

# Equality, Cohesion and Integration Strategy 2014-2017

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## Message from the Leader



Our geography, people and history have shaped the place that Lancashire is today with benefits and opportunities for many but also increasing challenges that need to be addressed especially in the current economic and austerity climate. Equality, Cohesion and Integration are complex and our policies need to develop to meet the needs of our changing communities as highlighted in the 2011 Census data. How people feel about themselves, their neighbours and where they live is influenced by living standards, employment, welfare reforms, provision of learning and skills development and opportunities to make a positive contribution to the decisions that affect their lives. Against all this Lancashire County Council is committed to building a fair society where people feel they have a stake in building a positive future.

## Message from the Chief Executive



The next four years will be an extremely challenging period for public services throughout Lancashire with the large reduction in funding from Government and balancing that with the need to deliver fair services to our communities in times of austerity and when the cost of living is increasing.

Our organisation will look very different in the future and through our Equality and Cohesion Executive Lead on Management Team, Stephen Gross, we will aim to deliver the fairest services we can to our communities. We will be developing new ways of running our services and working in much closer partnership with other public and third sector organisations, while balancing this against providing high-value, quality services which build community resilience, reduce inequalities and safeguard those most at risk.

Our robust equality analysis process is embedded across the county council and will ensure decisions are made in accordance with the Public Sector Equality Duty. As an employer we promote equality across the workforce, also embracing this through "The Lancashire Way" and by supporting our staff networks. Our recruitment process has been awarded the Jobcentre Plus disability "two tick symbol". Together with mainstreaming community cohesion internally across services we also deliver numerous initiatives and projects in partnership to help our communities feel integrated, resilient and proud to belong to Lancashire.

# The Corporate Vision

Equality, cohesion and integration lies at the heart of the County Council's corporate vision and strategy. Sustained national economic growth remains elusive and financial pressures are rising across the county. The county council forecasts that its costs will increase significantly due to inflation and population changes, particularly in major spending categories like adult and children's social care. General living standards are declining across communities and vulnerable people in Lancashire are also threatened by reforms in welfare, not just for jobseekers but working families and people with disabilities.

Over the next four years our priorities will focus on what we fundamentally believe to be most important:

- To prepare for the future
- To support the most vulnerable
- To boost the Lancashire economy, both creating and protecting jobs

In support of these organisational priorities the Cabinet Fairness for All Working Group (see Appendix B) gives strategic direction across the organisation to embed equality, cohesion and integration and monitor developments. Their corporate Equality and Cohesion vision statement is as follows:-

## "Our Vision for a fair and cohesive Lancashire"

The County Council is committed to understanding our communities and their needs. As a community leader, employer and service provider we want our services to reflect what matters to local people irrespective of their background. We aim to promote a sense of personal and social responsibility across neighbourhoods, to advance equality of opportunity for all and inspire our communities and citizens to realise their potential. We celebrate the diversity of our communities while fostering a sense of common ground and good relations between them. Lancashire does not tolerate unlawful discrimination, harassment, threats and extremism that affect individuals or divide our communities and we will work in partnership to respond to these issues.

Lancashire County Council, Cabinet Fairness for All Working Group

# Equality, Cohesion & Integration Accountability

This strategy is designed to compliment and support the Corporate Strategy and priorities. In order to embed the corporate equality and cohesion vision the County Equality and Cohesion Team (see page 10) provide a direct, accountable, and high-quality service to all Directorates, services and teams. They work with the Council Leader, who has lead responsibility for equality and cohesion and all Cabinet members have this responsibility in their portfolios too, and other elected members, managers, colleagues, back office or frontline staff. The Team and their work have Executive Director Leadership from Steve Gross on Management Team.

The Team work with key partners outside the county council delivering the county council's role as a community leader in the following areas e.g. hate crime, counter terrorism, tension monitoring, emergency planning and migration. The makeup of our Lancashire communities has become more diverse over recent years as evidenced on the Census 2011 bringing a greater need to be tolerant and respect other people's differences, cultures and religions. Data and related statistical information around the makeup of our communities is set out at Appendix C.

In addition to our corporate responsibilities and vision lead by the Cabinet Fairness for All Officer Working Group, the team also supports each Directorate achieving the County Council's Equality and Cohesion vision, through the Fairness For All Officer Working Group (see Appendix B) The organisation is changing and this process and support will change with it accordingly.

In order to embed this, a robust corporate structure is in place to deliver equality and cohesion as follows:

## Corporate approach to Equality, Cohesion & Integration





## Corporate Websites

The organisation has two “one stop shop” corporate websites which share key information, advice and guidance in respect of Equality and Community Cohesion issues. Their links are available here: [Equality](#) and [Community Cohesion](#).

## Equality, Cohesion & Integration Implications

### Equality Implications

The county council has responsibilities under the Equality Act 2010 and Public Sector Equality Duty (PSED). Under the Equality Act 2010 failure to meet our responsibilities as an employer or service provider to protect employees or job applicants from discrimination, harassment or victimisation can result in individuals bringing claims under the Act. Failure to do this can result in legal action. Our policies, practices and actions seek to reduce this risk.

As a service provider we also have responsibilities to ensure all our employees deliver services free from unlawful discrimination, harassment or victimisation as required by the Equality Act 2010 and Public Sector Equality Duty. We aim to ensure that our services are responsive to and meet the needs of Lancashire’s communities in service development/review, business planning and when carrying out all our functions. Failure to comply with the General Duty of the PSED can result in lengthy and costly legal challenges to the County Council. Our equality analysis toolkits are designed to reduce the risk of this happening. Our County Councillors and senior managers have ultimate responsibility for ensuring our decisions meet our responsibilities under the general duty of the PSED so briefings and bespoke training is made available to ensure they have the knowledge and understanding needed to do this.

The Specific Duties of the PSED require periodic publication of equality information and objectives and failure to do this could result in legal challenge or action from the Equality and Human Rights Commission (EHRC)

### Cohesion and Integration Implications

Cohesion and Integration are also legislated for under the General Duty of the Equality Act 2010 (Section 149) where the third Aim states that in carrying its functions the county council has a duty to:- foster good relations between people with protected characteristics and those who do not share them.

By not complying with this duty and monitoring how our communities are feeling we are at risk of allowing increased community tensions to grow and frustrations build between individuals, neighbourhoods or within our schools. Cohesion is about managing the ripple effect of an incident/activity and this can be short to long term e.g. prejudices of differences, demonstrations, rioting, hate crimes/incidents or acts of terrorism. These actions can be local, regional, national or international and still impact on the communities of Lancashire, often fuelled by heightened media coverage of the incident.

Tension monitoring arrangements, with our partners, are in place and preventative measures to address any issues are rolled out across our directorates and schools together with interventions to support individuals. We encourage everyone to respect each others differences and provide opportunities for communities to integrate.

## Strategic Priorities

### Equality - context

The County Council produced its first “Equal Opportunities Policy In Employment” in 1985. Subsequently various revisions and supplementary policies; guidance documents and actions have been developed to meet legislative and other changes. The equalities role has also extended to include services and functions of the County Council.

Over the last 30 years the culture of our organisation has changed dramatically, e.g. women are more heavily represented in senior posts including at Executive Director level, there is a greater percentage and number of employees from Black and Minority Ethnic backgrounds, LGB&T and disabled people increasingly feel able to be more open about their identities. Staff training on equality issues has been extensively provided including about understanding harassment and bullying, recruitment and selection training for recruitment panel members and customer care training which reflects the needs of customers with protected characteristics. More recent changes have seen a greater use of e.learning including a package on equality and diversity which is mandatory for all employees.

The Equality and Cohesion Team has lead responsibility for embedding all aspects of the Public Sector Equality Duty within Directorates. This includes offering support and advice on meeting the three aims of the PSED’s general duty which are to:

- eliminate discrimination, harassment and victimisation because of protected characteristics
- advance equality of opportunity for people with protected characteristics
- foster good relations between people with protected characteristics and those who do not share them

The Team support and guide all Directorates in all aspects of equalities matters including the [equality analysis process](#).

Like many other local authorities, the County Council continues to use the LGA Equalities Framework as a basis for assessment and prioritisation of our activities. The following equality priorities are taken from the Local Government Association’s “Equality Framework for Local Government self assessment guidance” (2012 edition) which the County Council have endorsed. Under each priority are examples of how the organisation is already supporting these priorities, details of future action is set out in Appendix A :-



## Equality Priority Areas

### **1. Knowing your communities: Collecting sharing and analysing information between partners.**

The County Council has information available from the Census 2011, Lancashire Profile, JSNA and other research and intelligence data which includes information on people with protected characteristics and this is used to inform service developments and assess gaps in provision and is shared with partners. Our Living In Lancashire Panel seeks views from a cross section of the county's population on particular topics. Specifically the Equality and Cohesion Team is steering the Austerity Impact Assessment project, which is aligned to the protected characteristics of the PSED, Equality Act 2010 to assess the effects on equality groups and the impact on cohesion of current economic and political activities on our residents and the impact on businesses in Lancashire.

### **2. Leadership, partnership and organisational commitment: Driving a clear and consistent organisational approach to equalities that is communicated and understood by members, officers and partners. Ensuring that the organisation encourages participation in public life by all sections of the community and fosters good relations between them.**

All Cabinet Members include equality and cohesion within their responsibilities, with the leader having lead responsibility, and a Cabinet Member Working Group leads on the issue. A member of Management Team has Executive Lead responsibility for this area supported by a corporate officer working group and Directorate level groups which are either bespoke equality and cohesion working groups or have equality and cohesion as part of a wider remit. The Equality Analysis process is implemented corporately and is reviewed with the support of Directorate feedback. Partnership arrangements are in place both internally e.g. the staff Networks and more widely the Strategic Hate Crime Group.

### **3. Community engagement and satisfaction: Ensure robust structures are in place for community engagement and to assess customer satisfaction.**

The Equality Analysis process provides a robust framework for incorporating findings from consultation, engagement and satisfaction surveys into service reviews, policy developments, partnership reviews and decision making. Additionally the County Council has arrangements in place for targeted engagement with groups with protected characteristics – e.g. Children in Care Council, Older People's Forums, disability partnership boards and forums. We have service user involvement and consultation in JSNAs and Domestic Abuse commissioning to increase services and reduce harm to people.

### **4. Responsive services and customer care: Ensuring equality analysis is integrated into service reviews, service planning and delivery, and that access to services and human rights are fully reflected.**



The Equality Analysis process provides a comprehensive and consistent framework for Directorates to assess the potential impact of proposed changes in policies or service developments on people with protected characteristics and to consider appropriate mitigation or actions to improve equality outcomes.

Equality considerations are included commissioning contracts and details of our approach to equalities is provided in procurement tender information. Arrangements have also been reviewed to ensure that human rights considerations are followed in social care services and there is a requirement for employees and members under the Code of Conduct and requirements for behaviour at work for all customers or clients to be treated with dignity and respect. Our employment support team operate a number of schemes which assist those who are NEET, including looked after children and those leaving care, have substantial disability, ex service personnel and others to obtain work with public, private and third sector employers.

**5. A skilled and committed workforce: Ensuring workforce strategy, local labour market, workforce monitoring, HR policies and procedures, staff engagement, promoting a positive working environment, equal pay review and procedures to address harassment and bullying are consistently and fairly applied.**

Management information for the monitoring of employees and job applicants by a range of protected characteristics have recently been improved and form the basis of the employment related material used in annual updates to comply with the PSED's specific Information Duty. Employment policies are being reviewed to reflect the nature of the Equality Act – replacing individual policies for specific protected characteristics with a comprehensive Equalities policy.

Recruitment and Selection and Harassment and Bullying policies are also being refreshed. Staff Networks (Forum of Asian Black and Ethnic Employees; Lesbian Gay Bisexual and Transgender Network, Disabled Workers Forum and Working Carers Forum) are supported by the Chief Executive and other Executive Directors.

The corporate Performance Development Review process, the Lancashire Way and specific learning and development options such as corporate coaching and mentoring are in place to support our workforce. The Equality and Cohesion Team provide specific training and input to Employee Conferences, School Conferences and training workshops on a range of related themes.

## Community Cohesion & Integration - context

Cohesion has been a priority since the disturbances in the northern towns in 2001 and a lot of positive partnership working has been delivered since then to build stronger and harmonious neighbourhoods across Lancashire. Although race and religion remain the more pressing community cohesion indicators in some parts of the county other factors impact on this priority area including, standard of living, the economy, deprivation, unemployment, skills and training, education attainment, health inequalities, migration,

traditional white communities, intergenerational issues and hate crimes against individuals particularly for our disabled and LGBT communities. The impact or ripple effect of all types of extremism e.g. far right, animal or religious, and terrorist activity also cause concerns, tensions and worry within our communities.

Community tensions are felt not just from events that happen locally or in the UK (e.g. Woolwich and Birmingham) but also from global activity seen in Asia, Europe, Middle East and North Africa. Through the power of the media, internet and social networks the world is a small place these days.

Cohesion and Integration are backed up by legislation within the Equality Act 2010 which states “the public sector must have due regard to the need to foster good relations between people with protected characteristics and those who do not share them”.

This strategy supports the Coalition Governments “Creating the Conditions for Integration” strategy to bring people together in strong and united communities. Our aim is to deliver activity under the governments priority cohesion and integration themes, which have also been adopted by the County Council. The following priorities are delivered directly or in partnership to build integrated communities where everyone can live and work successfully alongside each other in a fair and cohesive society. Examples of activity are set out under each priority to give a flavour of where the organisation is contributing. Delivery for the future activity is set out at Appendix A:-

## Cohesion and Integration Priority Areas

### 1. **Common Ground:** To have a clear sense of shared aspirations and values, which focuses on what we have in common rather than our differences.

As an organisation our values and behaviours define the standards that are expected of us all as we go about our work; Potential, Openness and Honesty, Working Together, Fairness and Respect, Health and Wellbeing, and this transfers to how we support and work with our communities. Our arts, sport and music events bring people together from different backgrounds. We have the Lancashire Profile website providing detailed information on the make up of our communities, a Nationality Checking Service for applicants to British citizenship, on behalf of the Home Office, and through our citizenship ceremonies, held on behalf of Her Majesty, we welcome new citizens to make the Oath or Affirmation and the Citizens pledge.

### 2. **Responsibility:** A strong sense of our mutual commitments and obligations, which brings personal and social responsibility.

We are committed to ensuring that everyone has the freedom to live free from hostility or harassment. Our community safety activity; reducing anti-social behaviour and domestic abuse are contributing to our neighbourhoods feeling safe. Through our environmental Priority Neighbourhoods programme we are working flexibly, quickly and responsibly to work with local communities to improve local areas. The Local Member Grants, Local Initiative Fund and Central Gateway Grants support local organisations to deliver local and



county council priorities. Our Improving Futures programme supports troubled families. Through our volunteering hub we support numerous services across the directorates.

**3. Social Mobility: Where people are able to realise their potential to get on in life.**

The Apprentice, Graduate, Work Start, Future Horizons (which is targeted at 16-18 year olds who are NEET and include measures to identify if candidates are leaving care, looked after children etc) and Ex Service Personnel programmes create job opportunities, develop skills and provide training for employment. Our Adult Learning Colleges enable adults in Lancashire to achieve success in learning so as to improve their skills for employment, the quality of their personal and family lives, and to enhance the social and economic well-being of their communities. Both the Lancashire Economic Partnership and Lancashire County Development Ltd support business growth across Lancashire. A strong economic community reduces tension and supports a cohesive society.

**4. Participation: People of all backgrounds have the opportunities to take part, be heard and take decisions in local life.**

We support the empowerment of communities in local life and decision making. As community leaders our councillors work with residents to improve local areas. Through our consultations and community engagement activity we listen to what our communities are saying with the aim of improving our services, including analysing the results from our Living in Lancashire citizen panel. The Lancashire Participation Network and the Lancashire Youth Council provide the opportunity for young people to influence and shape their local areas according to need.

**5. Tackling Intolerance: A robust response to threats, whether discrimination, extremism or disorder, that deepen division and increase tensions.**

We are committed to ensuring that everyone has the freedom to live free from hostility or harassment. We work in partnership to deliver the Government's CONTEST strategy, Prevent programmes and more recently inline with the Governments Tackling Extremism in the UK policy report (Dec 2013) which sets out practical proposals to tackle extremism in the following areas: disrupting extremists; countering extremist narratives and ideology; preventing radicalisation; integration; stopping extremism in institutions, including schools, universities and further education and prisons.

We have developed initiatives to reduce hate crime across our communities but at the same time promote the reporting of hate crime incidents. We also train our front line and other key staff to report hate incidents and suspicious activity around counter terrorism. Our Safer Travel Unit aims to provide a public transport system that is safe and effective for all passengers, the community and the staff which provide the service and have specific projects to reduce hate crime.

## Austerity Impact Assessment (AIA) project

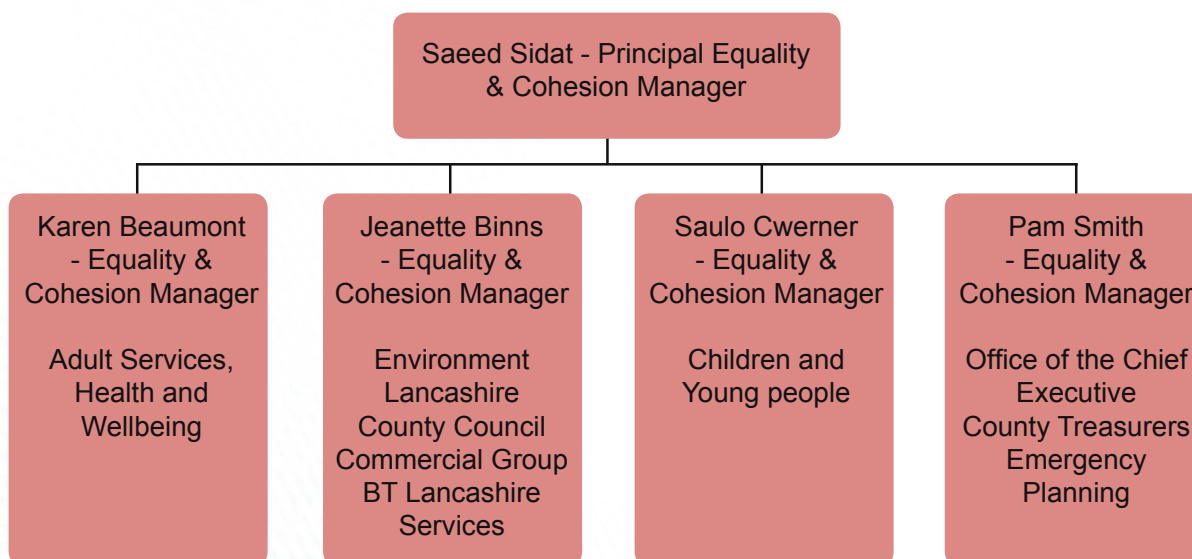
The Austerity Impact Assessment (AIA) project is looking into the impacts of the recession, austerity and public sector reform on the citizens and communities of Lancashire, with a focus on the protected characteristics groups identified by the Equality Act 2010. The research is particularly concerned with the effects of the changes to the benefit system and the labour market, which have led to a fall in living standards for a great proportion of Lancashire's residents, including an increase in poverty levels. The AIA project links with the Equality Analysis process at LCC by providing key information about the changing socio-economic circumstances of citizens and communities, from the protected characteristics groups.

By highlighting the cumulative effects of austerity and falling living standards, the AIA enables LCC services to take a number of factors into account when discharging their equality duty and planning for challenging times of public sector austerity. The AIA project is monitored through the Fairness for All Officer Working Group. For further information on the project contact the [LCC Ask Equality](#) mailbox.

## Conclusion

In order to deliver against the five equality and five cohesion priorities outlined in this strategy the County Equality and Cohesion Team and our directorates and services have identified future key actions, as set out in the supporting Delivery Plan 2014/17. These actions/projects will be monitored and reviewed by both the Fairness for All Cabinet Working Group and the Fairness for All Officer Working Group as highlighted on page 22 of the strategy.

## County Equality & Cohesion Team

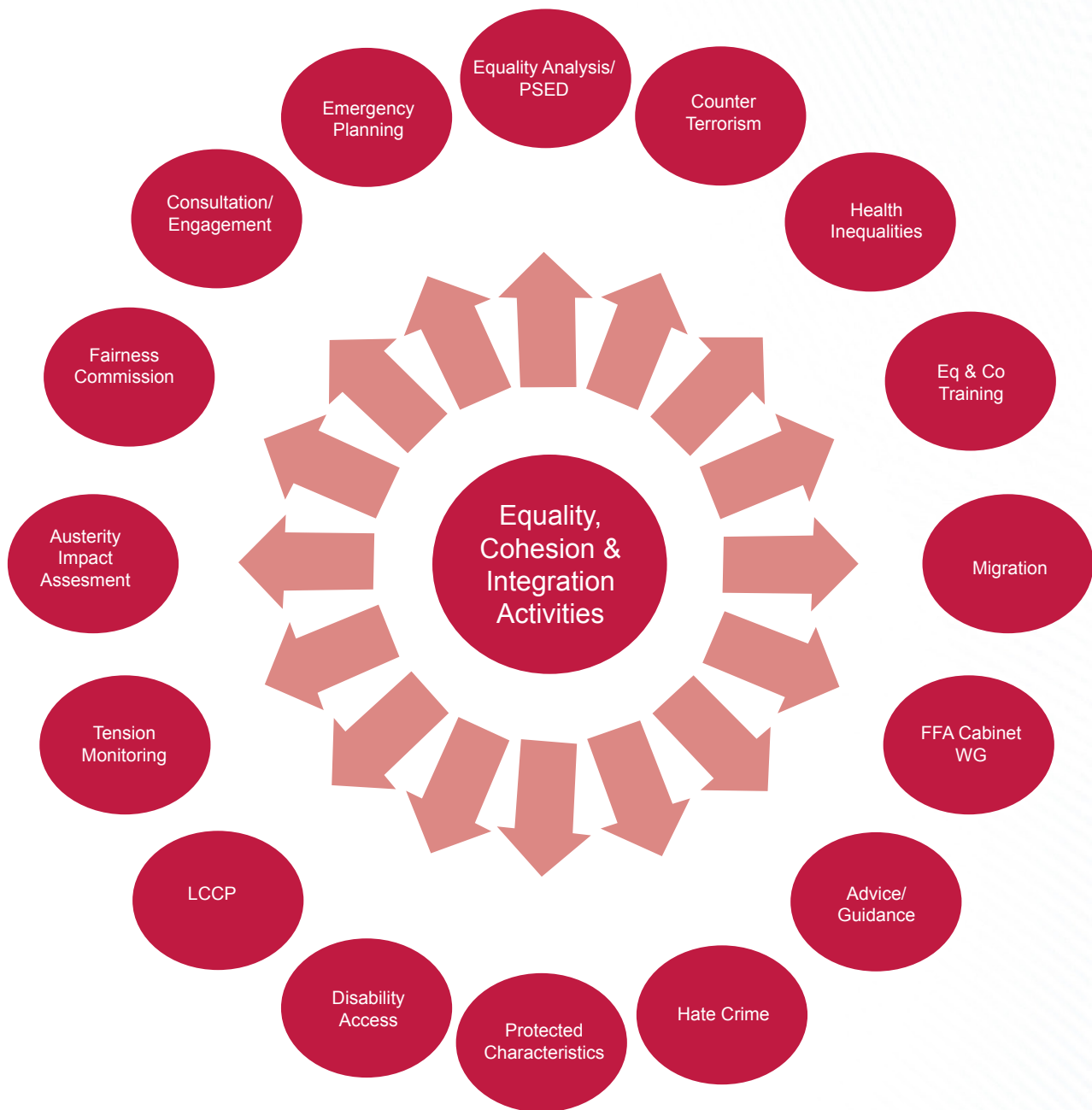


For individual directorate advice on equality or cohesion please contact your directorate link officer or the generic Team Mail Box:- [LCC Ask Equality](#)



# County Equality, Cohesion and Integration

## Key Areas of Work



# Equality, Cohesion and Integration Delivery Plan 2014-15 Appendix A

EQUALITY			
Priority	Aim	Action/Outcome /Timeline	Responsibility
1.Knowing your communities	To collect, share and analyse robust information internally and between partners to inform service design and delivery.	<ul style="list-style-type: none"> <li>Strengthen the collection of equality information and service monitoring across the organisation to meet the PSED requirements by establishing a cross directorate Group.- Jan 2015 Outcome: To agree a corporate core standard.</li> </ul>	<ul style="list-style-type: none"> <li>Equality &amp; Cohesion Team, Directorates, OCE HR, R&amp;I, ICT Oracle, BTLS</li> </ul>
		<ul style="list-style-type: none"> <li>Austerity Impact Assessment Project. -ongoing Outcome: A quarterly report measuring and analysing the equalities impact of the recession and austerity on communities as defined in the protected characteristics of the Equality Act 2010.</li> </ul>	<ul style="list-style-type: none"> <li>Equality &amp; Cohesion Team</li> </ul>
		<ul style="list-style-type: none"> <li>Complete a cumulative equality analysis of 2014/15 budget proposals. - Jul -Sept 2014 Outcome: Identification of the cumulative impact of budget proposals on protected characteristics group from across services particularly to avoid litigation against the authority.</li> </ul>	<ul style="list-style-type: none"> <li>Equality &amp; Cohesion Team, FF A OWG, Legal Services</li> </ul>



Priority	Aim	Action/Outcome /Timeline	Responsibility
2. Leadership, partnership and organisational commitment	To drive a clear and consistent organisational approach to equalities that is communicated and understood by members, officers and partners. Ensure that the organisation encourages participation in public life by all sections of the community and fosters good relations between them.	<ul style="list-style-type: none"> <li>• Women's Conference 2014 – evaluate the legacy of Lancashire Women Today conference. Apr 2014 – March 15 Outcome: All managers informed of gender related issues.</li> <li>• Hold a joint staff network event at County Hall (LGBT /FABE/DWF/ WCF).- Oct 2014 Outcome: Increased awareness and membership of staff networks; cross cutting themes identified.</li> <li>• Deliver annual PSED training to Councillors and Managers. -Oct 2014 Outcome: Full Council and key managers trained in PSED and understand their responsibilities.</li> <li>• Refresh the Equality Analysis process- ongoing. Outcome: Ensure continued robustness of Equality Analysis.</li> </ul>	<ul style="list-style-type: none"> <li>• Equality &amp; Cohesion Team lead</li> <li>• Chairs of staff networks</li> <li>• Equality &amp; Cohesion Team/ Legal Services</li> <li>• Directorate Equality &amp; Cohesion leads</li> </ul>
3. Community engagement and satisfaction	To ensure robust structures are in place for community engagement and to assess customer satisfaction.	<ul style="list-style-type: none"> <li>• Consultation and Engagement Guidance to reflect the requirements of the PSED produced. June – Sept 2014 Outcome: The organisation will understand how to consult effectively and consistently in accordance with the PSED requirement</li> </ul>	<ul style="list-style-type: none"> <li>• Equality &amp; Cohesion Team lead/FFAOWG/ Corp Policy Unit</li> </ul>

Priority	Aim	Action/Outcome /Timeline	Responsibility
4.Responsive services and customer care	To ensure equality analysis is integrated into service reviews, service planning and delivery, and that access to services and human rights are fully reflected.	<ul style="list-style-type: none"> <li>• Launch revised Analysis Toolkit June.- Sept 14 Outcome: A more streamlined EAT process for managers further incorporating policy development, business planning, service review.</li> <li>• Implement Changing Places programme. -Phase 1 March 2015 Outcome: Installation of changing places facilities at Chorley &amp; Preston and other localities.</li> <li>• Reviewed Translation &amp; Interpretation Services implemented. – May-Sept 14 Outcome: Consistent provision of translation &amp; interpretation service across the county council.</li> <li>• Amend Priority Neighbourhood application form and assessment criteria to assess if scheme concepts will benefit people with protected characteristics. - Sept 2014 Outcome: Understanding of the impact of Priority Neighbourhood decisions on Protected Characteristics groups.</li> <li>• Review equality arrangements with procurement contracts. -April-December 2014 Outcome: Ensure compliance of PSED in procurement contracts.</li> <li>• EMGRT Achievement Service - Deliver the Lancashire Equality Mark for schools; Lancashire Equality Charter for Children and Young People's Services; Dispelling the Myths of Migration Conference. - ongoing Outcome: Better educational outcomes for children with ethnic minority and GRT backgrounds; larger number of schools in Lancashire with robust equality policies and ethos; greater equality awareness in other CYP settings such as children centres and youth clubs; greater awareness and more responsive school services for new arrivals from outside the UK.</li> </ul>	<ul style="list-style-type: none"> <li>• Equality &amp; Cohesion Team lead</li> <li>• Equality &amp; Cohesion Team lead/Property Group</li> <li>• Procurement, OCE</li> <li>• Environment Commissioning</li> <li>• Equality&amp; Cohesion Team, Procurement OCE</li> <li>• Ethnic Minority Achievement and Gypsy, Roma and Traveller Achievement Service</li> </ul>



Priority	Aim	Action/Outcome /Timeline	Responsibility
5.A skilled and committed workforce	To ensure workforce strategy, local labour market, workforce monitoring, HR policies and procedures, staff engagement, promoting a positive working environment, equal pay review and procedures to address harassment and bullying are consistently and fairly applied	<ul style="list-style-type: none"> <li>• Deliver LCC Apprentice and Graduate employment programmes. - ongoing Outcome: Increased opportunities for young people in to LCC employment.</li> <li>• Develop and implement Equality, Cohesion &amp; Integration Awareness/ Training programmes across directorates. – ongoing Outcome: All Directorates skilled up on equality &amp; cohesion requirements and implications for services; improved workforce knowledge of equality, cohesion, integration and PSED.</li> <li>• Implement HR policies and procedure in accordance with requirements of Equality Act 2010. – March 2015 Outcome: The organisation is Equality Act 2010 compliant.</li> </ul>	<ul style="list-style-type: none"> <li>• Employment Support Team, OCE</li> <li>• Equality &amp; Cohesion Team lead</li> <li>• HR,OCE Equality &amp; Cohesion Team</li> </ul>

## Cohesion and Integration

Priority	Aim	Action/Outcome /Timeline	Responsibility
1.Common Ground:	To have a clear sense of shared aspirations and values, which focus on what we have in common rather than our differences.	<ul style="list-style-type: none"> <li>• Undertake the Living in Lancashire Cohesion survey (wave) to measure cohesion and integration issues across Lancashire. June – Aug 14 Outcome: Results of LIL cascaded to members and officers to inform future strategy, policy, business planning and service design.</li> <li>• Monitor and report on Migration Trends across Lancashire. – annually Outcome: Organisation aware of migration trends across Lancashire.</li> <li>• Develop Library Service exhibitions to raise awareness and support :- Black history month- Oct World Health Day - Oct Disability month –Nov LGBT history month Feb Dementia awareness Week –May. Outcome: Fostering good relations between protected characteristics and communities.</li> <li>• Support the roll out of DCLG #talkEnglish programme and ESOL classes across Lancashire. - ongoing Outcome: Improved integration and opportunities for new migrants across Lancashire</li> </ul>	<ul style="list-style-type: none"> <li>• Equality &amp; Cohesion Team, Research &amp; Intelligence Team</li> <li>• Equality &amp; Cohesion Team lead</li> <li>• Library Service , ASHW</li> <li>• Lancashire Adult Learning Services</li> </ul>



Priority	Aim	Action/Outcome /Timeline	Responsibility
2.Responsibility:	To build a strong sense of our mutual commitments and obligations, which brings personal and social responsibility.	<ul style="list-style-type: none"> <li>• Rollout the refresh of the Anti-Social Behaviour Risk Assessment Conference process. March 15 Outcome: A more effective support framework for victims of anti-social behaviour including hate crime implemented.</li> <li>• Roll out the Safety in Towns programme (Learning Disabilities) ongoing Outcome: Increased designated safe places for vulnerable people to report to if they are in difficulty across Lancashire.</li> <li>• Continue to raise awareness of the In-House volunteering hub. - ongoing Outcome: Promoted volunteering opportunities within the council.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Safety &amp; Justice Team</li> <li>• Learning Disability, ASHW</li> <li>• Volunteering Hub ASHW</li> </ul>
3.Social Mobility:	To ensure Lancashire is a place where people are able to realise their potential to get on in life	<ul style="list-style-type: none"> <li>• Deliver Work Start, Future Horizons/ NEET, (Including looked after children &amp; young people leaving care), Ex Service Personnel employment programmes to assist people from these groups in to employment. - on going Outcome: Increased participation of these groups in to employment.</li> <li>• Deliver Employability sessions and Job Club ( LAL/Libraries) to support people in to work. – ongoing Outcome: Advanced employment opportunities for protected characteristic Groups.</li> <li>• Drive local delivery of the national Violence Against Women and Girls strategy (incorporating forced marriage, honour based abuse etc). April 14- March 15 Outcome: Awareness raised through Programme of workshops including at the Day of Difference equality conference.</li> <li>• Improving Futures (Working together with Families Programme). ongoing Outcome: Resilience built within families and integration within communities</li> </ul>	<ul style="list-style-type: none"> <li>• Employment Support Team, OCE</li> <li>• Library Service, ASHW</li> <li>• Community Safety and Justice Team</li> <li>• Lancashire Safeguarding Children's Board/ Children and Young People Trust Board</li> </ul>

Priority	Aim	Action/Outcome /Timeline	Responsibility
4.Participation:	To support and encourage people of all backgrounds to have the opportunities to take part, be heard and take decisions in local life.	<ul style="list-style-type: none"> <li>• Deliver Priority Neighbourhoods programme and review activity - ongoing Outcome: Improved health and wellbeing and cohesion across communities</li> <li>• Promote Lancashire Schools Cohesion initiative May–July 2014 Outcome: Lancashire schools pupils have an understanding of issues that impact on cohesion; improved good relations between young people from different backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>• Localities, ENV</li> <li>• Equality &amp; Cohesion Team , Quality &amp; Continuous Improvement Team, CYP</li> </ul>



Priority	Aim	Action/Outcome /Timeline	Responsibility
5.Tackling Intolerance	To work in partnership to further improve our response to risks (such as discrimination, extremism and disorder) that when unaddressed can lead to community division or tension	<ul style="list-style-type: none"> <li>• Cascade findings of the Religious Hate Crime research project across the organisation and key partners. June – Dec 2014 Outcome: Increased reporting opportunities and awareness for Religious Hate Crime</li> <li>• Contribute to the Lancashire Strategic Hate Crime Group Strategy – April 14 – March 15 Outcome: The supporting Action Plan is delivered across the organisation – targeting race, religion, sexual orientation, disability and transgender communities</li> <li>• Report community tension monitoring to County Contingency Group (Emergency Planning) – regular ongoing updates Outcome: all directorates aware of the implications for their services to enable preparation for an emergency e.g. terrorist incident, extremist activity</li> <li>• Roll out White Ribbon (Domestic Violence) campaign across Lancashire May 14- Dec 14 Outcome: Lancashire communities have understanding Domestic Violence issues specifically supporting Young People, LGBT and religious communities; increased reporting.</li> <li>• Deliver a programme of accredited Workshops to Raise Awareness of Prevent (WRAP) training and other Community Safety related workshops. April 14- March 15 Outcome: Increased awareness to prevent terrorism and address community safety issues</li> <li>• Continued roll out of Online resources at <a href="http://www.preventforschools.org">www.preventforschools.org</a> –ongoing Outcome: Wider availability of suitable resources on extremism for schools and other educational establishments in Lancashire; a more consistent and effective approach across Lancashire schools to teaching and discussing extremism; help with fulfilment of the duty of promote community cohesion in schools.</li> </ul>	<ul style="list-style-type: none"> <li>• Equality &amp; Cohesion Team lead</li> <li>• Community Safety and Justice Team, Equality &amp; Cohesion Team, ASHW,CYP</li> <li>• Equality &amp; Cohesion Team lead/Chair of CCG</li> <li>• Community Safety and Justice Team</li> <li>• Community Safety and Justice Team</li> <li>• Lancashire Prevent Education Group</li> </ul>

## APPENDIX B

Cabinet Fairness for All Working Group	Fairness for All Officer Working Group
<p><b>County Councillor</b></p> <p>Azhar Ali</p> <p>Margaret Brindle</p> <p>Keith Iddon</p> <p>Tony Martin (Chair)</p> <p>Jennifer Mein</p> <p>Niki Penney</p>	<p>ASHW – Steve Lloyd</p> <p>CT – Ruth Lowry</p> <p>CYP – Mel Ormisher</p> <p>ENV – Mike Kirby</p> <p>LCCG – Bernard Noblet</p> <p>OCE – Russell Eaton</p> <p>Equality &amp; Cohesion Team - Saeed Sidat (Chair)</p> <p>Equality &amp; Cohesion Team - Jeanette Binns, Karen Beaumont, Saulo Cwerner &amp; Pam Smith</p> <p>Communications Service – Louise Wood</p> <p>Community Safety – Kevin Gannon</p> <p>Corporate Policy – Lynne Johnson</p> <p>BT Lancashire Services – Ken Dobbie</p> <p>Disabled Workers Forum</p> <p>Forum of Asian, Black &amp; Ethnic Employees</p> <p>LGBT Network</p> <p>Working Carers Forum</p>



## APPENDIX C

### A Picture of Lancashire and Our Communities

Lancashire is one of the most diverse counties in England and Wales consisting of a mix of coastal, rural and urban areas. The county area covers 2903 sq km and has a population of over 1.171 million. A county with long industrial and urban traditions and which has densely populated urban centres set amidst rural communities.

The 2011 Census data available through [Lancashire Profile](#) has given us details of the changing make-up of Lancashire. The usual resident population of the county council area was 1,171,339, an increase of 36,365 people or a population growth rate of 3.2% since the last Census in 2001 across the county council area.

The largest **ethnic group** was white of 92% and rose by just over 6,400 people 0.6% between 2001 and 2011. Black and minority ethnic groups make up 8% of the population an increase from just over 5% in 2001. Numerically, there were over 90,000 black and minority ethnic people in the county. About one fifth of the populations of Pendle and Preston were black or minority ethnic in 2011. In Burnley and Hyndburn the rate was 12%. The numbers of people who are black or minority ethnic are by far the greatest in Preston, where there were almost 28,000. In Pendle there was a BME population of 18,000. A further 11,000 and 10,000 BME people live in Burnley and Hyndburn respectively.

One fairly robust data source for **religion** is the Census, although the religion question is not compulsory and there is no measure of the extent of belief, regularity of attendance at a place of worship or time devoted to religious practices. The results of the 2011 Census indicate that 68.8% of the Lancashire population were Christians. 19.2% state they have no religion and 4.8% were Muslims and 6.1% gave no answer so the remaining 1.2% were of other faiths including Hindu, Buddhist, Jewish, Sikh and “other religions”.

In terms of **age**, 24% of Lancashire’s population were aged between 0 - 19 in the 2011 Census, with most Districts being quite reflective of this figure apart from Fylde and Wyre where only 20% and 21% respectively of residents are aged between 0-19. Fylde and Wyre also have the highest percentages of residents aged over 65 with 24% and 25% respectively whereas the Lancashire figure for residents aged over 65 is 18%. Most other Districts are broadly reflective of the Lancashire percentage for over 65s although Preston has a significantly lower percentage at 14%.

The Census does not ask a specific question about whether people consider themselves to have a **disability**, but includes questions on health and whether people’s normal day to day activities are limited a little or a lot. Whilst these areas are related, they are not exactly the same. However, the Census material does provide some useful data on the numbers of people whose normal day to day activities are limited in some way. For Lancashire, on average, 10% of residents have their normal day to day activities limited a lot and 10% limited a little - a combined percentage of 20% of residents.

In terms of Districts with high proportions of residents whose normal day to day activities are limited a lot, Wyre is 30th highest District in England and Wales, Burnley ranks as 31st and Hyndburn is 38th out of over 350 Districts.

The Census did not include questions relating to people's **sexual orientation**, and statistics in this area remain varied from Stonewall's estimates that between 5 and 7 per cent of the populations identify as lesbian, gay or bisexual to figures from the Office for National Statistics which claimed a figure of 1.5%. The Census did, however, include a question on marital status including registered same sex civil partnership status which showed that there were 1649 people in civil partnerships. Wyre was ranked 45th and Lancaster 66th amongst Districts in England and Wales

**Deprivation** is a recognised factor in measuring how cohesive or strong an area is. In the 2011 Census the percentages of households that are deprived were higher in Burnley, Hyndburn and Pendle, Wyre and Preston. In contrast, Chorley, Ribble Valley and South Ribble were in the least deprived areas. The county council takes an active role in trying to improve the local economy and economic participation in general. An economically viable community builds a resilient and cohesive community. The council is very actively involved with the Local Enterprise Partnership for Lancashire, whilst [Lancashire County Developments Limited](#) is the authority's economic development company that has a long history of supporting investment, boosting business and improving employment and skill levels. Lancashire Enterprise Partnership was established in April 2011 to provide leadership for the county's economy and be a catalyst for job creation and economic growth.

As well as the 2011 Census data the results of the Living in Lancashire – [Wave 37 \(Cohesion\) questionnaire](#) will assist our services to deliver our business to meet the needs of the changing face of Lancashire communities. The survey will be rerun every two years. The topics covered include neighbourhood satisfaction, volunteering, neighbourhood priorities, standards of living, the economy, learning opportunities, prejudices and hate incidents and community resilience.

On 4th March 2013 a multi agency countywide event "Our Lancashire – Present and Future" was held to consult over 150 partners and VCFS organisations on the issues and needs of our Lancashire people. The feedback from that event has also helped shape this strategy and proposals are reflected in the attached Delivery Plan. (Appendix A)



## APPENDIX D

### Equality, Cohesion and Integration: Legal and Policy Drivers

The County's Equality, Cohesion and Integration function is underpinned by a growing and developing set of legislation, policy and strategy documents. At the core of our work are the County Council's duties and responsibilities under the Equality Act 2010 in particular compliance with the Public Sector Equality Duty (PSED) and its general duties to:

- Eliminate discrimination, harassment and victimisation because of protected characteristics
- To advance equality of opportunity of people with protected characteristics
- To foster good relations between people with protected characteristics and those who do not share them:

and the PSED's specific duties, by publishing information about equality performance and objectives.

The nine protected characteristics as defined in the Equality Act 2010 are Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex and Sexual orientation.

In light of the Government's PSED Review outcome (Sept 2013) we expect our responsibilities to largely be unaffected for the life of this strategy. In order to ensure compliance an Equality Analysis process (Equality Analysis Toolkits - EAT) has been implemented across the authority approved by Cabinet and Management Team. This provides key pieces of evidence in the event of the County Council being challenged via the judicial review process or by the Equality and Human Rights Commission for failing to comply with our PSED responsibilities.,

The EAT process also contributes to improvements in services by assisting with the service review, policy development, partnership review and decision making processes. The mainstreaming of Equality Analysis informs the evaluation of the cost-effectiveness and the value of a service. This ensures that consultations are robust and comprehensive, supports the customer service ethos and can thus assist in delivering performance management objectives/targets and informs the decision making process. The organisation also promotes equality through the delivery of the Coalition Government's Equality Strategy, (The Equality Strategy - Building a Fairer Britain) and embrace the findings of the Fair Society Healthy Lives (The Marmot Review 2010).

Community Cohesion and Integration areas are also underpinned by the Equality Act 2010 ( more specifically by the third aim of the general duty of the Public Sector Equality Duty), “To foster good relations between people with protected characteristics and those who do not share them”. Findings and recommendations from future Government policy e.g. living standards, will also contribute to shaping cohesion together with the following government strategies, legislation and policy documents :-

- **Creating the Conditions for Integration Strategy 2012** - the Coalition Government’s approach to cohesion and integrated communities.
- **Equality Act 2010** and public sector equality duty responsibilities for schools.
- **Public Sector Equality Duty Review 2013**- The governments’ review of PSED.
- **CONTEST Strategy 2013** - the government’s Counter Terrorism Strategy.
- **Prevent Strategy 2013** - which is part of the government’s counter-terrorism strategy.
- **Tackling Extremism in the UK 2013** - practical measures to tackle extremism.
- **Civil Contingency Act 2004** -emergency planning legislation which plans for resilient communities and preparing and responding to terrorist activity.
- **Social Mobility Strategy 2012**- Opening Doors, Breaking Barriers: a Strategy for Social Mobility.
- **Child Poverty Strategy 2011** - A New Approach to Child Poverty: Tackling the Causes of Disadvantage and Transforming Families’ lives.
- **Education and Inspections Act 2006** - duties placed on schools to promote community cohesion.
- **Community Safety Strategy 2011** - Our Vision for Safe and Active Communities; Building Safe, Active Communities: Strong Foundations for Local People.
- **Hate Crime Strategy 2012** - Challenge it, Report it, Stop it.
- **Call to end violence against women & girls strategy 2013** - approach to ending violence against women and girls.
- **Localism Act 2011** introduces new right for communities and individuals.
- **Fair Society Healthy Lives** - The Marmot Review 2010.
- **Health and Social Care Act 2012** delivers a more integrated approach to health and social care with a commitment to improving the health of children and the poor.

Finally, there are also a number of other legislative and policy initiatives that have major implications for our areas of work, including in the areas of Immigration and Asylum Support. These areas of delivery require a great deal of inter-agency liaison work at a strategic level and close contact is maintained with senior managers and elected members within the council to take these areas forward.



If you require a copy of this document in Microsoft Office Word please contact the team below.

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