

Equality Scheme

2007 - 2010

Supplement



May 2009

7. Equality Scheme 2007- 10 - Supplement

Introduction

- 7.1 The Council's Equality Scheme, published in April 2007, brings together the Council's response to its statutory duties to publish race, disability and gender equality schemes. The Government published its Equality Bill in April 2009 which contains proposals for a new single public sector equality duty covering age, religion or belief, sexual orientation, pregnancy and maternity explicitly and gender reassignment in full, as well as race, disability and gender. It is not yet clear whether there will be a requirement for public authorities to produce equality schemes covering these other areas.
- 7.2 The Equality Scheme, nonetheless, gives a commitment (paragraph 1.5) to work to integrate more fully its approach to promoting equality in the areas of age, religion or belief and sexual orientation into the scheme by April 2009. This was to ensure that there was a coordinated approach to promoting equality across all the equality strands.
- 7.3 This supplement, forming section 7 to the 2007-10 scheme, is intended to meet this commitment. The supplement contains sections relating to age, religion or belief, and sexual orientation, also encompassing gender reassignment as this was covered only in part by the gender equality duty in the Equality Act 2006, together with an action plan for 2009/10. It is intended to review this during the year in line with a wider review of the Equality Scheme. The nature and outcome of this review will need to comply with requirements arising from the proposals in the Equality Bill as these become clearer.
- 7.4 Age, religion or belief, sexual orientation and gender reassignment have been covered by the Council's equality and diversity policy for a number of years and in general terms, but not in detail, by its combined Equality Scheme. The Council's process for undertaking equality impact assessments also covers the three equality strands above but does not explicitly refer to gender identity issues. Similarly, employment policies generally cover the six strands but other than specific guidance to managers, do not all make explicit reference to gender reassignment. Other than with age, there is currently comparatively little employment and service monitoring data available in order to assess the impact of the council's policies and functions on the equality groups covered by this supplement.

Age Equality

Introduction

7.5 Section 1 of the council's Equality Scheme, together with the introduction to the supplement, provides the context for this section on promoting age equality and sets out the council's overall approach to promoting equality. The council is committed to promoting age equality and to meeting the requirements of the relevant legislation, including the duties proposed for the forthcoming Equality Act. It has taken a range of action over a number of years in order to fulfil this commitment in its employment policies and practices and across relevant services.

The legislation and national policy drivers

7.6 The Employment Equality (Age) Regulations 2006 make it illegal to discriminate against individuals on the basis of age in employment and vocational training.

7.7 The Equality Bill includes proposals to:

- make it unlawful to discriminate against someone aged 18 or over on the basis of age when providing services or carrying out public functions
- extend the duty on public authorities to tackle discrimination, promote equality of opportunity and encourage good community relations to cover age.

7.8 The Government's response to its consultation on the Equality Bill acknowledges that identifying and tackling harmful age discrimination is complex and likely to be a long-term challenge. Many differential services are provided to people of different age groups, where this is justified and the proposed legislation is not intended to prevent this. The consultation, however, revealed concern and evidence that unjustifiable age discrimination is present in a number of service areas nationally, with financial services and health and social care the most frequently mentioned.

7.9 "Most recent attention around diversity and community cohesion in the UK has focused on issues of race and faith....However, the UK is a diverse country, and in many towns and cities inter-generational conflict may be as pressing or a more pressing issue in cohesion and quality of life." This point, made by Age Concern, was included in 'Our Shared Future – the report of the

Commission on Integration & Cohesion which recognizes the importance of breaking down “the barriers between the young and the old”.

- 7.10 The council, of course, provides many services aimed at meeting the needs of particular age groups. The Directorate of Children’s Services provides education and social care services for children and young people (defined as 18 year olds and younger – with some exceptions - so mainly falling outside the scope of the proposed legislation). The directorate is focused on improving the outcomes for all children and young people in Dudley and its work is based on the framework within the Children’s Act 2004 and ‘Every Child Matters – Change for Children’.
- 7.11 The Directorate of Adult, Community and Housing Services includes an Older People and People with Physical Disabilities Division which provides specialist social care services for older people and responds to, for example, the National Service Framework for Older People. Other directorates also offer some differential provision in a number of services.
- 7.12 The proposed duty is not intended to prevent the council’s services being aimed at certain age groups when there is good reason for doing so, but is about tackling unjustifiable age discrimination. Many of these services are provided directly in response to needs assessments or equality impact assessments providing evidence of differing needs, lack of take-up of services, barriers to access, etc, which can provide justification for differential provision.

Facts and figures

- 7.13 In common with national trends, the borough is seeing an increasingly ageing population which will have implications for future service provision. In more detail, the overall population of the borough is forecast to increase by 1% by 2020, with a fall in the younger age groups, but a significant growth in the proportion of older people in the borough. This amounts to a projected increase of 24% in people aged over 65, and a projected increase of 52% for those over 85 by 2020.
- 7.14 The age profile of the council’s workforce (1 April 2009) shows a fair spread across all age groups. There is, though, a smaller percentage at either end of the age range due largely to younger people being in further or higher education and to older people retiring, and the highest proportion in the middle age groups (40-49). Over the last three years, there has been a small but clear increase in the proportion of the workforce who are aged 60 or over,

demonstrating the likely impact of the age discrimination legislation which came into force in October 2006. Compared with the economy as a whole the council has a significantly higher proportion of its workforce from the older age groups (50 plus) but a lower proportion in the younger age groups (under 25). The council's human resources strategy identifies that its ageing workforce is an issue to be tackled to avoid future loss of skills and experience, and, for example, contains proposals to expand the range of apprenticeship programmes currently offered and review the current approach to graduate recruits.

- 7.15 The council carries out a survey of its employees every two years covering a range of issues relating to individual's employment and understanding of the organisation. The 2007 survey revealed higher overall satisfaction levels amongst younger (16-30) and older workers (over 60) but this did vary depending on the question. The 60 plus age group exhibited the highest levels of satisfaction with their job (85.3% being satisfied).
- 7.16 The survey includes questions about experience of discrimination within the organisation. These indicated that about 3.5% of the respondents felt that they had been discriminated against by their manager – the biggest reason was age, followed by disability and gender, with a similar figure for discrimination by a person in their team. To date (April 2008) no applications to employment tribunal have been made alleging age discrimination by the council. These figures indicate that age discrimination does not appear to be experienced often in the organisation, although a few more staff did identify this type of discrimination than with the other equality strands.

Achievements/good practice examples

- 7.17 The joint council, health sector and voluntary and community sector Older People's Strategy 2006 contains a wide range of examples of initiatives being undertaken across council directorates and partners to address the specific needs of older people in the borough. The strategy is currently being reviewed and further developed, with further extensive consultation.
- 7.18 The strategy identifies the need to confront ageism and other types of discrimination against older people, highlighting, in particular, the need to:
- improve the participation and engagement of older people
 - encourage healthy lifestyles for older people
 - break down the barriers to employment, and ensure older people can access the general services provided for all of us

- develop partnership approaches to how services are delivered and ensure integration of key services
- ensure specialist services are responsive, flexible, integrated and of high quality.

7.19 The strategy was cited in the Audit Commission report “Don’t Stop Me Now: preparing for an ageing population” (2008) as good practice in the following areas:

- understanding the older community in Dudley
- a structured, cross-cutting approach
- good information in Dudley
- comprehensive, community based falls prevention.

7.20 ‘Fit for the future – homes for life’, the borough’s older persons housing strategy was launched in April 2009. This, in recognising the growth in the number of older people, contains a range of actions to continue to help maintain Dudley residents’ independence through having the right type of housing, care and support as they get older. For example, it contains proposals for the development of five extra care housing schemes in the borough.

7.21 ‘Ageing well in Dudley’ – a booklet on ideas and contacts for older people has been produced by Dudley PCT, the council and Age Concern Dudley

7.22 In recognition of the importance of building good relations between people from different age groups, an ‘intergenerational themed action group’ was set up arising from the older people’s strategy to: encourage two-way respect; reduce perceived barriers between older and younger people; increase awareness of mutual support; recognise commonalities rather than differences; and strengthen communities and community cohesion. The group is currently mapping out the range of activities and projects that are underway in the borough and putting together a promotional campaign.

7.23 Dudley Community Partnership’s stronger communities steering group used Neighbourhood Renewal Funding to support a number of projects run during 2008/09, which brought older and young people together to build respect and mutual understanding through joint activities.

7.24 The Benefits Division’s ‘knowing your customer’ initiative using computer mapping data is currently at the campaign planning stage. It will specifically target those of pensionable age (over 60/65) to address a lack of knowledge and low benefits take-up amongst this group.

- 7.25 The Council seconds a programme manager to the Prince's Trust business programme, which provides support and assistance to young people, aged 18-30, to start their own businesses.
- 7.26 A wide range of other services respond to the particular needs associated with various age groups to improve their access to services and quality of life such as through the young persons specialist substance misuse service, assisted recycling collections for older and disabled people and free electric blanket testing for over 65 year olds.
- 7.27 There are good examples of engagement with different age groups in the borough:
- the Older People's strategy is developed and taken forward through the Dudley Forum for Older People and the annual older people's conference
 - Dudley Youth Council consists of local young people aged between 11 and 19 who are interested in representing young people's views, supported by an area youth forum in each of the five townships in the borough
 - Young Advisors (for young people aged between 15 and 21) is a nationally run charity spread over 9 areas in England. Dudley Young Advisors have been in existence since February 2007 and work directly with the government and locally with Connexions, the council, and other partners to put forward young people's views
 - the Me2 project engages disabled and non-disabled young people in assessing inclusive sport and play facilities (see section 3 of the scheme).
- 7.28 A range of actions was taken by the council in response to the introduction of the Employment Equality (Age) Regulations 2006. The default retirement age for council employees was increased to 70. Training was carried out for staff, particularly covering writing job descriptions, person specifications and job advertisements which do not discriminate by age. Policies such as the retirement policy and procedure and the severance payment policy have been reviewed and amended. Job advertisements are checked to ensure that they do not contain inappropriate language or requirements.
- 7.29 The council's workforce and recruitment activity are monitored by age and details reported in the annual review of equality and diversity prepared for the Cabinet and published on its website.

Future priorities and challenges

7.30 A number of initial priorities and challenges for promoting age equality over the next year to two years are suggested by the analysis and examples given above:

- continuing to plan for and respond to an ageing population in the borough
- completing the review and development of the Dudley Borough Older People's strategy
- reviewing policies in the light of the requirements on age equality in the forthcoming Equality Act and secondary legislation arising from it and understanding where the provision of age differentiated services could be discriminatory if not properly justified
- continuing intergenerational work to promote good relations between people of different age groups
- ensuring the Council continues to recruit from across the range of age groups and tackles issues associated with an ageing workforce.

Religion or Belief Equality

Introduction

7.31 Section 1 of the council's Equality Scheme, together with the introduction to the supplement, provides the context for this section on promoting religion or belief equality and sets out the Council's overall approach to promoting equality. The council is committed to promoting religion or belief equality and to meeting the requirements of the relevant legislation, including the duties to be incorporated in the forthcoming Equality Act. It has taken a range of action over a number of years in order to fulfil this commitment in its employment policies and practices and across relevant services

The legislation and national policy drivers

7.32 The Employment Equality (Religion or Belief) Regulations 2003 make it illegal to discriminate against individuals because of their actual or perceived religion or belief in employment and vocational training.

7.33 Part 2 of the Equality Act 2006 came into effect on 6 April 2007 and makes it unlawful to discriminate on grounds of religion or belief:

- in the provision of goods, facilities and services
- in the disposal and management of premises
- in education
- in the exercise of public functions.

7.34 The Equality Bill includes proposals to extend the duty on public authorities to tackle discrimination, promote equality of opportunity and encourage good community relations to cover religion or belief.

7.35 It is important to understand that the legislation covers people with no religion as well as those with recognised religious beliefs.

7.36 The report of the Commission on Integration & Cohesion made a number of recommendations on faith issues in its report 'Our Shared Futures'. While it would be wrong to portray community cohesion as being solely about relationships between people or communities of different faiths or of different ethnic backgrounds and the commission certainly does not do so, there is no doubt that differences or perceived differences between communities defined by their religion is an important issue to be addressed in an authority's work on equality and community cohesion.

Facts and figures

- 7.37 The 2001 Census was the first to ask people about their religion. Figures for the borough show that 77.7% of the population consider themselves to be Christians, with the next largest groups as those having no religion at 10.7% and Muslims at 2.5%.

Table. Religion of Dudley Borough population (2001 Census)

Religion or belief	Number	Percent
Christian	237,207	77.74%
Muslim	7,489	2.45%
Sikh	2,682	0.88%
Hindu	1,677	0.55%
Buddhist	393	0.13%
Jewish	82	0.03%
All other religions	481	0.16%
No religion	32,621	10.69%
Not stated	22,519	7.38%
Total	305,151	

- 7.38 Monitoring of the council's workforce and recruitment by religion or belief was introduced in 2007/08. However, to date relatively few staff have disclosed this information so a comprehensive profile cannot be drawn up at this time. This mirrors to some extent past experience with other equality strands and efforts will be made to encourage disclosure in the future to gain a better understanding of whether the council's workforce is representative of the religious communities it serves.
- 7.39 As mentioned in paragraphs 7.15 and 16, the 2007 employees survey included questions about experience of discrimination within the organisation with few of the respondents (approximately 3.5%) feeling that they had been discriminated against by their manager or by a person in their team. Of this 3.5%, not many identified religion or belief as the grounds for this. To date (April 2008) no applications to employment tribunal had been made alleging religion or belief discrimination by the council since April 2004.

Achievements/good practice examples

- 7.40 The council recognises that faith organisations can provide appropriate and effective services to local communities and commissions services from a

number of faith organisations in the borough, including ones from the local Sikh, Hindu, Muslim and Christian communities.

- 7.41 An interfaith development worker is funded through Dudley Community Partnership, based with Dudley Council for Voluntary Service, who coordinates the Dudley borough inter-faith network. Arising from this network a faith leaders network has also been established through which leaders from the faith and statutory sectors will meet on a regular basis to promote dialogue and joint working. An initial conference was held in February 2009.
- 7.42 The council is working with partners to implement a preventing violent extremism plan. While the focus of this is on preventing violent extremism, some of the initiatives have wider benefits through promoting understanding of different religions and in tackling some of the prejudice and inequality experienced by Muslim communities. These include:
- training for Imams in areas such as child protection
 - the establishment of a Muslim women's group
 - an exhibition held at the Merry Hill shopping centre to promote understanding of and tackle myths about Islam
 - promoting greater inclusion of Muslim leaders in the interfaith network.
- 7.43 The new generation local area agreement, running from 2008 to 2011, includes as priorities for the borough national indicators NI1 (% of people who believe people from different backgrounds get on well together in their local area) and NI35 (building resilience to extremism). As part of this, an in-depth profile of the Muslim communities of the borough has been drawn up which will help service providers in understanding the needs of these communities.
- 7.44 A community cohesion manager has been appointed within the council, supported by a hate crime officer, whose roles include the promotion of good relations between people of different religious and other backgrounds, and the tackling of religious and other hate crime. Guidance for schools has been developed and issued to assist them in meeting their statutory duties to promote community cohesion.
- 7.45 Food enforcement staff have been trained to understand different cultural and religious food preparation practices so that they take these into account in their inspection and other activities.
- 7.46 The 'meals on wheels' service is available to people who have had a social care assessment and who are eligible for the service. Access to the service is

equally available throughout the borough and caters for people with different dietary or cultural needs such as for Halal meals.

- 7.47 As previously noted, monitoring of the Council's workforce and recruitment by religion and belief was introduced in 2007/08 and a question is included in the biennial employees survey asking employees whether they have experienced discrimination on the basis of their religion in connection with their employment.
- 7.48 A diversity calendar is published on the Council's website which highlights the dates of religious and cultural festivals and events. An approach to how events are marked or celebrated has been developed.

Future priorities and challenges

- 7.49 A number of initial priorities and challenges for promoting religion or belief equality over the next year to two years are suggested by the analysis and examples given above:
- reviewing policies in the light of the requirements of the Equality Act and statutory guidance once available
 - improving the availability of workforce data
 - developing the interfaith and the faith leaders networks as more effective and representative voices
 - developing community cohesion work and a hate crime strategy
 - developing further the initiatives within the borough's preventing violent extremism programme.

Sexual Orientation Equality and Gender Reassignment Equality

Introduction

- 7.50 Section 1 of the Council's Equality Scheme, together with the introduction to the supplement, provides the context for this section on promoting sexual orientation and gender reassignment equality and sets out the Council's overall approach to promoting equality. The council is committed to promoting equality between people of different sexual orientations and of different gender identities and to meeting the requirements of the relevant legislation, including the duties to be incorporated in the forthcoming Equality Act. While some action has been taken, these are areas of equality where more development work is needed.
- 7.51 It is important to understand that the issue of gender identity is different to that of sexual orientation. The term 'gender reassignment' is the one used in the Equality Bill and this proposes to extend its definition beyond that used in previous legislation to cover all transsexual people and so not requiring them to be under medical supervision in order to be protected.

The legislation and national policy drivers

Sexual orientation

- 7.52 The Employment Equality (Sexual Orientation) Regulations 2003 protect against discrimination on the grounds of sexual orientation in employment, vocational training, promotion, and working conditions.
- 7.53 The Civil Partnerships Act 2004 provides legal recognition and parity of treatment for same-sex couples and married couples, including employment benefits and pension rights.
- 7.54 The Equality Act 2006 outlaws discrimination on the grounds of sexual orientation in the provision of goods, facilities and services.
- 7.55 The Equality Bill includes proposals to extend the duty on public authorities to tackle discrimination, promote equality of opportunity and encourage good community relations to cover sexual orientation.

Gender reassignment

- 7.56 The Sex Discrimination (Gender Reassignment) Regulations 1999 outlaw discrimination relating to gender reassignment in employment and vocational training.
- 7.57 The Gender Recognition Act 2004 provides transsexual people with legal recognition in their acquired gender.
- 7.58 The Equality Bill includes proposals to extend the duty on public authorities to tackle discrimination, promote equality of opportunity and encourage good community relations to cover gender reassignment in full (it is partly covered by the gender equality duties in the Equality Act 2006).

Facts and figures

- 7.59 There is little reliable data about the size of the lesbian, gay and bisexual (LGB) population in the borough and indeed nationally. There have been no relevant questions used in the Census in the past and none will be included in the 2011 Census. However, the Office for National Statistics accepts that there is an increasing requirement for this information and, following extensive research, it has issued 'Measuring sexual identity – a guide for researchers' (April 2009) to provide good practice in gathering this data.
- 7.60 Figures quoted tend to assume that nationally LGB people comprise 5% to 7% of the adult population (the figure used by government and thought reasonable by Stonewall)¹. Applying this figure to the adult population (18 year olds and over) locally suggests that around 12,000 – 16,500 adults in Dudley borough may be lesbian, gay or bisexual. This figure needs to be treated with caution and is not based on any local research indicating that the nationally assumed percentage is reflected in the borough.
- 7.61 In terms of the council's workforce, no monitoring by sexual orientation has taken place to date but the council is in the process of planning for its introduction. The council also has no data on the number of transsexual people in its workforce.

¹ The report Final Regulatory Impact Assessment: Civil Partnership Act 2004 states: "Whilst no specific data is available, a wide range of research suggests that lesbian, gay and bisexual people constitute 5-7% of the total adult population..." The figure was based on the findings in a number of studies, from various countries, conducted among differing sample populations and measuring different dimensions of sexual identity. A footnote acknowledges that there is very little reliable data about the size of the LGB population

- 7.62 As mentioned in paragraphs 7.15 and 16, the 2007 employees survey included questions about experience of discrimination within the organisation with few of the respondents (approximately 3.5%) feeling that they had been discriminated against by their manager or by a person in their team. Of this 3.5%, few identified sexual orientation as the grounds for this. To date (April 2008) no applications to employment tribunal had been made alleging sexual orientation discrimination by the council
- 7.63 The number of transsexual people within the UK population is relatively small but significant. According to the Gender Identity Research and Education Society (2008), 6 in 1,000 people (about 300,000 people nationally) may experience some degree of gender discomfort but in the main they do not seek medical treatment. Possibly 1 in 5,000 (about 10,000 people) may have sought treatment and 6,200 may have already undergone transition to live full-time in a different gender role. The number of people seeking help has been increasing in recent years. It is not known how many transsexual people may live in the borough.

Achievements/good practice examples

- 7.64 The Council, together with partners in the borough and Sandwell, fund Summit House Support Ltd to provide services and support for people living with and affected by HIV/AIDS. This includes the employment of a gay men's outreach worker and the running of a gay men's group.
- 7.65 The recent revision of the Learning Disability Strategy has included meeting the needs of LGB people, the remit of the sub-group of the Learning Disabilities Partnership Board established to look at issues related to race has been extended to cover sexual orientation and other equality issues, and sexual orientation is now recorded on the special needs register.
- 7.66 The multi-agency domestic abuse strategy recognises that, while the most frequent abuse is carried out by men against female partners, abuse can also occur by women against men and within same sex relationships. It identifies that additional barriers caused through prejudice could be faced by LGB people in accessing services. Representatives from this community are members of the borough's domestic abuse forum and an event is planned to raise awareness and improve access to services of non-stereotypical victims of abuse.

- 7.67 Dudley Archives and Local History Service is developing a list of sources held which help document the history of LGB issues in the Borough and the library service holds and is extending a collection of LGB titles.
- 7.68 A target has been set by the street cleansing team to begin removing all offensive graffiti, including homophobic, from council property within 90 minutes of a report being received.
- 7.69 A group has been established to look at the (former) Commission for Social Care Inspection good practice document on providing adult care services to LGBT people and has drawn up practice guidelines for residential services.
- 7.70 The council's anti-bullying policy and guidelines for schools and educational settings recognises that homophobic bullying has a profound effect on young LGB people as they negotiate the often difficult process of coming to terms with their sexual orientation and that homophobic bullying also negatively impacts on young people who are suspected of being gay or young people with friends or family members who are lesbian, gay or bisexual. A 'safe to play' research study carried out in Dudley in autumn 2008 looking at children and young people's experience of bullying found evidence of homophobic bullying in primary schools, continuing through secondary schools. The research is informing the development of a revised anti-bullying document. A range of activities was also run during anti-bullying week in November 2008.
- 7.71 As noted in paragraph 7.44, a hate crime officer has been appointed who will be responsible for working with partners on initiatives to tackle homophobic hate crime and hate crime against transsexual people, alongside other types of this behaviour.
- 7.72 The registration and celebratory service provides civil partnership ceremonies for same sex couples in accordance with its legal duties.
- 7.73 As previously noted a question was included in past staff surveys asking staff whether they had experienced discrimination on the basis of their sexual orientation in connection with their employment.
- 7.74 A question and answer guide on how to deal with gender reassignment issues in employment has been issued to human resources staff so that they can advise managers on these issues when they arise.

Future priorities and challenges

7.75 A number of initial priorities and challenges for promoting sexual orientation and gender reassignment equality over the next year to two years are suggested by the analysis and examples given above:

- reviewing policies in light of requirements of the Equality Act and statutory guidance once available
- promoting awareness of LGB issues
- promoting awareness of issues around gender reassignment
- improving consultation mechanisms
- extending monitoring of the council's workforce and service provision
- developing the anti-bullying strategy in schools, building on the safe to play survey, and the hate crime strategy
- ensuring gender reassignment is specifically included in all relevant employment policies

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 (Bereavement Services Manager).
- (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).



Ten year vision for equality and diversity

Dudley Borough's community strategy 2005-20 sets out the vision for promoting stronger communities throughout the borough. Over the next ten years the Council will contribute significantly to this vision through providing strong leadership on equality, diversity and community cohesion, working with partners and all the borough's communities.

In ten years the Council will be one:

- which will be recognised nationally as a leading Council on equality and diversity
- which has improved its response to the needs of the borough's communities
- whose services receive high satisfaction ratings from across all the borough's communities
- whose workforce reflects the local community at all levels of the organisation and for which people from all backgrounds want to work, and
- which has improved its equality training and the skills of its employees in dealing with all customers.