for officers only and was hosted by a different member city each year in November. However, the hosts for this year, Amsterdam, had used the opportunity provided as a result of it also being the venue for the 2016 EuroPride to link the two events. The AGM had been opened up to elected members of all Rainbow Cities and Councillor Moonan had attended, representing Cllr Daniel, with Sarah Tighe-Ford, the council's Equality Co-ordinator. The politicians were hosted by the Mayor of Amsterdam and had attended sessions on how to implement city sexual diversity policies, the experiences and needs of LGBT refugees, access to healthcare and hate crime.
- 19.23 Attendees had also had the opportunity to see how the city archives demonstrated Amsterdam's 'queer' history. The sessions had culminated in the great experience of participating in the canal parade for EuroPride, watched along the banks by hundreds of thousands of people. Officers had been given the opportunity to learn from each other about progress and barriers in working with trans communities, LGBT refugees, and older LGBT people.
- 19.24 The Council had used the AGM to provide an update on the trans equality work it had undertaken, as well as its ongoing engagement with LGBT communities in the city. Many partners had already heard of the Council's ground-breaking "Trans Needs Assessment" work and had been in contact in order to find ways to run similar projects in their own cities. The Council was already involved in a partnership bid for EU funding to use this knowledge and experience and to build on it. Cities (and countries) across Europe had very different legal frameworks and/or different social attitudes to gender identity and sexual orientation. We could learn from the ways in which they built political consensus, worked with often small and publicly invisible communities, and engaged with the wider communities in their cities to raise awareness of human rights and equality.

19.25 The Council would continue to use this network to strengthen its LGBT policy work and to open up new avenues of funding with partners around Europe. The city and the council had a reputation for being leaders in LGBT policy and the Rainbow Cities network enabled it to share what it had learned and to gain insights into alternative approaches.

19.26 **RESOLVED** - That the content of the Chair's Communications be received and noted.

20 CALL OVER

20.1 All items on the agenda were reserved for discussion.

21 PUBLIC INVOLVEMENT

21a Petitions

21.1 There were none.

21b Written Questions

21.2 There were none.

21c Deputations

21.3 There were none.

22 MEMBER INVOLVEMENT

22a Petitions

22.1 There were none.

22b Written Questions

22.2 There were none.

22c Letters

22.3 There were none.

22d Notices of Motion

22.4 There were none.

23 COMMUNITY SAFETY AND CRIME IN BRIGHTON & HOVE: INFORMATION UPDATE

- 23.1 The Committee considered a report of the Executive Director of Finance and Resources providing an update in respect of community safety and crime in Brighton and Hove.
- 23.2 It was explained that under the Crime and Disorder Act 1998, there was a requirement for statutory and other partners to formulate a plan every three years to tackle crime and disorder and to monitor progress. This report provided an update on the work undertaken by the Safe in the City Partnership in relation to the Community Safety and Crime Reduction Strategy 2014-17.
- 23.3 The Head of Community Safety, Peter Castleton, gave a presentation picking out the headline trends and on-going measures being taken towards the management of crime reduction and community safety priorities in the city and invited observations and questions from the Committee.
- 23.4 James Collis was in attendance representing the Police stating that the increased figures for violence against the person were due in part to changes in reporting practices. Any increases were taken very seriously and means by which this could be addressed were being reviewed. Following the inspection of all police forces carried out by Her Majesty's Inspectorate of Constabulary improvements had been made within forces including Sussex Police. This had had an impact on the way in which some types of crime were recorded and particularly violence against the person including domestic violence and hate crimes.
- 23.5 Work had been on-going with the Council in order to seek to strengthen local communities by working with Local Action Teams (LAT's) with the overall aim of supporting them in the most appropriate and efficient way to enable communities to take a bigger role in working collaboratively to address community safety issues in their locality. This also formed the subject of a separate report at item 24 on that day's agenda.
- 23.6 There were a number of services which existed to help reduce alcohol or drug related risk by supporting individuals who could be vulnerable whilst involved in the night time economy. Early intervention and support could prevent the need for them to be admitted to A & E or for Police involvement and included Safe Space, Taxi Marshalls, Street Pastors and the Beach Patrol, forward funding for these services going forward remained to be agreed, although the position in relation to Safe Space provision appeared to be on a more stable footing and was being supported by the Red Cross. For 2015/16, 741 people had used Safe Space, during the first quarter of 2016/17, there had been 221 users 80% of whom had been under the influence of alcohol.
- 23.7 From April 2016 a new contract had been put into place for inpatient drug and alcohol detoxification services which had transferred from Hove to Islington. Whilst positive feedback had been received, some other of the measures in place e.g., access to drug and alcohol misuse services and recovery had been showing less positive results and work was being undertaken to understand more about the reasons for that to enable service adjustments to be made.
- 23.8 It was an issue of great concern that incidence of violent crime had risen steeply since 2014. Notwithstanding that this was due in part to changes in reporting practices as outlined this figure had continued to rise since in the first four months of 2016/17,

including violence with and without injury. Attendances at A & E linked to assaults had also increased during that period compared to the same period the previous year. An analysis of the current state of the night time economy had been commissioned in relation to violent crime in order to explore options for supporting effective services to increase safety and reduce crime in relation to the night time economy.

- 26.9 In answer to questions of Councillor Simson it was confirmed that a number of these incidents were associated with the night time economy and were occasioned by combined use of drugs and alcohol. Councillor Simson stated that she had visited the night time economy with fellow licensing councillors, licensing officers and the police and had observed at first hand the changes which had been made to “Operation Marble” which operated over each weekend in the CIZ and “Operation Bobcat” which operated in concert with the Door Supervisor scheme. John Child who was in attendance representing the CCG confirmed that all agencies were working together to formulate successful strategies to respond both to the crime and potential vulnerability of individuals arising from alcohol and drug abuse.
- 23.10 Councillor Bell considered that it would be appropriate for the report to be forwarded to the Licensing Act Committee for information and Councillor Simson agreed considering that it would be more meaningful if the Committee also received an extract from this Committee which would highlight the discussions that had taken place about the night time economy.
- 23.11 Councillor Simson stated that whilst increases in crime figures were often explained in terms of changes in reporting, it was important to have more in depth analysis in order to ascertain whether and what trends might be developing across the city, to have that information given in future reports would be helpful. Councillors, Bell Gibson and Littman concurred in that view.
- 23.12 Councillor Littman stated that whilst there were positives there were also areas for concern. In answer to questions, it was confirmed that although the level of repeat offending had reduced overall, there were a small number of prolific re-offenders and measures were being undertaken to seek to address that, especially as the latest data on adult offending showed that the average number of re-offences per offender remained above the national average. It was encouraging that the number of youth offenders appeared to be dropping, although again it was noted that a small number of offenders were responsible for a high proportion of re-offences.
- 23.13 Councillor Moonan echoed what had been said stating that she shared the concerns of her colleagues.
- 23.14 Councillor Gibson welcomed the report which had provided the Committee with useful for information, stating that it would be useful if future reports could provide figures for neighbouring areas too, East and West Sussex for example.
- 23.15 Councillor K Norman referred to the incidence of modern slavery, noting that the refugee and migrant crisis and the need to co-ordinate the council’s response to this strategically on a number of levels had reduced the Community Safety Team’s ability to address this as pro-actively as they would have liked. He hoped that this could be addressed.

- 23.16 Councillor Bell referred to crimes of violence against the person, he was aware that some incidents had taken place at the Brighton Railway Station early in the morning, and sought confirmation of how such incidents were recorded and whether those/how those figures were included. It was explained that incidents at the station or which occurred on trains were recorded separately by the Transport Police who had their own reporting systems. Officers would see whether that wider data was available.
- 23.17 The Chair, Councillor Daniel, concurred with all that had been said, seeking the Committees' confirmation that they wished the report to be forwarded to the Licensing Committee for information accompanied by an extract from the minutes. Members voted unanimously that was their wish.
- 23.17 **RESOLVED** – (1) The Neighbourhood, Communities and Equalities Committee has noted and commented on the information contained in the report which provides an update on work being undertaken by the Safe in the City Partnership in relation to the Community Safety and Crime Reduction Strategy 2014-17;
- (2) The Committee give its support to the partnership work described in the report and to the work described which is within the council's remit, thereby contributing to the management of crime reduction and community safety priorities for the city; and
- (3) That a copy of the report be forwarded to the Licensing Committee (Licensing Act 2003 Functions) with an extract from the minutes of this meeting attached in order to inform them the issues emerging in relation to the night time economy.

24 DEVELOPMENT OF LOCAL ACTION TEAMS

- 24.1 The Committee considered a joint report of the Executive Director of Finance and Resources and the Acting Director of Public Health which provided an update in respect of Local Action Team (LAT) project work undertaken to date and the proposed way forward. Ultimately, a further period of development was recommended in order to build upon the work that had taken place so far and to test a new working model (outlined in section 3.11 of the report), in order to seek to maximise the impact of Local Action Teams in the city.
- 24.2 The Environment Improvement Officer, Simon Bannister, explained that changing arrangements for the delivery of neighbourhood working in the city, as well as the formation of the Neighbourhood, Communities and Housing Directorate and changes in priorities for Sussex Police had provided an opportunity to reconsider how the Council and partners interacted with and supported the city's network of Local Action Teams (LAT's) and how the impact of LATs fitted with changing Council and Police priorities. As a community network, LATs offered the potential to assist in improved, more collaborative and more cost effective delivery of some neighbourhood services. To date that potential had not been sufficiently explored and the proposal as outlined in section 3.11 of the report would enable that to happen. The Head of Community Safety, Peter Castleton and the Environmental Improvement Officer, Simon Bannister, gave a presentation including reference to large scale coloured plans delineating the location of existing LAT's across the city.

- 24.3 James Collis who was in attendance representing Sussex Police stated that largely, the Police supported the approach being advocated. With the changes that would inevitably occur to the manner in which policing, particularly neighbourhood policing would be delivered in future it was important that dialogue took place to ensure that information was shared and that LATs were engaged with as part of a broader process going forward. There was a need to engage creatively with neighbourhoods across the city to foster community well-being, this went beyond crime and community safety.
- 24.4 Councillor Wealls referred to the LAT in his own area which appeared to be flagging, he was aware that Councillor Moonan had put a lot of hard work to support and foster this. If instances occurred where a LAT did not represent its community he was concerned whether mechanisms existed to remove it.
- 24.5 Councillor Littman made the same point, whilst some LAT's worked very well and were inclusive and collaborative he was aware of instances where they were weak, were dysfunctional or had morphed into a body which was no longer representative to the point where they could actually be divisive or work contrary to the interests of that community. He was anxious that robust arrangements were available if that became so.
- 24.6 The Chair, Councillor Daniel, stated that she was aware that such situations required sensitive handling bearing in mind that there was no "one size fits all" approach, also that LAT's were independent and did not fall within the Council's control. It was important however to ensure that in exceptional cases a LAT could be "derecognised". Councillor Daniel considered that paragraph 3.10 of the report covered this point and should be taken up going forward. Where a LAT had ceased to be active or was not attracting participation in its neighbourhood it was important to ensure that there was a willingness to listen and engage when other groups came forward and to potentially recognise the new, more functioning group as that areas LAT.
- 24.7 Joanna Martindale, referred to the desire by the community and voluntary sector to engage proactively and to provide support and engage in dialogue, this approach helped to ensure good governance and to minimise unnecessary duplication. The Environmental Improvement Officer, Communities, stated that work with LAT's would be on-going over the next twelve months. The LAT Chair's meeting held the previous week had been well attended and had generated positive discussions.
- 24.8 Councillor Moonan referred to the staged approach and to the three different typographies identified in the report considering that this provided a helpful and proportionate framework for further work.
- 24.9 Councillor Hill concurred considering that approach provided a good flexible model citing the Coldean LAT which was small and lower tier but was well connected within that community and was an example of good practice. The Hollingdean LAT was larger yet struggled. It was important for groups to be aware of what the Council could and could not do and how groups and communities could enable themselves.
- 24.10 Councillor Gibson stated that the report and discussions arising from its consideration had been reassuring for him and had addressed some of his concerns to ensure that LAT's were empowered, reflected their individual communities and worked collaboratively with other organisations in their locality.

- 24.11 **RESOLVED** – (1) That the Committee agrees the proposed 12 month targeted programme of LAT development to establish a new working model for LATs in the city as outlined in sections 3.11 and 3.12 of the report;
- (2) That the Committee notes the findings of the LAT review phase 1 and 2 as described in section 3 of the report; and
- (3) That committee instructs officers to present the results of the 12 month development programme including recommendations on future working arrangements between LATs and the council and other public sector organisations to a future meeting of this Committee;

25 ADDRESSING SEXUAL AND DOMESTIC VIOLENCE OUTCOMES IN PROCUREMENT AND COMMISSIONING

- 25.1 The Committee considered a joint report of the Executive Director of Finance and Resources and the Acting Director of Public Health which sought its approval to implement guidance to address domestic violence and abuse (DVA), rape, sexual violence and abuse (RSVA) and other forms of violence against women and girls (VAWG).
- 25.2 The Violence Against Women and Girls Commissioner, James Rowlands, explained that DVA and RSVA had a significant impact in Brighton and Hove. In 2015/16 there had been 4,575 domestic violence incidents and crimes reported to the police (an increase of 4.7% compared with the previous year) and 667 police recorded sexual offences (an increase of 12.3% compared with the previous year). It was likely that police' recorded data under represented the scale of violence and abuse as substantial numbers of people did not report to the police. Similarly, there was a range of other forms of violence and abuse which had an impact on the city. In response, Brighton and Hove had a VAWG Strategy, which was consistent with the approach taken by HM Government's recently updated "Ending violence Against Women and Girls Strategy 2016-2020."
- 25.3 Men could and did also experience violence and abuse (boys as children could witness or experience the same), their needs also needed to be given consideration. Consequently, it was important to ensure that support was available proportionate to the needs of men and boys. The proposal to address DVA, RSVA, and VAWG crime types in procurement and commissioning should help to benefit men and women affected by violence and abuse.
- 25.4 The Head of Community Safety, Peter Castleton explained that whilst increases in the number of instances recorded were welcomed, as it appeared that they related to increased confidence in the reporting process rather than an increase in the number of incidents per-se, it did none-the-less present a challenge in terms of how to respond to that most appropriately going forward. A key driver was recognition that the response to this type of violence should provide an opportunity for intervention with the victim/survivor at every point of interaction with them. There was clear evidence that many victims/survivors found it difficult to access help and support. A further driver in the strategies being put into place was the recognition that for many victims/survivors

the workplace was a critical place of safety but that it could also be a place of risk if a perpetrator knew where someone worked. Employers could therefore play a critical role in identifying and developing robust policies to support employees who might be affected by violence and abuse.

- 25.5 The Chair, Councillor Daniel, welcomed the report which illustrated how this serious issue could be addressed via the procurement and commissioning process.
- 25.6 Councillor Littman concurred with all that had been said stating that excellent work had been undertaken and was evidenced by the report. Whilst focusing on women and girls it had been made clear that anyone could be affected. He thought it was important however to mention that there were individuals who did not identify with a particular gender asking whether this could be addressed in the guidance. It was confirmed that this would be done.
- 25.7 Anusree Biswas Sassidharan considered that the guidance was well put together and sought clarification that measures were in place to address that any gaps that were identified. Also, no figure had been included for men and boys and it was confirmed that information was available and would be included.
- 25.8 Councillor Wealles welcomed the report but considered that it was important to draw out that men and boys and those who were disabled could also experience sexual and domestic violence and bullying. It was confirmed that this was being addressed going forward and that women and girls had been focused on for this piece of work.
- 25.9 **RESOLVED** – (1) That the Committee approves the implementation of the guidance set out in Appendix One to address DVA, RSVA and VAWG issues in procurement and commissioning activity; and
- (2) That the committee notes that if the recommendation at 2.1 is agreed an update report on the effect of implementing the guidance will be brought back to committee for its consideration.

26 BARRIERS TO EMPLOYMENT FOR DISABLED PEOPLE: ISSUES AND SOLUTIONS

- 26.1 The Committee considered a report of the Acting Director of Public Health detailing the work of the City's Equality and inclusion Partnership (EQuIP) in relation to disabled people in the city and recommending that the Committee refer the research report of the Learning and Work Institute to the Children Young People and Skills Committee and the Economic Development and Culture Committee for approval.
- 26.2 The Head of Communities and Equality, Emma Mc Dermott, gave a joint presentation with Tony Wilson who was in attendance from the Learning and Work Institute who had been commissioned by the council to prepare the research report copies of which were appended to the covering report. The key findings arising were outlined as were the recommendations arising from them.

- 26.3 It was explained that in October 2015 EQuIP had completed a disability snapshot report which provided an accessible overview of statistics about people living, working or studying in Brighton and Hove. The ultimate aim of the report was to create a shared sense of priorities across the partnership. Improving employment chances for disabled people and individuals with a long term health condition was both a national and local commitment and presented a number of challenges.
- 26.4 In January and February 2016 a cross sector sub-group of the partnership had drafted and released a tender for research into the barriers to employment with the requirement for a set of practical, realistic actions to help disabled people and those with a long term health condition secure and sustain employment. The proposal was that the actions were included in the action plan of the new City Employment and Skills Plan (CESP), under objective 3, following its adoption by Full Council.
- 26.5 On 22 September the Economic Development and Skills Committee had recommended the CESP to Full Council for adoption. Assuming Full Council approves the CESP four action groups would be established to deliver the CESP action plan.
- 26.6 There had been clear indications that whilst there was a range of provision available in Brighton & Hove, there was a lack of awareness of such provision amongst employees and local residents. Whilst the support provided by the Council's Supported Employment Team was highly valued by those who had used it, both employers and individuals, long waiting lists for receiving support from this service represented a key challenge. This service was valued because it provided an effective bridge to employment for disabled people, with knowledgeable staff who were able to support employers when issues or concerns arose as well as in-work support to ensure that opportunities could be sustained. Support for young people with mental health conditions had been identified as a key gap in the provision of support locally.
- 26.7 Concerns had also been raised by participants that individuals could become "parked" in unsuitable support, or in voluntary roles, without efforts to progress them into sustained employment. This pointed to a need for improved signposting and referral processes, in order to ensure that individuals were able to access support which was right for them.
- 26.8 The Chair, Councillor Daniel, commended this important piece of work which had quite properly identified the multiple positive health and well-being benefits accruing from employment, which went far beyond the financial.
- 26.9 Councillor Gibson welcomed the report but expressed concerns that recent welfare reforms could have a negative impact. The Chair, Councillor Daniel, stated that the point was noted and whilst not appropriate to discuss it directly in relation to this report she would ensure that an update report on the impact of welfare reforms would be provided to the Committee at an early date.
- 26.10 Councillor Moonan also welcomed the report considering that it was important to acknowledge the work carried out by the Equip Partnership and the good ideas to address the existing imbalances which had been generated as a result of this piece of work. It was very important to continue to pursue initiatives which sought to close the gap, which remained significant for those who had a range of disabilities or long term health conditions.

- 26.11 Anusree Biswas Sassidharan stated that she welcomed the report which provided an in-depth analysis of this issue.
- 26.12 Councillor K Norman concurred with all that had been said but stated that in addition he considered given the remit and impact of this work that as well as being referred to the Children Young People and Skills Committee and the Economic Development and Culture Committee that the report also be referred to the Health and Well Being Board to reflect the cross-cutting nature of this work. John Child who was in attendance at the meeting representing the Clinical Commissioning Group responded in answer to questions by the Chair that he concurred in that view and that it would be informative for Members of the Board to receive the report for their information.
- 26.13 The Chair, Councillor Daniel, sought agreement of the Committee that the report also be referred to the Health and well Being Board and that the report recommendations be amended to reflect that and it was agreed unanimously.
- 26.14 **RESOLVED** – (1) That the Committee welcomes the research and its findings and approves the recommendations;
- (2) That the Committee refers the research report to the Children, Young People and Skills Committee and the Economic Development and Culture Committee for approval and requests the incorporation of the recommendations into the CESP action plan; and
- (3) That committee refers the research report to the Learning and Skills & Employment Partnership and the City Management Board for consideration as part of their responsibility for overseeing the delivery of the CESP action plan.

27 BHCC BUDGET EIAs MITIGATING ACTIONS UPDATE

- 27.1 The Committee considered a report of the Acting Director of Public Health providing an update on actions arising from the Council's budget EIAs and summarising how this process had worked, what progress had been made recommendations for future reporting.
- 27.2 The Equalities Co-Ordinator, Communities, Sarah Tighe-Ford, explained that Equality Impact Assessments (EIAs) were completed on all budget proposals with a potential impact on service-users and/or staff. EIAs identified negative impacts and actions to reduce or remove them and to maximise positive outcomes. For the first time progress against the mitigating actions identified in the 2015-16 budget proposals had been monitored via the Council's performance monitoring system (Interplan). Paragraph 3.7 of the report referred to areas where it had been identified that action was required and/or action taken to address or monitor those issues.
- 27.3 Monitoring implementation of planned mitigating actions enabled the Council to demonstrate that actions were being completed and that anticipated negative impacts were being avoided or reduced. It increased the transparency of the budget process and provided assurance that services were fulfilling their duties under the Equality Act.

- 27.4 Councillor Moonan welcomed the report which showed that a thorough analysis had been undertaken to ensure that any issues were identified and addressed to ensure that there were positive outcomes and that structures were in place to ensure that continued monitoring took occurred. It was important to know robust measures were in place across the organisation.
- 27.5 Councillor Littman also commended this report, monitoring would increasingly important as budgets came under increasing pressure. By identifying and addressing problems in this way future repetition of them could be avoided.
- 27.6 The Head of Communities and Equalities, Emma Mc Dermott, confirmed that all of the key indicators had been applied to ensure compliance and would be monitored to as part of the broader delivery responsibilities across the council as a whole. Performance was evaluated by peers, respective departmental management teams and ultimately was fed into the Executive Leadership Team.
- 27.7 Councillor Gibson referred to a small number of where it appeared that no action had been taken and it was confirmed that where this appeared to be the case that was so because that area was no longer being recruited to, the focus of that service had shifted or changed, savings had been made or that service was delivered in a different way.
- 27.8 The Chair, Councillor Daniel, stated that she was very reassured by the information provided by the report including details of the rationale used and the processes which underpinned EIA's. It was important to be confident that robust measures were in place in advance of the next budget round.
- 27.9 **RESOLVED** – That the Committee notes the content of this report and the actions being taken to improve the process outlined in paragraph 3.7 of the report.

28 ITEMS REFERRED FOR FULL COUNCIL

- 28.1 There were none.

The meeting concluded at 7.45pm

Signed

Chair

Dated this

day of

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|-------------------------|---|--|---------------------|
| Subject: | Deputation – Protect our Community from Alcohol Misuse & Anti-Social Behaviour | | |
| Date of Meeting: | 17 November 2016 | | |
| Report of: | Executive Lead for Strategy Governance & Law | | |
| Contact Officer: | Name: | Penny Jennings | Tel: 29-1065 |
| | E-mail: | Penny.jennings@brighton-hove.gov.uk | |
| Wards Affected: | All | | |

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 To receive a Deputation presented to the Full Council on 20 October 2016 and referred to the committee for consideration.
- 1.2 Normally, when a deputation is presented at Council and referred to a Committee, the deputation do not have automatic speaking rights. At the Chair's meeting, the Chair agreed that the Deputee, Sir Ron de Witt be invited to address the Committee and to amplify on the points raised at Full Council for up to five minutes.
- 1.3 Following discussion of this issue at the recent Chair's Cross Party Briefing Meeting, the Chair, Deputy Chair, Opposition Spokesperson and Group Spokesperson were in agreement that whilst the Deputation referred specifically to the Brunswick and Adelaide Ward neighbourhoods across the city had were struggling with this issue to varying degrees and felt vulnerable. It was considered that whilst the Licensing Regime dealt with issues arising within their remit, issues had arisen in consequence of what people perceive as weakened neighbourhood policing, due to a reduced Police presence and reduction in the number of PCSO's. This was not a criticism of the Police as Members had full confidence in the leadership of the Police in the city and were aware that these issues related to resourcing. As a result of their discussions the Members present considered that it would be appropriate to recommend that the Committee forward a formal resolution to the Police and Crime Commissioner via the Police and Crime Panel highlighting the need for a Police presence in neighbourhoods and that this needed to be borne in mind as when considering neighbourhood policing provision.
- 1.4 It was noted that the Police were invited to attend Neighbourhoods, Communities and Equalities and that their representative had been given advance notice of this item and would have the opportunity to respond in respect of those issues which related to Community Policing.

2. RECOMMENDATIONS:

- 2.1 That the Committee receives and the contents of the Deputation and response provided (attached as an appendix to this report).
- 2.2 That the Committee formerly resolves that a copy of this report, appendix and an extract from the minutes of this meeting be forwarded to the Police and Crime Commissioner via the Police and Crime Panel in order to highlight the importance and necessity for neighbourhood policing in particular the presence of PCSO's and the increasing pressure it's absence places on neighbourhoods when this is absent and the need for this to be addressed fully when considering on-going arrangements for community policing.

**NEIGHBOURHOODS,
COMMUNITIES & EQUALITIES
COMMITTEE**

Agenda Item 35 (c)

Brighton & Hove City Council

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| Subject: | Extract from the proceedings of the Council Meeting held on the 20 October 2016 – Deputation – Protect our Community from Alcohol Misuse and Anti-Social Behaviour |
| Date of Meeting: | 28 November 2016 |
| Report of: | Monitoring Officer |
| Contact Officer: | Name: Mark Wall E-mail: mark.wall@brighton-hove.gov.uk |
| Wards Affected: | All |

BRIGHTON & HOVE CITY COUNCIL

COUNCIL

4.00pm

20 OCTOBER 2016

COUNCIL CHAMBER, HOVE TOWN HALL

MINUTES

Present: Councillors West (Chair), Marsh (Deputy Chair), Allen, Atkinson, Barford, Barnett, Bell, Bennett, Bewick, Brown, Cattell, Chapman, Cobb, Daniel, Deane, Druitt, Gibson, Gilbey, Greenbaum, Hamilton, Hyde, Hill, Horan, Inkpin-Leissner, Janio, Knight, Lewry, Littman, Mac Cafferty, Meadows, Mears, Miller, Mitchell, Moonan, Morgan, Morris, Nemeth, A Norman, K Norman, O'Quinn, Page, Peltzer Dunn, Penn, Phillips, Robins, Simson, Sykes, Taylor, C Theobald, G Theobald, Wares, Wealls and Yates

PART ONE

- . **Spokesperson** – Sir Ron de Witt
- Subject matter** – Protect our Community from Alcohol Misuse and Anti-Social Behaviour

Our residents have been experiencing a steep upsurge in levels of street drinking, alcohol related antisocial behaviour and drug crime which are adversely affecting and compromising their quality of life.

Many now describe Norfolk Square as a no go area and in fact recently it has been designated as an antisocial behaviour hotspot by the police. Dealing and drug litter

are commonly seen in the Brunswick Road and Waterloo Street communities. Brunswick and Palmeira Square have also had problems this summer with tented communities and the associated anti-social behaviour. There is a clear and well evidenced relationship between alcohol consumption and antisocial behaviour and crime there is also a clear evidenced relationship between alcohol availability and consumption. We also believe there is a direct causal relationship between the disappearance of our PCOs and the upsurge in antisocial behaviour.

We have therefore raised a petition which we will present today but first a few examples. The Co-op on Western Road has expressed the same frustrations with the lack of visible police presence which we generally feel in our area. In August and September the Co-op recorded 40 incidents of theft of alcohol from its premises that also saw this being consumed on the street. The signs of abuse in our area are written all over; just talk to business owners in Western Road, how many times they've had to replace smashed windows. This isn't just about street drinking it is also yobish behaviour and not to forget the death of a young man outside Temple Inn not so long ago.

For a predominantly residential area we have a very high proliferation of licenses. Within a ten minute walk along less than half a mile of Western Road there are 67 on and off sale licensed premises a high number are after midnight on weekdays and after 11pm on Sundays. Coupling this with the increasing number of students, HMOs, stag and hen houses this is propelling a vibrant night-time economy. Booze and the culture of drugs is increasing and spreading from central Brighton along the road to common areas which are residential. This anti-social behaviour may be a low level threat in policing terms but it blights people's lives. Ask Steven a Norfolk Square resident who commutes every day to London but doesn't get to sleep until 3am, ask Olive an elderly Brunswick Road resident who says "I don't feel safe in the area any longer" or Fiona of Brunswick Square who witnessed the event in the Co-op she said "it would have been funny if it hadn't been so violent". Then there was the disappointing article in the press recently saying the Police can't investigate every incident. Our experience is that we don't even see the Police and if they appear at all when contacted it is too late and then they don't get out of their vehicles. Amy called 999 to report a drug dealer in action and was told you shouldn't be ringing 999. John says "I waited 30 minutes for someone to reply to my telephone call, by the time they answered it was too late". Recently the Sussex Police and Crime Commissioner Katy Bourne was quoted as saying "the front line for neighbourhood policing is moving off the street and into our front rooms", in our opinion this isn't good enough. Police recorded crime in 2015 increased by 4.5% it has now continued to rise until it has reached 11.8% in the first 4 months of 2016. LATs were set up to bring communities and policing together the Police now no longer attend taking the action out of the Local Action Team.

Therefore we would ask the council to give grave concern at the increasing frequency and severity in incident of antisocial behaviour in the Brunswick and Regency areas and take a firmer stance with alcohol related antisocial behaviours, firmly adhere to its statement of licensing policy and undertake to quickly review the licenses of alcohol outlets that breach license conditions and closely monitor and advises premises with the new café licenses. We request a written response to our petition."

Response from Councillor Daniel

“Thank for bringing this deputation to full council. I first want to acknowledge the issues that your area has experienced in terms of antisocial behaviour and to talk about the street community which is made up of both rough sleepers and people who are accommodated but due to their alcohol or other substance misuse and often other mental health problems spend time on the streets.

At times behaviour due to substance misuse and mental health complex needs can become frightening to communities and not just the noise and littering issues that you described. The Council and the Police do tackle areas of the city that are particularly impacted by this antisocial behaviour however I recognise that as resources get ever more limited and stretched public bodies cannot always respond as quickly as communities would expect and I recognise that the Police must sometimes prioritise emergency situations as their resources diminish, however we are not decision makers relating to PCSO as you are probably aware and that is the remit of the Police and Crime Commissioner. People should still report issues to 999 or 101 as appropriate and I too have spent over 45 minutes waiting for a response at times.

Use online reporting if it's not an emergency and if you see someone sleeping rough we would ask you to report them to Street Link which is www.streetlink.org.uk so we can insure an outreach worker finds them and helps keep them safe. Working with a street community to help prevent antisocial behaviour is part of our rough sleeping strategy as well and there are two key actions relating to this that we have agreed. First ensuring that in priority areas such as yours where there is a large street community that our staff and other staff have clear guidance on how to deal with issues effectively and who's accountable for making those actions happen. Secondly a wider piece of work on communications working to discourage people who are really kind and giving money to beggars but ask them instead to please give that money to charities where they can as that will get people off the streets quicker. We also want to try and make sure all food donated to rough sleepers and the street community not all of whom are rough sleepers is provided inside buildings so people can eat food with dignity and with volunteers who are trained and able to help them off the streets and help them with their alcohol and substance misuse issues if that's what is keeping them there.

On the second point the wider issue of alcohol. As you're probably aware in 2011 the council increase its cumulative impact zone (CIZ) for alcohol licensing to include your area and we now have the largest CIZ in the country and our 2013 'Sensible on Strength' scheme encouraged off-licenses to voluntarily agree to stop selling cheap super-strength beer and cider all of them in the area except the Sainsbury's have signed up to that scheme and I thank them for that and I'm sure your community does too.

In short I believe we have taken every available step to reduce the impact of alcohol related antisocial behaviour and our officers are constantly monitoring this and those hotspots. I do believe that the parts of our rough sleeper strategy which I highlighted demonstrates that we haven't taken our eye off the ball on this issue and I want to encourage you and residents to continue to report issues to us and to the Police.”

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|--------------------------|--|---|--------------------|
| Subject: | Response to the Brighton and Hove Fairness Commission | | |
| Date of Meeting: | 28th November 2016, Neighbourhoods, Communities and Equalities 8 th December 2016, Policy Resources & Growth Committee | | |
| Report of: | Executive Lead Officer – Strategy, Governance and Law | | |
| Contact Officer: | Name: | Nicky Cambridge | Tel: 296827 |
| | Email: | nicky.cambridge@brighton-hove.gov.uk | |
| Ward(s) affected: | All | | |

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 This report presents the Council's response to the recommendations of the Brighton and Hove Fairness Commission.
- 1.2 It summarises the process for coordinating, responding to and managing the recommendations within the Council, as well as setting out the wider city partner responses and the arrangements for implementation and governance going forward.
- 1.3 Appendix One provides detailed responses to each recommendation and provides supporting information regarding timescales, responsibilities and budget where relevant.
- 1.4 Agreement to the establishment of a Fairness Commission was given by the Council's Policy, Resources and Growth Committee (then titled Policy and Resources) on 11 June 2015.
- 1.5 The Commission produced its final report on 27th June and made 117 recommendations which were received by the Neighbourhoods, Communities and Equalities Committee on behalf of the council on 11th July 2016.
- 1.6 At this meeting it was agreed to establish a cross party Member working group which has overseen the development and content of the council's response.
- 1.7 The Corporate Plan 2015-19 sets out our purpose, values and priorities. The principles working across the plan include our commitment to increasing equality and ensuring everyone is able to share in the city's prosperity. The Fairness Commission helps us to achieve this.

2. RECOMMENDATIONS:

- 2.1 That the Committee welcomes and agrees the responses detailed in Appendix One to this report.
- 2.2 That the Committee agrees with the outcomes of the cross party Member working group process; including the decision to prioritise 15 recommendations as set out in Appendix Two.
- 2.3 That the Committee notes that other recommendations are being progressed, either within the council or beyond through Brighton and Hove Connected and the family of partnerships.
- 2.4 That the Committee notes that budget decisions for prioritised recommendations will be taken forward through the budget setting process.
- 2.5 That the Committee agrees to hold responsibility for delivery against the recommendations on behalf of the Council.
- 2.6 The Committee recommends that the Policy, Resources and Growth Committee agreed the response to the Fairness Commission recommendations set out in Appendix 1 to this report and authorises Officers to take all steps necessary or incidental to the implementation of the responses.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The Brighton & Hove Fairness Commission was formed by Brighton & Hove City Council in 2015 as an independent body to make recommendations about how the council and its partners should better work together to improve life for the citizens of Brighton & Hove.
- 3.2 The body was made up of 12 panel members from different professional backgrounds including housing, transport, voluntary sector and health.
- 3.3 A large scale public engagement plan was put in place to reach out to the city and hear citizen's views on making the city a fairer place to live, work and visit.
- 3.4 The Commission also heard evidence at themed meetings around older people and wellbeing, children & young people, housing and employment & skills and accepted a wealth of evidence from residents, private and public organisations and communities.
- 3.5 The Final Report was launched on 27th June 2017 and contained 117 recommendations for the council, its partners and national Government. There are two parts to the report – a 'Headlines' document and a full narrative. All reports can be found here: <https://www.brighton-hove.gov.uk/content/council-and-democracy/fairness-commission>
- 3.6 The report was received by the Council's Neighbourhoods, Communities and Equalities Committee in July 2016 and a cross party Member Working Group was established to oversee the detailed work gathering responses.

Brighton & Hove City Council – Response

- 3.7 Full implementation will be a long term process with the recommendations being used to influence, level and affect change across a wide range of services and the council will ensure that the recommendations are embedded into its core business planning and performance frameworks.
- 3.8 The Fairness Commission was undertaken in a short space of time and it heard from a huge range of contributors. This meant that the final report included a significant range of recommendations at a time of reducing budgets. In broad terms the recommendations can be clustered as follows:
- Those that are being taken forward as part of planned work,
 - Those that require additional resources to implement,
 - Those that are being considered through city partnerships,
 - Those that are more relevant to central government and national policy priorities.
- 3.9 In order to manage this, the Member Working Group has sought to prioritise a 'first tranche' of recommendations which:
- Represent value for money and in particular do not involve recurring costs;
 - Do not duplicate existing work and effort;
 - Have the maximum impact on fairness and poverty;
 - Are within the council's gift to influence;
 - Were considered by the public and communities contributing to be of high importance;
 - Are achievable and realistic;
 - Bring innovation or best practice from elsewhere to the city;
 - Empirically highlight areas where improvement or further action is required.
- 3.10 A total of 15 recommendations were prioritised in this way and are set out in Appendix Two. Of these, 3 recommendations have potential budget implications.

Recommendation 49: [Poverty proofing the school day](#)

- 3.11 A preliminary cost of £150k over 2 years has been identified for ensuring that all schools in the city benefit from the Children North East model. This includes an audit of each school and consultation with pupils, staff, parents and governors. The result is an action plan tailored to each individual school to address any stigmatising policies or practices such as the way free school meals are served or branded expensive uniforms with no cheaper options allowed. Training and a toolkit are also provided for staff to help embed the culture change in the long term.

Recommendation 50: Free school meals in school holidays

- 3.12 Holiday hunger was a significant finding of the Commission. They heard stories of how some children went without meals when not at school receiving free lunches. Locally several schemes exist including those run by [Chomp](#); a local

food poverty project and those run in partnership with the council's school meals service. Estimated cost for the Chomp service is £2.43 per meal (which includes on-costs) meaning a total cost of £1,555 per year based on 16 sessions for 40 guests. The council run service is an estimated £2.13 per meal (but this does not include on-costs).

Recommendation 31: Rent Deposit Guarantee Scheme

- 3.13 Members felt that this recommendation presented a strong 'spend to save' business case. Work is therefore underway to explore whether tenants in supported accommodation could access the private sector with funding provided by Discretionary Housing Payments and/or the Credit Union with an insurance provider effectively acting as a rent guarantor. Initially this is likely to mean a small cohort of people benefitting with a view to expansion if proven successful and viable.
- 3.14 The other recommendations outside of the priorities will continue to be progressed in the ways described above but they may not be allocated additional budget.

City Wide Partners – Response

- 3.15 As many of the Commission's recommendations relate to the roles and responsibilities of other partners in the city; (e.g. the Clinical Commissioning Group and The Chamber of Commerce); Brighton and Hove Connected is coordinating the wider response.
- 3.16 This has included presentations and discussions at thematic partnerships including Transport, Equality & Inclusion, the Arts Commission, City, Employment & Skills and Housing enabling detailed input from members such as the Bus Company and third sector.
- 3.17 In addition a workshop was held on 14.11.16 which sought to engage the widest range of stakeholders in contributing to the realisation of the recommendations. A short summary paper of this event will be tabled at Committee on the 28th.

Ensuring Good Governance and City Wide Engagement

- 3.18 It is proposed that the Neighbourhoods, Communities and Equalities Committee retain an oversight role to ensure effective delivery of the council's response to the recommendations with Brighton & Hove Connected will perform a similar function on behalf of city partners.
- 3.19 The Fairness Commission itself will be meeting again in January and June to review progress and add support to implementation. Learning from Commissions around the country suggests that this is an important part of ensuring good governance and delivery.

4 ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Consideration of alternative options to the establishment of a Fairness Commission was presented to the Policy, Resources and Growth Committee in June 2016.

5 COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 The Commission undertook extensive consultation during the course of its work, the full details of which are available as appendices to the main report. The public consultation analysis report is available on the council's website.

6. CONCLUSION

- 6.1 Members are asked to note and agree the Council's response to the Fairness Commission.
- 6.2 Members are asked to agree to the prioritisation of recommendations by the Member working group.
- 6.3 Members are asked to agree that budget decisions are included as part of normal budget setting processes.

7. FINANCIAL & OTHER IMPLICATIONS:

7.1 Financial Implications:

Financial implications in relation to Recommendations 49, 50 and 51 have been highlighted in this report. Other financial implications may emerge as the work unfolds and further options are explored. Any actions requiring significant one-off or recurrent annual funds will normally need to be considered on a case by case basis as part of the council's annual budget setting process for approval by Budget Council.

Finance Officer Consulted: Nigel Manvell

Date: 16/11/16

7.2 Legal Implications:

The proposals in the Fairness Commission's recommendations and the proposed response, in addition to supporting the Council's priorities, will help the Council in discharging its statutory duty under the Equality Act 2010. This includes the duty under section 1 of the Act regarding the need to have regard to socio-economic inequalities and to exercise its powers in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

Given the wide ranging and corporate implications of the recommendations of the Commission, it is appropriate that the final decision on the response and implementation plan is referred to the Policy Resources and Growth Committee.

*Lawyer Consulted:
November 2016"*

Abraham Ghebre-Ghiorghis

Date: 17

7.3 Equalities Implications:

The Fairness Commission has looked at a significant range of equality and fairness issues. Recommendations for all protected characteristic groups are included in the draft report and if accepted will have implications for the Council's work across the organisation.

7.4 Sustainability Implications:

A broad definition of sustainability, which takes account of the health and wellbeing of people and communities as well as the environment, is wedded through the principles and priorities of our Corporate Plan 2015-19. These are interconnected in terms of the causes and outcomes of inequality, which many of the recommendations in the Fairness Commission seek to address.

7.5 Any Other Significant Implications:

If accepted the Fairness Commission recommendations have considerable implications for many Council departments, services and teams. These will be embedded into Directorate and Team Plans.

SUPPORTING DOCUMENTATION

Appendices:

1. Table setting out the council's response to each recommendation.
2. Recommendations prioritised by the Member Working Group.
3. Summary of Brighton and Hove Connected – Fairness Commission Workshop held 14.11.16 (to be tabled at the meeting).

Documents in Members' Rooms

1. Hard copies of Appendices One and Two

| FAIRNESS COMMISSION RECOMMENDATION | BHCC Lead Officer(s) and/or Lead Partner or Partnership | Work completed, planned or will be undertaken in response to the Commission’s recommendation. Please add timescales inc. specific dates and lead officers where appropriate. | <p><u>Any other supporting information.</u></p> <p>If the recommendation is unable to be progressed and/or is not possible, please explain why.</p> <p><i>Budget implications including clear ‘invest to save’ proposals.</i></p> |
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| <p>1. All partners should make a firm commitment to work in collaboration with communities in the co-design and co-production of services.</p> | <p>Emma McDermott (CETS BHCC); Brighton and Hove Connected (via EQuIP sub-group)</p> | <p>This recommendation will be fulfilled through the Development of the Collaboration Framework under EQuIP, due for completion December 2016. Sam Warren, (CETS)</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> <p>Notes to be tabled at NCE Committee.</p> |
| <p>2. All partners should strengthen the investment in asset based community development to respond to the desire for self-sufficiency by residents and community groups coupled with volunteering infrastructure so that people can participate.</p> | <p>Emma McDermott (CETS BHCC); Brighton and Hove Connected (via Equip sub group)</p> | <p>This recommendation will be fulfilled through joint funding in third sector commission 2017-2020 BHCC and CCG on infrastructure, community development and engagement. Commission published 1st September 2016. Deadline for bids 1st November. CCG is looking at how asset based approaches can strengthen work around self-care/self-management, especially in more deprived areas of the city, and will continue to fund support for Patient Participation Groups (volunteers) through Community Development approaches. Michelle Pooley (CETS) and Jane Lodge (CCG)</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> <p>Notes to be tabled at NCE Committee.</p> |
| <p>3. In assessing neighbourhood assets, all partners should</p> | <p>Emma McDermott (CETS BHCC);</p> | <p>This recommendation has been used to drive and inform the ongoing work around the City Neighbourhood Programme and the Neighbourhood hubs work strand is looking at the assets in</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> |

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| identify, with residents, each neighbourhood for adequacy of community spaces against a ‘minimum spec’ that includes an accessible meeting space, open to all, and free access to wireless internet and invest in them so that they meet the requirements. | Brighton and Hove Connected | the neighbourhoods to ensure their best use and that they support the proposed service redesign and neighbourhood service model. Ben Miles; Sam Warren; Annie Sparks | Notes to be tabled at NCE Committee. |
| 4. The council should develop an asset transfer policy by April 2017 and be proactive in implementing it. | Emma McDermott (CETS BHCC); Angela Dymott (Property and Design BHCC) | An updated and Asset Transfer Policy is currently being scoped using best practice from other local authorities. (2017) | MWG PRIORITY (Linked with 5/9) |
| 5. All public sector procurement processes should give greater weight to social value and be explicit in how this influences decisions. | Emma McDermott, (CETS BHCC); Cliff Youngman, (Procurement BHCC); Brighton and | This recommendation has been fulfilled through the Social Value Framework and Guide approved at NCE committee and PR&G committee, July 2016. Training opportunities to be developed for commissioners, procurement and suppliers Autumn 2016. Andrew Witham and Michelle Pooley | MWG PRIORITY (Linked with 4/9) |

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| | Hove Connected | | |
| <p>6. The council’s small grants fund should be ring-fenced and invested in Sussex Community Foundation, or a similar external grant giving body, to achieve greater value for money for Brighton & Hove’s small community groups.</p> | <p>Emma McDermott, (CETS BHCC)</p> | <p>A small grants fund was approved as part of the new Third Sector Investment Programme at NCE committee July 2016 and has been factored into the three budget plan for the Council’s Third Sector Investment Programme 2017 -2020. In addition, the feasibility and benefit of transferring the small grants programme to an external provider was explored and discussed at Members Advisory Group (MAG) meetings in September and October 2016. MAG’s recommendations is that in light of the significant service redesign of the council’s approach to investing in the community and voluntary sector (as approved by NCE committee in July) transferring council funded grants programme to an external provided did not offer sufficient benefits and value for money at this time. However, following discussion about the opportunities offered by an organisation like Sussex Community Foundation MAG has recommended that officer’s progress the transfer of some dormant and relatively inactive endowment funds held by the council to Sussex Community Foundation to establish a Brighton and Hove Community Fund. A report will be presented to NCE committee in Spring 2017 to approve this development.</p> | |
| <p>7. Brighton & Hove Connected should publish an annual</p> | <p>Brighton & Hove Connected</p> | <p>To fulfil this recommendation an implementation group of city partners has been established which will report to the City Management Board six monthly initially and then annually.</p> | |

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| statement on actions taken by partners to deliver the Power of Volunteering. | | Simon Newell | |
| 8. Brighton & Hove Connected should work with Sussex Community Foundation to establish a city endowment fund to support projects that help alleviate poverty in the city. | Brighton & Hove Connected | This was linked to feasibility report for recommendation 6, which includes consideration of the current endowment trusts held by the city council. Simon Newell | |
| 9. The Neighbourhoods, Communities and Equality Committee should take responsibility for proactive delivery on the rights enshrined in legislation including the Localism Act 2011, the Equalities Act 2010, the Care Act 2014 and Human Rights. | Emma McDermott (CETS BHCC), Abraham Ghebre-Ghiorghis , (Strategy, Governance and Law BHCC) | A number of actions will be taken in response to this recommendation: The terms of reference for the NCE Committee include responsibility for delivery on these areas. A number of actions will be taken in response to this recommendation: The Equalities and Inclusion Policy will be taken for approval to the NCE Committee in November 2016 with proposals for updating the Committee. As part of developing the Committee’s work programme for 2017/18 these areas will be considered by the Lead Member and Executive Director NCH. All decision making committees in the council take into account relevant legislative provisions and legal implications are provided | MWG PRIORITY (Linked with 4/5) The implications of the Care Act 2014 have been comprehensively reported to the Health and Wellbeing Board and action implemented. |

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| | | with every report to ensure this takes place. Pages on website with regard to Assets of Community Value (Localism Act 2011) to be made more user friendly and accessible. | |
| <p>10. Small community groups and social enterprises have the right to enter the market place and help find solutions. The council should seek to ensure it removes any barriers to preventing smaller organisations from bidding for contracts and that it commissions support for the community and voluntary sector.</p> | <p>Emma McDermott (CETS BHCC); Cliff Youngman, (Procurement BHCC)</p> | <p>A number of actions will be taken in response to this recommendation: Commissioning support for the CVS is in the upcoming third sector commission 2017-2020. Included in the Social Value Guide for commissioners and suppliers is reference to the use of a % of local small and medium sized business, social enterprise and CVS organisations. Michelle Pooley and Andy Witham. The current Procurement Strategy aims to reduce barriers to community groups and social enterprises. Increased level of communication / consultation with these groups will help highlight opportunities. Current relationships with the Chamber of Commerce and Federation of Small Businesses along with delivery of presentations has made progress to this recommendation. Ongoing interventions will continue within procurement 5 year future plan and beyond – Cliff Youngman</p> | <p>This is often dependent on individual clients. One way to overcome barriers is to break contracts into lots. However, service areas commonly cite insufficient resources to manage multiple contracts.</p> |
| <p>11. The council, the Brighton & Hove Bus Company and other</p> | <p>Mark Prior, (Transport BHCC);</p> | <p>Under the existing regulatory framework bus operators are responsible for setting fares on a commercial basis. The Quality Bus Partnership has discussed and will continue to work on</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> |

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| bus operators in the city, should work through the city's Quality Bus Partnership to ensure that there is transparency and awareness of existing discount arrangements among the public and all partner organisations, and where need is identified, to extend arrangements to reflect specific needs. | Brighton & Hove Connected (via Transport Partnership) | awareness-raising re best value and discounted tickets and associated initiatives (such as loans from East Sussex Credit Union for purchase of best value tickets). | Notes to be tabled at NCE Committee. |
| 12. The council and The Transport Partnership should invite proposals from suitable social enterprises or appropriate organisations that can expand and deliver an improved community transport offer in the city, that better utilises the existing fleets, vehicles and volunteer drivers available. | Mark Prior, (Transport BHCC) Brighton & Hove Connected; Judith Cooper (ASC BHCC) | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. ASC and the CCG currently contract with Community Transport to provide door-to-door shopping trips and group hire of minibuses for local groups. The existing contract is under review and is due for Procurement in 2017 with a focus on targeting the limited resources to support vulnerable people who are socially isolated or unable to access activities and services in the community. This Recommendation will be considered as part of the Procurement and the Transport |

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| | | | Partnership will be invited to engage with the process. |
| 13. The council should facilitate partnership working between transport providers and developers to expand the potential locations for accessible development across the city that would address both transport and housing issues. | Mark Prior, (Transport BHCC); Brighton & Hove Connected | The council’s approved City Plan Part 1 includes policies to deliver accessible and sustainable development which are based on directing new development to areas of the city with good sustainable transport links, and to those areas in need of regeneration and renewal. City Plan Part 2 will seek to further explore and identify similar policies that secure similar opportunities. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 14. The council should work with City in Bloom, Community Works and the Trust for Developing Communities to support Friends of Parks groups in the city and help them to come together in a city-wide network to strengthen collaboration across groups and with the council around the future of the city’s parks. | Richard Bradley (CityClean BHCC) | We acknowledge the valued contribution of a city-wide network of Friends Groups and other volunteers that has been created Community Works. City Parks works proactively with a wide range of community and voluntary organisations across the City. The Council has also recently launched its “big conversation” with regard the future management and maintenance of the parks and open spaces in the City and we would encourage all interested groups to participate in this consultation. | MWG – PRIORITY This recommendation will be considered along with the outcome of ‘The Big Conversation’ parks consultation currently in progress. |
| 15. | Mark Prior | The Highway Enforcement team licence and enforce regulations | MWG PRIORITY (Linked to 61) |

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| <p>The council should work with businesses and the Transport Partnership to raise awareness of the impact of street clutter on disabled people, older people and mothers with young children and ensure regulations are enforced.</p> | <p>(Transport BHCC); Brighton and Hove Connected</p> | <p>on A-boards, tables & chairs, skips, scaffolds, builders’ materials, overgrown hedges and hoardings. The policy for such placements was reviewed by Members in 2016, and was originally informed by the Street Access Scrutiny of 2010. A new IT system is being commissioned which will enable more efficient licensing and enforcement of skips, scaffolds and builders’ materials. The team works with businesses and other council sections to educate, inform and enforce. We undertake to review our current policies and practices, monitor impact of street clutter and use appropriate enforcement action, raise awareness with businesses.</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> <p>Notes to be tabled at NCE Committee.</p> |
| <p>16. Develop and publish an action plan to ensure full implementation of the new housing strategy and report back regularly on progress</p> | <p>Martin Reid (Housing BHCC)</p> | <p>Actions from the Housing Strategy are regularly monitored at HLT and through corporate monitoring up to and including ELT. We also monitor partnership priorities through Strategic Housing Partnership and Affordable Housing Delivery Partnership, RPs, HCA & BHCC (Housing & Planning) - the latter focusing on housing supply. On Housing Quality we work closely in partnership with Public Health and other partners on Affordable Warmth & Fuel Poverty which has been reported to BHCC Cttes and SHP / B&H Connected. In addition, we are currently developing an action plan aligned to our new (HRA) Asset Management Strategy recently agreed by Committees. Similarly on Housing Support we have focused on Rough Sleepers Strategy with same reporting lines.</p> | |

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| | | <p>We communicate progress through monitoring of KPIs and via reports to Ctte and SHP / B&H connected.</p> <p>We have produced annual progress reports and are reviewing options for our first since the adoption of the new Housing Strategy in 2015, albeit we have also been focused on Rough Sleeper Strategy, evidence gathering for any further discretionary PRS licensing and Student Housing Study as key Housing Strategy actions during the last quarter.</p> | |
| <p>17. The council should strengthen and expand its council housing building and estate regeneration programme.</p> | <p>Martin Reid & Sam Smith (New Homes Team BHCC)</p> | <p>The response to this recommendation is in progress through New Homes for Neighbourhoods programme: http://www.brighton-hove.gov.uk/content/housing/council-housing/new-homes-neighbourhoods and http://present.brighton-hove.gov.uk/mgconvert2pdf.aspx?id=92816</p> <p>There are currently 251 new affordable homes projected to be delivered through Brighton & Hove City Council Estate Regeneration (New Homes for Neighbourhoods) as part of the overall Affordable Housing Development Programme. The team are currently looking at a wide range of ways to increase and continue the programme in order to deliver many more homes including establishing a housing company and a potential Joint Venture. The team have worked closely with residents to</p> | <p>Under the New Homes for Neighbourhoods Programme [as at October 2016] 24 new council homes have been completed since 2015, 112 more are under construction, 41 have planning consent [and are preparing to go on site, and another 10 sites are in the pipeline.</p> <p>We are reporting to our early autumn Committees on options which are likely to be available in funding and structuring a new Council and / or joint venture vehicle to support delivery of additional housing supply.</p> |

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| | | <p>establish a successful programme that is making best use of the council’s land and assets including infill sites in existing estates that currently attract anti-social behaviour.</p> <p>We are currently exploring detailed options to enable the Council to intervene in the housing market to deliver new homes to meet our identified needs. In addition Greater Brighton Housing and Growth Working Group are seeking to overcoming barriers to delivering existing housing targets, accelerating delivery of additional housing numbers as well as making best use of available land / identification of new sites. Devolution Deal ‘asks’ include raising the HRA borrowing cap, flexibility in the use of Right to Buy Receipts, better access to surplus sites from national public bodies and certainty over HCA funding.</p> <p>Housing Strategy 2015 actions:</p> <ul style="list-style-type: none"> • Directly provide more council housing, such as by developing ourselves through our New Homes for Neighbourhoods programme, buying new homes off-plan or by supporting others to build and manage on our behalf. • Maximise housing provided from best use of the Council’s Housing Revenue Account (HRA) investment, land and buildings. | |

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| <p>18. The council should use a supportive approach to identifying modern construction methods to reduce building costs and make rents more affordable.</p> | <p>Martin Reid & Sam Smith, (New Homes Team BHCC)</p> | <p>The response to this recommendation is in progress through New Homes for Neighbourhoods programme: http://www.brighton-hove.gov.uk/content/housing/council-housing/new-homes-neighbourhoods and http://present.brighton-hove.gov.uk/mgconvert2pdf.aspx?id=92816</p> <p>There are currently 251 new affordable homes projected to be delivered through Brighton & Hove City Council Estate Regeneration as part of the overall Affordable Housing Development Programme.</p> <p>Our HRA financial forecast is clear that the HRA debt cap and reduction in rental income of 1% per annum over the next four years will restrict resources available for new build and regeneration so alternative options and delivery mechanisms for funding outside the HRA will be required. We also await the impact of Housing & Planning Act regulations on the HRA Business Plan. We are currently exploring detailed options to enable the Council to intervene in the housing market to deliver new homes to meet our identified needs. In addition Greater Brighton Housing and Growth Working Group are seeking to overcoming barriers to delivering existing housing targets, accelerating delivery of additional housing numbers as well as making best use of available land / identification of new</p> | <p>The council has four projects testing innovative construction methods that are currently underway including two sites that have been marketed for modular or system built affordable housing developments, a Y:Cube modular system project and a self-build development with a local housing co-op.</p> <p>The council has a further four new build projects that have been part of a design competition that generated innovative solutions for hard to develop infill sites.</p> |

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| | | sites. Devolution Deal ‘asks’ include raising the HRA borrowing cap, flexibility in the use of Right to Buy Receipts, better access to surplus sites from national public bodies and certainty over HCA funding. | |
| 19. The council should consistently identify total housing costs, including energy efficiency, in planning new homes to reduce energy bills and contribute to greater affordability and the health and wellbeing of tenants. | Martin Reid & Sam Smith (New Homes Team BHCC) | Planning requirement for high level of energy efficiency City Plan SA6 Sustainable Buildings. Previous reports to Housing & New Homes Committee have considered benefits of home energy efficiency measures provided in new homes to the lifetime costs of tenancies. In response to this recommendation the council’s New Homes for Neighbourhoods new build programme is developing homes to high sustainability standards including excellent energy efficiency, solar PV and communal boilers. All homes are being built to Life Time Homes Standards and at least 10% are wheelchair accessible. | Communal boilers are being provided in larger new council housing schemes to address fuel poverty as well as supporting sustainability objectives. We will review further application of consideration of lifetime costs of homes where this is within the council’s control. |
| 20. The council should pursue a planning policy of mixed development to ensure that all new developments, including office and commercial schemes, | Liz Hobden, (Planning BHCC) | This recommendation fits with City Plan, which also supports the use of mixed use developments. Plus CP20 Affordable Housing. Our Affordable Housing Brief and Housing enabling work with Planning and developers in the City seeks to maximise the delivery of new affordable homes through planning gain. | Housing continues to work closely with Planning to maximise the amount of affordable homes delivered on new developments. |

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| include an affordable housing element. | | However, need to follow government Planning Policy guidance so can only insist on affordable housing on schemes that include housing above a certain number of units. This is also subject to scheme viability considerations. We await Housing & Planning Act regulations and impact of Government investment and legislative approach in favour of low cost home ownership including through Starter Homes. | |
| 21. The council should work with public bodies in the city to identify publicly owned land that can be used for housing, and accelerate its progress into available land. Produce a report detailing available land and a timetable for access. | Martin Reid; (Housing BHCC); Brighton & Hove Connected | The council are responding to this recommendation in line with the Strategic Housing Land Availability Assessment. Greater Brighton Housing and Growth Working Group are seeking to overcoming barriers to delivering existing housing targets, accelerating delivery of additional housing numbers as well as making best use of available land / identification of new sites. Devolution Deal ‘asks’ include raising the HRA borrowing cap, flexibility in the use of Right to Buy Receipts, better access to surplus sites from national public bodies and certainty over HCA funding. | |
| 22. The council should offer council-owned and other publicly owned land, including sites on | Martin Reid, (Housing BHCC); Brighton and | Most sites prioritised for standard housing however in responding to this recommendation, the Housing Strategy 2015 and City Plan identify urban fringe as possibly being appropriate: SA4 – Urban Fringe. <i>“As part of this process, the City Council will</i> | This aligns to existing Housing Strategy and City Plan but would be subject to usual considerations around best consideration and consent. |

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| <p>the city fringes, brown field sites, to housing co-operatives, self-build groups and community land trusts to develop affordable social housing with the guarantee it will go to local people. Set up a revolving fund by 2018 and an advice hub to support the work of housing co-operatives, self-build groups, community land trusts and energy co-ops.</p> | <p>Hove Connected</p> | <p><i>consider how best to ensure that opportunities for community land trusts, community-led development, right to build, and housing co-operatives are brought forward/ safeguarded in order to maximise housing opportunities that meet local housing needs. This will be taken forward through the City Plan Part 2.”</i></p> <p>Links to Housing Strategy 2015:</p> <ul style="list-style-type: none"> • 18. Promote the concept of Community Housing. • 19. Explore the viability of Community Land Trust and wider community housing development options when land is available with a focus on maximising the social value of new developments where appropriate. • 20. Explore the use of commercial properties for co-operatives where compatible with City Plan policies. • 21. Share information on development opportunities with the Community Housing Network. <p>Also in response to this recommendation through the New Homes for Neighbourhoods programme, the council is working with Community Housing Network and local co-operative organisations to deliver affordable rented new homes on challenging small former or underused council housing garage sites, through modular and system build and self build, co-operative pilots (see Small site strategy). These new homes will</p> | <p><i>We have no resources currently identified in support of an advice hub or revolving loan fund.</i></p> |

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| | | <p>be let to local people, either at the end of the homelessness pathway, self builders on the joint housing register or council nominees.</p> <p>Co-operative Housing In Brighton & Hove (CHIBAH) was invited to nominate a co-op for development of an HRA site through a co-operative pilot under the New Homes for Neighbourhoods small site strategy. Community Housing Network members were invited to submit expressions of interest to develop three HRA sites through the modular and system build pilot</p> <p>The council is working closely with a self build co-op supported by Co-operative Housing In Brighton & Hove (CHIBAH) and others to achieve new development on a council housing former garage site. Learning from this co-operative pilot under the New Homes for Neighbourhoods programme is being shared amongst local community / co-operative housing groups.</p> | |
| <p>23. The council should strengthen its nationally recognised approach to bringing empty homes and properties back into use.</p> | <p>Martin Reid (Housing BHCC)</p> | <p>A welcome endorsement and this well-established and systematic approach has lead to sustained year on year good performance. In 2015/16, 158 empty homes were brought back into use with the support of the council. A further 40 empty homes were brought back into use in Quarter 1 of 2016/17. The empty property team is also in constructive dialogue with the owners of a further 257 properties.</p> | <p>Lack of funding to provide incentive offers to owners is an ongoing challenge, however, a refreshed enforcement protocol is in development which will a disincentive for owners to leave properties empty that will assist in increasing performance.</p> |

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| <p>24. Housing associations and private housing developers should work in partnership with housing associations and other organisations to expand the development of affordable housing for rent, shared ownership and sale in mixed tenure schemes.</p> | <p>Martin Reid (Housing BHCC); Brighton & Hove Connected</p> | <p>This recommendation aligns with the Housing Strategy 2015:</p> <ul style="list-style-type: none"> • 2. Continue work with a range of partners including Homes & Communities Agency, housing associations and the community housing sector to develop more affordable housing. <p>Expansion constrained by capacity of city to deliver new homes (13,200 over City Plan period) and availability of finances.</p> <p>We await Housing & Planning Act regulations and impact upon delivery of new affordable homes, in particular in relation to the Government focus on supporting low cost home ownership through alignment of funding and planning policy toward delivery of Starter Homes</p> | <p>Affordable Housing Brief to be updated in line with adopted City Plan Part 1 and any relevant legislation agreed through Housing & Planning Act, and then published on the council’s website.</p> <p>In order to further increase the supply of new affordable homes additional funding options are being actively investigated including buying new homes off plan and other Special Purpose Vehicle / Joint Venture options.</p> |
| <p>25. Housing associations and private housing developers should offer development expertise to housing co-operatives, community land trusts and self-build groups.</p> | <p>Martin Reid (Housing BHCC); Brighton & Hove Connected</p> | <p>We understand that community / co-operative housing providers have benefited from support from RPs on business and development planning via informal arrangements such as via Accord Housing on Co-operative housing development on larger sites and the work of CHISEL with Dryad on Golf Drive. The BHCC Estate Regeneration Team have also supported a co-op pilot at Plumpton Road.</p> | <p>We could potentially explore capacity via the existing Affordable Housing Partnership or specialist RPs who work with Housing Co-ops such as CHISEL (currently working with Dryad) however this would have cost and capacity implications for major RP providers.</p> <p><i>If requested by members this recommendation will need to be scoped, costed and resources identified given we are not aware of any formal arrangements</i></p> |

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| <p>26. Housing associations and private housing developers should contribute to increasing affordability in the city by embracing modern methods of construction to bring down building costs and make home-ownership more affordable to those on modest incomes.</p> | <p>Martin Reid (Housing BHCC); Brighton & Hove Connected</p> | <p>In response to this recommendation opportunities are being explored on a site by site basis subject to viability, proposed usage, planning policy etc.</p> <p>This recommendations helps drive the council’s plans for a Joint Venture Company or companies for the delivery of new homes. The opportunities considered include delivery new homes on an affordable rent and ownership basis.</p> | <p>We are reporting to our early autumn Committees on options which are likely to be available in funding and structuring a new Council and / or joint venture vehicle to support delivery of additional housing supply.</p> |
| <p>27. Housing associations and private housing developers should look at total housing costs, including energy efficiency, in planning new homes to reduce energy bills and contribute to greater affordability and the health and wellbeing of residents.</p> | <p>Martin Reid & Sam Smith (New Homes BHCC); Brighton & Hove Connected</p> | <p>Planning requirement for high level of energy efficiency City Plan SA6 Sustainable Buildings.</p> <p>In response to this recommendation: BHCC is working in partnership with Southern Water on a project to support local residents to reduce their water use and water bills. The project will be running from 2016-20 and aims to work with 5,700 high water use households and 1,000 households who are struggling to pay their water bills across the city. The project includes home visits to offer advice and installation of small measures to increase water efficiency in the home. Southern water will also be offering advice to households struggling to pay their bills including debt advice and about different tariff options</p> | <p>MWG PRIORITY</p> <p>In response to this recommendation we will review further application of consideration of lifetime costs of tenancies where this is within the Council’s control.</p> |

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| | | <p>and other financial assistance schemes.</p> <p>BHCC is working with the Your Energy Sussex partnership to procure an energy supply partner to offer a competitive tariff and high quality service to residents and businesses across Sussex. Over 70% of domestic customers who have never or rarely switched supplier could save up to £300 per year by switching onto a more competitive deal.</p> <p>The Sussex Tariff aims to offer Sussex householders and businesses the opportunity to purchase their energy from a trusted source that will:</p> <ul style="list-style-type: none"> • Offer residents and businesses access to lower cost energy • Provide excellent customer service • Ensure customers have easy to understand, more transparent energy bills • Develop Smarter metering and billing technology • Stimulate and support local energy generation <p>BHCC and the wider YES partnership can expect the tariff scheme to:</p> <ul style="list-style-type: none"> • Reduce the number of householders in or at risk of fuel poverty • Support the local economy | |

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| | | <ul style="list-style-type: none"> • Meet local carbon reduction and renewable energy targets • Increase investment in local generation • Influence the types of tariffs on offer to maximise the benefit for residents in the city <p>The council’s New Homes for Neighbourhoods new build programme is building homes that are efficient to heat and run due to high sustainability standards, meet Lifetime Homes Standards and include wheelchair accessible units.</p> | |
| <p>28. As part of a wider drive to tackle homelessness in the city, all partners should create low-cost and “meanwhile” housing swiftly for homeless people on dormant development sites, like Preston Barracks, using converted sea containers that can be moved to other sites when development starts.</p> | <p>Martin Reid (Housing BHCC); Brighton & Hove Connected</p> | <p>This recommendation supports the review of affordable housing delivery (joint venture) in progress, looking at range of temporary and permanent housing solutions. HERE.</p> <p>Estate Regeneration Board and Housing & new Homes Committee have also considered options for delivery of homes utilising modern method of construction with pilot schemes in progress / under review.</p> | <p>MWG PRIORITY</p> <p>Aligned to existing Housing Strategy priorities.</p> <p>The council will achieve learning and experience from the New Homes for Neighbourhoods modular and system build pilot seeking delivery of permanent affordable housing.</p> <p>Update on progress - April 2017 (Tracy John)</p> |
| <p>29. All partners should support training, skills and education</p> | <p>Brighton & Hove Connected;</p> | <p>Work and learning service review in progress for those in hostels to meet reduced budgets. Action in Rough Sleeping Strategy 2016.</p> | <p>ASC fund services for homeless people in supported accommodation. These are life skills, working with people 1:1 and in small groups to develop skills in</p> |

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| programmes for homeless people. | Sylvia Peckham (Housing BHCC); Brian Doughty (Adult Social Care BHCC) | | areas such as budgeting, computer skills, cooking. We fund an access to work project to support people with work and voluntary work placements and accessing the job market. We also fund a literacy and numeracy project for living people in hostels. <i>No resources for those in general needs temporary accommodation beyond those provided by adult education establishments.</i> |
| 30. All partners should protect investment in supporting people with mental health issues, drug and alcohol problems and dual diagnosis to live independently within their own homes. | Peter Wilkinson (Public Health BHCC); Brighton and Hove Connected | Substance Misuse Substance Misuse Services focus on supporting an individual with a substance issue to fully ‘recover’. This would include overcoming their addiction, but would also include working with the person to ensure that other aspects of their life are improved upon as well. Lead – Kathy Caley, Commissioner for Substance Misuse Service. Work is ongoing across year 2 of the contract. Mental Health . A range of community mental health services are commissioned from statutory and 3 rd sector partners to increase wellbeing, build resilience, support people in their recovery journey, and to increase opportunities for independent living. Significant investment has been made in community services to | <i>Substance Misuse</i> <i>Given the required financial savings the Public Health team is required to make, significant savings are being passed on to the providers of substance misuse services. Commissioners and providers are working together to prioritise key areas for delivery. However, given the scale of the cuts being made, it is inevitable that there will be some reduction in overall service delivery capacity.</i> <i>Dual Diagnosis</i> <i>The continued funding of the Dual Diagnosis nurses has been prioritised by commissioners and providers.</i> |

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| | | <p>improve access to treatment, and support at a local community level . This will be further strengthened as proactive and integrated care models develop.</p> <p>Dual Diagnosis There has been joint work between Substance Misuse and Mental Health commissioners and providers for a number of years on improving the support available to people with a ‘dual diagnosis’. This has included the development of a Dual Diagnosis Screening Tool, and joint working between services, to reduce duplication and the passing of clients from one service to the other. It is anticipated that the support given by services for the identified substance and/or mental health issue would help enable the individual to live independently in which ever form of accommodation they live in.</p> <p>Leads – Kathy Caley, Commissioner for Substance Misuse and Linda Harrington, Commissioner for Mental Health Services. Work is ongoing.</p> | |
| <p>31. All partners should strengthen work on rent deposit guarantee schemes that help people on lower incomes into private rented accommodation.</p> | <p>Martin Reid & Sylvia Peckham (Housing BHCC); Brighton &</p> | <p>Current scheme focussed on those most likely to be statutory homeless.</p> <p>The council is currently exploring an option for a pilot scheme whereby tenants in supported accommodation could access the private sector with funding provided by Discretionary Housing</p> | <p>MWG PRIORITY</p> <p>The Rent Smart partnership will be launched November 2016. It is a citywide partnership of organisations committed to supporting tenants in the private rented sector.</p> |

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| | Hove Connected | Payments and/or Credit Union funding with an insurance provider effectively acting as a rent guarantor. This work is in development with a view to an initial trial to test whether an extended scheme would be sustainable. | |
| 32. The council should extend the successful licensing of smaller HMOs to the remaining wards in the city. | Martin Reid (Housing BHCC) | Research on viability of extending licensing is in progress and will be driven by this recommendation. Due to report to HNHC in November 2016 Linked to PRS Scrutiny Recommendation 5 This recommendation is supported in the Housing Strategy 2015 through the following strategic actions: <ul style="list-style-type: none"> • 46. Promote the HMO licensing scheme so that we can ensure that unlicensed HMO’s are reported and licensed properties are of standard. • 47. Consult on extending HMO licensing to other areas where there is an identified need. • 48. Respond to issues where legal standards are not being met. | |
| 33. The council should establish a self-funding kite-mark scheme for landlords and letting agents. | Martin Reid (Housing BHCC) | This closely aligns to PRS Scrutiny recommendation 16 ‘To consider the development, and promote the uptake and benefits to landlords of registration to PRS accreditation schemes’. | Housing & New Homes Committee considered a detailed response to PRS Scrutiny recommendations on 11 November 2015 with a follow up Housing & New Homes Committee paper on progress against |

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| | | <p>This recommendation is supported in the Housing Strategy 2015 through the following strategic actions:</p> <ul style="list-style-type: none"> • Support for landlords to better manage properties. • Up skill small and accidental landlords to improve tenancy management. <p>Accreditation run via existing landlord associations already exists. For example, National Landlords Association Accreditation is based on Landlord Development and good management practice. It is a national scheme which offers greater consistency for all landlords, tenants and councils to recognise.</p> <p>Additional work is being carried out by community groups and other partners to look at how these options could be taken forward such as Rent Smart which will be fed into future policy considerations.</p> | <p>recommendations expected Sept 2016.</p> <p>PRS Scrutiny One Year On (21-09-16) - Trading Standards: Brighton and Hove Trading Standards have been working closely with Home Sweet Home campaign group to make sure that lettings agencies display their fees in accordance with the Consumer Rights Act 2015. When the project began in August 2015 of the 116 agents identified, fewer than 10% were displaying their fees and several were not members of an approved redress scheme. Now at least 99% are compliant.</p> |
| <p>34. The council should establish a private sector forum for landlords, letting agents, tenants and the city’s housing services.</p> | <p>Martin Reid (Housing BHCC)</p> | <p>Landlords and Agents are represented on our Strategic Housing Partnership and involved in task and finish work related to response to PRS scrutiny which aligns with this recommendation and which will assist to drive this work.</p> | |
| <p>35.</p> | <p>Martin Reid &</p> | <p>This is aligned to PRS Scrutiny Recommendation 15.</p> | <p>This recommendation is supported in the Housing</p> |

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| The council should establish an ethical lettings agency for private rented housing similar to Let to Birmingham which offers “a range of services for landlords including Let Only or Full Property Management, and matching with suitable tenants.” | Sylvia Peckham (Housing BHCC) | <p>In the response to PRS Scrutiny paper H&NH Committee members were advised that we proposed to support exploration of options such as University of Sussex Student Union ‘Sussex Student Lettings’ as to whether the scope of this model can be widened to expand beyond student housing and encompass a greater range of private rented housing.</p> <p>A follow up Housing & New Homes Committee paper on progress against recommendations expected Sept / November 2016.</p> | Strategy 2015 through the following strategic actions: <ul style="list-style-type: none"> • 42. Develop an ethical standard for letting agents including a commitment to equalities and diversity, a ‘living rent’ scheme where rents are linked to wage inflation, and longer tenancies to support family stability. |
| 36. The council should work with housing associations, City College and others to develop training and skills programmes and apprenticeships in housing and renewable energy programmes. | Sam Smith (Estate Regeneration Team BHCC); Linda Shaw (Economic Development BHCC) | We are able to use existing partnerships including City Employment & Skills Partnership and Council’s Housing Repair and Improvement Partnership with Mears to fulfil this recommendation and strengthen the development work. | Under its New Homes for Neighbourhoods programme the council is ensuring constructors are delivering new apprenticeships across the range of construction sectors. |
| 37. The CCG should develop a business case for housing initiatives that contribute to the improved health and wellbeing | John Child (CCG) | CCG - The ‘one place one budget’ approach gives the CCG and BHCC the opportunity for more joined up work particularly to address the wider determinants of ill health such as the warm homes project. | |

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| of residents and take pressure off health services, such as heating and insulation improvements in the homes of older and disabled people. | | BHCC - Completed by Housing Health Inequalities Steering Group <ul style="list-style-type: none"> • Report: Housing and Health Inequalities: Cost/Benefit Evidence Portfolio (Housing Strategy Team, September 2011) This recommendation is being used to drive the work around: <ul style="list-style-type: none"> • new Affordable Warmth & Fuel Poverty Strategy • provision of adaptations and DFG’s • Better Care homelessness funding | |
| 38. Brighton & Sussex Universities should work in partnership with the council to develop an integrated accommodation and transport strategy that will allow 100% of purpose built accommodation for all first year students in the city. Consideration of opportunities within the whole Greater Brighton region to be key to this. | Martin Reid (Housing BHCC); Brighton University; Sussex University | Recommendation is being considered alongside findings of Student Housing Study and used to inform future City Plan policy and review of the Student Housing Strategy. Needs to be accepted that if the amount of PBSA was increased to meet the recommendation, then this would require more developments of student housing on sites which could also be used for residential. However, advantage is that more PBSA can be put on a site and it reduces pressure on existing residential private sector homes. | Links to Private Sector Scrutiny 2015 Recommendations 9, 10, 11 This recommendation is supported in the Housing Strategy 2015 through the following strategic actions: <ul style="list-style-type: none"> • 22. Continue to support the development of new affordable purpose built student accommodation in a range of locations within the city in accordance with City Plan policies. |
| 39. | Graham | In response to this recommendation the council is to review and | A strategic decision was made to locate Housing |

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| 56 The council should develop a new corporate debt collection strategy. This should bring together council tax collection with other local authority debt collection such as rent arrears, Housing Benefit overpayments, and the Discretionary Payments teams into a single ‘Income Management Team’. | Bourne (Revenue and Benefits BHCC) | update its corporate income and debt strategy. However it does not extend to the formation of a corporate income management team. There are four main income / debt collection areas Revenues & Benefits, Housing, Parking and Corporate Collection (which manages collection on behalf of all other services). All of these link and have relationships with each other. The thrust of this recommendation relates to the tax, welfare and housing area of income/debt collection. Of these Council Tax, Business Rates, Housing Benefits and Discretionary Payments work within the same section, Revenues & Benefits, and co-ordinate their efforts. Housing Income Management operates separately from a different location but the relationship between them is strong and well developed. | Income Management on a separate site to the Revenues and Benefits service as it was evidenced that the co-location of the team to Housing Services was more beneficial than a remote location with Revenues & Benefits. This decision was thoroughly tested at the time and there is no plan to revisit it. |
| 40. The council should develop a more consistent approach to assessing affordability by, for example, creating a unified income and expenditure form with guideline amounts for outgoings. | Graham Bourne (Revenue and Benefits BHCC) | This recommendation is welcomed and is helping to drive work led by the Welfare Reform Project to design and agree a corporate financial assessment form that can be used across services. This work dovetails with the Customer First in a Digital Age development of a single online financial assessment portal. Further work is being explored between Adult Social Care and Revenues & Benefits to see whether financial assessment processes could be brought together for improved efficiency and consistency. | While the work as described is driven by the intent to introduce consistency this may not be absolute as the considerations of income assessment do differ between services in relation to specific requirements. |
| 41. The council should review | Graham Bourne | It is agreed that early information relating to vulnerability is beneficial both in terms of effective vulnerability support and | Because of the confidential nature of health And vulnerability information the Council cannot exclude |

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| internal data sharing policies in order to identify vulnerable residents at an early stage of debt collection. | (Revenue and Benefits BHCC) | effective debt collection. The Council intent is to responsibly manage the boundary between the integrity of personal information and data sharing. This is a difficult area and through individual services and the corporate income and debt programme these boundaries are being tested. In response to this recommendation further work will be done to clarify these boundaries particularly in respect of tax collection and information held in Health & Adult Social Care. | the potential for debt recovery action being taken in ignorance of vulnerability issues. |
| 42. The council should explore the potential for Digital Logbooks for those tenants who are online. | Ododo Dafé (Housing BHCC) | The feasibility of Digital Logbooks was previously looked into by the Housing team. In order for these to be introduced we will take steps to get the Housing service incorporated on the council’s My Account system, and increasing staff and tenant digital confidence through the Digital Brighton & Hove programme of work. It is unlikely that we will look into Digital Logbooks within the next financial year; although we will be preparing a short digital strategy to focus our attention on supporting increased digital inclusion and providing effective, accessible and timely services through digital channels. | |
| 43. The council should adopt the council tax collections protocol, as endorsed by the Local Government Association. | Graham Bourne (Revenue and Benefits BHCC) | In response to this the Local Advice Agencies will be updating the protocol in December/January. The City Council will be involved in this process and will sign up to the new version | |
| 44. | Graham | In order to achieve this the communications team and the | MWG PRIORITY |

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| <p>To raise awareness of available support services to those on low income or struggling with debt, tall partners should actively promote The Advice Partnership, Citizens Advice Bureau, East Sussex Credit Union and Moneyworks, signposting or referring people to these services.</p> | <p>Bourne & John Francis (Revenue & Benefits BHCC); Michelle Pooley (CETS BHCC); Brighton and Hove Connected</p> | <p>welfare reform programme have produced a fact sheet/toolkit referencing these and other relevant organisations and services. This is designed for front line staff.</p> <p>To successfully promote and embed this information throughout front line services the information will be fed down through management layers to front line teams.</p> | |
| <p>45. The council’s Welfare Rights team should be co-located in the new Advice Hub at Hove Town Hall to maximise value and joint working.</p> | <p>John Francis, (Welfare Reform BHCC) Brighton and Hove Connected</p> | | <p>MWG PRIORITY</p> <p>Currently the welfare rights team are central to the Revenues and Benefits service and it would not be strategically effective to move them away from the core services at this stage. The service is in the process of developing a ‘welfare framework’ which is designed, to make best strategic use of resources in the Council, and, in conjunction with voluntary sector partners, to provide an effective and cost efficient welfare support network which meets the challenges the city is facing over coming years. The development of the framework includes a review of</p> |

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| | | | the welfare right functions and a rationalisation of the best use and location of support resources. If this strategic review concludes that there should be a specific council presence in the Advice Hub then this will be put into place. |
| 46. Cuts to benefits and tax credits for working and out of work families, and the roll-out of the Universal Credit benefit, mean there needs to be a significant investment in welfare benefits and money advice to help protect the local economy and ensure low income families receive the help they need. | John Francis (Welfare Reform BHCC) Brighton and Hove Connected | The council welcomes this recommendation which helps to drive related work, such as: The council holds a specific commission with CAB/Moneyworks to support people who are claiming Universal Credit with claiming online and budgeting issues. There are also money advice commissions which relate to the council’s housing tenants and health inequality. Also the Communities & Third Sector Prospectus for 2017 – 2020 includes provision of a Community Banking Partnership model which includes high quality accessible money advice that meets the needs of people and places and reaches communities experiencing the highest levels of financial exclusion in Brighton and Hove. The Welfare Rights team who work within the Revenues and Benefits service provide welfare benefits advice and crucially provide training to local community and voluntary organisations on welfare benefits and related issues so up to date advice can be provided widely in the city. | Although not specifically advice related the council is also investing to directly work with families most significantly affected by welfare reforms to help them mitigate the impact of these changes. |
| 47. | Sarah | In response to this recommendation the council is reviewing the | |

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| <p>The council should implement the actions set out in the Child Poverty Commissioning Strategy 2012.</p> | <p>Colombo (Families Children and Learning BHCC)</p> | <p>Child Poverty Commissioning Plan 2012-15 in order to update and identify any outstanding actions.</p> | |
| <p>60 48. The council and the city’s foodbanks and advice agencies should work closely with Job Centre Plus locally to reduce the numbers of families referred to foodbanks because of a problem with the benefit system, such as delays in processing or a flawed decision sanction a benefit.</p> | <p>Caroline Parker. John Francis (BHCC); Brighton and Hove Food Partnership</p> | <p><u>Welfare and Money advice in foodbanks</u> Advice on benefit issues is now available in most foodbanks and where emergency food is provided in the city. This has proved central to ensuring that underlying issues with benefits which may be causing food bank use are addressed and resolved as soon as possible. The Emergency Food Providers Network hosted by Brighton and Hove Food Partnership is key to this and maintaining the relationship between emergency food providers, the advice sector and the council. The July 2016 survey of food banks indicated strong support for this network and the Food Partnership is seeking funds to continue its work (current funding from Esmee Fairbairn Foundation ended in August 2016). Cost to run per year £3500. It is important to emphasise that advice is provided as far as resources allow. Although every effort is made to provide a broad coverage of advice provision, it is not possible for Moneyworks to cover regular desks at all 15 foodbanks in the city. Some other funding streams, for example Big Lottery funding made to Money Advice Plus which has been used to fund</p> | |

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| | | <p>some of the advice in these circumstances, are agreed for a finite period and future provision will depend on achieving extensions or alternatives to these funding streams.</p> <p><u>Liaison with Job Centre Plus</u> Local advice providers, the council’s welfare rights team and Housing maintain relationships with the local Job Centre Plus managers and the local Job Centre Plus Social Justice Champion so that where possible local benefit processing issues can be strategically addressed in addition to individuals being supported. The council’s Housing department has undertaken work with the Job Centre to identify vulnerable tenants to make sure they are marked as such on Job Centre Plus systems. This is so Department for Work and Pensions decision makers can take this information into account when following their processes.</p> <p><u>Job Centre Plus hardship provision</u> The Job Centre has processes for identifying hardship and there are provisions in place - hardship payments, advanced payments etc - to assist people in these positions. JCP have arranged sessions with food banks to provide an overview of these measures so foodbanks can refer people to them where appropriate.</p> | |

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| | | <p>The Welfare Rights team train community and voluntary sector organisations in a range of benefit related issues including hardship issues and benefit sanctions. The team and JCP will explore the possibility of providing joint training on these issues.</p> <p><u>Council provision and support</u></p> <p>Families are referred to the food banks in children’s centres from health visitors and are offered up to 6 visits for each referral. Families are encouraged to contact the Family Information Service. In Whitehawk the Children’s Centres is also able to refer clients for a one off visit to St Cuthmans foodbank which is available to Whitehawk residents. They have a money advice service at the church when the foodbank is.</p> <p>Family Information Service offers telephone and face to face advice to families facing financial hardship and immediate crisis. Services include referring to food banks, applying for Local Discretionary Fund and charitable grants, working out budget plans and referring for more specialist advice. Two DWP Advisers who are part of the Stronger Families programme are now managed by the FIS managers offering a joined up programme of back to work support.</p> | |
| <p>49. The council, working with city schools, should bring to</p> | <p>Hilary Ferries, (FCL BHCC)</p> | <p>In response to this recommendation the council will: 1. Make contact with Poverty Proofing the School Day’ (HF August 2016)</p> | <p>MWG PRIORITY</p> <p>www.povertyproofing.co.uk / www.children-</p> |

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| <p>Brighton & Hove the ‘Poverty-proofing the School Day’ initiative to ensure no child misses out on the opportunities and experiences at school because of low family income. This would also help to close the gap between the attainment results of children eligible for free school meals and others.</p> | | <p>2. Discuss with school leaders and FCL colleagues to assess level of interest (Ellen Mulvihill) (September / October 2016) 3. Agree way forward with the scheme (SLT – November 2016) 4. Review progress / elements (Ellen Mulvihill Summer term 2017) 5. Closing the Gap Strategy will be reviewed (Jo Lyon’s SLT Autumn 2016)</p> | <p>ne.org.uk Initial contact with ‘Poverty-proofing the School Day’ has shown that the cost to implement the self-evaluation review scheme is £10,000 to train a group of reviewers and then have a license to review 5 schools. There would be negotiation around costs for further licenses.</p> <p><i>4 cost options have been identified for this work with priority being given to the North East model covering all schools in the city with a one off cost of £150k and a 2 year programme of work.</i></p> |
| <p>50. The council should seek support from partners to offer free school meals in school holidays, focusing on the most deprived communities first, to make sure that no child goes without at least one proper and healthy meal a day.</p> | <p>Susie Haworth, (FCL BHCC); The Food Partnership</p> | <p>Discussions with BHFP and Chomp identified a gap in provision in the west of the city. The school meals team facilitated a meeting with West Blatchington Primary to discuss and assess if the Chomp model could be adapted and used in a school environment (all other locations are churches/church halls). Funding is required to meet some costs (school site manager/room hire, provision of food & labour to produce meals) this is currently being met from the overall school meals budget. After the summer break Susie Haworth will review the pilot offer with Amy Goodwin from Chomp and possibly BHFP.</p> | <p>MWG PRIORITY</p> <p><i>The cost to roll out the scheme further is unknown and would wholly depend on the number of sites across the city. The pilot at West Blatchington averaged a cost of £2.13 per meal mainly due to the high cost of labour to the number of meals being produced as the numbers able to attend each club is limited. Pupil premium would not be a source of funding for this scheme, decisions as to how it is spent is a governing body decision and its</i></p> |

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| 64 | | BHCC to explore if grant funding would be available to support the clubs and as part of the review discuss other delivery models. | <p><i>expenditure directly linked to support the progress of pupils who qualify. There should be an awareness of budget pressures being faced by schools.</i></p> <p><i>The school meals budget will continue to support Chomp for the financial year 16/17 and hopefully through to the summer break of 2017, however, as there is a possibility of the mobilisation and demobilisation of the current school meals contract this would need to be discussed further. Other sources of funding maybe from grant sources, however, these may be more challenging to access as Eden (Interserve) are a private company. I am not aware what other budgets could be used other than through external support such as grants and gifts which may be small and not guaranteed. As part of the tender we will be considering support of such a scheme under social value criteria.</i></p> <p><i>It is important to highlight the challenges we may face just using the school meals/school infrastructure to deliver free meals during holiday periods. I believe that the service has a part to play in helping to reduce food poverty across the city, however, the</i></p> |

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| | | | <i>financial responsibility for such a programme should not sit with schools/school meals service. Alternative delivery models to that employed at West Blatchington must be considered.</i> |
| 51. The council should inform parents about the new right to request wraparound or holiday childcare and work within them to establish appropriate provision. | Caroline Parker, Julia Daborn. Fiona Ricci, (FCL BHCC) | This recommendation fits with the Government guidance for maintained schools and academies. The guidance states that schools should inform parents of their ‘right to request’ wraparound and holiday childcare. A copy of the guidance can be found Here . In response to this recommendation and the Government guidance the council has informed schools about the guidance at the start of the autumn term and encourage schools to inform their parents about the right. The Family Information Service will promote parents’ right to request that their child’s school offers childcare outside of school hours on their Family Services Directory and Twitter account. They will signpost parents to information on Gov.uk once it becomes available. The council will work with schools to help with establish appropriate provision. | The Childcare Act 2006 places a duty on local authorities to secure sufficient childcare, so far as is reasonably practicable, for working parents. The Childcare Sufficiency Assessment, which will include out of school childcare, is being updated and will be reported to the November Children, Young People and Skills Committee in November. <i>Note: there is limited staff capacity (part of a 0.6 post) and no funding to support schools.</i> |
| 52. Brighton & Hove schools should work with children and young | Hilary Ferries (FCL BHCC) | Support for the planning and development of a ‘curriculum for life’ (PSHE education) is strong, but practice is variable across schools. | Guidance and resources available and promoted to schools via www.pier2peer.org.uk Schools are responsible for their own curriculum and |

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| people to incorporate a ‘curriculum for life’ to equip school-leavers with valuable life skills, including, for example, personal finance skills and relationship education. | | Actions: Partnership Adviser: Health and Wellbeing, Teaching and Learning consultants and post 16 team to continue to provide support and challenge to schools to improve PSHE education provision. | so we can support, challenge and signpost to resources, but schools decide on curriculum time and content. |
| 53. The council should prioritise support for children’s centres and remove barriers to communities using them outside of core hours so they can be used as community hubs. | Caroline Parker (FCL BHCC) | The Council’s four year budget plan agreed in February 2016 did not propose any further funding reductions for Children’s Centres. However the Council is facing a significant reduction in funding over the coming years so future funding will need to be kept under review. Work we are developing in line with this recommendation: There is a license in place allowing a community organisation to use Hollingdean CC at weekends to allow park users and the local community to use children’s centre space including toilets and run a pop up café. The Tarner Children’s Centre is used by a community organisation on alternate Saturdays and during the evening. Plans are being developed around greater use of the facilities available at South Portslade Children’s Centre (located with Portslade Library) which could be accessed by groups of parents and community groups during evenings and weekends when access and support to the library building is available through the Libraries extra initiative. | We are expecting new Government guidance and a revised Ofsted inspection framework for children’s centres and will need to take account of these changes in the future. There are seven designated children’s centres. One is based in a building owned by Sussex Community Foundation NHS Trust. The Council buildings are: Tarner, Roundabout, Moulscomb, Hangleton, Hollingdean, Portsalde. Children’s Centres do not have caretakers and staff are not employed outside core hours. Smaller CCs are based in schools and are subject to the school’s policy on the use of buildings outside hours. |

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| | | <p>Hangleton Park CC works closely with the Hangleton Community Centre based in the same building. Hangleton Community Centre is open evenings and weekends hires out rooms at low cost for community use.</p> <p>The Council will also develop a policy to allow a recognised organisation with a responsible person to access the public areas of stand-alone council buildings during evenings or weekends by January 2017.</p> | |
| <p>54. The council’s city wide Corporate Parenting Board should find new ways to genuinely include children and young people; especially those in or recently leaving care.</p> | <p>Gerry Brandon (FCL BHCC)</p> | <p>In response to this recommendation work is underway to write a new Corporate Parenting strategy with engagement activities with children & young people as part of this process including a 3 day activity programme with young people’s views and input being actively sought throughout.</p> <p>The website is in the final stages of implementation</p> <p>The Children in Care Council is being re-launched with a specialist worker to ensure it meets regularly and informs children & young people and offers engagement activities. The older sub-group of the Council, the Young People’s Panel is also being re-vitalised. Care leavers attend the Corporate Parenting Board, they are involved in member training and arrangements are being developed for members to visit care leavers at their Young People’s Panel meetings.</p> | <p>MWG PRIORITY</p> |

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| | | <p>All care leavers between 18-21 years are offered the opportunity of a ‘Moving on from Care’ interview to reflect upon their care experience and a range of surveys and questionnaires on specific areas of service delivery are used to gain as many views as possible.</p> | |
| <p>55. All schools should be required to engage with the national Young Carers in School Programme to enable them to identify and better support young carers and to report on actions taken to address young carer needs.</p> | <p>Mat Thomas, (Carers Centre)</p> | <p>In response to this recommendation: Young Carers Section added to Safeguarding Schools audit (Apr 2016). Young Carers Project has Young Carers Schools Lead commissioned by Children’s Services supporting schools. Young Carers in Schools Programme is an active component of the 16-17 Young Carers action Plan.</p> | |
| <p>56. The council should continue to work with local support projects to ensure policies are inclusive and that all children receive the support they need. (ensuring diversity of CYP voices /participation)</p> | <p>Chris Parfitt (FCL BHCC)</p> | <p>Youth organisations that have contracts with BHCC have built into them monitoring and performance indicators which outline the expectations on inclusion and participation. In the current year more money has been set aside directly for the work with BME, LGBT and young people with disabilities. A quality assurance system for youth work is currently in place but needs revision along with the curriculum frame work. In response to this recommendation work is currently underway to extend and improve the links with and between communities to increase young people’s voice and participation.</p> | <p>The development of the Youth and Employability Trust which will lead for the LA the Positive for Youth, Youth Offer will be investigating how well youth organisations are reaching underrepresented groups of young people.</p> |

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| <p>57. Council & partners should recognise and support the effective work being done by the community and voluntary sector to address social isolation.</p> | <p>Annie Alexander (Public Health BHCC); Brighton & Hove Connected</p> | <p>This is a welcome recommendation and fits with work the council and the CCG have funded in the creation of the Locality Hub and City Wide Connect programme, to address social isolation by offering a mix of services that include community based interest and activity groups, befriending and building based day services, delivered by partnerships of voluntary sector organisations working across the 3 locality hubs – east, west, central. The City Wide Connect programme is funded to support and develop the hubs.</p> | <p><i>There are contracts with a range of providers to deliver these programmes. They have just been extended for one more year – ie till end March 2018. Reprocurement will take place during 17/18 following consultation with providers and the public, with new contracts in place for 1st April 2018.</i></p> |
| <p>58. Council & partners should work to together to implement all the recommendations set out in the city’s Food Poverty Action Plan 2015 - 2020.</p> | <p>Becky Woodiwiss (Public Health BHCC); The Food Partnership,</p> | <p>The Food Poverty Action Plan was accepted by the NCE committee in Nov 2015; an update went to the Health and Wellbeing Board in September 2016. In response to this recommendation a review of progress is underway for consideration by lead officers in late 2016.</p> | <p><i>This is a joint plan with a range of organisations. The council’s elements are funded as things stand. Any additional budget cuts might impact on the overall programme.</i></p> |
| <p>59. All partners should consider the gaps identified by residents in relation to the World Health Organisation’s criteria for an Age Friendly City and develop a revised action plan by April 2017. As part of a broader aim,</p> | <p>Annie Alexander (Public Health BHCC); Brighton and Hove Connected</p> | <p>The Age Friendly City Steering Group, which includes representatives from the public, voluntary and community sectors and older people (includes 2 members of the OPC), has worked through 7 of the 8 domains of the WHO Age Friendly City framework, and has identified assets, gaps and recommendations / actions for these. The remaining domain (employment and civic participation) is being discussed in September 2016.</p> | <p><i>Work is currently done in collaboration and within existing resources.</i></p> |

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| Brighton & Hove should aim to become a fully accessible city by 2020. | | | |
| 60. All partners should work together to ensure greater enforcement of restrictions on street clutter such as A-board advertising, tables and chairs outside, as well as the council’s own communal bins when positioned on the pavement, and the council should work with local businesses and other partners to ensure meaningful enforcement of restrictions on street clutter. | Mark Prior (Transport BHCC); Brighton and Hove Connected | The Highway Enforcement team licence and enforce regulations on A-boards, tables & chairs, skips, scaffolds, builders’ materials, overgrown hedges and hoardings. The policy for such placements was reviewed by Members in 2016, and was originally informed by the Street Access Scrutiny of 2010. A new IT system is being commissioned which will enable more efficient licensing and enforcement of skips, scaffolds and builders’ materials in line with the drive of this recommendation. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 61. The council and its partners should adopt the Crawley model. A Town Access Group to take action on accessibility issues out and about in the city, including checking planning | Brighton & Hove Connected | | MWG PRIORITY (Linked to Rec 15) Planning would need to consult a Town Access Group on all relevant public realm planning applications. – Liz Hobden (BHCC Planning) Discussed response & implementation at Brighton & |

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| applications and commenting on access issues. | | | Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 62. The council’s ‘Use our Loo’ scheme has had little impact and our evidence suggests little is known about it. The council should lead by example by displaying the ‘Use our Loo’ sign on public buildings, promote the scheme more widely and do more to influence businesses to join up to the scheme. | Richard Bradley (CityClean BHCC) | This was subject to a Scrutiny review in 2013 and a small number of businesses signed up to the scheme, though a significant majority were not willing to do so and there is little evidence to suggest this view has changed. Not all public buildings have toilets that are provided as public conveniences, though this will be explored further with colleagues from Property Services to determine what may be possible in line with this recommendation. | Scrutiny Review Monitoring Report Jan 2016 |
| 63. That the CCG and partners commit to developing a plan to implement place-based health commissioning based on the following five enablers set out in the Place-Based Health Commission’s report: a) Embed long-term planning – develop a | John Child (CCG); Health & Wellbeing Board | The CCG and partners have developed a long term place based plan which describes integration of provision and commissioning of health and care services in Brighton and Hove that fits with this recommendation. The vision is illustrated in a diagram that is being referred to locally as ‘The Brighton Rock’ The key features are as follows: Empowered citizens and resilient communities are at its heart, supported by Cluster Care Teams – clusters of GP practices working with social care, community nurses, therapist, mental health specialists and the voluntary sector, with each cluster | |

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| <p> fifteen year forward view for place-based health which would be designed to overcome the short term operational and political pressures that prevent a focus on transformation b) An explicit focus on breaking through the evidence paradox – building credibility in the investment case for prevention c) A renewed push towards integrated local commissioning d) A route map towards place-based health – working towards 2030, informed by the outline a route map set out in the get well soon report to achieve population- </p> | | <p> servicing a population of around 30,000-50,000 local citizens – and responsive community services The successful delivery of the vision is built on achieving the shift from a reactive to preventative approach. Over the coming months we will be working together to articulate the roadmap for delivery of the vision including a systematic approach to readiness for change. </p> | |

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| level planning and commissioning e) A systematic approach to building readiness for change - invest in a transformation process that will take partners to joint workforce planning, place-based outcome agreements and collaborative accountability frameworks and hold the key partners to account for outcomes in a place. | | | |
| 64. That the CCG and partners expand the Health Champions networks, particularly in those neighbourhoods where the need is greatest but the take up of services is generally | Jane Lodge (CCG) | In response to this recommendation work will be carried out this Autumn (2016) to develop the Health Champions work further. This will include targeting specific neighbourhoods and communities of interest. | |

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| lowest, including for mental health services. | | | |
| 65. That the CCG and partners make the best use of estates of all partners to provide health services in neighbourhood hubs. | Jane Lodge , (CCG); Emma McDermott (CETS BHCC); Angela Dymott (BHCC) | This recommendation is being used to inform the development of neighbourhood hubs in which all public sector property is being considered, including looking at options for healthcare outreach. All partners are represented on the working groups for each hub. Ben Miles . | |
| 66. GPs should be informed if their patients are receiving services from the Troubled Families Programme so that work is better joined up. | Mat Thomas (BHCC); Carol King (CCG) | This recommendation will be taken forward as part of a GP pilot for the Early Help Hub. Working to improve GP/Early help Hub information sharing. | |
| 67. Health services should work with Age UK and other third sector groups to provide dementia friendly services across the city. | Gemma Dawson (CCG); Health and Wellbeing Board | The Dementia Action Alliance has been commissioned in the city which seeks to raise awareness of dementia with the wider public and businesses in the city. In response to this recommendation a key element will be promotion of dementia friends schemes and support for organisations to enrol. The Board undertook dementia friend training in 2014 | |
| 68. That the Health & Wellbeing Board review | Health and Wellbeing | The HWB currently has 5 voting members from the CCG and also 5 voting members from the Council (all councillors). Other non | |

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| and strengthen its membership. | Board | voting participants have to be part of the Board as laid down in legislation. The HWB is part of a potential changing governance structure with the addition of Sustainability and Transformation Plans etc. The Board will be reviewed in the light of these changes and informed by this recommendation as the governance structures which impact on the Board become clear. The council is currently working with the LGA on what these changes may mean for not only our Board but others nationally. | |
| 69. The council should establish a joint protocol between Adult Services and Children’s Services for referrals, assessment and support for parents with learning disabilities (as set out in DH Good Practice Guidance on working with parents with a learning disability, 2007). | Emma Cockerell, Anna Bacchoo, Julie Dreher (FCL BHCC) | Brighton and Hove Children’s Social Care have nominated representatives who have begun to review joint working processes between adults and children’s social care in response to this recommendation. A workshop will take place on 10 th November to review current practice and protocol, in line with our statutory duties to devise a joint assessment and care pathway. (Lead officer Emma Cockerell – October 2016) -Practice guidance regarding the use of early pre-birth assessment has been in place since June 2015 and PAMS `guidance has recently been revised to restate the importance of a focus upon strengths and the creation of a plan to address deficiencies. (Lead Officer Anna Bacchoo). -Guidance has been produced upon the use of parent and baby placements and further training is planned for foster carers to | |

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| | | <p>support them in supporting the needs of parents who have a learning disability. (Lead officer Anna Bacchoo – Timescale- December 2016)</p> <p>-The Early Parenting and Assessment Programme to trial complementing PAMS assessments alongside those designed to assess parents capacity to change over time in order to better predict support needs over time. (Lead Officer Julie Dreher – timescale October 2016)</p> <p>-Looking Forward to engage with voluntary partners to ensure knowledge of the service is more widely understood and meets the needs of parents who have children permanently placed outside of their care. (Lead Officer Julie Dreher – October 2016)</p> <p>-Services to support access to independent advocacy for parents with a learning disability, who are open for a social care assessment in respect of their children. (Lead officer Emma Cockerell – timescale - October 2016)</p> <p>-Review the use of the Early Help pathway in relation to parents with a learning disability to ascertain the extent to which prevention is in progress. (Lead Officer Emma Cockerell – Timescale December 2016)</p> | |
| <p>70. The council should work with experts from the University of Bristol Norah Fry Centre for</p> | <p>Emma Cockerell (BHCC)</p> | <p>The provision of an independent evaluation relies on funding to be made available. In response to this recommendation Brighton & Hove will make enquiries to the University of Bristol and the costs will be presented to DMT/ELT for approval. (Lead officer</p> | |

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| <p>Disability Studies to conduct an independent evaluation of current practice in supporting parents with learning disabilities in Brighton & Hove, and to develop specialist support for parents with learning disabilities.</p> | | <p>Emma Cockerell – Timescale- November 2016) -Review available evidence and research as to what works as set against current provision of services to consider the need for what reasonable adjustments can be made to existing services. (Lead Officer Tom Stibbs – Timescale spring 2017) -As an interim measure it is suggested that the cases reported within the Impetus report, be made subject to joint children and adults multi-agency audit, alongside a randomised control group to ascertain what could have been done differently to achieve the best outcome for the children concerned. (Lead Officer Deb Austin – Timescale Feb 2017).</p> | |
| <p>71. The council should provide parents with learning disabilities with a choice of how they wish to live and be supported. This could involve extending Shared Lives, to parents with learning disabilities (currently available in Brighton & Hove to adults with learning disabilities), as well as</p> | <p>Emma Cockerell (BHCC)</p> | <p>See response to 68 above. -Brighton and Hove to consider the types of support to parents as part of the joint referral and assessment strategy in accordance with researching the longer term outcomes for children within Shared Lives type accommodation. (Lead Officer Helen Gulvin – Timescale Spring 2017) -The suggested audit (see b) could contribute to the review of what works and reviewing gaps in needs to inform commissioning arrangements in relation to service provision. (Lead Officer Tom Stibbs – Timescale - Spring 2017)</p> | |

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| specialist support as outlined above. | | | |
| 72. The council should ensure all staff are fully aware of how the Care Act 2014 applies to parents with learning disabilities, at all relevant stages. | Brian Doughty (BHCC) | The council has a programme of mandatory training for staff around the Care Act; In response to this recommendation this will be reviewed to ensure that staff understand how this applies to parents with learning disabilities and additional training can be arranged if necessary. | |
| 73. To improve access and rights for Deaf people who use British Sign Language, the council should sign up to the British Deaf Association’s Charter for British Sign Language and implement the five pledges set out within it. a)Ensure access for Deaf people to information and services and for health care services this | Emma McDermott (CETS BHCC) | Assessment of current activity against the five pledges of the charter will be carried out in response to this recommendation. Followed by an action plan to improve activity as required and appropriate within available resources. Sarah Tighe Ford. To start early 2017 following completion of EFLG assessment and equality and inclusion policy refresh with report scheduled for NCE committee April 2017. | MWG PRIORITY |

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| should follow the principles of the Accessible Information Standard b) Promote learning and high quality teaching of British Sign Language c) Support Deaf children and families d) Ensure staff working with Deaf people can communicate effectively in British Sign Language e) Consult with our local Deaf community on a regular basis. | | | |
| 74. The council and partners should develop the new city-wide Autism Strategy, with the full involvement of people with Autistic Spectrum Conditions (or their families/carers) | Anne Hagan, Ali Mayhew; Brighton and Hove Connected | a) Following a recommendation from the Scrutiny Committee in January 2016 and in line with this recommendation, Children’s and Adult services are developing a Joint Children’s and Adults Autism Work Plan. This work plan will focus on the key shared priorities between both services: | Recommendation being progressed through Continued joint work with Adult Social Care, Children’s services and the CCG. <i>No budget implications.</i> |

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| <p>and ensure suitable resources are allocated for full implementation, recognising that funding for early intervention can prevent greater spend later on.</p> | | <ul style="list-style-type: none"> • Transitions • Pathways: Accessing services • Training and Awareness raising • Information, advice and signposting • Support to families / carers <p>To support the development of this work a joint Children’s and Adults Stakeholders Group has been established. This group has representation from a range of stakeholders including adults with autistic spectrum conditions and parent carers of children with autistic spectrum conditions. Other stakeholders include council and CCG commissioners, education staff and clinical staff.</p> <p>An update on the development of this plan will be taken back to the Scrutiny Committee in February 2017.</p> <p>b) Training for health and social care professionals in Autistic Spectrum Conditions, including the range of reasonable adjustments that should be offered.</p> <p>A range of training is available across children’s and adults services including:</p> <ul style="list-style-type: none"> • Autism Champions • Basic Awareness | |

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| | | <ul style="list-style-type: none"> • Autism and Social Interaction • Autism, the environment and sensory issues Lead Officers: Natalya Garzon Adult Social Care) Ali Mayhew (Families, Children & Learning) | |
| 75. Health and social care professionals in the council should receive training in Asperger’s and Autism Spectrum Conditions, including in ensuring the range of reasonable adjustments available is properly understood by staff and that those with a condition are asked if any adjustments would be helpful. | Glenn Jones (BHCC) | We have been providing the training to social care staff, mapped to National Occupational Standards and agreed through the strategy steering group. We have also put together an autism champion’s scheme (primarily focused on staff in BHCC & partner organisations working with adults). This has associated training. In response to this recommendation there has been a coming together of strategy across the adults and children’s areas, part of this calls for us to look at training provision and champion initiatives across the two areas. – This work is scheduled to start this in the autumn when schools return. | |
| 76. The Council’s Housing Options service should be reviewed with the full participation of the LGB and Trans | James Crane; Sylvia Peckham (Housing Options BHCC) | Overview and Scrutiny on trans community and the council 2013, made recommendations for Housing Options and temporary accommodation which have been incorporated into the Homelessness strategy. Point 4 in our strategic Objectives on p31 is to “tackle homelessness amongst our communities of interest. | Housing Options and homelessness , the overall aim of the strategy is to plan and provide accessible, welcoming and safe housing and support services that are responsive to the needs of LGBT people and promote their health and well-being. There are a set |

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| <p>community. As part of this the council should action its commitment to produce suitable guidance for Trans people seeking housing and related support services in the city.</p> | | <p>“</p> <p>One of our priority groups in the strategy is the LGBT community and they were consulted in the development of the strategy.</p> <p>Housing Options staff are trained on issues for the trans community and all our communities of interest.</p> <p>In response to this recommendation Housing consulted further with the Trans Needs group at the one year update and has obtained further feedback for the trans specific guidance which will be completed after the new Housing Allocation policy has been agreed by Committee later this year (2016).</p> | <p>of actions which encompass ensuring staff are trained on issues that affect the trans and LBGT community - and also there is guidance for support providers and private sector landlords.</p> |
| <p>77. The council and all partners should provide timely feedback on all engagement or consultation work that has taken place and explain what actions are being taken to address concerns raised by BME communities.</p> | <p>Emma McDermott (CETS BHCC); Brighton and Hove Connected</p> | <p>In response to this recommendation through the council’s corporate equality steering group and directorate equality groups council services will be reminded and supported to adhere to the engagement standards as agreed in the city’s Community Engagement Framework including a discussion on feeding back to BME communities. Sarah Tighe-Ford at ESG and DEG as scheduled.</p> | |
| <p>78. The council and its partners should ensure</p> | <p>Emma McDermott</p> | <p>Publicity on new Communities Fund to take account of this recommendation Spring 2017 Jonathan Best</p> | |

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| that information on grants to BME Groups is accessible and readily available and people should be signposted to it. | (CETS BHCC), Brighton and Hove Connected | | |
| 79. The council and its partners should ensure that the City Employment & Skills Plan contains specific actions to address the issue of insufficient and unsuitable apprenticeships and support services so that BME people can secure employment. | Rachel Carter; Brighton & Hove Connected | The CESP Services Action Group , Chaired by Simon Newell (Brighton & Hove Connected), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | |
| 80. The council and its partners should build on all the evidence submitted to the Fairness Commission and, working with all | Emma McDermott (CETS BHCC); Brighton and Hove Connected | Working under the Equality and Inclusion Partnership and through the BME needs assessment group a development process for the action plan will be designed and implemented ensuring BME communities are integral to the development of the plan. Emma McDermott. | <i>Due to lack of capacity in the CETS team this action will start in spring 2017.</i> |

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| <p>the Minority Ethnic groups, develop and implement a clear plan that will address the issues they have raised.</p> | | | |
| <p>81. To improve the lives of our Traveller residents who have nowhere to live in the city, reduce inequalities and save money, the council should develop a strategy of negotiated stopping places for Gypsies and Travellers.</p> | <p>Tracy John; Rachel Chasseaud (Housing BHCC)</p> | <p>It is acknowledged that there is a lack of permanent and transit provision for Travellers nationally.</p> <p>The council is opening a permanent site and reopening the transit site in July 2016:</p> <ul style="list-style-type: none"> • Permanent site of 12 pitches • Transit site of 21 pitches <p>The council’s designated stopping place is Horsdean. The Gypsy and Traveller Accommodation Assessment 2014 did not find a need for additional transit provision to 2030.</p> <p>The GTAA did find a need for 32 additional permanent pitches in Brighton & Hove by 2030. 19 of these are in the city’s urban boundary and 13 in the city’s National Park area. A site search is currently in progress.</p> <p>In exceptional circumstances and dependent on the location, a toleration protocol can be used for a maximum of 28 days.</p> | <p>Current GTAA need for transit provision has been met. Any Provision of negotiated stopping places would be subject to Planning and financial considerations.</p> |

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| <p>82. The council and its partners should review funding for VAWG & SV specialist services, so that provision is protected and, where appropriate, increased to ensure help and support are in place to meet rising demand in terms of immediate safety and wellbeing, as well as longer term recovery</p> | <p>James Rowlands (VAWG BHCC); Brighton and Hove Connected</p> | <p>A new specialist domestic and sexual abuse service (‘The Portal’) was procured in 2015. The service is provided by RISE with sub-contractors CGL and Survivors’ Network. In developing the original specification for the specialist service there was a requirement for the provision of prevention and recovery interventions, working with victim/survivors and their children.</p> <p>Since this time, there has been a significant and sustained increase in demand for specialist domestic and sexual abuse services which is impacting on the delivery of ‘The Portal’ have been have been tabled at the Safe in the City Partnership Board setting out the increase in reporting, the impact on specialist services and the risks that this poses.</p> <p>The Strategic Commissioner is working with the provider(s) to manage this and a demand management plan has been put in place.</p> <p>To date the issue of demand has been raised at the Safe in the City Partnership Board in December 2015, April and June 2016 with reports describing this increase, the impact on the specialist service and the potential risks to service provision (both in terms of immediate safety and wellbeing, as well as longer term recovery).</p> | <p>The Strategic Commissioner has reached agreement with the provider to re-allocate funding from prevention and recovery services to front line community based services to ensure those most at risk are able to access help and support. This reduces the budget for prevention and recovery services from £169,706 to £95,400 and means therapeutic group interventions will cease, leaving 1 targeted programme and a small number of rolling or open access group work support sessions. There is a high likelihood of further reductions to the remaining prevention and recovery budget in 2017/18 in order to achieve savings and manage increasing demand.</p> <p>In addition to the demand management plan that the providers have in place, the Partnership Community Safety Team is offering support to the providers to develop a number of other mitigations, including additional ‘safety netting’ support and tools for professionals where victim/survivors are stepped down from specialist services.</p> <p>A Stakeholder Event was held with internal council stakeholders on the 7th November 2016 to the</p> |

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| | | | pressures on the specialist service, the mitigations in place and the risks across the council if preventative education is reduced. A further report will be taken to the in the City Partnership Board on the 13 th December 2016. |
| 83. The council and its partners should refresh the commitment of the city’s leaders to a strategic response to DVA, RSVA and VAWG and ensure that it is core business for the city. | James Rowlands (VAWG BHCC); Brighton and Hove Connected | The city re-achieved White Ribbon Accreditation in 2015. Domestic Violence and Abuse, Sexual Violence and Violence against Women and Girls are included as priorities within the Community Safety and Crime Reduction Strategy 2014-2017. There is an extensive work programme in place. Areas of work include increased training and awareness, sustaining the coordinated community response locally and integrating a response to these forms of violence and abuse into procurement. <i>(Lead Officer: Strategic Commissioner, Ongoing)</i> The city’s Violence against Women and Girls Strategy comes to an end in 2016-2017. This will need to be refreshed. <i>(Lead Officer: Strategic Commissioner, March 2017)</i> | |
| 84. The council and its partners should provide a specialist advocacy position for survivors to support recovery past | James Rowlands (VAWG BHCC); Brighton and Hove | | <i>See recommendation 82. It is not possible to progress this recommendation in light of current demand and the financial envelope available.</i> |

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| the crisis stage and highlight any ongoing issues (A similar role to the Mind/Mindout advocacy service but specialised in domestic abuse). | Connected | | |
| 85. In response to the significant volume of calls for better understanding and awareness across all equality groups, there should be a city wide, cross sector training offer that is designed to meet the needs of all groups reflecting the fact that people often identify with more than one community. | Glenn Jones (BHCC); Brighton & Hove Connected | The council, like many of the large organisations across the city has single agency training in place. This is likely to be a combination of face to face training and elearning. For the social care workforce the council provides equalities training as part of the Care Certificate induction programme. In response to this recommendation there will be a refresh of the council’s elearning to be more specific to individual protected/unprotected characteristics. | |
| 86. To be included in the new CESP action plan: All employers should | Rachel Carter; Brighton & Hove | The CESP Services Action Group , Chaired by Simon Newell (Brighton & Hove Connected), will take forward this recommendation. The first meeting of the newly forward group | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. |

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| <p>recognise and utilise the experience that older workers and disabled people can bring to workplaces and they should adopt recruitment and training offers in a way to upskill and side skill existing or new older and disabled staff and utilise their skills to train others.</p> | <p>Connected</p> | <p>is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020.</p> | <p>Notes to be tabled at NCE Committee.</p> |
| <p>87. To be included in the new CESP action plan: City employers should recognise the potential inequality and impact on young people receiving a lower rate of pay from the National Living Wage (NLW) and should seek to pay all staff, regardless of their age, the NLW of £7.20</p> | <p>Cheryl Finella (BHCC); Brighton & Hove Connected</p> | <p>The CESP Business Support Action Group, Chaired by Sarah Springford (Brighton & Hove Chamber of Commerce), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020.</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> <p>Notes to be tabled at NCE Committee.</p> |

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| per hour as a minimum. | | | |
| 88. To be included in the new CESP action plan: The council should continue to support the Chamber of Commerce’s Brighton & Hove Living Wage Campaign and Public sector providers should only contract with organisations that pay the Brighton & Hove Living Wage. | Cheryl Finella (BHCC); Brighton & Hove Connected | The CESP Business Support Action Group , Chaired by Sarah Springford (Brighton & Hove Chamber or Commerce), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 89. To be included in the new CESP action plan: Commissioning strategies for adult social care should ensure the price paid for care packages will fully allow local providers to meet the living wage obligations when | Rachel Carter; Brighton & Hove Connected | The CESP Services Action Group , Chaired by Simon Newell (Brighton & Hove Connected), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | |

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| <p>delivering state-funded care. These new obligations need to be made explicit in the council’s market position statement, and the council should be encouraging all organisations within the local social care market to become living wage employers.</p> | | | |
| <p>90. To be included in the new CESP action plan: With support from the council, the Brighton Chamber of Commerce should spearhead the ‘Happy to Talk Flexible Working’ campaign and the council should become an accredited Timewise Council and lead by example within</p> | <p>Cheryl Finella (BHCC); Brighton & Hove Connected</p> | <p>The CESP Business Support Action Group, Chaired by Sarah Springford (Brighton & Hove Chamber of Commerce), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020.</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> <p>Notes to be tabled at NCE Committee.</p> |

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| the city. | | | |
| 91. To be included in the new CESP action plan: Employers in Brighton & Hove should lead the way nationally by publically listing pay ratios through the free public website www.paycompare.org.uk for everyone to see and compare. | Cheryl Finella (BHCC); Brighton & Hove Connected | The CESP Business Support Action Group , Chaired by Sarah Springford (Brighton & Hove Chamber or Commerce), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 92. To be included in the new CESP action plan: The Department for Work and Pensions (Jobcentre Plus) should improve the employment support it gives to disabled people, particularly Deaf people and those with Autistic Spectrum Conditions. | Rachel Carter; Brighton & Hove Connected | The CESP Services Action Group , Chaired by Simon Newell (Brighton & Hove Connected), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| 93. To be included in the new CESP action plan: Support young people with the development of soft skills and mentoring support, via the emerging Enterprise Advisor network, in partnership with the city’s schools, colleges and universities. | Rachel Carter; Brighton & Hove Connected | The CESP Skills Action Group , Chaired by Sarah Williams (Sussex Learning Network), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 94. To be included in the new CESP action plan: Recognise and endorse the work of Our Future City initiative in creating and delivering a long term vision for children and young people’s skills and employment. | Rachel Carter; Brighton & Hove Connected | The CESP Skills Action Group , Chaired by Sarah Williams (Sussex Learning Network), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 95. To be included in the new CESP action plan: The council should support the Brighton | Cheryl Finella/Rachel Carter (BHCC); Brighton & | Recommendations to be taken forward jointly by all the CESP Action Groups (Employers, Skills, Services and Business Support). All groups meeting in September 2016 and will initially reports to the Learning, Skills & Employment Partnership in | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| <p>Chamber of Commerce to work with employers to create a Fair Employer Charter that recognises employers that:</p> <ul style="list-style-type: none"> • Pay the Brighton & Hove Living Wage • Publish their pay ratios • Promote flexible working • Offer quality part-time jobs • Use and promote the sharing of parental leave • Offer work trials, work experience or apprenticeships • Support measures to promote employment of those with protected characteristics under | <p>Hove Connected</p> | <p>November 2016. Time period for delivery of the objectives in the CESP is 2016-2020.</p> | |

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| <p>the Equality Act 2010: such as anonymised recruitment practices, making reasonable adjustments, promoting support available through Access to Work grants</p> <ul style="list-style-type: none"> Support adults with mental health issues to access meaningful work placements and employment in partnership with the new DWP Work and Health programme providers. | | | |
| <p>96. To be included in the new CESP action plan: The Council, partners and the wider business community should actively engage with and achieve the 1000</p> | <p>Rachel Carter; Brighton & Hove Connected</p> | <p>The CESP Employer Action Group, Chaired by Gavin Stewart (Brighton & Hove Economic Partnership), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020.</p> | <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> <p>Notes to be tabled at NCE Committee.</p> |

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| apprenticeships in 1000 days apprenticeship pledge campaign ensuring that the pledges convert into new apprenticeship jobs. | | | |
| 97. To be included in the new CESP action plan: Employers from the key sectors in the city (financial services and contact centres, creative and digital, tourism, public sector) radically increase the number of apprenticeships that they offer. | Rachel Carter; Brighton & Hove Connected | The CESP Employer Action Group , Chaired by Gavin Stewart (Brighton & Hove Economic Partnership), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 98. To be included in the new CESP action plan: Cultural and creative industries should be recognised as a priority sector as a focus for | Rachel Carter; Brighton & Hove Connected | The CESP Employer Action Group , Chaired by Gavin Stewart (Brighton & Hove Economic Partnership), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| developing apprenticeships, with a call to the Arts and Creative Industries Commission to sign up to the Greater Brighton Employers' pledge. | | | |
| 99. To be included in the new CESP action plan: Employers and specialist providers work together to increase the number of paid Supported Internships to aid the transition between education and work for residents with Special Educational Needs or Disabilities (SEND). | Rachel Carter; Brighton & Hove Connected | The CESP Services Action Group , Chaired by Simon Newell (Brighton & Hove Connected), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 100. To be included in the new CESP action plan: Funded Education providers develop and | Rachel Carter; Brighton & Hove Connected | The CESP Skills Action Group , Chaired by Sarah Williams (Sussex Learning Network), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and will initially report to the Learning, Skills & Employment | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| deliver more English, Maths and ESOL provision to ensure there is sufficient training available to address these key barriers to employment. | | Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | |
| 101. To be included in the new CESP action plan: The Council, Local Enterprise Partnership (LEP), Schools and Education and Training providers should develop a city specific Brighton Ambition Careers Offer to transform the landscape of careers and employment support for young people. | Rachel Carter; Brighton & Hove Connected | Recommendations to be taken forward jointly by the CESP Action Groups (Employers and Skills). Both groups meeting in September 2016 and will initially reports to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 102. To be included in the new CESP action plan: Encourage all | Rachel Carter; Brighton & Hove | The CESP Skills Action Group , Chaired by Sarah Williams (Sussex Learning Network), will take forward this recommendation. The first meeting of the newly forward group is September 2016 and | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. |

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| funded learning providers to review the provision they offer to specifically address skills shortages in the city, including pre-employment and upskilling training co-developed with local employers and the Local Enterprise Partnership. | Connected | will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Notes to be tabled at NCE Committee. |
| 103. To be included in the new CESP action plan: Ensure that all funded learning providers increase the availability of computer classes, paid and volunteer trainers and support staff to enable people to access computers in communities to tackle digital exclusion. | Rachel Carter; Brighton & Hove Connected | Recommendations to be taken forward jointly by the CESP Action Groups (Skills and Services). Both groups meeting in September 2016 and will initially report to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| 104. To be included in the new CESP action plan: Learning providers should work more closely together to develop a broader range of accessible accredited, non-accredited and informal learning opportunities that support a wider set of outcomes than just employment, including health and well-being, volunteering and cultural awareness and tolerance. | Rachel Carter; Brighton & Hove Connected | Recommendations to be taken forward jointly by the CESP Action Groups (Skills and Services). Both groups meeting in September 2016 and will initially reports to the Learning, Skills & Employment Partnership in November 2016. Time period for delivery of the objectives in the CESP is 2016-2020. | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 105. All public sector agencies should devolve power to communities through a Systems Leadership approach and ensure that all staff are trained and coached | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| so that they understand and commit to a new way of working. | | | |
| 106. All public sector agencies should remove the barriers and reduce the bureaucracy that prevents residents and communities doing more for themselves. | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 107. All public sector agencies should recognise the value for money delivered by the Third Sector and sustain the support to it including working collaboratively with the sector. | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 108. All public sector agencies should be clear about how strategies are to be implemented | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| and put in place processes that will demonstrate openly progress against them. | | | |
| 109. All public sector agencies should invest in early intervention to avoid crisis and prevent costly late interventions. | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 110. Fairness Commission to continue to meet and have two formal reviews of progress in 6 and 12 months’ time. | Fairness Commission | 1 st meeting planned for 24 th January 2017 – 4.30-7.30pm, Brighton Town Hall | |
| 111. The Local Strategic Partnership, Brighton & Hove Connected, to take on the role of calling partners to report to them on the progress they are making to | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| implement the recommendations. | | | |
| 112. Each organisation mentioned in the main report identifies a named, accountable lead person to help drive forward the relevant recommendations. | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 113. An ‘open to all network’ is started for anyone interested in helping to implement the recommendations. | Brighton & Hove Connected | | Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |

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| <p>4. The council should develop an asset transfer policy by April 2017 and be proactive in implementing it.</p> | <p>Emma McDermott (CETS BHCC); Angela Dymott (Property and Design BHCC)</p> | <p>An updated and Asset Transfer Policy is currently being scoped using best practice from other local authorities. (2017)</p> | <p>MWG PRIORITY (Linked with 5/9)</p> |
| <p>5. All public sector procurement processes should give greater weight to social value and be explicit in how this influences decisions.</p> | <p>Emma McDermott, (CETS BHCC); Cliff Youngman, (Procurement BHCC); Brighton and Hove Connected</p> | <p>This recommendation has been fulfilled through the Social Value Framework and Guide approved at NCE committee and PR&G committee, July 2016. Training opportunities to be developed for commissioners, procurement and suppliers Autumn 2016. Andrew Witham and Michelle Pooley</p> | <p>MWG PRIORITY (Linked with 4/9)</p> |
| <p>9. The Neighbourhoods, Communities and Equality Committee should take responsibility for proactive delivery on the rights enshrined in legislation including the Localism Act 2011, the Equalities Act 2010, the Care Act 2014 and Human Rights.</p> | <p>Emma McDermott (CETS BHCC), Abraham Ghebre-Ghiorghis, (Strategy, Governance and Law BHCC)</p> | <p>A number of actions will be taken in response to this recommendation: The terms of reference for the NCE Committee include responsibility for delivery on these areas. A number of actions will be taken in response to this recommendation: The Equalities and Inclusion Policy will be taken for approval to the NCE Committee in November 2016 with proposals for updating the Committee. As part of developing the Committee's work programme for 2017/18 these areas will be considered by the Lead Member and Executive</p> | <p>MWG PRIORITY (Linked with 4/5)</p> <p>The implications of the Care Act 2014 have been comprehensively reported to the Health and Wellbeing Board and action implemented.</p> |

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| | | <p>Director NCH.</p> <p>All decision making committees in the council take into account relevant legislative provisions and legal implications are provided with every report to ensure this takes place.</p> <p>Pages on website with regard to Assets of Community Value (Localism Act 2011) to be made more user friendly and accessible.</p> | |
| <p>14.</p> <p>The council should work with City in Bloom, Community Works and the Trust for Developing Communities to support Friends of Parks groups in the city and help them to come together in a city-wide network to strengthen collaboration across groups and with the council around the future of the city's parks.</p> | <p>Richard Bradley (CityClean BHCC)</p> | <p>We acknowledge the valued contribution of a city-wide network of Friends Groups and other volunteers that has been created Community Works.</p> <p>City Parks works proactively with a wide range of community and voluntary organisations across the City. The Council has also recently launched its "big conversation" with regard the future management and maintenance of the parks and open spaces in the City and we would encourage all interested groups to participate in this consultation.</p> | <p>MWG – PRIORITY</p> <p>This recommendation will be considered along with the outcome of 'The Big Conversation' parks consultation currently in progress.</p> |
| <p>15.</p> <p>The council should work with businesses and the Transport Partnership to raise awareness of the impact of street clutter</p> | <p>Mark Prior (Transport BHCC); Brighton and Hove Connected</p> | <p>The Highway Enforcement team licence and enforce regulations on A-boards, tables & chairs, skips, scaffolds, builders' materials, overgrown hedges and hoardings. The policy for such placements was reviewed by Members in 2016, and was originally</p> | <p>MWG PRIORITY (Linked to 61)</p> <p>Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016.</p> |

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| <p>on disabled people, older people and mothers with young children and ensure regulations are enforced.</p> | | <p>informed by the Street Access Scrutiny of 2010. A new IT system is being commissioned which will enable more efficient licensing and enforcement of skips, scaffolds and builders' materials. The team works with businesses and other council sections to educate, inform and enforce. We undertake to review our current policies and practices, monitor impact of street clutter and use appropriate enforcement action, raise awareness with businesses.</p> | <p>Notes to be tabled at NCE Committee.</p> |
| <p>27. Housing associations and private housing developers should look at total housing costs, including energy efficiency, in planning new homes to reduce energy bills and contribute to greater affordability and the health and wellbeing of residents.</p> | <p>Martin Reid & Sam Smith (New Homes BHCC); Brighton & Hove Connected</p> | <p>Planning requirement for high level of energy efficiency City Plan SA6 Sustainable Buildings.</p> <p>In response to this recommendation: BHCC is working in partnership with Southern Water on a project to support local residents to reduce their water use and water bills. The project will be running from 2016-20 and aims to work with 5,700 high water use households and 1,000 households who are struggling to pay their water bills across the city. The project includes home visits to offer advice and installation of small measures to increase water efficiency in the home. Southern water will also be offering advice to households struggling to pay their bills including debt advice and about different tariff options and other financial assistance schemes.</p> | <p>MWG PRIORITY</p> <p>In response to this recommendation we will review further application of consideration of lifetime costs of tenancies where this is within the Council's control.</p> |

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| | | <p>BHCC is working with the Your Energy Sussex partnership to procure an energy supply partner to offer a competitive tariff and high quality service to residents and businesses across Sussex. Over 70% of domestic customers who have never or rarely switched supplier could save up to £300 per year by switching onto a more competitive deal.</p> <p>The Sussex Tariff aims to offer Sussex householders and businesses the opportunity to purchase their energy from a trusted source that will:</p> <ul style="list-style-type: none"> • Offer residents and businesses access to lower cost energy • Provide excellent customer service • Ensure customers have easy to understand, more transparent energy bills • Develop Smarter metering and billing technology • Stimulate and support local energy generation <p>BHCC and the wider YES partnership can expect the tariff scheme to:</p> <ul style="list-style-type: none"> • Reduce the number of householders in or at risk of fuel poverty • Support the local economy • Meet local carbon reduction and renewable | |

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| | | <p>energy targets</p> <ul style="list-style-type: none"> • Increase investment in local generation • Influence the types of tariffs on offer to maximise the benefit for residents in the city <p>The council's New Homes for Neighbourhoods new build programme is building homes that are efficient to heat and run due to high sustainability standards, meet Lifetime Homes Standards and include wheelchair accessible units.</p> | |
| <p>28. As part of a wider drive to tackle homelessness in the city, all partners should create low-cost and "meanwhile" housing swiftly for homeless people on dormant development sites, like Preston Barracks, using converted sea containers that can be moved to other sites when development starts.</p> | <p>Martin Reid (Housing BHCC); Brighton & Hove Connected</p> | <p>This recommendation supports the review of affordable housing delivery (joint venture) in progress, looking at range of temporary and permanent housing solutions. HERE.</p> <p>Estate Regeneration Board and Housing & new Homes Committee have also considered options for delivery of homes utilising modern method of construction with pilot schemes in progress / under review.</p> | <p>MWG PRIORITY</p> <p>Aligned to existing Housing Strategy priorities.</p> <p>The council will achieve learning and experience from the New Homes for Neighbourhoods modular and system build pilot seeking delivery of permanent affordable housing.</p> <p>Update on progress - April 2017 (Tracy John)</p> |
| <p>31. All partners should strengthen work on rent deposit guarantee</p> | <p>Martin Reid & Sylvia Peckham (Housing BHCC);</p> | <p>Current scheme focussed on those most likely to be statutory homeless.</p> | <p>MWG PRIORITY</p> <p>The Rent Smart partnership will be launched November 2016. It</p> |

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| <p>schemes that help people on lower incomes into private rented accommodation.</p> | <p>Brighton & Hove Connected</p> | <p>The council is currently exploring an option for a pilot scheme whereby tenants in supported accommodation could access the private sector with funding provided by Discretionary Housing Payments and/or Credit Union funding with an insurance provider effectively acting as a rent guarantor. This work is in development with a view to an initial trial to test whether an extended scheme would be sustainable.</p> | <p>is a citywide partnership of organisations committed to supporting tenants in the private rented sector.</p> |
| <p>44. To raise awareness of available support services to those on low income or struggling with debt, all partners should actively promote The Advice Partnership, Citizens Advice Bureau, East Sussex Credit Union and Moneyworks, signposting or referring people to these services.</p> | <p>Graham Bourne & John Francis (Revenue & Benefits BHCC); Michelle Pooley (CETS BHCC); Brighton and Hove Connected</p> | <p>In order to achieve this the communications team and the welfare reform programme have produced a fact sheet/toolkit referencing these and other relevant organisations and services. This is designed for front line staff.</p> <p>To successfully promote and embed this information throughout front line services the information will be fed down through management layers to front line teams.</p> | <p>MWG PRIORITY</p> |
| <p>45. The council's Welfare Rights team should be co-located in the new Advice Hub at Hove Town Hall to maximise value and joint working.</p> | <p>John Francis, (Welfare Reform BHCC) Brighton and Hove Connected</p> | | <p>MWG PRIORITY</p> <p>Currently the welfare rights team are central to the Revenues and Benefits service and it would not be strategically effective to move them away from the core services at this stage. The service is in the process of developing a 'welfare framework' which is</p> |

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| | | | designed, to make best strategic use of resources in the Council, and, in conjunction with voluntary sector partners, to provide an effective and cost efficient welfare support network which meets the challenges the city is facing over coming years. The development of the framework includes a review of the welfare right functions and a rationalisation of the best use and location of support resources. If this strategic review concludes that there should be a specific council presence in the Advice Hub then this will be put into place. |
| 49. The council, working with city schools, should bring to Brighton & Hove the 'Poverty-proofing the School Day' initiative to ensure no child misses out on the opportunities and experiences at school because of low family income. This would also help to close the gap between the attainment results of children eligible for free school meals and others. | Hilary Ferries, (FCL BHCC) | In response to this recommendation the council will: 1. Make contact with Poverty Proofing the School Day' (HF August 2016) 2. Discuss with school leaders and FCL colleagues to assess level of interest (Ellen Mulvihill) (September / October 2016) 3. Agree way forward with the scheme (SLT – November 2016) 4. Review progress / elements (Ellen Mulvihill Summer term 2017) 5. Closing the Gap Strategy will be reviewed (Jo Lyon's SLT Autumn 2016) | MWG PRIORITY www.povertyproofing.co.uk / www.children-ne.org.uk Initial contact with 'Poverty-proofing the School Day' has shown that the cost to implement the self-evaluation review scheme is £10,000 to train a group of reviewers and then have a license to review 5 schools. There would be negotiation around costs for further licenses. 4 cost options have been identified for this work with priority being given to the North East model covering all schools in the city with a one off cost of £150k and a 2 year programme of work. |
| 50. The council should seek support | Susie Haworth, (FCL BHCC); | Discussions with BHFP and Chomp identified a gap in provision in the west of the city. The school meals | MWG PRIORITY |

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| <p>from partners to offer free school meals in school holidays, focusing on the most deprived communities first, to make sure that no child goes without at least one proper and healthy meal a day.</p> | <p>The Food Partnership</p> | <p>team facilitated a meeting with West Blatchington Primary to discuss and assess if the Chomp model could be adapted and used in a school environment (all other locations are churches/church halls). Funding is required to meet some costs (school site manager/room hire, provision of food & labour to produce meals) this is currently being met from the overall school meals budget. After the summer break Susie Haworth will review the pilot offer with Amy Goodwin from Chomp and possibly BHFP. BHCC to explore if grant funding would be available to support the clubs and as part of the review discuss other delivery models.</p> | <p><i>The cost to roll out the scheme further is unknown and would wholly depend on the number of sites across the city. The pilot at West Blatchington averaged a cost of £2.13 per meal mainly due to the high cost of labour to the number of meals being produced as the numbers able to attend each club is limited. Pupil premium would not be a source of funding for this scheme, decisions as to how it is spent is a governing body decision and its expenditure directly linked to support the progress of pupils who qualify. There should be an awareness of budget pressures being faced by schools.</i></p> <p><i>The school meals budget will continue to support Chomp for the financial year 16/17 and hopefully through to the summer break of 2017, however, as there is a possibility of the mobilisation and demobilisation of the current school meals contract this would need to be discussed further. Other sources of funding maybe from grant sources, however, these may be more challenging to access as Eden (Interserve) are a private company. I am not aware what other budgets could be used other than through external support such as grants and gifts which may be small and not guaranteed. As part of the tender we will be considering support of such a scheme under social value criteria.</i></p> <p><i>It is important to highlight the challenges we may face just using the school meals/school infrastructure to deliver free</i></p> |

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| | | | <i>meals during holiday periods. I believe that the service has a part to play in helping to reduce food poverty across the city, however, the financial responsibility for such a programme should not sit with schools/school meals service. Alternative delivery models to that employed at West Blatchington must be considered.</i> |
| <p>54. The council's city wide Corporate Parenting Board should find new ways to genuinely include children and young people; especially those in or recently leaving care.</p> | <p>Gerry Brandon (FCL BHCC)</p> | <p>In response to this recommendation work is underway to write a new Corporate Parenting strategy with engagement activities with children & young people as part of this process including a 3 day activity programme with young people's views and input being actively sought throughout.</p> <p>The website is in the final stages of implementation</p> <p>The Children in Care Council is being re-launched with a specialist worker to ensure it meets regularly and informs children & young people and offers engagement activities. The older sub-group of the Council, the Young People's Panel is also being re-vitalised. Care leavers attend the Corporate Parenting Board, they are involved in member training and arrangements are being developed for members to visit care leavers at their Young People's Panel meetings.</p> | <p>MWG PRIORITY</p> |

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| | | All care leavers between 18-21 years are offered the opportunity of a 'Moving on from Care' interview to reflect upon their care experience and a range of surveys and questionnaires on specific areas of service delivery are used to gain as many views as possible. | |
| 61. The council and its partners should adopt the Crawley model. A Town Access Group to take action on accessibility issues out and about in the city, including checking planning applications and commenting on access issues. | Brighton & Hove Connected | | MWG PRIORITY (Linked to Rec 15) Planning would need to consult a Town Access Group on all relevant public realm planning applications. – Liz Hobden (BHCC Planning) Discussed response & implementation at Brighton & Hove Connected Workshop 14 November 2016. Notes to be tabled at NCE Committee. |
| 73. To improve access and rights for Deaf people who use British Sign Language, the council should sign up to the British Deaf Association's Charter for British Sign Language and implement the five pledges set out within it. | Emma McDermott (CETS BHCC) | Assessment of current activity against the five pledges of the charter will be carried out in response to this recommendation. Followed by an action plan to improve activity as required and appropriate within available resources. Sarah Tighe Ford . To start early 2017 following completion of EFLG assessment and equality and inclusion policy refresh with report scheduled for NCE committee April 2017. | MWG PRIORITY |

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| <p>a)Ensure access for Deaf people to information and services and for health care services this should follow the principles of the Accessible Information Standard b)Promote learning and high quality teaching of British Sign Language c)Support Deaf children and families d)Ensure staff working with Deaf people can communicate effectively in British Sign Language e)Consult with our local Deaf community on a regular basis.</p> | | | |

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| Subject: | Power of Volunteering Action Plan | | |
| Date of Meeting: | 28th November 2016 | | |
| Report of: | Acting Director of Public Health | | |
| Contact Officer: | Name: | Emma McDermott | Tel: 29-577 |
| | Email: | Emma.mcdermott@brighton-hove.gov.uk | |
| Ward(s) affected: | All | | |

FOR GENERAL RELEASE/ NOT FOR PUBLICATION

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 In January 2016 the NCE Committee, on behalf of the city council, signed up to the Partnership Pledge included in the city's [Power of Volunteering](#) document. As part of signing up to the pledge committee requested that a report be brought back on council plans to support and develop volunteering activity as part of the action plans developed from the pledge.
- 1.2 The committee also endorsed the Council's involvement in the Volunteering Champions Group to support the co-ordination and promotion of volunteering across the city.
- 1.3 This report provides committee with an update on the short term actions proposed by the council (appendix 1) to help deliver the commitments in the Power of Volunteering. The council is a member of the Volunteering Implementation Group (VIG), established under the City Management Board (CMB), to develop and oversee delivery of the Power of Volunteering action plan. All the key public sector organisations in the city are members of the VIG. Appendix 2 of this report include actions proposed by the other members of the VIG: University of Brighton, BSUH, and CCG. At time of producing this report East Sussex Fire and Rescue Service, Sussex Police, City College and Kent, and Surrey, Sussex Community Rehabilitation Company also members of the VIG were due to submit their plans. Also provided (appendix 3) is a diagram of the key groups/forums driving volunteering improvements in the city.

2. RECOMMENDATIONS:

- 2.1 That NCE committee approve the council's actions to deliver against the commitments in the Power of Volunteering as set out in Appendix 1.
- 2.2 That NCE committee notes the actions proposed by the other public sector organisations in the Volunteering Implementation Group.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 Following the adoption of the city's new Power of Volunteering Pledge by the various public sector organisations, the lead for volunteering in each of those organisations has met several times to agree the objectives and actions that should and can be taken forward to deliver the commitments. The group consists of the city council, BSUH, CCG, Sussex Police, University of Brighton, Kent, Surrey, Sussex CRC, and City College. It has initially focused on immediate short term actions to gather momentum.
- 3.2 Following approval by the respective organisations of their actions the group will continue to meet to oversee delivery, share learning and best practice and develop joint initiatives. The group is particularly keen to look more closely at how organisations can make better use of their resources, individually and collectively to train volunteers and improve publicity and outreach to under-represented communities. This latter is of particular importance if the city is to deliver on the pledge to improve the accessibility of volunteering and increase the number of people committing to volunteer from all communities.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 No other option was consider as by signing up to the Power of Volunteering Pledge the council was committed to action planning against its delivery. Moreover as part of the council's community collaboration programme (reported to NCE committee in July 2016) the council is already working to increase and improve volunteering opportunities alongside council services. At its meeting in July committee approved the council's new [Volunteering Policy and Toolkit](#).

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 No additional community engagement has been carried out to devise the action plans as this was carried out as part of developing the Power of Volunteering. Individual actions may require some consultation or engagement and this will be done on a case by case basis.

6. CONCLUSION

- 6.1 Many of the actions in the council's action plan were under development as part the council's community collaboration work programme, and thus align well with the objectives and commitments of the Power of Volunteering. Resources for the actions included in the plan, for example the skills training for staff recruiting and managing volunteers have been identified either from the council's transformation fund, the Digital First programme or within existing Communities, Equality and Third sector budget, the latter being predominantly staff resource.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The staff resources for supporting the actions included in the plan will need to be managed from within existing budget allocations.

Finance Officer Consulted: Name Mike Bentley

Date: 03/12/16

Legal Implications:

7.2 There are no legal implications arising from the report

Lawyer Consulted: Elizabeth Culbert

Date: 5/11/16

Equalities Implications:

7.3 Improving the accessibility of volunteering and increasing the number of people committing to volunteering from all communities is two of the five commitments of the Power of Volunteering. The VIG has agreed that more is required on these two commitments. In the first instance all organisations have agreed to review how they promote and advertise volunteering opportunities for example are the images used to promote volunteering opportunities reflective of the diversity of people in the city and also are the opportunities advertised with explicit reference to flexibility and reasonable adjustments. As part of the skills and learning development for council staff this will include making your volunteering opportunities accessible.

Sustainability Implications:

None

Any Other Significant Implications:

7.4 None

SUPPORTING DOCUMENTATION

Appendices:

1. BHCC Power of Volunteering Action Plan
2. Partners Power of Volunteering Actions (to follow)
3. Volunteering Structure Chart for Brighton & Hove

Background Documents

1. Power of Volunteering 2016

Crime & Disorder Implications:

- 1.1 No specific implications

Risk and Opportunity Management Implications:

- 1.2 In order to achieve the improvements in volunteering that is necessary, it is vital we are not tentative about involving and empowering volunteers to work alongside services. This will need strong leadership and practical and cultural shifts in how we design and manage services.
- 1.3 The timescales to develop the digital platform is critical to ensure we have a functioning system to recruit volunteers and record and manage data and information. If this not done in a timely way there is a possibility that managing checks and data could overwhelm HR and staff managing volunteers, especially in relation to DBS checks. It is also critical that the skills and learning programme is of the highest standard and delivered in a timely manner to have maximum impact.

Public Health Implications:

- 1.3 There is a wealth of evidence that shows the positive impact of volunteering on both physical and mental health and wellbeing.
- 1.4 *Doing Good is Good for You: 2013 Health and Volunteering Study* reveals that 76 percent of adults who volunteer report that volunteering has made them feel physically healthier, and 78 percent report that volunteering lowers their levels of stress, leading to feeling better than adults who do not volunteer. The study also illustrates that employers benefit from employees who volunteer in terms of better employee health and in professional-skills development that employees use in the workplace.

Corporate / Citywide Implications:

- 1.4 As collective effort through the VIG and the other volunteer forums/groups in the city gains momentum the quality and number of volunteering opportunities in the city should increase along with the diversity of individual taking up and benefiting from volunteering.

Volunteer Implementation Proposals – Short-Term Actions

| | |
|----------------------|--|
| Organisation: | BHCC |
| Completed by: | Sam Warren, Communities, Equality and Third Sector Team |

| Objective | Specific Action | By Who | Timescale |
|--|---|------------|----------------------------|
| Raise awareness of volunteering, through our public service organisations, across Brighton & Hove | | | |
| <ul style="list-style-type: none"> Including referencing the 'Power of Volunteering' straplines across member organisations to create a sense of awareness and cohesion | Email footers | CETs | November 2016 |
| <ul style="list-style-type: none"> Maintaining the volunteering agenda at governance level | Regular sessions with DMTs to highlight volunteering development within service areas | CETs / DMT | November 2016 – March 2017 |
| Increase the number of people committing to volunteer from all communities | | | |

| Objective | Specific Action | By Who | Timescale |
|--|--|--|---|
| <ul style="list-style-type: none"> Improved presence of opportunities on intranets and public facing websites | <p>Development of single digital volunteering platform for CVS and Council staff to advertise volunteering opportunities and recruit volunteers</p> <p>Prior to new system revising council volunteering web pages that link to 'Do it' to ensure all council volunteering opportunities are promoted in the same place.</p> <p>New outward facing booklet of information for people 'thinking about volunteering' this will be on the web pages</p> | <p>CETs/Digital First/and CW</p> <p>Comms and CETs</p> <p>Comms and CETs</p> | <p>April 2017</p> <p>Nov-Dec 2106</p> <p>Nov-Dec 2106</p> |
| <ul style="list-style-type: none"> Benchmark how many current volunteers we each have | <p>Mapping of volunteer within council services complete – currently updating this information 1 year on</p> | <p>CETs</p> | <p>Update complete Dec 2016</p> |
| <ul style="list-style-type: none"> Make the best use of the networks that already exist | <p>Promoting Volunteer Coordinators network to all council staff through the Wave.</p> <p>CETs representation at Volunteers Champions Network</p> | <p>Comms</p> <p>CETs</p> | <p>Dec 2016</p> |
| <ul style="list-style-type: none"> Share information on the benefits for volunteers | <p>Use of case studies and short films to show benefits of working with volunteers and volunteering – promotion on wave and on external web pages</p> | <p>Comms</p> | <p>Nov – March 2017</p> |

Enhance recognition of the value that volunteers bring to the city

| Objective | Specific Action | By Who | Timescale |
|---|--|---|--|
| <ul style="list-style-type: none"> Ensure that the voice of volunteers is heard within organisations and that their skills and experience are recognised | <p>Set up volunteering steering group to direct, deliver and promote volunteering within the council.</p> <p>Possible public sector awards and big difference awards recognising volunteer input</p> <p>Explore annual volunteering event to feedback volunteer experience and ideas into ongoing approaches</p> | <p>CETs</p> <p>ELT</p> <p>CETs</p> | <p>Dec – March 2017</p> <p>June 2017 (link with volunteering week)</p> |
| <ul style="list-style-type: none"> Match volunteers to roles that they can add the most value to and get the most out of personally | <p>Development of skill and learning programme for staff managing and recruiting volunteers.</p> <p>Roll out of Volunteer tool kit as good practice approach – including how to ensure volunteering is valuable for all</p> | <p>CETs & Community Works</p> | <p>March 2017</p> <p>Nov – March 2017</p> |
| Promote good practice in working with volunteers, including adequately resourcing volunteer management and support. | | | |
| <ul style="list-style-type: none"> Sharing of policy documents and good practice to improve standards | <p>Offering specialist support to teams/department that wish to develop new volunteering within their services</p> <p>Development of skill and learning programme for staff managing and recruiting volunteers.</p> <p>Develop eLearning version of the volunteering tool kit</p> | <p>CETs</p> <p>CETs & Community Works</p> <p>CETs and L&D</p> | <p>Nov – March 2017</p> <p>Nov – March 2017</p> <p>Jan- March 2017</p> |

Purpose

To provide a range of volunteering infrastructure services to the sector across strategic development, good practice in managing volunteers, voice for volunteering, developing opportunities and brokerage



Membership

Community Works members

In excess of 450 groups and organisations

Accountable to

Community Works member organisations

Community Works governance

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To work collaboratively towards positive volunteering outcomes for the City by developing their own volunteering programmes in alignment with the PoV pledge and encouraging others to do similarly

To provide an ambassadorial function for volunteering, taking key messages out to key stakeholders and decision-making networks, drawing from the PoV to do so.

To bring together a range of volunteering perspectives which inform the future development of volunteering activity in the City and provide an 'expert' panel where volunteering developments or position statements can be tested

To participate in start-finish volunteering task groups where possible and appropriate

To ensure that the contribution and value of volunteering and community activity is championed and celebrated in the City



Membership

- Active Student, University of Brighton
- Active Sussex
- Age UK Brighton and Hove
- BHCC Communities & Equality Team
- BHCC Strategic Partnership
- BHCC Sport and Leisure
- Brighton and Hove CAB
- Brighton and Hove Food Partnership
- Brighton and Hove Impetus
- Community Base
- Community Works Brighton & Hove
- East Sussex Credit Union
- Edward Starr Trust
- Faith groups representative
- MacMillan Cancer Support
- Possability People
- Royal Pavilion Estate
- Survivors Network
- Trust for Developing Communities

Largely VCS representation with cross-sector membership from Brighton and Hove City Council, and Business.

Accountable to

Voluntary and community sector stakeholders

Community Works

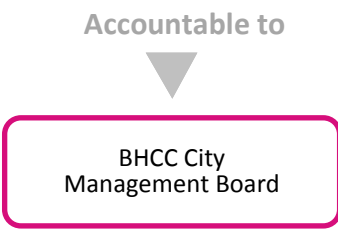
Purpose

Purpose

To develop the volunteering programmes of public service providers in alignment with the PoV Pledge

To work collectively and collaboratively as public service providers to achieve positive volunteering outcomes for the City and ensure that volunteering remains on the agenda at strategic level within their respective organisations

To share learning and join up activity where possible with voluntary and community sector activities on volunteering



Membership

Public Service Providers
Brighton and Hove Chamber of Commerce,
Brighton and Hove City Council,
Brighton and Hove Clinical Commissioning Group ,
Brighton and Sussex University Hospitals NHS Trust,
City College,
Department for Work and Pensions,
East Sussex Fire and Rescue,
Kent, Surrey, Sussex Probation,
Office of the Sussex Police and Crime Commissioner,
Sussex Police,
University of Brighton,
University of Sussex

With VCS representation from:
Community Works

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To ensure that people responsible for volunteer management feel supported in their role, connected with their peers and have the opportunity to develop their skills and share their experience in the management of volunteers

To develop effective volunteer management practice which means those taking part volunteering will have a positive experience of their volunteering

To strengthen volunteering activity across the local areas we work in by greater co-ordination of activity and increased partnership working between volunteer managers

To increase access to volunteering to those at risk of exclusion through development of volunteer management practices that support this



Membership

Forum participants
Community Works governance

Purpose


All Public Partners Volunteer Implementation Proposals – Short-Term Actions

| Objective | Specific Action |
|--|--|
| Raise awareness of volunteering, through our public service organisations, across Brighton & Hove | |
| <ul style="list-style-type: none"> Including referencing the 'Power of Volunteering' straplines across member organisations to create a sense of awareness and cohesion | <p><u>University of Brighton</u></p> <ul style="list-style-type: none"> Have a page on the Active Student area of the website with information about 'The Power of Volunteering' and the 5 pledges we have signed up to Integrate the pledges into communications throughout the year <p><u>NHS CCG</u></p> <ul style="list-style-type: none"> Review whether we are able to add footer to emails across the organisation , and other opportunities for referencing the Power of Volunteering <p><u>Brighton & Sussex University Hospitals NHS Trust</u></p> <ul style="list-style-type: none"> Plan in development to use the Trust's mainstream communications with patients to promote volunteering opportunities. This is coalescing around a tag line – in a healthcare setting it may be more appropriate to emphasise eg. care, compassion, community vs 'power'. But we fully support the idea of raising awareness (and using existing networks |

| Objective | Specific Action |
|---|--|
| <ul style="list-style-type: none"> Maintaining the volunteering agenda at governance level | <p><u>NHS CCG</u></p> <ul style="list-style-type: none"> Ensure regular agenda item on the Participation and Communication Assurance committee (PARC) – a Governing Body committee Reference the Power of Volunteering at locality meeting (pan city GP meeting) Ensure all Governing Body members are aware of and have a copy of the Power of Volunteering. Review possibility of having a short session on Power of Volunteering at a Governing Body informal seminar <p><u>Brighton & Sussex University Hospitals NHS Trust</u></p> <ul style="list-style-type: none"> We have a Trust-wide project underway to enhance volunteer contributions to patient care (ie. number of volunteers, hours volunteered, length of service, scope of role, engagement/satisfaction). This therefore has visibility through Trust governance structures, as part of a wider Workforce & Leadership Programme, up to Board of Directors level. |
| <p>Increase the number of people committing to volunteer from all communities</p> | |

| Objective | Specific Action |
|--|--|
| <ul style="list-style-type: none"> Improved presence of opportunities on intranets and public facing websites | <p><u>University of Brighton</u></p> <ul style="list-style-type: none"> Have publicised opportunities to mentor with Girls Network and be a school governor. Both opportunities generated over 50 responses from staff. Post more staff volunteering opportunities on intranet, Twitter and Facebook. Include case studies with numbers engaged Publicise pop up stands to staff and students when organisations are recruiting volunteers on campus. There have been 4 Highlight link to Power of Volunteering page on Active Student webpages <p><u>NHS CCG</u></p> <ul style="list-style-type: none"> Review how we offer opportunities for volunteers on our web pages in the context of being involved in our work (e.g. PPGs) Promote city wide volunteering opportunities in the CCG staff bulletin Ensure that PPG work is reported on in our Primary Care Newsletter & Locality meeting (all GP practices) <p><u>Brighton & Sussex University Hospitals NHS Trust</u></p> <ul style="list-style-type: none"> Volunteering opportunities are publicised through the Trust’s internal and external-facing websites. Further communications activities are in development to publicise the website among prospective volunteers (and those who know potential volunteers). A targeted mailshot (email) to the Trust’s database of local community groups recently proved of limited success. Other strategies (eg. personal contact, drawing on existing networks) are in development. |

| Objective | Specific Action |
|--|---|
| <ul style="list-style-type: none"> Benchmark how many current volunteers we each have | <p><u>University of Brighton</u></p> <ul style="list-style-type: none"> Keep stats throughout the year on numbers of student volunteers, staff volunteers and report back annually. <p><u>NHS CCG</u></p> <ul style="list-style-type: none"> Instruct Community Works to audit PPGs in March 2017 as part of their PPG support contract, to ascertain numbers of volunteers Audit the CCG to establish other volunteer roles and numbers involved (e.g. lay people on clinical committees) <p><u>Brighton and Sussex University Hospitals NHS Trust</u></p> <ul style="list-style-type: none"> Currently c. 440 volunteers (incl. recent intake of student volunteers) across all Trust sites. |
| <ul style="list-style-type: none"> Make the best use of the networks that already exist | <p><u>University of Brighton</u></p> <ul style="list-style-type: none"> Volunteer Manager attends Volunteering Implementation Group, chairs the Volunteering Champions Group and attends the Volunteer Co-ordinators Forum (VCF). At the last VCF delivered workshop on Impact measuring volunteering programmes. <p><u>NHS CCG</u></p> <ul style="list-style-type: none"> Ensure CCG volunteer opportunities are publicised through existing contacts and CVS networks Ensure external volunteering opportunities are shared internally and through external networks <p><u>Brighton and Sussex University Hospitals NHS Trust</u></p> <ul style="list-style-type: none"> The recruitment/communications campaign will target people (patients/service users, staff, current volunteers) with an existing link to the Trust. |

| Objective | Specific Action |
|--|--|
| <ul style="list-style-type: none"> Share information on the benefits for volunteers | <p>University of Brighton</p> <ul style="list-style-type: none"> Distributed Volunteer Impact Analysis to members of the VIG Continue to give bookmarks to students detailing the benefits of volunteering Information detailing benefits of volunteering already exists on webpages – this needs to be linked to the Pledges Give workshops on ‘Make Your Experience Count’. This involves identifying skills, showing them off and evidencing them. Grow this across the campuses <p>NHS CCG</p> <ul style="list-style-type: none"> Ensure that benefits of volunteering are shared with the CCG staff and membership via the Power of Volunteering <p>Brighton and Sussex University Hospitals NHS Trust</p> <ul style="list-style-type: none"> Share the literature search undertaken for us by Tom Roper (Clinical Librarian, Brighton and Sussex NHS Library & Knowledge Service). <p>https://www.bsuh.nhs.uk/work-and-learn/library-services/</p> <div style="text-align: center;">  <p>Evidence search report - Volunteers in</p> </div> |
| <p>Enhance recognition of the value that volunteers bring to the city</p> | |

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| Objective | Specific Action |
|---|--|
| <ul style="list-style-type: none"> Ensure that the voice of volunteers is heard within organisations and that their skills and experience are recognised | <p><u>University of Brighton</u></p> <ul style="list-style-type: none"> Promote and celebrate Student Volunteering Week which takes place in February A Volunteer Impact Analysis was conducted earlier this year. Volunteers' voice was central to this. Volunteers and volunteer involving organisations are contacted for feedback via forms. Informal feedback is captured and is signed off by managers. For volunteer programmes led by Careers, there is a mid-point review where volunteers are asked what they would like to keep, stop and start doing. External volunteers are invited to a celebration event hosted by Deputy Vice Chancellor. <p><u>NHS CCG</u></p> <ul style="list-style-type: none"> Continue to raise the profile of PPGS within the CCG Work to ensure that the role of PPG representative on our PARC committee is meaningful, and supports the PPG voice to reach the Governing Body Hold an annual PPG event to celebrate the PPG work and thank volunteers for their contribution Do a skills audit of the current PPG Network membership <p><u>Brighton and Sussex University Hospitals NHS Trust</u></p> <ul style="list-style-type: none"> Currently working with Trust Communications Team to promote volunteers/volunteering through corporate communications. The Trust also runs a number of 'celebration' events for its volunteers each year to recognise contribution |

| Objective | Specific Action |
|--|---|
| <ul style="list-style-type: none"> Match volunteers to roles that they can add the most value to and get the most out of personally | <p>University of Brighton</p> <ul style="list-style-type: none"> Review recruitment process annually Conduct Volunteer Impact Analysis every 2 years <p>NHS CCG</p> <ul style="list-style-type: none"> Build our Community Ambassador programme, which will include supporting and training volunteers to be involved in specialist areas of the CCG e.g. finance, planning) <p>Brighton and Sussex University Hospitals NHS Trust</p> <ul style="list-style-type: none"> The Trust’s existing volunteer recruitment and selection process does this. |
| <p>Improve accessibility of volunteering opportunities</p> | |
| | <p>University of Brighton</p> <ul style="list-style-type: none"> Re-assess webpages and all promotion and publicity for inclusion and diversity. Ensure language is accessible and photos reflect key groups of students |
| <p>Promote good practice in working with volunteers, including adequately resourcing volunteer management and support.</p> | |
| <ul style="list-style-type: none"> Sharing of policy documents and good practice to improve standards | <p>University of Brighton</p> <ul style="list-style-type: none"> Shared Volunteer recruitment pack with City College, distributed Volunteer Impact Analysis. Discussed Staff volunteering policy. Once revised staff volunteering policy is agreed, will share with group <p>Brighton and Sussex University Hospitals NHS Trust</p> <ul style="list-style-type: none"> Done through the VIG |

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| | | | |
|--------------------------|--|--|---------------------|
| Subject: | Race Equality in Employment and Skills in Brighton & Hove | | |
| Date of Meeting: | 28th November 2016 | | |
| Report of: | Acting Director of Public Health, Executive Director, Families Children and Learning, Executive Director Economy, Environment and Culture | | |
| Contact Officer: | Name: | Emma McDermott | Tel: 29-1577 |
| | Email: | Emma.mcdermott@brighton-hove.gov.uk | |
| Ward(s) affected: | All | | |

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

1.1 The purpose of the paper is to report the work of the Brighton & Hove BME Needs Assessment Steering Group in relation to BME people in the city. In April 2015 the city council's Policy, Scrutiny & Communities Unit completed a [snapshot review of the Black and Minority Ethnic communities](#) in Brighton & Hove. The report sought to provide an accessible overview of statistics about Black and Minority Ethnic (BME) people living, working or studying in Brighton & Hove. The ultimate aim of the report being to create a shared sense of priorities.

The snapshot report shows that the number of residents identifying as BME has increased across all ethnicities between 2001 to 2011. The BME population in Brighton & Hove has grown from 12% in 2001 to 19.5% in 2011, which is higher than the average in the South East.

1.2 Further scrutiny of the snapshot report, resulted in the BME Needs Assessment Steering group deciding to focus in on the variation between different ethnic groups in terms of economic activity and to also look at the variation between the genders. Whilst as a whole unemployment and employment rates for BME people are comparable with the white British population a more detailed analysis shows barriers to accessing and maintaining employment appears to be a significant issue for specific individuals from specific BME communities.

1.3 In December and February 2016, a cross sector sub-group of the BME Needs Steering Group drafted and released a tender for research into the barriers to employment with the requirement for a set of practical, realistic actions to help Black and Minority Ethnic people secure and sustain employment. The proposal was that the actions be included in the action plan of the new City Employment and Skills Plan (CESP) 2016-20, under objective 2 and 3, following its adoption by Full Council.

- 1.4 On 20th October Full Council approved the CESP. Four action groups have been established to deliver the CESP Strategic Map and the Learning, Employment and Skills Partnership will have overall responsibility for the CESP along with the City Management Board.
- 1.5 Appendix 1 is the full research report completed by the appointed consultant Ottaway Strategic Management Ltd on addressing barriers to work for BME people in Brighton and Hove including the recommended actions (section 7 of appendix 1).

2. RECOMMENDATIONS:

- 2.1 That the committee welcomes the research and its findings and agrees the recommendations.
- 2.2 That committee refers the research report to the Children, Young People and Skills Committee and the Economic Development and Culture Committee for information.
- 2.3 That committee refers the research report to the Learning and Skills & Employment Partnership and the City Management Board for consideration as part of their responsibility for overseeing the delivery of the CESP action plan.
- 2.4 That committee requests that the work plans of the appropriate CESP action groups be reported back to committee for consideration of how the research findings and recommendations have been incorporated.
- 2.5 That committee instructs officers to bring a report back in 12 months detailing how the research recommendations have been progressed.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 In 2015 the city commissioned Rocket Science to refresh its City Employment and Skills Plan. The City has benefited from economic growth with a strong financial services sector, vibrant visitor economy, emerging dominance in the creative and digital sectors and a centre for learning and innovation. However, there is evidence that this growth has not benefited everybody. Youth unemployment although reducing is still high and there is deeply entrenched unemployment for some residents and increasing polarisation between wealth and poverty. One of the Plan's three priorities is "no one left behind" and one of its four objectives is "Making our services, providers and funding work better to help those furthest from the labour market".
- 3.2 With the development of the CESP in progress and the compilation of the 2015 Black and Minority Ethnic snapshot report it was apparent that a more detailed analysis of the challenges faced by BME people should be explored and what more or differently could be done to ensure that members of BME populations who experience the most barriers to securing work, are able to compete more effectively and fairly for jobs, and to realise their skills, abilities and potential. What was working or hindering employers hiring BME people and how did this

vary across the different ethnicities and genders? The BME Needs Assessment group agreed an approach to answer these questions.

- 3.3 Following a competitive tendering process, overseen by a sub-group of the BME Needs Assessment Steering Group, the consultancy Ottaway Strategic Management Ltd was awarded the research contract. Starting in May 2016, the research was completed in mid-October 2016. The methodology for the research is outline in section 2 of appendix 1. The research was funded by the city council.
- 3.4 The research suggests 14 key recommendations which can be summarised into five main areas:
- For the Public Sector leadership to address race equality in its workforce and in its procurement processes
 - Support for SMEs across the city to increase their appointment of BME staff
 - Improved growth of the BME business sector in the city to deal with the changing socio-demographic nature of the City
 - A focus on employment and skills support to: BME women in the labour market in particular Bangladeshi, Pakistani, Arab, Chinese and African women in the city; and to the Gypsy and Irish Traveller community
 - The development and support of the BME third sector to effectively disseminate employment and skills opportunities to BME communities across the city

Under each recommendation there are short, medium and long term actions with details on how these could be achieved.

See section 1 pages 8 to 14 in appendix 1 for full details.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 Alternative option - not accept the research findings and recommendations. This is not an option because the CESP is reliant on this research and a similar one into the barriers to employment experienced by disabled people in the city to ensure that its actions under “no one left behind” are meaningful and will make a difference to these two groups.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 As part of the research a wide range of stakeholders were engaged including BME people in work and out of work. Engagement of employers both large and small/micro and public and private sector was a critical element of the commission. In fact this was one of the first times to engage with employers about their views of Race equality and employment. The commission identified that there has been considerable engagement locally regarding the issues and barriers faced by BME people from their perspective but very little in comparison with employers.
- 5.2 In addition, the draft findings were reported to the Equality and Inclusion Partnership in October at which public sector organisation members committed to taking the findings and recommendations back into their organisations.

6. CONCLUSION

- 6.1 As the research demonstrates BME people fare badly in the labour market. There is an under representation of BME communities in employment and an over representation in economic inactivity. The uptake of training and skills and apprenticeships is low by BME people and there are lower levels of career progression of BME staff in larger organisations.
- 6.2 For example, 66% of the city's population are economically active compared to 61% from the BME population . This is much lower for some ethnic groups: Pakistani (51%), Irish or Gypsy Traveller (51%), Black African (52%), Bangladeshi (53%). 34% of whole working age population is economically inactive across the city compared to 39% from the non-White population. This increase to 61% in the Chinese population, 53% in Arab population, and 41% Pakistani population. 40% of BME people have a level 4 qualification (Degree equivalent) compared to the whole city figure of 37% with Asian having 41%, Mixed 37% and Black communities 37%. 9% of the non-White population have no qualifications against a whole city population figure of 16% who have no qualifications; with the White British population with 17% with no qualifications compared to Mixed populations with 7%, Black with 7% and Asian with 9%
- 6.3 The research found the following ten barriers to employment and skills development for BME people in Brighton and Hove:
1. Lacking job ready English both verbal and written
 2. Complexity of the application process particularly on-line processes/forms
 3. Fear and limitations; many BME people search for jobs within their own communities and through word of mouth
 4. Being born & educated outside the UK; qualifications not recognized and it's too costly and takes too long to convert them
 5. Discrimination or unconscious bias
 6. Gender added a further barrier
 7. Age
 8. Lack of culturally sensitive child care
 9. Employers lack flexibility to adapt to cultural needs
 10. Lack of awareness of opportunities /recruitment processes; BME people are not linked into mainstream recruitment processes or hearing about job opportunities
- 6.4 Furthermore the research found some key issues which compounded these barriers:
1. ESOL offer in the city was not sufficiently focused on language for employment
 2. Poor and inconsistent ethnic monitoring especially in larger organisations
 3. Underrepresentation of BME people in particular occupations & senior positions; lack of visible leadership roles held by BME people
 4. Employment and skills support is not meeting the needs of BME people; DWP don't see BME as a significant priority for support
 5. BME Third Sector not currently engaged in employment and skills work; not playing a crucial role in disseminating information about employment

and learning opportunities, providing link/stepping stone to mainstream employment and skills support, providing BME tailored support

6. Limited understanding of diversity in the city; businesses don't see the problem as many employ EU nationals
7. Limited access to business support by BME businesses
8. City's business base is predominantly SMEs and micro businesses that tend to recruit more informally and through word of mouth this practice excludes some communities

6.5 In response to these barriers and issues and considering who fairs worst in the labour market the research concluded with fourteen recommendations for the City Employment Skills Plan, for public sector employers and large private sector employers, for the BME Third Sector, for Employment and Support agencies, and for SMEs in the city.

6.6 The findings and recommendations have already been presented to the services action groups (one of the four action groups responsible for delivering the CESP) as well as the Learning, Employment and Skills Partnership which has overall responsibility for the CESP for consideration of how to take forward the recommendations.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

7.1 There are no direct financial implications associated with the recommendations in this report. The cost of research was funded from within existing resources in the Communities, Equality and Third Sector team. Any financial implications associated with the delivery of the recommendations set out in the report will be assessed within relevant future reports or business cases and appropriate approval for funding will be sought where required.

Finance Officer Consulted: Mike Bentley

Date: 03/11/16

Legal Implications:

7.2 This Report asks the Committee to agree and refer on research commissioned by the authority pursuant to its responsibilities under the Equalities Act 2010, including its duty to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. This Report raises no additional legal implications.

*Lawyer Consulted: Elizabeth Culbert
2/11/16*

Date:

Equalities Implications:

7.3 Race is one of the nine characteristics protected by the Equality Act 2010. Through this piece of research, its findings and recommendations we are seeking

to ensure that Black and Minority Ethnic people are not unfairly treated or discriminated against in the labour market either consciously or unconsciously and the most effective action is being taken to support individuals into employment.

Sustainability Implications:

- 7.4 Sustainable communities are inclusive communities where all individuals have equality of opportunity and are not hindered by their circumstances or characteristics, and everyone has the opportunity to reach their full potential and play an active role, educationally, economically and socially in the city. It is well documented that being employed in satisfying work has a considerable impact on individuals, their families and local communities.

SUPPORTING DOCUMENTATION

Appendices:

1. Brighton and Hove Race Equality of Employment and Skills in the City Research and Recommendations Report, Ottaway Strategic Management Ltd, October 2016.

Background Documents

1. [Black and Minority Ethnic Communities in Brighton & Hove April 2015](#)

Appendix 1

Crime & Disorder Implications:

- 1.1 The Office of National Statistics (ONS) measures national wellbeing and established that economically inactive people have lower levels of wellbeing than those in employment and that even being under-employed is detrimental to wellbeing. The 2015 Public Health report focuses on equalities impacts and that information from this document will help inform strategies to address equalities in the delivery of the plan. The BME report will aim to have a positive impact on those BME residents in the city that are unemployed or under-employed

Risk and Opportunity Management Implications:

- 1.2 The risk of not approving the recommendations and including them in the CESP action plan is that practical and tangible actions that will help improve the employment opportunities for Black and Minority Ethnic people will not be taken forward. There is a risk that the resources and changes needed to achieve the actions will not be forthcoming or easy to secure. To mitigate this risk, the recommendations will be included in the CESP action plan and taken forward as part of the four action groups established for each CESP objective. The report is a key opportunity to ensure that resources in the city, across different sectors, are being best deployed to help employers recruit Black and Minority Ethnic people.

Public Health Implications:

- 1.3 The local Joint Strategic Needs Assessment highlights the importance of employment for health and wellbeing. The effects of unemployment on health can be linked to poverty and low income amongst the unemployed. There are also significant psychological consequences from being out of work, especially for the long-term unemployed. Inequalities in the labour market affecting Black and Minority Ethnic groups have implications for their health and wellbeing, and effective action to address these barriers will contribute to reducing health inequalities locally.

Corporate / Citywide Implications:

- 1.4 The work and the recommendations directly support the council's corporate plan priority to increase equality. They also impact on other organisations in the city not only in terms of how they may change their approaches and/or the allocation of resources but also the demand on their services. The final report will also be circulated to the Equality and Inclusion Partnership for consideration and response.

BRIGHTON AND HOVE

RACE EQUALITY OF
EMPLOYMENT AND SKILLS
IN THE CITY

RESEARCH AND RECOMMENDATIONS

October 2016



www.ottawaystrategic.co.uk

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Brighton & Hove

Race Equality Issues of Employment and Skills in the City

1 Executive Summary

- 1.1 Brighton & Hove has a strong reputation for its laid-back, liberal feel and its positive sense of inclusiveness and diversity. This reputation is reflected through 'Pride', and the profile and efforts to support LGBT equality issues in the city. It is also based on the city's youthful vibe, and Brighton & Hove as a seaside destination and a place of expression and relaxation. However, this reputation is not always the experience of all people. Almost inevitably there are levels of inequality in a wide spectrum of activities and elements of social, health and economic life.
- 1.2 With respect to people's engagement in the working environment there are obvious disparities of employment and unemployment in the labour market, which often result in different economic outcomes and achievements. From a race equality perspective, the evidence from this research shows that there are areas of underrepresentation of Black and minority ethnic (BME) people in the labour market and in employment and skills across the city.
- 1.3 Brighton & Hove's BME population is dispersed across the city; the community is growing steadily and is proportionally younger when compared with the whole population. The community infrastructures that support the BME people are limited. There are few umbrella organisations and a larger number of small single-ethnic associations and bodies. Faith organisations also play a part in this infrastructure with mosques, temples, synagogues and churches providing a strong community focus. Many of these organisations provide cultural and educational support but more often, they simply provide a meeting space for the city's diverse communities.
- 1.4 The City Council and other public institutions have previously undertaken independent reviews of equality, race equality, and fairness across Brighton & Hove - most recently with the presentation of the recommendations by the Fairness Commission in June 2016. From a workforce perspective, the council and other public bodies have had assessments with numerous recommendations to address race equality concerns. It is clear from these reports that much has been reviewed in the past to assess the needs of BME communities. Indeed, some of these reports have also reviewed employment and skills in the city. What seems clear from all these studies is that there is a strong collective recognition that if the city truly wants to be strong in its response to race equality, more needs to be done to support BME communities to access resources and provision locally and to enable these communities to effectively compete in the city.

Introduction

- 1.5 Seeking and gaining employment is an individual pursuit, as people are clearly unique and different jobs will better suit some more than others. A real factor in all, if not most employment, is that people need to be able to meet the requirements of the job but employers are looking for someone who can not only fulfil the role but hopefully do more and add value. To be able to compete effectively in the labour market prospective employees need to be job ready. In Brighton & Hove, the notion of job readiness is critical and this applies to all people from all communities. Clearly everyone who has the right to work should have the opportunity to seek

employment in whatever way they can and to access the labour market to fulfil their need for work and the income that it generates.

- 1.6 There are clear barriers to employment for many people, including personal and financial barriers; legal barriers; health, emotional and physical barriers; training, qualifications and work experience; and job seeking knowledge and preparedness. Nonetheless, it appears that some generic barriers are more likely to affect some communities than others. Evidence shows that there are some more specific barriers for BME communities putting some of these groups further away from the labour market. In short, there is a strong likelihood that some people are better placed to succeed in the labour market and others are less able to access it and therefore less likely to get a job.

Assessing the data

- 1.7 Across Brighton & Hove, the data review clearly shows the underrepresentation of BME communities in employment and an overrepresentation of those that are economically inactive. Compounding this inequality, there is a lower uptake of training opportunities and apprenticeships from some BME communities, disproportionately affecting outcomes and ultimately their ability to access employment. There is also evidence of limited access to career progression for some, particularly those working in large public-sector organisations - this is an important area to address.
- 1.8 It is difficult and not desirable to lump all ethnic minority groups into the same category and analysis of the data shows this to be the case, particularly as it masks the differential achievements of different groups. Moreover, there are examples, in all communities, of successes and achievements in the labour market. In some cases, determinants such as age and gender affect employment and skills outcomes or at least seem to be reflected in the data reviewed.
- 1.9 The full BME community in Brighton & Hove represents 19.5% of the city's overall population¹. Indeed, from an employment and skills perspective, white Irish and white Other groups outperform the white British Population and so when they are included in the BME statistics they push up the overall BME outcomes and mask the under achievements of other 'Non-white' BME categories. In some of the analysis, this report has taken out those that are white Irish, Gypsy and Irish Traveller² and white Other and in this case the BME population makes up just under 11% of the population. In other areas of analysis, we have addressed the issues of the white Gypsy and Irish Traveller population, which currently is 0.4% of the city's population. This group also has higher levels of unemployment and lower levels of economic activity in the working-age population and seems in many ways to reflect the employment and skills outcomes of the city's non-white BME population.
- 1.10 Economic activity data (2011 Census) shows:
- 66% (n=122,121) of the city's population are economically active compared to 67% (n=29,568) from the BME population and 61% (n=13,704) from the BME population, excluding white Irish and white Other.

¹ Census 2011

² The employment needs of Irish or Gypsy Traveller groups have been address separately within this report.

- The unemployment rate is 7% (n=9,419) across the city, the BME unemployment rate is running at 10%(n=1,632)
 - 34%(n=77,335) are economically inactive across the city compared to 39% (n=14,535) from the BME population.
- 1.11 This headline data shows a clear difference between the whole population and the BME population in the city. In fact, these differences are even more distinct when one looks at specific ethnic groups.
- 1.12 In relation to economic activity, the city's rate is 66% across the whole working-age population. However, the levels of economic activity are lower among some ethnic groups, with Pakistani economic activity running at 51%, Irish or Gypsy Traveller 51%, Black African 52% and Bangladeshi 53%.
- 1.13 The city's unemployment rate is 7% compared with 19% Black African, 17% mixed white/African, 16% mixed white/Caribbean, 15% Gypsy or Irish Traveller, 14% Bangladeshi and 12% Pakistani. These rates show that unemployment levels are much higher for some ethnic communities in the city.
- 1.14 There is a clear contrast regarding economic inactivity. Across the city, 34% of the population are economically inactive compared with 61% in the Chinese population, 53% in the Arab population, and 41% in the Pakistani population. Indeed, there are some quite significant levels of disparity in the levels of economic inactivity when breaking down these ethnic clusters to their constituent groupings.
- 1.15 Of those that are employed, except for a higher percentage of BME people employed as process, plant and machine operatives, all other occupation types have proportionately fewer BME people in Brighton & Hove. The employment profile of the BME and the white population by industry type is similar. The most striking difference is the proportion of people employed in distribution, hotels and restaurants, accounting for more than one quarter (26.6%) of BME people compared with 18.8% of people who are white British.
- 1.16 Regarding educational attainment, the picture differs - 40% of BME people have a level 4 qualification (degree equivalent) compared with the citywide figure of 37%, with Asian people having 41%, Mixed 37% and Black people 37%. Correspondingly, 9% of the BME population have no qualification against a citywide population figure of 16% (white British population 17%), compared with the Black population with 7%, Mixed populations with 7% and Asian population with 9%. This would suggest that degree-level education attainment is slightly higher proportionally in the BME groups. In contrast, a far higher proportion of the white British population have no qualifications at all.

Research findings

- 1.17 As part of this research, interviews were completed with stakeholders, employers and community representatives/ A survey was also undertaken with BME people in the city (118 responses) and 11 focus groups were completed.
- 1.18 The headline **survey** findings indicated that:
- There is a clear perception that there are barriers to accessing employment, skills, training and apprenticeship programmes in Brighton & Hove for people from BME communities.

- Respondents feel discouraged from submitting applications in the first place. A recurring perception from the responses and comments is that most jobs are 'earmarked' for people that are already working within the organisation.
- Respondents feel strongly that employers discriminate and all too often jobs are given to less-qualified and a less-experienced non-BME applicants.
- Respondents feel the application process is difficult and cumbersome and differs between organisations.
- There is a perception among respondents that employers lack awareness of cultural differences and do not promote diversity. In some cases, employers at interview negatively perceive English spoken with an accent and do not recognise overseas qualifications and experience.
- BME women feel, in addition to the above, their barriers to accessing employment, skills, training and apprenticeship programmes are further increased by the demands and cost of childcare for small children and the lack of part-time employment opportunities.
- In improving access to employment, skills, training and apprenticeship programmes, many feel access to more information about skills, training and apprenticeship programmes is required. For example, through community centres and places of worship supported with access to English classes such as ESOL.

1.19 With respect to specific survey findings:

- 64.4% agree they know where to look for jobs.
- 61.5% agree support would help them to compete for jobs in the city.
- 60.2% agree they were treated with respect during the interview.
- 46.1% agreed it is easy accessing information about jobs.
- 42.2% agree their experience and qualifications have been taken into consideration.
- 39.2% agree that application processes are orientated towards certain people getting the job.
- 32.4% agree they feel they are poorly equipped to compete for jobs in the city.
- 28.0% agree they go for jobs that other BME friends/acquaintances tell them about.
- 25.0% agree they found getting a job in Brighton & Hove easy and straightforward.

1.20 The key findings from the focus groups indicate that:

- BME people engaged in these focus groups were, overall, aware that when they arrived in Brighton & Hove that they were migrants to the city and their need to work and earn was strong. This often meant taking whatever work was available.
- A strong proportion of people felt there was bias and/ or discrimination in the employment market. Several mentioned discrimination, stating that employers said that they did not have the skills, did not meet the requirements of the job or did not have the experience. But many felt this was not the only reason and that they were simply not wanted by the employer and their face did not fit.
- Key barriers included, effective English (without which employment options were limited to working with employers from within their own communities); to some extent the recognition of qualifications achieved elsewhere (too costly to convert); and simply not knowing how to find out about jobs.

- Several had registered with employment agencies and had success getting work through these bodies, but there is a cost and there is a concern that they were being used to make profits for the agencies.
- There was little understanding of cultural and/or religious needs by both employment agencies and employers. Some were prepared to help and support where they understood these needs. Others were keener to ensure that every member of staff worked to the same conditions and so did not allow any adaptations for staff from different ethnic groups.
- Employers are clever and do not want to seem to be discriminating but often 'we know they don't want someone like me from a different ethnic group'.
- Apart from school and university few had undertaken further work-related training, particularly training to get into new areas of work.

Key race equality issues in the labour market for Brighton & Hove

1.21 There are clearly generic barriers to the labour market in Brighton & Hove. The key race equality issues in the labour market are set out below. They reflect the research undertaken and have been highlighted to support the improvement of economic outcomes for the BME communities in the city:

- Unintentional and intentional **bias** clearly exists in the labour market. The city's larger employers, particularly in the public sector, have sought to address this through established Equal Opportunities policies and practices, particularly in the selection and recruitment processes. However, most smaller businesses do not embody these policy positions in their staff resourcing and appointment practice.
- **Discrimination and Racism** have been cited by BME communities furthest away from the labour market. This has equally been a concern for staff progression, training and internal promotion.
- Poor written and verbal **English** is a significant problem for BME people. Business and customer-focused language is particularly needed for a range of jobs in the city.
- Complexity of the **application process**, particularly online applications has been cited in consultation with the BME community and indeed by some staff within the public-sector establishments in the city.
- Effective equality decisions need to be based on **effective equality monitoring**. There is currently a wide range of data sets for race equality in employment and skills. Some of this information is based on inconsistent matrices and in some cases; the monitoring is poor and inconsistent. Monitoring needs to be in line with census monitoring data and needs to improve to secure a better understanding of the impact of the City Employment Skills Plan (CESP) going forward.
- Across the city, there is **underrepresentation** of BME people, in some occupation types and in senior positions within most workforces.
- Through this research, there is poor **awareness and knowledge** of available services and this limits access to local job opportunities for the BME community.
- There is demand for more **inclusive labour market initiatives** coupled with specific BME services for employment and skills support.
- Underrepresentation within the hierarchy of organisations and lack of **visible leadership roles** for BME members of the community.
- The **public sector** needs to address its race equality commitments through:
 - A workforce which reflects the community

- More accessible and fair selection and recruitment processes supported with ongoing training
- Promotion of social value³ through the Public Procurement process to develop greater employment opportunities for BME people in the city.
- Recognition of the further issues faced through ethnicity and gender and, particularly, the need to support **BME women** into the labour market. This would need targeted training and support and potentially targeted and priority childcare.
- Recognition of **Professional and Educational qualifications** gained abroad has been cited as a concern for some BME people. Ensuring that they have ready access to the UK NARIC (the designated United Kingdom national agency for the recognition and comparison of international qualifications and skills) is a strong starting point and this engagement needs to be supported.
- **Supporting BME Business**, particularly to support their response to enforcement, business regulatory fulfilment, representation, networking and mutual support. It is evident that support for growth of BME businesses is not forthcoming at present in the City and this needs to be improved.
- Improving the responses to employment by the **BME third sector** is a key issue for the city. The BME third-sector organisations are undergoing some forms of organisational transition, with new board members and the need to secure their funding position and sustainability. Nonetheless, there has in the past been little engagement with BME organisations in supporting skills and employment of their members and communities in the labour market. A more robust BME third sector could play a pivotal role in ensuring that BME communities make progress in accessing skills and jobs to succeed in the labour market.

Recommendations and actions

- 1.22 The BME community is dispersed across the city and there are no distinct localities where the BME communities live in any large densities. Nonetheless, this lack of critical mass within the city does not ameliorate the need for action. Employment and skills evidence shows that there are disproportionately more negative outcomes for BME communities in terms of accessing work, career progression, economic inactivity, qualification and educational attainment and skills development and apprenticeships. While educational attainment and qualifications are relatively strong in the BME community, apart from the Gypsy and Irish Traveller community these outcomes also vary between people's educational backgrounds and the length of time they have been in the country.
- 1.23 Throughout this report there are a wide variety of areas of concern which if mitigated would improve the employment and training outcomes of BME communities in the city. While not all of these potential recommendations are possible at any one time, in conjunction with the project working group, the report highlights those recommendations and actions, which are felt to be deliverable and which if applied would make the greatest impact.
- 1.24 The research findings echo the City Employment and Skills Plan perspective that there is a clear need for effective leadership and accountability for delivering on employment and skills ambitions in Brighton & Hove. We recommend that the Learning, Skills and Employment Partnership overseen by the City Management

³ Define social value

Board takes on responsibility for overseeing progress against the recommendations and actions set out in this report and integrate them into the CESP recommendations. We also recommend that either the existing CESP 'Action Groups', or where appropriate new task and finish groups, are accountable for progress on individual actions and that the actions should be reviewed by the Brighton & Hove BME Needs Assessment Working group and or possibly the city's Equality and Inclusion Partnership.

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|--|---|--|--|
| Recommendations and Actions for the CESP | | | | | | |
| 1 | Set BME Employment and Skills targets ⁴ for the key outcomes of the CESP | <ul style="list-style-type: none"> Under-representation in Economic Activity Higher rate of unemployment Higher rates of economic inactivity (See Section 3 of report) | <ul style="list-style-type: none"> Meet with Action Group chairs to negotiate targets in the CESP CESP Action Group Leads to agree the setting of BME Headline targets for outcomes Set monitoring arrangement to assess achievement of targets | <ul style="list-style-type: none"> Cost neutral | <ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Learning, Skills and Employment Partnership | Spring 2016 |
| 2 | Address the under-representation of BME people achieving apprenticeships in the city | <ul style="list-style-type: none"> Low levels of BME apprenticeship take up City College, Sussex Training Providers, although more reflective in Northbrook College (See Section 3 of report) | <ul style="list-style-type: none"> Work with training providers and BME businesses to define specific actions to deliver change including, promotional material, engagement of BME communities and parents Engage with BME Businesses to offer apprenticeships Engage with SMEs across the city to increase the recruitment of BME apprenticeships Review findings from the BME Employment Research and Recommendations report and set priorities for future delivery addressing barriers experienced by BME Communities | <ul style="list-style-type: none"> Contained within existing budgets | <ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development Sussex Council of Training Providers | Autumn 2016 Spring 2017 Spring 2017 Spring 2017 |
| Recommendations and Actions for Public Sector and Large Private Sector employers | | | | | | |
| 3 | For the Public Sector to take a lead to address race equality in its workforce | <ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports BME Needs assessment | <ul style="list-style-type: none"> Deliver on actions set out in Workforce Equalities Reports All public partners to review Employment/Workforce Equalities Reports Raise the profile and seek to celebrate BME staff within the organisation. | <ul style="list-style-type: none"> Contained within existing budgets | <ul style="list-style-type: none"> HR Leads and CEO in public bodies across the city | Autumn 2016 Spring 2017 |

⁴ Ethnicity targets to be based on 19.5% BME and 11% BME when white Irish and white Other are removed

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|--|---|---|---|
| 4 | For the Public Sector to take a lead to address race equality in its procurement processes | <ul style="list-style-type: none"> Commitment to implement the social value framework for procurement | <ul style="list-style-type: none"> Set employment targets for service providers requiring them to develop a workforce that reflects the community, ensuring 19.5% BME representation in the workforce and 11% BME without white Irish and white Other | <ul style="list-style-type: none"> Cost contained within the contract value | <ul style="list-style-type: none"> Procurement Equalities | Autumn 2017 |
| 5 | For the Public and private sector employers to take a lead to address race equality in their selection and recruitment, promotion and employee development processes | <ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports Organisational commitment to address unconscious bias in the selection and recruitment process | <ul style="list-style-type: none"> Review the current selection and recruitment training and assess the race equality component Review selection and recruitment panels to ensure representation of BME staff/co-opted Deliver pilot training programme Remove any identifying elements of the applicant to remove unconscious bias. Review internal staff promotion processes and support those underrepresented in senior management positions from BME staff within the organisation | <ul style="list-style-type: none"> Contained within existing S&R, staff development and training budgets | <ul style="list-style-type: none"> HR leads/ departments across the city | Spring 2017 |
| Recommendations and Actions for the BME 3rd Sector | | | | | | |
| 6 | Develop and support BME third sector to effectively disseminate Employment and skills opportunities to BME communities across the city | <ul style="list-style-type: none"> Under-representation of BME community in Labour Market (See Section 3 of report) Low levels of awareness and engagement of BME communities Limited information and support of BME | <ul style="list-style-type: none"> Services Action Group to explore the funding of BME led Employment and Skills support in the city Enable the flow of opportunities from prospective employers via Employment and Skills Action Group To encourage collaboration between BME organisations and other third sector employment and skills providers BME 3rd Sector to link with the Brokerage support providers | <ul style="list-style-type: none"> £20k needed to support the BME sector to deliver this programme of work | <ul style="list-style-type: none"> CESP Action Group Lead Communities, Equality and 3rd Sector Team BME 3rd Sector | <p>Spring/summer 2017</p> <p>April 2017</p> <p>April 2017</p> |

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|---|--|--|--|--|--|--|
| | | <ul style="list-style-type: none"> people seeking employment and skills development BME venues not used to support employment and training events | <ul style="list-style-type: none"> Disseminate information through the BME networks (using email, social media and web based information sites) Support specific initiatives with job fairs and skills seminars in BME venues | | | <p>April 2017</p> <p>Summer 2017</p> |
| Recommendations and Action for targeted Employment and Skills Support | | | | | | |
| 7 | To target and support BME women in the labour market in particular Bangladeshi, Pakistani, Arab, Chinese and African women in the city | <ul style="list-style-type: none"> Under-representation of Bangladeshi, Pakistani, Arab, Chinese and African women in the labour market (See Section 3 of report) | <ul style="list-style-type: none"> Develop and expand the good practice of women only training support Develop specific campaign in conjunction with Action 6 above. Target women returning to work from these communities supporting them into the labour market Develop culturally sensitive childcare provision by supporting BME women to become registered child care professionals (consider a social enterprise option) | <ul style="list-style-type: none"> Within existing budgets Supported by the budget set out in action 6 above | <ul style="list-style-type: none"> BME Third Sector Employment and Training Brokerage CESP Action Group 3 | <p>Ongoing</p> <p>Spring 2017</p> <p>Autumn 2017</p> |
| 8 | To target employment and skills support to Gypsy and Irish Traveller community | <ul style="list-style-type: none"> High levels of poor literacy and numeracy Low educational achievement Little engagement in the local labour market Little or no awareness of opportunities in for employment and skills | <ul style="list-style-type: none"> Work with Gypsy and Irish Travellers both in registered and unregistered sites to develop a programme of interventions to support: <ul style="list-style-type: none"> Job readiness Increased awareness of opportunities in the labour market Skills and training opportunities including apprenticeships | <ul style="list-style-type: none"> £2-3k needed to support Friends, Families and Travellers to develop this programme of work | <ul style="list-style-type: none"> Friends, Families and Travellers Communities, Equality and 3rd Sector Team CESP Action Group Lead | <p>Spring 2017</p> |

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|--|---|--|---|
| 9 | To continually support English for speakers of other languages (ESOL) and targeting it to those with the greatest need | <ul style="list-style-type: none"> Research findings see section 3 Focus group findings see section 4 | <ul style="list-style-type: none"> Continued support for ESOL provision across the city Develop specific ESOL provision targeting people seeking work Develop ESOL provision that is orientated to support employability Develop ESOL that support strong customer interface Work with ESOL funders to tailor employment focused ESOL training. | <ul style="list-style-type: none"> Currently there are no employment focused 'technical' English programmes Cost as yet unknown | <ul style="list-style-type: none"> BME Third Sector Skills Training providers Friends Centre ESOL Funders | Autumn 2017 |
| 10 | To address the effective recognition of overseas qualifications | <ul style="list-style-type: none"> Research Findings see section 4 Clear concern from BME communities engaged | <ul style="list-style-type: none"> Engagement with UK NARIC Ensure accessible information for all BME residents seeking work with overseas qualifications to enable them to contact NARIC Explore funding options to support individual qualification conversion | <ul style="list-style-type: none"> Costs held within existing employment and skills budgets | <ul style="list-style-type: none"> BME Third Sector City skills leads | Spring 2017 Spring 2017 Autumn 2017 |
| Recommendations and Actions for SME Business community in the city | | | | | | |
| 11 | To support SMEs across the city to increase their appointment of BME staff | <ul style="list-style-type: none"> Low levels of BME staff working in many of the City's SME businesses | <ul style="list-style-type: none"> To use the new apprenticeship programme to engage SMEs across the city to increase the recruitment of BME people. Provide advice and support for SME employers to address their equal opportunities responsibilities as employers | <ul style="list-style-type: none"> Costs held within existing employment and skills budgets | <ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development Sussex Council of Training Providers | Spring 2017 Autumn 2017 |

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|---|---|---|--|
| Recommendations and actions to support BME Businesses | | | | | | |
| 12 | To support BME businesses in the city to grow | <ul style="list-style-type: none"> Large number of BME businesses dispersed across the city BME communities not engaged with business support | <ul style="list-style-type: none"> Consult with BME businesses to consider their networking needs Ensure information and advice is available from regulatory services, trading standards and business support agencies Engage BME businesses with services available through Brighton Chamber membership | <ul style="list-style-type: none"> Costs held within existing business support budgets | <ul style="list-style-type: none"> BME Third Sector Economic Development Coast to capital Business Navigator Brighton Chamber | <p>Spring 2017</p> <p>Autumn 2017</p> <p>Autumn 2017</p> |
| Recommendations and Action to improve Race Equality Monitoring | | | | | | |
| 13 | To improve the quality of ethnic monitoring and data capture for outcomes in employment and skills | <ul style="list-style-type: none"> Inconsistent monitoring of BME outcomes in the local labour market | <ul style="list-style-type: none"> Agree the effective monitoring criteria for all CESP activity Establish full Census categories in all ethnic monitoring across the CESP | <ul style="list-style-type: none"> No cost impact | <ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Commissioning and contract management for CESP Delivery | <p>Autumn 2016</p> |
| Recommendations and Actions to develop effective leadership of Race Equality across the city | | | | | | |
| 14 | Build leaderships focus to support Race Equality commitments in the city | <ul style="list-style-type: none"> Community engagement and research findings workshop have all argued the need for strong organisational leadership to address race equality priorities across the city | <ul style="list-style-type: none"> Design and deliver Training and Development support (Leadership and Governance) Develop Race Equality Champions in the all the main public sector bodies in the city | <ul style="list-style-type: none"> £5K training programme | <ul style="list-style-type: none"> City Management Board Equalities leads across the city/HR departments | <p>Autumn-Spring 2016/7</p> |

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2 Introduction, methodology and context

- 2.1 This report was commissioned by Brighton & Hove City Council in May 2016 to support the development of specific actions to address Black and Minority Ethnic Employment and Skills outcomes across the city. In part, it highlights priorities established through the research and, in part, it provides recommendations and actions which will supplement the City Employment and Skills Plan 2016.
- 2.2 The oversight for this work has been through a project steering group drawn from the Brighton & Hove BME Needs Assessment Steering Group. The development of this work has been presented to the steering group at key stages of the project's progress.
- 2.3 The aims of research were to:
- Review existing data and research locally, regionally and nationally, as applicable, to determine areas of focus for Stage Two.
 - Produce a recommendation report for areas of focus for consideration and approval by the project steering group.
 - Devise consultation that will draw out the specific barriers faced by the communities identified for specific focus in Stage Two. These may include gender, ethnic or national origin, language, culture, religion, lack of access to informal networks, proximity to services, discrimination and unconscious bias, and overseas qualifications.
 - Implement the methodology, ensuring that the target groups are adequately represented.
 - Hold consultation events, ensuring that the target communities can engage.
 - Draft recommendations for actions that will provide a material step change in how businesses and individuals, along with local support services, can help the identified groups (back) into work.
 - Present the recommendations to the project steering group for consideration and sign off.
 - Identify the resource implications for the proposed recommendations, including the use of existing or new resources, partnership opportunities and opportunities to learn from best practice, and present these in a format that fits with the CESP action plan.
 - Present the findings and recommendations to the BME Needs Assessment Steering Group and the city's Skills and Learning Partnership, along with an outline of suggested next steps to take forward the recommendations.
- 2.4 The commission will result in the following outcomes that are bespoke and tailored to the city and the target communities:
- A proposal for practical interventions that will result in a tangible increase in the employment chances of the target communities currently facing discrimination in the labour market and take account of the range of employment sectors in the city and the number of SMEs versus large employers and the associated risk and opportunities.
 - Recommendations as to how the proposed actions can be resourced
 - A clear set of recommendations for action that can be included in the City Employment & Skills Action Plan.

- A report setting out how the work was undertaken, including the research, the methodology and the rationale for the proposed interventions.

2.5 The broad methodology for this commission included:

- Project planning and inception meetings with Steering Group
- Desk research and data analysis
- Employment and unemployment data review
- Development of community and stakeholder Engagement plan
- Primary research including:
 - Interviews with stakeholders and partners (24)
 - Interviews with key representative community organisations (15)
 - Interviews with employers (9)
- Quantitative research; Community survey – E-Survey and Paper based survey, distributed to meeting of these organisations and requests for them to be circulated to members and partners (120 responses)
- Qualitative Research: 11 focus groups with:
 - Arab Group (Female)
 - Bangladeshi (Female)
 - Bilingual teaching assistants
 - Black African/Caribbean (Male and Female)
 - BME Employers
 - BME Young People
 - Chinese (Female) Chinese Community Group
 - Gypsy and Traveller (Male and Female)
 - Mosaic Group
 - Pakistani (Female)
 - Workshop with training and apprenticeship providers
- Analysis and reporting
- Recommendations and action plan
- Project presentation and community workshops

2.6 The report addresses the data context for BME employment and skills and provides accounts of the research findings established in the research undertaken as part of this commission. The report identifies priorities for action and makes recommendations for specific action to be delivered as a result of this research.

Headline Context

2.7 The section below sets out some reports that have been previously completed in the city. In part, these set the backdrop and policy context for this research.

Global HPO Race Equality in Employment at Brighton & Hove City Council⁵

2.8 In 2013 the council commissioned independent experts Global HPO to examine policies and processes and see how they affect the City Council's Black and Minority Ethnic staff. The report recognises that the council has had some significant achievements and initiatives in equality and employment but rightly challenges the organisation to do more to meet the standards that staff and customers expect. Because of the study, the Council has produced a high-level action plan to indicate where it wants and needs to be on workforce equalities.

2.9 A more detailed plan of action has also been produced year on year. The plan lists accountable officers and officers responsible for implementation. Many of its recommendations are already being put into practice, such as improving management information, making sure that the council has shared values and behaviours across the organisation and reviewing staff training.

Black and Minority Ethnic Communities in Brighton & Hove (April 2015)

2.10 In April 2015, the city council's Policy, Scrutiny & Communities Unit completed a snapshot review of the Black and Minority Ethnic communities in the city. The report sought to provide an accessible overview of statistics about Black and Minority Ethnic people living in Brighton & Hove, with the aim of creating a shared sense of priorities. It was written to inform the work of the Brighton & Hove BME Needs Assessment Steering Group and it draws heavily on, and updates, a snapshot report originally prepared for that group and published in December 2013. This report provides trend data, where possible, and is based on a wealth of information, mainly collected by the local authority and partner agencies. Sources are referenced so that readers can investigate topics of interest in more depth if they wish to.

2.11 The report recognised that although it focused on ethnicity and variations between ethnic groups, it may be misleading to think of ethnicity as the main, or most likely, explanation for any differences. Other factors such as age, migrant or socio-economic status, cultural or religious differences and poor service delivery may be more important influences. Furthermore, the report highlighted that there is growing recognition of diversity within ethnic communities, and other protected groups, and that this 'super diversity' makes it difficult to draw general conclusions based on protected characteristic alone.

2.12 The report defined Black & Minority Ethnic as anyone who identifies their ethnicity as anything other than 'white English / Welsh / Scottish / Northern Irish / British'. The report went on to state that in many cases it is either not possible, or not ethical, to conduct analysis using all the different groups identified as the numbers within these sub-categories can be very small, which might make some individuals identifiable, or because data has been collected using a different, narrower range of categories. However, this research has tried to consider the different groups and to provide as much detail as possible within these constraints. It should also be noted

⁵ [Global HPO report on Race equality in the council \(PDF 1.1MB\)](#).

that where samples are small, small differences can distort proportions more markedly.

Fairness Commission (July 2016)

- 2.13 The Fairness Commission was set up to find out how to make Brighton & Hove a fairer and more equal place to live and work. Launched in September 2015, it was set up by the council administration as an independent body. The 12 independent commissioners on the Fairness Commission explored issues that cause inequality and listened to the concerns of residents, community organisations and businesses across the city. The Fairness Commission released its report on 27 June 2016⁶. The report provides recommendations to the council and its partners to increase opportunities for the city's residents.
- 2.14 In its report on fairness in employment and skills, the Commission set out a series of recommendations. The commission stated that the city needs to do more to create fair employment and good work for all, embracing a culture of 'learning to earn' throughout life and providing targeted support to particularly disadvantaged people. In headline terms, the Fairness Commission made the following recommendations and asked for them to be included in the new CESP action plan:
- To develop a range of routes into work and ensure that no one is left behind
 - To develop training programmes as a gateway to work encapsulated through 'Learn to earn'
 - To develop baseline education and training to support 'Learning for life and work'
- 2.15 These recommendations called for a strong multi-agency support, but with emphasis on employers, Local Enterprise Partnership (LEP), the Chamber of Commerce, City Council, Job Centre Plus, training, schools and Higher Education (HE) and Further Education (FE) providers.

Communities and Third Sector Commissioning Prospectus 2017-2020

- 2.16 The Communities and Third Sector Commissioning Prospectus 2017-2020 builds on the achievements and learning from the council's discretionary grant programme, the Financial Inclusion Commission, the existing Communities and Third Sector prospectus 2014-2017 and other relevant commissions. The prospectus delivers on the council's Communities and Third Sector Policy. The council has reviewed its Third Sector investment and commissioning arrangements to ensure they are delivering maximum value for money, meeting community need and effectively supporting the Voluntary and Community Sector to improve and thrive.
- 2.17 The prospectus has been developed in collaboration with the Voluntary and Community Sector (VCS) through a range of meetings and discussions between October 2014 and June 2016, including dialogue with current commissioned providers, large events open to CVS organisations of all sizes, and locally based evening drop-ins for small groups facilitated by community development providers.
- 2.18 As a result, Brighton & Hove City Council and NHS Clinical Commissioning Group are pooling their investment and resources and working in partnership to deliver the prospectus. The prospectus brings together investment from different parts of the

⁶ <http://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Report%20-%20Fairness%20Commission.pdf>

Council (Communities, Equality and Third Sector Team, Adult Social Care and Public Health) and the local NHS Clinical Commissioning Group (CCG).

- 2.19 This commissioning environment is critical for the BME community and voluntary sector and could in many ways support some of the work that is being prioritised in this research study.

City Employment and Skills Plan (Sept 2016)

- 2.20 The City Employment and Skills Plan 2016-2020 (CESP) has been developed at a time of real shifts in policy and funding at national, Greater Brighton City Region and Brighton & Hove City levels. These shifts in direction and investment into employment and skills alongside the regeneration and development taking place in the city represent a great opportunity to focus efforts on supporting residents and business more effectively, making the most of the funding, resources and assets the city has available.
- 2.21 The city has benefited from economic growth with a strong financial services sector, vibrant visitor economy, emerging dominance in the creative and digital sectors and a centre for learning and innovation. However, there is evidence that this growth has not benefited everybody. Youth unemployment is falling but is still high. The city has deeply entrenched unemployment for some residents and increasing polarisation between wealth and poverty.
- 2.22 Considering both the opportunity and challenges, the CEPS has identified three priorities for the CESP 2016-2020 to address:
- **Priority 1 – No one left behind** – Residents and workers suffering disadvantage in the labour market either through unemployment, low pay or lack of aspiration are supported effectively to make the most of the economic opportunity that the city and its wider partnerships can offer.
 - **Priority 2 – Supporting learn to earn transitions** – Young people and those making career transitions at any age are supported on their journey from learning to earning and can take advantage of the career, lifestyle and further education opportunities that the city can offer.
 - **Priority 3 – Enabling businesses and workers to benefit from growth** – The key employment sectors of the city that are driving growth such as Creative, Digital and IT, and those which are critical to sustaining a healthy and vibrant city such as Financial Services, Public Sector and Tourism, are accessing employees with the right technical skills, aptitude and readiness for work. These employers are given support to help their workforce grow and prosper.
- 2.23 The plan has four objectives, each supported by three tangible actions which will help us put in place the systems, funding and structures to make our employment, skills and business support infrastructure work much better to serve the needs of individuals and businesses. These include:
- **Objective 1** – Working better with employers to secure jobs and develop careers for our residents
 - **Objective 2** – Making skills infrastructure and funding work better for sectors key to our resilience and growth

- **Objective 3** – Making our services, providers and funding work better to help those furthest from the labour market
- **Objective 4** – Supporting business growth and sustainability

2.24 The CESP will be overseen by the City Management Board and the Learning Employment and Skills partnership.

- 2.25 By 2020 we expect that the CESP will have delivered the following:
- at least 1,000 new apprenticeships will have started helping young people move into sustainable careers for the future
 - 2,000 residents will have moved out of unemployment into sustainable employment
 - 3,000 opportunities will have been provided from the business community through the pledge, such as jobs, work experience, apprenticeships, helping schools and providers better prepare people for work.

Summary

2.26 It is clear from these reports that much has been reviewed in the past to assess the needs of the BME community as well as employment and skills in the city. There is a strong collective recognition that if the city truly wants to be strong in its response to race equality more needs to be done to support the BME communities to access resources and provision locally and to enable the communities to effectively compete in the city.

2.27 In terms of employment and skills, this report will further examine the impact of jobs, unemployment, economic activity and economic inactivity on the communities of the city. It will also address skills gaps and job readiness in these communities to support an understanding of how resources, if available, can be used to effectively enable a greater level of race equality outcomes in the field of employment and skills in Brighton & Hove.

3 Data Analysis

Introduction

- 3.1 This section sets out a summary profile of BME communities across Brighton & Hove with a specific focus on employment and skills outcomes. A comprehensive data review is set out in appendix 2 of this full report. Specifically, the section includes the demographic profile of Brighton & Hove, including age, gender and ethnicity. Data sets with a breakdown of ethnicity include, economic activity, employment and unemployment rates, economic inactivity, employment by occupation and industry, benefit claims, highest level of qualification, GCSE attainment, national curriculum assessments (key stage 1), not in education, employment or training (NEET) and apprenticeships.
- 3.2 Where available, comparisons have been drawn to the average rates across England. The data in this section has originated from multiple sources to report on the 18 ethnic categories used in the Census 2011. However, limitations of data available with detailed ethnic groupings has resulted in some data being reported in the five broad ethnic categories; white, Asian, Black, Mixed and Other ethnic groups

Population

- 3.3 In 2015, the estimated population of Brighton & Hove was around 285,270,⁷ with a similar number of males and females. The age profile of residents of Brighton & Hove differs to England, in that a larger proportion are aged 20-44. The chart below shows the distribution of the population of Brighton & Hove and England by age and gender.
- 3.4 There are around 239,600 people aged 16 and over, representing 84.0% of the total population and around 201,520 working age people (16-64), representing 70.6% of the total population. There is a substantial student population in the city; at the time of the 2011 census full-students aged over 16 accounted for 14.1% of the population living in the city (32,920).⁸

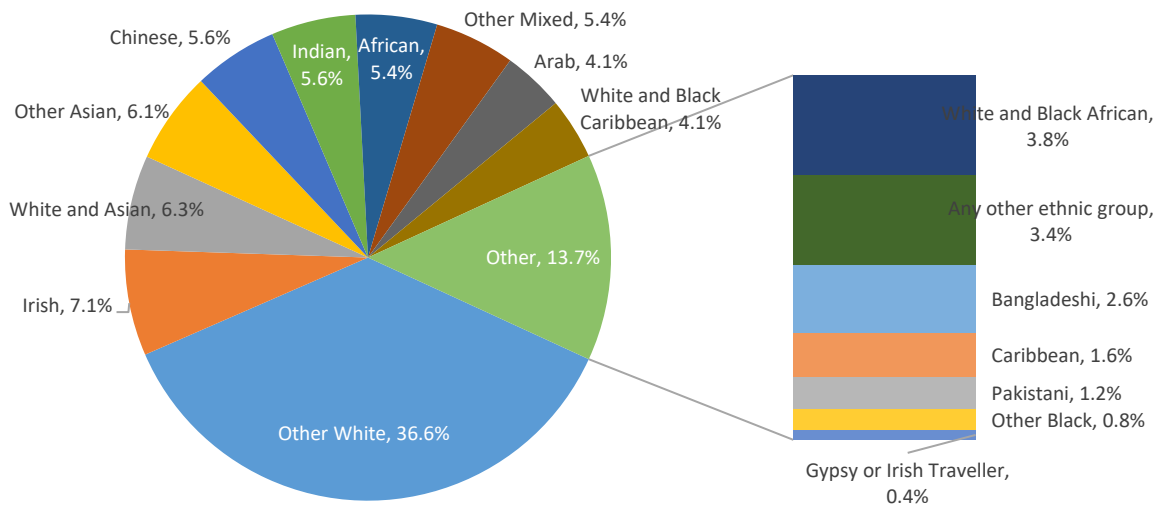
Ethnicity

- 3.5 Figures from the Census 2011 indicate 53,351 people in Brighton & Hove are from BME groups (including Irish, Gypsy or Irish Traveller and Other white). This is around one in five (19.5%) of the total Brighton & Hove population, slightly lower in comparison to the percentage of BME people across England (20.2%). Excluding Irish, Gypsy or Traveller and other white groups, 10.9% of the population of Brighton & Hove are BME.
- 3.6 The chart below shows the breakdown of the BME population only. The largest BME group is Other white representing more than a third (36.6%) of the total BME population, followed by Irish (7.1%), mixed – white and Asian (6.3%), other Asian (6.1%), Chinese (5.6%).

⁷ Mid-2015 population estimates, Office for National Statistics (ONS): June 2016 Release (<http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>)

⁸ Brighton and Hove City Snapshot: Report of Statistics 2014 (<https://www.bhconnected.org.uk/sites/bhconnected/files/City%20Snapshot%20Report%20of%20Statistics%202014%202.pdf>)

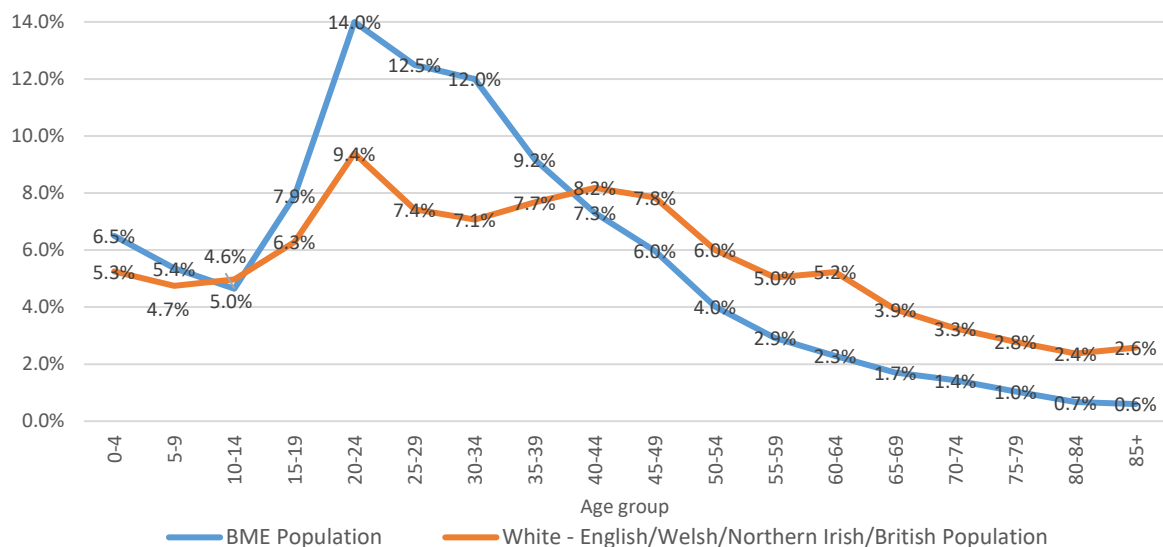
Chart 1: Brighton & Hove Ethnicity Profile 2011 BME Groups (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016



3.7 Since the last Census, the BME population of Brighton & Hove has increased by 7.5%, the increase has been across all ethnic groups, except for a slight decrease in the Irish ethnic group. This data confirms that the city’s BME community is growing and growing significantly.

3.8 There are clear differences in the age profile of the BME population (usual residents) in comparison with the age profile of people from the white British ethnic group (Census 2011). There are more people from the BME population in the 15-39 age range, and fewer aged 40 and over. The BME community has a larger younger population and so is most likely to be those people in school and post-school education and or starting on their labour market journeys.

Chart 2: Brighton & Hove Age and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016

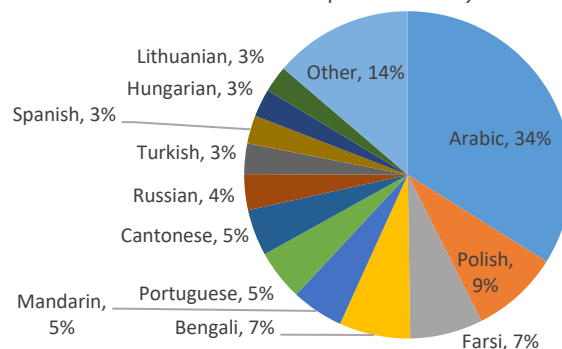


3.9 This distribution of people by age within different ethnic groups shows, as a proportion of each ethnic group, the highest percentage of people aged 16-24 are within the total Black population (29%) and total Asian population (29%). The

highest percentage of people of working age as a proportion of each ethnic population are Other white (85%). The highest percentage of people aged 65 and over as a proportion of each ethnic population are white British (21%). This can be seen in the charts below.

- 3.10 The distribution of males and females by ethnic group varies. A higher percentage of females in the Other white ethnic group (55%) and the lowest percentage of females in the Arab ethnic group (41.0%).
- 3.11 In Brighton & Hove, for 8.3% of residents (aged 3 and over) English was not their main language (Census 2011). Aside from English, Arabic is the most widely spoken language in Brighton & Hove with 0.8% (2,226 people) using this as their main language, followed by Polish (0.8%, 2,043 people), Chinese (0.7%, 1,940 people), Spanish (0.6%, 1,624 people) and French (0.5%, 1,335 people).
- 3.12 Sussex Interpreting Services provides community interpreting, translation and advocacy services throughout Sussex. 34% of interpretation sessions were for Arabic speakers. In their 2014-15 annual report, the Sussex Interpreting Service, supported 3,200 service users, through 14,550 interpretation sessions in 48 different languages. Just over one third (34%) interpretation sessions were for Arabic speakers, followed by Polish (9%), Farsi (7%) and Bengali (7%). The chart below shows the percentage of sessions by language (figures are taken from the annual report⁹).

Chart 3: Interpretation Sessions, Sussex Interpreting Services by Language (SIS) 2014-15 (Source SIS Annual Report 2014-15)



Economically active

- 3.13 Economically active refers to people who are either in employment or unemployed. The economically inactive are defined as people who are not in employment or unemployed. The many reasons why an individual may be inactive include studying, looking after family, retired or long-term sick. These individuals are not part of the supply of labour but are important as they are a potential labour supply in the future.
- 3.14 Based on the Census 2011, around 151,689 people aged 16 and over were economically active¹⁰ (people in employment or unemployed), around one in five

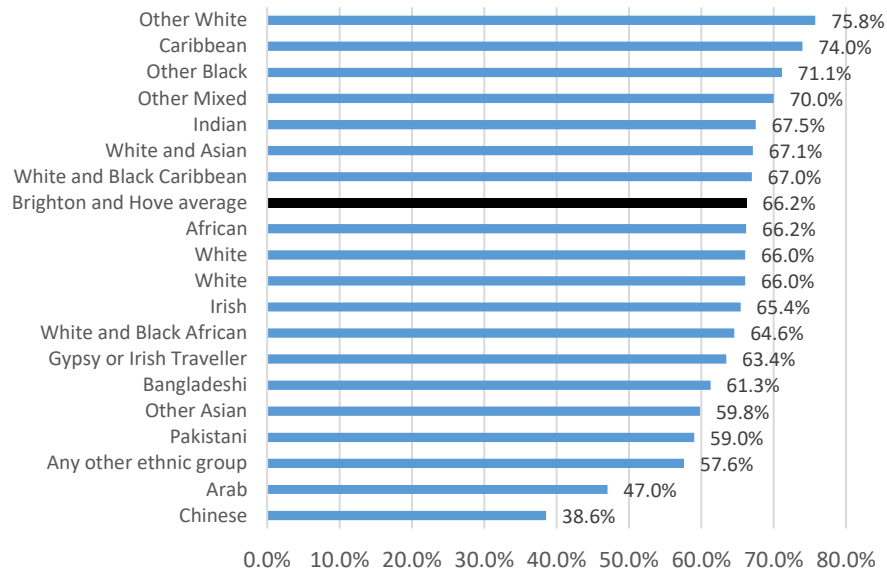
⁹ Sussex Interpreting Services, Annual Report 2014-15
<http://www.sussexinterpreting.org.uk/annualreview/2014-15/sis-annual-review-14-15-EN.pdf>

¹⁰ Definition please!

were from BME groups (19.5%), demonstrating broad comparison with the city's population profile.

- 3.15 Of the people that are economically active as a percentage of the total BME population of Brighton & Hove, around three-quarters are from six ethnic groups, 45.3% were Other white, 8.0% Irish, 6.1% Indian, 5.8% Other Asian, 5.5% African and 4.5% mixed white and Asian.
- 3.16 Across Brighton & Hove 66.2% of people aged 16 and over are economically active. In the chart below, as a percentage of the total number of people within each ethnic group, the highest economic activity is among people that are in the Other white group (75.8%), followed by people that are in the Caribbean group (74.0%), Other Black (71.1%), Other Mixed (70.0%), Indian (67.5%), White and Asian (67.1%), White and Black Caribbean (67.0%), Brighton and Hove average (66.2%), African (66.2%), White (66.0%), White (66.0%), Irish (65.4%), White and Black African (64.6%), Gypsy or Irish Traveller (63.4%), Bangladeshi (61.3%), Other Asian (59.8%), Pakistani (59.0%), Any other ethnic group (57.6%), Arab (47.0%) and Chinese (38.6%).

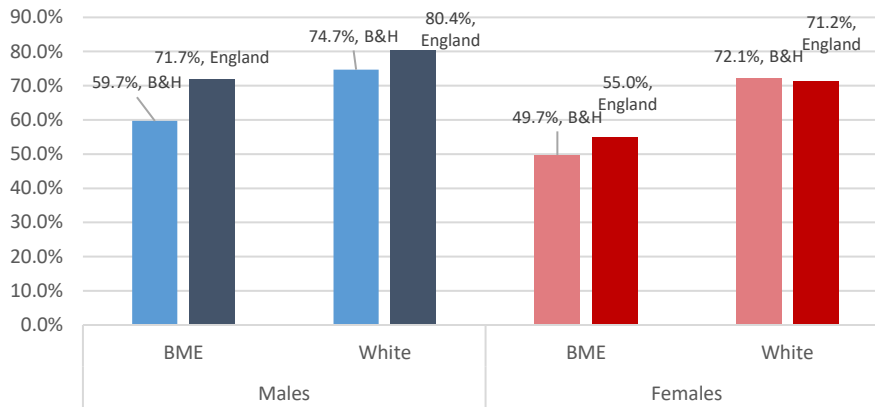
Chart 4: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



Employment rate

- 3.17 The Annual Population Survey ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and Other white. The count of the BME population in Brighton & Hove is 10.9%, once again this is proportionate to this group's population profile.
- 3.18 In December 2015, the employment rate for the BME people of working age (aged 16-64) in Brighton & Hove was 54.6% and the employment rate for the total white population in Brighton & Hove was 73.4%. Across England, the employment rate for BME people was 63.1%.
- 3.19 This shows a significantly lower rate of employment for BME people compared with white British people in Brighton & Hove and, in comparison with the employment rate for BME people in England.

Chart 5: Brighton & Hove Employment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016

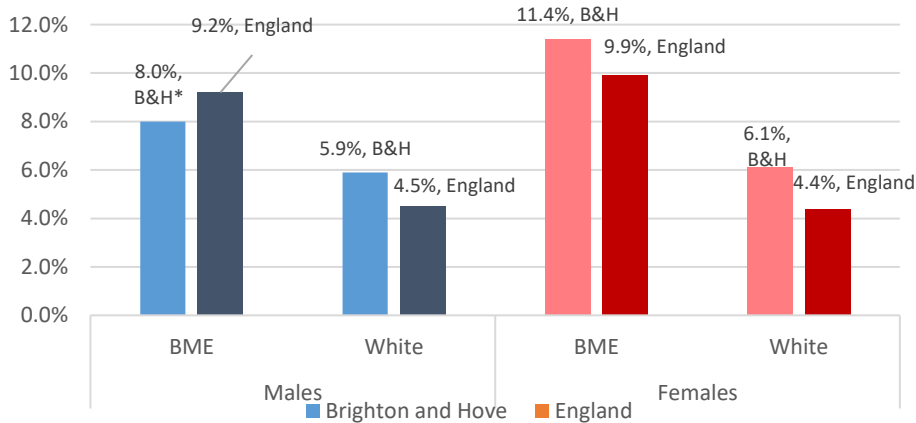


3.20 The employment rate also differs significantly between BME men and women and is considerably lower in Brighton & Hove compared with the average across England.

Unemployment rate

3.21 The Annual Population Survey shows the unemployment rate for people aged 16 and over is higher among BME groups than people from all white ethnic groups.¹¹ In December 2015, the average unemployment rate across Brighton & Hove was 6.3%. However, the unemployment rate for BME groups was much higher at 9.3% compared with 6.0% for people from all white groups. The rate of unemployment for BME women in Brighton & Hove was 11.4% and the rate of unemployment for BME men in Brighton & Hove was 8.0%.¹²

Chart 6: Brighton & Hove Unemployment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016



3.22 The unemployment rate differs significantly between BME men and women and is higher, in particular, for BME women in Brighton & Hove compared with the Brighton & Hove and England averages.

¹¹ The Annual Population Survey, ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and other white. As such the count of the BME population in Brighton and Hove is 10.9%.

¹² The 8.0% unemployment rate for BME males in Brighton and Hove is taken from the December 2014 Annual Population Survey results, male BME unemployment rates for December 2015 have been suppressed due to small sample size.

Economically inactive

- 3.23 Based on the Census 2011, 77,335 people were economically inactive (people that are studying, looking after family, retired or long-term sick), 18.8% were from BME groups. These individuals are not part of the supply of labour but are important as they are a potential labour supply in the future.
- 3.24 People who are economically inactive as a percentage of the total BME population of Brighton & Hove, Census 2011, shows around two-thirds are from five ethnic groups. With 29.5% Other white, 11.6% Chinese, 8.6% Irish, 7.9% Other Asian and 6.2% Arab.
- 3.25 Economically inactive people, as a percentage of the total BME population (people aged 16-64):
- Around two-thirds of BME people that are retired are from Other white (35.1%) and Irish groups (25.4%).
 - Over half of BME people that are in full or part-time study are from Other white (28.2%), Chinese (18.0%) and Other Asian (8.4%) groups.
 - The majority of BME people that are looking after the family or home are from Other white (26.7%), Other Asian (11.1%) and Arab groups (10.6%)
 - The majority of BME people that are long-term sick or disabled are from Other white (25.7%), Irish (11.3%) and Arab (9.6%).
- 3.26 Economic inactivity by each ethnic group shows, the majority of all BME groups are inactive due to full or part-time study. This accounts for 82% of all Chinese people, which reflects the high population of Chinese students in the city's universities. The majority of people from Irish and white British ethnic groups are retired (58% and 53% respectively).

Employment by Occupation

- 3.27 In December 2015, for people aged 16 and over, in the majority of occupations there is an underrepresentation of BME people in Brighton & Hove, with the exception of people employed in sales and consumer services or as process, plant and machine operatives. This is evident in the higher-ranking occupation types, for example, one in 23 (4.3%) people employed as managers, directors and senior officers in Brighton & Hove are BME people, across England this ratio is one in 10. Similarly, across England the percentage of BME people employed in professional occupations is almost double in comparison to BME people employed in professional occupations in Brighton & Hove (14.5% and 8.2% respectively)
- 3.28 In the table below, the percentage of people aged 16 and over employed by occupation type is presented by all white¹³ and all BME groups for the 12-month period ending December 2015. With the exception of a higher percentage of BME people in Brighton & Hove employed as process, plant and machine operatives, in all other occupation types there are proportionately fewer BME people.

¹³ This data is taken from the Annual Population Survey and does not provide a breakdown of white ethnicity groups therefore BME groups represent 10.9% of the total population of Brighton and Hove.

Table 1: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016

| Employed in/as by Occupation Type | white (B&H) | BME Groups (B&H) | BME Groups (England) | % difference between BME Groups B&H and England |
|--|-------------|------------------|----------------------|---|
| Managers, Directors & Senior Officers | 95.7% | 4.3% | 9.9% | -5.6% |
| Professional Occupations | 91.8% | 8.2% | 14.5% | -6.3% |
| Associate Professional & Technical Occupations | 96.3% | 3.7% | 10.2% | -6.5% |
| Administrative & secretarial Occupations | 94.4% | 5.6% | 11.2% | -5.6% |
| Skilled Trades Occupations | 97.8% | 2.2% | 7.7% | -5.5% |
| Caring, Leisure and Other Service Occupations | 91.5% | 8.5% | 14.9% | -6.4% |
| Sales and Consumer Service Occupations | 84.4% | 15.6% | 16.4% | -0.8% |
| Process, Plant & Machine Operatives | 81.8% | 18.2% | 14.7% | 3.5% |
| Elementary Occupations | 91.8% | 8.2% | 15.7% | -7.5% |

Employment by Industry

3.29 The proportion of BME people aged 16 years of age and over, employed by industry type is broadly similar for the BME population and those who are from white British people, based on Census 2011. With the most striking difference in people employed in distribution, hotels and restaurants, accounting for more than one quarter (26.6%) of BME people compared with 18.8% of people who are white British.

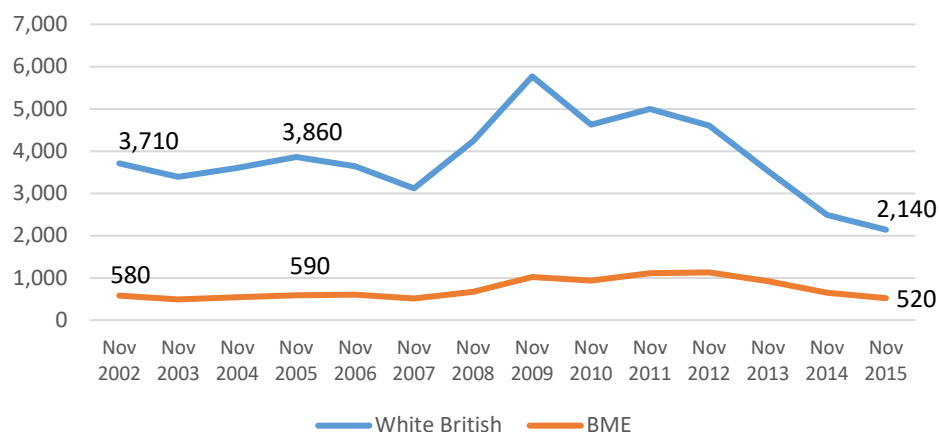
Table 2: Brighton & Hove, Employment by Industry Type (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, LC6211EW), Accessed June 2016

| Industry Type | white British | | BME (including Irish, other white and Gypsy and Irish Traveller) | |
|--|----------------|-------|--|-------|
| | (n) | (%) | (n) | (%) |
| Agriculture, energy and water | 1,730 | 1.5% | 297 | 1.1% |
| Manufacturing | 4,397 | 3.9% | 889 | 3.3% |
| Construction | 7,713 | 6.8% | 929 | 3.5% |
| Distribution, hotels and restaurants | 21,338 | 18.8% | 7154 | 26.6% |
| Transport and communication | 11,946 | 10.5% | 2549 | 9.5% |
| Financial, Real Estate, Professional and Administrative activities | 24,070 | 21.2% | 5748 | 21.4% |
| Public administration, education and health | 34,758 | 30.6% | 7810 | 29.0% |
| Other | 7,784 | 6.8% | 1526 | 5.7% |
| Total | 113,736 | | 26,902 | |

Benefits Claims

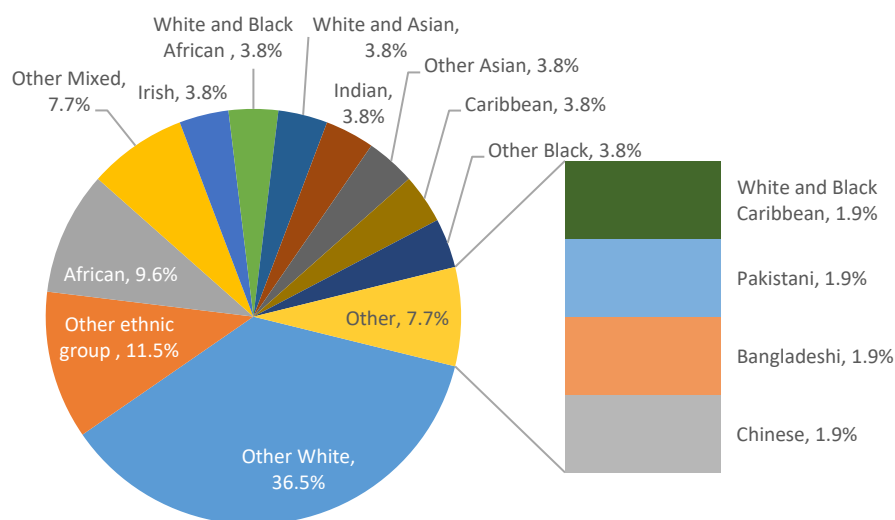
3.30 In November 2015, there were around 2,790 people (aged 16 and over) claiming Job Seeker's Allowance (JSA), 18.9% were from BME groups. Since 2002 there has been an overall decline in the trend of the number of people claiming JSA benefits. It is worth noting that the rate of decline in JSA claims has been less from BME groups (11.9% reduction) compared with people from the white British group (44.9% reduction).

Chart 7: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



3.31 The BME profile, where known¹⁴, of JSA claimants is set out in the chart below using the National Statistics classification of ethnicity.¹⁵ This shows as a proportion of the total BME JSA claimants, the majority are from Other white groups (36.5%), Other Ethnic groups (11.5%), African (9.6%) and Other Mixed groups (7.7%).

Chart 8: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



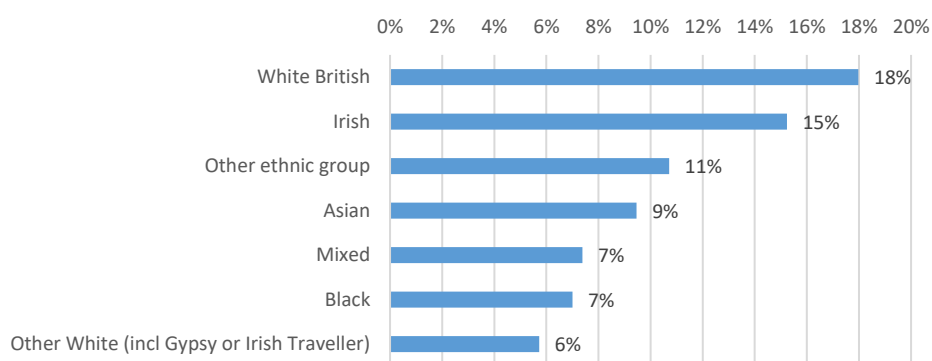
¹⁴ Of the 2,790 JSA claimant's ethnicity was unknown or claimants preferred not to say in 130 claimants. This group represent 4.7% of the total number of JSA claimants. The average size of this group across England is 8%.

¹⁵ The National Statistics Classification of Ethnicity is used. This contains 16 detailed categories; white – British, white – Irish, white – other, mixed – white and Black Caribbean, mixed – white and Black African, mixed –white and Asian, mixed – other, Asian or Asian British – Asian, Asian or Asian British – Bangladeshi, Asian or Asian British – Pakistan, Asian or Asian British – other Asian, Black or Black British – Caribbean, Black or Black British – African, Black or Black British – African, Black or Black British – other Black, Chinese or other ethnic group – Chinese, Chinese or other ethnic group – other ethnic group, prefer not to say, unknown. Claimants can opt out of stating their ethnicity in which case they are recorded as prefer not to say.

Skills and levels of qualifications

- 3.32 The qualifications attained by the public were reviewed in the Census 2011. This data is reported by the five broad categories of ethnicity with a breakdown of the white category that includes white – English/Welsh/Northern Irish/British, white – Irish and white Other (white – Irish or Gypsy Traveller has been merged with white Other)¹⁶, are split into four categories (level 1-4) plus those with no qualifications and those on apprenticeships.
- 3.33 Fewer people from BME populations have no qualifications, compared with people from the white British group in Brighton & Hove.
- 3.34 The chart below shows the proportion of people (aged 16 and over) by broad ethnic group with no qualifications, as a percentage of the total population of Brighton & Hove (aged 16 and over). The largest proportion of people by ethnic group with no qualifications are white British (18%), followed by Irish (15%), as a percentage of the total white British and Irish populations aged 16 and over.

Chart 9: Brighton & Hove Levels of Qualification (No Qualifications) (aged 16 and over) by Ethnic Groups, 2011
(Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016



- 3.35 The levels of qualifications¹⁷ attained are derived from the type of qualification held covering professional, vocational and a range of academic qualifications, and for people with foreign qualifications, the closest equivalent. Qualifications are split into four levels. Level 1 includes the equivalent of 1-4 GCSEs (any grade), level 2 includes the equivalent of 5 or more GCSE (passes), level 3 includes the equivalent 2 or more A levels and level 4 and above includes the equivalent of degree (BA or BSc).
- 3.36 The data shows that within each ethnic group the majority hold level 4 qualifications (degree or above), the highest being Irish (47.6%), Other white (44.6%), Asian

¹⁶ The ethnic group classification in the Highest Level of Qualification Table: LC5202EW (Census 2011) is based on the five broad categories from the census questionnaire, with additional detail provided for the 'white' category, because counts for the 'white Gypsy or Irish Traveller' category were too small, or disclosive, the category has been merged with 'Other white' for this table.

Level 1: 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma, NVQ Level 1, Foundation GNVQ, Basic/Essential Skills

Level 2: 5+ O Level (Passes)/CSEs (Grade 1)/GCSEs (Grades A*-C), School Certificate, 1 A Level/ 2-3 AS Levels/VCEs, Intermediate/Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma

Level 3: 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma, Welsh Baccalaureate Advanced Diploma, NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma

Level 4 and above: Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy)

(41.2%), Black (37.3%), Mixed (37.2%), white British (35.7%) and Other Mixed ethnic groups (33.9%).

- 3.37 The category of apprenticeships and other qualifications includes apprenticeships, vocational or work-related qualifications and foreign qualifications (not stated or level unknown). As a percentage of the total ethnic groups, less than 2.5% of people from BME groups have apprenticeships and other qualifications, including apprenticeships, vocational or work-related qualifications and foreign qualifications, compared with people from white British groups 5.0%.

Apprenticeships

- 3.38 There were fewer people from BME groups starting apprenticeships in Brighton & Hove compared with England. In June 2016, 4.9% of all young people (aged 16-24) that started an apprenticeship in Brighton & Hove were from BME groups, lower in comparison with the ethnic profile of apprenticeship starts in England, 16.6% (April 2016).

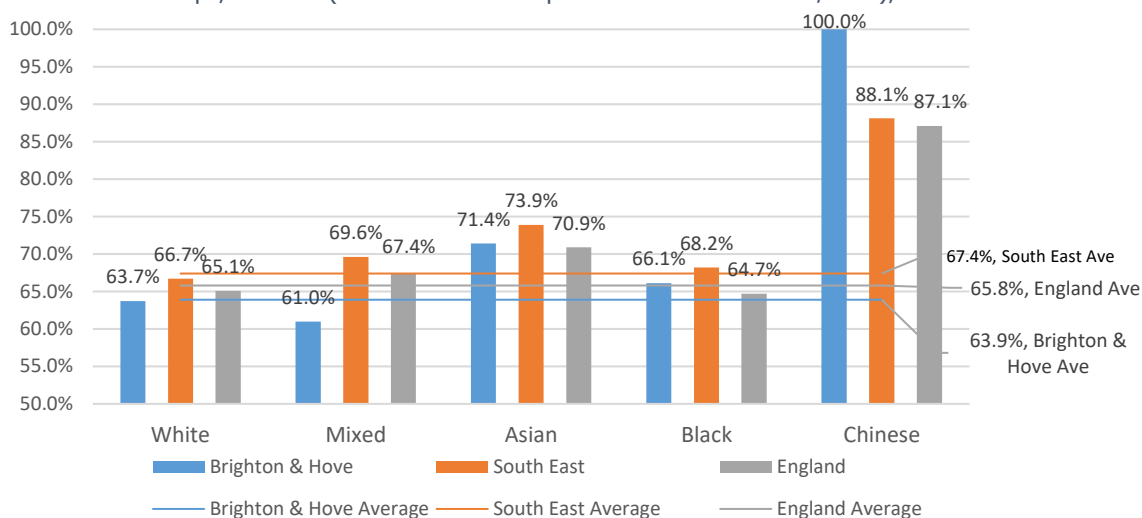
Table 3: Brighton & Hove Active Apprentices (June 2016), England Apprenticeship Programme Starts (June 2016) (Source: Brighton & Hove, local data/England, Skills Fund Agency June 2016)

| Ethnicity | England (Apprenticeship Programme Starts, Q4, April 2016) | Brighton & Hove (Active Apprentices June 2016) | % Difference between B&H and England |
|--------------------------|---|--|--------------------------------------|
| white British | 83.4% | 95.2% | 11.8% |
| Other white | 4.6% | 1.8% | -2.8% |
| Irish | 0.15% | 0.0% | -0.2% |
| Gypsy or Irish Traveller | 0.15% | 0.0% | -0.2% |
| Mixed | 2.2% | 1.8% | -0.4% |
| Asian | 4.1% | 0.2% | -3.9% |
| Black | 3.2% | 0.9% | -2.3% |
| Other ethnic group | 0.6% | 0.2% | -0.4% |
| Unknown | 1.6% | | -1.6% |
| Total BME | 16.6% | 4.9% | -11.7% |

GCSE attainment

- 3.39 In 2013-14, a higher proportion of pupils from Asian and Chinese ethnic groups in Brighton & Hove achieved 5 or more GCSE grades A* to C, compared with the average in Brighton & Hove and across the South-east and England. Pupils from mixed ethnic groups achieved lower than the average in Brighton & Hove and across the South-east and England.

Chart 10: Brighton & Hove, South East & England, Achievements at GCSE equivalent (key stage 4) by Ethnic Groups, 2013-14 (Source: National Pupil Database Table SFR06/2015), Accessed June 2016



Not in education, employment or training

- 3.40 ONS defines NEET as any young person (aged 16-24) that is not in education, training or employment. Consequently, a person identified as NEET will always be either unemployed or economically inactive.¹⁸
- 3.41 Across England, in the period between January-March 2016, 12.0% of all young people were NEET. Applying this percentage to the 2015 population estimates of Brighton & Hove, there are about 5,590 people aged 16-24 classed as NEET.
- 3.42 However, there is no breakdown of NEET by ethnicity to show whether there are more or fewer cases among different ethnic groups.

Summary of key headline data

- There are 53,351 BME people in Brighton & Hove (including Irish, Gypsy or Irish Traveller and other white) 2015 ONS population estimates, accounting for 19.5% of the total population.
- Age profile of the BME population is younger with more people aged 15-39 and fewer people age 40 and over. There are variations within each ethnic group.
- One in five (19.5%) of economically active people (aged 16 and over) are from BME groups.
- 67% of BME people are economically active, there is a spectrum of economic activity (76%, white Other population and 39% among the Chinese population).
- In December 2015, the employment rate for the white population in Brighton & Hove was 73% (74% for white men and 72% for white women), the employment rate for the BME population in Brighton & Hove was 55% (60% for BME men and 50% for BME women). Significantly lower in comparison with the employment rate for the total white population.

¹⁸ Young People Not in Education, Employment or Training (NEET): May 2016, <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/may2016>

- In December 2015, the unemployment rate for the BME population was 9.3%, compared with 6.0% unemployment rate for the total white population in Brighton & Hove.
- 20% of economically inactive people (aged 16-64) are from BME groups. Most BME groups are economically inactive because of being in full or part-time study, while most economically inactive people from Irish and white British ethnic groups are in retirement.
- In December 2015, for people aged 16 and over, in most occupation types there is an underrepresentation of BME people in Brighton & Hove, except for people employed in sales and consumer services or as process, plant and machine operatives.
- In November 2015, there were around 2,790 people (aged 16 and over) claiming Job Seeker's Allowance (JSA), 18.9% were from BME groups. Since 2002 there has been an overall decline in the trend of the number of people claiming JSA benefits. The rate of decline in JSA claims has been less from BME groups (11.9% less) compared with people from the white British group (44.9% less)
- Figures from the Census 2011, show fewer people from BME groups have no qualifications, compared with people from the white British group in Brighton & Hove.
- Within each ethnic group the majority hold level 4 qualifications (degree or above), the highest being Other white (64.4%) and the lowest being Other Mixed ethnic groups (43.8%).
- There are significantly fewer people from BME groups starting apprenticeships (5%) in Brighton & Hove in comparison with the BME population across England (17%).

4 Research Findings

- 4.1 There were three component parts to this research programme: interviews with stakeholders, employers and community representatives; a survey of BME people supported by BME organisations across the city; and a series of focus groups with BME communities.

Interview programme

- 4.2 As part of this research more than 55 interviews have been completed with people in the city from the City Council, stakeholders, employers and the BME community. The key findings and points raised in the interviews have been summarised and are set out below. In some cases these are summary points made by a number of people (where this is the case we have tried to quantify these points) and in other cases these are quotes taken from some of our interviews. By providing both, this report seeks to provide a qualitative perspective of the views expressed in this interview programme.

Stakeholder perspectives (Council, Health, Universities and training providers)

- 'There has been little drill down of employment by stakeholders and as a result BME employment is seen as comparable with the white community.'
- Most public body employees (90%) recognise that their organisation's employment of BME communities is disproportionately lower than the local BME population profile.
- Public bodies are therefore clearly aware of the need to address underrepresentation of BME people in their workforces.
- Staff in key public bodies (Council, Schools, Health, Police) recognise their organisations have action plans to address race equality but there is a clear sense from most these people (75%+) that much of this activity is process led (monitoring and research) and that there are few outcomes that have had a significant impact or have made step change.
- 'Educational attainment rates are perceived to be lower for BME people, however, this isn't completely the case if you take a closer look.'
- NEET rates are higher for BME people.
- Many public and larger employers see apprenticeships and particularly the levy as an opportunity to affect positive action in relation to BME people.
- Training providers recognise that there is a lower level of BME apprenticeship take-up.
- Employment and training agencies see young, white males as a citywide priority.
- Organisations have tried to work with the BME community but this has either been with one-off pilot programmes and many initiatives have lost their impetus with reduced funding; or in some cases, with projects that lacked effective engagement with the target communities.

Employer perspectives

- 'There are cultural reasons for fewer black employees in my business'
- a business owner's reference to employment in the petro-chemical sector.
- 'In this sector, fewer black people apply for vacancies as blue-collar work is a white domain, this perception needs to be broken as the organisation is expanding and does have vacancies.'

- 'Increasing the number of black employees is not seen as necessary because of the broad make up of their employee profile" (significant numbers of white Other employees).
- 'Black people just don't apply to positions that we have as readily.' This issue is common with other employers. 'Targeted recruitment campaigns may be the only option but who will drive them?'
- 'Ethnicity is not something we have thought too much about in the past, in our recruitment we do tend to have a lot of non-British applicants and staff but predominantly from other European countries.'
- 'We found apprenticeships to not work for us so we developed our own academy.'
- 'There are low levels of BME memberships in local chamber of commerce.'
- BME businesses do not feel the Chamber is relevant to them (BME Business workshop)
- BME employers have found it difficult to engage in the apprenticeships in the city.
- BME employers have difficulty recruiting, caused by Visa restrictions and lack of awareness of employment agencies.

Community Perspectives

- There is an underlying perception that race is a determinant in employment
- Recognition that language and written English are essential for employment
- Equal recognition that there is reluctance in some BME communities to not engage in the formal economy
- Language, skills and education are all criteria against which employability are critical for the BME community
- Strong recognition that there are some issues of qualification recognition, particularly if these qualifications have been achieved and accredited abroad
- A significant proportion of newer migrants to the city are prepared to work in lower-skills jobs than they are qualified to do, and some are not prepared to transfer these skills to UK qualifications because the cost of retraining and the length of time this takes was seen to have a negative impact on their family income
- Different communities have different pathways to employment, many work within their own communities
- Some communities have built a network where employment can be achieved. In particular, the Coptic Christians from north Africa who drive taxis in the city
- Many BME businesses operate through small, family retail establishments and catering outlets/restaurants
- Black Caribbean and Black African communities find accessing employment less easy
- Asian males tend to look for work through contacts in their community
- Chinese employment is often within the Chinese community itself, through businesses owned by Chinese people
- There is quite a distinction between mainland Chinese communities and their employment patterns and those who came from Hong Kong
- Chinese communities with education and language skills are pretty well equipped to enter and succeed in the labour market
- The city has a high level of Chinese students many of whom return home after their visas have expired
- Many young South Asian men are not very engaged in mainstream society across the city. They feel isolated and not supported

- In most BME communities those without skills find it much harder and often opt to seek employment in their own communities
- 'There is a large hidden BME population in the city that are not involved in many mainstream activities including work, social settings, positions of authority and training. This isolation is impacting on their ability to find work. Many of these individuals are not even linked to their own communities.'
- 'We need to draw a complete picture of all the city's cultural diversity needs if we are serious about helping his communities.'
- 'Is there a colour blindness to employment or do many employers just employ white people.'
- We need to have a greater understanding of all the skills needs of individuals from different communities, any collective answer is too general.

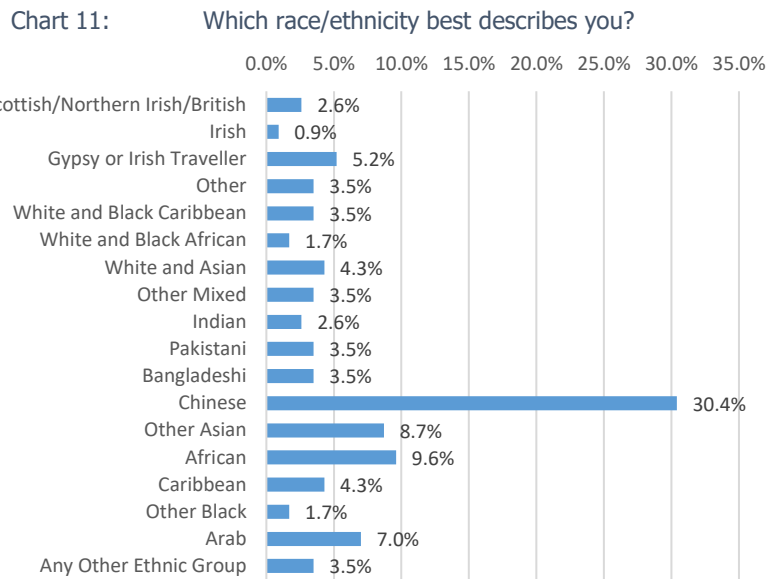
BME Employment and skills survey

- 4.3 This survey was designed to enable as many people from BME communities as possible to engage in this research. The survey went live at the end of June and closed on the 6 October 2016. The key findings of the survey are set out below.
- 4.4 Overall, it is clear there is a perception among the respondents that there are barriers to accessing employment, skills, training and apprenticeship programmes in Brighton & Hove for people from BME communities.
- 4.5 Many respondents feel discouraged from submitting applications in the first place. A recurring perception from the responses and comments is that that most jobs are 'earmarked' for people that are already working within the organisation. Respondents feel strongly that these organisations discriminate and it is their perception and experience that all too often jobs have been given to less-qualified and a less-experienced non-BME applicants. In addition, respondents feel the application process is difficult and cumbersome and differs between organisations.
- 4.6 There is also a perception, that employers lack awareness of cultural differences and do not promote diversity. In some cases, employers at interview negatively perceive English spoken with an accent and do not recognise overseas qualifications and experience.
- 4.7 BME women feel, in addition to the above, their barriers to accessing employment, skills, training and apprenticeship programmes are increased by the demands and cost of childcare for small children and the lack of part-time employment opportunities.
- 4.8 In improving access to employment, skills, training and apprenticeship programmes, many feel access to more information is required, for example through community centres and places of worship. This is supported with access to English classes such as ESOL.

Profile of respondents

- 4.9 In total, 114 people completed the survey. The majority of respondents were females (68.3%). The respondents' age profile is broadly represented with people from all ages, with 13.8% aged 16-24, more than half (55.2%) aged 25-44 and 31.1% aged over 45.

4.10 People from all ethnicities responded, the majority were Chinese (30.4%), followed by African (9.6%) and other Asian (8.7%).



4.11 More than three-quarters (77.5%) of respondents are economically active (just under half of respondents are in employment with an equal proportion in full-time (24.1%) and part-time (24.1%) employment, around one fifth (18.1%) are self-employed and 11.2% are unemployed).

Experiences and barriers to employment

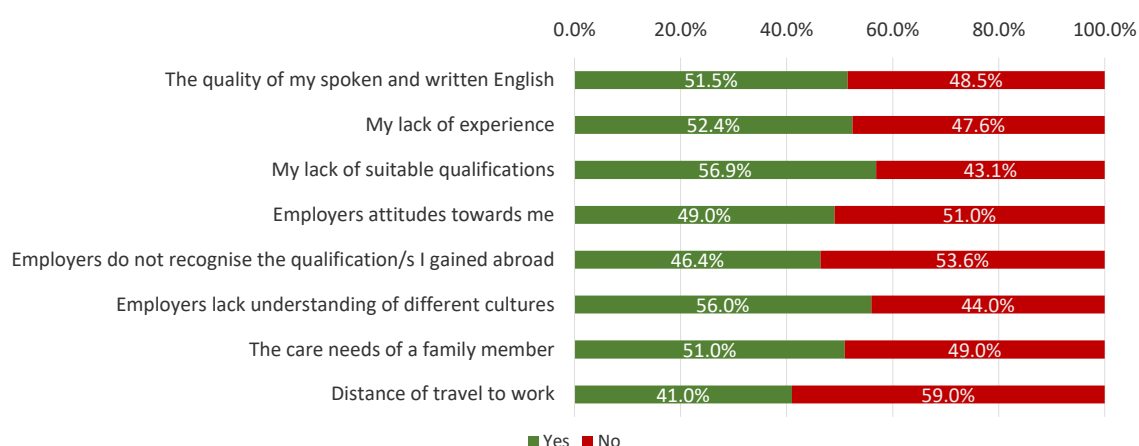
4.12 Around 8 in 10 respondents are currently trying to or have previously tried to get employment in Brighton & Hove.

4.13 Respondents were asked the extent to which they agree or disagree with the following statements about access to employment:

- 46.1% agree it is easy accessing information about jobs
- 25.0% agree they found getting a job in Brighton & Hove easy and straightforward
- 64.4% agree they know where to look for jobs
- 28.0% agree they go for jobs that others tell them about
- 60.2% agree that during the interview they were treated with respect
- 39.2% agree that application processes are orientated towards certain people getting the job
- 42.2% agree their experience and qualifications have been taken into consideration
- 32.4% agree they feel they are poorly equipped to compete for jobs in Brighton & Hove
- 61.5% agree support would help them to compete for jobs in the city

4.14 In considering other barriers to employment, a higher proportion of respondents feel their lack of suitable qualifications and the employers understanding of different cultures is a barrier, and the lowest proportion of respondents feel that the distance of travel to work is a barrier.

Chart 12: Do you feel the following are barriers to accessing employment?



4.15 Other barriers identified by respondents include, bullying and being marginalised, others being defensive about religion, difficulties with childcare. There is a perception that people from particular ethnicities are not expected to have an interest in certain jobs. Some respondents feel the jobs are already 'earmarked' for people the employers know and that there is little confidence in the whole recruitment process.

"Going through the application and interview process to later find out the person they have taken on is someone that already works there. Quite frustrating as it feels like the whole application process is a farce, to tick box the 'equality' policy."

Experiences and barriers to training, skills and apprenticeships

4.16 Just under half (48.0%) of respondents are currently trying, or in the past have tried to, access training.

4.17 Respondents were asked the extent to which they agree or disagree with the following statements about access to training, skills and apprenticeships:

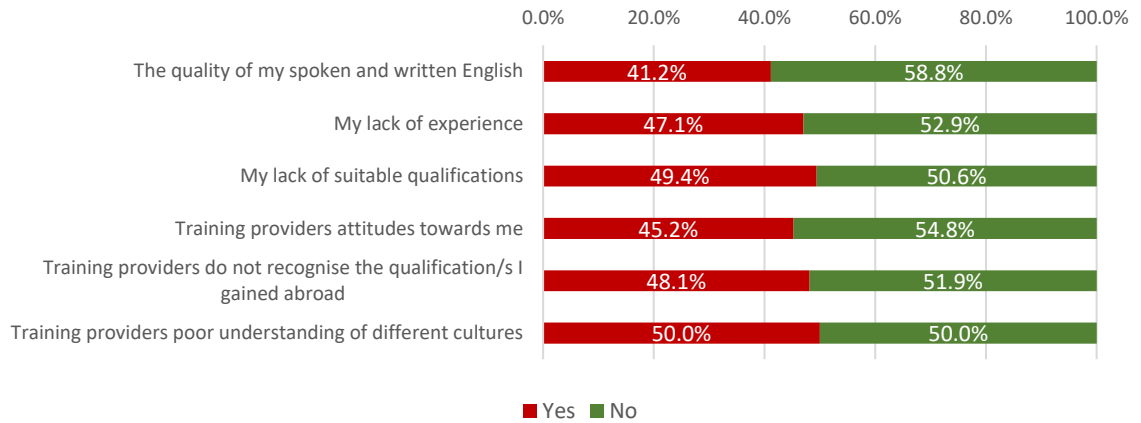
- 38.6% agree the information about training and skills was easy to access
- 45.2% agree the information about training and skills was easy to understand
- 38.1% agree the application form for training and skills was easy to complete
- 31.8% agree that the training and skills on offer was not relevant or appropriate
- 23.5% agree the process of getting on training and skills programmes was unfair and discriminatory
- 46.4% agree they need support to ensure they can effectively access training and skills
- 35.7% agree their experience and qualification were taken into considerations
- 33.3% agree that they feel training and skills in Brighton & Hove is aimed at the white community
- 65.4% agree training and skills providers need to better understand the needs of diverse communities

4.18 Respondents feel there needs to be more recognition of the diverse needs of BME communities in delivering training programmes to make them more accessible for everyone. Training is also felt to be expensive and unaffordable.

"It is expensive - I don't have that much saving"
"They need to make access [to training] for everyone"

4.19 In considering other barriers to training, skills and apprenticeships, a higher proportion of respondents feel that the training provider's poor understanding of different cultures is a barrier and the lowest proportion of respondents feel the quality of their spoken and written English is a barrier:

Chart 13: Do you feel the following are barriers to accessing training, skills and, or apprenticeships?



Working in Brighton & Hove

4.20 Respondents were asked which of the following occupations they have worked in, are seeking or previously sought to move into and occupations they have not considered.

- Just under half (46.7%) of respondents have worked in and previously sought or are seeking to work in caring, leisure and other services occupations (26.7% worked in and 20.0% sought or seeking to work in), 53.3% have not considered this occupation
- Followed by 42.1% of respondents who have worked in and previously sought or are seeking to work as professionals (22.1% worked in and 20.0% sought or seeking to work in), 57.9% have not considered an occupation as a professional

4.21 More than half (55.8%) of the respondents agree they are happy with their current job, 24.7% agree they are working too few hours, 41.9% agree they are doing a job that they are overqualified for, 43.5% agree they feel fulfilled by their current job, 24.1% agree their skills are not being recognised, 19% agree they are working too many hours, 29.4% agree they are not paid the market rate for the job they do.

4.22 Around 3 in 10 respondents feel they had experience of having been prevented from getting promoted in their current or previous employments. The respondents that said they had been prevented from a promotion were asked to state which of the following statements best describe the reasons:

- 14.8% their lack of experience, 16.7% their lack of skills and or capabilities, 22.2% their lack of awareness of the opportunities available, 24.1% the unwillingness of managers to promote them, 22.2% unfair and discriminatory processes, 29.6% the lack of recognition of what they had achieved, 20.4% stated they had never applied for a promotion

Improving employment opportunities in Brighton & Hove

4.23 Respondents were asked which of the following improvements could be made to support employment skills and training for people seeking to enter and or progress in employment in Brighton & Hove:

- 75% feel more information about training and skills opportunities are needed
- 70.5% feel employers having better awareness of the cultural diversity of Brighton & Hove is needed
- 69.3% feel better access to job opportunities is needed
- More than half feel removing barriers to employment skills and training (56.8%) and getting employers to ensure their workforce reflects the community (55.7%) is needed
- Less than half feel more support for those furthest from the labour market (43.2%), targeting apprenticeships (40.9%) and targeting employment to those furthest from the labour market (37.5%) is needed

4.24 Respondents were asked to identify other action that could be taken to ensure a fair and equitable labour market in the city. In addition to the above, respondents feel easier access to information through community centres, GP surgeries and places of worship and information about training, jobs and apprenticeships that is specific to BME communities. Language classes that take a shorter time to achieve the qualification. Some respondents feel companies or organisations should be made to recruit from diverse communities. The application process could be made easier. There is also a perception that some companies and organisations only hire their 'friends' and as a result many do not even consider putting in an application.

"My application won't be considered..." "I think the application process should be made easy and employers should be responsible for hiring from diverse groups"

4.25 Respondents were asked to comment about employment, skills and training, from a BME perspective in Brighton & Hove, and indicate the areas where they feel improvements can be made:

- Language is a key barrier in accessing employment and in particular for BME women, which has an impact on their confidence.
- Raising the awareness of employers in terms of recognising achievements and overseas qualifications.
- Recruitment processes are unfair and discriminate. There should be more checking of larger organisations' recruitment policies and counting of which people from which ethnic groups are being recruited.
- More work should be done between BME communities and organisations from the public, private and voluntary sector to break down barriers to job and training opportunities.
- The opportunity of more part-time work, especially for those who have young children.

"Maybe more ESOL classes targeting these communities or being employed by someone who can speak in their mother tongue."

"Ensure employers have a better awareness in; recognition of what I have achieved... recognition of our qualification even if it is from abroad..."

"Recognition of overseas qualification and appreciation of overseas experiences."

Focus Group Headline Outcomes

4.26 Between June and September 2016, 11 Focus Groups with BME organisations and people were set up and completed. These groups included, Arab Group (Female), Bangladeshi (Female), Bilingual teaching assistants, Black African/Caribbean (Male and Female), BME Employers, BME Young People, Chinese (Female) Chinese Community Group, Gypsy and Traveller (Male and Female), Mosaic Group, Pakistani (Female) and a workshop with training and apprenticeship providers.

4.27 Within each focus group there was a commitment by the facilitators to address:

- Perceptions of Employment, Education and Skills with/from a BME lens
- The experience of unemployment and seeking work from a BME Perspective
- Barriers to education, skills, training, employment and career progression
- Perceptions of apprenticeships
- Qualification and their recognition in the UK
- Skills development
- The perceptions of race, cultural and language in the context of employment and skills
- Improving access and awareness to support services and new/emerging employment and skills opportunities.

4.28 These focus groups have provided an important qualitative perspective to this research, from people in the city describing their experience from their racial, ethnic and cultural perspectives. There were some consistent messages across all focus groups, these included:

- People from BME communities engaged in these focus groups were on the whole aware that when they arrived in Brighton & Hove they were migrants to the city and the need to work and earn was strong and this often meant taking whatever work was available.
- A strong proportion felt there was bias and/or discrimination in the employment market, several mentioned discrimination stating that they did not have the skills, did not meet the requirements of the job or did not have the experience. But many felt that these were not the only reasons but that they were simply not wanted by the employer and their face did not fit.
- Key barriers included, effective English (without which employment options were limited to working with employers from within their own communities), to some extent the recognition of qualifications achieved elsewhere (too costly to convert) and simply not knowing how to find out about jobs.
- Job centres are basic and do not seem to want to get too engaged in your case they just want to move you along, perhaps they would do better if they were on commission to get you a job.
- Several had registered with employment agencies and had success getting work through these bodies, but there is a cost and there is a concern that they were being used to make profits for the agencies.
- There was very little understanding of cultural and/or religious needs by both employment agencies and employers alike. Some were prepared to help and support where they understood these needs, others were more keen to ensure that every member of staff worked to the same conditions and so did not allow any adaptations for staff from different ethnic minorities.
- Employers are clever and do not want to seem to be discriminating but often 'we know they don't want someone like me from a different ethnic group'.

- Apart from school and university, few had undertaken further work-related training, particularly training to get into new areas of work

4.29 The table below sets out the key specific findings from these focus groups. These findings have been summarised and in some cases are consistent responses to the discussions in all of the focus groups. Nonetheless, the priorities and perspectives set out below were specific to the groups that were run.

| EMAS Service | Chinese | Mixed Communities |
|---|---|---|
| <ul style="list-style-type: none"> • More support for BME Children in schools by the schools themselves. • Language and accents are an inhibitor to progress but young people are resilient and adapt. • Little awareness of careers options for young people. • Particular concern for children of mixed heritage relating to issues of educational underachievement and disengagement | <ul style="list-style-type: none"> • No real barriers to employment other than in some cases language. • Chinese often focus on work within their own communities. • Qualification recognition for/of qualifications gained abroad. | <ul style="list-style-type: none"> • Mixed communities tend to have better English. • Education attainment and cultural identity key issues for employment • Bias and discrimination was not so overt, although this changed when meeting employers face to face. |
| Pakistani | Arab | BME Employers |
| <ul style="list-style-type: none"> • Greater language support needed, particularly English supporting people in the workplace (Hangleton and Knoll project) • Qualification recognition for/of qualifications gained abroad. • Perception of relatively high levels of unemployment. | <ul style="list-style-type: none"> • Language. • Increasing sense of Islamophobia. • Community seeks to support itself where it can. • More information about jobs, skills and learning. • Difficulty of integration for many (Medina Mosque). | <ul style="list-style-type: none"> • Need for staff particularly since 2009 Visa Restrictions. • Need for business support and networking. • Need to address growth of these businesses. • Need support to fulfil regulators requirements. • 'As businesses we have not been given any information about apprenticeships.' |
| Bangladeshi | Black Caribbean | Coptic Christians |
| <ul style="list-style-type: none"> • Consideration should be given to the provision of women only training. (Hangleton and Knoll project). • Local training provision needs to be improved to cater for those with low self-confidence (The Hub). | <ul style="list-style-type: none"> • Perceptions of racism and discrimination at the point of recruitment. • Lack of awareness of job opportunities. • Confusion over the agencies role in supporting employment. | <ul style="list-style-type: none"> • More support is needed for people over the age of 50 (Jasmine Group). • Significant proportion seek employment through their own community. • 'Many, have turned to taxi driving as they |

| | | |
|--|---|---|
| <ul style="list-style-type: none"> • Greater language training provision required by many in the community (Hangleton and Knoll Project and The Hub). | <ul style="list-style-type: none"> • 'Many young men feel isolated and do not know where to go for support.' | cannot find a job in their real professions.' |
| Gypsy and Traveller | Black African | |
| <ul style="list-style-type: none"> • Stability of housing and need for an address, bank account etc. • Education particularly a need for reading, writing and numeracy skills. • Little or no awareness of opportunities in the labour market. • Concerns that discrimination against Gypsy and Travellers would prevent sustainable employment. | <ul style="list-style-type: none"> • Some cases of language and accents. • Accessibility of support and awareness of job opportunities. • Need support particularly for online applications. | |

Summary

- 4.30 The overall research findings provide a diverse picture of the BME community in relation to employment and skills needs and outcomes. The categorisation of the BME communities has all too often been too limited and often fails to address the relevant data for specific groups. This has made it extremely difficult to understand underlying issues and/or problems affecting any one ethnic group.
- 4.31 Many of the BME respondents in the survey and participants in the focus groups do not think in terms of ethnicity and simply prefer to think that everything is equal for everyone. However, we know that in terms of employment the outcomes for different groups of people are often quite contrasting. Indeed, this colour-blind approach has proffered a situation where some agencies simply feel there is either no problem and others that are aware there may be problems but feel that these disparities are not significant enough (lower numbers) to prioritise action.
- 4.32 Moreover, from the BME communities' perspective there is a sense that actions from previous research and engagements have either not be fulfilled or have been slow in making any difference. As such, this sets a scene for the city where more could be done and where key organisations and employers particularly in the public sector need to address race equality both through their work and through their workforces becoming more reflective of the city's ethnic population.

5 Key Issues

- 5.1 A full picture of BME communities in relation to employment and skills is both complex and fragmented. As has been argued, the categorisation of BME communities has all too often been too broad and does not take account of the diversity of groups that this description tries to encapsulate. Moreover, when reviewing the data that surrounds this cluster, ethnic classifications are often gathered in an inconsistent way, making it difficult to fully understand any underlying issues and/or problems affecting different groups.
- 5.2 In clustering the BME community together, this body of people includes all ethnic categories that are not defined as white British. This would include those who are white Irish, Gypsy and Traveller and white Other (European and international). When removing these white groups from the BME cluster the remaining BME groups show significantly different proportions in both employment and skills data sets. Arguably it would take a more considered drill down of data (where it is available/broken down) to understand the differences of outcomes in employment, economic activity, skills/training and educational attainment and to compare this with the white communities and the whole population the city. While much of the information available has been, generic and focused on the BME community the following section highlights some of the key issues faced by individual communities and is based on quantitative data from sources such as the 2011 Census and the completed survey and qualitative information from in-depth focus group and individual interviews.

Comparative data

- 5.3 A review of the BME economic activity data for all ethnic groups (based on the Census 2011) shows a clear disparity in outcome both in terms of economic activity and economic inactivity, for example:

Table 4: Economic Activity and Inactivity, Ethnic Groups compared against B&H Baseline Census 2011¹⁹

| | Number of economically active people | Economically active as a % of total ethnic group | Number of economically inactive people | Economically inactive as a % of total ethnic group |
|---------------------------|---|---|---|---|
| England | | | | |
| Brighton & Hove | 151,689 | 66% | 77,335 | 34% |
| white British | 122,121 | 66% | 62,800 | 34% |
| Irish British | 2354 | 65% | 1,244 | 35% |
| Gypsy or Irish Traveller | 111 | 63% | 64 | 37% |
| Other white | 13399 | 76% | 4,286 | 24% |
| white and Black Caribbean | 828 | 67% | 408 | 33% |
| white and Black African | 656 | 65% | 360 | 35% |
| white and Asian | 1332 | 67% | 652 | 33% |
| Other Mixed | 1282 | 70% | 549 | 30% |
| Indian | 1808 | 68% | 870 | 32% |
| Pakistani | 311 | 59% | 216 | 41% |
| Bangladeshi | 533 | 61% | 337 | 39% |
| Chinese | 1,061 | 39% | 1,690 | 61% |
| Other Asian | 1710 | 60% | 1,148 | 40% |

¹⁹ Colour code relates to the % variation from the Brighton Base line of more than 5 % (Red) less than 5% (Amber) Consistent or better than Baseline (Green).

| | Number of economically active people | Economically active as a % of total ethnic group | Number of economically inactive people | Economically inactive as a % of total ethnic group |
|--------------|---|---|---|---|
| African | 1612 | 66% | 823 | 34% |
| Caribbean | 602 | 74% | 212 | 26% |
| Other Black | 249 | 71% | 101 | 29% |
| Arab | 794 | 47% | 894 | 53% |
| Other ethnic | 926 | 58% | 681 | 42% |

5.4 In the chart above, the percentage of people that are economically active and inactive in the broad ethnic group categories shows that a high proportion of Black, Mixed and white groups are economically active. With higher levels of economic inactivity amongst Pakistani, Bangladeshi, Chinese, Other Asian, Arab and Other ethnic.

Table 5: Brighton & Hove Economically Active (by type) and Ethnicity Profile 2011(all usual residents aged 16 and over) (Source: ONS Census 2011 NOMIS DC6201EW)

| | Number of economically active people | In employment | Self-employed | FT students | Unemployed |
|---------------------------|--------------------------------------|---------------|---------------|-------------|------------|
| England | 27,332,373 | 75% | 14% | 4% | 7% |
| Brighton & Hove (average) | 151,689 | 69% | 18% | 6% | 7% |
| white British | 122,121 | 69% | 18% | 5% | 7% |
| Irish British | 2354 | 71% | 18% | 4% | 7% |
| Gypsy or Irish Traveller | 111 | 51% | 24% | 9% | 15% |
| Other white | 13399 | 71% | 17% | 6% | 6% |
| white and Black Caribbean | 828 | 55% | 14% | 15% | 16% |
| white and Black African | 656 | 55% | 16% | 12% | 17% |
| white and Asian | 1332 | 63% | 17% | 9% | 11% |
| Other Mixed | 1282 | 61% | 17% | 12% | 10% |
| Indian | 1808 | 65% | 16% | 10% | 9% |
| Pakistani | 311 | 51% | 21% | 16% | 12% |
| Bangladeshi | 533 | 53% | 22% | 11% | 14% |
| Chinese | 1,061 | 61% | 21% | 9% | 10% |
| Other Asian | 1710 | 62% | 19% | 10% | 9% |
| African | 1612 | 52% | 9% | 21% | 19% |
| Caribbean | 602 | 56% | 18% | 12% | 13% |
| Other Black | 249 | 67% | 15% | 8% | 10% |
| Arab | 794 | 55% | 26% | 7% | 12% |
| Other ethnic | 926 | 59% | 23% | 9% | 9% |
| BME | 29568 | 59% | 18% | 11% | 12% |
| Non white | 13704 | 48% | 15% | 10% | 10% |

5.5 However, when broken down, the types of economic activity vary. In the table above, of those that are in employment against a city base line of 69%, only the white British, Irish and white Other have similar or higher levels of employment. Indeed, apart from Indian and Other Black all the Other groups have at least a 5% less proportion of people in employment than the Brighton baseline. The proportion of self-employment across the city is higher than the national profile of 14%. Indeed, the BME percentages are broadly consistent with the Brighton baseline of

18% apart from Black Africans who have half the level of self-employment profile at 9%. The table indicates the high number of students in the city relative to the national average. This is particularly accentuated among the African, Pakistani and white and Black Caribbean population and may have a bearing on the level of economic inactivity among these groups.

5.6 Finally, with regards to unemployment there are higher levels of unemployment in the African (19%), white Black African (17%), white Black Caribbean (16%), Gypsy and Traveller (15%), Bangladeshi (14%), Caribbean (13%), Pakistani (12%) and Arab population (12%).

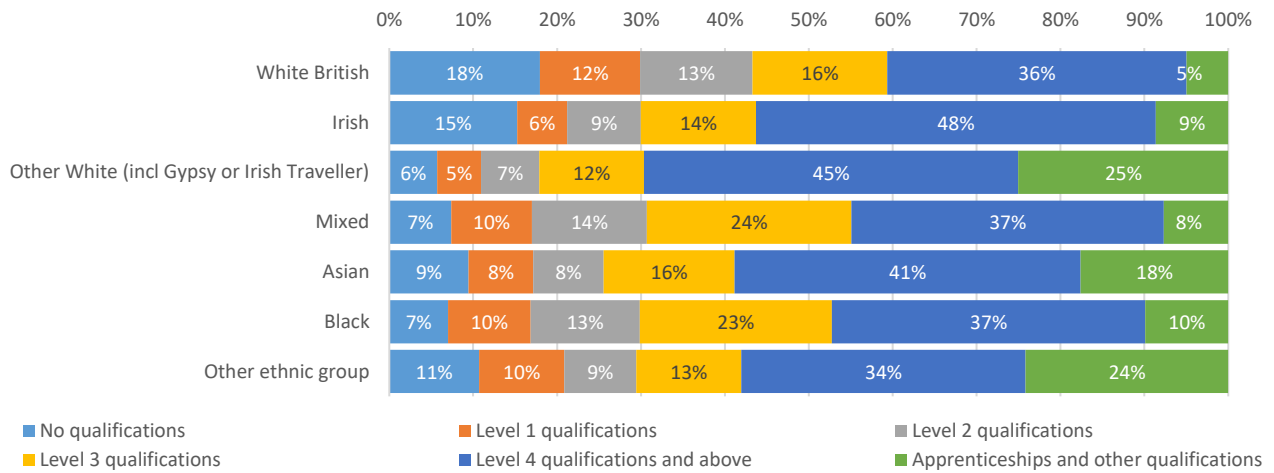
Table 6: Brighton & Hove Economically Inactive (by type) and Ethnicity Profile 2011(all usual residents aged 16 and over) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016

| | Number of economically inactive people | Retired (as % of total) | Student (as % of total) | Looking after home/family (as % of total) | Long-term sick (as % of total) | Other (as % of total) |
|---------------------------|--|-------------------------|-------------------------|---|--------------------------------|-----------------------|
| England | | | | | | |
| Brighton & Hove | 77,335 | 47% | 27% | 9% | 12% | 5% |
| white British | 62,800 | 53% | 21% | 9% | 13% | 5% |
| Irish British | 1,244 | 58% | 20% | 6% | 11% | 5% |
| Gypsy or Irish Traveller | 64 | 13% | 17% | 14% | 36% | 20% |
| Other white | 4,286 | 23% | 51% | 11% | 7% | 8% |
| white and Black Caribbean | 408 | 11% | 58% | 10% | 13% | 8% |
| white and Black African | 360 | 10% | 51% | 15% | 14% | 10% |
| white and Asian | 652 | 14% | 61% | 8% | 8% | 9% |
| Other Mixed | 549 | 12% | 52% | 17% | 12% | 7% |
| Indian | 870 | 23% | 56% | 10% | 5% | 5% |
| Pakistani | 216 | 11% | 50% | 20% | 9% | 10% |
| Bangladeshi | 337 | 10% | 29% | 39% | 10% | 12% |
| Chinese | 1,690 | 9% | 82% | 4% | 1% | 4% |
| Other Asian | 1,148 | 13% | 56% | 17% | 5% | 8% |
| African | 823 | 7% | 62% | 16% | 8% | 8% |
| Caribbean | 212 | 21% | 50% | 9% | 14% | 5% |
| Other Black | 101 | 13% | 46% | 21% | 14% | 7% |
| Arab | 894 | 11% | 48% | 21% | 13% | 7% |
| Other ethnic | 681 | 16% | 49% | 12% | 15% | 8% |

5.7 It is clear, that the percentages of the sub-classifications of those that are economically inactive differ between the BME population and the total white population. Around three in five white people that are economically inactive are retired (a reflection of the higher proportion of older people in this ethnic group), in most BME groups 13% and below are retired, apart from those in the Indian and Caribbean communities who represent over 20% (still below the city average). However, the student profile is strikingly high for most BME groups compared with the Brighton & Hove average. Further study is required to determine whether the

numbers of overseas students is impacting on the levels of economic inactivity among all BME groups.

5.8 There are proportionately more people across BME groups with level 1 to 4 qualifications in comparison with people from the white ethnic groups.



Barriers to Employment

5.9 Given these levels of disparity, it is clear there are barriers that prevent some BME people from accessing and succeeding in the labour market. Through this research there were key barriers to employment, skills and training that emerged as themes and were common to many people from BME communities in the city seeking employment, including:

- Lack of awareness of opportunities (advertised and not advertised)
- Language and lack of English both verbal and written
- Complexity of the application process
- Fear and limitations in what people seek by way of employment
- Overseas qualifications and experience are not recognised by employment agencies or employers
- Employers do not recognise references obtained outside the UK
- Being born outside the UK seems to be a barrier to higher-level work
- Discrimination and/or unconscious bias are a significant barrier to employment
- Rejection in the application process based on their name alone
- Omission from the recruitment process because of foreign/overseas accents
- Rejection by agencies and employers without a valid explanation
- More priority to support employment is given to school leavers
- Race and gender provide cause for imbalances in outcomes particularly across some cultural groups
- Age as a barrier is compounded by race
- Being a family person with children appears to be a major disadvantage aligned with a lack of suitable/affordable childcare provision and employer inflexibility
- Employer inflexibility is reinforced by agency inflexibility and lack of responsiveness to diversity of job seekers needs

5.10 These key barriers are further examined below. To do this, we have drawn together the findings of the survey and the views expressed by those engaged in the focus

groups to provide some understanding of the key issues that affect the ability of BME communities in the city to succeed in the labour market.

- 5.11 It should be noted that a clear finding throughout this research was the commitment of people from all BME communities to earn money through paid employment. This shows a strong work ethic and this was generated in part through their commitment to support their families either in the UK or abroad (particularly for migrant workers).

Discrimination and Racism

- 5.12 Throughout the community interviews and focus groups, the issues of racism and discrimination were raised as obstacles to finding work. It must be stressed that these issues were never seen, by any of the groups, as the sole reason, but more as a contributory factor. One Sudanese woman said that her son had commented that he did not stand a chance in an interview for a job as all the other candidates were white.
- 5.13 It is clear, however, that discrimination and racism is experienced by BME communities seeking employment and skills in Brighton & Hove. In fact, 49% of respondents to the survey felt that the employer's attitude towards them was a barrier to getting employment - 29% felt they had been prevented from getting promotion in either their current or previous employments and 22% felt that unfair and discriminatory processes had prevented them from getting promotion.
- 5.14 Often discrimination is not overt, but it is experienced, with people feeling that their face and the colour of their skin did not fit or that they were excluded in the selection and recruitment process because of their names, ethnicity and/or their cultural identity. This gives a sense also that there is an unwitting form of racism and discrimination, which while not explicit is still impacting negatively on the city's BME communities.
- 5.15 Racism and discrimination must be tackled not just because it is morally and legally wrong but also because it undermines the confidence of those furthest from the labour market and reinforces prejudice. It reduces trust in businesses and organisations, affecting their reputation. Members of the BME community must be seen at all occupational levels to dispel notions of prejudice and discrimination.
- 5.16 Through the focus group, people from all communities, particularly where they were either new migrants or foreigners moving to the area, felt that racism and discrimination and xenophobia are normal and to be expected. However, in British society people should not be expected to accept racism, be it infrequently or daily. Whether racism and discrimination occurs within the selection and recruitment process or the workplace or within the city in general, it is still unacceptable and illegal.
- 5.17 Discrimination and/or racism can manifest itself in either conscious or unconscious bias in the labour market. Employers and staff within companies undertaking recruitment are all subject to their own bias and this can be made worse by the systems and processes that are used to secure recruitment and to fill vacancies. For the city to excel in race equality in employment, there is a real need to ensure that bias in the selection and recruitment process is either eliminated or mitigated.

Selection and recruitment training, cultural awareness and managing diversity training all play their part in supporting this aim.

Language

- 5.18 At the points of application, selection and recruitment, many engaged in this research stated that they felt that cultural issues, nationality and language were significant barriers to getting a job. Language was a factor for many reasons, not simply that employers do not want to have staff with poor English, but also that the lack of good English from the person seeking employment impacts on their confidence and self-esteem, often preventing them from pursuing the job in the first place. Another issue was that employers felt BME applicants' accents were too extreme for people to understand their English. Participants in the focus group, particularly the Asian, Chinese and Black African groups, felt that some BME people shied away from some jobs because of their poor verbal and written English. Poor English is a major contributory factor to low self-esteem, fewer employment opportunities and greater marginalisation.
- 5.19 Clearly this concern did not apply to British-born ethnic minorities of all forms, particularly those that had gone to schools in this country and Brighton & Hove.
- 5.20 Many interviewees talked of only finding work through contacts in their own communities - working with people they feel more familiar with and who they can talk with in their mother tongue. This was particularly the case with the Chinese, Asian (Pakistani, Bangladeshi) and Arab focus groups. Anecdotally, some felt that 'Black' employers were not always the best managers, with tough working conditions and a reliance on a sense of loyalty from those that they offered employment to.
- 5.21 Others were simply ill-equipped to apply for jobs with their standard of written English, and thus found the application process very daunting. However, even where some had ventured into making applications there was a self-proclaimed statement that they were unable to write applications that were successful. Finally, some felt that the application forms, the person specification, and the selection criteria made the task of applying for some jobs just too complicated and so they either did not even attempt the application or they simply gave up or just did not try in the first place.
- 5.22 Poor language and low confidence clearly impacts on an individual's ability to find work. Confidence is a barrier in all job applications. Two women from the Hangleton and Knoll Project said that many women from the Bangladeshi community lacked the confidence to travel by themselves into the city centre. This was a causal factor in not seeking and/or finding employment.
- 5.23 Language capabilities are a significant barrier, not only in the labour market, but also when trying to promote cohesive communities. Local communities need access to language classes in more accessible locations. Local BME organisations could be consulted to ascertain the best venues and times for ESOL classes to be held.
- 5.24 There are a range of courses and providers of ESOL and Secure English Language tests in the city, as well as many language schools. A Basic ESOL Communication

course would last 11-12 weeks and cost around £300 at a college but there is some free/discounted ESOL provision through the Friends Centre in Brighton.

Online application forms

- 5.25 Several of those interviewed and some within focus groups mentioned the difficulty the community has in completing the online application processes. The City Council was cited as well as other public/private-sector organisations that use e-application processes. Many felt that the use of electronic applications created a problem, particularly when IT skills were limited. The perception is that these are difficult enough to complete for anybody but even more so for some within the BME communities who have poorer language and/or IT skills.
- 5.26 Focus group participants from the Chinese, Black (African and Caribbean), Asian and Arab groups indicated that they were put off applying for jobs that used complicated interactive application forms. One community organisation said that many of their clients did not know how to go about filling in an application form and did not know where to go for support. Sadly, some felt that their continued rejection had stopped them applying for further jobs.

Impact of nationality and culture

- 5.27 The right to work is defined by nationality or at the very least domiciliary and employment rights to this country. However, while nationality was less of an issue for BME people in general who are seeking employment and skills, it was still quoted as a concern from many who were foreign nationals engaged in this research. This was made worse following the Brexit vote - those who are also foreign nationals felt decidedly less sure about their place in the community and their rights in respect to employment and training opportunities.
- 5.28 Members of Chinese, Bangladeshi, Pakistani and Arab communities felt there was a low level of understanding of their cultural needs both as applicants and employees and many felt that application forms and recruitment processes were very British orientated and ethnocentric. This may be something that can be addressed by some of the larger employers through appropriate training. However, with the clear majority of employers in the city, being small and medium-sized enterprises or micro-businesses it will be more difficult to amend employment practices to widen the pool of potential applicants. For smaller companies, with a focus on service capability, their need for English as a basic requirement is likely to inhibit applications from people from different and diverse cultural backgrounds.

Poor and inconsistent ethnic monitoring

- 5.29 Most representatives from employment services in Brighton & Hove feel that there are no real issues with the employment and placement of BME unemployed people. However, the data reviewed does challenge this assumption especially when looking at specific cultural groups within the BME community. More robust monitoring, within employment services, training providers and the commissioners of training, needs to be rigorously enforced to ensure that an equitable number of BME people are accessing support. Where BME people are shown to be underrepresented, then the reasons behind this should be investigated.
- 5.30 Ethnic monitoring and national identity formed an important point of discussion with all the groups engaged. Many respondents do not consider themselves to fall under the term BME or indeed the term black. This broad term impacts on people's

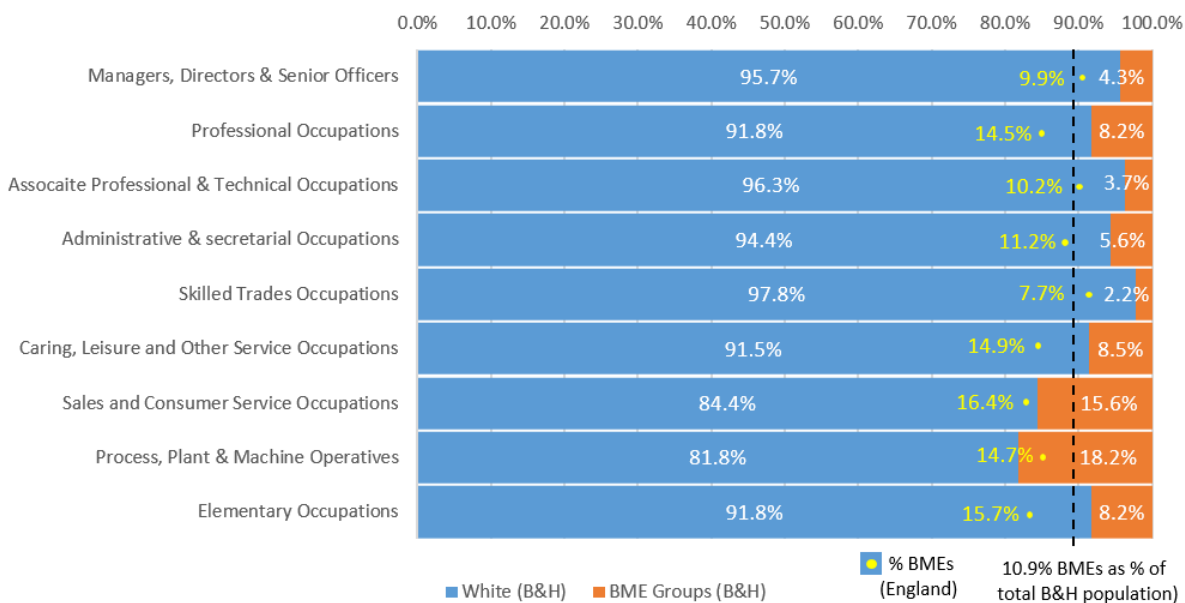
perception of themselves and their involvement in initiatives being proposed in the city and for employment in particular. Many people stated they just want to live their lives and not be considered as special in any way and others felt that being 'shoe horned' into a broad BME category was limiting their ultimate chances of securing worthwhile livelihoods.

5.31 It is worth noting that whole groups of people are being treated differently because of their ethnicity, nationality, language, culture, religion etc and therefore it is critical that key partners delivering employment and skills provision in the city use the ethnic classifications consistent with the National Census to enable a more effective level of drill down into the employment and skills needs and outcomes of people from different ethnic groups.

Underrepresentation of BME people occupations

5.32 The percentage of people from BME and white ethnic groups in employment by occupation in Brighton & Hove can be seen in the chart below, plotted against the percentage of those in employment by occupation across England.

Chart 14: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



5.33 This chart shows that only in the occupations of 'sales and consumer services' and 'process, plant and machine operatives' is there a level of employment that is proportionate to the BME population in the city.

Limited access to local job opportunities for the BME community

5.34 The lack of awareness of job opportunities acts as a critical barrier to BME employment. This is a barrier for most, if not all, people especially as many jobs are never advertised, but simply passed around through word of mouth. Nonetheless, BME people are often less engaged with the larger number of small and medium enterprises that make up most the city's business base and so are less likely to be

asked or considered for employment opportunities that may arise. Moreover, few if any of these SMEs take on employees beyond their own networks of acquaintances.

- 5.35 When jobs are advertised, BME people often find it difficult to follow up on employment opportunities. When they do they are often told that the positions have closed and that the job has been taken or withdrawn. While this may indeed have been the case, there is a sense from some respondents to our research that this was an 'excuse' from the employer to prevent them from getting these jobs.

Poor awareness and knowledge of available services

- 5.36 Very few in the BME communities are aware of services that support people seeking employment. Little effort is being made across the city to target BME communities to access training and skills support and/or apprenticeships. Traditional sources of support including the Employment Service (Job Centre Plus), training providers, colleges/universities and private training providers have done little to specifically target the BME communities and identify their employment and skills needs. This work has been carried out at a local level by community organisations in Whitehawk, and Hangleton and Knoll. However, there is a clear need for a broader more universal approach to engage and support the BME communities furthest from the labour market.

- 5.37 Equally, community organisations have undertaken some self-support work to assist people into the labour market but this tends to have been part of previous funding regimes and, once again, not part of a broader strategy to support people into work.

Need for more inclusive employment initiatives

- 5.38 This study demonstrates that even though BME people are identified as being a target group for employment initiatives, there is little in the way of BME-specific employment initiatives in city and city-region areas. Interventions such as outreach support have been identified and suggested as tools to facilitate greater employment-market inclusion. Some of this work has happened in the past - when SRB and other social and physical regeneration programmes were in place - but seem not to be supported through current mainstream funding channels.
- 5.39 The research reveals a sense that there is inexperience and a skills gap within employment support providers when engaging and supporting BME people seeking work. It was felt by some, particularly women from the Bangladeshi, Coptic and Arab communities, that it was important for employment advisors to be from the BME community and so be more able to relate to cultural sensitivities and distinctive barriers that their communities encounter.
- 5.40 Some suggested cultural awareness training would be beneficial to support advisors to work more effectively with the city's diverse communities.

Specific BME services for employment and skills support needed

- 5.41 There is clear evidence that there is a need for more defined culturally orientated employment and skills support. The level of underrepresentation in both the workforces of local businesses and the underrepresentation of BME people in skills training and apprenticeships is such that there is a clear argument for a more determined effort to address this imbalance. Consultees were keen to ensure that there was a focus on support that takes account of culture - for example, women

only training, provision of times for prayer, culturally orientated uniforms, as well as support for employers to help them manage diverse workforces. There was particular support for increased awareness, advice and guidance on job opportunities for BME people through the network of BME community organisations.

Underrepresentation within the hierarchy of organisations and lack of visible leadership roles for BME members of the community

5.42 There is a need to redress the lack of representation within hierarchical structures across the city from city partnerships to commissioning working groups and working parties, particularly in the upper echelons of both the command and control and elected positions. Evidence would suggest that the BME community is seemingly excluded from 'higher positions' within statutory sector employment. This extends to honorary positions where there appears to be a concentration of power within the white British population. In addressing this inequitable balance of power, consideration must be given to avert 'tokenism', which is a form of discrimination and humiliation.

Public procurement and supplier diversity as sources of opportunity

5.43 Policies on procurement need to be strengthened and public bodies must start using procurement more effectively to enhance equality and race equality. The city council's social value in procurement guidance is welcomed but there is little perceived effort being undertaken to support the diversification of employment and supplier bases for public bodies.

5.44 This approach has been undertaken in large-scale public procurement processes. In many local authorities, this includes setting targets for supplier workforce profiles to reflect the local BME community. This commitment has not been incorporated into the procurement process and so the opportunities afforded by supplier diversity initiatives are not being realised. This action would provide a clear commitment from the public sector and a signal to all future supply chain providers.

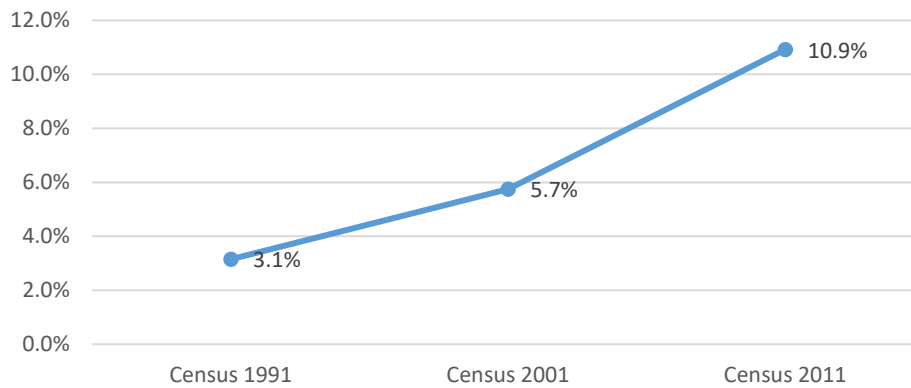
The need for increased understanding of diversity in the city

5.45 There is a need for greater knowledge and understanding of cultural differences particularly where it challenges the misrepresentation/stereotyping of Black, Asian and minority ethnic communities. Only by overcoming the lack of communication and engagement can there be better understanding and articulation of diversity and work culture. This issue applies across the board, in educating all employment sectors (private, statutory and voluntary) to the value of a diverse workforce.

5.46 This will become increasingly important because the BME population in the city has been growing over the last three decades and continues to do so. Since the 1991 Census, the BME population in Brighton & Hove has more than tripled in size, from 3.1% in 1991 to 10.9% in 2011, and this trend is seemingly growing.²⁰

²⁰ Due to inconsistencies in ethnicity categories used in the 1991, 2001 and 2011, it is only possible to chart the growth of non-white BME populations.

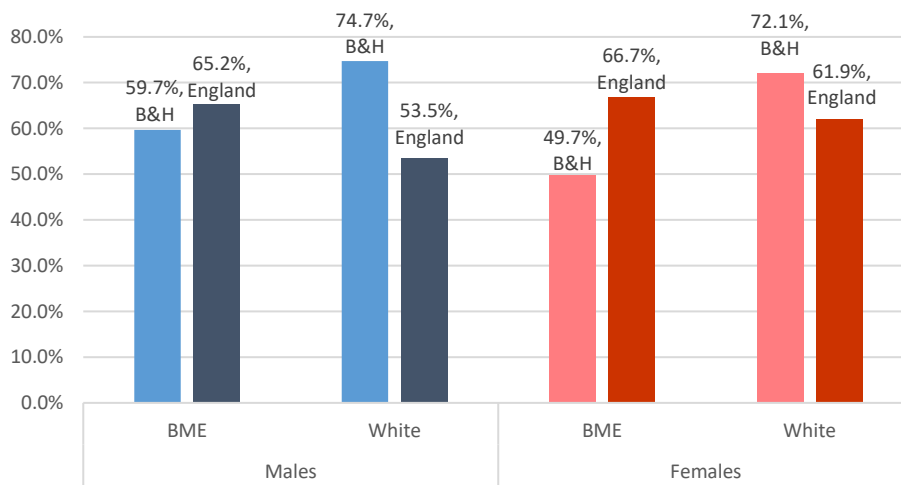
Chart 15: Brighton & Hove Ethnicity Profile 1991, 2001 and 2011 BME Groups (all usual residents)
 (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016



Recognition of the further issues faced through ethnicity and gender

5.47 There are clear differences in the outcomes of employment and skills across the city by ethnic group and by gender. In almost all cases women from ethnic groups fair less well in the labour market and are less engaged in education, training and skills. We know that the employment rate for BME women in Brighton & Hove is 5% lower compared with the BME employment rate for women across England and 22% lower than their white counterparts in Brighton & Hove.

Chart 16: Brighton & Hove Employment Rate by Ethnicity (Males and Females) (aged 16-64), 2014-2015
 (Source: Annual Population Survey, NOMIS), Accessed June 2016



5.48 Equally, we know that the unemployment rate for BME women in Brighton & Hove is 2% higher compared with the BME unemployment rate for women across England and 4% higher than their white counterparts in Brighton & Hove. Confidence and language are the major barriers to accessing the labour market. Analysis would suggest that the communities most in indeed of targeted support are women from the Arab, Bangladeshi, Black African, Chinese and Pakistani communities.

Need for childcare

5.49 Through the focus groups, women have said that childcare provision is not always appropriate for the BME communities. For example, within the catering industry where the levels of BME representation are higher than other sectors, working hours are more likely to be during evenings and weekends when there is little

formal childcare available. In addition, a large proportion of BME people utilise their immediate family as there is a perception that private childcare provision may not be culturally sensitive. Innovative ways of looking at formal childcare provision in dispersed BME communities are essential to facilitate women's integration into paid work. The inclusion of BME people as registered childcare professionals is imperative. Institutional barriers to BME women beginning and returning to work are exacerbated as there appears to be no specific policy focus on BME women, whereas there are policies on women and ethnic minorities more generally.

Awareness of second-generation economic outcomes being better to first-generation immigrants.

- 5.50 From discussion with older members of the BME community across almost all ethnic groups it was clear that there is a different set of outcomes for BME children born in the UK and who have been through the education system. In these cases, the pursuit of academic achievement is strong with second and third-generation children of migrant/immigrant families often exceeding their parents in the labour market. Evidence through focus groups also suggests that with perfect English, local accents and a stronger cultural awareness of British society, BME people's employability is enhanced considerably.

Recognition of Professional and Educational qualifications

- 5.51 Across the research with the BME community in the city it became clear that communities prioritised the achievement of academic, technical and professional employment qualifications. However, there are good examples of well-qualified individuals from the BME community, who are working in lower-paid and underqualified positions, in part because their qualifications gained abroad have not been recognised. The recognition of qualifications gained abroad is a barrier to employment for many well-educated BME people who have moved to this country.
- 5.52 The cost of converting these qualifications is often prohibitive and time consuming. For several of those engaged in the focus groups, there was a reluctance to convert these qualifications because the process is deemed to be too costly, complicated, onerous and time consuming. Thus, there are examples of doctors, lawyers, technicians, engineers and architects who are working in low-paid jobs because their qualifications are not recognised and because they need to earn now, to support themselves and their families. This was noted particularly among the first-generation Coptic community that arrived in the city during the 1990s and more recent Arab entrants.

Ethnic Minority Business

- 5.53 There is a strong argument, backed up with data that entrepreneurial skills are alive and well in the BME community as many opt for self-employment as a route to support their families. Indeed, the Chinese, Bangladeshi, Pakistani, Arab and Gypsy and Traveller communities have a higher than average level of self-employment in Brighton & Hove. It is important to support the development of existing and new businesses run by individuals from ethnic minority backgrounds. Initiatives for the expansion of established businesses to increase their economic potential will also increase the number of businesses sensitive to the needs of ethnic-minority workers. Programmes like 'Coast to Capital' are in place to support all businesses in the area although mainstream services are often insufficiently aware or experienced enough to deal with this specific sub-sector as an area of potential growth.

- 5.54 BME business owners have set up and settled in Brighton & Hove and are clustered in the retail, restaurant, hotel and leisure industries. There are some smaller family based accountancy and legal practices, and a smaller number of property management/development companies.
- 5.55 Supporting these companies to grow is one way to further support the BME employment base in the city, as in many cases the growth of these companies would provide further employment opportunities. Nonetheless, some of these companies are family based lifestyle businesses and their growth capacity is often restricted.

Responses to employment by the BME Third sector

- 5.56 Across all the BME communities in the city, there has been little engagement and joined-up work to drive better employment and skills outcomes for diverse groups. It was clear that third-sector organisations representing BME communities in the city are not engaged with the right agencies to work to support better employment outcomes. Moreover, there are no formal arrangements that link BME people with key commissioners and specialist employment support and training providers.
- 5.57 The coordination of services for the BME community does not take place through a single point and the overused adage of people silo working - meaning doing their own thing - generally applies. The fragmented nature of BME Third Sector support and provision has led to a difficulty in coordinating employment activity and/or other social support. The resources in the community are thinly spread and most organisations focus on cultural celebrations with some targeted activity for children and young people and older people, or as the priorities present themselves. Advice, information and guidance within the employment and skills field is a specialised field that these community organisations are not qualified to deliver to their communities. However, access to communities these organisations represent is critical and some work could be done to broker a conduit for better employment and skills engagement and support.

A case for intervention

- 5.58 With an awareness of these barriers and with an understanding of the dynamics in the BME communities it is evident that there are obstacles to employment and skills that can be removed and specific opportunities that could to be enhanced. In many respects these would be 'positive actions'²¹ to address these negative impacts and to work to balance outcomes and to ensure greater equality among all ethnic groups.
- 5.59 The BME community is dispersed across the city and there are no distinct localities where the BME community lives in any larger densities. Nonetheless, this lack of critical mass within the city does not reduce the need for action. There is now an opportunity for the Gypsy and Irish Traveller community with the new 'place based' setting to do some targeted work. Employment and skills evidence shows that there are disproportionately more negative outcomes for BME communities in terms of accessing work, career progression, economic inactivity, qualification and educational attainment and skills development and apprenticeships. This evidence shows that there is now a better case to prioritise this growing segment of the

²¹ Positive action is a legitimate response to evidenced needs as set out in the Equality Act 2010

labour market and to identify ways to address inequalities experienced in employment.

- 5.60 Priorities and actions can be undertaken to enable greater equality in the labour market and to enable those who were furthest from the labour market from ethnic groups, particularly women within some ethnic groups, to get greater access to employment skills and training. To achieve this there needs to be political and organisational leadership and willingness to address change. It is also clear that a culture of inclusiveness is needed to ensure that employment opportunities are open to all and that in some cases positive action needs to be taken to address community needs.
- 5.61 A key issue when considering what actions need to be taken is the size of the community that we are seeking to benefit. For example, while unemployment rates for the white and Black Caribbean, white and Black African and African communities is disproportionately high, the number that would benefit from any one intervention targeted at these groups would be relatively small. With the limited financial resources available, consideration may need to be given to an intervention strategy that seeks to benefit a broader cohort of the BME community and a greater number of beneficiaries.

6 Priorities for Brighton & Hove

- 6.1 This section draws together the findings from sections 4 and 5 and offers key priorities for Brighton and Hove. From an employment and skills perspective there are some relevant priorities for the city to undertake. Not all these priorities will become recommendations of this report but it is important that they are set out for consideration.
- 6.2 It would seem from the evidence gathered that there are real labour market disparities between the BME community and the white British community in the city. This is demonstrated in data relating to employment, unemployment and economic activity and inactivity, skills attainment, and through the findings of the primary research and through consultation with local organisations and people. However, this is not only an issue about employment and skills. There is a sound case that the city needs to make a step change in the way public bodies, local agencies and businesses address race equality.
- 6.3 Despite the strongly perceived inclusiveness of the city, the practices of public bodies and the attitudes of local people suggest that Brighton & Hove has some distance to travel to address race equality effectively. To some extent the problem of race inequality in relation to employment and skills comes from a lack of awareness that a problem exists. The main impression gained from this research is that Brighton & Hove still has much to do to fulfil its race equality aspirations. In many areas of social life, the city has not addressed the needs of its BME community with the vigor that other cities have. Some of these other places may have a bigger BME population but they have taken a more proactive approach to race equality, incorporating positive action in employment, service delivery, governance and leadership. Irrespective of the size of the residential BME population in the city there is a strong and growing case to ensure that the employment needs of these groups are both valid and worthy of support. The delivery of this agenda needs to be put before the public sector, driven by the City Employment and Skills Plan (CESP) and further supported by the findings and recommendations of the Fairness Commission.
- 6.4 From this report's analysis, it would seem that the notion of job readiness is something that is clearly different for different people; ranging from those with the greatest job readiness and the greatest capacity to compete in the labour market to those that are least job ready and so potentially the least competitive. Policymakers will need to decide how these concerns can be addressed - if the targeting of interventions to those with greatest need is the right approach or if resources should be targeted to those who could make the greatest impact to procure the best labour market outcomes.
- 6.5 The city is developing its **City Employment and Skills Plan** and action groups have been set up to put the fine detail on the priorities and targets that emerge from the plan. Equality targets must become intrinsic to these plans. Therefore, it would be priority for the city to set, at the very least, proportional targets for the outcomes the plan is seeking to achieve and to ensure that these targets are reported on. This would include a 19.5% target for the BME community and an 11% target for BME communities without white Irish and white other populations.

To achieve this, these targets should apply to beneficiaries of jobs, employment opportunities and apprenticeships.

- 6.6 The CESP partners and training providers should work to address the underrepresentation of BME people getting **apprenticeships** in the city. Partners should work together to increase the uptake of apprenticeships by BME communities. While support exists for those accessing apprenticeships there appears to be a vacuum of information and no coordinated approach or strategy to engage with those furthest from the labour market, particularly those from the BME communities. This has been highlighted throughout the study and emphasised by the lack of knowledge about the programme.
- 6.7 Public Bodies should continue to work to meet their stated **race equality priorities** and should take the lead and set the right example by creating workforces that 'reflect the community'. This should also include the establishment of staff profiles with ethnic diversity at all tiers of the organisation from frontline staff to supervisors, managers and directors. Also, efforts to implement the actions of previous race equality reviews should be maintained and even reinvigorated to support efforts to address race equality in the city. Importantly, leadership and governance of race equality is critical. There is a constant need to train and support management in their pursuit of equality, and to performance manage the outcomes of the race equality agenda.
- 6.8 A key focus of this research is the need to address conscious and unconscious bias in the selection and recruitment process. Many larger organisations have established **selection and recruitment training**, however, these courses are currently less available with organisations opting for e-learning packages. Therefore, it is critical that selection and recruitment training is reviewed to ensure it is achieving the equality outcomes this agenda seeks. It is also important to ensure that the selection and recruitment process is devoid of any opportunity to exhibit bias in both the application and the shortlisting processes. To achieve this, the removal of the names and demographic profiling of candidates must to be applied in the selection and recruitment assessment process at least until the point of the interview. Research has shown that some of the largest public bodies in the city still do not remove this identifying information which opens the selection and recruitment process to both conscious and unconscious bias.
- 6.9 Public-sector bodies also have the capacity to use their procurement and purchasing power to impact change. Developing comprehensive supplier diversity initiatives can work to ensure that commissioned providers of services meet workforce levels set through the contracting process. In short, a campaign of **social value and supplier diversity** could contribute to addressing the underrepresentation of BME employment in, education, health, the care sector and environmental services through the procurement of public services. Beyond supplier diversity, the public sector can use the lever of procurement to ensure that all suppliers sign up to equality driven targets within their own staff and aim to achieve a workforce that reflects the community.
- 6.10 Economic and employment intelligence from the City Council's economic development team has shown that there are some **new employment opportunities** currently emerging within the city. The City Council is reviewing its apprenticeship programme, the NHS is undertaking a comprehensive apprenticeship

scheme, and there are local employers who are developing their own skills academies (RiiG Ltd) and other employers are recruiting (Amex and the city's burgeoning IT sector). With this information, it is important that these vacancies and opportunities are distributed across the whole city population. It is important that these opportunities are advertised and promoted through BME networks to ensure that information is targeted to those seeking work. It is also important that market intelligence is used to drive the skills agenda for all in the city, including members of the BME community. Wired Sussex remarked that the city's IT sector was 'talent hungry' and 'underrepresented by the BME community'.

- 6.11 Evidence shows that there is need to support **BME women** in the labour market. Specific women-only training and support is needed particularly with those women furthest from the labour market. Coordinating this provision would be critical to making a real difference to women's access to the labour market, particularly those from Bangladeshi, Pakistani, Arab, Chinese and African communities.
- 6.12 A specific area of training is **English for Speakers of other Languages (ESOL)**. Good-quality spoken and written English was cited as a significant barrier to employment and this is critical especially given the volume of provision in the city. ESOL provision is available in the city and organisations can work to better target this provision to those seeking employment and working to achieve British citizenship. Indeed, it was widely recognised by stakeholders and members of the community that this language training needs to be focused on employment and work-specific language training to enable effective spoken English to assist people to compete in the labour market. This would include English language training at a level where good, effective customer interface can be achieved.
- 6.13 There is a sizeable **BME business** base in the city. Many businesses are small retail and/or food outlets and several are lifestyle businesses. This sector provides services for the whole community but there is a need to ensure that these companies are receiving the right business and/or enterprise support. Furthermore, support needs to seek to embed staff development within the BME business base. This need not be through the provision of training but more through channels of information where training is offered. The approach will have the dual purpose of improving the BME business outlook and providing an improved career-progression ladder.
- 6.14 **Qualification recognition** has been cited as a key barrier for many new immigrants to this country and of those engaged through this research in Brighton & Hove. UK NARIC is the designated United Kingdom national agency for the recognition and comparison of international qualifications and skills. It performs this official function on behalf of the UK Government. If further training/education is required once NARIC has converted a non-UK qualification, local offers will need to be put in place by JCP to prevent benefits being cut for those in receipt of them.
- 6.15 The affordability of the transfer courses to enable the employability of these people with real skills is critical, as is the need to enable people to have an income while learning. This is a serious problem which if effectively addressed could provide skills needed in the wider economy. This is essentially a national concern as this is something that either the benefits system or the student-loan system could

consider. The process of skills recognition through NARIC is complicated and would benefit by a point of contact with knowledge of the process.

- 6.16 As has been mentioned throughout this report, the quality of **ethnic monitoring and data capture** for outcomes in employment and skills is limited and in some cases data is summarised by the five broad categories of race (white, Asian, Black Mixed and Other). However, it would be important for all CESP plans to use the 18 ethnic classifications used in the census. This should at the very least enable a proper comparison with the census baselines.
- 6.17 Through this research it has become clear that the BME community through its constituent **third sector**, voluntary and community organisations is simply not aware of job and employment opportunities and indeed training and skills development opportunities. The situation seems to be crying out for an effective **Job brokerage** and or Job club specific for BME community. However, there is a clear need if something is to be set up to ensure that this resource is a lasting and sustainable provision. There is even evidence of the need for a **BME Business and Employment coordinator role** at least to be able to identify the potential opportunities that the BME community in the city could benefit from.
- 6.18 The strength and capacity of the third sector in Brighton & Hove is currently weak. It is of vital important to the achievement of race equality in the labour market that the **BME third sector** is made more robust and supported to play its part to secure effective change. The current Communities and Third Sector Funding Prospectus does recognise the need to develop BME engagement for both the City Council and the CCG and this is an important 'service contract' that the BME Third sector needs to be a part of. Without a vibrant BME third sector some of the recommendations of this report will be weakened and so efforts need to be made to enable BME groups to play their part if only to ensure that opportunities are disseminated to the BME community and that the BME community is supported to fulfil its potential in the labour market.

7 Recommendations and Action Plan.

- 7.1 Throughout this report there are a wide variety of areas of concern which if mitigated would improve the employment and training outcomes of BME communities in the city. While not these recommendations are possible at any one time, in conjunction with the project working group, we have sought to highlight those recommendations which are felt to be deliverable and which if applied would make the greatest impact. In defining these recommendations, effort has been made to set appropriate actions against which these recommendations will be delivered and measured. (NB this action plan is also replicated in the Executive Summary of this report.)
- 7.2 The delivery of these actions should be reviewed by the Brighton & Hove BME Needs Assessment Working group and the CESP delivery team.

| N° | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|---|---|---|---|
| Recommendations and Actions for the CESP | | | | | | |
| 1 | Set BME Employment and Skills targets ²² for the key outcomes of the CESP | <ul style="list-style-type: none"> Under-representation in Economic Activity Higher rate of unemployment Higher rates of economic inactivity (See Section 3 of report) | <ul style="list-style-type: none"> Meet with Action Group chairs to negotiate targets in the CESP CESP Action Group Leads to agree the setting of BME Headline targets for outcomes Set monitoring arrangement to assess achievement of targets | <ul style="list-style-type: none"> Cost neutral | <ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Learning, Skills and Employment Partnership | Spring 2016 |
| 2 | Address the under-representation of BME people achieving apprenticeships in the city | <ul style="list-style-type: none"> Low levels of BME apprenticeship take up City College, Sussex Training Providers, although more reflective in Northbrook College (See Section 3 of report) | <ul style="list-style-type: none"> Work with training providers and BME businesses to define specific actions to deliver change including, promotional material, engagement of BME communities and parents Engage with BME Businesses to offer apprenticeships Engage with SMEs across the city to increase the recruitment of BME apprenticeships | <ul style="list-style-type: none"> Contained within existing budgets | <ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development | Autumn 2016 Spring 2017 Spring 2017 |

²² BME targets to be based on 19.5% BME and 11% BME when white Irish and white Other are removed

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|--|---|---|----------------------------|
| | | | <ul style="list-style-type: none"> Review findings from the BME Employment Research and Recommendations report and set priorities for future delivery addressing barriers experienced by BME Communities | | <ul style="list-style-type: none"> Sussex Council of Training Providers | Spring 2017 |
| Recommendations and Actions for Public Sector and Large Private Sector employers | | | | | | |
| 3 | For the Public Sector to take a lead to address race equality in its workforce | <ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports BME Needs assessment | <ul style="list-style-type: none"> Deliver on actions set out in Workforce Equalities Reports All public partners to review Employment/Workforce Equalities Reports Raise the profile and seek to celebrate BME staff within the organisation. | <ul style="list-style-type: none"> Contained within existing budgets | <ul style="list-style-type: none"> HR Leads and CEO in public bodies across the city | Autumn 2016 Spring 2017 |
| 4 | For the Public Sector to take a lead to address race equality in its procurement processes | <ul style="list-style-type: none"> Commitment to implement the social value framework for procurement | <ul style="list-style-type: none"> Set employment targets for service providers requiring them to develop a workforce that reflects the community, ensuring 19.5% BME representation in the workforce and 11% BME without white Irish and white Other | <ul style="list-style-type: none"> Cost contained within the contract value | <ul style="list-style-type: none"> Procurement Equalities | Autumn 2017 |
| 5 | For the Public and private sector employers to take a lead to address race equality in their selection and recruitment, promotion and employee development processes | <ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports Organisational commitment to address unconscious bias in the selection and recruitment process | <ul style="list-style-type: none"> Review the current selection and recruitment training and assess the race equality component Review selection and recruitment panels to ensure representation of BME staff/co-opted Deliver pilot training programme Remove any identifying elements of the applicant to remove unconscious bias Review internal staff promotion processes and support those under-represented in senior management positions from BME staff within the organisation | <ul style="list-style-type: none"> Contained within existing S&R, staff development and training budgets | <ul style="list-style-type: none"> HR leads/ departments across the city | Spring 2017 |

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| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|---|--|---|---|--|--|--|
| Recommendations and Actions for the BME 3rd Sector | | | | | | |
| 6 | Develop and support BME third sector to effectively disseminate Employment and skills opportunities to BME communities across the city | <ul style="list-style-type: none"> Under-representation of BME community in Labour Market (See Section 3 of report) Low levels of awareness and engagement of BME communities Limited information and support of BME people seeking employment and skills development BME venues not used to support employment and training events | <ul style="list-style-type: none"> Services Action Group to explore the funding of BME led Employment and Skills support in the city Enable the flow of opportunities from prospective employers via Employment and Skills Action Group To encourage collaboration between BME organisations and other third sector employment and skills providers BME 3rd Sector to link with the Brokerage support providers Disseminate information through the BME networks (using email, social media and web based information sites) Support specific initiatives with job fairs and skills seminars in BME venues | <ul style="list-style-type: none"> £20k needed to support the BME sector to deliver this programme of work | <ul style="list-style-type: none"> CESP Action Group Lead Communities, Equality and 3rd Sector Team BME 3rd Sector | <p>Spring/summer 2017</p> <p>April 2017</p> <p>April 2017</p> <p>April 2017</p> <p>Summer 2017</p> |
| Recommendations and Action for targeted Employment and Skills Support | | | | | | |
| 7 | To target and support BME women in the labour market in particular Bangladeshi, Pakistani, Arab, Chinese and African women in the city | <ul style="list-style-type: none"> Under-representation of Bangladeshi, Pakistani, Arab, Chinese and African women in the labour market (See Section 3 of report) | <ul style="list-style-type: none"> Develop and expand the good practice of women only training support Develop specific campaign in conjunction with Action 6 above. Target women returning to work from these communities supporting them into the labour market Develop culturally sensitive childcare provision by supporting BME women to become registered child care professionals (consider a social enterprise option) | <ul style="list-style-type: none"> Within existing budgets Supported by the budget set out in action 6 above | <ul style="list-style-type: none"> BME Third Sector Employment and Training Brokerage CESP Action Group 3 | <p>Ongoing</p> <p>Spring 2017</p> <p>Autumn 2017</p> |

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|----|--|--|---|---|--|---|
| 8 | To target employment and skills support to Gypsy and Irish Traveller community | <ul style="list-style-type: none"> High levels of poor literacy and numeracy Low educational achievement Little engagement in the local labour market Little or no awareness of opportunities in for employment and skills | <ul style="list-style-type: none"> Work with Gypsy and Irish Travellers both in registered and unregistered sites to develop a programme of interventions to support: <ul style="list-style-type: none"> Job readiness Increased awareness of opportunities in the labour market Skills and training opportunities including apprenticeships | <ul style="list-style-type: none"> £2-3k needed to support Friends, Families and Travellers to develop this programme of work | <ul style="list-style-type: none"> Friends, Families and Travellers Communities, Equality and 3rd Sector Team CESP Action Group Lead | Spring 2017 |
| 9 | To continually support English for speakers of other languages (ESOL) and targeting it to those with the greatest need | <ul style="list-style-type: none"> Research findings see section 3 Focus group findings see section 4 | <ul style="list-style-type: none"> Continued support for ESOL provision across the city Develop specific ESOL provision targeting, people seeking work Develop ESOL provision that is orientated to support employability Develop ESOL that support strong customer interface Work with ESOL funders to tailor employment focused ESOL training. | <ul style="list-style-type: none"> Currently there are no employment focused 'technical' English programmes Cost as yet unknown | <ul style="list-style-type: none"> BME Third Sector Skills Training providers Friends Centre ESOL Funders | Autumn 2017 |
| 10 | To address the effective recognition of overseas qualifications | <ul style="list-style-type: none"> Research Findings see section 4 Clear concern from BME communities engaged | <ul style="list-style-type: none"> Engagement with UK NARIC Ensure accessible information for all BME residents seeking work with overseas qualifications to enable them to contact NARIC Explore funding options to support individual qualification conversion | <ul style="list-style-type: none"> Costs held within existing employment and skills budgets | <ul style="list-style-type: none"> BME Third Sector City skills leads | Spring 2017 Spring 2017 Autumn 2017 |

| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|---|--|--|--|
| Recommendations and Actions for SME Business community in the city | | | | | | |
| 11 | To support SMEs across the city to increase their appointment of BME staff | <ul style="list-style-type: none"> Low levels of BME staff working in Many of the City's SME businesses | <ul style="list-style-type: none"> To use the new apprenticeship programme to engage SMEs across the city to increase the recruitment of BME people. Provide advice and support for SME employers to address their equal opportunities responsibilities as employers | <ul style="list-style-type: none"> Costs held within existing employment and skills budgets | <ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development Sussex Council of Training Providers | <p>Spring 2017</p> <p>Autumn 2017</p> |
| Recommendations and actions to support BME Businesses | | | | | | |
| 12 | To support BME businesses in the city to grow | <ul style="list-style-type: none"> Large number of BME businesses dispersed across the city BME communities not engaged with Business support | <ul style="list-style-type: none"> Consult with BME businesses to consider their networking needs Ensure information and advice is available from regulatory services, trading standards and business support agencies Engage BME businesses with services available through Brighton Chamber membership | <ul style="list-style-type: none"> Costs held within existing business support budgets | <ul style="list-style-type: none"> BME Third Sector Economic Development Coast to capital Business Navigator Brighton Chamber | <p>Spring 2017</p> <p>Autumn 2017</p> <p>Autumn 2017</p> |
| Recommendations and Action to improve Race Equality Monitoring | | | | | | |
| 13 | To improve the quality of ethnic monitoring and data capture for outcomes in employment and skills | <ul style="list-style-type: none"> Inconsistent monitoring of BME outcomes in the local labour market | <ul style="list-style-type: none"> Agree the effective monitoring criteria for all CESP activity Establish full Census categories in all ethnic monitoring across the CESP | <ul style="list-style-type: none"> No cost impact | <ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Commissioning and contract management for CESP Delivery | <p>Autumn 2016</p> |

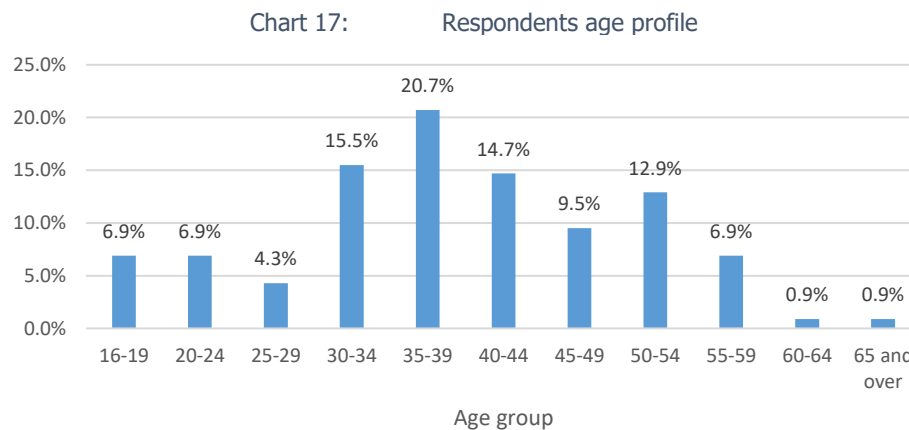
| Nº | Recommendations | Evidence | Actions | Cost | Delivery Partner | Timescale |
|--|--|---|---|--|--|----------------------|
| Recommendations and Actions to develop effective leadership of Race Equality across the city | | | | | | |
| 14 | Build leaderships focus to support Race Equality commitments in the city | <ul style="list-style-type: none"> Focus groups, Project steering group and research findings workshop have all argued the need for strong organisational leadership to address race equality priorities across the city | <ul style="list-style-type: none"> Design and deliver Training and Development support (Leadership and Governance) Develop Race Equality Champions in the all the main public sector bodies in the city | <ul style="list-style-type: none"> £5K training programme | <ul style="list-style-type: none"> City Management Board Equalities leads across the city/HR departments | Autumn-Spring 2016/7 |

8 Appendix 1: Research Findings, BME employment survey

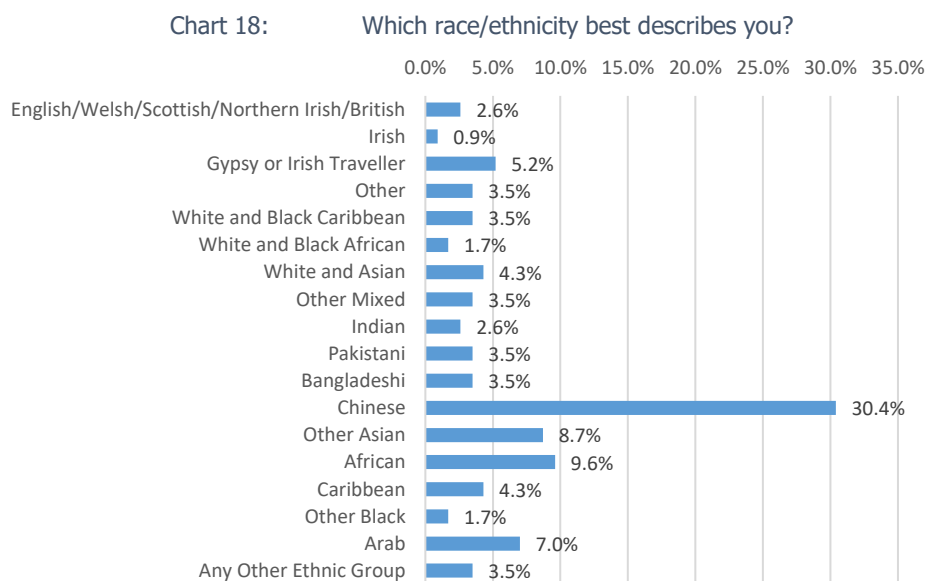
8.1 This survey was designed to enable as many people from BME communities as possible to engage in this research. The survey was distributed through Brighton & Hove's BME community organisations as a paper-based questionnaire and made available online. The link for the survey was encouraged to be shared by respondents to enable wider dissemination across the city. In addition, focus group participants were encouraged to complete the survey. The survey went live at the end of June and closed on 6 October 2016. The key findings of the survey are set out below.

Profile of respondents

In total, 118 people, from a wide range of ethnicities completed the survey. Most respondents were females (68.3%). The respondents' age profile is broadly represented with people from all ages, with 13.8% aged 16-24, over half (55.2%) aged 25-44 and 31.1% aged over 45.

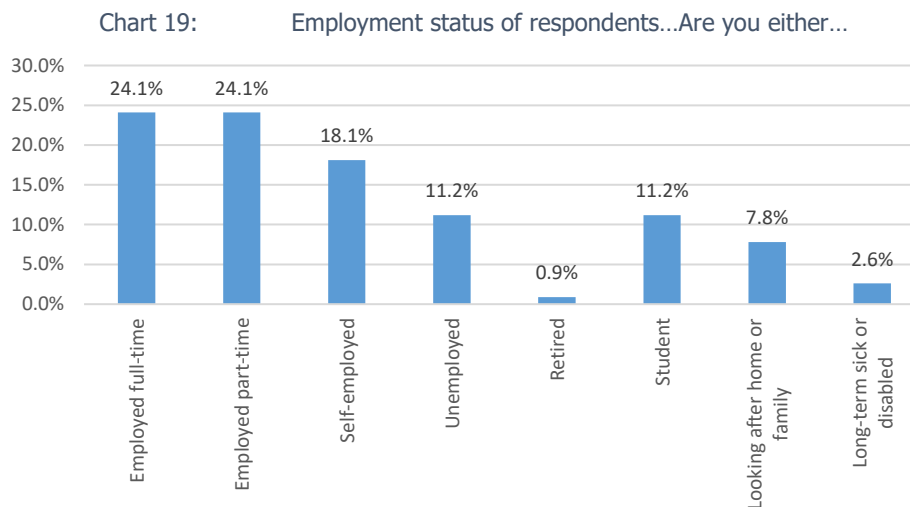


8.2 People from all ethnicities responded, the majority were Chinese (30.4%), followed by African (9.6%) and other Asian (8.7%).



8.3 More than three-quarters (77.5%) of respondents are economically active (just under half of respondents are in employment with an equal proportion in full-time

(24.1%) and part-time (24.1%) employment, around one fifth (18.1%) are self-employed and 11.2% are unemployed. The remaining 22.5% of respondents are economically inactive (11.2% students, 7.8% looking after the home or family, 2.6% long-term sick or disabled and 0.9% retired).



Experiences and barriers to employment

8.4 More than three-quarters (78.1%) of respondents are currently or have in the past tried to secure employment in Brighton & Hove.

8.5 Respondents were asked the extent to which they agree or disagree with the following statements about access to employment:

- Under half (46.1%) agreed it is easy accessing information about jobs, 25.5% neither agree nor disagree and 28.4% disagree.
- A quarter (25.0%) agree they found getting a job in Brighton & Hove easy and straightforward, 29.0% neither agree nor disagree and 46.0% disagree.
- Around two-thirds (64.4%) agree they know where to look for jobs, 15.4% neither agree nor disagree and around one fifth (20.2%) disagree.
- Just over one quarter (28.0%) agree they go for jobs that others tell them about, 21.0% neither agree nor disagree and around half (51.0%) disagree.
- 37.9% agree that job descriptions and application packs are easy to understand, 35.9% neither agree nor disagree and just over a quarter (26.2%) disagree.
- 39.2% agree application form are easy to complete, 31.4% neither agree nor disagree and 29.4% disagree.
- 60.2% agree during the interview they were treated with respect, 23.3% neither agree nor disagree and 16.5% disagree.
- 39.2% agree that application processes are orientated towards certain people getting the job, 38.4% neither agree nor disagree and less than one fifth (18.2%) disagree.
- 42.2% agree their experience and qualifications have been taken into consideration, 22.5% neither agree nor disagree and 35.3% disagree.
- Just under a third (32.4%) agree they feel they are poorly equipped to compete for jobs in Brighton & Hove, 30.4% neither agree nor disagree and 37.3% disagree.
- 61.5% agree support would help them to compete for jobs in the city, 22.1% neither agree nor disagree and 16.3% disagree.

- 8.6 Respondents were asked to expand on their answers, 7.6% commented.
- 8.7 In addition to the above comments, respondents felt more could be done to help in the preparation for interviews. They were demotivated by the time it takes to complete application forms, that forms were different and never result in a job offer.
- 8.8 Language is a barrier. Even with good spoken English, an accent is a barrier to gaining employment.

"I look different as I am an east Asian and speak with a different accent, although my English is excellent"

- 8.9 Some feel that non-British qualifications, coupled with their spoken English is a significant barrier that has led to less qualified and experienced candidates being successful at interviews. Many feel they are employed in positions for which they are overqualified.

"You have to make time from busy daily housework to apply but for every job you have to fill different forms and cover letters... then you find out the company has offered the job to a known person"

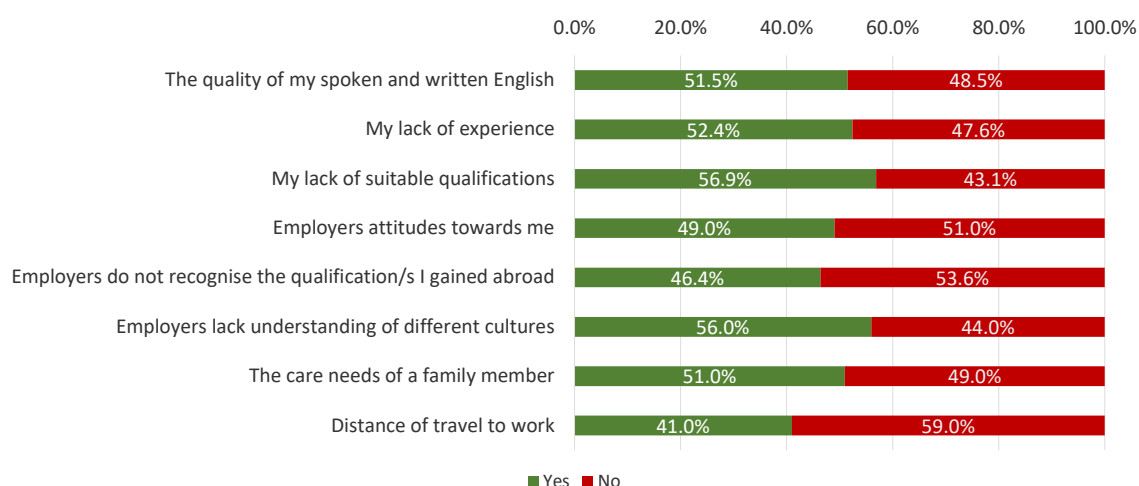
- 8.10 Improving English and help with preparation for interviews would help overcome some of these barriers.

"A centre for work interviews would help a lot"
 "Improve English will be great help"

- 8.11 In considering other barriers to employment, a higher proportion of respondents feel their lack of suitable qualifications and employers' lack of understanding of different cultures is a barrier, and the lowest proportion of respondents feel the distance of travel to work is a barrier:

- 56.0% feel employers' lack of understanding of different cultures is a barrier and 56.9% feel their lack of suitable qualifications is a barrier in accessing employment
- 52.4% feel their lack of experience is a barrier in accessing employment
- 51.5% feel the quality of their spoken and written English is a barrier to accessing employment
- 51.0% feel the care needs of a family member is a barrier in accessing employment
- 46.4% feel employers not recognising qualifications gained abroad is a barrier in accessing employment
- 41.0% feel the distance of travel to work is a barrier in accessing employment

Chart 20: Do you feel the following are barriers to accessing employment?



8.12 Respondents were asked to identify any other barriers they have experienced, 7.6% commented.

8.13 Other barriers identified by respondents include, bullying and being marginalised, others being defensive about religion, difficulties with childcare. There is a perception that people from some ethnicities are not expected to have an interest in certain jobs. Some respondents feel the jobs are already 'earmarked' for people employers know and that there is little confidence in the whole recruitment process.

"I must look after two kids under 5 and working on low wage will not be enough to buy childcare"

"My chosen field was IT. That is not something African Caribbean women are expected to do in Sussex. With an English sounding name, they don't realise my ethnic origin until I walk into the interview"

"Going through the application and interview process to later find out the person they taken on is someone that already works there. Quite frustrating as it feels like the whole application process is a farce, to tick box the 'equality' policy"

Experiences and barriers to training, skills and apprenticeships

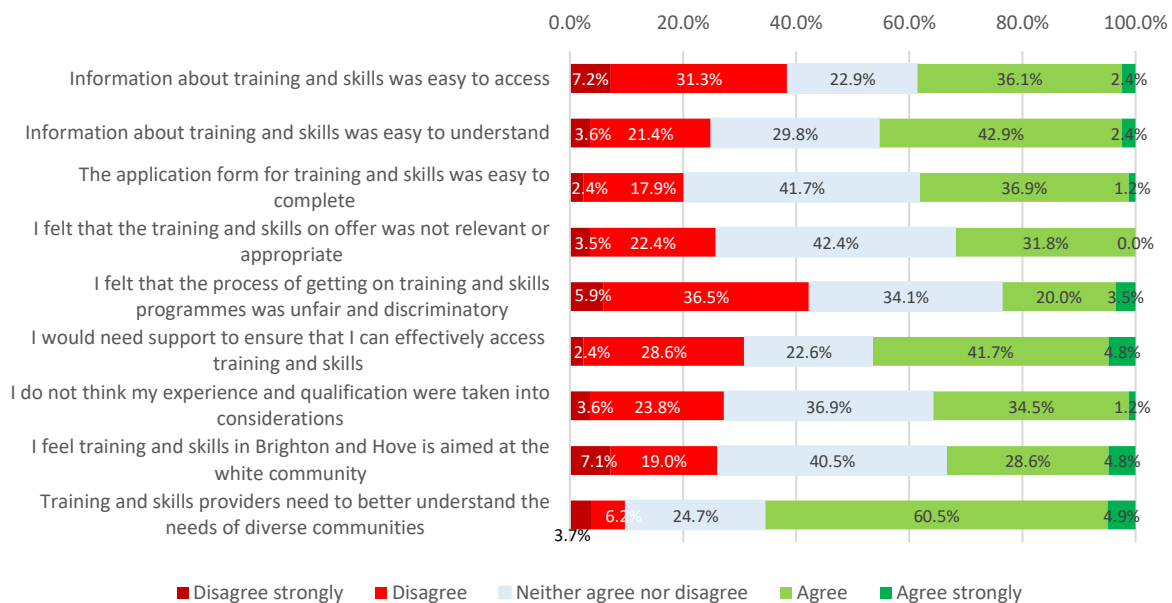
8.14 Just under half (48.0%) of respondents are currently trying, or in the past have tried, to access training.

8.15 Respondents were asked the extent to which they agree or disagree with the following statements about access training, skills and apprenticeships:

- 38.6% agree the information about training and skills was easy to access, 22.9% neither agree nor disagree and 38.6% disagree
- Just under half (45.2%) agree the information about training and skills was easy to understand, 29.8% neither agree nor disagree and 25.0% disagree
- 38.1% agree the application form for training and skills was easy to complete, 41.7% neither agree nor disagree and 20.2% disagree
- Just under one third (31.8%) agree that the training and skills on offer was not relevant or appropriate, 42.4% neither agree nor disagree and 25.9% disagree
- Just under one quarter (23.5%) agree the process of getting on training and skills programmes was unfair and discriminatory, 34.1% neither agree nor disagree and 42.4% disagree

- Just under half (46.4%) agree they need support to ensure they can effectively access training and skills 22.6% neither agree nor disagree and 31.0% disagree
- Just over one third (35.7%) agree their experience and qualifications were taken into consideration, 36.9% neither agree nor disagree and 27.4% disagree
- One third (33.3%) agree that they feel training and skills in Brighton & Hove is aimed at the white community, 40.5% neither agree nor disagree and around one quarter (26.2%) disagree
- Around two thirds (65.4%) agree training and skills providers need to better understand the needs of diverse communities, 24.7% neither agree nor disagree and 9.9% disagree

Chart 21: Do you feel the following are barriers to accessing employment?



8.16 Respondents were asked to expand on their answers, 6.8% commented.

8.17 Respondents feel there needs to be more recognition of the diverse needs of BME communities in delivering training programmes to make them more accessible for everyone. Training is also felt to be unaffordable.

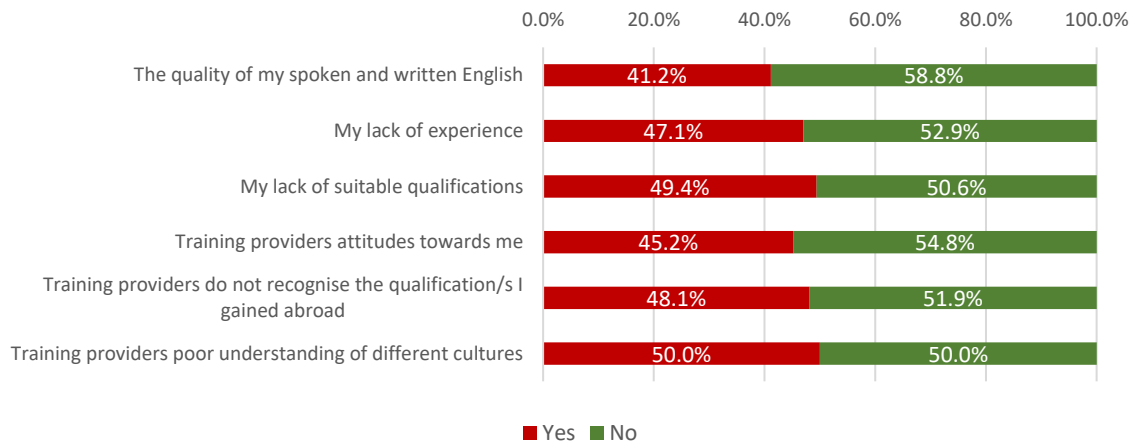
"It is expensive - I don't have that much saving"
"They need to make access [to training] for everyone"

8.18 In considering other barriers to training, skills and apprenticeships, a higher proportion of respondents feel that training providers' poor understanding of different cultures is a barrier and the lowest proportion of respondents feel the quality of their spoken and written English is a barrier:

- 41.2% feel their spoken English is a barrier to accessing, skills and apprenticeships
- 47.1 feel their lack of experience is a barrier to accessing, skills and apprenticeships
- 49.4% feel the lack of suitable qualifications is a barrier to accessing, skills and apprenticeships
- 45.2% feel training providers' attitudes towards them is a barrier to accessing, skills and apprenticeships

- 48.1% feel the training providers do not recognise the qualifications gained abroad is a barrier to accessing, skills and apprenticeships
- 50.0% feel training providers' poor understanding of different cultures is a barrier to accessing, skills and apprenticeships

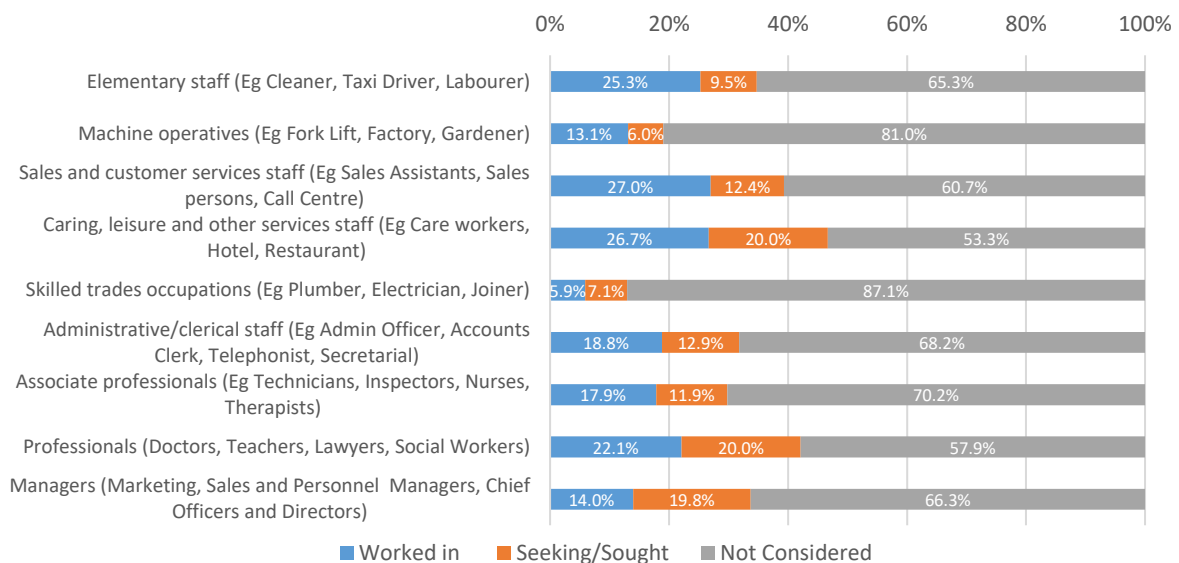
Chart 22: Do you feel the following are barriers to accessing training, skills and, or apprenticeships?



8.19 Working in Brighton & Hove
 Respondents were asked which of the following occupations they have worked in, are seeking or previously sought to move into, and occupations they have not considered:

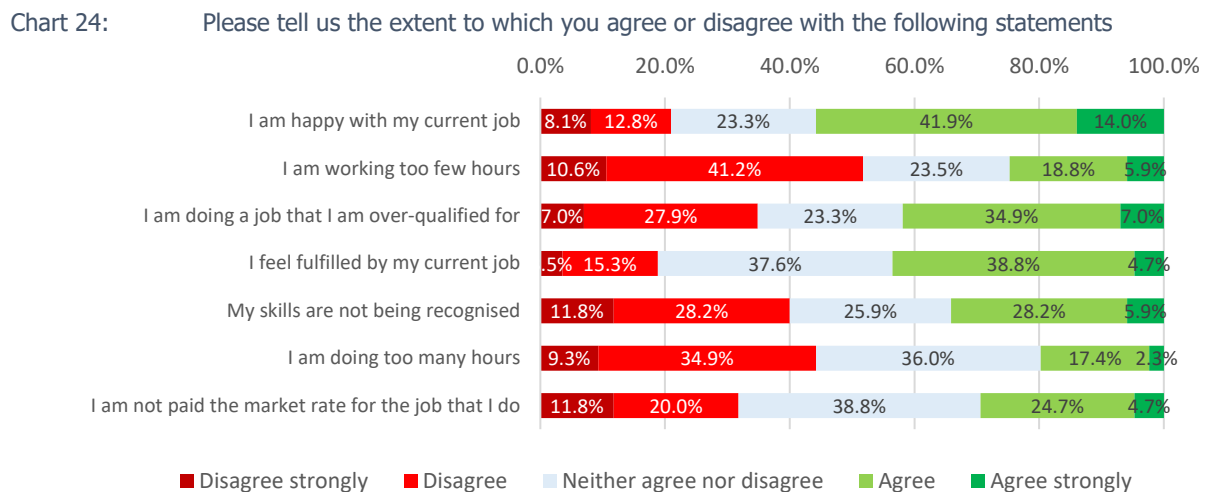
- Just under half (46.7%) of respondents have worked in and previously sought or are seeking to work in caring, leisure and other services occupations (26.7% worked in and 20.0% sought or seeking to work in), 53.3% have not considered this occupation
- Followed by 42.1% of respondents who have worked in and previously sought or are seeking to work as professionals (22.1% worked in and 20.0% sought or seeking to work in), 57.9% have not considered an occupation as a professional

Chart 23: What employment occupations have you worked in, are seeking or have sought and occupations not considered?



8.20 Respondents were asked the extent to which they agree or disagree with the following statements about their current occupation:

- More than half (55.8%) are happy with their current job, around one quarter (23.3%) are neither happy nor unhappy, 34.9% disagree
- Around one quarter (24.7%) agree they are working too few hours, 23.3% neither agree nor disagree and 51.8% disagree
- 41.9% agree they are doing a job that they are overqualified for, 23.3% neither agree nor disagree and 34.9% disagree
- 43.5% agree they feel fulfilled by their current job, 37.6% neither agree nor disagree and 18.8% disagree
- 24.1% agree their skills are not being recognised, 25.9% neither agree nor disagree and 40.0% disagree
- 19% agree they are working too many hours, 36.0% neither agree nor disagree and 44.2% disagree
- 29.4% agree they are not paid the market rate for the job that they do, 38.8% neither agree nor disagree and 31.8% disagree



8.21 Respondents were asked if they had experience of having been prevented from getting promoted in their current or previous employments, 29.3% said they had and 70.7% said they had not. The respondents that said they had been prevented from a promotion were asked to state which of the following statements best describe the reasons:

- 14.8% feel it was their lack of experience
- 16.7% feel it was their lack of skills and/or capabilities
- 22.2% feel it was their lack of awareness of the opportunities available
- 24.1% feel it was the unwillingness of managers to promote them
- 22.2% feel it was due to unfair and discriminatory processes
- 29.6% feel it was the lack of recognition of what they had achieved
- 20.4% stated they had never applied for a promotion

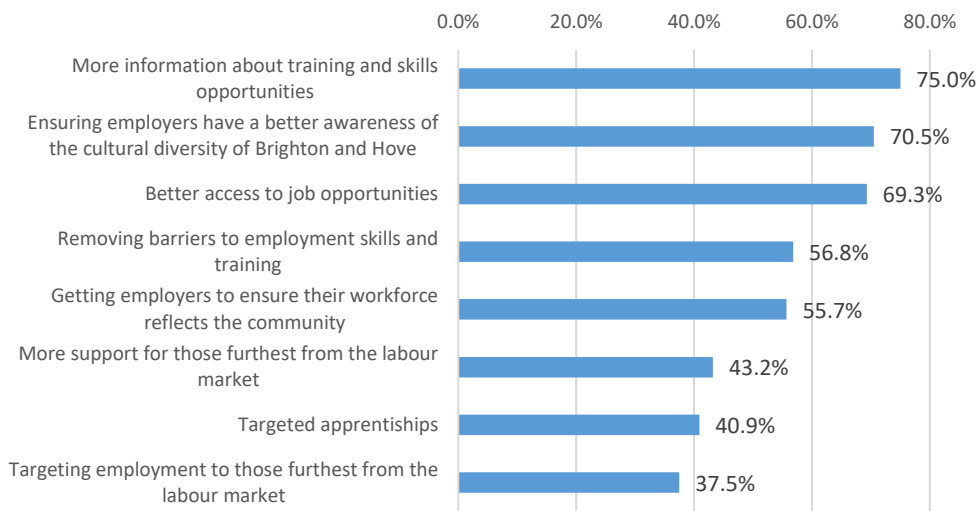
Improving employment opportunities in Brighton & Hove

8.22 Respondents were asked which of the following improvements could be made to support employment skills and training for people seeking to enter and/or progress in employment in Brighton & Hove:

- 75% feel more information about training and skills opportunities is needed

- 70.5% feel employers need better awareness of the cultural diversity of Brighton & Hove
- 69.3% feel better access to job opportunities is needed
- More than half feel removing barriers to employment skills and training (56.8%) and getting employers to ensure their workforce reflects the community (55.7%) is needed
- Less than half feel more support for those furthest from the labour market (43.2%), targeting apprenticeships (40.9%) and targeting employment to those furthest from the labour market (37.5%) is needed.

Chart 25: In your view which of the following improvements could be made to support employment skills and training for people seeking to enter and or progress in employment in Brighton & Hove?



8.23 Respondents were asked to identify other action that could be taken to ensure a fair and equitable labour market in the city. In addition to the above, respondents feel easier access to information through community centres, GP surgeries and places of worship and information about training, jobs and apprenticeships that is specific to BME communities would help. They also wanted language classes that take a shorter time to achieve the qualification. Some respondents feel companies or organisations should be made to recruit from diverse communities and that the application process could be made easier. There is also a perception that some companies and organisations only hire their 'friends'. As a result, many do not even consider putting in an application.

"My application won't be considered..."

"Language classes, including written English classes. Not spread over so many stages that it takes years to get the final qualification"

"It's not just awareness but creation [of] and encourage diverse culture from the top management team"

"I think the application process should be made easy as well as employers should be responsible in hiring from diverse group"

8.24 Respondents were asked to comment about employment, skills and training, from a BME perspective in Brighton & Hove, and indicate the areas where they feel improvements can be made:

- Language is a key barrier in accessing employment, particularly for BME women, which has an impact on their confidence.

"Maybe more ESOL classes targeting these communities or being employed by someone who can speak in their mother tongue"

- Raising the awareness of employers in terms of recognising achievements and overseas qualifications

"Ensure and employers have a better awareness in; recognition of what I have achieved... recognition of our qualification even if it is from abroad..."

"Recognition of overseas qualification and appreciation of overseas experiences"

- Recruitment processes are unfair and discriminate. There should be more checking of larger organisations' recruitment policies and counting of which people from which ethnic groups are being recruited.
- More work should be done between the BME community and organisations from public, private and voluntary sector to break down barriers to job and training opportunities.
- The opportunity of more part-time work, especially for those who have young children.

8.25 In summary, overall it is clear there is a perception among the respondents to this survey that there are barriers to accessing employment, skills, training and apprenticeship programmes in Brighton & Hove for people from BME communities.

8.26 Many respondents feel discouraged from submitting applications in the first place. A recurring perception from the responses and comments is that most jobs are 'earmarked' for people that are already working within the organisation. Respondents feel strongly that these organisations discriminate and it is their perception and experience that all too often jobs have been given to less-qualified and less-experienced non-BME applicants. In addition, respondents feel the application process is difficult and cumbersome and differs between organisations.

8.27 There is also a perception, that employers lack awareness of cultural differences and do not promote diversity. In some cases, employers at interview perceive negatively English spoken with an accent and do not recognise overseas qualifications and experience.

8.28 BME women feel, in addition to the above, their barriers to accessing employment, skills, training and apprenticeship programmes are increased by the demands and cost of childcare for small children and the lack of part-time employment opportunities.

8.29 In improving access to employment, skills, training and apprenticeship programmes, many feel access to more information about skills, training and apprenticeship programmes is required. For example, through community centres and places of worship and by improved access to English classes such as ESOL.

9 Appendix 2: Full Data report

Introduction

- 9.1 This section sets out the demographic profile of the whole population of Brighton & Hove, including age, gender and ethnicity.
- 9.2 Data sets with a breakdown of ethnicity include, economic activity, employment and unemployment rates, economic inactivity, employment by occupation and industry, distance travelled to work and method of travel to work, benefit claims, highest level of qualification, GCSE attainment, national curriculum assessments (key stage 1), not in education, employment or training (NEET) and apprenticeships.
- 9.3 Where available comparisons have been drawn with the average rates across England.
- 9.4 The data in this section has originated from multiple sources, to report on the minor ethnic categories used in the Census 2011. However, limitations of data available with detailed ethnic groupings has resulted in some data being reported in the five broad ethnic categories; white, Asian, Black, Mixed and Other ethnic group.
- 9.5 Where the breakdown of data using the minor ethnic categories has been restricted due to numbers being suppressed, data has been sourced from the Census 2011.
- 9.6 Where data has been reported nationally, percentages have been extrapolated to include estimates using the population of Brighton & Hove.

Demographic profile of Brighton & Hove

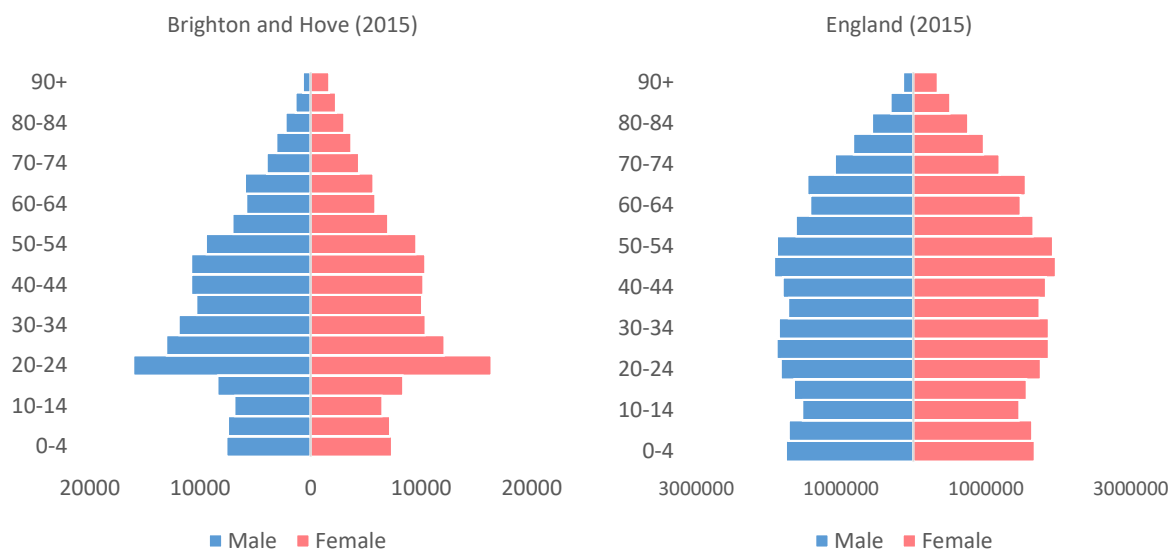
- 9.7 The population of Brighton & Hove is estimated to be 285,276²³ people with an almost equal number of males (143,286) and females (141,990), these figures are based on the 2015 population estimates. Since the Census 2011, the population has increased by 4.4%. The population of Brighton & Hove is projected to increase by an additional 18,724 people (around 6.2%) by 2015, lower compared with the England rate (around 7.3%).²⁴
- 9.8 The age profile of Brighton & Hove is different in comparison with the whole of England, with fewer children and older residents, but a large proportion of those aged 20-44. The chart below shows the distribution of the population of Brighton & Hove and England by age and gender.

²³ Mid-2015 population estimates, Office for National Statistics (ONS): June 2016 Release (<http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>)

²⁴ 2014 based subnational population projections, ONS (Table 2: Local authorities and higher administrative areas within England): May 2016 Release. (<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/dataset/localauthoritiesinenglandtable2>)

Note: % increases have been calculated on the basis of these figures for Brighton and Hove and England.

Chart 26: Population Pyramid, Brighton & Hove and England, mid-2015 Population Estimates (ONS June 2016 Release)



9.9 There are around 239,600 people aged 16 and over, 84.0% of the total population, and around 201,520 working age people (16-64), 70.6% of the total population. There is a substantial student population in the city; at the time of the 2011 Census full-time students aged over 16 accounted for 14.1 per cent of the population living in the city (32,920).²⁵

Ethnicity

9.10 The table below shows a detailed breakdown of the Brighton & Hove population by ethnic groups in numbers and as a percentage of the total population. Ethnicity data in this section is from the Census 2011, where Irish, Gypsy or Irish Traveller and Other white groups have been included in the BME count and analysis.

Table 7: Brighton & Hove Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016

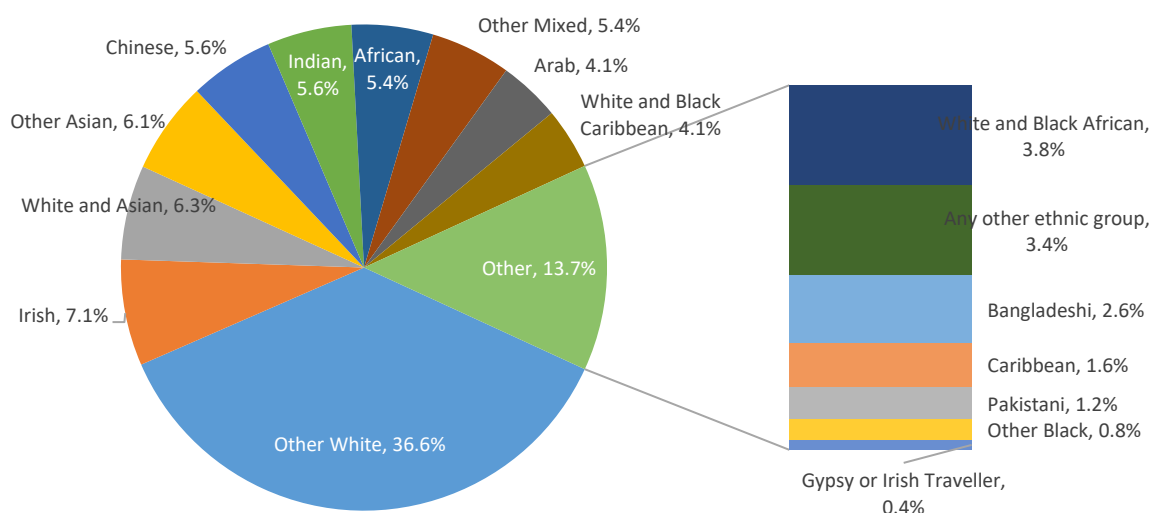
| Ethnicity | (n) | (% of total population) |
|---|----------------|-------------------------|
| Total white | 243,512 | 89.1% |
| English/Welsh/Scottish/Northern Irish/British | 220,018 | 80.5% |
| Irish | 3,772 | 1.4% |
| Gypsy or Irish Traveller | 198 | 0.1% |
| Other white | 19,524 | 7.1% |
| Mixed/multiple ethnic groups | 10,408 | 3.8% |
| white and Black Caribbean | 2,182 | 0.8% |
| white and Black African | 2,019 | 0.7% |
| white and Asian | 3,351 | 1.2% |
| Other Mixed | 2,856 | 1.0% |

²⁵ Brighton and Hove City Snapshot: Report of Statistics 2014 (<https://www.bhconnected.org.uk/sites/bhconnected/files/City%20Snapshot%20Report%20of%20Statistics%202014%202.pdf>)

| | | |
|--|----------------|--------------------------------|
| Asian/Asian British | 11,278 | 4.1% |
| Indian | 2,996 | 1.1% |
| Ethnicity | (n) | (% of total population) |
| Pakistani | 649 | 0.2% |
| Bangladeshi | 1,367 | 0.5% |
| Chinese | 2,999 | 1.1% |
| Other Asian | 3,267 | 1.2% |
| Black/African/Caribbean/Black British | 4,188 | 1.5% |
| African | 2,893 | 1.1% |
| Caribbean | 879 | 0.3% |
| Other Black | 416 | 0.2% |
| Other ethnic group | 3,983 | 1.5% |
| Arab | 2,184 | 0.8% |
| Any other ethnic group | 1,799 | 0.7% |
| Total | 273,369 | |

9.10.1 Including white Irish and white Other, Black and Minority Ethnic (BME) groups account for 19.5% of the total population of Brighton & Hove, slightly lower than the BME population across England (20.2%). The chart below shows the breakdown of the BME population. The largest BME group is Other white representing more than two-thirds (36.6%) of the total BME population, followed by Irish (7.1%), Mixed – white and Asian (6.3%), Other Asian (6.1%), Chinese (5.6%).

Chart 27: Brighton & Hove Ethnicity Profile 2011 BME Groups (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016



9.10.2 Since the 2001 Census, the BME population in Brighton & Hove has increased by 7.5%. In the table below, the change in the BME profile of Brighton & Hove between 2001 and 2011 shows an increase across all BME groups, except for the Irish group, which has reduced from 1.6% in 2001 to 1.4% in 2011, and the Pakistani group which has remained the same. The highest increase has been in the Other white group (up from 4.6% in 2001 to 7.1% in 2011).

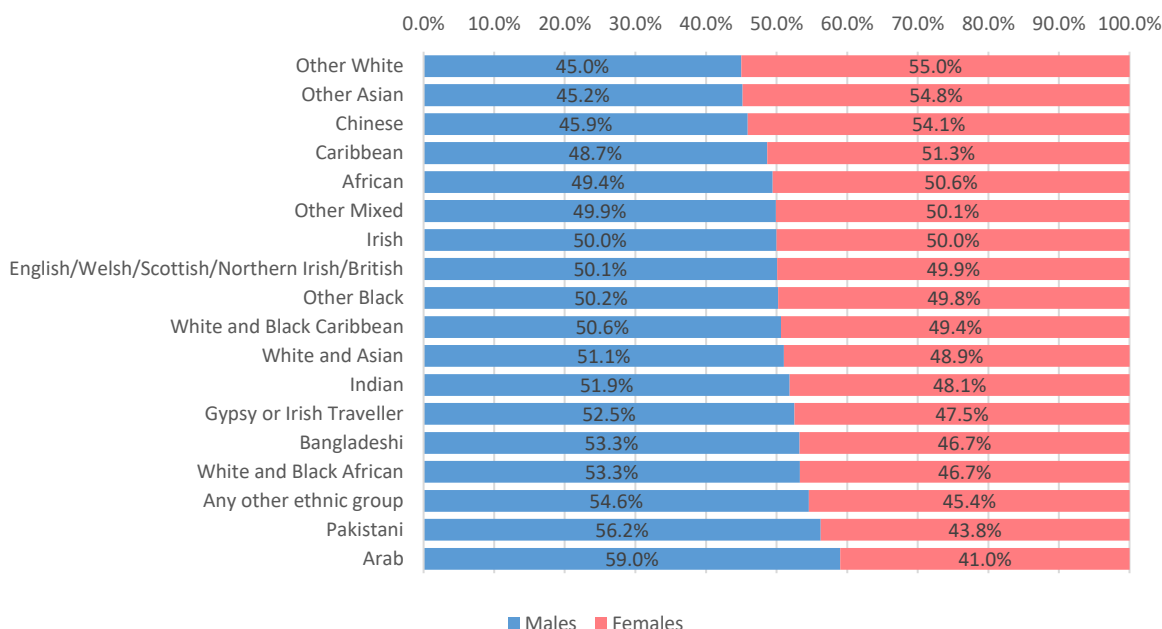
Table 8: Brighton & Hove Ethnicity Profile 2011, compared with 2001 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW & Census 2001 NOMIS KS06 – Ethnic Group Table), Accessed June 2016

| Ethnicity | Census 2001 | Census 2011 | % change |
|------------------------------|--------------|--------------|---------------|
| Other White | 4.6% | 7.1% | ▲ 2.5% |
| Other Asian | 0.4% | 1.2% | ▲ 0.8% |
| White and Asian | 0.6% | 1.2% | ▲ 0.6% |
| Chinese | 0.5% | 1.1% | ▲ 0.6% |
| African | 0.6% | 1.1% | ▲ 0.5% |
| Other Mixed | 0.6% | 1.0% | ▲ 0.5% |
| White and Black Caribbean | 0.3% | 0.8% | ▲ 0.5% |
| White and Black African | 0.4% | 0.7% | ▲ 0.4% |
| Indian | 0.8% | 1.1% | ▲ 0.2% |
| Caribbean | 0.2% | 0.3% | ▲ 0.1% |
| Bangladeshi | 0.4% | 0.5% | ▲ 0.1% |
| Any other ethnic group | 0.6% | 0.7% | ▲ 0.1% |
| Other Black | 0.1% | 0.2% | ▲ 0.1% |
| Pakistani | 0.2% | 0.2% | 0.0% |
| Irish | 1.6% | 1.4% | ▼ -0.2% |
| Arab (*) | | 0.8% | |
| Gypsy or Irish Traveller (*) | | 0.1% | |
| Total BME Population | 12.0% | 19.5% | ▲ 7.5% |

(*) not recorded in Census 2001

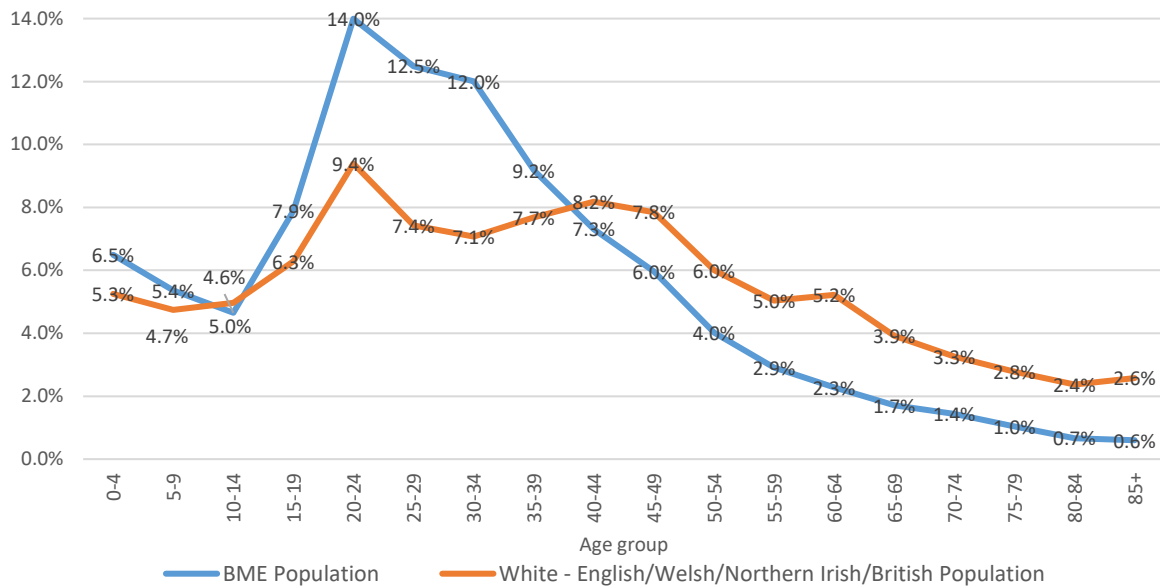
9.10.3 The distribution of the BME population (usual residents) by gender is shown in the chart below, in order of largest female populations. There are more women from Other white (55%), Other Asian (55%), Chinese (54%) and fewer women from the Other ethnic (45%), Pakistani (44%) and Arab (41%) groups. The gender distribution among other ethnic groups is broadly the same.

Chart 28: Brighton & Hove Gender and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016



9.10.4 The chart below sets out the ethnic profile of Brighton & Hove by ethnicity and age groups. The age distribution is presented as a percentage of the total BME group (blue line) and as a percentage of the total white group (orange line).

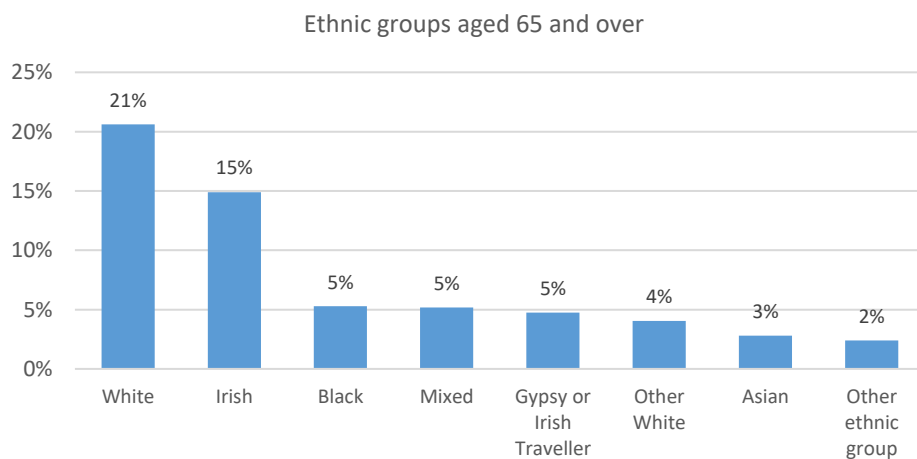
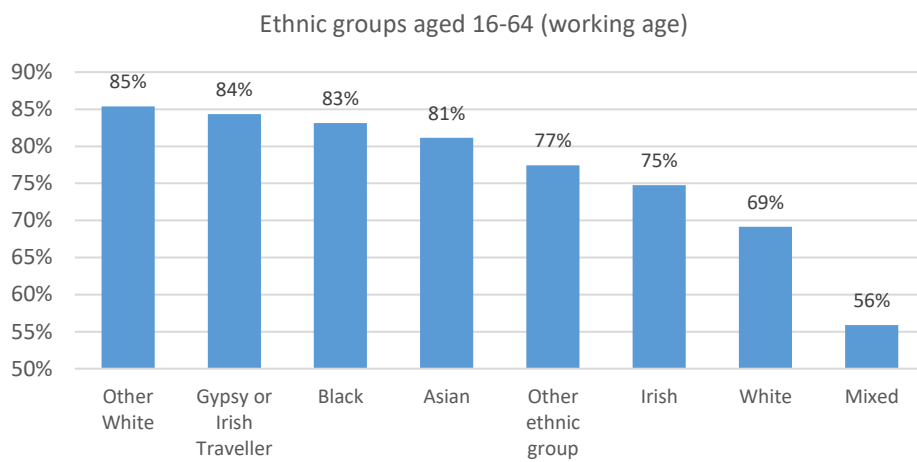
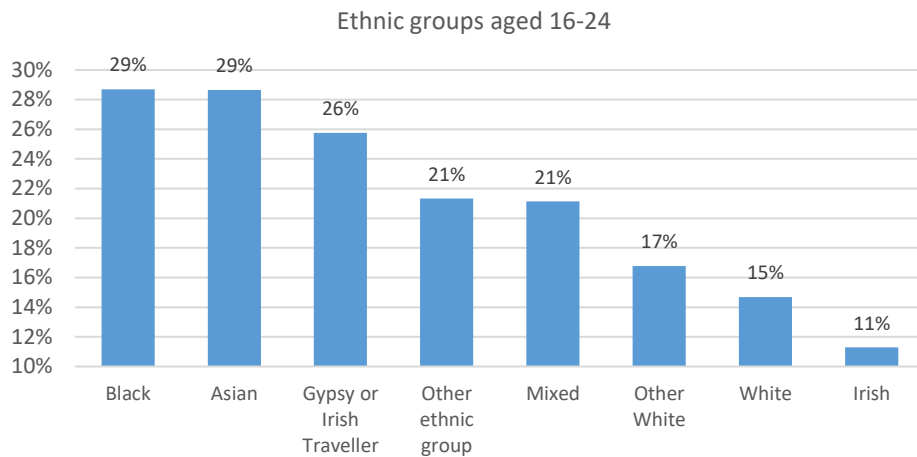
Chart 29: Brighton & Hove Age and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016



9.11 When looking at the age profile of each ethnic group, there are differences. Some ethnic groups have a larger proportion of young people than other groups or a larger proportion of older people than other groups.

9.12 This distribution of people by age within different ethnic groups shows, as a proportion of each ethnic group, the highest percentage of people aged 16-24 are within the total Black population (29%) and total Asian population (29%). The highest percentage of people of working age as a proportion of each ethnic population are Other white (85%). The highest percentage of people aged 65 and over as a proportion of each ethnic population are white British (21%). This can be seen in the charts below.

Chart 30: Brighton & Hove Age and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016



9.13 This suggests there are more people in Brighton & Hove from the BME groups that fall within the young person's age range (16-24) and working-age range (16-64). Therefore, potentially a higher proportion in education, vocational training or in employment.

9.14 In Brighton & Hove, for 8.3% of residents (aged 3 and over) English was not their main language (Census 2011). Aside from English, Arabic is the most widely spoken

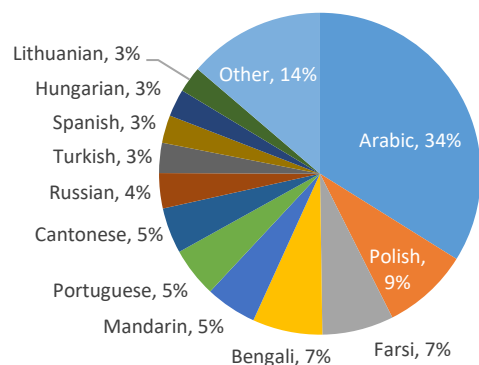
language in Brighton & Hove with 0.8 (2,226 people) using this as their main language, followed by Polish (0.8%, 2,043 people), Chinese (0.7%, 1,940 people), Spanish (0.6%, 1,624 people) and French (0.5%, 1,335 people).

Table 9: Brighton & Hove, England, Main Language (aged 3 and over) Census 2011 (Source: Table QS204EW, NOMIS), Accessed June 2016

| Main Language | Brighton & Hove | | England |
|--|-----------------|--------------|--------------|
| | (n) | (%) | (%) |
| English | 242405 | 91.7% | 92.0% |
| Welsh (in England only) | 32 | 0.0% | 0.0% |
| Other UK languages | 28 | 0.0% | 0.0% |
| European (excluding English) | 11987 | 4.5% | 3.2% |
| Polish | 2043 | 0.8% | 1.0% |
| Spanish | 1624 | 0.6% | 0.2% |
| French | 1335 | 0.5% | 0.3% |
| Italian | 1015 | 0.4% | 0.2% |
| German | 957 | 0.4% | 0.1% |
| Portuguese | 799 | 0.3% | 0.3% |
| Greek | 749 | 0.3% | 0.1% |
| Slovak | 517 | 0.2% | 0.1% |
| Hungarian | 459 | 0.2% | 0.1% |
| Lithuanian | 414 | 0.2% | 0.2% |
| Czech | 352 | 0.1% | 0.1% |
| Swedish | 322 | 0.1% | 0.0% |
| Other European (EU) | 1003 | 0.4% | 0.4% |
| Other European (non-EU) | 396 | 0.1% | 0.1% |
| Other European (non-national) | 2 | 0.0% | 0.0% |
| Russian | 464 | 0.2% | 0.1% |
| Turkish | 422 | 0.2% | 0.2% |
| Arabic | 2226 | 0.8% | 0.3% |
| West/Central Asian | 1077 | 0.4% | 0.4% |
| Persian/Farsi | 699 | 0.3% | 0.1% |
| Pashto | 135 | 0.1% | 0.1% |
| Other West/Central Asian | 243 | 0.1% | 0.1% |
| South Asian | 1699 | 0.6% | 2.5% |
| Bengali (with Sylheti and Chatgaya) | 740 | 0.3% | 0.4% |
| Gujarati | 224 | 0.1% | 0.4% |
| Urdu | 152 | 0.1% | 0.5% |
| Hindi | 128 | 0.0% | 0.1% |
| Tamil | 105 | 0.0% | 0.2% |
| Other South Asian | 350 | 0.1% | 0.9% |
| East Asian | 3087 | 1.2% | 0.7% |
| Chinese (Mandarin, Cantonese, other Chinese) | 1940 | 0.7% | 0.4% |
| Thai | 291 | 0.1% | 0.1% |
| Japanese | 273 | 0.1% | 0.1% |
| Tagalog/Filipino | 259 | 0.1% | 0.1% |
| Korean | 128 | 0.0% | 0.0% |
| Other East Asian | 196 | 0.1% | 0.1% |
| Caribbean Creole | 3 | 0.0% | 0.0% |
| African | 541 | 0.2% | 0.5% |
| Other Languages | 76 | 0.0% | 0.0% |
| Sign Language | 191 | 0.1% | 0.0% |
| Total | 264238 | | |

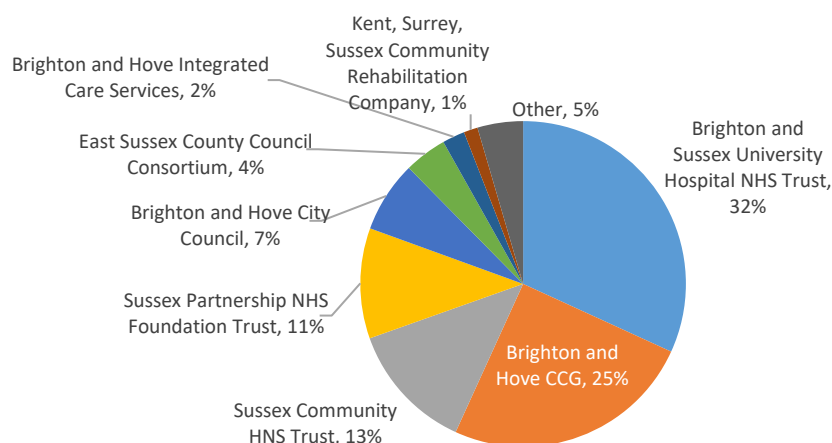
9.15 Sussex Interpreting Services provides community interpreting, translation and advocacy services throughout Sussex. 34% of interpretation sessions were for Arabic speakers. In their 2014-15 annual report, the Sussex Interpreting Service, supported 3,200 service users, through 14,550 interpretation sessions in 48 different languages. Just over one third (34%) of interpretation sessions were for Arabic speakers, followed by Polish (9%), Farsi (7%) and Bengali (7%). The chart below shows the percentage of sessions by language (figures are taken from the annual report²⁶).

Chart 31: Interpretation Sessions, Sussex Interpretation Services by Language (SIS) 2014-15 (Source SIS Annual Report 2014-15)



9.16 Most interpreting services provided by SIS were for people in Brighton & Hove, in relation to healthcare and council services. One third (34%) were interpretation services for Brighton & Hove University Hospital Trust followed by Brighton & Hove Primary Care Trust (30%), Sussex Community NHS Trust (12%) and Brighton & Hove City Council (8%). The chart below shows the percentage of sessions by organization type (figures taken from the annual report).

Chart 32: Interpretation Sessions, Sussex Interpretation Services by Organisation (SIS) 2014-15 (Source SIS Annual Report 2014-15)



²⁶ Sussex Interpreting Services, Annual Report 2014-15
<http://www.sussexinterpreting.org.uk/annualreview/2014-15/sis-annual-review-14-15-EN.pdf>

Economic activity

9.17 Economically active refers to people who are either in employment or unemployed. The economically inactive are defined as people who are not in employment or unemployed. There are many reasons why an individual may be inactive. They may be studying, looking after family, retired or long-term sick. These individuals are not part of the supply of labour but are important as they are potential labour supply in the future.

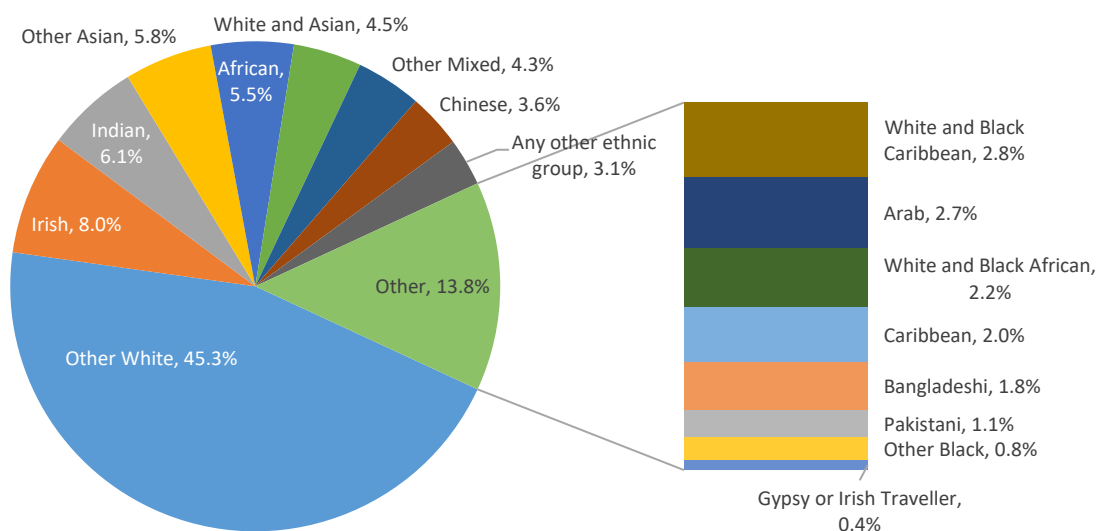
9.17.1 Based on the results of the Census 2011:

- There were 151,690 economically active people, aged 16 and over, in Brighton & Hove. Around one in five were from BME groups (19.5%, 29,568 people).
- Of the total BME population aged 16 and over, 67.0% were economically active - a similar level of economic activity to the white population (67.0%, 122,121 people).
- There were 77,335 economically inactive people, aged 16 and over, in Brighton & Hove. Almost one in five were from BME groups (18.8%, 14,535 people).
- Of the total BME population aged 16 and over, 33.0% were economically inactive – a similar level of economic inactivity to the white population (33.0%).

Economically active – Census 2011

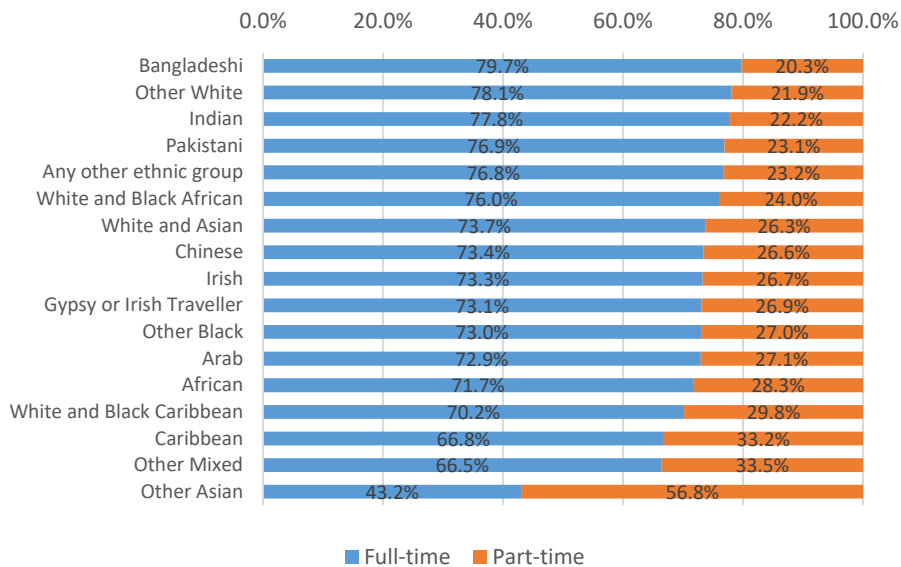
9.17.2 In the chart below, the percentage of BME people in Brighton & Hove that were recorded as economically active, shows three-quarters were from six BME groups, with Other white accounting for just under half (45.3%), followed by Irish (8.0%), Indian (6.1%), Other Asian (5.8%), African (5.5%) and mixed white and Asian (4.5%). The remaining BME groups account for less than 5% each.

Chart 33: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (all usual residents)
(Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



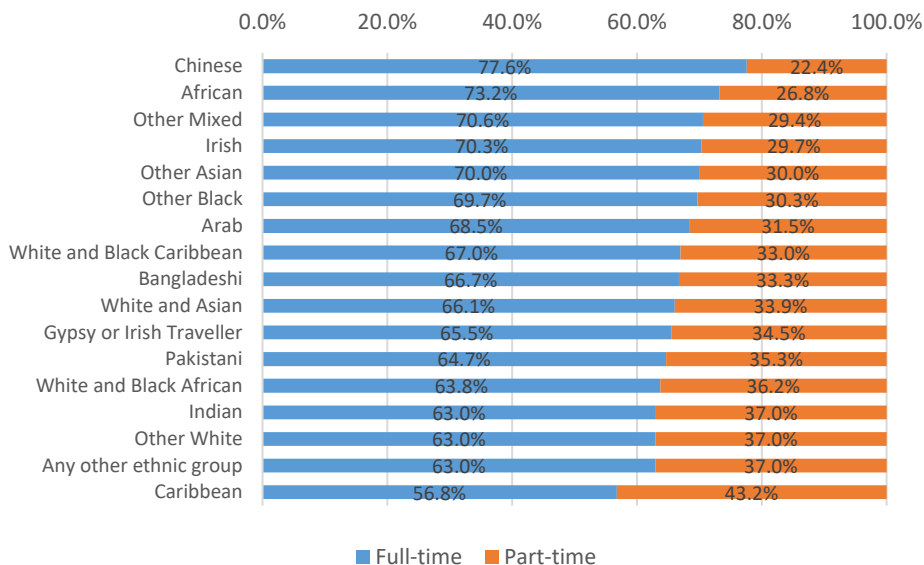
9.18 The chart below shows the proportion of BME people, aged 16 and over in full and part-time employment.

Chart 34: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Full and Part-Time Employment) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



9.19 The chart below shows the proportion of BME people, aged 16 and over who are self-employed, full and part-time.

Chart 35: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Self-Employed, Full or Part-Time) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



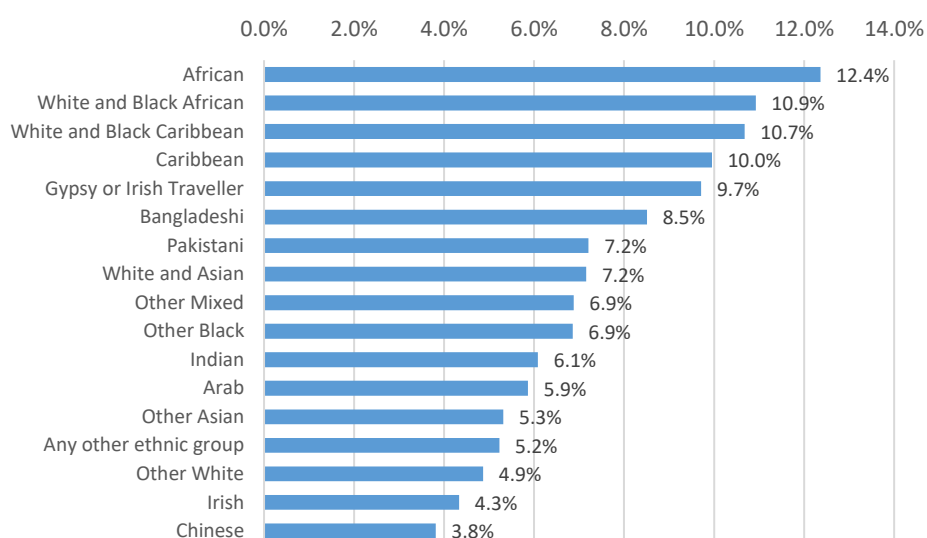
9.19.1 Overall, 5.7% of all BME people aged 16 and over are full-time students. The percentage of people by ethnic group varies within each ethnic group - the highest proportion of full-time students are African (13.6%).

Table 10: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Full-Time Students) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016

| Ethnicity | Total BME Population (aged 16 and over) | Full-time Students | Students as a % of total BME Population |
|---------------------------|---|--------------------|---|
| African | 2,435 | 331 | 13.6% |
| white and Black Caribbean | 1,236 | 127 | 10.3% |
| Pakistani | 527 | 51 | 9.7% |
| Caribbean | 814 | 75 | 9.2% |
| Other Mixed | 1,831 | 158 | 8.6% |
| white and Black African | 1,016 | 79 | 7.8% |
| Bangladeshi | 870 | 58 | 6.7% |
| Indian | 2,678 | 175 | 6.5% |
| white and Asian | 1,984 | 123 | 6.2% |
| Other Asian | 2,858 | 174 | 6.1% |
| Gypsy or Irish Traveller | 175 | 10 | 5.7% |
| Other Black | 350 | 20 | 5.7% |
| Any other ethnic group | 1,607 | 84 | 5.2% |
| Other white | 17,685 | 805 | 4.6% |
| Chinese | 2,751 | 92 | 3.3% |
| Arab | 1,688 | 55 | 3.3% |
| Irish | 3,598 | 93 | 2.6% |
| Total | 44,103 | 2,510 | 5.7% |

9.19.2 The chart below shows unemployment (including full-time students) as a percentage of the total BME groups. Groups with between 10% and 12% unemployment are Africans (10%), mixed white and African (10.9%), mixed white and Caribbean (10.7%), Caribbean (10.0%) and Gypsy or Irish Traveller (9.7%).

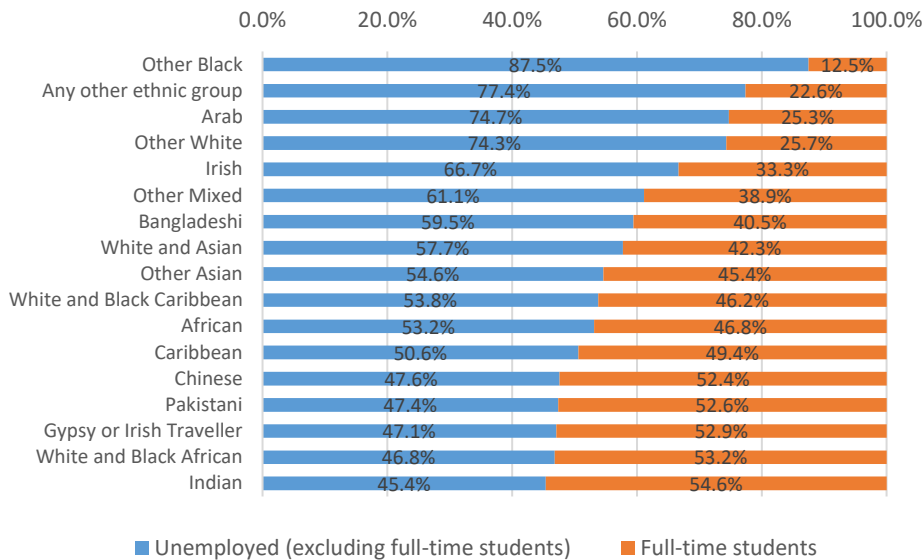
Chart 36: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Unemployment) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



9.19.3 Of the overall number of unemployed, the chart below shows the proportion of unemployed people excluding full-time students and the proportion of unemployed that are full-time students, within each BME group. This shows the BME group with the highest unemployment excluding full-time students as a

percentage of the total number unemployed is Other Black (87.5%), and around three-quarters for those from any other ethnic group, Arab, Other white. The BME group with the lowest proportion of unemployed excluding full-time students is Indian (45.4%).

Chart 37: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (unemployment excluding full-time students) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



Is there any more current data than this?

Employment rate

9.20 The Annual Population Survey ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and Other white. The count of the BME population in Brighton & Hove is 10.9%, once again this is proportionate to this group's population profile.

9.21 In December 2015, the employment rate for the BME people of working age (aged 16-64) in Brighton & Hove was 54.6% and the employment rate for the total white population in Brighton & Hove was 73.4%. Across England, the employment rate for BME people was 63.1%.

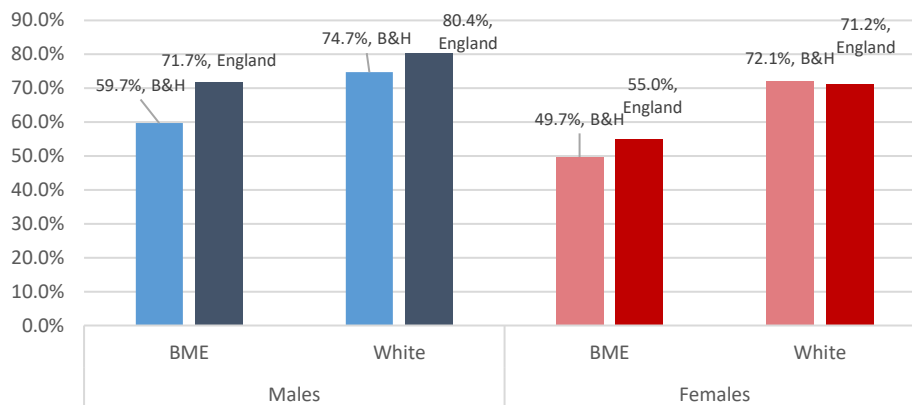
9.22 This shows a significantly lower rate of employment for BME people compared with white British people in Brighton & Hove and, in comparison with the employment rate for BME people in England.

9.23 There are greater differences in the employment rates between men and women of the BME population than the differences between men and women in the total white population:

- Employment rate for BME men (59.7%) and women (49.7%)
- Employment rate for all white men (74.7%) and women (72.1%)

- 9.24 The chart below shows the employment rate (December 2015) for BME men and women, compared with the employment rate for all white men and women in Brighton & Hove and across England.
- 9.25 The employment rate for BME women in Brighton & Hove is 5.3% lower compared with the BME employment rate for women across England and 22.4% lower than their white counterparts in Brighton & Hove.
- 9.26 The employment rate for BME men in Brighton & Hove is 12.0% lower compared to the BME employment rate for men across England and 15.0% lower than their white counterparts in Brighton & Hove.

Chart 38: Brighton & Hove Employment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec 2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016



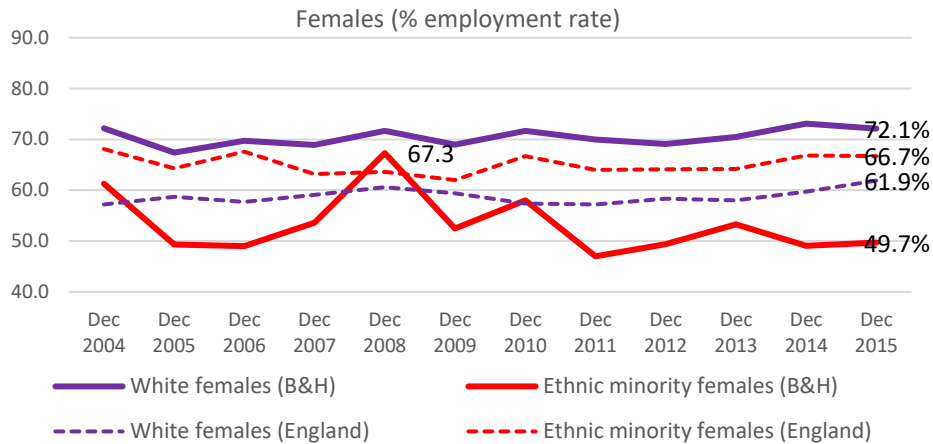
9.26.1 The chart below shows the differences in employment rates for BME and white men and women, compared with employment rates across England.

9.26.2 Since 2004, the overall employment rate for BME groups has been lower in comparison with white groups. The chart below shows the employment rate for male and female, white and ethnic minority groups.

Chart 39: Brighton & Hove Employment Rate by Ethnicity (Males) (aged 16-64), 2004-2015 (Source: NOMIS), Accessed June 2016



Chart 40: Brighton & Hove Employment Rate by Ethnicity (Females) (aged 16-64), 2004-2015
(Source: NOMIS), Accessed June 2016



Unemployment rate

9.27 The Annual Population Survey shows the unemployment rate for people aged 16 and over is higher among BME groups than people from all white ethnic groups.²⁷ In December 2015, the average unemployment rate across Brighton & Hove was 6.3%. However, the unemployment rate for BME groups was much higher at 9.3% compared with 6.0% for people from all white groups.

9.28 The rate of unemployment for BME women in Brighton & Hove was 11.4% and the rate of unemployment for BME men in Brighton & Hove was 8.0%.²⁸

9.29 Unemployment rates between men and women differ more significantly in the BME population than in the total white population:

- Unemployment rate for BME men (8.0%) and women (11.4%)
- Unemployment rate for all white men (5.9%) and women (6.1%)

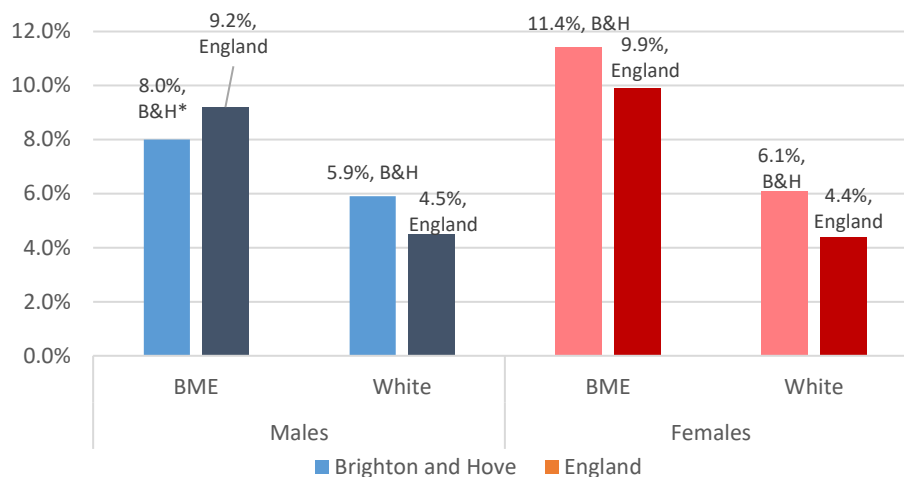
9.30 The unemployment rate for BME women in Brighton & Hove is 1.5% higher compared with the BME unemployment rate for women across England and 5.3% higher than their white counterparts in Brighton & Hove.

The unemployment rate for BME men in Brighton & Hove is 1% lower compared with the BME unemployment rate for men across England and 2.1% higher than their white counterparts in Brighton & Hove.

²⁷ The Annual Population Survey, ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and other white. As such the count of the BME population in Brighton and Hove is 10.9%.

²⁸ The 8.0% unemployment rate for BME males in Brighton and Hove is taken from the December 2014 Annual Population Survey results, male BME unemployment rates for December 2015 have been suppressed due to small sample size.

Chart 41: Brighton & Hove Unemployment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016



The unemployment rate differs significantly between BME men and women and is higher, for BME women in Brighton & Hove, compared with the England averages.

Economically inactive – aged 16-64

- 9.31 In December 2015, the overall economic inactivity rate for people aged 16-64 in Brighton & Hove was 23.4%, the rate for white groups was 21.8% and for BME groups was 39.7%.
- 9.32 In Brighton & Hove, the economic inactivity rate for BME groups is significantly higher compared with the rate for white groups and in comparison, to the overall BME economic inactivity rate across England (30.3%). Economic inactivity is greater in women from BME groups than men (43.9% for women and 35.4% for men).
- 9.33 In the charts below, the trend in economic inactivity for BME men and women in Brighton & Hove since 2004 shows the rate has fluctuated but there has been an overall increase in economic inactivity.

Chart 42: Brighton & Hove Economically Inactive Rate (aged 16-64) by Ethnic Groups (Males), 2004-2015 (Source: Annual Population Survey NOMIS), Accessed June 2016

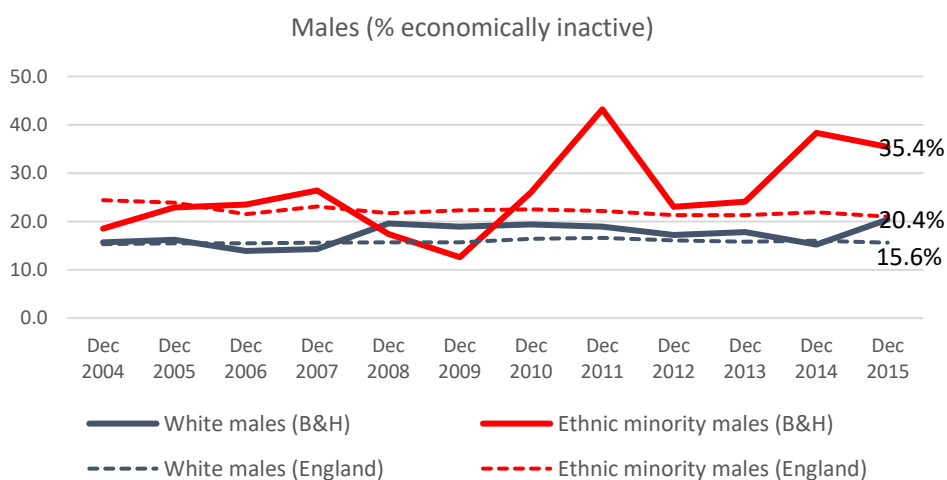
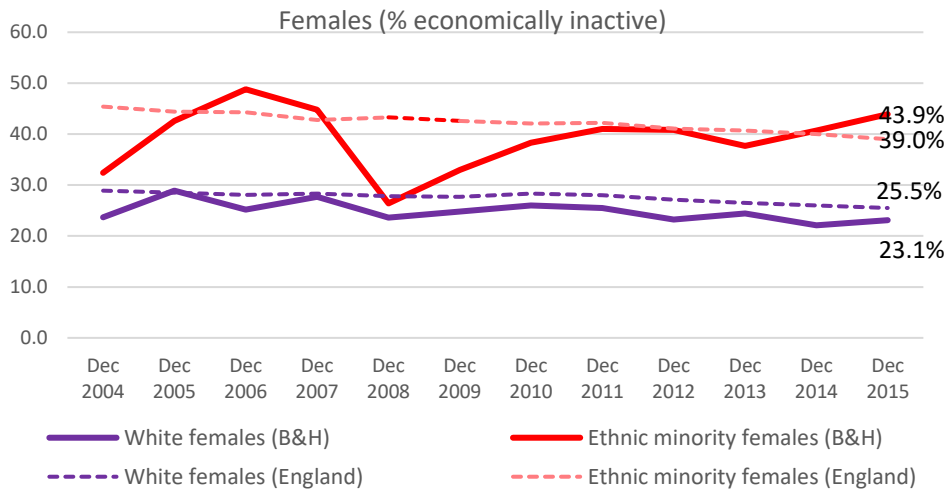


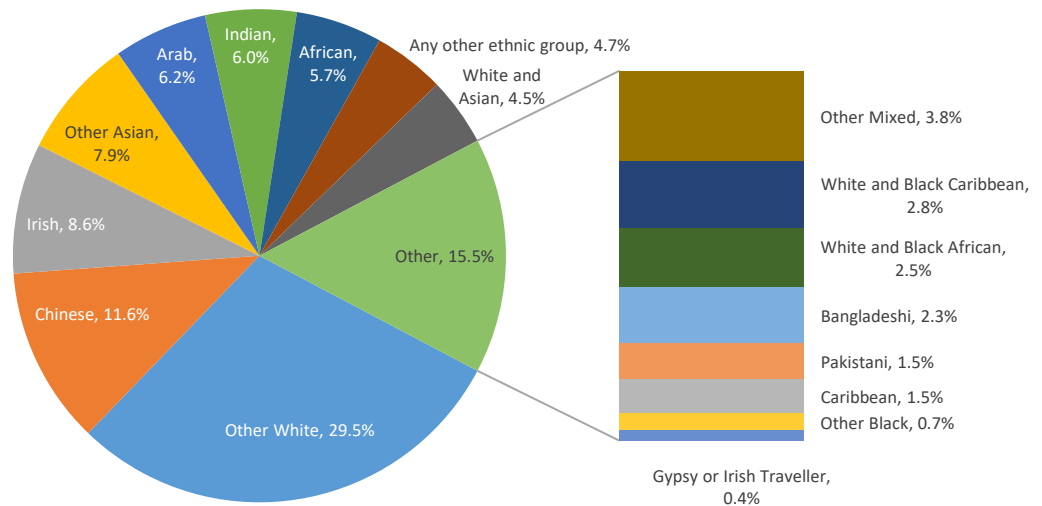
Chart 43: Brighton & Hove Economically Inactive Rate (aged 16-64) by Ethnic Groups (Females), 2004-2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



Economically inactive – Census 2011

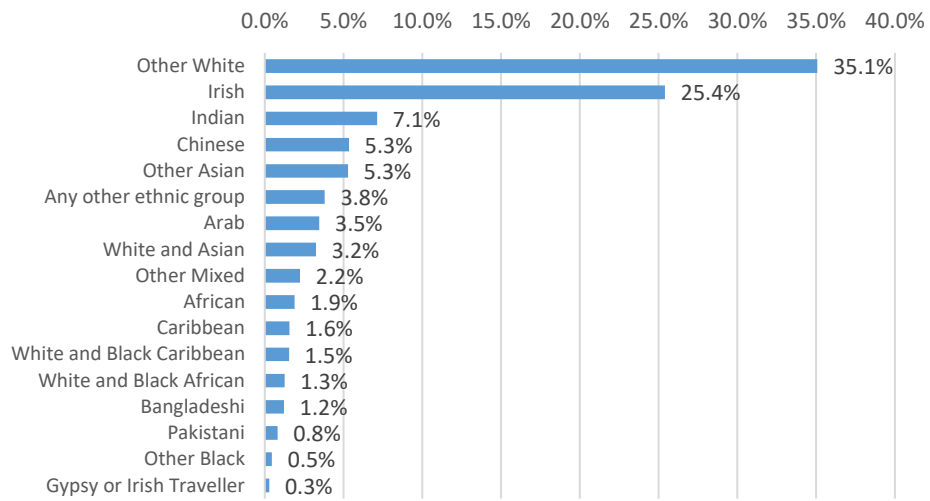
9.34 In the chart below, the percentage of BME people in Brighton & Hove that were recorded as economically inactive shows around two-thirds were from five BME groups (Other white 29.5%, Chinese 11.6%, Irish 8.6%, Other Asian 7.9% and Arab 6.2% groups).

Chart 44: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



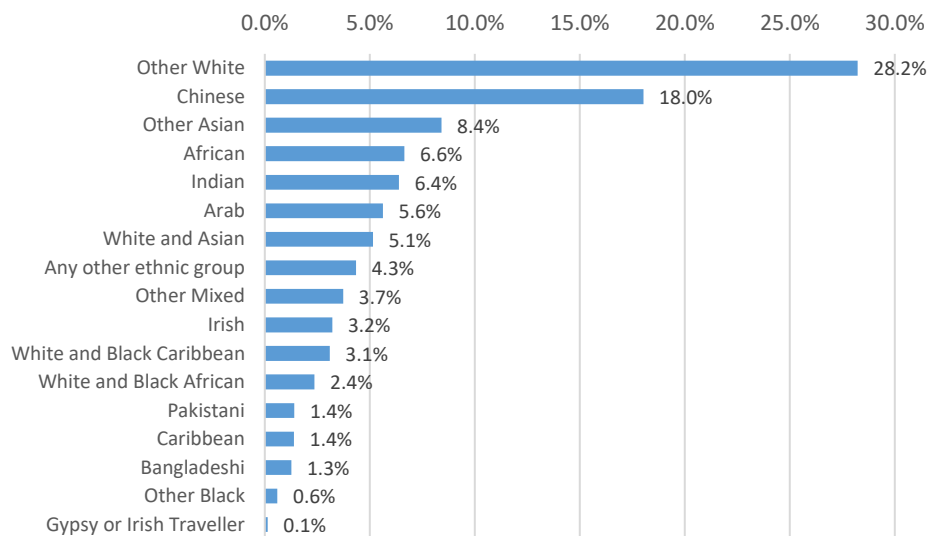
9.35 Among BME groups recorded as being economically inactive due to retirement, more than one third are Other white (35.1%) and one quarter (25.4%) are Irish. This is consistent with the age profiles.

Chart 45: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Retirement) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



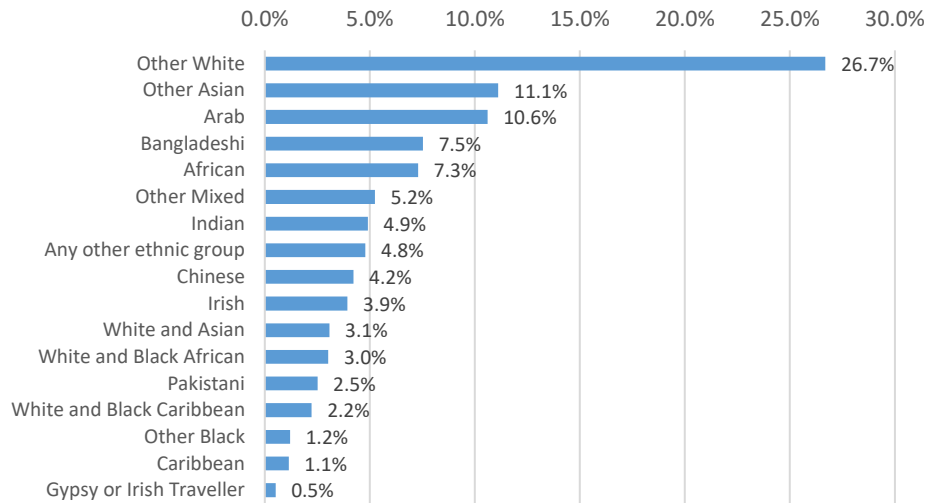
9.36 Among BME groups recorded as being economically inactive due to studying full or part-time, most are from other white groups (28.2%) and almost one in five (18.0%) are Chinese.

Chart 46: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Full or Part Time Study) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



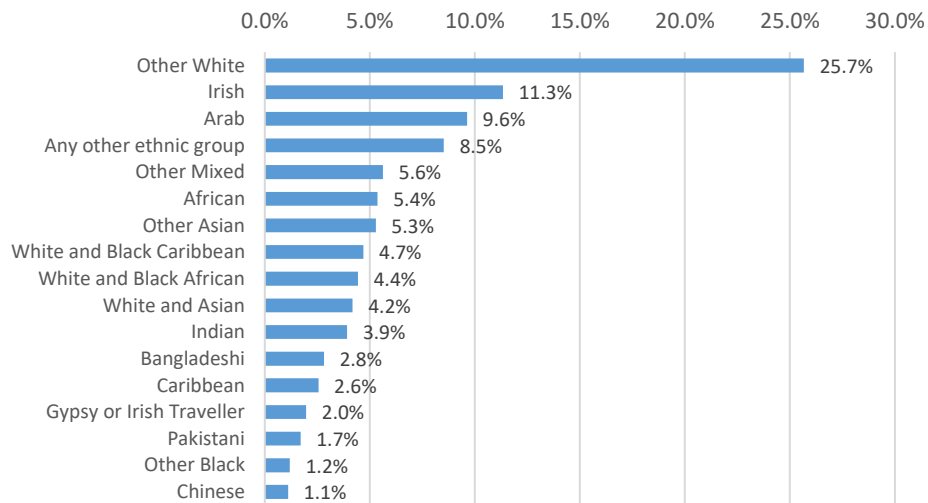
9.37 Among BME groups recorded as being economically inactive due to looking after the home or family, around one quarter are from Other white groups (26.7%) and around one in ten are Other Asian (11.1%) and Arab (10.6%).

Chart 47: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Looking after the Home or Family) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



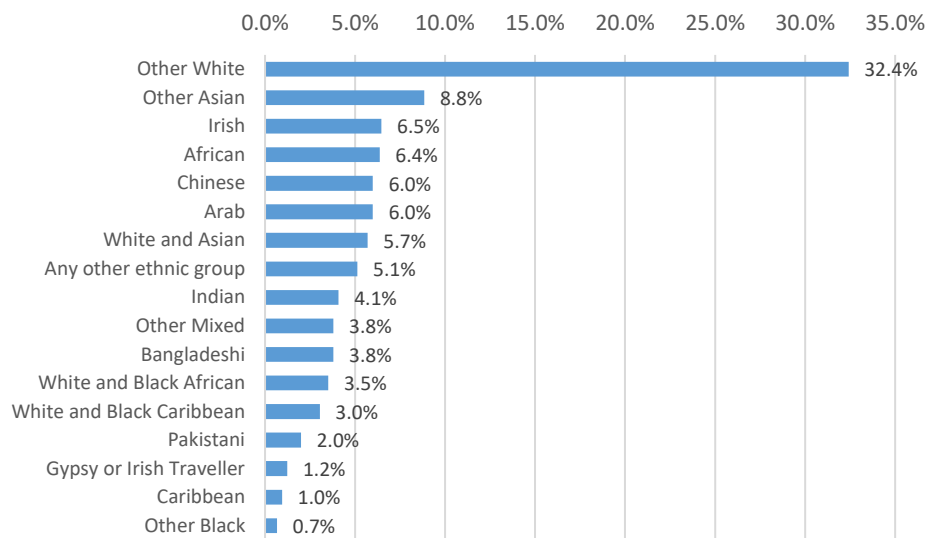
9.38 Among BME groups recorded as being economically inactive due to long-term sickness or being disabled, around one quarter are from Other white groups (25.7%) and around one in ten are Irish (11.3%) and Arab (9.6%).

Chart 48: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Long Term Sick or Disabled) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



9.39 Among BME groups recorded as being economically inactive due to other reasons, around one third are from Other white groups (32.4%) and around one in nine are Other Asian (8.8%).

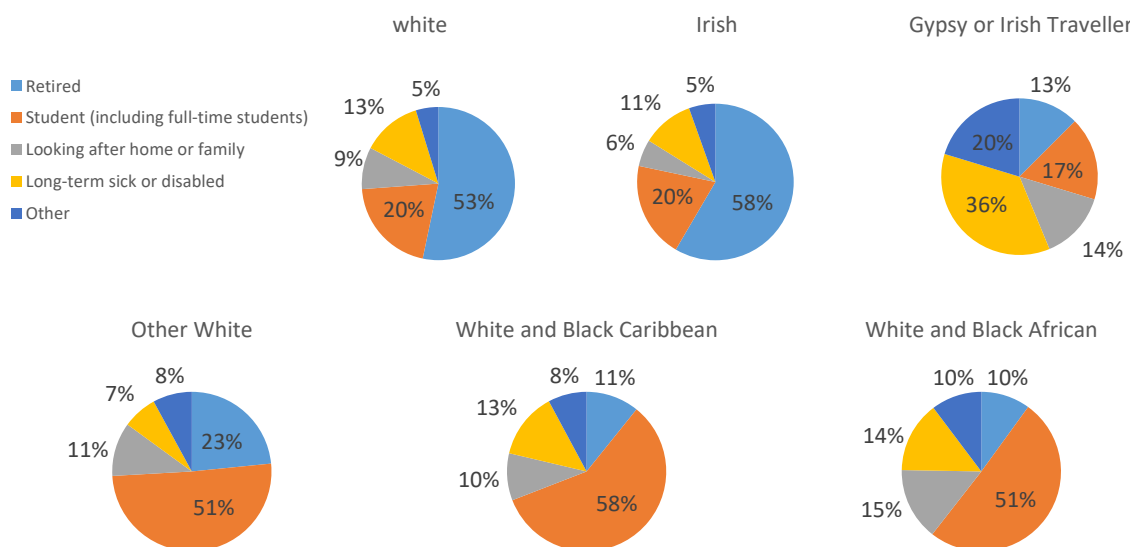
Chart 49: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Long Term Sick or Disabled) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016

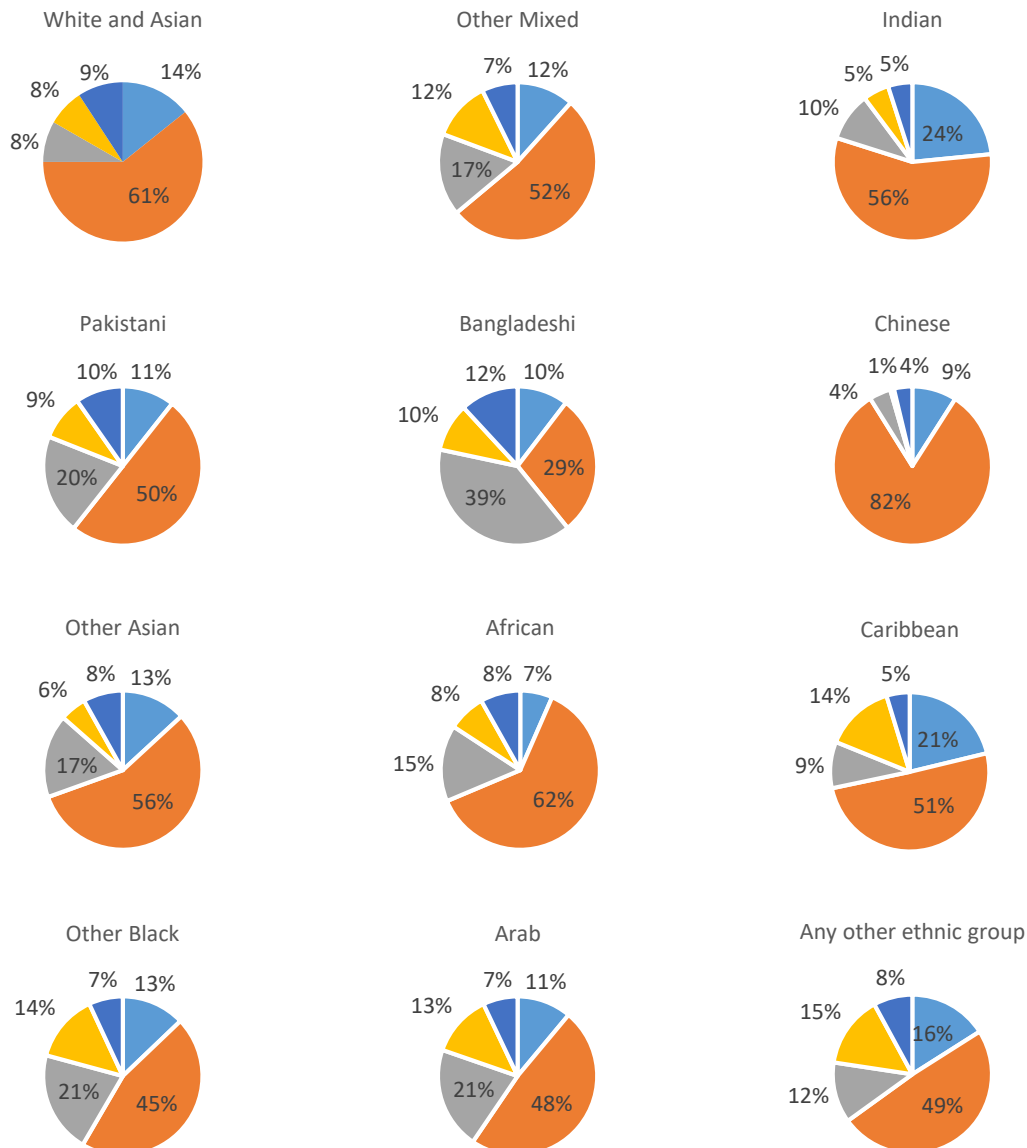


9.40 The reasons for people being economically inactive vary among ethnic groups. In the charts below, the reasons are shown as a percentage of all economically inactive people by ethnicity.

9.41 More than half the people in the white and Irish ethnic groups were economically inactive due to retirement (53% and 58% respectively). Among the majority of the remaining ethnicity groups, more than half were full or part-time students. As a proportion of all Chinese people that are economically inactive, 82% were students. More than one third (36%) of all Gypsy or Irish Travellers that were economically inactive were long-term sick or disabled (NOMIS data ESA 2015).

Chart 50: Brighton & Hove Economic Inactivity (Reasons) by Ethnic Groups 2011 (Long Term Sick or Disabled) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016





Employment by occupation

9.42 In December 2015, for people aged 16 and over, in the majority of occupations there was an underrepresentation of BME people in Brighton & Hove, with the exception of people employed in sales and consumer services or as process, plant and machine operatives.

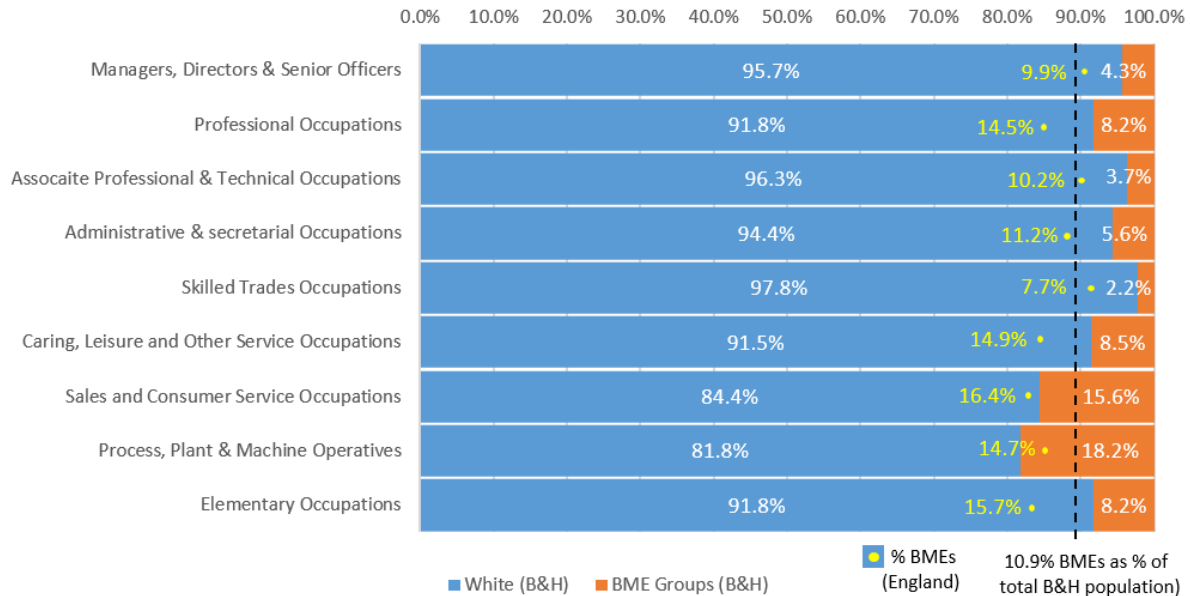
9.43 In comparison with the percentage of BME groups employed by occupation type across England, the percentage of BME groups in Brighton & Hove is considerably lower, with the exception of BME groups employed as process, plant and machine operatives (14.7% in England and 18.2% in Brighton & Hove). This can be seen in the table below.

9.44 In particular, this is evident in the higher-ranking occupation types, for example, one in 23 (4.3%) people employed as managers, directors and senior officers in Brighton & Hove are BMEs, across England this ratio is one in ten. Similarly, across England the percentage of BMEs employed in professional occupations are almost

double in comparison to BMEs employed in professional occupations in Brighton & Hove (14.5% and 8.2% respectively).

9.45 The percentage of people from BME and white ethnic groups in employment by occupation in Brighton & Hove can be seen in the chart below, plotted against the percentage of BMEs in employment by occupation across England and BMEs as a percentage of the total Brighton & Hove population.

Chart 51: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



9.46 In the table below, the percentage of people aged 16 and over employed by occupation type is presented by all white²⁹ and all BME groups for the 12-month period ending December 2015. The table compares this to the percentage of BME groups by occupation type across England. Except for a higher percentage of BMEs in Brighton & Hove employed as process, plant and machine operatives, in all other occupation types there are proportionately fewer BMEs.

Table 11: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016

| Employed in/as by Occupation Type | white (B&H) | BME Groups (B&H) | BME Groups (England) | % difference between BME Groups B&H and England |
|--|-------------|------------------|----------------------|---|
| Managers, Directors & Senior Officers | 95.7% | 4.3% | 9.9% | -5.6% |
| Professional Occupations | 91.8% | 8.2% | 14.5% | -6.3% |
| Associate Professional & Technical Occupations | 96.3% | 3.7% | 10.2% | -6.5% |
| Administrative & secretarial Occupations | 94.4% | 5.6% | 11.2% | -5.6% |
| Skilled Trades Occupations | 97.8% | 2.2% | 7.7% | -5.5% |
| Caring, Leisure and Other Service Occupations | 91.5% | 8.5% | 14.9% | -6.4% |
| Sales and Consumer Service Occupations | 84.4% | 15.6% | 16.4% | -0.8% |
| Process, Plant & Machine Operatives | 81.8% | 18.2% | 14.7% | 3.5% |
| Elementary Occupations | 91.8% | 8.2% | 15.7% | -7.5% |

²⁹ This data is taken from the Annual Population Survey and does not provide a breakdown of white ethnicity groups therefore BME groups represent 10.9% of the total population of Brighton and Hove.

9.47 These disparities are significant and worthy of consideration by economic policymakers.

Employment by industry

9.48 The Census 2011 reports on industry type for people in employment (aged 16 and over) by ethnicity. The table below shows the number of people in each industry type and as a percentage of the total people from white and BME populations. With the exception of the construction industry and distribution, hotels and restaurants, there are a similar proportion of people in employment by industry across white and BME groups.

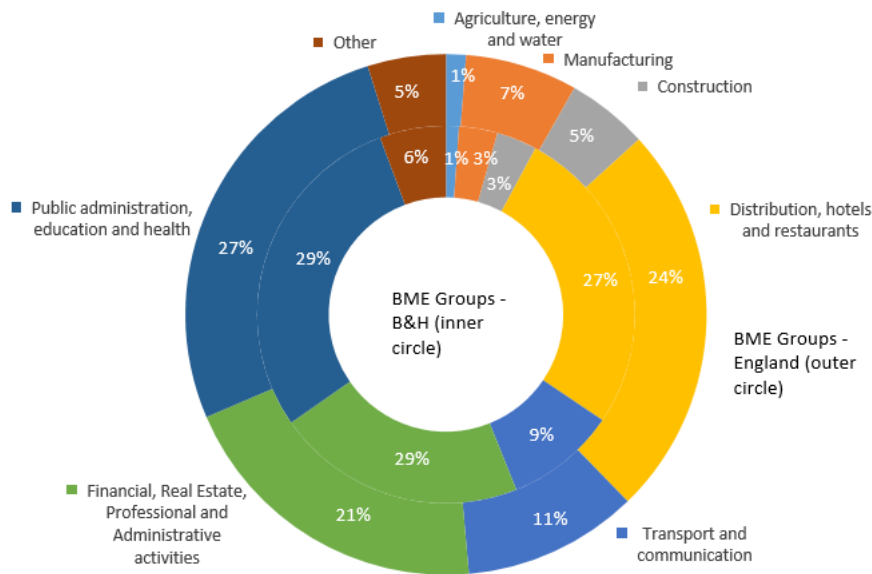
9.49 The percentage of BME people employed in construction is lower compared with people in the white population (3.5% and 6.8% respectively) and a higher percentage of BME people are employed in distribution, hotels and restaurants compared with the percentage of people in the white population (26.6% and 18.8% respectively).

Table 12: Brighton & Hove, Employment by Industry Type (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, LC6211EW), Accessed June 2016

| Industry Type | white | | BME (including Irish, other white and Gypsy and Irish Traveller) | |
|--|----------------|-------|--|-------|
| | (n) | (%) | (n) | (%) |
| Agriculture, energy and water | 1,730 | 1.5% | 297 | 1.1% |
| Manufacturing | 4,397 | 3.9% | 889 | 3.3% |
| Construction | 7,713 | 6.8% | 929 | 3.5% |
| Distribution, hotels and restaurants | 21,338 | 18.8% | 7154 | 26.6% |
| Transport and communication | 11,946 | 10.5% | 2549 | 9.5% |
| Financial, Real Estate, Professional and Administrative activities | 24,070 | 21.2% | 5748 | 21.4% |
| Public administration, education and health | 34,758 | 30.6% | 7810 | 29.0% |
| Other | 7,784 | 6.8% | 1526 | 5.7% |
| Total | 113,736 | | 26,902 | |

9.50 As a percentage of all BME groups in employment, the chart below shows this distribution by industry type compared with England as a whole. Among the BME groups in Brighton & Hove, the percentage employed in financial, real estate, professional and administrative activities is 29% compared with 21% in England, and in distribution, hotels and restaurants it is 27% compared with 24% across England.

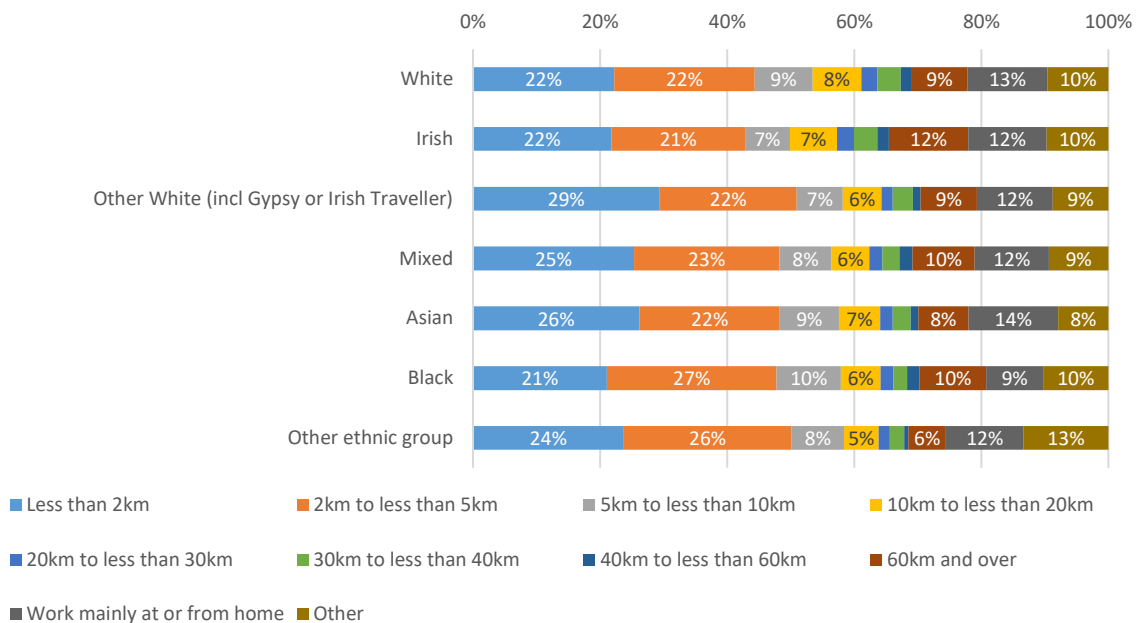
Chart 52: Brighton & Hove, Employment by Industry Type (aged 16 and over) by Ethnic Groups, 2011
 (Source: ONS Census 2011 NOMIS, LC6211EW), Accessed June 2016



Distance travelled to work

9.51 The Census 2011 reports on the distance travelled to work for people in employment (aged 16 and over) by the broad ethnicity categories. The distance travelled is broadly similar among all ethnic groups.

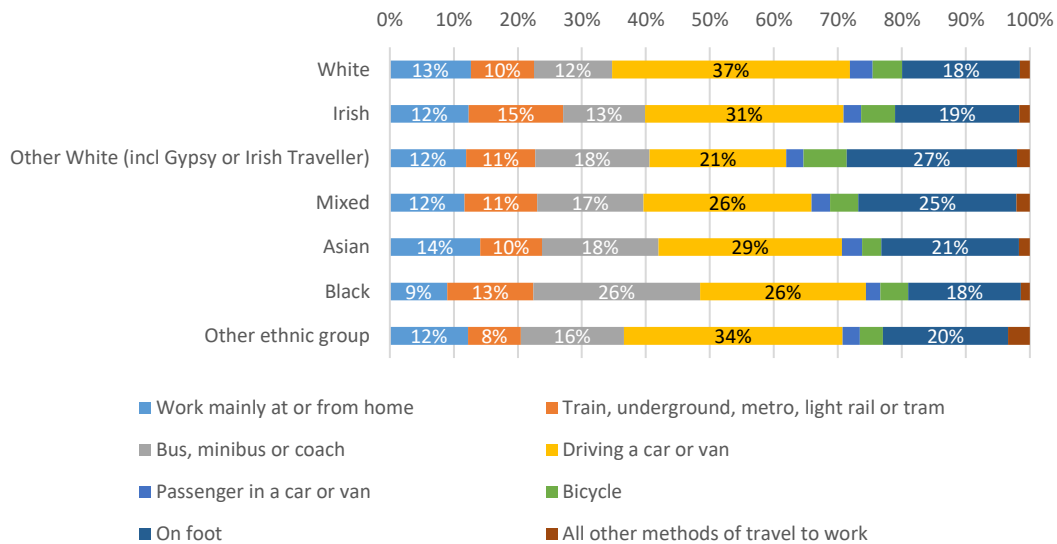
Chart 53: Brighton & Hove Distance Travelled to Work (aged 16 and over) by Ethnic Groups, 2011
 (Source: ONS Census 2011 NOMIS, DC7202EW1a), Accessed June 2016



Method of travel to work

9.52 The Census 2011 reports on the method of travel to work for people in employment (aged 16 and over) by the broad ethnicity categories. The method of travel to work is broadly similar among all ethnic groups.

Chart 54: Brighton & Hove Method of Travel to Work (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, DC7201EW1a), Accessed June 2016

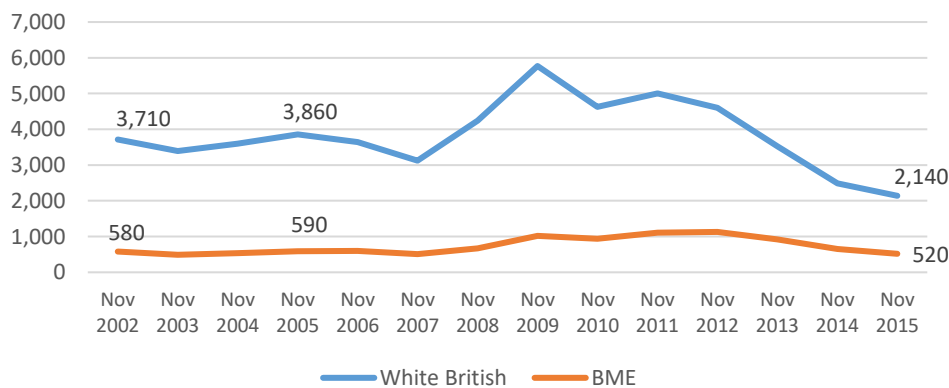


Benefit Claims

9.53 In November 2015, there were around 2,790 people (aged 16 and over) claiming Job Seeker's Allowance (JSA), 18.9% were from BME groups.

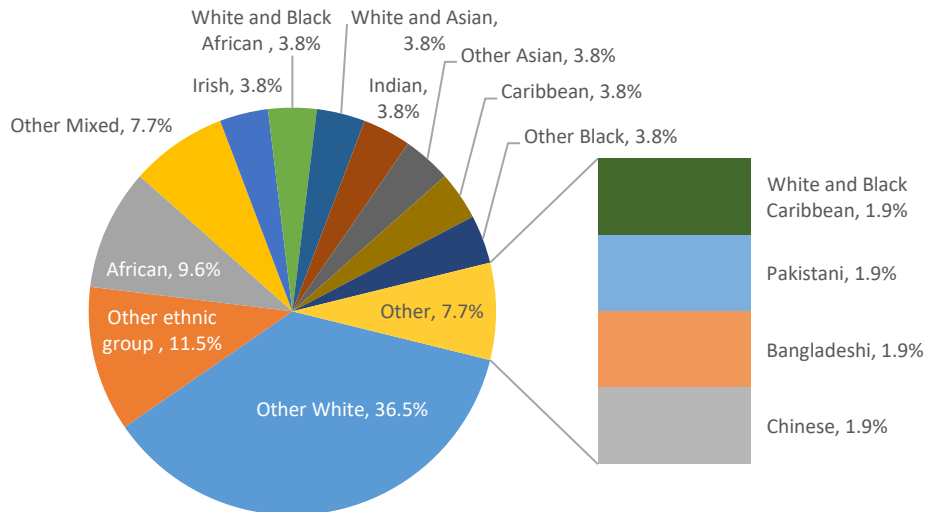
9.54 Since 2002 there has been an overall decline in the number of people claiming JSA benefits. The chart below shows the number of BME and white British people claiming JSA benefits between 2002 to 2015 in Brighton & Hove. It is worth noting that the rate of decline in JSA claims has been less from BME groups (11.9% reduction) compared with people from the white British group (44.9% reduction).

Chart 55: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



9.55 The BME profile, where known³⁰, of JSA claimants is set out in the chart below using the National Statistics classification of ethnicity.³¹ This shows as a proportion of the total BME JSA claimants, the majority are from Other white groups (36.5%), Other ethnic groups (11.5%), African (9.6%) and Other Mixed groups (7.7%).

Chart 56: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015
(Source: Annual Population Survey NOMIS), Accessed June 2016



9.56 The chart below, shows the number of JSA claimants as a percentage of each BME group, compared with the total BME population of Brighton & Hove (age 16 and over). Gypsy or Irish Travellers have been merged with Other white for comparative purposes).

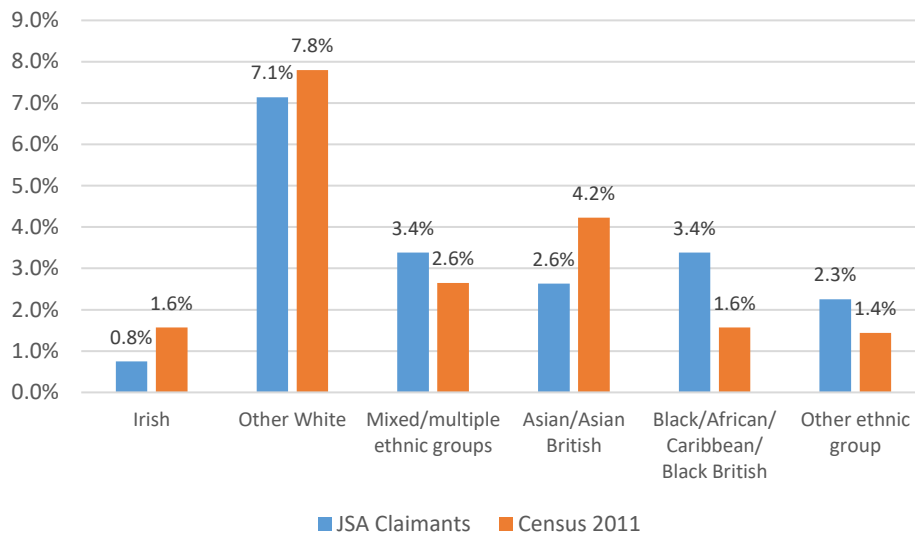
9.57 Overall, 19.5% of all JSA claimants in Brighton & Hove (aged 16 and over) are from BME groups, which is similar to the percentage of the BMEs in the total population of Brighton & Hove (aged 16 and over), 19.3%.

9.58 However, there are some differences among the major ethnic groups claiming JSA. Proportionately fewer claimants are from Asian groups (2.6%) compared with the proportion of Asians in the whole population (4.2%) of Brighton & Hove and there are more claimants from Black groups (3.4%) compared with the proportion of Black people in the whole population (1.6%).

³⁰ Of the 2,790 JSA claimant's ethnicity was unknown or claimants preferred not to say in 130 claimants. This group represent 4.7% of the total number of JSA claimants. The average size of this group across England is 8%.

³¹ The National Statistics Classification of Ethnicity is used. This contains 16 detailed categories; white – British, white – Irish, white – other, mixed – white and Black Caribbean, mixed – white and Black African, mixed –white and Asian, mixed – other, Asian or Asian British – Asian, Asian or Asian British – Bangladeshi, Asian or Asian British – Pakistan, Asian or Asian British – other Asian, Black or Black British – Caribbean, Black or Black British – African, Black or Black British – African, Black or Black British – other Black, Chinese or other ethnic group – Chinese, Chinese or other ethnic group – other ethnic group, prefer not to say, unknown. Claimants can opt out of stating their ethnicity in which case they are recorded as prefer not to say.

Chart 57: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, 2011 (Source: Annual Population Survey NOMIS, Accessed June 2016)

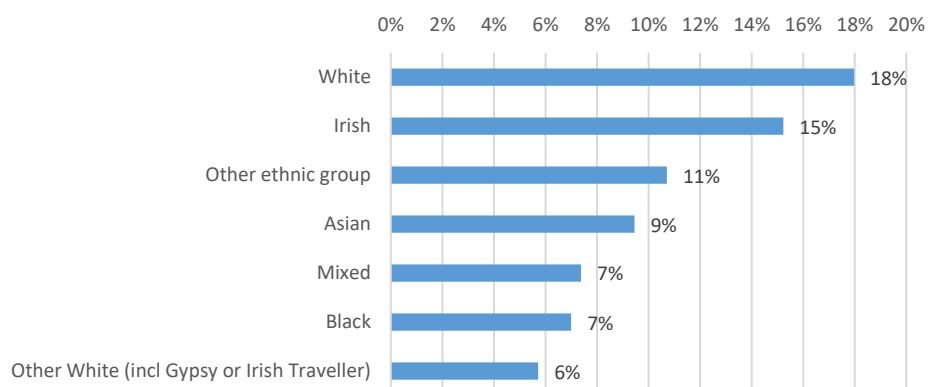


Highest level of qualification

9.59 The Census 2011 reports on the 'highest level of qualification' (including the closest equivalent where foreign qualifications are held) by the major ethnicity categories. This data is reported by the five broad categories of ethnicity with a breakdown of the white category that includes white – English/Welsh/Northern Irish/British, white Irish and white Other (white Irish or Gypsy Traveller has been merged with white Other)³², split into four categories (level 1-4) plus those with no qualification and those on apprenticeships.

9.60 The chart below shows the proportion of people (aged 16 and over) by BME groups with no qualifications, as a percentage of the total population of Brighton & Hove (aged 16 and over) by ethnicity. The largest proportion of people by ethnic group with no qualifications are white (18%), followed by Irish (15%), as a percentage of the total white and Irish populations aged 16 and over.

Chart 58: Brighton & Hove Highest Level of Qualification (No Qualifications) (aged 16 and over) by Ethnic Groups, 2011 November 2015 (Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016

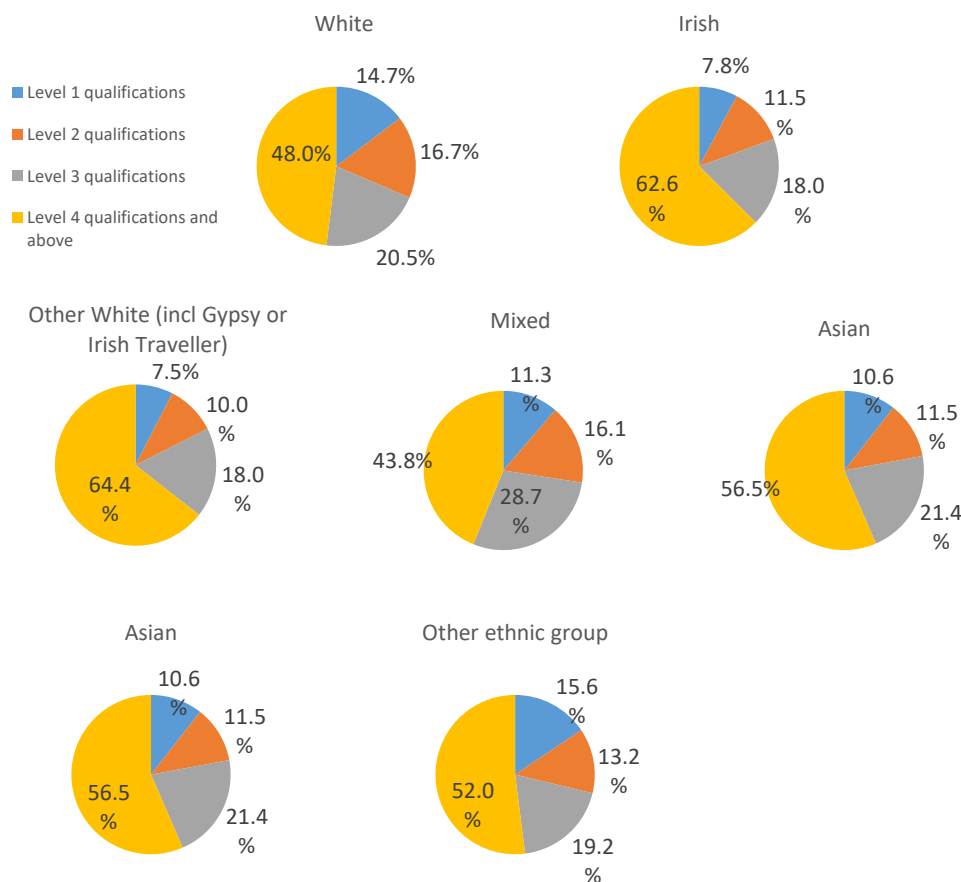


³² The ethnic group classification in the Highest Level of Qualification Table: LC5202EW (Census 2011) is based on the five broad categories from the census questionnaire, with additional detail provided for the 'white' category, because counts for the 'white Gypsy or Irish Traveller' category were too small, or disclosive, the category has been merged with 'Other white' for this table.

9.61 Qualifications levels are derived from the type of qualification held covering professional, vocational and a range of academic qualifications, and for people with foreign qualifications the closest equivalent. Qualifications are split into four levels. Level 1 includes the equivalent of 1-4 GCSEs (any grade), level 2 includes the equivalent of 5 or more GCSE (passes), level 3 includes the equivalent of 2 or more A-levels and level 4 and above includes the equivalent of a degree (BA or BSc).³³

9.62 The chart below shows the percentage of people with either level 1, 2, 3 or 4 qualifications as a proportion of the total ethnic group (aged 16 and over) holding some level of qualifications. This shows, within each ethnic group the majority hold level 4 qualifications (degree or above), the highest being Other white (64.4%) and the lowest being Mixed ethnic groups (43.8%).

Chart 59: Brighton & Hove Level of Qualification (Level 1-4) (aged 16 and over) by Ethnic Groups, 2011
(Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016

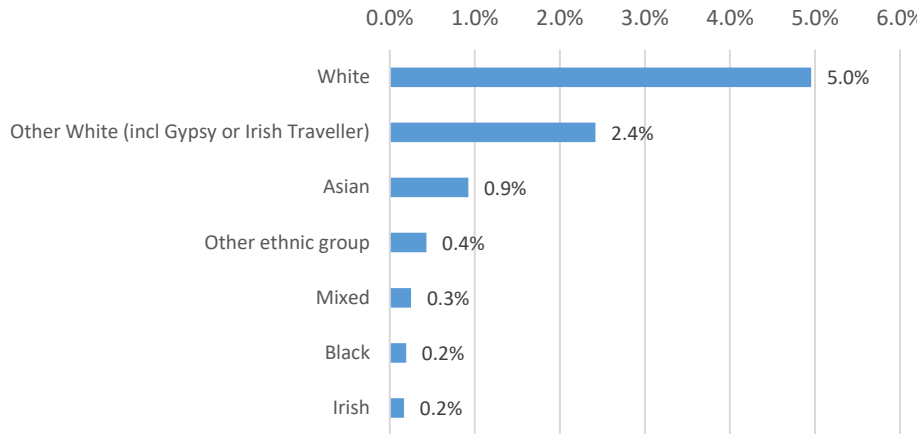


9.63 The category of apprenticeships and other qualifications includes apprenticeships, vocational or work-related qualifications and foreign qualifications (not stated)

Level 1: 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma, NVQ Level 1, Foundation GNVQ, Basic/Essential Skills
 Level 2: 5+ O Level (Passes)/CSEs (Grade 1)/GCSEs (Grades A*-C), School Certificate, 1 A Level/ 2-3 AS Levels/VCEs, Intermediate/Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma
 Level 3: 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma, Welsh Baccalaureate Advanced Diploma, NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma
 Level 4 and above: Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy)

or level unknown). The chart below shows as a proportion of the total by ethnic group, 5% are white, and 2.4% are from Other white groups (including Gypsy or Irish Traveller).

Chart 60: Brighton & Hove Highest Level of Qualification (Apprenticeships) (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016

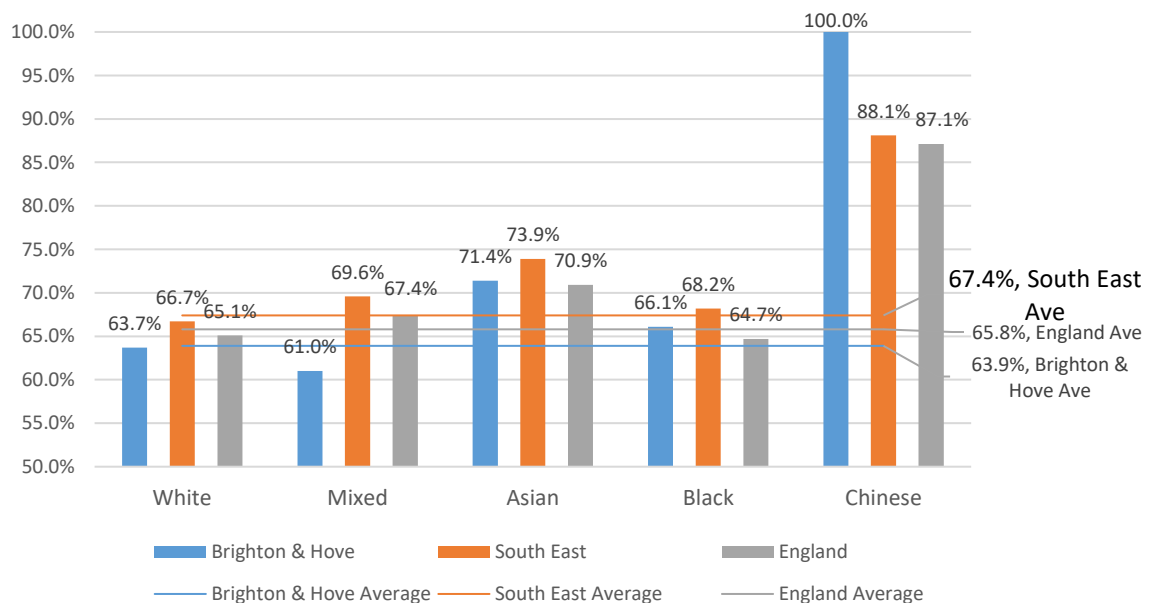


GCSE attainment

9.64 The chart below shows the percentage of pupils at the end of key stage 4, achieving 5 or more A*-C GCSE grades. The percentages for pupils in Brighton & Hove are compared with the South-east and England average by ethnicity and the average for all pupils in Brighton & Hove, the South-east and England.

9.65 This shows, in 2013-14, a higher proportion of pupils from Asian and Chinese ethnic groups in Brighton & Hove achieved 5 or more GCSE grades A* to C, compared with the average in Brighton & Hove and across the South-east and England. Pupils from Mixed ethnic groups achieved lower than the average in Brighton & Hove and across the South-east and England.

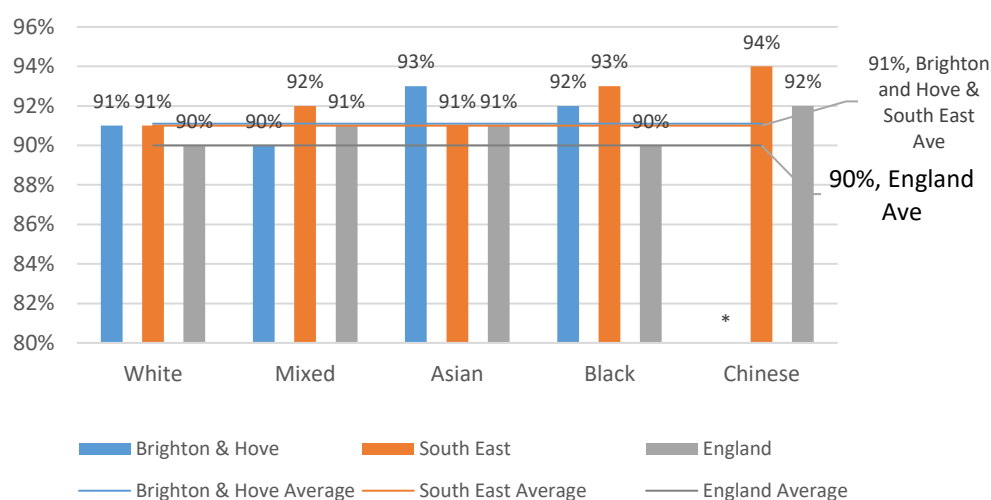
Chart 61: Brighton & Hove, South East & England, Achievements at GCSE equivalent (key stage 4) by Ethnic Groups, 2013-14 (Source: National Pupil Database Table SFR06/2015), Accessed June 2016



National curriculum assessments (key stage 1)

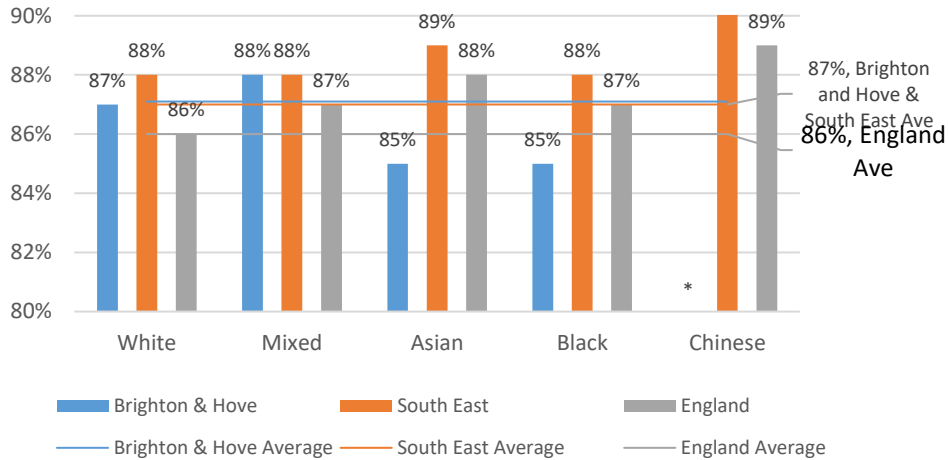
- 9.66 The national curriculum assessments at key stage 1, show the proportion of pupils achieving level 2 or above across four subjects - reading, writing, mathematics and science.
- 9.67 In the charts below, the percentages for pupils achieving level 2 or above in the four subjects in Brighton & Hove are compared to the South-east and England average by ethnicity and the average for all pupils in Brighton & Hove, the South-east and England.
- 9.68 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in reading in 2014. On average, across Brighton & Hove, in 2014, 91% of pupils achieved level 2 or above in reading, similar to the average across the South-east and slightly higher than the average across England. Among different ethnic groups in Brighton & Hove there were slight variations, but all were at or above 90%.

Chart 62: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Reading) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016



- 9.69 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in writing in 2014. On average, across Brighton & Hove, in 2014, 87% of pupils achieved level 2 or above in writing, similar to the average across the South-east and slightly higher than the average across England (86%).
- 9.70 Among different ethnic groups in Brighton & Hove there were slight variations, with the percentage of pupils from Asian (85%) and Black (85%) groups below the averages across the South-east (89% of Asians and 88% of Blacks) and England (88% of Asians and 87% of Blacks).

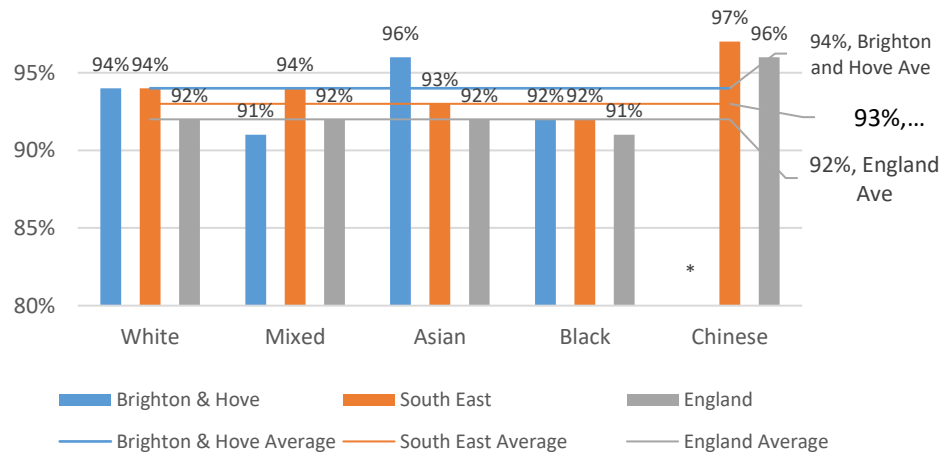
Chart 63: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Writing) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016



9.71 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in mathematics in 2014. On average, across Brighton & Hove, in 2014, 94% of pupils achieved level 2 or above in mathematics, above the average across the South-east (93%) and across England (92%).

9.72 Among different ethnic groups in Brighton & Hove there were slight variations, with the percentage of pupils from Mixed ethnic groups (91%) groups below the averages across the South-east (94% of Mixed ethnicity) and England (92%).

Chart 64: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Mathematics) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016

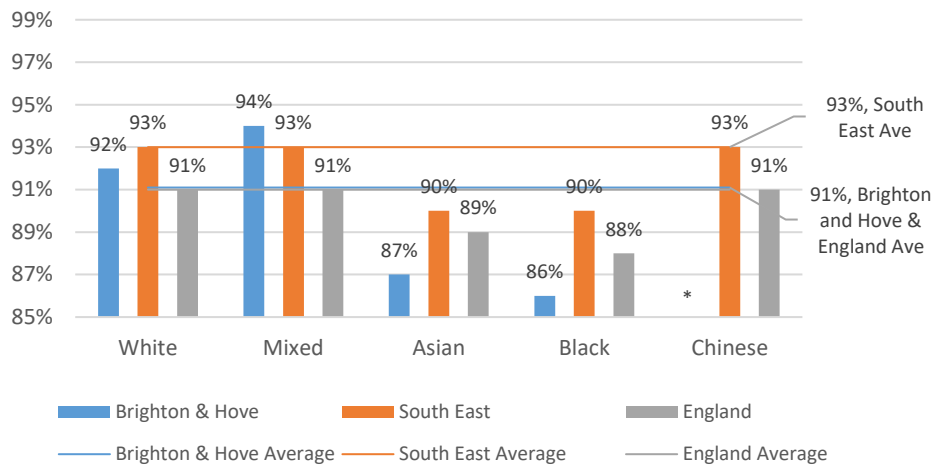


9.73 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in science in 2014. On average, across Brighton & Hove, in 2014, 91% of pupils achieved level 2 or above in science, below the average across the South-east (93%) and like England (91%).

9.74 Among different ethnic groups in Brighton & Hove there were slight variations, with the percentage of Asian pupils (87%) and Black pupils (86%) below the averages

across the South-east (90% for Asian pupils and 90% for Black pupils) and England (89% for Asian pupils and 88% for Black pupils).

Chart 65: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Science) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016



Not in education, employment or training (NEET)

- 9.75 A person (defined by ONS)³⁴ is considered to be in education or training if they are enrolled on an educational course; they are doing an apprenticeship; they are on a government-supported employment or training programme; they are working or studying towards a qualification; or they have had job-related training or education in the last 4 weeks. A person in employments includes all people in some form of paid work (including part-time work).
- 9.76 Any young person aged 16-24 not in the above forms of education or training and who is not in employment is considered to be 'NEET'. Consequently, a person identified as NEET will always be either unemployed or economically inactive.
- 9.77 Across England, in the period between January-March 2016, 12.0% of all young people were NEET. Applying this percentage to the 2015 population estimates of Brighton & Hove indicates around 5,590 people aged 16-24 were NEET.
- 9.78 However, there is no breakdown of NEET by ethnicity to show whether there are more or fewer NEET among different ethnic groups.

³⁴ Young People Not in Education, Employment or Training (NEET): May 2016, <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/may2016>

Apprenticeships

9.79 The number of active apprenticeships for people aged 16-24 by ethnicity in Brighton & Hove, in June 2016, shows of the 454 apprenticeships almost all, 96.9% are white and 3.1% BME. In the latest figures, April 2016, 16.6% of apprenticeships starts were people from BME groups.

Table 13: Brighton & Hove, NEET (aged 16-24) Jan-Mar 2016 Applying Population Estimates (2015), Jan – Mar 2016 (Source: ONS NEET Statistics, Released May 2016/Population Estimates, Released June 2016)

| Ethnicity | England (Apprenticeship Programme Starts, Q4, April 2016) | Brighton & Hove (Active Apprentices June 2016) | % Difference between B&H and England |
|--------------------------|---|--|--------------------------------------|
| white | 83.4% | 95.2% | 11.8% |
| Other white | 4.6% | 1.8% | -2.8% |
| Irish | 0.15% | 0.0% | -0.2% |
| Gypsy or Irish Traveller | 0.15% | 0.0% | -0.2% |
| Mixed | 2.2% | 1.8% | -0.4% |
| Asian | 4.1% | 0.2% | -3.9% |
| Black | 3.2% | 0.9% | -2.3% |
| Other ethnic group | 0.6% | 0.2% | -0.4% |
| Unknown | 1.6% | | -1.6% |
| Total BME | 16.6% | 4.9% | -11.7% |

10 Appendix 3: Ethnic Minority Specific reports

Table 14: Brighton & Hove Cross Data Analysis - white British (Source: ONS Statistics)

| | | England | Brighton & Hove (average) | white British |
|-------------|--|--|---------------------------|---------------|
| Census 2011 | Population | Number of people | 273,369 | 220,018 |
| | | As a % of total Brighton & Hove population | 100% | 80.5% |
| | | % of males | 50% | 50% |
| | | % of females | 50% | 50% |
| Census 2011 | Age Profile | 16-24 | 43,541 | 32,304 |
| | | As % of total ethnic group | 16% | 15% |
| | | 16-64 | 193,332 | 152,138 |
| | | As % of total ethnic group | 71% | 69% |
| | | 65 and over | 35,692 | 32,783 |
| | As % of total ethnic group | 13% | 15% | |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151,689 |
| | | As a % of total ethnic group | 64% | 66% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 |
| | | As a % of total ethnic group | 36% | 34% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% |

Table 15: Brighton & Hove Cross Data Analysis - Irish British (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Irish British |
|-------------|--|--|------------|---------------------------|---------------|
| Census 2011 | Population | Number of people | | 273,369 | 3,772 |
| | | As a % of total Brighton & Hove population | | 100% | 1.4% |
| | | % of males | | 50% | 50% |
| | | % of females | | 50% | 50% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 426 |
| | | As % of total ethnic group | | 16% | 11% |
| | | 16-64 | | 193,332 | 2,820 |
| | | As % of total ethnic group | | 71% | 75% |
| | | 65 and over | | 35,692 | 778 |
| | | As % of total ethnic group | | 13% | 21% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 2354 |
| | | As a % of total ethnic group | 64% | 66% | 65% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 71% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 18% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 4% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 7% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 1,244 |
| | | As a % of total ethnic group | 36% | 34% | 35% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 58% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 20% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 6% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 11% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 5% |

Table 16: Brighton & Hove Cross Data Analysis – Gypsy and Traveller (Source: ONS Statistics)

| | | England | Brighton & Hove (average) | Gypsy or Irish Traveller | |
|-------------|--|--|---------------------------|--------------------------|-----|
| Census 2011 | Population | Number of people | 273,369 | 198 | |
| | | As a % of total Brighton & Hove population | 100% | 0.1% | |
| | | % of males | 50% | 53% | |
| | | % of females | 50% | 47% | |
| Census 2011 | Age Profile | 16-24 | 43,541 | 51 | |
| | | As % of total ethnic group | 16% | 26% | |
| | | 16-64 | 193,332 | 167 | |
| | | As % of total ethnic group | 71% | 84% | |
| | | 65 and over | 35,692 | 8 | |
| | | As % of total ethnic group | 13% | 4% | |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 111 |
| | | As a % of total ethnic group | 64% | 66% | 63% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 51% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 24% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 9% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 15% |
| | | | | | |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 64 |
| | | As a % of total ethnic group | 36% | 34% | 37% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 13% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 17% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 14% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 36% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 20% |
| | | | | | |

Table 17: Brighton & Hove Cross Data Analysis – Other white (Source: ONS Statistics)

| | | England | Brighton & Hove (average) | Other white | |
|-------------|--|--|---------------------------|-------------|--------|
| Census 2011 | Population | Number of people | 273,369 | 19,524 | |
| | | As a % of total Brighton & Hove population | 100% | 7.1% | |
| | | % of males | 50% | 45% | |
| | | % of females | 50% | 55% | |
| Census 2011 | Age Profile | 16-24 | 43,541 | 3,277 | |
| | | As % of total ethnic group | 16% | 17% | |
| | | 16-64 | 193,332 | 16,673 | |
| | | As % of total ethnic group | 71% | 85% | |
| | | 65 and over | 35,692 | 1,012 | |
| | | As % of total ethnic group | 13% | 5% | |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151,689 | 13,399 |
| | | As a % of total ethnic group | 64% | 66% | 76% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 71% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 17% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 6% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 6% |
| | | | | | |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 4,286 |
| | | As a % of total ethnic group | 36% | 34% | 24% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 23% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 51% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 11% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 7% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 8% |
| | | | | | |

Table 18: Brighton & Hove Cross Data Analysis – white Black Caribbean (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | white and Black Caribbean |
|-------------|--|--|------------|---------------------------|---------------------------|
| Census 2011 | Population | Number of people | | 273,369 | 2,182 |
| | | As a % of total Brighton & Hove population | | 100% | 0.8% |
| | | % of males | | 50% | 51% |
| | | % of females | | 50% | 49% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 519 |
| | | As % of total ethnic group | | 16% | 24% |
| | | 16-64 | | 193,332 | 1,174 |
| | | As % of total ethnic group | | 71% | 54% |
| | | 65 and over | | 35,692 | 62 |
| | | As % of total ethnic group | | 13% | 3% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 828 |
| | | As a % of total ethnic group | 64% | 66% | 67% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 55% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 14% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 15% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 16% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 408 |
| | | As a % of total ethnic group | 36% | 34% | 33% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 11% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 58% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 10% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 13% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 8% |

Table 19: Brighton & Hove Cross Data Analysis – white Black African (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | white and Black African |
|-------------|--|--|------------|---------------------------|-------------------------|
| Census 2011 | Population | Number of people | | 273,369 | 2,182 |
| | | As a % of total Brighton & Hove population | | 100% | 0.7% |
| | | % of males | | 50% | 53% |
| | | % of females | | 50% | 47% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 393 |
| | | As % of total ethnic group | | 16% | 19% |
| | | 16-64 | | 193,332 | 988 |
| | | As % of total ethnic group | | 71% | 49% |
| | | 65 and over | | 35,692 | 28 |
| | | As % of total ethnic group | | 13% | 1% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 656 |
| | | As a % of total ethnic group | 64% | 66% | 65% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 55% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 16% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 12% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 17% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 360 |
| | | As a % of total ethnic group | 36% | 34% | 35% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 10% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 51% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 15% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 14% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 10% |

Table 20: Brighton & Hove Cross Data Analysis – white and Asian (Source: ONS Statistics)

| | | England | Brighton & Hove (average) | white and Asian | |
|-------------|--|--|---------------------------|-----------------|------|
| Census 2011 | Population | Number of people | 273,369 | 3,351 | |
| | | As a % of total Brighton & Hove population | 100% | 1.2% | |
| | | % of males | 50% | 51% | |
| | | % of females | 50% | 49% | |
| Census 2011 | Age Profile | 16-24 | 43,541 | 723 | |
| | | As % of total ethnic group | 16% | 22% | |
| | | 16-64 | 193,332 | 1,893 | |
| | | As % of total ethnic group | 71% | 56% | |
| | | 65 and over | 35,692 | 91 | |
| | As % of total ethnic group | 13% | 3% | | |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 1332 |
| | | As a % of total ethnic group | 64% | 66% | 67% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 63% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 17% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 9% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 11% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 652 |
| | | As a % of total ethnic group | 36% | 34% | 33% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 14% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 61% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 8% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 8% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 9% |

Table 21: Brighton & Hove Cross Data Analysis – Other Mixed (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Other Mixed |
|-------------|--|--|------------|---------------------------|-------------|
| Census 2011 | Population | Number of people | | 273,369 | 2,856 |
| | | As a % of total Brighton & Hove population | | 100% | 1.0% |
| | | % of males | | 50% | 50% |
| | | % of females | | 50% | 50% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 564 |
| | | As % of total ethnic group | | 16% | 20% |
| | | 16-64 | | 193,332 | 1,762 |
| | | As % of total ethnic group | | 71% | 62% |
| | | 65 and over | | 35,692 | 69 |
| | | As % of total ethnic group | | 13% | 2% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 1282 |
| | | As a % of total ethnic group | 64% | 66% | 70% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 61% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 17% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 12% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 10% |
| | | | | | |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 549 |
| | | As a % of total ethnic group | 36% | 34% | 30% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 12% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 52% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 17% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 12% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 7% |
| | | | | | |

Table 22: Brighton & Hove Cross Data Analysis – Indian (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Indian |
|-------------|--|--|------------|---------------------------|--------|
| Census 2011 | Population | Number of people | | 273,369 | 2,996 |
| | | As a % of total Brighton & Hove population | | 100% | 1.1% |
| | | % of males | | 50% | 52% |
| | | % of females | | 50% | 48% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 729 |
| | | As % of total ethnic group | | 16% | 24% |
| | | 16-64 | | 193,332 | 2,457 |
| | | As % of total ethnic group | | 71% | 82% |
| | | 65 and over | | 35,692 | 221 |
| | | As % of total ethnic group | | 13% | 7% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 1808 |
| | | As a % of total ethnic group | 64% | 66% | 68% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 65% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 16% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 10% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 9% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 870 |
| | | As a % of total ethnic group | 36% | 34% | 32% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 23% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 56% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 10% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 5% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 5% |

Table 23: Brighton & Hove Cross Data Analysis – Pakistani (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Pakistani |
|-------------|--|--|------------|---------------------------|-----------|
| Census 2011 | Population | Number of people | | 273,369 | 649 |
| | | As a % of total Brighton & Hove population | | 100% | 0.2% |
| | | % of males | | 50% | 56% |
| | | % of females | | 50% | 44% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 168 |
| | | As % of total ethnic group | | 16% | 26% |
| | | 16-64 | | 193,332 | 503 |
| | | As % of total ethnic group | | 71% | 78% |
| | | 65 and over | | 35,692 | 24 |
| | As % of total ethnic group | | 13% | 4% | |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 311 |
| | | As a % of total ethnic group | 64% | 66% | 59% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 51% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 21% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 16% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 12% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 216 |
| | | As a % of total ethnic group | 36% | 34% | 41% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 11% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 50% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 20% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 9% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 10% |

Table 24: Brighton & Hove Cross Data Analysis – Bangladeshi (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Bangladeshi |
|-------------|--|--|------------|---------------------------|-------------|
| Census 2011 | Population | Number of people | | 273,369 | 1,367 |
| | | As a % of total Brighton & Hove population | | 100% | 0.5% |
| | | % of males | | 50% | 53% |
| | | % of females | | 50% | 47% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 219 |
| | | As % of total ethnic group | | 16% | 16% |
| | | 16-64 | | 193,332 | 836 |
| | | As % of total ethnic group | | 71% | 61% |
| | | 65 and over | | 35,692 | 34 |
| | | As % of total ethnic group | | 13% | 2% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 533 |
| | | As a % of total ethnic group | 64% | 66% | 61% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 53% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 22% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 11% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 14% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 337 |
| | | As a % of total ethnic group | 36% | 34% | 39% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 10% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 29% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 39% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 10% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 12% |

Table 25: Brighton & Hove Cross Data Analysis – Chinese (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Chinese |
|-------------|--|--|------------|---------------------------|---------|
| Census 2011 | Population | Number of people | | 273,369 | 2,999 |
| | | As a % of total Brighton & Hove population | | 100% | 1.1% |
| | | % of males | | 50% | 46% |
| | | % of females | | 50% | 54% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 1,423 |
| | | As % of total ethnic group | | 16% | 47% |
| | | 16-64 | | 193,332 | 2,631 |
| | | As % of total ethnic group | | 71% | 88% |
| | | 65 and over | | 35,692 | 120 |
| | | As % of total ethnic group | | 13% | 4% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 1,061 |
| | | As a % of total ethnic group | 64% | 66% | 39% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 61% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 21% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 9% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 10% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 1,690 |
| | | As a % of total ethnic group | 36% | 34% | 61% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 9% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 82% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 4% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 1% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 4% |

Table 26: Brighton & Hove Cross Data Analysis – Other Asian (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Other Asian |
|-------------|--|--|------------|---------------------------|-------------|
| Census 2011 | Population | Number of people | | 273,369 | 3,267 |
| | | As a % of total Brighton & Hove population | | 100% | 1.2% |
| | | % of males | | 50% | 45% |
| | | % of females | | 50% | 55% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 693 |
| | | As % of total ethnic group | | 16% | 21% |
| | | 16-64 | | 193,332 | 2,723 |
| | | As % of total ethnic group | | 71% | 83% |
| | | 65 and over | | 35,692 | 135 |
| | | As % of total ethnic group | | 13% | 4% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 1710 |
| | | As a % of total ethnic group | 64% | 66% | 60% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 62% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 19% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 10% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 9% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 1,148 |
| | | As a % of total ethnic group | 36% | 34% | 40% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 13% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 56% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 17% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 5% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 8% |

Table 27: Brighton & Hove Cross Data Analysis – African (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | African |
|-------------|--|--|------------|---------------------------|---------|
| Census 2011 | Population | Number of people | | 273,369 | 2,893 |
| | | As a % of total Brighton & Hove population | | 100% | 1.1% |
| | | % of males | | 50% | 49% |
| | | % of females | | 50% | 51% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 889 |
| | | As % of total ethnic group | | 16% | 31% |
| | | 16-64 | | 193,332 | 2,369 |
| | | As % of total ethnic group | | 71% | 82% |
| | | 65 and over | | 35,692 | 66 |
| | | As % of total ethnic group | | 13% | 2% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 1612 |
| | | As a % of total ethnic group | 64% | 66% | 66% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 52% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 9% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 21% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 19% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 823 |
| | | As a % of total ethnic group | 36% | 34% | 34% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 7% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 62% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 16% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 8% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 8% |

Table 28: Brighton & Hove Cross Data Analysis – Caribbean (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Caribbean |
|--|--|--|--|--|------------|
| Census 2011 | Population | Number of people | | 273,369 | 879 |
| | | As a % of total Brighton & Hove population | | 100% | 0.3% |
| | | % of males | | 50% | 49% |
| | | % of females | | 50% | 51% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 232 |
| | | As % of total ethnic group | | 16% | 26% |
| | | 16-64 | | 193,332 | 775 |
| | | As % of total ethnic group | | 71% | 88% |
| | | 65 and over | | 35,692 | 39 |
| | | As % of total ethnic group | | 13% | 4% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 602 |
| | | As a % of total ethnic group | 64% | 66% | 74% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 56% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 18% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 12% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 13% |
| | | Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 |
| As a % of total ethnic group | 36% | | | 34% | 26% |
| Retired (as % of total economically inactive population by ethnic group) | 58% | | | 47% | 21% |
| Student (as % of total economically inactive population by ethnic group) | 14% | | | 27% | 50% |
| Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | | | 9% | 9% |
| Long-term sick (as % of total economically inactive population by ethnic group) | 10% | | | 12% | 14% |
| Other (as % of total economically inactive population by ethnic group) | 6% | | | 5% | 5% |

Table 29: Brighton & Hove Cross Data Analysis – Other Black (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Other Black |
|-------------|--|--|------------|---------------------------|-------------|
| Census 2011 | Population | Number of people | | 273,369 | 416 |
| | | As a % of total Brighton & Hove population | | 100% | 0.2% |
| | | % of males | | 50% | 50% |
| | | % of females | | 50% | 50% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 81 |
| | | As % of total ethnic group | | 16% | 19% |
| | | 16-64 | | 193,332 | 338 |
| | | As % of total ethnic group | | 71% | 81% |
| | | 65 and over | | 35,692 | 12 |
| | | As % of total ethnic group | | 13% | 3% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 249 |
| | | As a % of total ethnic group | 64% | 66% | 71% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 67% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 15% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 8% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 10% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 101 |
| | | As a % of total ethnic group | 36% | 34% | 29% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 13% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 46% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 21% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 14% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 7% |

Table 30: Brighton & Hove Cross Data Analysis – Arab (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Arab |
|-------------|--|--|------------|---------------------------|-------|
| Census 2011 | Population | Number of people | | 273,369 | 2,184 |
| | | As a % of total Brighton & Hove population | | 100% | 0.8% |
| | | % of males | | 50% | 59% |
| | | % of females | | 50% | 41% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 445 |
| | | As % of total ethnic group | | 16% | 20% |
| | | 16-64 | | 193,332 | 1,589 |
| | | As % of total ethnic group | | 71% | 73% |
| | | 65 and over | | 35,692 | 99 |
| | | As % of total ethnic group | | 13% | 5% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 794 |
| | | As a % of total ethnic group | 64% | 66% | 47% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 55% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 26% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 7% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 12% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 894 |
| | | As a % of total ethnic group | 36% | 34% | 53% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 11% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 48% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 21% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 13% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 7% |

Table 31: Brighton & Hove Cross Data Analysis – Other Ethnic (Source: ONS Statistics)

| | | | England | Brighton & Hove (average) | Other ethnic |
|-------------|--|--|------------|---------------------------|--------------|
| Census 2011 | Population | Number of people | | 273,369 | 1,799 |
| | | As a % of total Brighton & Hove population | | 100% | 0.7% |
| | | % of males | | 50% | 55% |
| | | % of females | | 50% | 45% |
| Census 2011 | Age Profile | 16-24 | | 43,541 | 405 |
| | | As % of total ethnic group | | 16% | 23% |
| | | 16-64 | | 193,332 | 1,496 |
| | | As % of total ethnic group | | 71% | 83% |
| | | 65 and over | | 35,692 | 111 |
| | | As % of total ethnic group | | 13% | 6% |
| Census 2011 | Economically active (aged 16 and over) | Number of economically active people | 27,332,373 | 151689 | 926 |
| | | As a % of total ethnic group | 64% | 66% | 58% |
| | | In employment (as % of total economically active population by ethnic group) | 75% | 69% | 59% |
| | | Self-employed (as % of total economically active population by ethnic group) | 14% | 18% | 23% |
| | | FT students (as % of total economically active population by ethnic group) | 4% | 6% | 9% |
| | | Unemployed (as % of total economically active population by ethnic group) | 7% | 7% | 9% |
| Census 2011 | Economically Inactive (aged 16 and over) | Number of economically inactive people | 15,657,247 | 77,335 | 681 |
| | | As a % of total ethnic group | 36% | 34% | 42% |
| | | Retired (as % of total economically inactive population by ethnic group) | 58% | 47% | 16% |
| | | Student (as % of total economically inactive population by ethnic group) | 14% | 27% | 49% |
| | | Looking after home/family (as % of total economically inactive population by ethnic group) | 11% | 9% | 12% |
| | | Long-term sick (as % of total economically inactive population by ethnic group) | 10% | 12% | 15% |
| | | Other (as % of total economically inactive population by ethnic group) | 6% | 5% | 8% |

11 Appendix 4: Acknowledgements

| Council |
|---|
| Emma McDermott (Head of Communities, Equality and Third Sector Team) |
| Michelle Pooley (Community Engagement Co-ordinator) |
| Sue Moorman (Head of Human Resources & Organisational Development) |
| Liz Boswell (Policy & Projects Manager, Human Resources & Organisational Development) |
| Cheryl Finella (Economic Development & Enterprise) |
| Elizabeth Cadman (Economic Development & Enterprise) |
| Simon Newell (Head of Partnerships & External Relations) |
| Sarah Berliner (EMAS Team leader) |
| Sarah Tighe-ford (Equalities Co-ordinator) |
| Lucy Bryson (Community Safety Manager – Refugees & Migrant Communities) |
| Black & Minority Ethnic Workers Forum |
| Shiromi Cabraal (Post 16 Development Team) |
| Rachael Carter (Head of Skills & Employment) |
| Carla Butler (Council Apprenticeships Programme Officer) |
| Sam Beal (Partnership Advisor Health and Wellbeing) |

| Employers |
|---|
| Gavin Stewart (B&H Economic Partnership) |
| Tony Rogers (Custom Pharmaceuticals) |
| Mike Bailey (NHS) |
| Helen Scott (Amex) |
| Sarah Springford Brighton Chamber of Commerce |
| Carol Day (One Family) |
| Steven Bullock (B&H Seaside Community Homes) |
| Phil Jones (Wired Sussex) |
| Gordon Vatter (RiiG Ltd) |
| Andrew Mosley (Grand Hotel) |
| Sascha Koeler (Hilton Metropol) |

| Community |
|---|
| Michelle Gavin (Friends, Families and Travellers) |
| Judy Richards (Brighton Black Women's Group) |
| Nora Mzaoui |
| Chandrakant Mehta (BMECP) |
| Asmat Roe |
| Heather French (Mosaic) |
| Ceza De Luz (Mosaic) |
| Michael Opone (BMECP) |
| Shahreen Shebli (SIS) |
| Bert Williams (Brighton Black History) |
| Vanessa Crawford (BMEYPP) |
| Terry Adams (TDC) |
| Imman Usman (Hove Mosque) |

Community

Mair Chowdhury (Chair RHF)

Tariq Jung (RHF)

Yvonne Davy

Mohamed Fiasal (Brighton Open Market)

Sarah Lee (Black History Project)

Stakeholders

Wayne Edmunds Job Centre Plus

Jane Boyd Head of Apprenticeships (Brighton City College)

Sophie Franzen (The Bridge)

Jo Martindale/Claire Johnson (Hangleton & Knoll)

Helen Osborne (Friends Centre)

Lorraine Prince (Community Works)

Louise Cook (The Connected Hub)

Viki Faulkner (University of Brighton) Head of Training and Development Unit

Jane Summerville HR (University of Sussex)

Sally Polanski (Community Works)

Linda Buckham David Gillman Careers (University of Sussex)

Charlotte Blant (Youthforce)

Paul Mitchelle (Sussex Council Training Providers)

Richard Freeman CEO, always possible ltd

Roland Azor (Innovations at Work)

Tina O'Donnell (BHT Whitehawk Inn)

Consultants

Caroline Masundire (Rocket Science)

Lauren Bennett (Learning and Work Institute)

| | | | |
|--------------------------|--|--|--------------------|
| Subject: | Summary Report: Domestic Violence and Abuse, Sexual Violence and Violence against Women and Girls | | |
| Date of Meeting: | 28th November 2016 | | |
| Report of: | Executive Director Finance & Resources | | |
| Contact Officer: | Name: | James Rowlands | Tel: 291032 |
| | Email: | James.rowlands@brighton-hove.gov.uk | |
| Ward(s) affected: | All | | |

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

1.1 The purpose of this report is to provide an overview in relation to Domestic Violence and Abuse (DVA), Sexual Violence (SV) and Violence against Women and Girls (VAWG), setting out the strategic context, describing the extent and impact of these crime types in the city, identify trends, issues and emerging risks, as well as summarising commissioning and partnership activity.

2. RECOMMENDATIONS:

That Neighbourhoods, Communities & Equalities Committee:

2.1 Notes the indicative timetable for the review of the city's VAWG Strategy, the proposal that this becomes a DVA, SV and VAWG Strategy, and agrees that the revised strategy is tabled at a future meeting for approval.

2.2 Notes that the reporting of DVA and SV is increasing and that:

2.2.1 While a re-commissioned specialist service is in place this is likely to operate within a reduced joint commissioning budget and will require outcomes to be prioritised.

2.2.2 There is a risk to the provision of prevention and recovery services, which are likely to be de-commissioned in 2017-18.

2.3 Advocates a comprehensive and detailed review of the response to these forms of violence and abuse across all service areas.

3. CONTEXT/ BACKGROUND INFORMATION

Strategic context

1.1. The current '*Brighton & Hove Violence against Women and Girls Strategy*' runs from 2012 – 2017. The strategy is focused around prevention and earlier intervention, provision of immediate support, protection and prosecution and partnership working. In practice, the strategy is delivered through the '*Community Safety and Crime Reduction Strategy 2014-17*' which includes an annual action plan relating to

Domestic Violence and Abuse, Sexual Violence and Harmful Practices, as well as some other forms of Violence against Women and Girls.

- 1.2. In relation to the wider strategic context, a key driver is the UK Government's '*Strategy to end violence against women and girls*'. This was recently revised and now runs from 2016-20. Alongside this strategy the UK Government has indicated it will publish a National Statement of Expectations (NSE) to make clear to local partnerships what good commissioning and service provision looks like. This will provide a blueprint, setting out core expectations.
- 1.3. Other key drivers include the priorities of the Safeguarding Adult Board (SAB) and the Local Safeguarding Children's Board (LSCB), as well as the Police & Crime Commissioner's policing and crime objectives for 2017 – 21.
- 1.4. As the current VAWG Strategy runs out in 2017, it is proposed that this is reviewed. This is an opportunity to identify what has been delivered to date, consider emerging trends, issues and risks and ensure that the city has a strategy in place that means the response to these forms of violence and abuse are as collaborative, robust and effective as they can be. This review would be led by the Partnership Community Safety Team on behalf of the partnership, be co-produced with other key stakeholders, including Adult Social Care and Children's Services, as well as other statutory partners like the Police, Health and Voluntary and Community Sector partners. An outline of the key elements of a review is included in **Appendix One**.
- 1.5. A review is also an opportunity to ensure that the city's strategy continues to reflect the gender differences in the scale, incidence and effects of these forms of violence and abuse. This would mean sustaining the focus on women and girls, to reflect their disproportionate and cumulative experience of these forms of violence and abuse. However as the current strategy does not fully address the needs of men and boys who experience violence and abuse, nor the actions that should be taken to ensure they are able to get help and support, the review is an opportunity to ensure that these issues are also fully addressed. Additionally, given Brighton & Hove's population any strategy review must recognise the unique experiences of local communities, e.g. people from black and minority ethnic communities and those people who identify as lesbian, gay, bisexual or who identify as trans*. For this reason it is proposed that any reviewed strategy refers more widely to DVA, SV and VAWG rather than VAWG only.
- 1.6. Any review will need to reflect the joint commissioning and delivery arrangements that are in place with East Sussex County Council, which is also likely to be reviewing its own strategy. It is proposed that the two authorities develop a shared strategy for DVA, SV and other forms of VAWG. This would set out common strategic aims and areas for focus across both East Sussex and Brighton & Hove, while also identifying each area specific aims and areas for focus. At an operational level, annual action plans would set out the deliverables to be achieved within the city's Community Safety and Crime Reduction Strategy.

Extent and impact

- 3.1 The Joint Strategy Needs Assessment was refreshed in 2016 and will be available from the end of November at <http://www.bhconnected.org.uk/content/needs-assessments>. Headline data on the extent and impact of these forms of violence and abuse are included in **Appendix Two**.

3.2 However, reported data about these forms of violence and abuse is an underestimate, since substantial numbers of people do not disclose such violence to the police or other agencies. Applying the latest prevalence rates from the Crime Survey for England and Wales to 2015 mid-year population estimates shows that:

- 7,639 women and girls aged 16-59, and 3,868 men and boys are estimated to have experienced domestic violence and abuse in the last year
- 2,515 women and girls, and 677 boys and men are estimated to have experienced any sexual assault in the last year
- 4,564 women and girls, and 2,321 boys and men are estimated to have experienced stalking in the last year.

3.3 It is estimated that the cost to services of domestic and sexual violence in the city is £35 million, with the human and emotional costs at £113 million.

Trends

3.4 Broadly, the current trend is one of increased reporting. E.g. At a national level:

- Since 2010, there have seen significant increases in the reporting of DVA and SV offences to the police
- In the 12 months to March 2015 there was a 31% increase in the number of DVA related crimes in England and Wales
- This is mirrored in relation to SV offences, with the Crime Survey for England and Wales (CSEW) noting a 36% in the year ending September 2015.

3.5 At a local level, with reference to Police data:

- DVA crimes and incidents show an increase of 35.16% between 2011 – 12 and 2015 – 16.
- Recorded SV offences show an increase of 107% between 2011 – 12 and 2015 – 16.

3.6 The increase is also evident in specialist services. Between September 2015 and March 2016 the providers of 'The Portal' (RISE with Survivors' Network and CGL) have reported levels of referrals that are considerably higher than projected. In the most recent 6 month period (April – September 2016), across The Portal Service as a whole, there has been a 28% increase in referrals and an 11% increase in clients when compared to the previous 6 months.

Issues and emerging risks

3.7 The impact of increasing demand on specialist services has been pronounced. Providers of The Portal have reported that there is insufficient capacity to meet current and future demand.

3.8 There is a consequent impact on service provision and there are a number of consequent risks arising from this lack of capacity which include:

- Harder to access support (i.e. 'live' pick up and dropped calls)
- Increased eligibility thresholds
- Reduced capacity to support victim/survivors
- Reduction in availability of prevention and recovery interventions
- Reduced support for professionals, including contribution to wider case management.

3.9 The issue of increasing demand was first raised at the NCE committee in January 2016, with officers discussing this in more detail at Safe in the City Partnership Board in April 2016 and June 2016.

3.10 As the bulk of city council funding for specialist services is allocated through the Partnership Community Safety Team budget (including funding that was transferred from Housing Related Support) it was agreed that a corporate stakeholder's officer group would meet to review this issue and bring a council wide perspective. Meeting in April and October 2016 this considered:

- Profiling the current demand for specialist DVA and SV services, as well as the impact of increased reporting
- Identifying the impact on specialist services, including risks and reductions in capacity particularly around earlier intervention and recovery offer
- Identifying the impact on children and adult services where DVA or SV abuse is an issue, including multi-agency working and access to additional support
- Agreeing what risks accepting or identity mitigating actions, including further investment.

3.11 To date corporate stakeholders have been unable to identify any additional investment to manage the increase in demand.

3.12 As a result the commissioner, through the Commissioning Group, has sought to prioritise those at the greatest risk or need within the current financial envelope. In the first instance this has included the development of a demand management plan with the providers, focused on ensuring a consistent, timely response to referrals.

3.13 However given the demand pressures, the commissioner has also re-allocated funding from preventative work to the point of access for The Portal, increasing staff capacity within front line community based services. Going into 2016/17, this meant the loss of both a 0.5 FTE Family Worker and 0.5 FTE Service User Engagement Worker (who had supported the service user group).

3.14 During 2016-17 there has been continued upward demand pressure. Consequently a further re-allocation of funding in year has been proposed by the commissioner, with funding re-allocated again from preventative work to front line community based services from the end of December 2016. If this reduction is implemented as planned this means therapeutic group work interventions will cease, leaving one targeted programme and a small number of open access sessions.

3.15 Moving forward into 2017-18 further reductions are likely. In addition to managing any further increase in demand:

- The council's budget is currently being developed and all services (including Partnership Community, and within that the funding for domestic and sexual violence services) have been asked to develop proposals to reduce spend. These proposals will be considered at Policy, Resources and Growth Committee on 8th December 2016
- Also, existing Home Office funding totalling £0.035m is ending.

3.16 To manage any loss of funding and respond to further increases in reporting, it is likely that the remaining prevention and recovery offer will be eliminated in 2017-18 if additional investment cannot be found.

- 3.17 Other mitigations have been considered, however these are not viable. For example, while the council can seek additional funding from some sources (such as central government) it would not be feasible to seek funding from other sources because the existing specialist service providers already have a strong track record of securing added value through fundraising from charitable and corporate funders.
- 3.18 While the approach described above, prioritising those at the most risk and need, is proportionate given the constraints of the current financial envelope in the face of increased demand, it is important to note that there is a longer term impact if prevention and recovery interventions are lost. There will be reduced opportunities to help victim/survivors to cope and recover. These victim/survivors are also likely to represent to point of access services seeking help and support. In the long term this will not help to reduce future demand for specialist or indeed city council services.
- 3.19 Additionally the position as outlined in 3.13 to 3.16 will have impact on the city's capacity to respond to the findings from the Fairness Commission. The commission made specific recommendations relating to these forms of violence and abuse:
- a. The council and its partners should review funding for VAWG & SV specialist services, so that provision is protected and, where appropriate, increased to ensure help and support are in place to meet rising demand in terms of immediate safety and wellbeing, as well as longer term recovery
 - b. The council and its partners should refresh the commitment of the city's leaders to a strategic response to DVA, RSVA and VAWG and ensure that it is core business for the city.
 - c. The council and its partners should provide a specialist advocacy position for survivors to support recovery past the crisis stage and highlight any ongoing issues (A similar role to the Mind/Mindout advocacy service but specialised in domestic abuse).
- 3.20 In light of the position described above, the corporate stakeholder's officer group agreed that the council could take additional steps to ensure that its own services are able to respond as effectively as possible to these forms of violence and abuse. Those affected by DVA, SVA and VAWG are likely to have diverse and complex needs which need to be addressed in their entirety in order to achieve sustainable, long term outcomes. The council could for example undertake a comprehensive and detailed review of the response to these forms of violence and abuse across all service areas in order to be assured that all possible steps are being taken to maximise opportunities for victim/survivors and their families to be safe and recover and for perpetrators to be held to account.

Commissioning and partnership activity

- 3.21 Since September 2015 the Brighton & Hove Partnership Community Safety Team and the Safer East Sussex Team have been working together to deliver priorities in relation to DVA, SV and other forms of VAWG. A 'Joint Unit' is in place and is charged with delivering shared priorities in relation to these forms of violence and abuse.
- 3.22 Current activities include:

- Shared joint commissioning of domestic and sexual abuse services – through The Portal
- The integration of other functions like the Multi-Agency Risk Assessment Conference (MARAC), with an ongoing pan Sussex review of this process
- The roll out of a Champions' Network and the DVA, SV and VAWG Training Prospectus
- Awareness raising activity, including as part of planned events like the 16 Days of Action.

3.23 Planned activities include:

- Working with Sussex Police and other partners to roll out further awareness raising work around Rape and Serious Sexual Offences in the Night Time Economy
- Developing 'safety netting' advice and step down tools to enable a wider range of professionals to support victim/survivors
- Working with the Office of the Police & Crime Commissioner (OSPCC) to support Safe:Space Sussex and the evaluation of the 'Self Evident' app with the aim of making it easier to record and report hate crime. This will consider extension to domestic violence and abuse, sexual violence.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

- 4.1 To manage the continued upward demand pressure within the current financial envelope (and in future, in light of risks arising from proposals to reduce spend) commissioners will have to prioritise those victims at the greatest risk or with the highest needs, meaning that the threshold for services are raised and reductions are directed towards preventative services, which principally support children and non-abusive parents. To mitigate this impact, commissioners can continue to develop commissioning and partnership activity with other statutory and voluntary sector partners. However a comprehensive and detailed review of the response to these forms of violence and abuse across all council service would provide additional assurance that all possible steps are being taken to maximise opportunities for victim/survivors and their families to be safe and recover and for perpetrators to be held to account. Having a refreshed strategy will provide a framework within which such activity could be undertaken.

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 In relation to the crime types, a number of consultations have taken place, including the Domestic Violence Needs Assessment in 2011 as well as a VAWG Equality Impact Assessment in 2014. Most recently, a consultation event was undertaken with victim/survivors in March 2016 as part of a submission by the Violence against Women and Girls Forum to the Fairness Commission. The Joint Strategic Needs Assessment has also been revised with this process including a call for evidence from local partners.
- 5.2 In relation to the commissioning approach there has been an ongoing dialogue with providers and stakeholders, principally through the local Commissioning Group.

6. CONCLUSION

- 6.1 While DVA, SV and other forms of VAWG are both a local priority and an area of increased focus from national government, specialist services will be required to respond to increased reporting of DVA and SV within a reduced financial envelope unless alternative funding is identified. This means that service provision in the city will reduce. Despite this, the council has an opportunity to respond proactively to this agenda by ensuring that all possible steps are being taken to maximise opportunities for victim/survivors and their families to be safe and recover and for perpetrators to be held to account across its services.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 The 2016/17 Council's net budget for Violence against Women and Girls (VAWG) strategies is £0.725m. This includes £1.340m to commission services and contributions of £0.750m from partner organisations as well as budgets for staffing. The budget for 2017/18 for all council services will be considered at Policy, Resources and Growth (PRG) Committee in February 2017 and any savings proposals will be reviewed by PRG on 8th December 2016.
- 7.2 Implementation of a comprehensive and detailed review across all services will need to be met from current budget resources for the service areas concerned.

Finance Officer Consulted: Monica Brooks

Date: 15/11/16

Legal Implications:

- 7.3 The Authority has a range of powers available to support the work relating to domestic violence. Where this involves expenditure then there will need to be clear decision made supporting that funding. In this situation the Committee is simply being asked to note the current situation and to support a review of the provision. There are no legal implications in relation to this.

Lawyer Consulted: Simon Court

Date: 11/11/16

Equalities Implications:

- 7.4 An Equalities Impact Assessment (EIA) has already been carried out in relation to DVA, RSVA and VAWG. Equalities implications are reviewed in the Strategic Assessment of Crime and Disorder and the Community Safety and Crime Reduction Strategy, both of which are refreshed annually.

Sustainability Implications:

- 7.5 The proposed approach has implications for sustainability including support for victim/survivors in achieving Safety, Health & Happiness: Encouraging active, sociable, meaningful lives to promote good health and wellbeing.

Crime & Disorder Implications:

- 7.6 In the short term the reduction in funding means that service provision, including the risk management process for the highest risk victims of DVA and the

specialist support for victims of DVA and RVA, will reduce increasing the impact of crime and disorder.

SUPPORTING DOCUMENTATION

Appendices:

1. Next steps in reviewing the local strategy
2. Summary data - impact of Domestic Violence and Abuse, Sexual Violence and Violence against Women and Girls in Brighton & Hove

Next steps in reviewing the local Strategy

| | |
|-------------------------|---|
| Consultation | <p>Consultation process for identifying which services are needed locally and a forum to ensure victims and service providers can share their experiences and views:</p> <ul style="list-style-type: none"> • Online – residents • Focus groups – service users • Online – service managers <p>Consultation process for identifying the impact of local commissioning and how outcomes will be measured, what counts as 'success' and what victims can expect from services:</p> <ul style="list-style-type: none"> • Engagement with commissioners <p>Partnership representatives met to discuss strategic aims and priorities</p> <ul style="list-style-type: none"> • Stakeholder consultation event |
| Service users | <p>Have a process for measuring victims satisfaction:</p> <ul style="list-style-type: none"> • Police satisfaction survey • Provider data |
| Needs assessment | <p>Understand need by developing joint needs assessments with access to all available data, evidence, service standards and intelligence from local providers with input from LAs, health, CCGs, police, education, housing, and the third sector. Map local issues from crime and health data:</p> <ul style="list-style-type: none"> • Standardised approach to present data on prevalence, impact and emerging trends and risks across Brighton & Hove and East Sussex <p>Have a robust and useful local data set:</p> <ul style="list-style-type: none"> • Standardised light touch performance framework to enable ongoing review and identifying of emerging risks and issues <p>How training provided to local professionals is being evaluated:</p> <ul style="list-style-type: none"> • Data from local training programmes |
| Key priorities | <p>Areas of focus:</p> <ul style="list-style-type: none"> • Puts the victim at the centre; • Takes a strategic, system-wide approach to commissioning; • Is locally-led and safeguards individuals throughout; • Raises local awareness of the issues and involves, engages and empowers communities to seek, design and deliver solutions. <p>Aligned to UK Government's Violence against Women and Girls Strategy:</p> <ul style="list-style-type: none"> • Prevention • Provision of service • Partnership working • Pursuing perpetrators <p>Integrated into priorities within the Brighton & Hove Community Safety and Crime Reduction Strategy and the East Sussex Safer Communities Business Plan.</p> |

Summary data

The following data is taken from the Joint Strategic Needs Assessment and is for 2015/16 unless otherwise indicated.

| | |
|-----------------------------|---|
| Domestic violence and abuse | <ul style="list-style-type: none"> • 4,575 domestic violence incidents and crimes were reported to the police in Brighton & Hove, an increase of 4.7% on 2014/15 • There were 352 finalised domestic violence prosecutions, of which 260 were successful (74%) • 448 referrals were made to the Multi-Agency Risk Assessment Conference (MARAC), for the highest risk victims of domestic violence & abuse. There were 428 children associated with these cases • In 2014/15 635 referrals were made to the IDVA service provided by RISE Domestic Abuse Service, which works with the highest risk victims of domestic violence & abuse¹ • Locally, in July 2016, of 385 children subject of a Child Protection Plan, 45% had parental domestic violence recorded as a factor • 126 Safeguarding Adult enquiries were flagged as linked to domestic violence (6% of all adult safeguarding enquiries undertaken). • Between 2012 and 2014 three domestic homicide reviews were completed. One 'Near Miss' Review was also been completed. A further domestic homicide review has commenced in 2016-17. |
| Stalking and harassment | <ul style="list-style-type: none"> • Data on police recorded crimes and incidents of stalking became available as of April 2014. In 2015/16 there were 37 police recorded offences of stalking |
| Sexual Violence | <ul style="list-style-type: none"> • 667 sexual offences were reported to Police • 156 referrals were made to the Saturn Centre (the local Sexual Assault Referral Centre (SARC), which provides a range of services to anyone who has been raped or sexually assaulted) an increase of 14% compared with the previous year • In 2014/15 159 referrals were made to the ISVA service provided by Survivors' Network, which works with victims of rape, sexual violence & abuse² • 7% of Safeguarding Adult enquiries were flagged as linked to sexual violence |
| Sex Industry | <ul style="list-style-type: none"> • Data about the scale and extent of prostitution and the sex industry is limited. In 2016 a Rapid Needs Assessment is being completed looking at Sex Work in Brighton & Hove to better understand need |
| Harmful Practices | <ul style="list-style-type: none"> • Reported levels of Harmful Practices remain low to inform the local picture of need, Public Health Evidence Briefings were produced including estimates of those historically affected, or currently at risk • Mandatory recording by acute health trusts of the number of patients who have had FGM or have a family history of FGM was introduced in September 2014. In 2015/16, 23 patients were recorded as having had FGM. |

¹ Full year data is only available for 2014/15 for specialist services because during 2015/15 RISE and Survivors' Network moved onto a new case management system as part of the development of 'The Portal' which is a single point of access and helps victim/survivors of domestic and sexual violence and abuse to find advice and support in Brighton & Hove and East Sussex

² See footnote 1.