



City of Westminster Cabinet Member Report

Decision Maker:	Leader of the Council
Date:	3 November 2016
Classification:	Public
Title:	Supporting the delivery of City for All: Refreshing our Equality Objectives
Wards Affected:	All
Key Decision:	Yes
Financial Summary:	We expect that the council's equality objectives will be delivered within the existing budgets for each service area and therefore do not expect there to be any additional financial implications for the council.
Report of:	Director of Policy, Performance & Communications

1. Executive Summary

- 1.1 Westminster City Council is determined to be an exemplar of good practice in equality, diversity and fostering inclusive communities.
- 1.2 We have a statutory duty to refresh and publish equality objectives for the council in order to remain legally compliant with the Public Sector Equality Duty.
- 1.3 This report recommends six equality objectives for the council for the period 2016 – 2020, each one of which will makes a direct contribution to supporting the delivery of the council's 'City for All' vision through eliminating discrimination, advancing equality of objective and fostering good relations between people.
- 1.4 The objectives will be kept under review and updated with the agreement of the Leader and Cabinet should the council's priorities change.

2. Recommendations

2.1 That the Leader of the Council approves the following as the equality objectives for the council for the period 2016 – 2020:

- To promote equality of opportunity across the city by tackling barriers to employment to make a direct contribution to our City for All pledge to reduce the number of long term unemployed by a third.
- To create an environment where all children have an equal opportunity to succeed in life to make a direct contribution to supporting the delivery of our new Early Help offer and Ofsted rated outstanding care to children and young people living in the city.
- To improve the diversity of our workforce to increase the proportion of women and people from black, ethnic and minority background in senior positions; and
- To better understand the needs of our diverse communities in order to show leadership to the government's agenda for tackling discrimination.
- To minimise loneliness, maximise independence and improve mental and physical wellbeing of older people by breaking down barriers to accessing services so as to improve life chances and quality of life for individuals and their communities.
- To support our communities to lead healthy lifestyles through increased participation in sport and physical activity at all ages and of all life circumstances in order to build active communities which are energised, resilient and well.

2.2. That the Chief Executive of the council reports annually to the Leader and Cabinet on progress made against delivering these objectives, and that this report is published annually on the council's website.

3. Reasons for Decision

3.1 We have a statutory duty to refresh and publish equality objectives for the council in order to remain legally compliant with the Public Sector Equality Duty.

3.2 Public bodies subject to the general equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.

- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

3.3 Each of the six recommended equality objectives makes a direct contribution to supporting the delivery of our 'City for All' vision and is informed by a robust evidence base on local need equality and diversity need.

4. **Background, including Policy Context**

4.1 This report recommends six equality objectives for the council for the period 2016-20, each one of which makes a direct contribution to supporting the delivery of our City for All vision as well as service specific strategies (such as our draft Health & Wellbeing Strategy). Each of the objectives is based on an evidence base that provides an understanding of the number of people living in the city who have one of the characteristics protected by law (age, gender, disability, race, religion, pregnancy and maternity, sexual orientation, gender reassignment and marriage and civil partnership).

Contributing to a City of Aspiration

4.2 To contribute to our City for All ambition to create a City of Aspiration that enables all our residents to share in the economic prosperity of the city, it is recommended that we set:

- A first equality objective **to promote equality of opportunity across the city by tackling barriers to employment** to make a direct contribution to our City for All pledge to reduce the number of long term unemployed by a third.
- A second equality objective **to create an environment where all children have an equal opportunity to succeed in life** to make a direct contribution to supporting the delivery of our new Early Help offer and Ofsted rated outstanding care to the children and young people living in the city.
- A third equality objective **to improve the diversity of our workforce** to increase the proportion of women and people from black, ethnic and minority background in senior positions; and
- A fourth equality objective **to better understand the needs of our diverse communities** in order to show leadership to the government's agenda for tackling discrimination.

Contributing to a City of Choice

- 4.3 To contribute to our City for All ambition to create a City of Choice that creates opportunities for residents, businesses and visitors to make responsible choices for themselves, their families and their neighbourhood, it is recommended that we set a fifth equality objective to align with our draft Health & Wellbeing Strategy to **minimise loneliness, maximise independence and improve mental and physical wellbeing of older people** by breaking down barriers to accessing services so as to improve life chances and quality of life for individuals and their communities.

Contributing to a City of Heritage

- 4.4 To contribute to our City for All ambition to create a City of Heritage so that every neighbourhood remains a great place to live, work and visit both now and in the future, it is recommended that we set a sixth equality objectives to align with our draft Health & Wellbeing Strategy to:

- **Support our communities to lead healthy lifestyles through increased participation in sport and physical activity at all ages and of all life circumstances** in order to build active communities which are energised, resilient and well.

Reporting

- 4.5 The equality objectives will be reported on annually to the Leader of the Council and the Chief Executive and the report will be published on the council's website. The objectives will be amended or updated as appropriate to ensure they reflect the council's priorities throughout the course of the four years.

Next Steps

- 4.6 Each of the recommended equality objectives will be underpinned by clear deliverable actions that can evidence the progress the council has made against these objectives over a four year period.

5. Financial Implications

- 5.1 We expect that the council's equality objectives will be delivered within the existing budgets for each service area and therefore do not expect there to be any additional financial implications for the council.

6. Legal Implications

- 6.1 Public bodies subject to the general equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

7. Consultation

- 7.1 The recommended objectives are informed by an evidence base that provides an understanding of the number of people living in the city who have one of the characteristics protected by law (age, gender, disability, race, religion, pregnancy and maternity, sexual orientation, gender reassignment and marriage and civil partnership).

If you have any queries about this Report or wish to inspect any of the Background Papers please contact:

BACKGROUND PAPERS

Equalities Objectives Evidence Base

For completion by the Leader

Declaration of Interest

I have <no interest to declare / to declare an interest> in respect of this report

Signed: _____ Date: _____

NAME: _____

State nature of interest if any

.....
(N.B: If you have an interest you should seek advice as to whether it is appropriate to make a decision in relation to this matter)

For the reasons set out above, I agree the recommendation(s) in the report entitled **Supporting the delivery of City for All: Refreshing our Equality Objectives** and reject any alternative options which are referred to but not recommended.

Signed

Leader of the Council

Date

If you have any additional comment which you would want actioned in connection with your decision you should discuss this with the report author and then set out your comment below before the report and this pro-forma is returned to the Secretariat for processing.

Additional comment:
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If you do not wish to approve the recommendations, or wish to make an alternative decision, it is important that you consult the report author, the Head of Legal and Democratic Services, Strategic Director Finance and Performance and, if there are resources implications, the Strategic Director of Resources (or their representatives) so that (1) you can be made aware of any further relevant considerations that you should take into account before making the decision and (2) your reasons for the decision can be properly identified and recorded, as required by law.

Note to Cabinet Member: Your decision will now be published and copied to the Members of the relevant Policy & Scrutiny Committee. If the decision falls within the criteria for call-in, it will not be implemented until five working days have elapsed from publication to allow the Policy and Scrutiny Committee to decide whether it wishes to call the matter in.

Other Implications

- 1. Resources Implications**
- 2. Business Plan Implications**
- 3. Risk Management Implications**
- 4. Health and Wellbeing Impact Assessment including Health and Safety Implications**
- 5. Crime and Disorder Implications**
- 6. Impact on the Environment**
- 7. Equalities Implications**
- 8. Staffing Implications**
- 9. Human Rights Implications**
- 10. Energy Measure Implications**
- 11. Communications Implications**

Note to report authors: If there are particularly significant implications in any of the above categories these should be moved to the main body of the report.