

TITLE City Inclusion Partnership Work Plan

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PURPOSE The report provides an update to BHSP regarding the City Inclusion Partnership (CIP) Work Plan so that BHSP members are able to follow and oversee progress by the group.

I. SUMMARY

- 1.1 The City Inclusion Partnership was formed in 2008 to lead, develop and support equalities approaches in strategic planning and implementation across the city, in order to improve local service delivery, support partnership working and reduce inequalities in Brighton and Hove. Partners are predominantly from the statutory sector, but link specifically with the Stronger Communities Partnership and CVS Equality Coalition.
- 1.2 Partners agreed priorities for joint equalities work in January 2009, forming the basis of the original Work Plan and of the Brighton and Hove Equality and Human Rights Charter, launched in January 2010 (as notified to the BHSP on 30 March). This document is included with your papers.
- 1.3 The Charter committed CIP to report on progress against the defined actions and following a paper at the November 30th 2010 LSP meeting, it was agreed that CIP members provide a report to the BHSP at the first meeting in 2011. This is also part of the CIP accountability to the BHSP.
- 1.4 A Draft CIP work plan progress report is attached below, for information.

2. RECOMMENDATIONS

- 2.1 That the BHSP notes the common aims and activities outlined in the CIP Work Plan.
- 2.2 That the BHSP agrees to receive a report on progress against the action plan in a meeting early in 2012.

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**City Inclusion Partnership
Work Programme – DRAFT Progress Report v3 (Feb 11)**

Focus	Aims of work	Activities	Intended Outcome	Progress
Monitoring	<ul style="list-style-type: none"> • Common definitions of groups used across partners. • City-wide monitoring approach for all services and employment (including commissioning). • Data shared to better understand barriers and increase opportunities for joint working. 	<ul style="list-style-type: none"> • Compare services' systems for monitoring outcomes for employment and service provision. • Work jointly to develop city-wide approach covering all equalities strands (including commissioned services). • Establish systems for sharing data between agencies. • Trial the agreed monitoring definitions 	<ul style="list-style-type: none"> • More accurate, timely and up to date information on key equality measures across the city. • Clear measures on LAA¹ equality priorities • Progress towards information sharing among partners • Better use of data to support strategies and activities. 	<ul style="list-style-type: none"> • Definitions Working Group met twice and proposed categories for new equalities monitoring form (compatible with the 2011 and 2011 census questions and informed by local data). • Categories were consulted on during Single Equality Scheme events Oct-Dec 2009. • Trials of the form took place across the partners during Mar-Dec 2010 (full list below - App 1). <p>Next steps: Revisions to be made to form, based on trials, then introduced (where possible) during 2011.</p>

¹ - References to LAA may be read to include future city-wide performance plans and performance measuring systems

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<p>Local Area Agreement (LAA)</p>	<ul style="list-style-type: none"> • Support LAA aims to reduce inequality in the city. • Monitor progress of Brighton & Hove Strategic Partnership and Public Service Board on key equalities targets. 	<ul style="list-style-type: none"> • Identify equality assessment process on LAA action plans. • Highlight areas where additional data or activity is required. • Support partnership working and sharing of good practice to address these. • Monitor progress against equality targets. 	<ul style="list-style-type: none"> • Evidence of equality impact assessment of LAA targets and action plans. • Evidence of progress against equality targets in LAA. 	<ul style="list-style-type: none"> • Initial overview of LAA actions completed with likely impacts on different groups. • Equality Impact Assessments (EIAs) of LAA core strategies requested by CIP and collated. • Equality issues considered as part of Partnership Delivery Workshops (start of defining new LAA targets). <p>Next steps: [Dependent on what framework replaces LAA] Equality and diversity issues to be embedded within new strategies and actions.</p>
<p>‘Chronic exclusion’</p>	<ul style="list-style-type: none"> • Improve understanding of groups in the city where data is limited². • Identify barriers they face in accessing services and actions which address these. 	<ul style="list-style-type: none"> • Use agreed definitions of groups to develop templates of information sharing good practice: data, data gaps, and sources of information / support about the groups. 	<ul style="list-style-type: none"> • Provide practical information on groups, removing barriers and sources of support for CIP partners. • Reduce exclusion on key LAA measures. 	<ul style="list-style-type: none"> • Joint definition created of which groups are ‘chronically excluded’ and what information might be available and would be useful. • Working group set up to consider Gypsy & Traveller communities – leaflet completed, training planned. • Sexual Violence Scrutiny updates to CIP regularly <p>Next steps: Identify next groups, information and actions to remove barriers.</p>

² Eg: Groups that are small, rarely monitored or transient: Gypsy, Romany & Traveller communities, Homeless people, Refugees, Asylum Seekers, Migrant Workers, Trans people

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<p>Community engagement</p>	<ul style="list-style-type: none"> • Improve joint work with Stronger Communities Partnership (SCP) in delivery of Community Engagement Framework (CEF) actions. • Support equalities principles in implementation of CEF (inc. Get Involved campaign). • Use available data and information sources to fill gaps and strengthen CIP partners' obligations around the "Duty to Involve". 	<ul style="list-style-type: none"> • Ensure link with SCP through attendance at meetings, participation in action groups and responding to issues arising from SCP / Equalities Coalition (EQC). • Identify common areas of consultation or partnership with CVS groups. • Provide information, advice and guidance to CEF Action Group (implementing actions) and to support Get Involved campaign. • Gather good practice models and guidance on equalities in engagement to share with other partners. 	<ul style="list-style-type: none"> • Improved partnership work, better links, data and understanding of equalities in engagement. • Coordinated statutory sector involvement in achieving CEF Actions. • Strengthened / more opportunities for resident involvement in local areas and to influence local decision-making. • Engagement activities of CIP partners are linked wherever possible. • Statutory partners have better dialogue with diverse groups. 	<ul style="list-style-type: none"> • Well established links with SCP (through shared reps and formal representation). • Regular updates on EQC development • BHCC equalities support to Get Involved campaign EIA. • BHCC Equalities support to CEF EIA: <ul style="list-style-type: none"> - regularly reviewed in working groups - 'Widening Engagement' budget set up to address identified needs. <p>Next steps: Continue links with SCP & EQC and support to Get Involved campaign. Update on CEF progress and focus on remaining barriers and solutions.</p>

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<p>Procurement</p>	<ul style="list-style-type: none"> Respond to new equalities duties on procurement to ensure that commissioned services fully meet the needs of equalities groups across the city. Identify opportunities for joint or complementary procurement approaches which will more effectively address equalities barriers. 	<ul style="list-style-type: none"> Explore how evidence related to equalities groups is used to enable public bodies to pursue their equalities objectives through procurement activities. Explore diverse ways to appropriately incorporate equalities requirements and conditions into procurement processes. Increase consistency across the public sector equality approaches, inc. use of EIAs. Increase opportunities for joint procurement opportunities. Establish common requirements for commissioned services (including staff training). 	<ul style="list-style-type: none"> Better practice in procurement to ensure better outcomes for equalities groups. Increased number of services being delivered by the voluntary and independent sectors to support LAA targets. Greater consistency and application of best practice across public bodies throughout procurement practices. 	<ul style="list-style-type: none"> Meeting focused on Equality Act (EA) 2010 and likely practical implications as known. Equality and community engagement principles and good practice are being embedded into new commissioning framework. <p>Next steps: Developing shared approach to EA statutory duties (inc procurement) across city agencies, to enable clearer comparisons and sharing of good practice. Once Intelligent Commissioning begins fully in the city CIP will need to respond to the practical implementation.</p>

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<p>CIP development</p>	<ul style="list-style-type: none"> Strengthen partnerships between agencies. Develop relationships with the SCP and EQC. Fulfilling the commitments of the Equality and Human Rights Charter for the city. 	<ul style="list-style-type: none"> Sharing good practice and updates from partners. Joint communication mechanisms. Responding to emerging issues and initiatives. Implementing, monitoring and reporting on Equality and Human Rights Charter. 	<ul style="list-style-type: none"> Effective partnership within CIP and with other relevant groups. Sharing of perspectives and experiences to inform data, strategy and actions, in order to improve services. 	<ul style="list-style-type: none"> Updates from partners are a standing item on CIP agendas. This is the first annual report on the City E&HR Charter, going to B&HSP, CIP partners, CVS groups. Strong ongoing links with SCP and EQC (see above). Partners have used the CIP email list to circulate information, request feedback on equalities documents, and invite participation in consultations and events. <p>Next steps: Continuing work in this area, with greater use of working groups to pick up on specific pieces of work and share learning.</p>
<p>Better use of resources to reduce inequality</p>	<ul style="list-style-type: none"> Identify and access new resources to support equality priorities. Increase impact of existing resources. Use effective partnership working to increase efficiency, reduce duplication and increase accountability in 	<ul style="list-style-type: none"> Joint contracting. Joint consultation. Implementing, monitoring and reporting on Equality and Human Rights Charter. 	<ul style="list-style-type: none"> Increased resources for delivering equality targets. Better progress against value for money measures. Clear joint commissioning agreements and strong pooled budget arrangements. 	<ul style="list-style-type: none"> Joint consultation by NHSB&H, BSUH, Southdowns and BHCC on their respective SES. BHCC equalities rep on City College E&D group to share good practice. Other partners have hosted CIP meetings. ESF&RS and BHCC worked together to progress actions resulting from their Equality Framework for Local Government assessments. <p>Next steps:</p>

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	identifying and deploying resources.			Continuing work in this area.

Other outcomes:

- There have been enquiries about the city-wide Equality and Human Rights Charter as a good practice model from Sandwell Metropolitan Borough Council, Fife Council and Hastings Borough Council (Hastings LSP has recently agreed to develop their own version of this).
- The monitoring form has been sent to Calderdale Council to support their review of monitoring processes. It is also being used in a number of CVS organisations locally.
- The City Inclusion Partnership was highlighted as an example of best practice in the recent Equality Framework for Local Government assessment of the city council.

Theme discussions held at CIP meetings in 2010:

- Hate Crime: race, religion, homophobic, disability – led by city Partnership Community Safety Team
- ‘Creating an Inclusive Workforce’: considering common challenges and sharing good practice. Led to the establishment of an ongoing HR practitioners working group considering equalities issues.
- Equality Act 2010: presentations and discussion of key points and practical implications by Equality and Human Rights Commission and Stonewall.

City Inclusion Partnership Work Programme – DRAFT Progress Report v2 (Sep10)

Appendix 1

Proposed Equalities Monitoring Form – trial areas:

1. Brighton and Hove City Council

- Housing (Ododo Dafe)
- Analysis and Performance (Chris Mitchell)
- Adult Social Care (Jessica Harper)
- Environmental Health and Trading Standards (Roy Pickard)
- Get Involved Day

2. NHS Brighton and Hove

- NHS Brighton & Hove staff survey
- all PALS and complaints
- Diabetic staff survey

3. City College Brighton and Hove

4. Southdowns NHS Trust

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