

Annual Review of Equality and Diversity 2010



1 October 2010

Dudley Metropolitan Borough Council

Annual Review of Equality and Diversity 2010

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1. Introduction

- 1.1 The 2010 annual review of equality and diversity is Dudley Council's ninth yearly report on Council-wide progress with promoting equality and diversity. There is currently a statutory requirement to report progress annually with a public authority's disability and gender equality schemes and on data relating to race equality in employment. This review fulfils that obligation although takes a much more comprehensive approach than the law requires, reporting on progress across the whole of the council's equality scheme. The review was also introduced in advance of the statutory requirements.
- 1.2 The annual review is considered by the select committee which has the responsibility for council-wide equality and diversity work – the Select Committee on Regeneration, Culture and Adult Education – prior to being taken to the Cabinet for approval.
- 1.3 Alongside the review, directorate annual reports, which cover in more detail progress with individual directorates' equality and diversity action plans, are prepared. Responsibility for the scrutiny of the six directorates' annual reports is split between the five select committees. The reports, other documents and a range of information, are published on the Council's equality and diversity pages on its website at www.dudley.gov.uk.

2. National developments

- 2.1 The much anticipated Equality Act 2010 received Royal Assent in April. The Act brings together, harmonises and in some respects extends the current equality law in order to protect people on the basis of the 'protected characteristics' of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including ethnic or national origins, colour and nationality)
 - religion or belief
 - sex, and
 - sexual orientation.
- 2.2 During the debates on the Equality Bill, the majority of the proposed duties received all party support. After the May general election, the coalition

Government set out its support for equalities in its programme for government:

‘The Government believes that there are many barriers to social mobility and equal opportunities in Britain today, with too many children held back because of their social background, and too many people of all ages held back because of their gender, race, religion or sexuality. We need concerted government action to tear down these barriers and help to build a fairer society.’

- 2.3 This was followed by the new coalition Government announcing in July that the first parts of the Act would be implemented on 1st October 2010. These include:
- widening of the protection from discrimination for disabled people and transsexual people
 - direct discrimination being extended to cover disability
 - protection from discrimination because of association and perception being extended to cover sex, disability and gender reassignment
 - indirect discrimination being extended to cover disability and gender reassignment, and
 - changes to provisions around harassment and victimisation.
- 2.4 In August the Government began a three month consultation on its proposals for an integrated public sector equality duty bringing, from April 2011, age, religion or belief, sexual orientation, gender reassignment, and pregnancy and maternity in line with duties for disability, gender and race. At the time of writing, the Government was still looking at how and when other provisions in the Act, notably the outlawing of age discrimination when providing services or carrying out public functions, may be implemented.
- 2.5 The Equality and Human Rights Commission is preparing a number of statutory and non-statutory codes of practice to provide detailed guidance in implementing the law, the first of which was published in early August 2010.
- 2.6 Also of relevance to the approach to promoting equality is the recent focus on community cohesion, tension monitoring and preventing violent extremism which is changing shape under the new Government. The Home Secretary has made a decision to end the ‘Preventing violent extremism’ programme from March 2011 with resources being redirected towards a national citizens’ service for 16 year olds as part of the Big Society programme.

- 2.7 The coalition Government has also announced the end of the Comprehensive Performance Assessment of local authorities (CAA) which focused on the extent to which councils and their partners in the area understood and met the needs of their communities.

3. Local priorities

- 3.1 The council's Equality Scheme provides details of the council's arrangements for and approach to promoting equality, setting out how it will meet its legal requirements. Legislation currently requires public authorities to prepare race, disability and gender equality schemes, although the proposals being consulted upon for the public sector equality duties are for this requirement to be replaced by a duty to publish equality objectives and equality information.
- 3.2 The scheme was extended to cover in detail age, religion or belief, sexual orientation and transgender, with a supplement covering these areas approved by the Cabinet in June 2009. This met the commitment made in the scheme and anticipated the approach of the Equality Act in introducing a more consistent approach across all equality areas.
- 3.3 In accordance with the legal requirements, the disability equality and gender equality schemes within the overall scheme were reviewed and updated during 2009/10. The remainder of the scheme is being revised to take on board the changes in the Act. Despite the likelihood that the scheme will not be a legal requirement, it is felt that an organisation such as the council will continue to benefit from having a document which sets out in some detail its approach to and plans for promoting equality, particularly if this can be more flexible to respond to the approach of the organisation and the needs of the local communities.
- 3.4 The equality scheme sets out priorities, challenges and action plans relating to the equality strands over its three year period. The 2009 annual review also identified the following priorities for the 2009/10 year for focussed work, on which progress is reported in the review:
- implementing actions aimed at increasing the proportion of the Council's employees who have a disability
 - ensuring equality impact assessments are completed where appropriate, with improved monitoring and reporting arrangements and training provision
 - reviewing the Equality Scheme, in the light of the implications for the Council and its partnerships of the forthcoming Equality Act

- progressing work against the Equality Framework and responding to any equality issues arising from the CAA.

- 3.5 The revised Dudley Community strategy 2010-13 was launched in March 2010. This focuses on identifying and tackling inequalities amongst its six priority areas of jobs and prosperity, health and well-being, heritage, culture and leisure, environment and housing, individual and community learning and community safety. Some specific objectives for reducing inequality have been set and the Dudley Community Partnership theme partnerships are developing performance management frameworks for the objectives for which they are responsible which must address relevant equality issues.
- 3.6 The analysis set out in this annual review looks at how well priorities and actions have been addressed and identifies further areas to be addressed in the future.

4. Reporting progress and measuring success

- 4.1 As noted, reporting progress with the action plan set out in the Equality Scheme 2007-10 forms the major part of this review. The detail of the action plan is set out at Appendix 1(a). The review also reports on early progress with the revised disability equality scheme 2010-13 action plan. Numbered references in the text relate to the relevant actions in the action plans.
- 4.2 Alongside reporting progress on these actions, some assessment of progress can be made through using performance indicators. As noted in last year's review this has become more difficult in the area of equality with the new National Indicator Set replacing the Audit Commission's best value performance indicators (BVPIs) from April 2008. A number of the national indicators have also now been removed and the new Government has indicated that it wishes to move away from past target-driven culture. Comparative information between authorities around equality is therefore not now available through this route.
- 4.3 The review of equality data to be undertaken by the Office of National Statistics (ONS) to ensure that the data on equality available to public bodies was what was needed, both nationally and locally, has, however, progressed, with a number of guidance documents being produced (in response to one of the recommendations from the Government's Equalities Review). The review responded to the acknowledgement that data on inequalities were often unavailable, not adequate or not well used. Over time, implementation of the

outcomes of the review should lead to better quality and broader equality data being available.

- 4.4 The first Comprehensive Area Assessment of the borough took place during 2009 with the results reported in November. The organisational assessment report, while saying little directly about the council's performance on equality, highlighted that 'there are areas where vulnerable people receive good service'. As noted there will not be a further CAA so any assessment of progress on equality will not be available through this route.
- 4.5 The future of the equality framework for local government is again under review nationally and, certainly regionally within the West Midlands, there has been much debate about its usefulness and assessment process. This requires considerable dedication of resources to prepare evidence for external assessment and payment for the assessment which has to be carried out every three years at particular levels of the framework. A number of authorities are therefore using the framework as a guide to identify areas for improvement rather than committing to external assessment.

5. All equality areas

- 5.1 This section of the review sets out progress during the last twelve months with the 'all equality areas' part of the Equality Scheme action plan. Previous annual reviews provide more details for past years of the scheme.
- 5.2 The council's corporate board identified a number of priorities for the period of the scheme (action 1.1) which are covered in paragraphs 5.3-5.6 below.
- 5.3 On the first - developing clearer targets and outcomes - as noted in paragraph 3.4, the refreshed community strategy focuses on identifying and addressing inequalities and will be supported by a performance management framework for its objectives which must address relevant equality issues. The cabinet approved a ten year equality vision for the council in June 2009 and this, with the community strategy, will be adopted as an overall framework for the revised equality scheme. As noted, the public sector duties under the Equality Act are expected to require a public authority to publish a number of equality objectives, rather than full equality schemes.
- 5.4 With 'improving communications and celebrating diversity', the council's website now features an annual calendar of religious and cultural festivals and events alongside other information and messages about these festivals and events. (1.8). A substantially revised intranet, iDudley, for employees and

Members was introduced during the year, with the equality and diversity pages undergoing some further improvements and updating.

- 5.5 On 'improving approaches to consultation', further improvements have been made to the community engagement database and good practice advice. Training sessions are being run with partners and a community engagement network established which has held a recent event entitled 'engaging in an inclusive way'. A wider range of engagement around promoting equality continues to take place each year, with some details given elsewhere in the report.
- 5.6 With 'equality and diversity competencies', a review of equality training is under way and e-learning courses on equality and diversity have been purchased, following assessment of the different products available through the corporate equality and diversity leadership group. It is planned that these be rolled out across directorates in the autumn once details of the implementation of the Equality Act are clear so that the implications of the legislation can be included in the training (1.16).
- 5.7 The equality framework for local government is being used within the council to help identify areas for improvement with initial self-assessment work undertaken at the 'achieving' level of the framework, although external assessment has not been applied for (1.10). One improvement area identified was equality impact assessments. National developments with the framework (see paragraph 4.5) are being kept under review.
- 5.8 More equality impact assessments have been completed with, for example, commitments being implemented to ensure that they are done for all new or revised human resources policies. Further improvements can still be made and revised guidance clarifying the requirements for EIAs is due to be issued within the statutory codes of practice under the Equality Act 2010 by the Equality and Human Rights Commission (EHRC). The council's guidance will need to be updated to reflect the contents of this (1.4) (1.5).
- 5.9 Most directorates have submitted their equality and diversity action plans for 2010/11 and annual reports for 2009/10 to the relevant select committee in line with the agreed timetable, although the action plan and annual report for the Directorate of Children's Services and the annual report for the Directorate of Adult, Community and Housing Directorates were delayed (1.7). Select committees made some comments about the content and presentation of the documents so the guidelines for producing them will be reviewed. Similarly, with the reporting requirements met by the annual review to be changed by

the public sector duties under the Equality Act 2010, the contents and presentation of this review will be reconsidered (1.16). Members' views on this will be welcomed.

- 5.10 The Human Resources Strategy 2009-14, approved by the Cabinet in June 2009, is the key corporate document driving improvement work around employment issues. The comprehensive reviews of recruitment and learning and development have proved to be substantial pieces of work and continue to be progressed (1.12/1.13). These include the changes required to respond to the duties of the Equality Act 2010 which came into force on 1st October. Work is also progressing on the priority area of improving recruitment and retention of disabled people (see section 7 for more details).
- 5.11 'Yourself', a self-serve system allowing employees and managers easy access to records held about them and their staff, giving the opportunity, for example, for employees to check and update equality monitoring information held on the PS Enterprise HR and payroll system, has been introduced between June and September 2010. This should have a positive impact on the quality of data held (1.15).
- 5.12 The council's guide to promoting equality through procurement was updated in autumn 2009. The EHRC codes of practice will provide more details about the expectations on public procurement following the Equality Act, although the government has chosen not to implement the original proposals in this area (1.17).

6. Race equality

- 6.1 While community cohesion has a much broader focus than promoting race equality, the development of a community cohesion strategy was included as an action in the race equality scheme. The updated community cohesion strategy 2009-11 and action plans were agreed by the Cabinet at its June 2010. These took on board a number of key developments since the first strategy was drafted in 2007, including the introduction of multi-agency tension monitoring, establishment of the Dudley faith leaders network, and introduction of the duty on schools to promote community cohesion. Much of the recent focus for community cohesion locally has inevitably needed to be in response to English Defence League activity in Dudley (2.1/2.2).
- 6.2 Last year's review included National indicator 1 on the % of people who believe people from different backgrounds get on well together. This indicator has however been withdrawn nationally pending a review of the future of the

place survey through which the data was collected. The indicator has therefore not been included in the annual review (2.3).

- 6.3 Since the last annual review was completed, two further annual engagement events with BME communities have been held - on 14th November 2009 and 25th September 2010 - in partnership with the local health sector organisations. These were both very well attended events and included presentations, a range of workshops and information and advice stalls. The 2010 event covered community safety, mental and other health issues, learning, benefits and other topics explored through workshops, with information and advice available on hate crime, transforming social care, employment opportunities, trading standards, health and a number of other services (2.4).
- 6.4 Alongside the major engagement event, community workers also continue to work throughout the year with BME community groups. The Leader of the Council has made a large number of visits to BME community organisations throughout the year and senior officers have also made visits and held surgeries for issues to be raised and discussed.
- 6.5 Black History Month was celebrated again in October 2009, with a number of events held with attractive publicity produced to promote these. The council's website continues to be developed to include more information and greetings around cultural and religious festivals and events (2.7).
- 6.6 A crime reduction officer with a portfolio to respond to cases of hate crime across the equality strands has now been in post for a year. In practice the majority of her caseload has been around racist or religious hate incidents, although other areas of hate crime are known to be underreported. A hate crime strategy has been drafted and has now undergone a three month consultation period.
- 6.7 The council-wide BME employees group, which is represented on the key officers group, the Corporate Equality and Diversity Leadership Group, continues to provide support and advice to employees from BME backgrounds and raise issues with the corporate group. The HR division has written to BME employees on behalf of the group to increase awareness of the group and their remit.
- 6.8 Statutory monitoring of employment by racial group, alongside other employment monitoring, is dealt with in section 10 of the report. Proposals under the Equality Act are for these statutory requirements to be replaced by

a narrower duty to publish the percentage of a public body's workforce of people from ethnic minority groups and of disabled people, and the gender pay gap. Public bodies can continue to publish more detail if they wish.

7. Disability equality

- 7.1 A revised three year disability equality scheme meeting statutory requirements was published in December 2009, following the involvement of Action for Disabled People and Carers (ADC), the employees with disabilities group and other groups in updating the scheme. It is relatively early in the life of the scheme, but some substantial progress has been made in implementing the action plan (Appendix 1(b)) and this is summarised below.
- 7.2 As noted in paragraph 5.6, a review of equality training is under way, which will look, amongst other issues, at responding to disabled customers' feedback about employees' disability awareness, and the equality e-learning courses to be launched in the autumn contain significant elements on disability awareness. 'Carers aware' e-learning is now available for carers, people who work with carers or who are interested in the issues. Over 200 employees have to date completed the training. Organisations or groups can sign up for carer aware accreditation once a certain percentage of their staff have taken the course and gained a certificate. An e-learning course on disability awareness has also been completed by over 500 employees in the Directorate of Adult, Community and Housing Services (action 1).
- 7.3 Meetings have been held with disabled people's groups on developing an updated, council-wide communication/information policy for disabled people to ensure good practice is applied more consistently and to re-emphasise commitments made in the past. Up to date guidelines for consultation with people with visual impairments and the production of alternative format information have recently been produced through the Directorate of the Urban Environment's disability consultation group which will be incorporated into the policy (2).
- 7.4 Meetings have been held between the Queens Cross A Team, a user group at the Queens Cross centre, and Centro to try to resolve issues with ring and ride. Issues continue to be reported by disabled passengers about taxi services. A large number of drivers have now been trained in disability awareness and the Taxi Committee has made it a condition of licence for both hackney carriage and private hire drivers that they undertake an NVQ level 2 in road passenger vehicle driving (3).

- 7.5 Work is being carried out between ADC, Dudley Federation of Tenants and Residents Associations and council officers to improve aspects of the home adaptations process. A survey of people who had recently had a major adaptation undertaken has been carried out and the results will be used to help to find a solution to delays and other issues that have been experienced (4).
- 7.6 A number of events have been held on transforming social care with disabled people, carers and care providers (5), including a series of drop-in sessions for parents and carers of people with learning disabilities to talk about its impact (6). The transforming social care team issue regular updates about the programme on a six weekly basis. A transforming social care strategy has also been drafted.
- 7.7 Similarly, a number of events and meetings have been held to assist in developing a user-led organisation of disabled people to meet the commitment to have at least one such organisation in the borough by December 2010. A conference was held in February 2010, followed up by smaller sessions with interested groups. A number of small grants have been made to disabled people's organisations through Department of Health funding to research what becoming a ULO might mean for them (7). One option being looked at is for there to be a consortium of interested organisations potentially specialising in particular areas, and as part of this it is planned to map out what organisations currently provide (8). Work in this area is also relevant to the duty in the Disability Discrimination Act 2005 for public authorities to encourage participation by disabled people in public life (9).
- 7.8 A disabled access programme to improve existing building stock continues to be maintained alongside the capital programme of new build and refurbishment work (13). Improvements to access over the last 12 months include the balustrades on the front steps of the council house and Dudley concert hall, an accessible toilet for Himley Park users and ramped access to Quarry Bank community centre/library link.
- 7.9 Following publication of the access guides covering buildings from which the Directorate of the Urban Environment provides services, work is continuing on the remaining access guides with a target completion date of December 2011. The guides, which set out comprehensive information about access to council buildings for disabled people are available on the council's website, in alternative formats of large print, audio and on demand in Braille (14).

- 7.10 As previously noted, consultation on the draft hate crime strategy ran until October with feedback specifically being sought from disabled people. It is recognised that disability hate crime is considerably underreported. The council has contributed to the Equality and Human Rights Commission's current investigation into the harassment of disabled people (18).
- 7.11 Progress has been made with implementing the actions in the human resources strategy aimed at improving the recruitment and retention of disabled employees (20). The project based in the Directorate of Adult, community and housing services to support people with a learning disability into either temporary or permanent employment is continuing. 10 people are currently employed through this project, mainly in social care administration, housing and through HR Temp Solutions, the in-house employment agency. Approval has been given to create up to 12 new part-time posts for people with a learning disability with all directorates aiming to accommodate at least 2 posts.
- 7.12 'Guidelines for managers in supporting employees with disabilities' have been drawn up in consultation with the council's employees with disabilities group to assist managers in recruiting and retaining disabled staff, ensuring they are treated fairly, with reasonable adjustments made to their work duties or workplace and support through Access to Work obtained where appropriate. These were discussed at the corporate assistant directors' group in October 2010 along with an update on the items in paragraph 7.13 below. The Chief Executive and the Assistant Director of HR and Citizenship have attended a meeting of the employees with disabilities group to discuss and take forward the issues that disabled employees have in working for the council.
- 7.13 Much stronger links have been developed with Jobcentre Plus and the local disability employment advisor (DEA), particularly through the Local Employment Partnership and work on the review of recruitment. Discussions are under way about the possibility of working with Jobcentre Plus on a Job Introduction Scheme (to be replaced by 'Work Choice' from October 2010). Contact has also been made with Beacon Centre for the Blind which has established a new employment programme to help visually impaired people to gain work.
- 7.14 More outreach work is also being carried out to raise the profile of the council as an employer of disabled people through attendance at events and meetings with disabled people's groups. For example, human resources staff attended the physical and sensory disabilities conference held in July 2009, and has advertised the council's commitment in a specialist journal.

- 7.15 The review of parking spaces for disabled people was completed in September 2009. In compliance with recent advice 10 out of 67 car parks were identified as having an under-provision of disabled spaces and this should be addressed for all 10 car parks by the end of 2010/2011 (23).
- 7.16 Progress with other actions in the revised disability equality scheme will be reported in future year's annual reviews. More details on employment and disability are provided in section 10.

8. Gender equality

- 8.1 A revised and updated gender equality scheme was published in April 2010, in accordance with the statutory requirements. This reports in some detail on progress on gender equality, particularly in response to the priorities and actions set out in the first scheme. It also sets out priorities and actions for the next three years. Progress with these actions will be reported in future annual reviews.
- 8.2 Looking at progress with the action plan from the first scheme, work is continuing on the Council's pay and grading review and equal pay processes. This long term project is fulfilling the specific duties under the Equality Act 2006 to look at any differences between the pay of men and women that is related to their sex (4.1).
- 8.3 An approach to workforce planning has been developed and rolled out to directorates, which can be used to help to address areas of skill shortages and underrepresentation. A role modelling event for 14-16 year old girls from Muslim backgrounds looking at raising attainment and breaking down barriers to careers for Muslim women was held in January 2010 (4.3).
- 8.4 Over the last three years the modern apprenticeship in administration scheme has attracted both young men and young women, although a higher proportion of the latter. The number of young people entering the council's permanent workforce through the scheme has fallen in the recent past with the reduction in overall recruitment although a number are successful in finding employment elsewhere (4.6).
- 8.5 The Select Committee on Health and Adult Social Care's review of the range of policies and practices within the Council which contribute to the health and wellbeing of employees has progressed with an employees' focus group held and a progress report being made to the committee's July 2010 meeting. The

final report is to be considered at its September meeting. The review made reference to the range of flexible working options, working at home policies, special leave arrangements, and the childcare vouchers scheme for staff to help them with the cost of childcare, which are of benefit particularly to female staff to help manage work with other responsibilities (4.7).

- 8.6 The range of training available through e-learning provision continues to be expanded and now includes a number of ICT courses. While e-learning is not necessarily a direct substitute for other methods of learning it does have the benefit of flexibility to employees who work part-time or non-standard hours or home-workers, the large majority of whom are women (4.10).
- 8.7 Work is under way to address gaps identified through the childcare sufficiency assessment carried out in March 2008 (the Childcare Act 2006 requires all local authorities to undertake this assessment every three years). The first assessment in March 2008 revealed that the borough is well provided for in free education for 3-4 year olds and is participating successfully in the 'two-year old' pilot which supports the most 'hard to reach' parents living in the 10% most disadvantaged areas of the borough. The number of holiday play schemes for 5 -14 year olds is increasing due to targeted work by the childcare strategy team. Funding has recently been received for disabled children's access to childcare and this will be used to improve information and access, build capacity and infrastructure and embed services for the future. There has been a small increase in the number of settings offering childcare to support weekend, overnight or other shift patterns (4.15).
- 8.8 The council is also required to manage the market for childcare services across the borough, ensuring they remain of the highest quality and are sustainable. A new initiative has been introduced to support parents who are experiencing difficulties with either redundancies or shorter working hours due to the current economic climate. 'Helping Hands' has assisted parents to make sure their childcare arrangements are secure for up to 8 weeks, whilst they find alternative employment or wait for their hours to increase (4.15).
- 8.9 Consultation indicated that the safety and security of council car parks was of particular concern to women. The council's parking management has shown a commitment to reducing fear of crime and criminal activity on council-owned car parks through seeking safety accreditation. Parking facilities at eight locations across the borough now have 'park mark' safer parking status (4.17).

- 8.10 Campaigns raising awareness of domestic abuse continue to be run, including one during the 2010 football world cup. There has been an increase in reporting, including amongst some communities where victims have not usually come forward. A free 10 week course on 'understanding relationships' was run from February to May 2010 to help reduce the instances of failing relationships, in particular in relation to domestic violence, mostly aimed at women but with two modules for both men/boys and women/girls. A review of multi-agency domestic abuse services will be undertaken during 2010/11, along with an updating of the domestic abuse strategy.
- 8.11 Section 10 of the review looks in more detail at employment monitoring data in relation to gender.

9. Other equality areas

- 9.1 The equality scheme supplement was approved by the Cabinet in June 2009, adding sections covering age, religion or belief, sexual orientation and transgender issues to the equality scheme. Progress with the actions set out in the scheme (Appendix 1(c)) is summarised below.
- 9.2 The corporate equality and diversity leadership group has continued to keep up to date with developments leading up to the passing of the Equality Act 2010 and the proposals in the Act for the extension of the duties for public authorities to promote equality to cover other protected characteristics as well as disability, race and sex. HR and other relevant policies are being updated as provisions in the Act are being brought into force (actions (1), (2) and (3)).
- 9.3 The review of equality training is taking into account the need for training in relation to the 'protected characteristics' (see paragraph 2.1) which have traditionally seen less emphasis during equality training programmes. The e-learning courses which are being introduced from the autumn cover the requirements in relation to age, religion or belief, sexual orientation and transgender, as being updated by the Equality Act (4).
- 9.4 A guide on equality monitoring is being produced which covers guidance on monitoring by age, and religion or belief and sexual orientation. Monitoring of the workforce by these characteristics is now in place and included on the PSE system. The recruitment and selection review is continuing and the application form has been redesigned with a new extended equality monitoring form included in order to collect this wider data from applicants and new recruits (5). It is anticipated that this form will be used from November 2010 as part of the online application process and automation of recruitment.

- 9.5 The Dudley LGBT (Lesbian, Gay, Bisexual and Transgender) Forum is now meeting regularly and has been attended by a number of officers and members including the Leader of the council. Issues around hate crime have featured as the main areas of concern to the forum. The draft hate crime strategy specifically covers homophobic and transgender hate crime (7).
- 9.6 The Dudley borough older people's strategy has been reviewed and a new strategy 'Ageing Well – A Strategy for Older People: 2010– 2013' was approved by the Cabinet in March 2010. The strategy responds to national agenda, but also to feedback from the older people's conference convened by Age Concern in December 2009 and the older people's forum, and addresses issues raised during the inspection of services for older people by the Care Quality Commission in summer 2009 (8).
- 9.7 An anti-bullying and harassment strategy is being drawn up through the Directorate of Children's Services and an anti-bullying coordinator has been appointed in the directorate to work with schools and other organisations (9).
- 9.8 The select committee on community safety and community services considered a report at its June 2009 meeting outlining some of the intergenerational work taking place to bring young and older people together (10).
- 9.9 There has been an increase in the number of young people who misuse cocaine accessing treatment from the first quarter of 2009/10 to the last quarter, following this being identified as an issue in the drugs needs assessment, with a range of action having been taken such as service user consultation and awareness campaigns (11). To try to increase the proportion of young people who vote at elections, 18th birthday cards with a guide to elections are now issued to newly eligible electors as a reminder to exercise their right to vote (12).
- 9.10 A Faith Leaders Network, which forms part of the Dudley Borough Interfaith Network, has been established. This brings together faith leaders and leaders from the statutory sector together to influence policy development and reach the wider community, for example in inputting into the borough's work on responding to the economic recession (13). Council officers contributed to a Muslim Women's Network conference in May 2009 which had over 400 women in attendance and to the role modelling event with 14-16 year old girls from Muslim communities (see paragraph 8.3) (14). The Prevent programme has funded workshops in schools exploring issues around community

cohesion (15). Consultation is continuing with Muslim communities in providing an appropriate burial service to accord with the religious practices of the community (16).

- 9.11 The LGBT related library stock across the borough has been extended during the last 12 months (17). The domestic abuse forum is planning an awareness event for communities less often reached by this type of work e.g. those in same sex relationships and male victims. Resources have now been identified to enable this to go ahead (18).

10. Employment monitoring

- 10.1 This section contains a range of employment monitoring data, including recruitment statistics. This helps the council to assess the extent to which it is providing fair employment opportunities for all groups and meets statutory race equality monitoring requirements. As noted in paragraph 6.8, legal requirements on publishing employment data are likely to change as the Equality Act 2010 is implemented. The national indicator set does not include any indicators on employment, unlike the former best value performance indicators. Those on the percentage of the workforce from BME communities and who are disabled are continuing to be used as local indicators, although the comparative data for other authorities is no longer available from the Audit Commission.
- 10.2 Most employment monitoring data is updated quarterly for Cabinet members and corporate board.

Workforce profile

- 10.3 A summary of the Council's workforce broken down by directorates, gender, disability, white/BME groups and part-time employees, as at 1st April 2010 is set out at Appendix 2(a). The Directorate of Children's Services is broken down further into head office and school employees.
- 10.4 Appendices 2(b) and 2(c) provide a grade breakdown of this data, showing higher paid employees at scale point 34 and above (principal officer grades – salaries of about £28,600 and above - approximately the highest paid 15% of the workforce), excluding schools, and employees in the lower grades below scale point 34 (salaries of less than £28,600 approx.) respectively. Data relating to schools are not included in these tables due to different salary bandings for teachers making such comparisons difficult.
- 10.5 Appendix 2(d) shows the workforce profile by age.

Gender

- 10.6 The gender breakdown of the workforce is provided at Appendix 2(a). The council's workforce is 75% female, with this proportion little changed over a number of years. This is a common picture for similar local authorities, although differs from the economy as a whole where there is close to an even gender balance. Professions such as teaching and care employ large numbers of women which accounts for much of the difference between the sectors.
- 10.7 Only Urban Environment, which employs substantial numbers of fortnightly paid employees, in traditionally male occupations, has a minority of female employees. The proportion of women employed remains particularly high in Children's Services, both with headquarters employees and school employees, at over 80%.
- 10.8 Appendix 2(b) shows that the proportion of female employees at scale point 34 and above in all directorates (excluding schools) remains smaller than that in the lower grades, as in previous years. However, the slow, upward trend in this proportion has continued (51.3% in 2010, from 48.0% in 2006).

Ethnic Origin

Table 1. % of employees from ethnic minority communities (including schools) (formerly BV17a)*

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2009/10	6.0				
2008/09	5.6				
2007/08	5.5	5.4	5.5	6.2	7.7
2006/07	5.1	5.2	5.2	5.9	7.6
2005/06	4.6	4.9	4.8	5.5	6.9

*Note: those for whom ethnic origin are not known are excluded from the analysis

- 10.9 Table 1 demonstrates a continuation in the upward trend of numbers of BME employees in the Council's workforce over the last five years, with the figure for 2009/10 of 6.0% showing a 0.4% increase on the figure for 2008/09. (The council uses the 16 ethnic origin categories used by the 2001 Census for its

employment monitoring. BME communities are defined as the 13 non-white groups using these categories.) For comparison purposes the BME population of the borough at the time of the 2001 Census was 6.3%. (Mid-term estimates indicate, however, that this percentage has increased significantly.) Taking schools out of the equation, the figure for BME employees in the rest of the council's workforce is 7.4%.

- 10.10 Appendix 2(a) provides a more detailed workforce breakdown. All but one of the directorates has seen an increase in BME employee numbers over the last 12 months (the other maintained its percentage). Urban Environment and Children's Services (schools) employ a smaller percentage than other directorates, although their figures have been increasing for a number of years.

Disability

- 10.11 Table 2 shows that the proportion of Council employees with a disability has changed relatively little over the last four years. The more detailed figures at Appendix 2(a) show that without school employees the figure for the rest of the Council is 2.8%. As this has been identified as a priority area for equality a range of action is being taken to try to address the issue. Considerable reductions in the levels of recruitment mean that there is less opportunity to do this, but paragraphs 7.11 -7.14 above set out progress with actions aimed at increasing the recruitment and retention of disabled employees.

Table 2. % of employees with a disability (including schools) (formally BV16a)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2009/10	1.70				
2008/09	1.80				
2007/08	2.00	3.7	4.6	2.8	3.3
2006/07	1.70	3.55	4.43	2.67	3.20
2005/06	1.39	3.22	3.89	2.56	3.06

Age

- 10.12 Appendix 2(d) shows the age profile of the workforce. This has a fair spread across all age groups, though with a smaller percentage at either end of the age range due in part to younger people being in further or higher education

and to older people retiring. The upward trend in the proportion of the council's workforce who are aged 60 or over since the age discrimination legislation came into force in October 2006 (and the Council raised its retirement age to 70) has continued. The Government has recently announced its plans to remove the default retirement age in employment of 65 to be implemented from October 2011. Latest figures show that more than 400 council employees are over the previous retirement age of 65.

Recruitment summary

- 10.13 As previously noted, a comprehensive review and updating of the council's recruitment policy and procedures is well advanced. Most vacancies are advertised externally through the council's website, which is now the main route for advertising. People looking for jobs can sign up for job alerts by email and there are now over 3,000 people registered to benefit from this facility. The Council has a retraining and redeployment policy for employees (except school employees) when they can no longer continue in their existing posts for reasons (e.g. restructuring, capability or ill-health), other than misconduct. 59 posts were filled from the redeployment register during 2009/10 compared with 46 in 2008/09 and 69 in 2007/08.
- 10.14 Appendix 3 provides a summary of overall recruitment activity for the Council, including schools, by ethnic origin, sex, disability, religion or belief and age during 2009/10. Tables 3, 4 and 5 show the percentage at each stage of the recruitment process for candidates from a BME background, women and disabled people respectively, compared with the previous four years.
- 10.15 Higher proportions of BME, male and disabled applicants were appointed than in recent years. The success rates of male and BME applicants in 2009/10 have continued to be below those for women and people from white groups, but the success rate of disabled candidates has improved.
- 10.16 Looking at the recruitment figures by age category at Appendix 3, the council continues to recruit from across the age ranges. Compared with previous years, clear trends with levels of recruitment and success rates by different age bands are not apparent. With monitoring by religion or belief, this is the second year that this data has been collected and presented. There is still close to half of applicants and appointees who have not disclosed their religion or belief and with only one year's historical data, it is again difficult to reach any firm conclusions at this stage.

Statutory Monitoring by Racial Group

- 10.17 Appendix 4 sets out the council's data in response to the requirements of the Race Relations Act (Statutory Duties) Order 2001 to monitor employment by racial group. The numbers of employees involved in disciplinary action in 2009/10 increased over recent years, although the number of grievances recorded in 2009/10 was well below that for 2008/09 but in line with previous years. The proportion of BME staff involved in both fell, although the numbers are too small to draw any statistically significant conclusions.

Table 3. Recruitment analysis – % from a BME community

	Applied %	Shortlisted %	Appointed %
2009/10	18.03	20.28	13.73
2008/09	14.97	14.82	9.53
2007/08	15.33	15.25	11.57
2006/07	14.25	12.62	9.47
2005/06	13.28	13.01	9.16

Note: for the analysis those for whom no ethnic origin is recorded are included in the white groups

Table 4. Recruitment analysis – % women

	Applied %	Shortlisted %	Appointed %
2009/10	39.06	58.07	58.94
2008/09	49.73	61.07	68.71
2007/08	54.15	66.12	67.01
2006/07	63.43	69.73	71.18
2005/06	60.84	70.51	73.35

Table 5. Recruitment analysis – % disabled people

	Applied %	Shortlisted %	Appointed %
2009/10	2.26	3.04	3.21
2008/09	2.70	2.78	1.62
2007/08	2.73	3.35	2.60
2006/07	2.31	2.30	1.77
2005/06	2.02	1.72	1.74

Note: for the analysis those who have not stated whether or not they have a disability are included in the not disabled group

- 10.18 The figures provided by directorates for training for 2009/10 show that BME employees continue to request and receive short course training closely in line with their proportion in the overall workforce. In the previous four years, a slightly higher proportion of BME employees requested and received vocational/professional training than white employees; this position was reversed in 2009/10, but again the differences are very small.

11. Complaints of discrimination or harassment in employment

- 11.1 Table 6 provides a list of applications to Employment Tribunal alleging discrimination in employment on the grounds of age, disability, race, religion or belief, sex or sexual orientation by the Council, together with the outcome. (The list excludes equal pay and part-time workers pension claims of which there have been very many nationally.)

Table 6. Dudley MBC – Employment Tribunal discrimination cases brought/disposed of April 2009 – March 2010

Directorate	Case Details	Application Lodged	Outcome
Adult, Community and Housing*	Disability discrimination	April 2008	Settled outside of tribunal
Adult, Community and Housing*	Race discrimination	September 2008	Settled outside of tribunal
Adult, Community and Housing*	Disability discrimination	November 2008	Settled outside of tribunal
Children's Services*	Disability discrimination	January 2008	Settled by judicial mediation
Children's Services*	Race discrimination	February 2009	Settled outside of tribunal
Children's Services*	Sex discrimination	March 2009	Settled outside of tribunal
Children's Services	Race discrimination	February 2010	Claim withdrawn

*Ongoing cases reported in previous annual review(s)

- 11.2 The Council has not lost a tribunal case on these grounds for several years but settled a number of cases outside of the tribunal in 2009/10. One new application was lodged during the year, which is a reduction on the previous few years. There have been no cases brought to date on the basis of sexual

orientation, where the relevant legislation came into force in December 2003, or age (legislation in October 2006).

- 11.3 The biennial survey of employees was last carried out in autumn 2009 and as with the previous two surveys included some questions on employees' experience of discrimination in the organisation. Very few employees who responded indicated that they felt that they had been discriminated by either their line manager or their team on any of the equality grounds.

12. Conclusions

- 12.1 As promoting equality has an impact on all aspects of the council's business in providing services, carrying out public functions and as an employer, assessing the council's progress is a complex task. The rationalisation of the legal expectations through the introduction of the Equality Act 2010 should help in terms of having a more consistent framework for plans, policies and procedures.
- 12.2 Progress continues to be made in implementing most aspects of the equality scheme action plans, although with some areas identified in the review where further work is required. Work needs to continue on embedding the equality impact assessment process into the council's business.
- 12.3 Some positive trends have continued in terms of having a diverse workforce although figures for the proportion of the workforce who are disabled have not increased over the last 12 months.
- 12.4 Overall, in summary, priorities for the next twelve months are suggested by the analysis in the annual review, namely:
- ensuring that the changes introduced by the Equality Act 2010 are responded to in changing policies, procedures and practices, supported by training and briefings, particularly through the introduction of e-learning on equality,
 - continuing action aimed at improving the recruitment and retention of disabled employees, and
 - continuing to embed equality impact assessments and reviewing the approach in the light of the Equality Act 2010.

Chief Executive's Directorate
Revised 1st October 2010

Appendix 1(a). Equality Scheme 2007-10 Action Plan Summary

Ref.	Action	Progress summary
1.	All equality areas	
1.1	<p>Progress work through EDAG in response to the equality and diversity priority areas identified by Corporate Board to ensure there are clear action plans in place for each during 2007/08:</p> <ul style="list-style-type: none"> • developing clearer targets and desired outcomes • improving communications and celebrating success • improving approaches to consultation • identifying equality and diversity competencies required for managers and employees 	<p>Annual review now identifies annual priorities. Equality Act likely to require identification of equality objectives Range of actions taken – see review reports for details</p> <p>Completed.</p>
1.2	Implement the new approach to equality impact assessments across the Council from April 2007 using the agreed guidelines for undertaking these assessments	Completed
1.3	Undertake full equality impact assessments of the listed services/policies during 2007/08	Programme revised in light of experience
1.4	Develop annual programmes of equality impact assessments for each directorate for future years to be published in strategic/annual equality and diversity action plans	Continuing/focus on EIAs identified as improvement priority
1.5	Review the approach to equality impact assessments in March/April 2008	Number of actions taken to review and clarify approach. Will need further revision once EHRC codes of practice on Equality Act available.
1.6	Produce Annual review of equality and diversity for lead Select Committee on corporate equality issues & Cabinet by September each year to report on progress with implementing the Scheme	Achieved and continuing. Will need to revise to respond to Equality Act 2010

1.7	Produce annual directorate equality and diversity reports for June/July select committee meetings and action plans for February/March select committee meetings each year to cover directorate contributions to the Scheme	Achieved except for DCS annual report 2009/10 and action plan 2010/11 and DACHS annual report 2009/10 - delayed to future meetings.
1.8	Develop equality and diversity web pages on the Council's website by the end of April 2007 to promote accessibility of reports and information related to the Council's approach and progress	Completed. Will continue to be developed and revised as appropriate
1.9	Undertake development work through the Equality and Diversity Advisory Group to integrate other equality strands within the Equality Scheme by April 2009 and meet the requirements of the Equality Standard for Local Government in this regard	Completed – Cabinet approval June 2009
1.10	Continue to progress work against the Equality Standard for Local Government and to establish action plans to achieve subsequent levels of the revised standard	Standard replaced by new Framework and is continuing to be used to help plan and measure progress. Future of framework under review.
1.11	Continue the transfer of further services to Dudley Council Plus in accordance with the customer access to services programme and develop a second customer access centre in 2007	Major review completed resulting in changes to programme. E.g. Benefits services front desk transferred January 2010.
1.12	Review & revise recruitment policy and procedure during 2007/08	Comprehensive review and revision continuing, responding e.g. to Equality Act 2010
1.13	Implement the remaining elements of the People Management Strategy 2006-08 relevant to promoting equality by March 2008	Completed except for recruitment review. Superseded by new HR strategy.
1.14	Complete the updating of employee personal data and enter it on to the personnel system by July 2007	Completed
1.15	Complete the introduction of the remaining elements of the Council's new personnel system by 2007/08	Completed against available resources. 'Yourself' access launched

1.16	Introduce an e-diversity training package for employees during 2007/08	Package now purchased – to be introduced from autumn 2010, subject to clarity about new Equality Act requirements.
1.17	Undertake training on promoting equality through procurement for employees and project teams involved in procurement during 2007	Completed
1.18	Review support to community representatives and others who are engaged in equality policy development and scrutiny processes as part of implementation of Local Compact code of practice on volunteering	Engagement toolkit and strategy completed
2.	Race equality	
2.1	Through Dudley Community Partnership's Community Cohesion Sub-Group, draw up a community cohesion action plan for the borough by June 2007	Revised community cohesion strategy and action plans approved by June 2010 Cabinet
2.2	Implement the actions for which the Council is responsible within the community cohesion action plan, including key projects	Revised strategy reports on progress and contains new action plan - see above
2.3	Work to achieve the identified targets set out in the Local Area Agreement (LAA)	Replaced by New Generation LAA
2.4	Hold at least one major, Council-wide BME community consultation and information event a year	Achieved/continuing
2.5	Identify actions arising from the autumn 2007 Council-wide BME community consultation and information event for inclusion in this scheme	Number of actions identified through workshops at 2007 and future years events e.g. ESOL provision

2.6	Complete the audit of consultation with BME communities across the Council and establish good practice arising from this during 2007 (Head of Policy)	Completed – fed into community engagement toolkit
2.7	Work in partnership with communities to hold annual events and activities for Black History Month	Range of activities held each year, publicised on website.
2.8	Review Council's progress annually against Audit Commission's self-assessment framework 'The Journey to Race Equality'	Equality Framework being used instead
2.9	At least maintain performance against Best Value Performance indicator 2b on promoting race equality	BVPIs no longer in use
2.10	Complete the programmed race equality assessments by the end of May 2007	Replaced by equality impact assessments
3.	Disability equality	
3.1	Continue work to implement the range of strategies in place in relation to specific services to disabled people: <ul style="list-style-type: none"> the Learning Disability Strategy 2005-08 Joint Mental Health Strategy for Dudley Health and Social Care Economy 2005-2010 'Giving every child the opportunity to succeed ' – the Special Educational Needs Strategy and action plan (2005-09) Accessibility Strategy 	Revised strategy in place Mental health trust established Strategy reviewed To be drawn up to comply with requirements in Equality Act
3.2	Complete the review of services for children with a disability and produce a strategy during 2007	Review completed
3.3	Develop a physical and sensory disabilities strategy by September 2007	Strategy completed. Further conference held in 2009 and strategy revised

3.4	Discuss with Access for Disabled People & Carers and employees with disabilities group how they wish to be involved in reviewing the scheme and in carrying out impact assessments by July 2007	Completed. ADC has been involved in several EIAs each year
3.5	Maintain an access improvement programme for Council buildings and continue to improve the score against Best Value Performance Indicator 156 on disabled access subject to available resources	Programme continuing. BVPIs abolished
3.6	Examine options for and feasibility of updating the Council's series of access guides to buildings across the borough during 2007/08	Approach to access guides agreed with disabled people's groups. Guide for DUE buildings completed; others to be completed by December 2011
3.7	Update Council's guide to services for disabled people published in response to the Disability Discrimination Act 1995 by March 2008	Incorporated in updated 'Marcomms' toolkit. Revised information policy for disabled people being drawn up.
3.8	Continue to make improvements to signage to the Council's buildings during 2007/08	Number of improvements made, particularly to leisure centres
3.9	Provide 900 households with an extended Telecare service over next two years (2007/8-2008/9)	Achieved
3.10	Publish comprehensive employment monitoring data for disability equality to match race equality requirements from 2006/07	Data published in annual review, although full range not felt useful
3.11	Identify and implement actions to increase the percentage of the Council's workforce who are disabled from the April 2006 baseline	Action plan produced; incorporated in HR strategy. See 2010 review for details.
3.12	Complete employee personal data audit and review its effectiveness with employees with disabilities group by March 2008	Completed

3.13	Retain the JobCentre Plus's positive about disabled people status for the Council and undertake a further awareness raising campaign during 2007/08 to ensure managers and employees are fully aware of the commitments involved	Completed
3.14	Improve the accessibility of the Council's intranet site for employees during 2007/08	New iDudley intranet site launched in 2010.
3.15	Review the appropriateness and usefulness of the categories to be used for gathering information on the effect of policies and practices on disabled people in employment and services	Monitoring guide drawn up, although awaiting national guidance from the Office for National Statistics.
3.16	Review how Council provides important information about services to ensure that this reaches people across the range of disabilities	Marketing & communications EIA undertaken. See also 3.7.
3.17	Review and improve the data collected in and from schools about disabled pupils	Continuing
3.18	Work with primary and special schools to assist them in developing their Disability Equality Schemes by December 2007	Completed
3.19	Ensure that the needs of disabled employees are supported in efforts to promote volunteering amongst the Council's workforce during 2007/08 and to work with partners to identify opportunities to promote disabled people's involvement in public life	Volunteering policy piloted in DACHS. DCVS held conferences and work undertaken by Dosti.
4.	Gender equality	
4.1	Complete the grading and pay review	Timetable revised - continuing
4.2	Publish comprehensive employment monitoring data by gender to match the statutory race equality requirements, once the new personnel and payroll system has been fully implemented	Data published in annual review, although full range not felt useful

4.3	Undertake further work during 2007/08 to identify and address areas of occupational segregation in the Council's workforce	Being taken forward through implementation of Workforce Planning by each AD for their division, with support from HR and Learning and development.
4.4	Continue to run and develop the 'women into construction' programme operating in Housing Services	Continuing
4.5	Work with partners on implementing the 'Gender inequality in care' project (subject to a successful bid for funding)	Bid was unsuccessful
4.6	Review the success of the modern apprenticeship programme in administration in attracting young people of both sexes	Continuing
4.7	Promote flexible working options particularly part-time working to men and women in the workforce	Continuing. Select committee review on promoting a healthy workforce undertaken.
4.8	Continue to operate and promote the childcare vouchers for employees scheme	Achieved
4.9	Promote awareness of transgender issues in employment to managers through issuing advice and guidance during 2007/08	Completed. Further awareness raising to be undertaken in line with introduction of Equality Act 2010.
4.10	Examine ways to achieve more flexibility in training to meet the needs of employees working part-time or non-standard hours	Number of e-learning programmes introduced
4.11	Cover within the development of equality and diversity competencies need for managers to be aware of, and understand how to apply fairly, flexible working and other related policies	Completed – to be picked up in training review
4.12	Work to achieve the identified targets set out in the Local Area Agreement from 2007/08 – 2009/10.	Replaced by New Generation LAA
4.13	Review the approach to service monitoring by gender and produce a guide to equality monitoring during 2007/08	Monitoring guide drawn up, although awaiting national guidance from the Office for National Statistics

4.14	Implement the Dudley Carers strategy 2006-11	Continuing – see past reviews for details
4.15	Implement the requirements of the Childcare Act 2006	Continuing – see 2010 review for details
4.16	Provide assistance to schools in implementing their Gender Equality Schemes	Achieved
4.17	Ensure that safety is a prime consideration in the development of new or replacement Council-owned car parks	Car parking standards achieved

Notes:

AD – Assistant Director

BME – black and minority ethnic

CEDLG/EDAG – Corporate equality and diversity leadership group (formerly Equality and diversity advisory group)

DACHS – Directorate of Adult, Community and Housing Services

DCS – Directorate of Children's Services

EIA – equality impact assessment

ESOL – English for speakers of other languages

HR – human resources

LAA – Local Area Agreement

Appendix 1(b). Disability equality scheme action plan 2010-13

1. Complete the review of equality training for council employees, to include appropriate enhanced provision for disability equality training during 2010 (Assistant Director, HR and Citizenship)
2. Develop a council-wide disabled people's communication/information policy to ensure good practice is applied consistently across the organisation by March 2011 (Corporate Equality and Diversity Leadership Group)
3. Undertake work with disabled people to explore the issues and barriers around transport to try to find ways to address disabled people's concerns (Corporate Equality and Diversity Leadership Group)
4. Explore how improvements to adaptations processes can be implemented through a customer focus workshop during 2010 (Director of Adult, Community and Housing Services)
5. Continue to involve disabled people and carers in developing and implementing 'transforming social care' during 2010 (Director of Adult, Community and Housing Services)
6. Implement the plans for modernisation of day opportunities for people with a learning disability with the involvement of service users (Director of Adult, Community and Housing Services)
7. Work in partnership to assist in developing a user-led organisation of disabled people by December 2010, with an initial conference to be held in February 2010 (Director of Adult, Community and Housing Services)
8. Alongside action 7, map out during 2010 involvement and engagement mechanisms for disabled people to look at how these can be better publicised or coordinated and to achieve a greater diversity of people involved (Chief Executive/Director of Adult, Community and Housing Services)
9. Undertake further work with partners over the next three years on promoting disabled people's involvement in public life to build on that carried out in the first scheme (Chief Executive)
10. Improve 'Every Child Matters' outcomes for children and young people with learning disabilities or difficulties (Children's Trust executive board)

11. Improve progression and participation rates post 16 for young people with learning difficulties and/or disabilities (Director of Children's Services)
12. Develop an Accessibility Strategy to increase disabled pupils' access to the school curriculum, improve the physical environment and provision of information to meet the new requirements set out in Part 6 (Education) of the Equality Bill, should this become law (Director of Children's Services)
13. Maintain an access improvement programme for the Council's buildings subject to available resources (Corporate Property Group)
14. Complete and publish the remaining access guides to Council buildings by the end of 2011 (Director of the Urban Environment)
15. Improve the ability for people to be able to easily access up-to-date and co-ordinated information about recreational and cultural activities and venues, focusing, for example, on disabled people's needs, over the three years of the scheme (Heritage, Culture and Leisure Partnership)
16. Increase participation of disabled people in leisure, recreational and cultural activities for learning, health improvement, socialising and personal growth over the three years of the scheme (Heritage, Culture and Leisure Partnership)
17. Encourage disabled people to apply for benefit entitlements for which they are eligible through the benefits take-up strategy, campaigns and the work of the Benefits Shop (Director of Finance, ICT and Procurement)
18. Develop a hate crime strategy during 2010 to include actions to raise awareness of and increase reporting of hate crime against disabled people (Chief Executive)
19. Continue work to implement the range of strategies in place in relation to specific services to disabled people
20. Implement the actions set out in the human resources strategy in order to improve the recruitment and retention of disabled employees and increase the percentage of council employees who are disabled from the 2009 baseline (Assistant Director, HR and Citizenship)
21. Alongside action 14, develop a guide for employees on access facilities to council meeting rooms (Corporate Property Group)

22. Adopt the Office for National Statistics guidance on data collection, as appropriate, for gathering information on the effect of policies and practices on disabled people in employment and services (Chief Executive)
23. Directorate equality and diversity action plans have also identified the following additional items to be actioned in 2009/10:
 - Complete review of parking spaces reserved for disabled people (Director of the Urban Environment)
 - To ensure that the process for dealing with Statutory Disabled Facilities Grants meets the needs of vulnerable clients in a timely and personal way - to deliver report to the appropriate Select Committee on progress made to date in bringing turn round time down and proposals for further enhancement of the service (Assistant Director Housing Strategy)
 - Ensure the Extra Care Housing Schemes at Russell's Hall and Whitehouse Street are fully aligned with the requirements of the relevant (disability) strategies (Assistant Director Housing Strategy)
 - To improve access to mainstream services and facilities in the community for people with learning disability and complex needs: arrange presentation to senior managers by 'expert by experience' from Learning Disability Joint Review; increase number of people able to travel independently to activities in the community; increase number of 'changing facilities' at community venues (Assistant Director, Learning Disability)

Appendix 1(c). Equality Scheme supplement action plan 2009/10

7.76 The priorities and challenges identified in this supplement to the Equality Scheme will not all be tackled in one year, but will also need to form the basis for action within the revised Equality Scheme when this is issued in 2010/11. The outline action plan for 2009/10 is set out below.

(1) Assess the implications of the Equality Bill for the council and prepare for the introduction of the Act (Corporate Equality and Diversity Leadership Group)

(2) Revise the equality impact assessment guidance to reflect the proposals in the Equality Bill (Assistant Director, Policy)

(3) Review changes in legislation from the Equality Bill and amend human resources policies and procedures where necessary (Assistant Director, HR and Citizenship)

(4) Review equality and diversity training provision within the council to reflect the proposals in the Equality Bill and ensure all equality strands are properly covered (Assistant Director, HR and Citizenship, with the Corporate Equality and Diversity Leadership Group)

(5) Extend employment and service monitoring where appropriate to cover sexual orientation, using the Office for National Statistics guidance, and other equality areas (Corporate Equality and Diversity Leadership Group).

(6) Complete the review and equality impact assessment of the recruitment and selection policy by November 2009 (Assistant Director, HR and Citizenship)

(7) Develop further routes for consultation on LGB&T issues (Corporate Equality and Diversity Leadership Group)

(8) Complete the review and development of the Dudley Borough Older Peoples' Strategy (Assistant Director, Older People and Physical Disabilities)

(9) Revise and publish the anti-bullying strategy and support its implementation throughout the Borough using information gathered from 'Dudley, Safe to Play Survey 2008' (Assistant Director for Performance & Partnership, Children's Services)

(10) Report to the Select Committee on Community Safety and Community Services on intergenerational projects (Head of Community Safety)

(11) Respond to the adult drug treatment needs assessment by establishing why fewer young people aged 18-24 who misuse cocaine do not access drug treatment services (Head of Community Safety)

(12) Issue 18th birthday cards with guide to elections to new electors as a reminder to vote (Head of Electoral Services)

(13) Work to develop the interfaith and faith leaders networks to be more effective and representative voices in the borough (Assistant Director, Policy)

(14) Develop engagement with young Muslim women across the borough through the preventing violent extremism programme and plan and deliver capacity building events (Head of Community Safety)

(15) Work with the Directorate of Children's Services to develop a plan for engaging schools in preventing violent extremism activity and consider how to use available funding by October 2009 (Head of Community Safety)

(16) Establish an agreed method for carrying out Muslim burials in accordance with religious requirements (Head of Bereavement Services).

(17) Extend the provision of LGB&T related library stock across the borough (Assistant Director, Libraries, Archives & Adult Learning)

(18) Hold an event on domestic abuse for people from non-stereotypical victim groups i.e. those in same sex relationships and men. (Domestic Abuse Forum)

Appendix 2(a) Dudley MBC workforce profile - 1 April 2010

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %*	Not known	Disabled	Disabled %
Adult, Comm. & Housing	3044	888	29.2	103	11.6	2156	70.8	1425	66.1	2809	92.3	211	7.0	24	87	2.9
Chief Executive's	117	37	31.6	4	10.8	80	68.4	31	38.8	108	92.3	9	7.7	0	7	6.0
Children's Serv. Head Office	2007	370	18.4	139	37.6	1637	81.6	980	59.9	1754	87.4	204	10.4	49	38	1.9
Children's Serv. Schools	7479	1139	15.2	346	30.4	6340	84.8	3987	62.9	7015	93.8	330	4.5	134	44	0.6
Finance, ICT & Procurement	665	231	34.7	23	10.0	434	65.3	189	43.5	615	92.5	49	7.4	1	15	2.3
Law and Property	417	145	34.8	16	11.0	272	65.2	80	29.4	379	90.9	38	9.1	0	16	3.8
Urban Environment	1620	1000	61.7	168	16.8	620	38.3	381	61.5	1553	95.9	66	4.1	1	61	3.8
Total	15349	3810	24.8	799	21.0	11539	75.2	7073	61.3	14233	92.7	907	6.0	209	268	1.7

Appendix 2(b) Dudley MBC workforce profile - scale point 34 and above (principal officer and above) - 1 April 2010

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
Adult, Comm. & Housing	406	181	44.6	14	7.7	225	55.4	53	23.6	364	89.7	42	10.3	0	17	4.2
Chief Executive's	47	19	40.4	2	10.5	28	59.6	7	25.0	43	91.5	4	8.5	0	6	12.8
Children's Serv. Head Office	232	75	32.3	3	4.0	157	67.7	46	29.3	199	85.8	32	13.9	1	9	3.9
Finance, ICT & Procurement	176	91	51.7	3	3.3	85	48.3	28	32.9	165	93.8	10	5.7	1	2	1.1
Law and Property	133	66	49.6	5	7.6	67	50.4	19	28.4	126	94.7	7	5.3	0	9	6.8
Urban Environment	231	164	71.0	7	4.3	67	29.0	14	20.9	218	94.4	13	5.6	0	12	5.2
Total excluding schools	1225	596	48.7	34	5.7	629	51.3	167	26.6	1115	91.0	108	8.8	2	55	4.5

Appendix 2(c) Dudley MBC workforce profile below scale point 34 (senior officer and below) - 1 April 2010

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %*	Not known	Disabled	Disabled %
Adult, Comm. & Housing	2578	658	25.5	89	13.5	1920	74.5	1371	71.4	2391	92.7	163	6.4	24	70	2.7
Chief Executive's	70	18	25.7	2	11.1	52	74.3	24	46.2	65	92.9	5	7.1	0	1	1.4
Children's Serv. Head Office	1767	293	16.6	134	45.7	1474	83.4	931	63.2	1549	87.7	172	10.0	46	29	1.6
Finance, ICT & Procurement	489	140	28.6	20	14.3	349	71.4	161	46.1	450	92.0	39	8.0	0	13	2.7
Law and Property	284	79	27.8	11	13.9	205	72.2	61	29.8	253	89.1	31	10.9	0	7	2.5
Urban Environment	1366	830	60.8	155	18.7	536	39.2	350	65.3	1314	96.2	51	3.7	1	48	3.5
Total excluding schools	6554	2018	30.8	411	20.4	4536	69.2	2898	63.9	6022	91.9	461	7.1	71	168	2.6

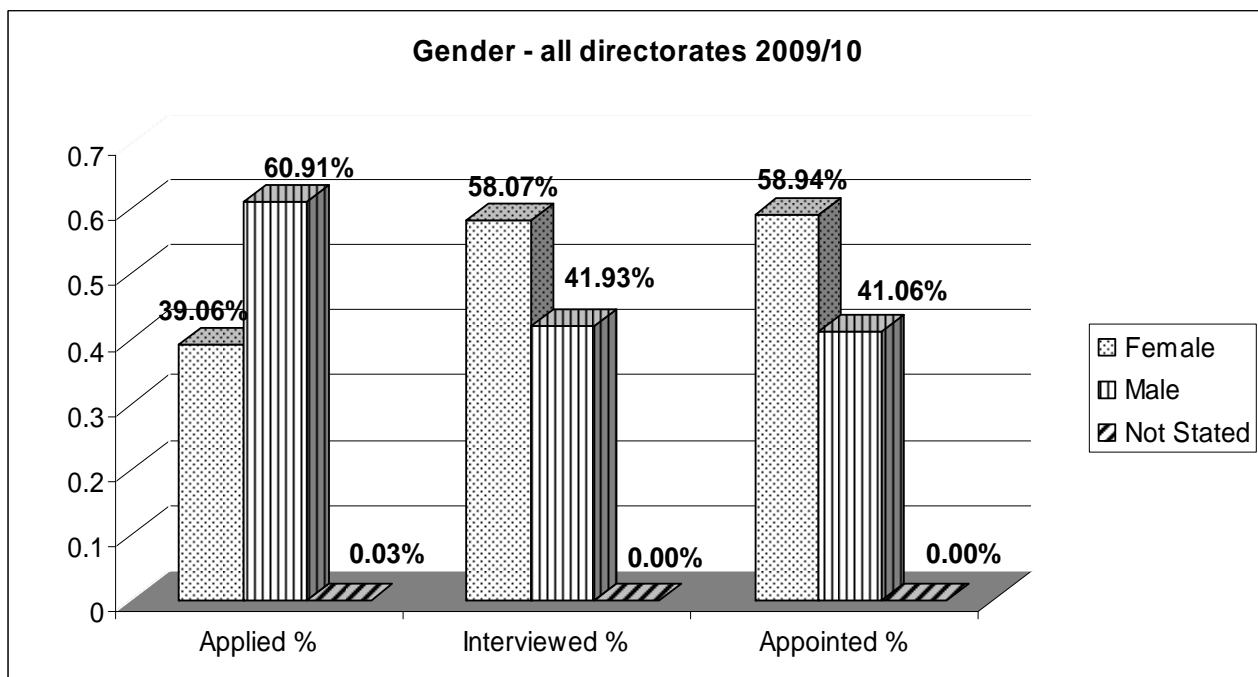
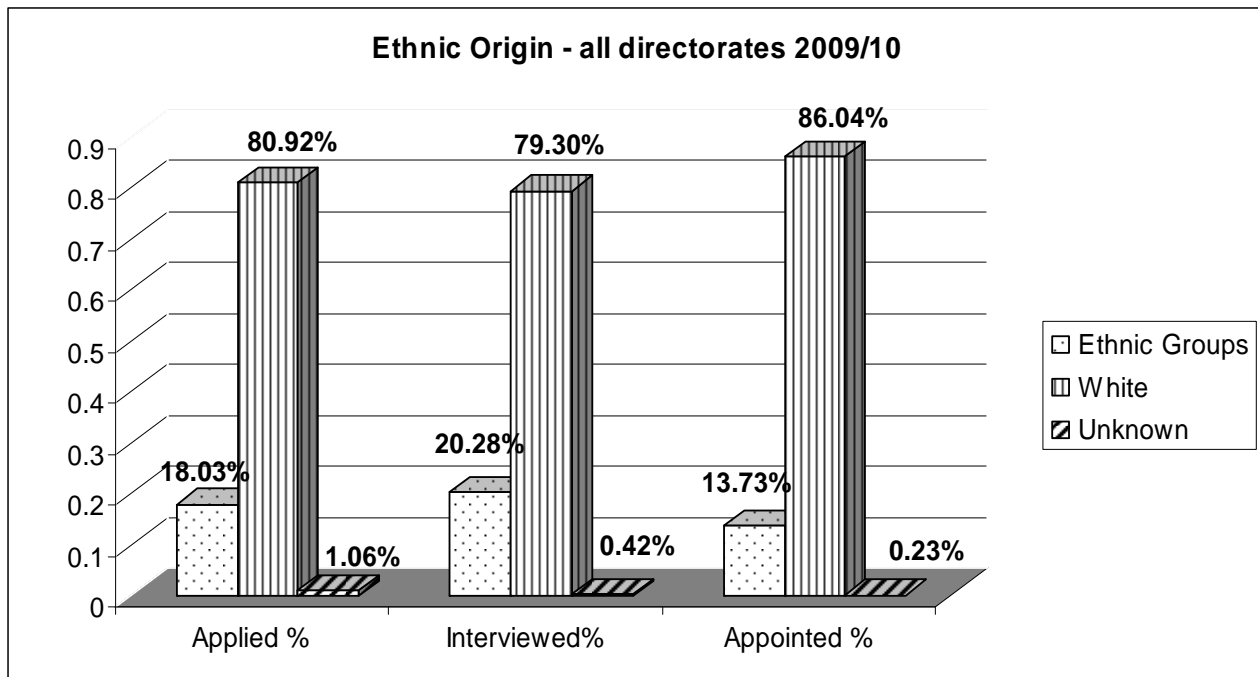
Notes to Appendices 2(a) to (c): PT – part-time (fewer than 37 hours a week)

* BME % excludes not knowns

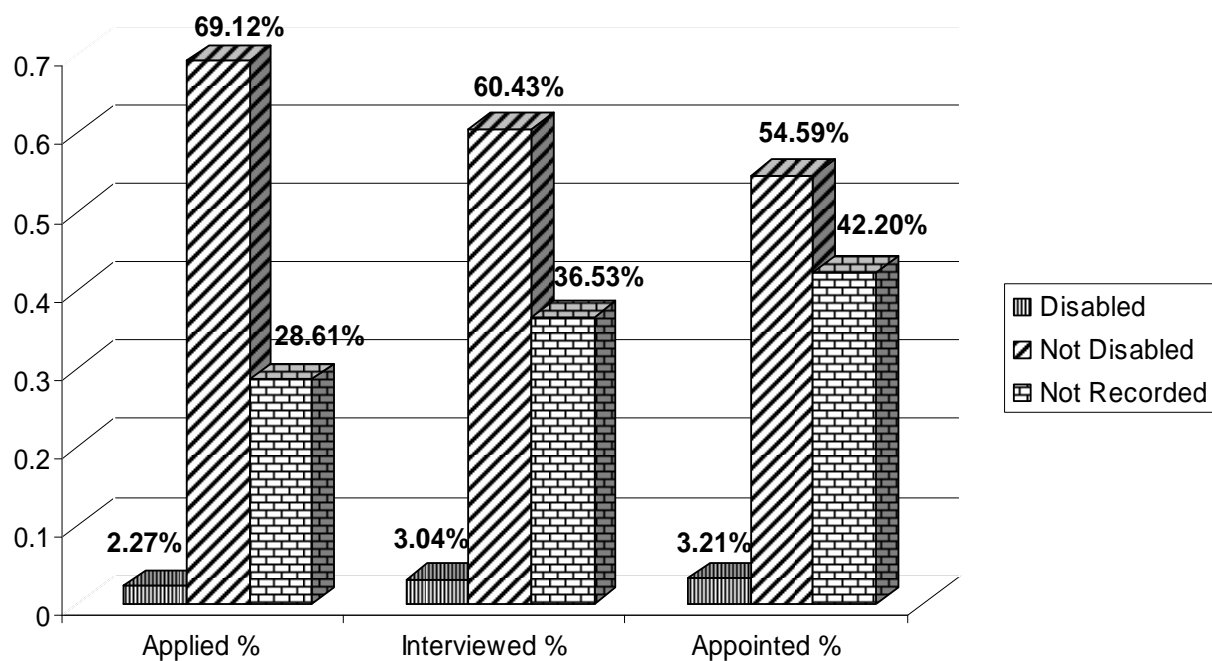
Appendix 2(d) Dudley MBC workforce profile by age - 1 April 2010

Directorate	All staff	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not known
Adult, Comm. & Housing	3044	160	184	208	325	463	528	467	410	237	62	0
Chief Executive's	117	13	10	11	8	21	9	17	17	6	5	0
Children's Serv. Head Office	2007	109	130	156	234	328	392	279	230	114	35	0
Children's Serv. Schools	7479	569	746	721	870	1162	1032	949	774	408	218	29
Finance, ICT & Procurement	665	53	85	68	86	110	111	70	54	20	8	0
Law and Property	417	69	33	37	33	58	64	40	41	33	9	0
Urban Environment	1620	154	117	96	141	232	263	210	204	130	73	0
Total	15349	1127	1305	1297	1697	2374	2399	2032	1730	948	410	29
Percent		7.3	8.5	8.5	11.1	15.5	15.6	13.2	11.3	6.2	2.7	0.2

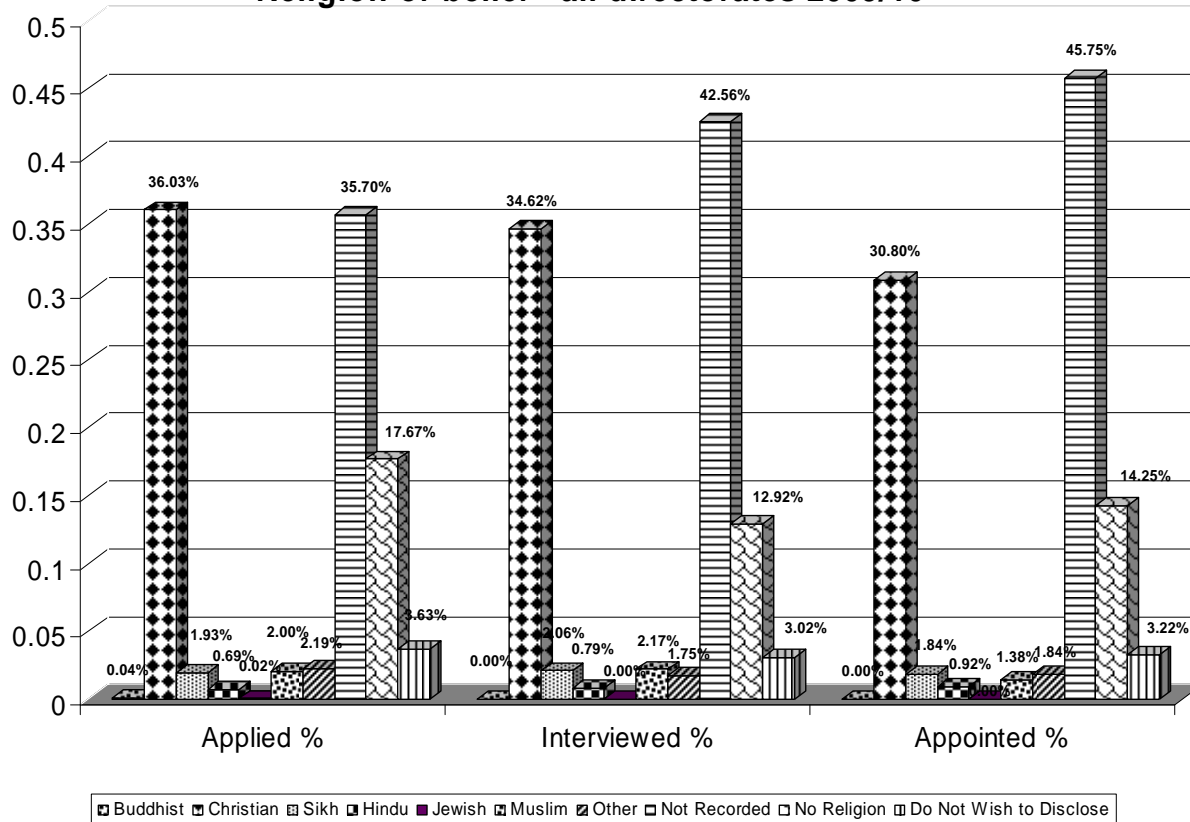
Appendix 3. Dudley MBC recruitment monitoring – April 2009 – March 2010



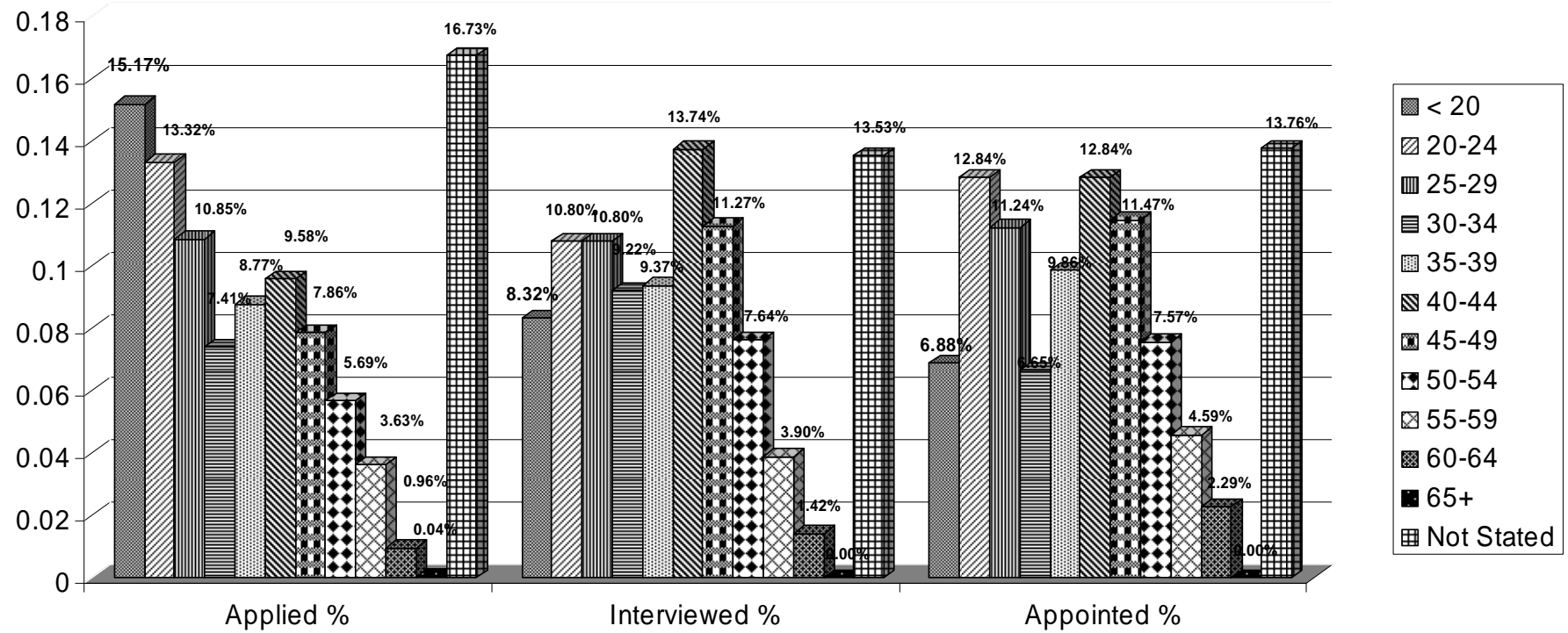
Disability - all directorates 2009/10




Religion or belief - all directorates 2009/10





Age - all directorates 2009/10





Appendix 4. Statutory Monitoring by Racial Group 2009/10 – Dudley MBC (excluding schools)

<div></div> <div>Employment Monitoring by Racial Group (excluding schools)</div> <div>1 April 2009 – 31 March 2010</div>	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (OA)				African (A) Caribbean (C) Any Other Black Background (OB)			Chinese (Ch) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)				
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
(a) No. of employees below SCP34 (Senior Officer and below)																		
Adult, Community and Housing	4	51	26	6	8	40	5	2	4	4	0	10	3	2370	8	13	24	2578
Chief Executive's	0	1	3	0	0	0	0	0	0	0	0	1	0	64	0	1	0	70
Children's Services	1	43	18	12	11	59	3	1	4	1	1	12	6	1534	4	11	46	1767
Finance, ICT and Procurement	1	20	4	0	0	8	0	2	0	1	0	2	1	449	0	1	0	489
Law and Property	1	8	7	2	0	8	1	1	0	0	0	3	0	250	2	1	0	284
Urban Environment	0	23	6	0	1	12	2	1	0	1	0	4	1	1295	7	12	1	1366
Totals	7	146	64	20	20	127	11	7	8	7	1	32	11	5962	21	39	71	6554
(b) No. of employees above SCP33 (Principal Officer and above)																		
Adult, Community and Housing	1	10	4	3	1	17	2	0	0	2	1	0	1	361	1	2	0	406
Chief Executive's	0	1	0	0	0	3	0	0	0	0	0	0	0	43	0	0	0	47
Children's Services	1	6	3	0	1	17	2	0	1	1	0	0	0	195	1	3	1	232
Finance, ICT and Procurement	0	7	1	1	0	1	0	0	0	0	0	0	0	164	0	1	1	176
Law and Property	0	3	1	1	0	1	0	1	0	0	0	0	0	122	1	3	0	133
Urban Environment	0	6	1	0	0	3	1	1	0	0	0	1	0	212	1	5	0	231
Totals	2	33	10	5	2	42	5	2	1	3	1	1	1	1097	4	14	2	1225
(c) No. of employees (all grades)																		
Adult, Community and Housing	5	62	31	9	9	58	7	2	4	6	1	13	4	2785	9	15	24	3044
Chief Executive's	0	2	3	0	0	3	0	0	0	0	0	1	0	107	0	1	0	117
Children's Services	2	49	21	12	12	76	5	1	5	2	1	12	6	1734	6	14	49	2007
Finance, ICT and Procurement	1	27	5	1	0	9	0	2	0	1	0	2	1	613	0	2	1	665
Law and Property	1	11	8	3	0	9	1	2	0	0	0	3	0	372	3	4	0	417
Urban Environment	0	30	7	0	1	15	3	2	0	2	0	5	1	1528	8	17	1	1620
Totals	9	181	75	25	22	170	16	9	9	11	2	36	12	7139	26	53	75	7870

<div></div> <div>Employment Monitoring by Racial Group (excluding schools)</div> <div>1 April 2009 – 31 March 2010</div>	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (OA)				African (A) Caribbean (C) Any Other Black Background (OB)			Chinese (Ch) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)				
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
Number of employees promoted to higher graded posts																		
Adult, Community and Housing														3				3
Chief Executive's		1																1
Children's Services						1							1	31				33
Finance, ICT and Procurement		1												15				16
Law and Property														1				1
Urban Environment														6				6
Totals	0	2	0	0	0	1	0	0	0	0	0	0	1	56	0	0	0	60
Number of secondments to higher graded posts																		
Adult, Community and Housing														15				15
Chief Executive's														3				3
Children's Services						2								7				9
Finance, ICT and Procurement														7				7
Law and Property																		0
Urban Environment				1														1
Totals	0	0	0	1	0	2	0	0	0	0	0	0	0	32	0	0	0	35
No. of employees requesting short course skills or knowledge training																		
Adult, Community and Housing	16	170	79	27	35	193	32	1	5	6	4	51	8	7688	21	43	39	8418
Chief Executive's			2			1								38				41
Children's Services		5	3		1	7				2		1		351		5		375
Finance, ICT and Procurement	1	10	2		1	3		2		1		1	1	214				236
Law and Property		1		1		3		1				1		61	2			70
Urban Environment		20	1		1	7	1	1		2		6	1	629	4	7	2	682
Totals	17	206	87	28	38	214	33	5	5	11	4	60	10	8981	27	55	41	9822

<div> Employment Monitoring by Racial Group (excluding schools)</div> 1 April 2009 – 31 March 2010	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (OA)				African (A) Caribbean (C) Any Other Black Background (OB)			Chinese (Ch) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)				
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
No. of employees receiving short course skills or knowledge training																		
Adult, Community and Housing	11	144	64	21	32	168	28		4	6	4	42	7	6735	17	38	30	7351
Chief Executive's			1			1								35				37
Children's Services	9	42	33		3	21	3		33	5		22		1206	16	11		1404
Finance, ICT and Procurement	1	10	2		1	3		2		1		1	1	226				248
Law and Property		2		1		3		1				1		63	2			73
Urban Environment		20	1		1	7	1	1		2		6	1	612	4	7	2	665
Totals	21	218	101	22	37	203	32	4	37	14	4	72	9	8877	39	56	32	9778
No. of employees requesting vocational/professional training																		
Adult, Community and Housing		4	1	4						1		1		205				216
Chief Executive's														24				26
Children's Services		4	1			4				1		1		114				125
Finance, ICT and Procurement		2	1	1										48				52
Law and Property	1	1	2	2		1								30	1			38
Urban Environment														32				32
Totals	1	13	5	7	0	5	0	0	0	2	0	2	0	453	1	0	0	489
No. of employees receiving vocational/ professional training.																		
Adult, Community and Housing		4	1	4						1		1		182				193
Chief Executive's		2												23				23
Children's Services		4	1			9				1		1		198				214
Finance, ICT and Procurement		2		1										46				49
Law and Property	1	1	2	2		1								31				38
Urban Environment														26				26
Totals	1	11	4	7	0	10	0	0	0	2	0	2	0	506	0	0	0	543

 Employment Monitoring by Racial Group (excluding schools) 1 April 2009 – 31 March 2010	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (OA)				African (A) Caribbean (C) Any Other Black Background (OB)			Chinese (Ch) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)				
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
No. of employees receiving performance assessments																		
Adult, Community and Housing	2	23	8	4	2	21	1	1	3	1		6	2	1369	3	6	5	1457
Chief Executive's			2			2								53				57
Children's Services	1	18	4		2	18	3			2			2	781	1	8		840
Finance, ICT and Procurement	1	23	6		4	4	2				1		2	562				605
Law and Property	1	4	2	1		5		1				1	1	167	3			186
Urban Environment		21	4			10		1		1		2		876	2	9	10	936
Totals	5	89	26	5	8	60	6	3	3	4	1	9	7	3808	9	23	15	4081
No. of employees suffering disadvantage as a result of performance assessment																		
Adult, Community and Housing																		0
Chief Executive's																		0
Children's Services																		0
Finance, ICT and Procurement																		0
Law and Property																		0
Urban Environment																		0
Totals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. of employees who have raised formal grievances.																		
Adult, Community and Housing														13				13
Chief Executive's																		0
Children's Services			1											3				4
Finance, ICT and Procurement														1				1
Law and Property																		0
Urban Environment														9				9
Totals	0	0	1	0	0	0	0	0	0	0	0	0	0	26	0	0	0	27

 Employment Monitoring by Racial Group (excluding schools) 1 April 2009 – 31 March 2010	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	Indian (I)	Pakistani (P)	Bangladeshi (B)	Any Other Asian Background (OA)	African (A)	Caribbean (C)	Any Other Black Background (OB)	Chinese (Ch)	Other (O)	Asian & White (AW)	Black African & White (BAW)	Black Caribbean & White (BCW)	Other Mixed Background (OM)	British (BW)	Irish (IW)	Other White (OW)		
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
Number of employees having disciplinary action taken against them																		
Adult, Community and Housing						1							1	44				46
Chief Executive's																		0
Children's Services		1	1											17	1			20
Finance, ICT and Procurement														2				2
Law and Property																		0
Urban Environment														14				14
Totals	0	1	1	0	0	1	0	0	0	0	0	0	1	77	1	0	0	82