

BIRMINGHAM CITY COUNCIL

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TUESDAY, 04 DECEMBER 2018 AT 14:00 HOURS
IN COUNCIL CHAMBER, COUNCIL HOUSE, VICTORIA SQUARE,
BIRMINGHAM, B1 1BB

A G E N D A

1 NOTICE OF RECORDING

Lord Mayor to advise that this meeting will be webcast for live or subsequent broadcast via the Council's Internet site (www.civico.net/birmingham) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

2 DECLARATIONS OF INTERESTS

Members are reminded that they must declare all relevant pecuniary and non pecuniary interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not speak or take part in that agenda item. Any declarations will be recorded in the minutes of the meeting.

5 - 100

3 MINUTES

To confirm and authorize the signing of the Minutes of the meeting of the Council held on 6 November 2018.

4 LORD MAYOR'S ANNOUNCEMENTS

(1400-1410)

To receive the Lord Mayor's announcements and such communications as the Lord Mayor may wish to place before the Council.

5 PETITIONS

(15 minutes allocated) (1410-1425)

To receive and deal with petitions in accordance with Standing Order 9.

As agreed by Council Business Management Committee a schedule of outstanding petitions is available electronically with the published papers for the meeting and can be viewed or downloaded.

6 **QUESTION TIME**

(90 minutes allocated) (1425-1555)

To deal with oral questions in accordance with Standing Order 10.3

- A. Questions from Members of the Public to any Cabinet Member or Ward Forum Chairman (20 minutes)
- B. Questions from any Councillor to a Committee Chairman, Lead Member of a Joint Board or Ward Forum Chairman (20 minutes)
- C. Questions from Councillors other than Cabinet Members to a Cabinet Member (25 minutes)
- D. Questions from Councillors other than Cabinet Member to the Leader or Deputy Leader (25 minutes)

7 **APPOINTMENTS BY THE COUNCIL**

(5 minutes allocated) (1555-1600)

To make appointments to, or removal from, committees, outside bodies or other offices which fall to be determined by the Council.

8 **EXEMPTION FROM STANDING ORDERS**

Councillor Martin Straker Welds to move an exemption from Standing Orders.

101 - 166

9 **FORWARD TOGETHER TO BUILD A FAIR AND INCLUSIVE CITY FOR EVERYONE: A COMMUNITY COHESION STRATEGY FOR BIRMINGHAM**

(35 minutes allocated) (1600-1635)

To consider a report of Cabinet Member for Social Inclusion, Community Safety and Equality.

Councillor Tristan Chatfield to move the following Motion:

"That the City Council:

- Adopt the Community Cohesion Strategy for Birmingham as set out at Appendix 1.
- Note city partners have been invited to adopt the Strategy as the

city's approach to community cohesion."

(break 1635-1705)

167 - 210

10 **WOMEN & DEMOCRACY**

(40 minutes allocated) (1705-1745)

To consider a report of the Deputy Leader and Cabinet Member Social Inclusion, Community Safety and Equality.

The Deputy Leader Councillor Brigid Jones to move the following Motion:

"A. That the attached Statement of Intent is agreed;

B. That Cabinet Members and named officers are asked to implement the action plan included within the report in order to tackle the many barriers to women's representation in Local Government."

211 - 214

11 **MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS**

(90 minutes allocated) (1745-1915)

To consider the attached Motions of which notice has been given in accordance with Standing Order 4(i)



**MINUTES OF THE MEETING OF BIRMINGHAM CITY COUNCIL HELD
ON TUESDAY, 6 NOVEMBER 2018 AT 1400 HOURS IN THE COUNCIL
CHAMBER, COUNCIL HOUSE, BIRMINGHAM**

PRESENT:- Lord Mayor (Councillor Yvonne Mosquito) in the Chair.

Councillors

Akhlaq Ahmed	Jayne Francis	Ewan Mackey
Mohammed Aikhlaq	Eddie Freeman	Majid Mahmood
Alex Aitken	Peter Griffiths	Zhor Malik
Deirdre Alden	Fred Grindrod	Karen McCarthy
Robert Alden	Paulette Hamilton	Gareth Moore
Tahir Ali	Roger Harmer	Simon Morrall
Olly Armstrong	Kath Hartley	Brett O'Reilly
Mohammed Azim	Adam Higgs	John O'Shea
David Barrie	Charlotte Hodivala	David Pears
Baber Baz	Jon Hunt	Robert Pocock
Bob Beauchamp	Shabrana Hussain	Julien Pritchard
Matt Bennett	Timothy Huxtable	Hendrina Quinnen
Kate Booth	Mohammed Idrees	Chauhdry Rashid
Sir Albert Bore	Zafar Iqbal	Carl Rice
Nicky Brennan	Ziaul Islam	Gary Sambrook
Marje Bridle	Morriam Jan	Kath Scott
Tristan Chatfield	Kerry Jenkins	Shafique Shah
Zaker Choudhry	Meirion Jenkins	Mike Sharpe
Debbie Clancy	Julie Johnson	Sybil Spence
Liz Clements	Brigid Jones	Martin Straker Welds
Maureen Cornish	Nagina Kauser	Sharon Thompson
John Cotton	Zaheer Khan	Paul Tilsley
Phil Davis	Narinder Kaur Kooner	Ian Ward
Adrian Delaney	Chaman Lal	Mike Ward
Diane Donaldson	Mike Leddy	Suzanne Webb
Barbara Dring	Bruce Lines	Ken Wood
Neil Eustace	John Lines	Alex Yip
Mohammed Fazal	Keith Linnecor	Waseem Zaffar
Peter Fowler	Mary Locke	

NOTICE OF RECORDING

- 19098 The Lord Mayor advised that the meeting would be webcast for live and subsequent broadcasting via the Council's internet site and that members of the Press/Public may record and take photographs except where there are confidential or exempt items.

The Lord Mayor reminded Members that they did not enjoy Parliamentary Privilege in relation to debates in the Chamber and Members should be careful in what they say during all debates that afternoon

DECLARATIONS OF INTERESTS

- 19099 The Lord Mayor reminded members that they must declare all relevant pecuniary and non-pecuniary interests arising from any business to be discussed at this meeting.
-

MINUTES

It was moved by the Lord Mayor, seconded and –

- 19100 **RESOLVED:-**

That the Minutes of the meeting held on 11 September 2018 having been circulated to each Member of the Council, be taken as read and confirmed and signed.

LORD MAYOR'S ANNOUNCEMENTS

1. Death of Former Lord Mayor's Consort John Donnelly

The Lord Mayor referred to the recent death of former Lord Mayor's Consort John Donnelly who served alongside his wife Honorary Alderman Sue Anderson who was Lord Mayor of Birmingham 1998-1999 and Deputy Lady Mayoress from 1999-2000.

It was moved by the Lord Mayor, seconded and:-

- 19101 **RESOLVED:-**

That this Council places on record its sorrow at the death of former Lord Mayor's Consort John Donnelly and its appreciation of his devoted service to the residents of Birmingham; it extends its deepest sympathy to members of his family in their sad bereavement.

2. Poppy Appeal

19102 The Lord Mayor reminded all in the Chamber that the annual Poppy Appeal was launched that day and if Members had not got a poppy there were plenty of our Armed Forces personnel selling them on Victoria Square and throughout the city centre.

The Lord Mayor noted that 2018 marked the centenary of the end of the First World War; and the City's commemorations were being overseen by Councillor Tristan Chatfield. A 'Tommy' silhouette was outside of the Council House; and on Sunday, ahead of the Remembrance Day Service and Parade, she would be unveiling a commemorative paving stone at the Hall of Memory.

PETITIONS

Petition Relating to City Council Functions Presented prior to the Meeting

The following petition was presented:-

(See document No. 1)

In accordance with the proposal by the Councillor presenting the petitions, it was moved by the Lord Mayor, seconded and -

19103 **RESOLVED:-**

That the petition be received and referred to the relevant Chief Officer(s) to examine and report as appropriate.

Petitions Relating to External Organisations Presented at the Meeting

The following petitions were presented:-

(See document No. 2)

In accordance with the proposals by the Member presenting the petitions, it was moved by the Lord Mayor, seconded and -

19104 **RESOLVED:-**

That the petitions be received and referred to the relevant external organisation.

Petitions Relating to City Council Functions Presented at the Meeting

The following petitions were presented:-

(See document No. 3)

In accordance with the proposals by the Members presenting the petitions, it was moved by the Lord Mayor, seconded and -

19105 **RESOLVED:-**

That the petitions be received and referred to the relevant Chief Officer(s) to examine and report as appropriate.

Petitions Update

The following Petitions Update had been made available electronically:-

(See document No. 4)

It was moved by the Lord Mayor, seconded and -

19106 **RESOLVED:-**

That the Petitions Update be noted and those petitions for which a satisfactory response has been received, be discharged.

QUESTION TIME

19107 The Council proceeded to consider Oral Questions in accordance with Standing Order 10.3.

During a reply from Councillor Majid Mahmood to a question from Councillor Zaker Choudhry, Councillor Jon Hunt rose on a point of order to indicate that he felt that Councillor Mahmood's comment, that Councillor Choudhry did not know how to ask a question, offensive. Councillor Mahmood clarified that he had indicated that Councillor Choudhry had asked several questions when he should only be asking one.

Details of the questions asked are available for public inspection via the Webcast.

APPOINTMENTS BY THE COUNCIL

The following schedule was submitted:-

(See document No. 5)

Following further nominations it was:-

19108

RESOLVED:-

That appointments be made by the City Council for Members to serve on the Committees and other bodies set out below:-

Standards Committee

Following the City Council decision on 11 September 2018 to amend the composition of the Standards Committee (Minute No. 19090 refers) to the following:-

- 6 Councillors which will be made up of 2 Councillors from each of the 3 largest political parties represented on the City Council;
- 6 Independent lay members
- 1 Member of New Frankley in Birmingham Parish Council
- 1 Member of Sutton Coldfield Parish Council

the following Councillors be appointed in place of the current Councillors for the period ending with the Annual Meeting of City Council in May 2019:-

Councillor Carl Rice (Lab)
Councillor Julie Johnson (Lab)
Councillor Deirdre Alden (Con)
Councillor Adrian Delaney (Con)
Councillor Paul Tilsley (Lib Dem)
Councillor Neil Eustace (Lib Dem)

and it be noted that arrangements for identifying 6 Independent lay members are underway and the 2 Parish Councillors remain the same.

Economy and Skills Overview and Scrutiny Committee

Councillor Lou Robson (Lab) to replace Councillor Karen McCarthy (Lab) for the period ending with the Annual Meeting of City Council in May 2019.

Independent Remuneration Panel

Appoint Honorary Alderman Fergus Robinson (Con) for the period 15 September 2018 -14 September 2022 as a co-opted member.

WMCA Overview and Scrutiny Committee

Councillor Peter Fowler (Con) to replace Councillor Ken Wood (Con) as the main Member and Councillor Ken Wood (Con) to replace Councillor Maureen Cornish (Con) as the substitute Member for the period ending with the Annual Meeting of City Council in May 2019.

Co-ordinating Overview and Scrutiny Committee

Councillor Charlotte Hodivala (Con) to replace Councillor Maureen Cornish (Con) for the period ending with the Annual Meeting of City Council in May 2019.

Children's Social Care Overview and Scrutiny Committee

Councillor Kerry Jenkins (Lab) to replace Councillor Safia Akhtar (Lab) for the period ending with the Annual Meeting of City Council in May 2019.

EXEMPTION FROM STANDING ORDERS

It was moved by Councillor Martin Straker Welds, seconded and

19109 **RESOLVED:-**

That, pursuant to discussions by Council Business Management Committee, Standing Orders be waived as follows:

- Allocate 60 Minutes for item 9 (Birmingham and Solihull Draft Sustainability and Transformation Partnership Strategy)
-

BIRMINGHAM AND SOLIHULL DRAFT SUSTAINABILITY AND TRANSFORMATION PARTNERSHIP STRATEGY

The following report of the Cabinet Member for Health and Social Care was submitted:-

(See document No. 6)

Councillor Paulette Hamilton moved the motion which was seconded.

In accordance with Council Standing Orders, Councillors Matt Bennett and Robert Alden gave notice of the following amendment to the Motion:-

(See document No. 7)

Councillor Matt Bennett moved the amendment which was seconded by Councillor Robert Alden.

A debate ensued.

Councillor Paulette Hamilton replied to the debate

The amendment having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

Here upon a poll being demanded the voting with names listed in seat number order was as follows:-

(See document No. 8)

The total results referred to in the interleave read:-

Yes – 32 (For the amendment)

No – 47 (Against the amendment)

Abstain – 0 (Abstentions)

The Motion having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

19110 **RESOLVED:-**

That the City Council:

- notes the draft Birmingham and Solihull Transformation Partnership Plan;
- welcomes the opportunity to shape the plan and the wider engagement within our communities; and
- notes that a final document reflecting feedback will be submitted for approval to the STP Board in April 2019.

ADJOURNMENT

It was moved by the Lord Mayor, seconded and

19111 **RESOLVED:-**

That the Council be adjourned until 1705 hours on this day.

The Council then adjourned at 1635 hours.

At 1705 hours the Council resumed at the point where the meeting had been adjourned.

MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS

The Council proceeded to consider the Motions of which notice had been given in accordance with Standing Order 4(i).

A. Councillor Simon Morrall and Alex Yip have given notice of the following motion.

(See document No. 9)

Councillor Simon Morrall moved the Motion, which was seconded by Councillor Alex Yip.

A debate ensued.

Councillor Simon Morrall replied to the debate.

The Motion having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

19112

RESOLVED:-

This Council welcomes the Government announcement of a new campaign to tackle Mental Health – Every Mind Matters – which will be piloted first in the West Midlands, alongside new funding for the Samaritan's Helpline, the appointment of the first UK Minister for Suicide Prevention and plans for an annual 'State of the Nation' report on young people's mental wellbeing.

This Council notes that

- In England one person dies every two hours as a result of suicide
- Despite some significant reductions over the last 35 years, suicide still claimed 5,688 lives in 2016. In Birmingham around 70 people take their own life each year
- Suicide is currently the biggest killer of men under the age of 50 and men are three times more likely than women to be a victim of suicide with this gender gap growing over the last 35 years
- Men working in the lowest skilled occupations have a 44% higher risk of suicide than men as a whole
- Carers, both men and women, have a higher risk of suicide than average
- For a coroner to conclude that a suicide has taken place, a strict standard of proof – “beyond reasonable doubt” – must be met. This means that statistics on suicide are likely to be significantly underreported.

The Council also notes that the government's third progress report on its cross-departmental strategy 'Preventing Suicide in England' required every local area to put in place a multi-agency suicide prevention plan by the end of 2017. In Birmingham, an action plan led by the Birmingham and Solihull CCG is in place but the Council believes that given the importance of the matter, this should be reviewed and formally adopted by Full Council to give it greater visibility as well as parity with other partnership led strategies and plans.

This Council therefore calls on the Executive to:

- Update local plans to reflect new opportunities arising from recent Government policy announcements

- Bring the area action plan back to full Council for formal adoption and debate
 - Once adopted, ask Scrutiny to track progress against the Action Plan, reporting back to Full Council if the committee believes it necessary to update.
-

B. Councillor Jon Hunt and Mike Ward have given notice of the following motion.

(See document No. 10)

Councillor Jon Hunt moved the Motion which was seconded by Councillor Mike Ward.

In accordance with Council Standing Orders, Councillors Ian Ward and John O'Shea gave notice of the following amendment to the Motion:-

(See document No. 11)

Councillor Ian Ward moved the amendment which was seconded by Councillor John O'Shea.

In accordance with Council Standing Orders, Councillors Paul Tilsley and Morriam Jan gave notice of the following amendment to the Motion:-

(See document No. 12)

Councillor Paul Tilsley moved the amendment which was seconded by Councillor Morriam Jan.

In accordance with Council Standing Orders, Councillors Gary Sambrook and Adam Higgs gave notice of the following amendment to the Motion:-

(See document No. 13)

Councillor Gary Sambrook moved the amendment which was seconded by Councillor Adam Higgs.

A debate ensued.

Councillor Jon Hunt replied to the debate during which he indicated that Councillor Paul Tilsley had indicated that the words ' - and therefore affirms that a decision on proceeding with Brexit should be approved or rejected in a public vote with the option to remain included' be deleted from his amendment. Councillor Paul Tilsley confirmed he was content for the wording to be removed.

The first amendment having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The second amendment as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The third amendment having been moved and seconded was put to the vote and by a show of hands was declared to be lost.

The Motion as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

19113

RESOLVED:-

Council notes with concern the continuing and growing confusion surrounding the Brexit talks and their impact on business, training and research in the West Midlands.

Council reiterates its statement, agreed in Council, from July 2016 that it wishes to retain “as close ties as possible” with our friends, colleagues, cities and regions across Europe and continue to gain mutual benefit from sharing knowledge and expertise with each other.

It also believes it is timely to celebrate the continued peace, democratic strength and relative prosperity of our city alongside other cities of the European Union following the devastating wars of the last century.

It also continues to celebrate the huge contribution of citizens of other European countries to our city, including in the provision of social and health care.

Council recognises the concerns and hopes expressed by citizens who voted both ways in 2016 and notes that there is now a great deal more information about the options available and the risks to Birmingham of the UK leaving the EU than there was during the 2016 referendum.

It notes with particular alarm the evidence of dis-investment and delayed investment in major industries within our region as a result of uncertainty and the threat of restrictions on trade and movement of labour arising from some of the Brexit options.

Council recognises that the citizens of Birmingham voted narrowly to leave the EU in 2016 but notes they were not given any choice about or much information on the range of options involved in departing the EU and the impact of these options on the development of the city and its ability to provide services.

It, therefore, calls on the executive to press the government to ensure that the present electorate is satisfied with whatever arrangements are proposed for the UK’s future relationship with the EU and the impact on Birmingham.

Should parliament vote down the Government’s Brexit deal or the talks end in no deal, this Council believes this would constitute a loss of confidence in

the Government. In these circumstances, the best outcome for the country is an immediate General Election.

If there is no immediate General Election, Council supports all options remaining on the table, including campaigning for a public vote that includes the option to remain.

If the Government is confident in negotiating a deal that working people, our economy and communities in Birmingham will benefit from, they should not be afraid to put that deal to the public.

Council reaffirms its policy that those eligible and aged 16 or above should be entitled to vote.

Council further, therefore, re-affirms its desire to continue to be a member of Eurocities to maintain our city's links and influence with our European neighbours.

The Council resolves that the Leader of the Council will write within seven days to all the Members of Parliament in the City, the Members of the European Parliament for this region and to the Mayor of the West Midlands to make the Council's position clear.

Council further notes the specific benefits the city and the City Council have received from the EU, including a billion pounds over 25 years, together with £240 million worth of research grants to local universities.

Noting the economic benefits the city has enjoyed from EU membership and unfettered trade with EU countries, Council believes the success of any proposed deal should be measured against the benefits of remaining in the EU.

C. Councillor Ian Ward and Sharon Thompson have given notice of the following motion.

(See document No. 14)

The Lord Mayor advised that as the finishing time for the meeting had been reached the remaining motions and amendments should be moved and seconded formally (without comment) and following which they would be put to the vote without discussion.

Councillor Ian Ward formally moved the Motion which was formally seconded by Councillor Sharon Thompson.

In accordance with Council Standing Orders, Councillors Debbie Clancy and Meirion Jenkins gave notice of the following amendment to the Motion:-

(See document No. 15)

Councillor Debbie Clancy formally moved the amendment and in doing so indicated that she wish to add the words ‘as for example defined in the 27 November 2014 Guidance on promoting British Values in schools’ after the words ‘British values’.

The amended amendment was formally seconded by Councillor Meirion Jenkins.

The amended amendment having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

The Motion as amended having been moved and seconded was put to the vote and by a show of hands was declared to be carried.

It was therefore-

19114

RESOLVED:-

The Council notes the UK Government's commitment to the delivery of the UN Sustainable Development Goals (SDGs) and the 2030 Agenda for Sustainable Development.

The 17 SDGs have substantial cross-party support and the council commits to supporting the delivery of the SDGs in partnership with the UK Government, ensuring the Birmingham Commonwealth Games in 2022 is used as a further opportunity to promote the goals through the universality and global appeal of sport. This Council also recognises that the use of technology has a clear role to play in helping to deliver sustainable development, cleaning the air we breathe and eliminating poverty.

Further this Council believes that the surest way of achieving genuine sustainable development within and across nations is through a commitment to the values of democracy, the rule of law, individual liberty and mutual respect. As such it calls upon the Council to commit to these as ‘British values’ as for example defined in the 27 November 2014 Guidance on promoting British values in schools and to promoting them locally alongside the sustainable development goals.

Overview of UN Sustainable Development Goals

The SDGs recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

The goals are:

- End poverty in all its forms everywhere
- End hunger, achieve food security and improved nutrition and promote sustainable agriculture

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- Ensure healthy lives and promote well-being for all at all ages
 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
 - Achieve gender equality and empower all women and girls
 - Ensure availability and sustainable management of water and sanitation for all
 - Ensure access to affordable, reliable, sustainable and modern energy for all
 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
 - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
 - Reduce inequality within and among countries
 - Make cities and human settlements inclusive, safe, resilient and sustainable
 - Ensure sustainable consumption and production patterns
 - Take urgent action to combat climate change and its impacts
 - Conserve and sustainably use the oceans, seas and marine resources for sustainable development
 - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
 - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
 - Strengthen the means of implementation and revitalize the global partnership for sustainable development.
-

The meeting ended at 1845 hours.

APPENDIX

Questions and replies in accordance with Standing Order 10.2.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR ROGER HARMER**

A1 Severance Packages

Question:

I understand that Government guidance is that severance packages of more than £100,000 should be reported to full Council. Will the Leader be complying with this guidance?

Answer:

Yes and the Council will be taking steps to comply with the guidance in the near future.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR PAUL TILSLEY**

A2 Sale of NEC

Question:

Given the re-sale of the NEC, with a mark-up of more than 100%, what steps are being taken to review the advice given to the Council when it sold the site in 2015?

Answer:

The City Council sold the NEC Group in 2015 following a widely marketed bid process, on the basis of independent professional advice. We are working with advisers to review the transaction.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR JON HUNT**

A3 Benefits and Costs of Eurocities

Question:

Can the Leader set out the benefits - and costs - of the City's membership of Eurocities?

Answer:

The Motion in your name on today's agenda paper calls on the Council to "reaffirm its desire to continue to be a member of Eurocities". So presumably you already are aware of the benefits of the city's continued membership.

However, if it helps I set out below my thoughts on the benefits of continued membership of Eurocities.

Eurocities currently has a 'full' membership of over 140 European cities. Full membership of the Eurocities network is €15,820 per annum.

As part of the Governance of Eurocities, 12 of its members form its Executive Committee. Executive Committee membership costs €21,540 per annum. The Executive Committee is the ultimate decision making arm of the network. Birmingham currently has a seat on the Executive Committee which operates in three year terms and a city's seat on the Executive Committee is voted by the membership of the network through its AGM.

In terms of the benefits of Eurocities membership, this can be summarised as:

- 1. Benefitting from networking in key thematic policy areas:**
Eurocities is organised into policy forums including, social affairs, transport/mobility, environment, economic development, knowledge society, culture. Within these forums there are a range of working groups where cities work collaboratively in topics such as employment, affordable housing, air quality, waste, etc.
- 2. Learning from other cities**
The structure of Eurocities as described above allows cities participating in those forums and working groups to learn the different approaches taken by other cities in tackling specific policy issues.
- 3. Shaping the Urban Policy agenda**
Eurocities is the largest European network of cities and arguably the most well-known and influential in urban policy terms. It has significant lobbying, advocacy and most importantly influence with regards to adapting and shaping EU policy, funding, legislation and regulation

which impacts on cities. Interestingly membership of Eurocities post-Brexit will allow Birmingham influence over EU policy, legislation and regulation which may still affect us through post-Brexit trading of goods and services. UK government will not have such access as it would no longer have a seat on the European Council.

4. Engaging in European projects

Birmingham City Council currently has over £103m of EU grant funding some of which is via collaborative projects with Eurocities members. Eurocities also lead on EU funded projects which Birmingham is often invited to participate in.

5. Building an international profile for your city

Membership and active participation in Eurocities provides significantly enhanced visibility and profile for your city. As an active member and Executive Committee member we will often be invited to contribute to high level political and thematic dialogue with key European leaders and institutions where our city can also be used as an illustration of knowledge, innovation and good practice. Over the years, Birmingham has also chaired Social Affairs, Environment and Culture Forums which has brought many European city representatives into Birmingham.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR DAVID PEARS**

A4 Cabinet Advisors

Question:

What is the full list of Cabinet Advisors you appointed and why was this not reported to Council?

Answer:

Councillor	Responsibility
Mike Sharpe	Armed Forces
Phil Davis	Heritage
Lucy Seymour-Smith	Strategic Partnerships
Josh Jones	Customer Services
Kath Scott	Transparency
Olly Armstrong	Culture
Alex Aitken and Kerry Jenkins	Young People and Skills
Diane Donaldson	Corporate Parenting
Zafar Iqbal	SEND
Fred Grindrod	Air Quality
Chaman Lal	Major Transport Projects
Shabrana Hussain	Street Cleansing
Keith Linnecor	Fly Tipping
Mary Locke	Carers
Mick Brown	Social Isolation
Karen McCarthy	Localisation
Saddak Miah	Private Rented Sector
Nicky Brennan	Domestic Abuse
Mohammed Idrees	Third Sector Partnerships

These are advisory roles and there is no requirement to report them to Council.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR BOB BEAUCHAMP**

A5 Paradise Late Report

Question:

On what date\time did you approve the late report on Paradise Circus for inclusion on the Cabinet Agenda on 9 October?

Answer:

I signed the report on 5 October 2018.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR KEN WOOD**

A6 Centenary Square Delays

Question:

**What are the reasons for the 12 month delay to the works on
Centenary Square?**

Answer:

The Centenary Square project commenced on site in April 2017 and was due to be completed in October 2018. The final phase is now due to be completed in July 2019, which represents a 9 month delay.

The delays are primarily due to unforeseen issues identified during the construction process including a requirement to redesign a plant room, remove underground obstructions and undertake utility diversions of a more complex nature than expected. Programme delays have also been compounded by the need to re-phase and coordinate public access routes across the site and to surrounding premises including the new HSBC headquarters.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR ROBERT ALDEN**

A7 Centenary Square Costs

Question:

What is the total cost implications to the Council of the delays to the works on Centenary Square including any loss of revenue (e.g. from Christmas Market and the Big Wheel)?

Answer:

Based on a project completion date of July 2019, the additional cost to the Council resulting from contract delays on Centenary Square will be reported to Cabinet shortly.

There will be no loss of revenue associated with the Big Wheel and Ice Rink as they are being accommodated at Eastside City Park.

Loss of Revenue associated with the Craft Markets 2018 is estimated at £20,000.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR ADAM HIGGS**

A8 Commonwealth Games Costs

Question:

How much has been spent by any council department so far on any aspect of the Commonwealth Games (broken down by department) between the announcement of the bid and now?

Answer:

Costs attributable to the Commonwealth Games that are not a part of “business as usual” activities are separately captured, rather than being embedded within individual service budgets. The following table sets out total expenditure incurred between the award of the Games to Birmingham and the end of September 2018.

	Revenue Expenditure (£'000)	Capital Expenditure (£'000)	Total Expenditure (£'000)
Games Village Total	88	9,554	9,642
Accommodation	47	9,549	9,596
Wider Village	24	-	24
Perry Barr Regeneration	17	5	22
Alexander Stadium Total	0	37	37
Other Costs	239	-	239
Team Costs - Staffing Costs	155	-	155
Activities - Gold Coast Observers Programme	84	-	84
OC Funded Costs	158	0	158
OC Funded Costs	158	-	158
Total Revenue & Capital Costs	485	9,591	10,076

It should be noted that the OC funded costs (£0.158million) are anticipated to be reimbursed by the Organising Committee in due course, reducing the net Council expenditure at this stage to £9.918million, of which £9.642million relates to initial works on the Athletes Village at Perry Barr and £0.037m capital costs on Alexander Stadium.

The remaining revenue costs of £0.239m will be met from the Commonwealth Games earmarked reserve set aside for this purpose.

All expenditure identified above (both revenue and capital) falls within existing approved budgets for the delivery of the Commonwealth Games.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR DAVID BARRIE**

A9 Athletes Village

Question:

What proportion of housing in the council's bid to government for funding for the athletes village was made up of social housing and what was the proportion finally agreed?

Answer:

The Planning Application for the Athletes' Village, and the bid to Government, propose 24% affordable housing.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR ADRIAN DELANEY**

A10 Commonwealth Games Governance

Question:

What is the overall governance structure for Commonwealth Games committees, including who from the Council sits on each committee and what each is responsible for?

Answer:

The governance structure for the Birmingham 2022 Commonwealth Games is set out in the Host City Contract signed by the Commonwealth Games Federation (CGF), Commonwealth Games England (CGE), Birmingham City Council (BCC) and the Department for Digital, Culture, Media & Sport (DCMS) when we won the bid in December 2017. The governance structure was designed by the CGF based on best practice from previous games.

The key meetings are as follows:

Commonwealth Games Strategic Board

Member: BCC Leader

Standing Attendee: BCC Chief Executive

The purpose of the Strategic Board is to provide strategic direction, guidance and oversight of Games-wide planning and delivery of contractual obligations, Games vision and legacy.

Commonwealth Games Chief Executive Group

Member: BCC Chief Executive (Co-Chair of the Group)

Standing Attendee: BCC Project Director

The purpose of the Chief Executives (CEO) Group is to facilitate coordinated cross-partner decision making, communication and issue resolution.

Cross Partner Working Groups

As prescribed in the Host City Contract, there are a number of key working groups where BCC have appropriate officer representation. The key groups are:

Capital Programmes

Security

Transport

Strategic Communications

Budget

Organising Committee Board

Member: BCC Leader

The primary delivery vehicle for the games is the Birmingham 2022 Organising Committee (OC). The OC is a non-departmental government body and a separate entity to BCC. The purpose of the Organising Committee Board is to provide strategic direction and decision making, to enable the Organising Committee execute the delivery of the B2022 Sport programme and supporting operations.

BCC Internal Games Governance

In addition BCC has internal governance arrangements to ensure that internally we deliver our commitments as set out in the Host City Contract. A key meeting is the Members Advisory Group made up of 8 cross party Councillors who offer advice, and input and influence the development of BCC's responsibilities for the games.

BCC internal and officer governance arrangements are owned and managed by the BCC Project Director and their Project Team.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR SIMON MORRALL**

A11 NEC Sale

Question:

Following the £307m sale of the NEC, what was the actual net gain to the council of the sale after deducting legal and transaction costs plus any other liabilities such as pensions?

Answer:

The net value of the transaction is currently estimated to be around £260m, depending on the future performance of the NEC pension schemes, which is broadly in line with the figure reported to Cabinet at the time.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR SUZANNE WEBB**

A12 NEC Sale Revenue Impact

Question:

What revenue had to be removed from the council budget in the medium and long term financial plans due to the sale of the NEC?

Answer:

The net impact on the City Council's revenue budgets was as follows:

£25million in 2015/16
£31million in 2016/17
£40million in 2017/18
£41million in 2018/19 and thereafter

This is broadly in line with the figure reported to Cabinet at the time.

Following the sale of the NEC Group, the City Council no longer receives the Group's trading income and the City Council continues to meet the cost of all the outstanding debt raised to fund the NEC Group capital assets. However, following the sale, the City Council has retained the freehold of all NEC Group sites and short leases at The ICC Birmingham and Arena Birmingham.

The legacy costs have remained since the sale proceeds were not used to pay off historic NEC debts.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR EWAN MACKEY**

A13 Community Infrastructure Levy 1

Question:

How much money has been raised in Community Infrastructure Levy since it was introduced?

Answer:

CIL was adopted on 4th January 2016 and an annual report is published online (in accordance with the CIL Regulations 2010 (as amended)).

Funds received are allocated in accordance with Regulations, with 15% allocated to the Ward in which development takes place, and 5% allocated to the monitoring and administration of CIL. The remaining 80% is allocated to the strategic, city wide CIL.

Financial Year	5% M&A (£)	15% Local CIL (£)	80% Strategic CIL (£)	TOTAL (£)
2015/16	0	0	0	
2016/17	7,582.63	22,747.89	121,322.07	151,652.59
2017/18	110,396.48	331,189.44	1,766,343.68	2,207,929.60
2018/19 to date	79,962.88	239,888.65	1,279,406.11	1,599,257.64
TOTAL TO DATE	197,941.99	593,825.98	3,167,071.86	3,958,839.83

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR GARY SAMBROOK**

A14 Community Infrastructure Levy 2

Question:

How much money has been spent of Community Infrastructure Levy funds since it was introduced?

Answer:

The Community Infrastructure Levy was adopted on 4th January 2016.

Funds received are allocated in accordance with Regulations, with 15% allocated to the Ward in which development takes place, and 5% allocated to the monitoring and administration of CIL. The remaining 80% is allocated to the strategic, city wide CIL.

Financial Year	5% M&A (£)	15% Local CIL (£)	80% Strategic CIL (£)	TOTAL (£)
2015/16	0	0	0	
2016/17	7,582.63	22,747.89	121,322.07	151,652.59
2017/18	110,396.48	331,189.44	1,766,343.68	2,207,929.60
2018/19 to date	79,962.88	239,888.65	1,279,406.11	1,599,257.64
TOTAL TO DATE	197,941.99	593,825.98	3,167,071.86	3,958,839.83

To date, no Community Infrastructure Levy funds have been spent on specific projects. However, a payment has been made to Sutton Coldfield Town Council, in line with the CIL Regulations 2010 (as amended).

The CIL regulations require the City Council to pass the local CIL receipt to parish or town councils. For the wards covered by Sutton Coldfield Town Council, a payment of £16,969.61 was made to the Town Council in September 2018 (this figure is included in the Local CIL contribution outlined in the table above). No payment has been made to Sutton Coldfield Town Council for 2018/19 but is due to be made in November.

The local percentage can be spent on a wider range of things than the rest of the levy, provided that it meets the requirement to 'support the development of the area'. The wider definition means that the neighbourhood portion can be spent on things other than infrastructure. For example, the pot could be used to fund affordable housing where it would support the development of the area by addressing the demands that development places on the area.

Once the levy is in place, parish, town and community councils should work closely with their neighbouring councils and the charging authority to agree on infrastructure spending priorities. If the parish, town or community council shares the priorities of the charging authority, they may agree that the charging authority should retain the neighbourhood funding to spend on that infrastructure. It may be that this infrastructure (eg a school) is not in the parish, town or community council's administrative area, but will support the development of the area.

If a parish, town or community council does not spend its levy share within 5 years of receipt, or does not spend it on initiatives that support the development of the area, the charging authority may require it to repay some or all of those funds to the charging authority.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR MATT BENNETT**

A15 Community Infrastructure Levy 3

Question:

How much of the Community Infrastructure Levy raised in Birmingham has been spent outside Birmingham?

Answer:

The Community Infrastructure Levy was adopted on 4th January 2016.

No CIL funds raised within Birmingham have been spent outside the administrative boundary.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR BRUCE LINES**

A16 Community Infrastructure Levy 4

Question:

How much of the Community Infrastructure Levy raised in Birmingham has been spent on, or earmarked for, the Commonwealth Games?

Answer:

To date, no Community Infrastructure Levy receipts have been spent on the Commonwealth Games.

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR DEBBIE CLANCY**

A17 JNC Paperwork

Question:

JNC paperwork for the 4 October meeting was again distributed less than 24 hrs in advance of the meeting. Do you think this is acceptable?

Answer:

No

**WRITTEN QUESTION TO THE LEADER OF THE COUNCIL FROM
COUNCILLOR EDDIE FREEMAN**

A18 Cabinet Advisors

Question:

What actual powers do the Cabinet Advisors have?

Answer:

Cabinet Advisors have no additional powers.

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL
FROM COUNCILLOR PETER FOWLER**

B1 FOI Disclosure Log

Question:

Does every response to an FOI request appear on the disclosure log on the council website, if not what is the criteria for not publishing one, including who makes the decision?

Answer:

No, not all FOI's are published on the disclosure log.

Circumstances in which responses are not published would include where the information is not held by the Council, repeat requests, such as details of Council Tax Credits / Empty properties, where hard copy information is required by the requestor or where the information is already published by the Council elsewhere.

The decisions are made on a case by case basis by the officers assigned to the request.

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL
FROM COUNCILLOR ADAM HIGGS**

B2 CT\NNDR Write-offs

Question:

On what date did you amend the cap on the write off limit for council tax and business rate arrears, including what the new limit is?

Answer:

The limit for Officers writing off debts under delegated authority has not been changed. Debts are pursued for as long as it is economically feasible to do so, and are only written off when all options have been exhausted. The volume of such write-offs may fluctuate from time to time, dependent upon the caseload under review.

The amount written-off will vary and will need to take into account the following:

- The overall level of debt.
- The number of accounts which meets the write off criteria.
- The growth in the tax bases.

**WRITTEN QUESTION TO THE DEPUTY LEADER OF THE COUNCIL
FROM COUNCILLOR CHARLOTTE HODIVALA**

B3 CT\NNDR Write-offs 2?

Question:

What was justification for raising limit for Council Tax and Business Rate debts that officers could write-off each month?

Answer:

The limit for Officers writing off debts under delegated authority has not been changed. Debts are pursued for as long as it is economically feasible to do so, and are only written off when all options have been exhausted. The volume of such write-offs may fluctuate from time to time, dependent upon the caseload under review.

The amount written-off will vary and will need to take into account the following:

- The overall level of debt.
- The number of accounts which meets the write off criteria.
- The growth in the tax bases.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN'S
WELLBEING FROM COUNCILLOR MAUREEN CORNISH**

C1 Travel Assist

Question:

For each year since 2012, what has been the average spend per head on pupils using the Travel Assist\Home to School transport service?

Answer:

There is no data available prior to August 2016. Birmingham does not currently have an IT solution that can break down the individual cost per pupil, therefore we base this on the number of pupils and annual spend. This results in an average cost of £4,500 per pupil.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN'S
WELLBEING FROM COUNCILLOR BOB BEAUCHAMP**

C2 Travel Assist Budget

Question:

For each year since 2012 what has been the allocated budget vs the actual outturn position for the Travel Assist\Home to School transport service?

Answer:

**Travel Assist
Budget V Actual**

			Budget	Actual	Variance
Financial year			£	£	£
17/18	Travel Assist	Net Expenditure	17,446,650	20,537,880	3,091,230
16/17	Travel Assist	Net Expenditure	13,543,745	18,249,493	4,705,748
15/16	Travel Assist	Net Expenditure	15,710,900	16,792,354	1,081,454
14/15	Travel Assist	Net Expenditure	16,570,440	15,503,558	(1,066,882)
13/14	Travel Assist	Net Expenditure	16,579,356	17,307,061	727,705
12/13	Travel Assist	Net Expenditure	17,392,445	16,884,196	(508,249)

WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN'S WELLBEING FROM COUNCILLOR ALEX YIP

C3 Day Nurseries

Question:

It has been alleged in the local press that plans to close the city's last remaining day nurseries will in fact cost the city in excess of £2.5million in redundancy payments and potential claw-back on buildings when the council claimed this would save the city money. In the council's original plans to close the sites in September, reversed and paused in October, can you confirm how much the Council estimated the original closing of the community day nurseries would cost/save the city in each year of the MTFS?

Answer:

The proposal being considered by the Council is to withdraw from direct service provision and to invite proposals for the delivery of childcare services by other organisations including Social Enterprise/Voluntary and Private Providers. By transferring the provision, the Council can reduce the impact of redundancy costs and enter into negotiations with the Department for Education regarding the clawback costs on the basis that the buildings will still be used to deliver services for children under 5 and their families.

The estimated total cost of redundancy for the Council-employed staff is £624,581 which includes an amount for the Pension strain.

The total clawback liability on the eleven buildings is £3.21m. Five of these buildings are also being used as Children's Centre Hubs by Birmingham Forward Steps which means that they are still being used and reduces the clawback liability from £3.21m to £2.29m.

WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN'S WELLBEING FROM COUNCILLOR SIMON MORRALL

C4 EHCPs

Question:

For each of the last 3 years how many new EHCPs were requested, broken down by numbers granted, completed, refused, successfully appeal and unsuccessfully appealed?

Answer:

	Requested	Started	Completed	Refused
1/4/15-31/3/16	1491	1007	971	349
1/4/16-31/3/17	1255	916	927	398
1/4/17-31/3/18	1302	821	776	399

Please note that the columns will not balance as the 20 week timescale can bridge more than one financial year.

In relation to appeals, the performance data currently collected and reported on does not break down appeal numbers for different categories of decision or for appeal outcomes. However, the data above does include all those EHCP assessments initiated as a result of appeals.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN'S
WELLBEING FROM COUNCILLOR CHARLOTTE HODIVALA**

C5 EHCPs

Question:

For each of the last 3 years how many completed EHCPs were completed within the recommended 20 week period, how many were completed within a 30 week period, and how many took over 30 weeks?

Answer:

	Within 20 weeks	Within 30 weeks	30 weeks plus
1/4/15-31/3/16	630 (91 exemptions)	274 (60 exemptions)	67 (18 exemptions)
1/4/16-31/3/17	846 (61 exemptions)	79 (64 exemptions)	2 (2 exemptions)
1/4/17-31/3/18	654 (72 exemptions)	120 (86 exemptions)	2 (2 exemptions)

Please note that the exemptions figures in brackets refer to exceptional circumstances in which it is not reasonable to expect the LA to comply with the statutory 20 week time limit - e.g. where assessment information is delayed due to school summer holidays.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CHILDREN'S
WELLBEING FROM COUNCILLOR ADAM HIGGS**

C6 Travel Assist Taxis

Question:

Please can you provide a breakdown of taxi use for the travel assist service, including how many routes under Travel Assist are currently provided through a taxi service, the average monthly cost of this taxi-provided service, average miles per journey and the range in cost (lowest and highest)?

Answer:

With the current IT solution we are not able to update information until the start of the new academic year which is the busiest time for Travel Assist. During September and October the new routes are embedding in and can change on a daily basis. The allocation of bus passes is also a priority therefore there is a delay in updating the current IT solution. During October the IT solution is updated and should be complete by mid-November at the latest. Therefore the information requested above is not in a reportable format at the moment. We are happy to share this information with you when it is available.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR BABER BAZ**

**D1 Interventions by Grade 3 staff working on waste collection
crews**

Question:

Could the Cabinet Member report how many interventions have been undertaken by Grade 3 staff working on the waste collection crews since they adopted new job descriptions in September?

Answer:

The Waste Recycling and Collection Officers (WRCOs) are integral to the overall waste collection service. You will be aware of the move to a 5 day working week and the review of all collection rounds for Birmingham's 360,000 properties required significant changes to the service.

The WRCO role has been integral to identifying where there have been any difficulties in completing rounds and assisting management in reconfiguring workloads. Any data collected by WRCOs is being used to improve the service and importantly (and specifically) increase recycling activity.

The overall impact of this initial work will improve recycling rates. Specific individual interactions are being captured and the information will be provided in due course.

It is true that the link between the WRCO interaction and an increase in recycling is too early to quantify. We are monitoring daily activity and working with WRCO's to ensure they understand their new role and modifying the forms they are using to meet their need.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR NEIL
EUSTACE**

D2 Missed Collections - Percentages

Question:

The Cabinet Member cites percentages for missed collections. Could he state whether those percentages refer to the number of households missed by crews or the number of reports of missed collections made by members of the public, and, if the latter, explain what is being done to assess the full impact of the difficulties in implementing the new arrangements for waste collection?

Answer:

The 'percentage of missed collections' refers to the number of reports of missed collections made by members of the public.

This is one of many metrics regularly being used by the Service to assess the impact of implementing the new arrangements. Other information used includes the daily feedback from the crews on roads not completed, together with reasons why this has occurred. Vehicle tracking software is being studied to assess the routes taken by the crews and the time taken to complete the new round structures together with tipping data which details the amount of waste being disposed of and capacity of vehicles. All of this information together with other data sets are being used to refine rounds on a daily basis to improve performance and reduce missed collections.

WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN STREETS, WASTE AND RECYCLING FROM COUNCILLOR ROGER HARMER

D3 Missed collections

Question:

Please set out, by ward and month, the number of properties suffering missed collections since the beginning of May.

Answer:

Find below numbers of individual property missed residual, recycling and garden missed collections as reported by residents. Duplicate reports of the same property and type of missed collection reported in the same week have been removed, where possible, so as to answer the question more accurately.

To put the below values into context Waste Management collect from 8331 Acocks Green ward properties per week, of which 434 are garden collection subscribers. So over a 4 week month period (4 x Residual, 2 x Recycling and 2 x Garden, as appropriate) Acocks Green ward receives 50 854 collections and in October 143 individual properties reported a missed collection.

Please note: Wards with a high garden collection customer base may not provide a true comparator to those wards where garden collection subscriptions are low.

Ward	Properties	May	Jun	Jul	Aug	Sep	Oct	Ward	Properties	Jun	Jul	Aug	Sep	Oct
Acocks Green	8331	57	52	57	51	83	143	Longbridge & West Heath	8359	140	117	155	110	276
Allens Cross	4284	70	79	128	53	68	130	Lozells	3112	16	9	10	19	41
Alum Rock	6686	21	26	29	26	40	48	Moseley	5746	43	42	27	52	188
Aston	6259	18	25	28	38	34	53	Nechells	2535	2	10	7	27	37
Balsall Heath West	3051	26	22	37	26	37	80	Newtown	1932	6	17	12	21	17
Bartley Green	9216	238	121	145	174	105	284	North Edgbaston	5975	114	98	71	76	99
Billesley	7235	105	108	106	85	107	155	Northfield	4105	65	57	46	51	133
Birchfield	3380	19	18	25	14	17	25	Oscott	8500	45	48	50	62	99
Bordesley & Highgate	2260	12	17	16	15	40	47	Perry Barr	7496	50	37	34	35	69
Bordesley Green	3580	20	37	18	17	20	23	Perry Common	4574	31	21	20	27	38
Bournbrook & Selly Park	5576	76	54	60	46	41	64	Pype Hayes	4481	43	33	34	60	45
Bournville & Cotteridge	6816	255	134	128	177	108	209	Quinton	8380	139	126	107	113	185
Brandwood & Kings Heath	6865	55	65	79	46	72	106	Rubery & Rednal	3805	91	68	44	64	56
Bromford & Hodge Hill	6441	117	34	136	50	48	106	Shard End	5063	32	53	19	46	118
Castle Vale	3492	58	32	25	34	26	49	Sheldon	7745	55	44	60	67	102
Druids Heath & Monyhull	3565	76	75	79	82	80	81	Small Heath	5391	19	19	21	22	33
Edgbaston	3175	108	147	97	85	136	242	Soho & Jewellery Quarter	6082	30	36	25	54	68
Erdington	7134	61	54	45	53	39	72	South Yardley	3785	27	20	9	29	54
Frankley Great Park	4979	138	97	68	52	65	133	Sparkbrook & Balsall Heath East	7128	33	31	26	26	49
Garretts Green	3711	16	28	40	22	25	65	Sparkhill	5386	16	15	23	25	58
Glebe Farm & Tile Cross	8547	53	40	50	37	66	130	Stirchley	4197	58	25	44	33	69
Gravelly Hill	3208	27	29	30	22	23	42	Stockland Green	7873	75	85	52	66	84
Hall Green North	7122	34	39	43	29	42	120	Sutton Four Oaks	3278	34	29	44	46	65
Hall Green South	3922	35	20	15	11	18	38	Sutton Mere Green	3782	24	23	23	30	50
Handsworth	3455	24	46	24	12	12	29	Sutton Reddick	3727	23	33	29	36	99
Handsworth Wood	5765	40	61	39	37	44	50	Sutton Roughley	4404	29	37	27	31	104
Harborne	7037	163	200	216	119	151	419	Sutton Trinity	3546	29	24	22	15	64
Heartlands	3543	25	13	13	14	14	35	Sutton Vesey	7456	59	69	51	54	137
Highters Heath	4228	74	47	35	26	45	102	Sutton Walmley & Minworth	6374	53	45	45	35	114
Holyhead	3805	21	24	20	18	17	10	Sutton Wyld Green	3259	43	31	27	29	54
Kings Norton North	4238	176	74	37	135	79	178	Tyseley & Hay Mills	4175	23	19	14	22	56
Kings Norton South	4524	68	88	36	54	33	55	Ward End	3694	15	23	27	26	39
Kingstanding	8133	80	91	63	37	54	95	Weoley & Selly Oak	8375	90	138	72	86	303
Ladywood	2133	48	39	49	34	36	123	Yardley East	4072	36	13	13	38	94
								Yardley West & Stechford	3824	21	12	24	26	54

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR ZAKER
CHOUDHRY**

D4 Waste Collections - New Rounds Drawn Up

Question:

Given that prior to September waste was collected five days a week, could the Cabinet Member explain why a system that implemented a five day working week for staff required new rounds to be drawn up?

Answer:

Prior to the changes made to the service which was a 5 day operation, the employees worked a 9.125 hour day four days per week. Employees now work 5 days x 7.18 hours per day.

As a result the previous rounds which were based on the longer working day could not be completed in the new shorter 7.18 hr working day. It was therefore necessary to redesign all of the rounds servicing the City, whilst trying to keep the majority of residents on the same day of collection so as to cause minimum disruption.

WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN STREETS, WASTE AND RECYCLING FROM COUNCILLOR BRUCE LINES

D5 Weekly Missed Collections

Question:

For each week since the beginning of the financial year what has been the missed collection rate per 100,000 for the waste collection service? (please included the combined figure and broken down by type of refuse collection i.e. residual, recycling, green and trade)?

Answer:

Below are the missed individual property collections as reported by residents for residual and recycling collections. Duplicate reports have been removed where the same property and type of missed collection have been reported in the same week multiple times, as far as is possible. Week 14 starts on Sunday 1st April 2018 and the last complete week provided is Week 43, which ended on 27th October 2018.

Unlike the data for residual and recycling collections which is regularly provide as a 'per 100 000' missed collection return for corporate monitoring, the garden collection service is monitored within the service using actual numbers. Data in this format can be provided immediately, however due to the daily changing garden customer service base it will take a considerable amount of time to provide missed garden as a 'per 100 000' value.

Due to the nature of the Trade Service which includes in many instances multiple collections per property per week, the service do not hold the data in a format which would enable conversion into a 'per 100 000' value.

Week Received	RESIDUAL per 100 000	RECYCLING per 100 000	COMBINED per 100 000
14	86	95	85
15	78	89	81
16	90	141	96
17	67	107	77
18	61	129	77
19	73	107	79
20	68	109	76
21	66	111	75
22	64	96	70
23	65	93	70
24	78	102	77
25	73	82	73
26	79	121	86
27	86	105	83
28	71	117	80
29	79	86	75
30	90	119	90
31	69	101	72
32	70	109	75
33	60	101	71
34	75	90	76
35	68	82	67
36	71	88	77
37	76	88	80
38*	82	113	92
39	171	157	167
40	180	192	184
41	153	174	160
42	137	198	157
43	130	164	142

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR DAVID
BARRIE**

D6 Monthly Missed Collections

Question:

For each month since April 2016 what has been the missed collection rate per 100,000 for the waste collection service (please include the combined figure and broken down by type of refuse collection i.e. residual, recycling, green and trade)?

Answer:

Residual & Recycling Collections

Due to collections being carried out weekly for residual and fortnightly for recycling it is only possible to answer this request on a weekly basis, rather than monthly as requested. Below are the missed individual property collections as reported by residents for residual and recycling collections.

Please Note: Duplicate reports have been removed where the same property and type of missed collection have been reported in the same week multiple times, as far as is possible. The weeks are calendar based rather than financial, with Week 1 being the 1st week in January and Week 52 being the last in December. As the amount of daily collections fluctuate on a daily basis as properties throughout the city are demolished and built, the below calculations are based on there being 351 911 residual collections, with half of those properties receiving a recycling collection per week.

Garden Collections

Unlike the data for residual and recycling collections which is regularly provide as a 'per 100 000' missed collection return for corporate monitoring, the garden collection service is monitored within the service using actual numbers. Data in this format can be provided immediately, however due to the daily changing garden customer service base it will take a considerable amount of time to provide missed garden as a 'per 100 000' value.

Trade Collections

Due to the nature of the Trade Service which includes in many instances multiple collections per property per week, the service do not hold the data in a format which would enable conversion into a 'per 100 000' value.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR BOB
BEAUCHAMP**

D7 WRCO Engagements

Question:

Since 17 September, for each different type of refuse collection (residual, recycling, green and trade) how many individual engagements have the new WRCOs issued to improve recycling rates, broken down by type of engagement (door knocked, leaflet left, warning issued, collection refused etc)?

Answer:

The Waste Recycling and Collection Officers (WRCOs) are integral to the overall waste collection service. You will be aware of the move to a 5 day working week and the review of all collection rounds for Birmingham's 360,000 properties required significant changes to the service.

The WRCO role has been integral to identifying where there have been any difficulties in completing rounds and assisting management in reconfiguring workloads. Any data collected by WRCOs is being used to improve the service and importantly (and specifically) increase recycling activity.

The overall impact of this initial work will improve recycling rates. Specific individual interactions are being captured and the information will be provided in due course.

It is true that the link between the WRCO interaction and an increase in recycling is too early to quantify. We are monitoring daily activity and working with WRCO's to ensure they understand their new role and modifying the forms they are using to meet their need.

WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN STREETS, WASTE AND RECYCLING FROM COUNCILLOR MATT BENNETT

D8 Agency Staff

Question:

For each week since the beginning of the financial year, how much has been spent on agency staff within the waste collection service?

Answer:

It has not been possible to identify accurately on a weekly basis spend incurred on agency staff, therefore the information has been provided on a monthly basis.

The financial information in the table below include the following service areas,
Refuse Collection, Trade Waste, Green Waste and Co-Mingled Waste.
The information for the months April-August is consistent with the financial information shared with Resources and Overview Scrutiny Committee on 18 October 2018, 'Financial Monitoring 2018/19 Month 5'. 'Financial Monitoring 2018/19 Month 6' information will be shared at Cabinet on the 13th November 2018.

Month	£'000
April *	285
May *	285
June	584
July	528
August	370
September	473
October	427
Total	2,952

*The costs shown for April and May have been averaged for the two months, as financial year end accounting processes can impact on the value of invoices processed for payment.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR DEBBIE
CLANCY**

D9 Overtime

Question:

For each week since the beginning of the financial year, how much has been spent on overtime within the waste collection service?

Answer:

Overtime is paid on a monthly basis in arrears.

The financial information in the table below include the following service areas, Refuse Collection, Trade Waste, Green Waste and Co-Mingled Waste. It is consistent with the financial information shared with Resources and Overview Committee on 18 October 2018, 'Financial Monitoring 2018/19 Month 5'

Month	£'000
April	136
May	129
June	89
July	89
August	94
Total	537

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR MAUREEN
CORNISH**

D10 Missed Collection Catch-up

Question:

Since 17 September, for each different type of refuse collection (residual, recycling, green and trade) what percentage of reported missed collections have been collected within 24 hours, within 48 hours, within 5 days or more than 5 days?

Answer:

Since the 17 September and to facilitate the bedding in of the new round structure the Service have been operating support crews which start later in the day and aim to collect missed collections within 24 to 48 hours.

Due to the way missed collection worksheets are closed, most do not reflect the exact time they were actually resolved it is therefore not possible to accurately provide the information as has been requested.

However we do know that we have been unable to meet our service commitment of collecting missed collections within 48 hours. Extra resources will be deployed this week to collect all outstanding roads as soon as possible.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR ADRIAN
DELANEY**

D11 Recommendations for Improvement

Question:

Please can you publish all 4 of the following reports relating to the waste management service for public inspection, or at least list all the recommendations contained within them, and circulate full copies of the reports to elected members?

- **Service Improvements (cases for changes)**
- **Lessons Learnt (industrial action)**
- **MoU Requirements**
- **Waste Management Report (service failure report)**

Answer:

I will ask the Acting Director of Place to arrange for appropriate reports to be made available

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR ADAM
HIGGS**

D12 Slabs in Cabs

Question:

What has been the total cost of the ‘slabs in cabs’ previously purchased, including purchase and running costs (up until the point they were replaced this year)?

Answer:

The cost of the implementation of the “slabs in cabs” was £1.26m which covered hardware, software and services to deliver the slab solution. The overall costs include implementation and ongoing use.

The proposed ‘slab in cab’ replacement is currently under review and has not yet taken place. The planned project only includes the replacement of the actual ‘slab in cab’ hardware unit. All of the previously purchased associated software and services, which formed the majority of the initial cost, are compatible with the proposed new hardware and will remain in place.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR
CHARLOTTE HODIVALA**

D13 Slabs in Cabs Replacement testing

Question:

What testing was done with the staff (who will be using them) with the new tablets bought to replace the 'slabs in cabs' that those same workers didn't like?

Answer:

A review of the technology for the waste collection service has been ongoing. The Waste Recycling and Collection Officer (WRCOs) roles have all been issued with equipment used to capture information about refuse collection and recycling.

Tracking systems are operational on each vehicle allowing management analysis of routes, break times and tipping times etc. The final piece of technology which will replace so-called 'slabs in cabs' is under review.

As part of the modernisation of this service, data collection is essential and therefore we will be working with Trades Unions and the workforce on ongoing technological advances.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR TIM
HUXTABLE**

D14 Slabs in Cabs Replacement costs

Question:

What was the total cost of replacing the 'slabs in cabs' with new equipment?

Answer:

The proposed 'slab in cab' replacement is currently under review and has not yet taken place. The planned project only includes the replacement of the actual 'slab in cab' hardware unit. All of the previously purchased associated software and services, which formed the majority of the initial cost, are compatible with the proposed new hardware and will remain in place.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR EDDIE
FREEMAN**

D15 HRC Permit Costs

Question:

What is the projected cost to the council of the proposed permit system for Household Recycling Centres?

Answer:

The proposed permit system for Household Recycling Centres has not been scoped as yet. A business case is currently being developed which proposes a permit system for HRC. This has yet to be fully developed with the associated financial appraisal.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR PETER
FOWLER**

D16 Reporting Missed Collections

Question:

A number of residents who have complained about their missed collections have made clear their frustration at the difficulties they have had in reporting, with long hold times when they call and a voice message telling them to use the website. Some do not feel that the link to report a missed collection is prominent enough on the main website. It is not one of the large icons at the top of the page, but 6 down on the list of 'more on waste and recycling' and easy to miss, especially for someone who has already spent a long time trying to get through on the phone. Clearly the real answer to preventing the frustration with reporting missed collections is to not miss collections and where unavoidable service failures do occur, ensuring that people can report through the channel of their choice. However, whilst missed collections and contact centre issues persist would you at least commit to making the online 'report a missed collection' option a more prominent feature of the waste homepage, alongside the large icons you have for the revenue raising options of ordering charged for services?

Answer:

Following your suggestion we have reviewed the related webpages and as a result are in the process of making changes so that it is easier to find the link to raise a missed collection.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR EWAN
MACKEY**

D17 5 Day Week

Question:

Was the move to a 5 day week permanent or is it subject to any further agreement or negotiations with the Unions?

Answer:

The five day working week is a permanent change for the workforce and this has been agreed.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR RON
STORER**

D18 Waste Overspend

Question:

The Month 4 budget monitoring report forecast a £7.9m overspend in the Waste Management service but this was based on the assumption that the new MOU would be implemented on 1 September (which it wasn't) and that the new model would be 'cost neutral.' Given the delay in implementation and the 'teething problems' that have been apparent since its roll out began, what is the current position with the waste management budget, including additional costs (above budget) incurred since the end of August, details of mitigations found for this and the current forecast overspend?

Answer:

The Month 4 financial information shared with Resources and Overview Committee on 20 September does not include the forecast overspend identified in the question

However the financial information shared with Resources and Overview Committee on 18 October 2018, '[Financial Monitoring 2018/19 Month 5](#)' states the following

'In the case of Place Directorate, the overspend of £7.9m relates to Waste Management services of £5.5m and Markets £1.1m, offset by other directorate net savings of £1.9m. In addition there are savings delivery challenges totalling £3.2m.'

The overspend for the Place Directorate as a whole is £7.9m of which £5.5m relates to Waste Management Service base budget pressures. The service is reporting a further £0.5m worth of savings forecast not to be delivered resulting in a total forecast overspend of £6.0m

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR GARY
SAMBROOK**

D19 Waste Data Quality and Transparency

Question:

There is, perhaps understandably given their experience of the bin service over the last few years, some scepticism and a lack of trust amongst the public whenever you report an improvement in service performance. In order to combat this and to improve both data quality and transparency, will you commit to asking Internal Audit to carry out a review of data collection and reporting within the waste management service and sharing the results of that audit with elected members and the public?

Answer:

The MoU agreement specifies specific review times; these are 6 and 12 months from the date of implementation.

A full and detailed audit will be undertaken to ensure we are complying with all elements of the MoU.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR SIMON
MORRALL**

D20 Missed Collections Contingency

Question:

What spare capacity (for staff and vehicles) is built into the operating model for waste collections to meet demand of missed collections?

Answer:

There is 20% cover for drivers and vehicles on refuse collection, this is an industry standard.

As part of the agreed new model four 'mop-up' crews have been employed for up to four months to assist with the 'bedding-in' of the new working arrangements.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR DAVID
PEARS**

D21 Waste Collection Working Day

Question:

What is the breakdown of the typical working day now that waste collection crews are on a 5 day week (i.e. start time, time leave depot, breaks, return to depot, finish time)?

Answer:

The working week consists of 5 days Monday to Friday of 7.18 hours per day with a 30 minute unpaid lunch break. Additionally because of the nature of the duties and working environment a 15 minute concessionary paid break is provided for.

A typical working day would be:

Start time 06:00

Leave depot 06:20 following mandatory vehicle checks

Breaks are taken at an appropriate point in the day and may be taken separately or amalgamated into one 45 minute break

Return to Depot, the crews return to the depot following completion of scheduled work, or where work is not completed in sufficient time to tip the vehicle and return keys and paperwork.

Finish 13:48

Vehicles are tracked in terms of routes taken, break times and tipping times.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR CLEAN
STREETS, WASTE AND RECYCLING FROM COUNCILLOR GARETH
MOORE**

D22 Waste Collection Peer Review

Question:

Given the long running problems with the waste management service, will you commit to an LGA led peer review in 12 months to review the implementation of the new operating model?

Answer:

Your suggestion is noted and will be taken under consideration.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR EDUCATION,
SKILLS AND CULTURE FROM COUNCILLOR EWAN MACKEY**

E1 Culture Commissioning

Question:

What was the culture commissioning annual budget spent on in each financial year between 2015/16 and 2018/19?

Answer:

Birmingham City Council Culture Commissioning:

Year	2015-16	2016-17	2017-18	2018-19
Arts Revenue Commissioning	£5,952,000	£4,335,000	£2,772,000	£2,772,000
Arts Project Commissions and Associated Programmes	£473,457	£515,000*	£405,000	£405,000

*The Arts Project Commissions and Associated Programmes figure in 2016-17, includes Arts Revenue Commissioning originally allocated to The Drum before its closure.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR EDUCATION,
SKILLS AND CULTURE FROM COUNCILLOR DEBBIE CLANCY**

E2 CME IT ISSUES

Question:

The Schools Noticeboard on 21 September highlighted an IT issue with the Children Missing Education System, have all referrals made since 14 September that were affected by this now been allocated and dealt with?

Answer:

For clarity purposes, there was a major outage incident that affected several services across the Council - not just the Children Missing Education Service. It was unfortunate that the network connectivity issue spanned at least three working days and prevented Officers from accessing, processing and responding to telephone and email queries.

I can advise that all referrals sent into the electronic mail boxes on or around that date (14th – 18th September) have been processed.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR EDUCATION,
SKILLS AND CULTURE FROM COUNCILLOR PETER FOWLER**

E3 Library Agency Impact

Question:

Since the non-essential spend freeze, what changes have been made to library opening hours or the services offered within libraries to account for the reduction in use of agency staff?

Answer:

No changes have been made to library opening hours since the non-essential spending freeze. The type and levels of service offered in each library are specific to the building size, facilities and the number of staff available and so this will vary site by site.

WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND RESOURCES FROM COUNCILLOR RON STORER

F1 Counter Fraud Activity

Question:

How much does the Council spend on counter fraud activity and how much did it recoup through prevented fraud in each of the last 3 years? Broken down by type of fraud (e.g. council tax, business rates, social housing etc.)

Answer:

A dedicated team within Birmingham Audit is budgeted to cost approximately £640,000 in 2018/19 including employee costs, legal fees, travel and subscriptions but excluding recharges.

It is not possible to place a monetary value on our anti-fraud activity as it relates to prevention and deterrence.

However, Social Housing frauds prevented are assigned a notional value by the Cabinet Office of £93,000 per property recovered, £36,000 per housing application cancelled and £65,000 per property for a cancelled Right to Buy application. Using these indicative figures, the following levels of fraud were prevented.

Category	2015/16 £m	2016/17 £m	2017/18 £m
Social Housing Properties Recovered	8.83	4.18	8.09
Social Housing Applications cancelled	10.80	6.98	5.47
Right to Buy Applications cancelled	0.46	0.26	0.26

For completeness, while the following values were detected or reported rather than prevented.

Category	2015/16 £m	2016/17 £m	2017/18 £m
Corporate Fraud	0.50	0.75	0.70
Council Tax	0.19	0.31	1.08
Housing Benefit overpayments	0.56	0.59	0.83

It can be assumed that there may also have been elements of prevention within these detected amounts (e.g. Single Person Discount may have continued to be claimed had the fraud not been investigated).

An annual report on counter fraud activities is reported to Audit Committee each year, most recently in September 2018.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND
RESOURCES FROM COUNCILLOR DAVID PEARS**

F2 Alcohol

Question:

**How much has the Council spent on wine, and other alcoholic
beverages since 2014/15?**

Answer:

Information is not held in the Council's accounts at a sufficient level of detail to enable this question to be answered. However, the Council's procurement agent has advised that, from their records, there was City Council expenditure on alcoholic beverages totalling £19,660 over the period from November 2015 to September 2018.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR FINANCE AND
RESOURCES FROM COUNCILLOR DEIRDRE ALDEN**

F3 Agency Workers

Question:

Broken down by service area, what is the total headcount and total cost of agency workers employed in each service area during each month since April 2018?

Answer:

Headcount and Costs by Directorate for each month since April 2018 are:

BIRMINGHAM CITY COUNCIL AGENCY HEADCOUNT YEAR 18/19 TO DATE						
(Data Source: HAYS & Extra Personnel Portals)						
Directorate	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18
Adults Social Care and Health	276	250	314	346	349	368
Children and Young People	10	8	12	12	13	13
Economyal	60	65	70	71	73	68
Finance & Governance	57	69	51	45	47	50
Place	650	638	702	677	603	592
Strategic Services	90	104	106	80	74	68
Total	1143	1134	1255	1231	1159	1159
<i>* Cityserve has not yet developed processes to enable the 'Managed Service Provider (MSP), i.e. HAYS, to source agency workers on their behalf and therefore, workers this service are NOT included in this report. Wrk is on-going within the Cityserve to develop this.</i>						

HAYS Expenditure Year 18/19 Year to Date							
Data Source: HAYS Dashboard & Extra Personnel Timesheets							
Directorate	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Total
	£	£	£	£	£	£	£
Adults Social Care & Health	512,448	761,439	678,113	702,644	873,690	715,512	4,243,846
Children and Young People	24,000	20,763	30,345	15,321	24,820	16,900	132,148
Economy	158,615	147,966	157,777	191,611	167,432	143,138	966,539
Finance & Governance	188,303	174,884	143,597	135,287	151,371	117,873	911,316
Place	1,036,630	1,020,386	956,769	1,048,967	893,235	823,854	5,779,842
Strategic Services	112,651	146,751	103,849	83,323	82,495	59,900	588,969
BCC Total	2,032,647	2,272,189	2,070,451	2,177,153	2,193,043	1,877,177	12,622,660

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HEALTH AND
SOCIAL CARE FROM COUNCILLOR EDDIE FREEMAN**

G Home Visits

Question:

Broken down by ward, and for each of the last 4 years, how many home visits to senior citizens have taken place?

Answer:

Table depicting data set out below:

Ward Name	2014-15	2015-16	2016-17	2017-18
Acocks Green	122,123	121,330	128,342	132,267
Aston	131,993	138,421	155,902	150,958
Bartley Green	101,656	108,214	118,842	108,549
Billesley	128,853	127,686	145,721	142,431
Bordesley Green	94,168	98,385	109,159	108,375
Bournville	102,136	115,767	137,639	122,932
Brandwood	139,251	157,263	174,176	162,179
Edgbaston	46,183	58,540	70,867	59,025
Erdington	81,334	79,133	88,840	89,985
Hall Green	133,848	137,174	169,064	157,708
Handsworth Wood	88,249	93,217	109,016	111,924
Harborne	102,052	129,628	123,147	112,542
Hodge Hill	113,028	106,032	110,827	124,225
Kings Norton	84,485	88,252	107,646	101,982
Kingstanding	113,800	125,367	125,260	124,258
Ladywood	39,935	34,882	40,810	43,840
Longbridge	89,223	102,811	110,751	112,554
Lozells and East Handsworth	90,653	96,987	107,695	116,077
Moseley and Kings Heath	80,127	82,985	100,318	98,798
Nechells	93,743	110,134	106,643	131,250
Northfield	126,683	132,570	160,433	151,188
Oscott	98,121	113,971	124,346	121,105
Perry Barr	98,120	102,905	116,802	107,966
Quinton	120,757	110,142	133,016	147,724
Selly Oak	40,950	49,512	44,128	41,155
Shard End	164,688	178,479	172,490	163,748
Sheldon	123,471	129,411	129,595	134,451
Soho	77,471	84,160	104,363	106,261
South Yardley	104,561	107,913	106,236	104,129

City Council – 6 November 2018

Sparkbrook	137,217	159,825	169,717	154,365
Springfield	85,092	108,955	130,142	130,782
Stechford and Yardley North	120,316	127,711	129,391	113,675
Stockland Green	87,968	102,765	115,492	108,647
Sutton Four Oaks	85,216	87,258	99,335	104,585
Sutton New Hall	75,543	66,095	75,585	90,779
Sutton Trinity	89,570	93,506	95,812	98,596
Sutton Vesey	64,814	72,772	78,962	81,233
Tyburn	118,338	131,389	136,705	130,202
Washwood Heath	76,854	81,264	88,422	93,803
Weoley	98,688	113,995	143,544	141,822
Grand Total	3,971,277	4,266,802	4,695,180	4,638,078

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOODS FROM COUNCILLOR JON HUNT**

H1 3,000 homes in Perry Barr - Where?

Question:

Repeated statements from various sources at council, regional and national level - most recently the Chancellor of the Exchequer - have indicated that 5,000 homes are to be built in Perry Barr as part of the investment in the Commonwealth Games. So far as I am aware the sites being developed allow for few more than 2,000 homes. Could the Cabinet Member indicate where the remaining 3,000 will be, perhaps providing a map?

Answer:

5,000 homes are to be built in Perry Barr and the surrounding area. I will ask my Officers to brief Cllr Hunt on the location of these sites.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOODS FROM COUNCILLOR DEIRDRE ALDEN**

H2 Sprinklers

Question:

Where tower blocks due to have sprinklers installed are also due to have other work done as part of the Housing Investment Programme, particular internal work such as central heating are work packages being aligned to reduce cost to the council and inconvenience to the tax payer?

Answer:

To improve efficiency and reduce costs, sprinkler installations will be programmed on a block by block basis. Where these installations coincide with planned internal improvement works - which are programmed on an expired life-cycle process - then contractors will as a rule combine appointments if possible to reduce inconvenience and improve efficiency. If large structural works are being carried out we will align the programs as far as practicable.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOODS FROM COUNCILLOR RON STORER**

H3 Sprinklers & Leaseholders

Question:

**What cost, if any, is the council passing on to leaseholders for the
installation of sprinklers in council owned tower blocks?**

Answer:

The council are installing sprinklers at no cost to leaseholders

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOODS FROM COUNCILLOR PETER FOWLER**

H4 HRA Trespassers

Question:

The 17/18 Statement of Accounts show 86 HRA properties not currently available as social housing due to trespassers occupying the properties, what is the average length of time these properties have been occupied by trespassers for?

Answer:

In this instance the term trespassers refers to 'unlawful occupiers' which was previously lodgers left in occupation. It is where tenancies are ended, often joint tenancies, by one party leaving others in occupation with no housing solution. The time to resolve these cases and get possession back can range dramatically between immediate possession to very lengthy and complex re-housing where there are vulnerable people left in occupation often with dependants. We also need to follow due legal processes which can also be lengthy. In certain cases alternate smaller accommodation is required which due to individuals needs and requirements can cause additional delays. It is anticipated there will be a reduction due to a focused specialised team

The average length of time that these 86 properties have been by occupied by trespassers is 1 year 111 days.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOOD FROM COUNCILLOR SIMON MORRALL**

H5 HRA Trespasser Removal

Question:

The 17/18 Statement of Accounts show 86 HRA properties not currently available as social housing due to trespassers occupying the properties, how many of these have the trespassers now been removed from?

Answer:

Of the 86 HRA properties identified in the 2017/18 Statement of Accounts as occupied by trespassers, 32 properties are no longer occupied by trespassers.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOODS FROM COUNCILLOR GARY SAMBROOK**

H6 Void Properties Temporary Accommodation Consultation

Question

What consultation is carried out with local residents before a Void property is used as temporary accommodation?

Answer:

The council has a statutory duty to provide temporary accommodation (TA) to any household who are eligible for assistance and have a priority need as defined by the Housing Act 1996 and amended by the Homelessness Act 2002 and Homelessness Reduction Act 2017.

Households can become homeless from any type of tenure and family background. Providing TA in individual properties is very similar to providing accommodation to a household provided with an introductory or secure tenancy and therefore does not require consultation. The only difference the homeless household is only entitled to stay in the TA until a decision is made on their homeless application. If the council accepts a full homeless duty to the household they will be able to stay in the accommodation until the duty is discharged.

Where the council is changing the use of a building to be used as TA, consultation is carried out with local residents. Most recently, agreement was given to change the use of Barry Jackson Tower and Magnolia House. Consultation was carried out with the local residents about the change of their use to homeless centres. The consultation carried out, involved officers from the Housing Options Service who informed the local residents about the reason for the change and reassured residents that they shouldn't be an increase in anti-social behaviour as a result. In accordance with planning application rules, officers from the Planning Department were also involved, as were West Midlands Police and Fire Service.

The council has 4 established homeless centres in various locations across the city, three of which have been in operation in excess of 20 years. The staff based at these centres ensures that they have an excellent working relationship with local residents and they are quick to respond and resolve any queries from them. Consultation has always been undertaken with local residents about any changes to the buildings. The most recent consultation about any changes to these centres was about security lights and change of use from an older person's home to a homeless centre.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR HOMES AND
NEIGHBOURHOODS FROM COUNCILLOR SUZANNE WEBB**

H7 Void Properties Temporary Accommodation

QQuestion:

**In the last 2 years, broken down by month, how many Void Properties
have been converted for use as temporary accommodation?**

Answer:

The number of void BCC properties which are currently being let as
temporary dispersed accommodation, from 1 April 2016 is detailed below:

2017	Total 449	2018	Total 444
January	50	January	38
February	37	February	53
March	50	March	39
April	28	April	34
May	28	May	46
June	36	June	37
July	39	July	49
August	32	August	50
September	42	September	43
October	57	October	55
November	26		
December	24		

During the same period 657 dispersed temporary accommodation
properties have been converted back to general void properties.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR SOCIAL
INCLUSION, COMMUNITY SAFETY AND EQUALITY FROM
COUNCILLOR JOHN LINES**

I Illegal Encampments

Question:

For the last 5 years please list all the illegal traveller encampments in Birmingham by ward along with the associated costs for each one (including all aspects of removal, legal fees, cleaning, repairs etc.)

Answer:

The land owning departments are responsible for maintenance, protection and costs for the sites that they own and Environmental Health are responsible for the costs of serving notices to require the sites to be recovered. It has not therefore been possible to provide the data in the format requested.

Attached are the combined response of Environmental Health, Education and Leisure Service. An additional spread sheet for costs incurred by Leisure Services is also attached.

Housing have advised that they only have a record of clean-up costs on housing sites going back 18 months, during which period the clean-up costs following traveller occupations was £4,000.

See appendix 1 – pages 3510-3514

APPENDIX 1 – (I) – ILLEGAL ENCAMPMENTS

			Costs to EH		Costs to Land Owning Department			
Site Descriptor / Location for non-Parks Land	Ward	L/O Dept ("PL", "TR", "HO", "ECD", "EDU")	Bailiff Costs (visit costs) £	Bailiff Costs (eviction costs) £	Other Legal Costs £	Clean-up Costs £	Other site based costs e.g. protection, repair, etc £	Comment
Leaford Way	Shard End	TR						
Burcote Road	Erdington	HO		£2,622.50				
Vere Street	Ladywood	TR						
Selly Oak Rec	Selly Oak	PL						
Rotten Park Road	Ladywood	TR						
Swanhurst Park	Billesley	PL						
Billesley Common	Billesley	PL		£4,227.50				
Swanhurst Park	Billesley	PL						
Selly Oak Rec	Selly Oak	PL						
Manningford Road	Druids Heath	PL		£740.00				
Allesley Street	Aston	TR						
Baverstock Road	Druids Heath	EDU		£2,140.00				
Stechford Hall park	Hodge Hill	PL		£2,320.00				
Sarehole Mill	Springfield	PL		£5,120.00				
Hodge Hill Common	Hodge Hill	PL						
Pype Hayes Park	Erdington	PL		£400.00				
Sheldon Country Park	Sheldon	PL		£1,670.00				
Tower Street	Newtown	PL						
Vere Street	Ladywood	TR						
The Radleys	Garretts Green	PL						
Swanhurst Park	Billesley	PL						
Rotten Park Road	Ladywood	TR						
Allens Cross Park	Northfield	PL	£400.00					
Rookery Park	Erdington	PL		£3,500.00				
Winston Street Park	Winston Green	PL						
Witton Lakes	Stockland Green	PL						
Bromford Lane	Bromford	PL		£1,340.00				
Sutton Park		PL						
Gospel Lane	Acocks green	PL		£540.00				
Glebe Farm Rec	Shard End	PL	£400.00	£3,125.00				
Tennal Lane		PL						
Newey Park	Hall Green	PL		£540.00				
Kents Moat	Yardley	PL		£1,340.00				
Chinn Brook Park	Billesley	PL						
Sheldon Country Park	Sheldon	PL		£1,020.00				
Bleak Hill Park (Short Heath)	Erdington	EDU					£1,592.81	Ongoing repairs and maintenance cost up to P7
St Peters Park	Tile Cross	PL						
Kinton Croft	Quinton	PL						
Dudley Road	Winston Green	PL						
Clapgate Lane	Quinton	Prop Services						
Winston Street Park	Winston Green	PL						
Perry Park		PL						
Sandwell Park	Handsworth	PL		£7,760.00				
King George V Fields Sutton Oak Road	Sutton Vesey	PL		£5,270.00				
The Dell Manningford Road	Druids Heath	PL	£260.00					
Leasow Drive	Edgbaston	HO	£520.00					
Calthorpe Park	Ladywood	PL		£4,810.00				
Foyle Road	Kings Norton	HO						
Selly Park Rec	Selly Oak	PL						
Hospital Street	Aston	PL						
New Fosse Way	Edgbaston	EDD						
Sarehole Mill	Moseley	PL		£5,700.00				
Freeth Street	Ladywood	PL						
a47 railway sidings		EDD						
Baverstock School	Druids Heath	EDU	£183.75	£630.00			£71,051.00	The cost includes installation of bollards to prevent trespassers getting on the site with their vehicles and 24 hour security charges
New John St POS	Aston	PL						
Bracebridge Road	Aston	EDD						
Chinn Brook Park	Billesley	PL	£400.00	£8,910.00				
Woodgate Valley	Quinton	PL		£2,232.50				
Baverstock Road	Druids Heath	??						
All Saints Street	Winston Green	??						
Priory Road	Aston	TR						
Manningford Park	Druids Heath	PL		£1,110.00				
Calthorpe Park	Ladywood	PL						
Allesley Street	Aston	TR						
Dudley Road	Winston Green	PL						
Talbot Way	Small Heath	Prop Services						
Bracebridge Road	Aston	TR						
Tennal Lane	Quinton	PL						
Calthorpe Park	Edgbaston	PL						
Senneleys Park	Bartley Green	PL		£1,800.00				
Leasow Drive	Edgbaston	PL						
Ickneild Square	Winston Green	??						
Cole Bank Road	Billesley	PL						
Tennal Lane	Quinton	PL						
Cromwell Lane	Quinton	PL						
Manningford Park	Druids Heath	PL						
Leasow Drive	Edgbaston	PL						
Ley Hill Rec	Bartley Green	PL	£300.00	£4,390.00				
Dudley Road	Winston Green	PL						
Calthorpe Park	Edgbaston	PL		£472.50				
Senneleys Park	Bartley Green	PL						
Ickneild Square	Winston Green	PL						
Selly Park Rec	Selly Oak	PL						
Tile Cross Rec	Tile Cross	PL		£735.00				
Poolway	Stechford	HO						
Penrith Croft	Bartley Green	HO						
Batcholers farm	Bordesley Green	PL		£2,460.00				
New John St POS	Aston	PL						
Ickneild Square	Winston Green	??						
Sandwell Park	Handsworth	PL						
Dudley Road	Winston Green	PL						
Ickneild Square	Winston Green	PL						
Selly Oak Rec	Selly Oak	PL		£415.00				
Calthorpe Park	Edgbaston	PL		£2,460.00				
New John St POS	Aston	PL						
Allesley Street	Aston	TR						
Bracebridge Road	Aston	TR						
Myddleton Street	Ladywood	PL						

City Council – 6 November 2018

Site Descriptor / Location (if Parks land attend to name the land as per the true name from the Parks GIS layer / database)	Ward	LO Dept ("PL", "TR", "HO", "EDD", "CYPF")	Costs to EH		Costs to Land Owning Department		Other alla based costs e.g. protection, repair, etc £	Comment
			Bailiff Costs (visit costs) £	Bailiff Costs (eviction costs) £	Other Legal Costs £	Clean-up Costs £		
Highfield Farm Rec Highfield Road	Quinton	PL						
Norman Chamberlain Playing Fields	Shard End	PL						
Swale Grove	Kings Norton	HO		£1,000.00				
Manor Park Manor Road	Stechford	PL						
Wansbeck, Tern Branch Roads	Kings Norton	HO		£4,040.00				
Swale Grove	Kings Norton	HO	£600.00	£1,600.00				
Tower Street Rec	Aston	PL						
Perry Park Church Road	Perry Barr	PL		£3,200.00				
Billesley Common	Moseley	PL		£1,000.00				
Chin Brook Rec	Moseley	PL						
Manningford Rec	Druids Heath	PL		£2,500.00				
Shannon Road	Kings Norton	HO		£1,500.00				
Hawksley Community Centre	Kings Norton	HO						
New John Street rec	Aston	PL						
Walkers Heath Park	Kings Norton	PL						
Longdale Road	Kings Norton	HO						
Weston Lane Park	Acocls Green	PL		£2,400.00				
Sheldon Park	Sheldon	PL		£2,400.00				
Hawksley Community Centre	Kings Norton	PL		£1,200.00				
Swanhurst Park	Billesley	PL						
Hodge Hill Common	Hodge Hill	PL						
Allesley Street	Aston	TR						
New Spring Street North Park	Ladywood	PL						
Gressell Lane Park	Shard End	PL						
Kings Heath Park	Kings Heath	PL		£5,530.00				
Queensbridge Lane	Moseley	CYPF		£900.00				
Selly Park RG	Selly Oak	PL		£1,800.00				
Calthorpe Park	Ladywood	PL						
Swale Grove	Kings Norton	HO						
Winson Street Park	Soho	PL						
New John Street Public Open Space	Aston	PL						
Ackers Trust	South Yardley	PL		£11,500.00				
Hamstead Rec	Handsworth	PL		£3,500.00				
Norman Street	Soho	PL						
Park Lane	Soho	PL						
Gospel Lane	Acocls Green	CYPF					£3,902.69	Ongoing repairs and maintenance cost up to P12
New Fosse Way	Selly Oak	EDD						
Foundry Road	Soho	PL						
Shady Lane	Perry Barr	PL	£200.00					
Webster Way	Sutton Coldfield	PL						
Swanhurst Park	Billesley	PL						
Edgewood Road	Kings Norton	PL	£400.00	£1,000.00				
Ley Hill Rec	Bartley Green	PL	£400.00	£3,510.00				
Swanhurst Park	Billesley	PL						
Tennal Lane	Quinton	PL	£400.00	£1,800.00				
Walkers Heath Park	Kings Norton	PL		£1,000.00				
Manningford Rec	Druids Heath	PL	£400.00	£2,500.00				
Monmouth Road	Bartley Green	PL						
Swanhurst Park	Billesley	PL		£1,300.00				
Billesley Common	Billesley	PL	£400.00					
West Heath Park	Northfield	PL	£400.00	£3,500.00				
Hope Street	Ladywood	TR	£400.00	£3,700.00				
Kings Norton Playing Fields	Kings Norton	PL		£3,900.00				
Swale/Tern Grove	Kings Norton	HO		£1,800.00				
Perry Barr Park	Perry Barr	PL		£1,800.00				
Swanhurst Park	Billesley	PL						
Selly Park RG	Selly Oak	PL						
Kings Norton Playing Fields	Kings Norton	PL						
Highbury Park	Moseley	PL	£400.00					
Swanhurst Park	Billesley	PL						
Selly Oak rec	Selly Oak	PL	£800.00	£4,060.00				
Hope Street	Ladywood	PL						
Leasow Drive	Edgbaston	PL	£400.00	£4,510.00				
Highbury Park	Moseley	PL						
Foyle Road	Kings Norton	PL	£400.00					
Perry Park Church Road	Perry Barr	PL		£3,500.00				
Walkers Heath Park	Kings Norton	PL	£400.00	£3,645.00				
Sutton Oak Road (Twickenham)	Kingstanding	CYPF					£7,858.74	Ongoing repairs and maintenance cost up to P12
Sell Park Rec	Selly Oak	PL	£400.00	£2,500.00				
Swanhurst Park	Billesley	PL		£1,400.00				
Penny Acre	Kings Norton	PL		£4,070.00				
Foundry Road	Soho	PL						
Highbury Park	Moseley	PL						
Holders Park	Moseley	PL	£400.00	£3,875.00				
Swale grove	Kings Norton	HO		£1,500.00				
Vincent Drive	Edgbaston	EDD						
Belchers Lane	Hodge Hill	HO						
Stechford Hall Park	Hodge Hill	PL	£400.00	£2,400.00				
Leasow Drive	Edgbaston	PL	£400.00	£800.00				
Walkers Heath Park	Kings Norton	PL	£400.00	£4,255.00				
Swanhurst Park	Billesley	PL	£400.00	£3,240.00				
Chin Brook Rec	Moseley	PL	£400.00	£2,540.00				
Foyle Road	Kings Norton	HO	£400.00					
Sarehole Mill	Moseley	PL	£400.00	£2,240.00				
Daisy Farm Park	Billesley	PL						
Swanhurst Park	Billesley	PL		£3,000.00				
Tern Grove	Kings Norton	HO						
Hope Street	Ladywood	PL	£400.00					
Sarehole Mill	Moseley	PL	£400.00	£3,400.00				
Manningford Rec	Druids Heath	PL	£400.00	£1,000.00				
Swanhurst Park	Billesley	PL		£1,200.00				
Tee Grove	Kings Norton	HO		£1,800.00				
Valley Parkway	Bournville	PL						
Selly Park Rec	Selly Oak	PL	£400.00					
Swanhurst Park	Billesley	PL	£400.00	£3,800.00				
Witton Lakes	Aston	PL	£400.00					
Hope Street	Ladywood	PL		£800.00				
Bells Lane (Merritts Brook)	Kings Norton	CYPF		£1,205.00			£1,747.16	Ongoing repairs and maintenance cost up to P12
Leaford Way	Shard End	TR	£400.00	£2,740.00				
Lydon Rec	Sheldon	PL	£400.00	£1,780.00				
Poolway	Yardley	HO						
Belchers Lane	Bordesley Green	HO	£400.00	£4,125.00				
Hope Street	Ladywood	PL						
Leasow Drive	Edgbaston	PL	£400.00	£1,800.00				
Bordesley Green Allotments	Bordesley Green	PL	£400.00	£3,410.00				
Calthorpe Park	Ladywood	PL		£2,780.00				
Hope Street	Ladywood	PL						
Stechford Hall Park	Hodge Hill	PL	£400.00	£5,555.00				
Leaford Way	Shard End	TR	£800.00					
S81 Tyburn Road	Erdington	EDD	£400.00	£3,100.00				
Burcote Road	Tyburn	PS	£400.00	£1,000.00				
The Former VOSA site, Granby Ave	Sheldon	Private						
DVLA Site, Granby Ave	Sheldon	Home Office						
Leaford Way	Shard End	TR						
Stechford Hall Park	Hodge Hill	PL	£400.00	£7,885.00				
Baverstock School	Brandwood	CYPF	£400.00	£4,915.00			£77,390.00	The cost includes the boarding up of the building and 24 hour security as well as minor H&S repairs
Allesley Street	Aston	TR						
Bracebridge Road	Aston	TR						
Lea Ford way	Shard End	TR	£400.00	£4,035.00				
Hope Street	Ladywood	PL						
Lea Ford way	Shard End	TR		£4,255.00				
Idonell Street	Soho	TR						
Redwin Road/Eden	Industria	TR						

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Costs to EH

Costs to Land Owning Department

Site Descriptor / Location	Ward	L/O Dept ("PL", "TR", "HO", "EDD", "CYPF")	Enforcement support costs (Enf Agents)	Eviction costs (Enf Agents)	Other Legal Costs £	Clean-up Costs £	Other site based costs e.g. protection, repair, etc £	Comment
Garrison Street		TR						
Ackers Trust		PL						
Leaford Road		TR						
Allesley Road		TR						
Bromford Drive		PL						
Pype Hayes Park		PL						
The Hollies		TR						
Cobb Lane		PL						
Hazellwell Park		PL						
Priory Road		TR						
Cherry Orchard Park		PL						
Hamstead Hill		PL						
Calshot Park		PL						
Sandwell Rec		PL						
Upper Thomas Street	Aston	PL						
Hope Street	Ladywood	PL						
Tameside Way	Perry Barr	TR						
Soho Wharf	Soho	PL						
Sherlock Street	Ladywood	PL						
Sutton Oak Road	Kingstanding	PL		£8,750.00				
Perry Park	Perry Barr	PL		£750.00				
Hazellwell Park, Quinton		PL						
Quinton PF / Woodgate Valley CP	Quinton	CYPF		£7,000.00		£4,368.88	£5,987.17	Ongoing repairs and maintenance cost up to P12
Bordesley Green / Bachelors Farm RG		PL						
Kents Moat Recreation Ground		PL						
Gilbertstone RG		PL						
Sheldon Country Park	Sheldon	PL				£1,462.22		
Woodgate Valley CP, Clappgate Lane	Quinton	PL		£5,400.00		£1,006.11		
Tern Grove, Redditch Road	Kings Norton	HO						
Hope Street	Ladywood	PL						
Larches Park, Larches Street	Sparkbrook	PL						
Tennel RG, Tennel Lane	Quinton	PL				£3,939.99		
Upper Thomas St, Aston	Aston	TR						
Selly Oak Park, Gibbons Road	Selly Oak	PL				£4,043.88		
Pennyacre Road	Brandwood	HO				£731.11		
Allesley Street	Aston	TR						
Selly Park RG	Selly Oak	PL				£1,025.66		
Highbury Park	Moseley & KH	PL				£4,243.88		
Queensbridge PF	Moseley & KH	CYPF						There are no further costs for this property as it has been leased
Upper Thomas St, Aston	Aston	TR						
Hope Street	Nechells	PL						
Allesley Street, Aston	Aston	TR						
Hazellwell Park, Hunts Road	Bourneville	PL		£1,250.00		£236.11		
Pennyacre Road	Brandwood	HO						
Upper Thomas St	Aston	TR						
Selly Park RG, Raddlebarn Road	Selly Oak	PL		£6,000.00		£1,508.44		
Manningford Park Manningford Road	Brandwood	PL						
Hope Street	Nechells	PL						
Hazellwell Park	Bourneville	PL						
Fairfax Park	Bourneville	PL		£4,500.00				
Stechford Rec	Washwood Heath	PL						
Gressel Lane	Shard End	PL		£4,500.00				
Selly Park Rec Raddlebarn	Selly Oak	PL				£110.00		
Norman Chamberlain	Shard End	PL						
Hope Street	Ladywood	PL						
Allesley Street	Aston	TR						
Pennyacre Road	Brandwood	HO						
Swanhurst Park Brook Lane	Billesley	PL						
Weston lane Park	Acocks Green	PL						
Selly Park Rec Raddlebarn	Selly Oak	PL				£692.22		
Manningford Park Manningford Road	Brandwood	PL						
Upper Thomas Street	Aston	PL						
Tameside Way	Perry Barr	TR						
Bangham Pit Recreation Ground off Long								
Nuke Road	Bartley Green	PL		£3,750.00				
Allesley Street	Aston	TR						
Gomeldon Avenue	Bartley Green	HO						
Park Road	Hockley	PL						
Hazellwell Park	Bourneville	PL				£236.11		
Hope Street	Ladywood	PL						
Allesley street	Aston	TR						
Hope Street	Ladywood	PL						
Selly Park Rec Raddlebarn	Selly Oak	PL				£346.11		
New Johns Street	Newtown	PL						
Manningford Park Manningford Road	Brandwood	PL						
Selly Oak Park, Gibbons Road	Selly Oak	PL		£7,500.00				
Lea Ford Way	Shard End	TR		£3,750.00				
Swanhurst Park Brook Lane	Billesley	PL						
Norman Chamberlain	Shard End	PL		£3,750.00				
Hope Street	Ladywood	PL						
Cocks Moor Woods	Billesley	PL				£967.22		
Dee Grove	Kings Norton	HO						
Fox Hollies Leisure Centre	Acocks Green	PL						
Garrison Street	Ladywood	TR						
Upper Thomas Street	Aston	PL						
Tameside Way	Perry Barr	TR						
Allesley Street	Aston	TR						
Aston Brook Street	Aston	TR						
Hope Street	Ladywood	PL						
Union Street	Aston	HO						
New Johns Street	Newtown	PL						
Allesley Street	Aston	TR						
Upper Thomas Street	Aston	PL						
Union Street	Aston	HO						
Allesley Street	Aston	TR						
Rotton Park Street	Ladywood	TR						
Leaford Road	Shard End	TR						
Aston Brook Street	Aston	TR						
Cocks Moor Woods	Billesley	PL						
Dee Grove	Kings Norton	HO						
Allesley Street	Aston	TR						
Union Street	Aston	HO						
Walkers Heath Park	Kings Norton	PL	£ 400.00	£2,360.00				
Rotton Park Street		TR						
Allesley Street		TR						
Swale Grove	Kings Norton	HO		£800.00				
Shenley Leisure Centre, Long Nuke Road		PL		£4,120.00				
ithon Grove	Kings Norton	HO		£5,680.00				
R/O Lifford House, Fordhouse Lane	Kings Norton	PL	£ 400.00	£3,000.00				
Manningford Park Manningford Road	Brandwood	PL	£ 400.00	£0,185.00				
Daisy Farm RG, Maypole Lane	Billesley	PL	£ 400.00					
River Rea Walkway, Hunts Road	Bourneville	PL	£ 400.00					
River Rea Walkway, Hunts Road	Bourneville	PL	£ 1,200.00			£2,005.55		
Swale Grove	Kings Norton	HO		£1,200.00				

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Costs to EH

Costs to Land Owning Department

Site Descriptor / Location	Ward	L/O Dept ("PL", "TR", "HO", "EDD", "CYPF")	Enforcement support costs (Enf Agents)	Bailiff Costs £	Other Legal Costs £	Clean-up Costs £	Other site based costs e.g. protection, repair, etc £	Comment
Proctor Street		TR						
Parkdale Rec		PL						
Redditch Road		TR						
Woodgate Valley		PL						
Highbury Hall		PL						
Allesley Street		TR						
Hill Topp Golf Course		PL						
Kings Norton Playing Field		PL						
Peddimore Lane		TR						
Allesley Road		TR						
Upper Thomas Street		PL						
Sommerfield Road		PL						
Barrack Street		PL						
The Hollies		TR						
Hazelwell Road/Dads Lane		PL						
Fairfax Rec		PL						
Brinklow Road		HO						
Parkdale Rec		PL						
Upper Thomas Street		PL						
Sommerfield Road		PL						
Tern Grove		HO						
Great Brook Street		PL						
Barn Piece		EDD						
Allesley Street		TR						
Winson Street		PL						
Sheldon Rec		PL						
Upper Thomas Street		PL						
Cofton Park		PL						
Lyndon Rec		PL						
Perry Park		PL						
Hazelewell Rec, Bourneville		PL						
Victoria Road, Aston		TR						
Wylde Green Road / New Hall Valley		PL						
Highbury Park, Moseley		PL						
Calthorpe Park, Cheddar Road,								
Edgbaston		PL						
Dads Lane Park Stirchley		PL						
The Hollies Aston		TR						
Great Brook Street		PL						
Tameside Way		TR						
Leaford Way		TR						
Cole Hall Lane		HO						
Pype Hayes Park		PL						
Frogget Lane		PL						
Barrack Street		PL						
Gressel Lane		EDD						
Silvercroft Avenue, Hndsworth Wd		PL						
Hamsted Playing Fields		PL						
Perry Common Rec		PL						
Upper Thomas Street		PL						
Allesley Street		TR						
Barrack Street		PL						
Aston Brook Street		TR						
Leaford Way		TR						
Holford Way		TR						
The Hollies		TR						
Talbot Way		EDD						
The Hollies		TR						
Allesley Street		TR						
Stechford Rec		PL						
Gressel Lane		EDD						
Ackers Trust		PL						
Sycamores Rec		PL		£2,000.00				

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Costs to EH

Costs to Land Owning Department

Site Descriptor / Location	Ward	L/O Dept ("PL", "TR", "HO", "EDD", "CYPF")	Enforcement support costs (Enf Agents)	Bailiff Costs £	Other Legal Costs £	Clean-up Costs £	Other site based costs e.g. protection, repair, etc £	Comment
Aston Brook Street		EDD						
Belmont Row		TR		£1,250.00				
Great Western Close		EDD						
Elmdon Road		EDD						
Parkdale Drive		PL		£1,250.00				
Aston Brook Street		EDD		£1,250.00		£6,900.00		
Balmoral Road		PL						
Rupert Street		PL			£2,500.00			
Great Western Close		EDD						
Priory Road		EDD						
Rupert Street		PL						
Senneleys Park		PL						
Dads Lane Rec		PL						
Parkdale Drive		PL						
Tameside Way		TR						
Vauxhall Road		PL						
Aston Brook Street		EDD						
Riverbrook Drive		PL		£1,250.00				
Hill Top		PL		£3,000.00				
Allersley Road		EDD						
Balmoral Road		PL		£1,250.00				
Aston Brook Street		EDD						
Water Orton Lane		PL						
Priory Road		EDD						
Sutton Park		PL						
Farnborough Road		PL						
Manningford Road		HO						
Oughton Road		EDD						
Aston Brook Street		TR		£1,250.00				
Calder Drive		PL						
Claggate Lane		PL						
Senneleys Park		PL						
Priory Road		TR						
Aston Brook Street		EDD						
Allersley Road		EDD						
Key Hill		EDD						
Proctor Road		TR						
Heaton Street		TR						
Allersley Road		TR						
Barrack Street		PL						
Battery Way		TR						
Tern Close		TR						
Redditch Road		TR						
Golden Hillock Road		PL						
Aston Brook Street		TR						
Allesley Street		TR						
Garrison Street		TR						
Landor Street Wheels		PL						
Barrack Street		PL						
Duddeston Manor Park Road		PL						
Allesley Street		TR						
Hilltop Golf Course		PL						
Lower Dartmouth Street		TR						
Stechford Hall Park		PL						
Leaford Way		TR						
Proctor Road		TR						

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT
AND ENVIRONMENT FROM COUNCILLOR ZAKER CHOUDHRY**

**J1 Amey - Resurfacing and Replacement of Pavements & Road
Surfaces**

Question:

Could the Cabinet Member explain why he has failed to agree even a provisional programme with Amey to ensure that, at the very least, some resurfacing and replacement of pavements and road surfaces take place?

Answer:

It is extremely disappointing to me and my Cabinet colleagues that Amey continues to fail to comply with its contractual obligations. You will be aware that the council has been comprehensively victorious in its main legal dispute with Amey over their failure investment properly in our roads. Amey has failed to deliver the investment required and is now nearly three and a half years beyond the date for doing this. Amey's promises to members and constituents regarding schemes to be provided have proven to be hollow.

The work programmes that have been submitted by Amey do not comply with their obligations in terms of the volume of work or where it is done. Approving these programmes would be to condone this approach and so we have rightly withheld that approval.

It follows that seeking to reach an agreement with Amey to deliver work on that basis is not a sensible proposition. In my view their track record with works in the city has been inconsistent and generally poor. In July, Cabinet accepted that Amey has no long term future in providing these services and that we need to move towards their replacement as soon as possible.

Therefore we are examining ways forward that will ensure that the investment works recommence through a different contractor as soon as possible. This will start to rectify some of the deterioration that Amey has failed to address and its neglect of our highway network. I intend to update Cabinet and the council before Christmas as to what progress is being made in this regard.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT
AND ENVIRONMENT FROM COUNCILLOR NEIL EUSTACE**

J2 Parking Meters

Question:

How does the Cabinet Member justify the excess charges faced by users seeking to make cashless payments for using the city's parking meters?

Answer:

On the basis that this question refers to the charges made to customers as part of our Cashless Parking system, there are a range of fees that apply dependent on the extent to which customers wish to use optional aspects of the service.

Whilst there is a 1p convenience fee that is applied to all cashless parking transactions, there is also a charge of 10p when customers use the Interactive Voice Response system (i.e. they dial the specified telephone number and register/start a parking session) and there is an optional text reminder service for which there is a charge of 30p per message. All of these charges are applied to cover the costs of our cashless parking provider (Parkmobile) in supplying the service.

Over two thirds of users now use the Parkmobile App for which customers only pay the 1p transaction fee for each parking session that they purchase.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT
AND ENVIRONMENT FROM COUNCILLOR MORRIAM JAN**

J3 Transport Infrastructure - Perry Barr

Question:

Is the Cabinet Member satisfied that the approach to transport infrastructure in Perry Barr is satisfactory given a) the benefits of having the support of the local community for the 2022 Commonwealth Games and b) the widespread unhappiness caused by the continued determination to remove the flyover, damage the excellent X51 bus service, undertake two years of highly disruptive road works and paint bus lanes causing major disruption to residents of the Walsall Road and residents of side roads struggling to cope with displaced parking?

Answer:

No decision on the future of the flyover has yet been made, with a report to Cabinet expected early in the New Year. The A34 Sprint consultation has recently concluded and responses are currently being analysed by the Council and Transport for West Midlands (TfWM) to inform an updated set of proposals. These again will be reported to Cabinet early in the New Year.

The proposed Perry Barr regeneration scheme is an extremely important and long-awaited opportunity for the city, which will deliver much-needed homes and better public transport for the citizens of Birmingham. With the construction of the residential element of the Games Village, the delivery of transport schemes and other related infrastructure work, some impacts and disruption are to be expected over the next two to three years as the development progresses.

The Council and TfWM will be producing comprehensive construction management plans and implementing travel demand management to help mitigate any adverse impacts during the development period. This would include planning conditions where necessary.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT
AND ENVIRONMENT FROM COUNCILLOR EDDIE FREEMAN**

J4 Tree replacements

Question:

For each ward over the last 4 years (broken down by year) how many trees have been removed and how many new trees have been planted within that ward?

Answer:

The information provided relates only to Highway trees and those within the remit of Parks have not been included.

Table 1 below provides a summary of Highway trees felled and replanted over the past 4 years from 2014 - 2017. It should be noted that due to the favourable seasonal considerations in relation to both the felling and planting of trees the numbers of trees removed and replaced will vary across years but will ultimately approximately balance across 2-year periods. For clarity the total number of trees (circa 75,000) on our highway network has remained constant over the period in question.

Table 1

	Trees Felled	Trees Planted
2017	1700	1512
2016	1232	1215
2015	1203	1413
2014	1564	1463

Tables 2 – 5 provide details of the trees planted and removed per ward from 2017 back to 2014. Please note that the figures relate to the Ward boundaries prior to May 2018.

**WRITTEN QUESTION TO THE CABINET MEMBER FOR TRANSPORT
AND ENVIRONMENT FROM COUNCILLOR TIMOTHY HUXTABLE**

J5 Potholes

Question:

The Government's announcement of £420m for potholes in the recent budget is due to be allocated using the DfT's existing needs formula for highways which, because of the Highways Management and Maintenance PFI HMMPFI), the Council currently sits outside.

When emergency funding for potholes was made available following the winter of 2010, the then City Council administration was able to successfully lobby Government for access to this fund to use on those elements of our highways, which suffered winter damage, that sit outside the HMMPFI.

If the council does not anticipate receiving any funding as a result of this latest budget announcement, would the Cabinet Member commit to working with me on a cross party basis to make a case to Government for access to this fund along with additional support from their proposed centre for best practice for PFI contracts (also announced in the budget) which, whilst it is due to start in Health, could find a review of the Amey HMMPFI contract in Birmingham mutually beneficial, given its scale and scope and the legal judgements that have been made on it?

Answer:

You will recall that the purpose of the Highway Maintenance and Management PFI contract was to avoid the need for the council to bid for one-off funding for its highway assets and to put our roads in a state where they are managed appropriately as an asset. I am disappointed that Amey has failed to do this and continues to refuse to acknowledge its contractual responsibilities.

Following the Government's announcement on the allocation of £420m towards pothole repairs we will approach the DfT with a view to putting forward a case for accessing this fund to cover repair costs for the potholes on parts of the road network which fall outside the scope of the Highway Maintenance and Management PFI contract.

In respect of the future of the Highway Maintenance and Management PFI contract, it is clear to me that Amey does not have a long term future in delivering the services under this contract. As you will appreciate from your own experience when Cabinet Member responsible for this aspect of my portfolio, making changes in PFI contracts is complex and needs to have a full understanding of the commercial consequences.

Your offer of cross-party support is welcomed and any review of the contract will need to be done in the context of how it could be delivered in the future. We need to ensure that we have a deliverable and affordable way forward with these services.

**WRITTEN QUESTION TO THE CHAIR OF THE ECONOMY AND SKILLS
OVERVIEW AND SCRUTINY COMMITTEE FROM COUNCILLOR BOB
BEAUCHAMP**

K Paradise Circus Cabinet Report

Question:

On what date and time were you contacted to seek your approval for the inclusion of the Paradise Circus Cabinet Report taken on 9 October and what date and time did you provide your consent as chair of scrutiny as per the constitution?

Answer:

4th October at 11.25am.

5th October at 11.15am.

WRITTEN QUESTION TO THE CHAIR OF THE LICENSING AND PUBLIC PROTECTION COMMITTEE FROM COUNCILLOR BRUCE LINES

L Clean Air Compliant Taxis

Question:

What is the present number of Birmingham Council licensed Private Hire and Hackney Carriage vehicles that will not conform to the Clean Air Zone limit when it is introduced in Birmingham?

Answer:

This information is not held by Licensing. A report was however prepared for the Licensing and Public Protection Committee in October 2017 which outlined the detail and included the table below. The Energy Saving Trust assisted in compiling the information by comparing the registration numbers of each vehicle to data held by the DVLA for the emission standard of each vehicle, depending on whether it was petrol or diesel.

The tables below are the 2017 figures:

Private Hire Vehicles	Number	Percentage
Non-Compliant Private Hire Petrol or non-diesel Vehicles Euro 3 or below	355	8%
Non-Compliant Private Hire Diesel vehicles Euro 5 or below	2996	69%
Compliant Private Hire Petrol Vehicles Euro 4 or above	818	19%
Compliant Private Hire Diesel Vehicles Euro 6	152	3.5%
Totals	4,321	100%

Hackney Carriage	Number	Percentage
Non-Compliant Hackney Carriages Euro 5 or below	1193	94%
Compliant Hackney Carriages Euro 6	7	1%
Compliant Hackney Carriages converted to LPG	65	5%
Totals	1265	100%

**Forward together to build a fair and inclusive city
for everyone: a Community Cohesion Strategy for
Birmingham**

“Forward together to build a fair and inclusive city for everyone” is the first Community Cohesion Strategy for Birmingham, developed in partnership with citizens, communities and organisations across the city.

Extensive engagement and consultation carried out over the last eighteen months, and a public consultation over summer 2018, has developed our understanding of what community cohesion means in Birmingham. The views of people, communities and partner organisations have shaped our collective city vision: *“Birmingham is a welcoming city where everyone has an opportunity to contribute and benefit from the success of the city. The city and its neighbourhoods are safe and flourishing places to live, work and grow up in, they are well connected places where people from all backgrounds trust and support each other. People of all backgrounds realising their full potential and exercising their rights and responsibilities.”*

The strategy sets out a collaborative cross party approach in which residents, local organisations, the Council and city partners will mobilise their collective resources, influence and expertise. This will mean that partners and communities can each play their part to improve and support community cohesion across the city.

The Strategy will ensure that community cohesion is an ongoing process that develops in response to new ideas, research and examples of community cohesion in action. The Council will continue to play a convening role for partners and community organisations that goes beyond the ‘usual suspects’ to share and exchange ideas and celebrate ‘what works’. An annual community cohesion event facilitated by the Council will bring partners and communities together to share learning and exchange ideas; forge new relationships and identify opportunities for joint working.

MOTION

That the City Council:

- Adopt the Community Cohesion Strategy for Birmingham as set out at Appendix 1.
- Note city partners have been invited to adopt the Strategy as the city’s approach to community cohesion.

COMMUNITY COHESION STRATEGY FOR BIRMINGHAM

Forward together to build a fair and inclusive
city for everyone



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Councillor Tristan Chatfield
Cabinet Member for Social
Inclusion, Community Safety
and Equalities

FOREWORD

A city commitment to community cohesion

We want to build a fair and inclusive city for everyone who lives in, works in, and visits Birmingham.

This strategy is our understanding of what community cohesion means in Birmingham. It sets out a collaborative approach; one in which communities, faith organisations, public sector agencies, businesses, and individuals work alongside one another to marshal scarce resources and make more creative use of the assets and skills we have in our city and neighbourhoods.

This strategy is not a ready-made solution to what is a complex challenge, but represents a collective understanding of what we can do to improve community cohesion as part of an ongoing process. We want to create an open and ongoing dialogue across the city in which we all continuously consider how our decisions, our resources, and our relationships across communities can be used to promote community cohesion.

Together, we are making a commitment to ensure Birmingham becomes stronger and more resilient - a city where people from different backgrounds and organisations can come together to improve things for themselves and their communities.

EXECUTIVE SUMMARY

What is community cohesion?

Community cohesion is about how we can all live, work, learn, and socialise together.

When we talk about community cohesion, we are not just talking about new communities or arrivals. We are talking about how all people of different social backgrounds, ethnicities, faiths, and generations can interact with and relate to each other in a positive way.

While there is no universally agreed definition of community cohesion, it is usually understood to describe what is needed to foster trust and good relationships between and within diverse communities.

Our vision for Birmingham

Our bold and challenging vision is of an ambitious and inclusive city, where everyone is able to fully contribute and play their part in building strong, resilient communities.

We want Birmingham to be a city of equal opportunity, where everyone is able to achieve their aspirations, regardless of where they live or grow up. Everyone should have the same chance to succeed and flourish in life, regardless of race, gender, sexual orientation, faith, disability, or class.

Birmingham is a welcoming city, where everyone has an opportunity to contribute and benefit from its success. It is a safe and flourishing place to live, work and grow up in. Birmingham is a well-connected place where people from all backgrounds trust and support each other and are able to realise their full potential while exercising their rights and responsibilities.

Our understanding of what makes a cohesive and resilient city has been developed in partnership with citizens, communities and organisations across the city, listening to what people have told us about the strengths and the challenges that they see in Birmingham. We want to achieve this vision in the same way – by working together, harnessing the collective assets of the city to build strong community cohesion.

This strategy sets out how we can build a sense of belonging and trust in and across all our communities, tackling the barriers that can cause divisions and hostility between communities and neighbourhoods.

Our guiding principles

We have identified eight guiding principles to support our vision and underpin this strategy:

1. Mainstream cohesion: making cohesion everyday business

A shared understanding of building community cohesion will be part of everyday policy and practice for all partners.

2. Connect and exchange ideas that promote cohesion and mobilise social action

We will connect people, places and communities to share knowledge, exchange ideas and drive local innovation.

3. Nurture and support aspiration of young people

Every child should have the best start in life no matter what their background, with a fair chance to realise their aspirations.

4. Promote rights and responsibilities

Everyone should have a strong sense and understanding of their rights and responsibilities: what is expected of them, and what they can expect of others.

5. Progress equality in all spheres of social and economic life

We will work together to eliminate all forms of inequality and gender-based violence, and challenge the cultural norms that prevent people from living their lives fully.

6. Promote inclusive economic growth that benefits everyone across Birmingham

We will work with partners at all levels to ensure that the benefits of economic growth are shared and accessible to all.

7. Empowered and engaged neighbourhoods

We will empower communities to be active participants in local solutions, harnessing the skills and expertise of local people and organisations.

8. Uniting people and communities through cultural and sporting engagement, expression and celebration

We will use sports, arts and cultural events to drive cohesion, celebrating the voices, talents and energies of our communities.

How do we make it happen?

We need strong, balanced leadership and a long-term commitment from key partners across the city, including local communities, public sector bodies, the business sector, voluntary and community organisations, and faith organisations.

Working together, our first priorities will be:

- **Understanding our city and communities: building a strong evidence base**

We will build our knowledge and understanding of our diverse communities to enable evidence-based policy and decision making.

- **A strategic partnership approach**

We will work together with new and existing partners across communities and sectors in Birmingham.

Working with local communities, we will develop an annual calendar of local community events across the city.

Where possible, we will strategically align our approach with national and regional policies.

- **Inclusive growth that benefits everyone**

We will work with the West Midlands Combined Authority to make sure that regional investment into transport, homes, employment and businesses benefits all citizens.

- **Targeted and place-based activities**

We will pool our collective assets, expertise and experiences to develop targeted local solutions to the complex issues that undermine community cohesion.

We will establish a city-wide network and knowledge so that ideas and information can be shared across neighbourhoods.

- **Measuring and monitoring where we are making a difference**

We will work with communities and partners to develop performance measures and indicators of success, to ensure that we know how well we are doing.

- **Identify resources to trial innovations**

We will identify a variety of funding sources and resources to allow us to innovate, pilot and test out innovative new solutions.

Challenges to community cohesion

The factors that affect community cohesion are complex and multi-layered, varying across different neighbourhoods and communities:

- **Changing demographics**

The rapidly changing demography of our city means that communities and neighbourhoods are becoming ever more dynamic, complex and culturally diverse.

- **Social and neighbourhood segregation**

Social and neighbourhood segregation is driven by a number of complex social factors, including a lack of shared community spaces.

- **Neighbourhood deprivation**

Some neighbourhoods have experienced persistent deprivation over a number of decades, even during periods of wider economic growth.

- **Education**

Despite an overall improvement in educational attainment in Birmingham, there are still significant differences in attainment between certain social groups.

- **Employment**

Insecure work, zero hours contracts and low paid jobs can make it difficult for individuals and families to escape a life of poverty and participate fully in their communities.

- **Housing**

A lack of affordable and high quality housing creates instability and isolation for individuals and families, affecting all areas of their lives including their ability to form positive social relationships.

- **Communication barriers**

The inability to communicate confidently in the English language is a significant barrier to achieving greater participation and engagement in communities.

- **Marginalised and disadvantaged young people**

Many young people are struggling with major difficulties that drastically affect their chances of success in life, and their ability to participate in society.

- **Mental health**

Poor mental health can affect anyone, regardless of their background and it can impact on many aspects of people's lives, increasing social isolation.

- **Gender inequality**

Despite some major cultural and social changes in the UK over the last 50 years, people are still not always treated equally by society. Many women experience gender-based violence.

Developing strong communities in Birmingham will involve tackling all these factors to create the right conditions for community cohesion to flourish.

Our approach to community cohesion needs to be resilient and flexible, adapting and responding to new challenges and opportunities as they arise.

That is why we intend this strategy to be a living document, continuing to develop in response to new ideas, research and examples of cohesion in action.

SECTION 1

INTRODUCTION

Community cohesion is about how we can all live, work, learn, and socialise together. This strategy sets out a vision for how we can build a sense of belonging and trust in and across our communities, tackling the barriers that can cause divisions and hostility between communities and neighbourhoods.

Birmingham is a welcoming city, and we are proud of our diversity of cultures, people, and communities. It is home to 1.15 million people, which includes people from more than 200 countries who have made Birmingham their home, and is one of the most diverse cities in the UK. This diversity brings with it a rich mix of creativity, entrepreneurship, skills and talent that all contribute to the city's social and economic vitality. Our city has a proud history of civic engagement and social action through which many different communities have been empowered to create thriving places to live and work. As a City of Sanctuary, Birmingham is committed to creating a culture of hospitality and support for people seeking refuge and asylum. We can and should build on all of these strengths to make sure that Birmingham is a great place of opportunity for everyone.

However, the city also faces some significant challenges. There are vast differences in people's experiences of housing, education, health, employment, and accessing public services, all of which can exacerbate inequality, create divisions between communities and threaten the cohesion of our city. These are deep seated and complex challenges which will require joined-up, sustainable solutions.

That is why a long-term commitment to community cohesion is needed; building on the strengths of our communities and working in collaboration across the city to create the right conditions in which all individuals, families and communities can thrive.

A city vision

Our bold and challenging vision is of an ambitious and inclusive city, where everyone is able to fully contribute and play their part in building strong, resilient communities. We want Birmingham to be a city of equal opportunity where everyone is able to achieve their aspirations, regardless of where they live or grow up. Everyone should have the same chance to succeed and flourish in life, regardless of race, gender, sexual orientation, faith, disability, or class.

Birmingham is a welcoming city, where everyone has an opportunity to contribute and benefit from its success. It is a safe and flourishing place to live, work and grow up in. Birmingham is a well-connected place where people from all backgrounds trust and support each other and are able to realise their full potential while exercising their rights and responsibilities.

Our vision of what makes a cohesive and resilient city has been developed in partnership with citizens, communities and organisations across the city, listening to what people have told us about the strengths and the challenges they see in Birmingham. We want to achieve this vision in the same way – by working in partnership, harnessing the collective assets of the city to build strong community cohesion.

What do we mean by community cohesion?

Community cohesion has different meanings to different people. While there is no universally agreed definition of community cohesion, it is usually understood to describe what is needed to foster trust and good relationships between and within diverse communities.

When we talk about community cohesion, we are not just talking about new communities or arrivals. We are talking about how all people of different social backgrounds, ethnicities, faiths, and generations can interact with and relate to each other in a positive way. These interactions are underpinned by the recognised British Values of: democracy; the rule of law; individual liberty; mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

In developing our approach to community cohesion, we have decided not to focus solely on differences of ethnicity and faith, but to also look more widely at a range of factors such as social class, economic disadvantage, disability, gender and sexual orientation.

For the purpose of this strategy we have adopted the Commission for Integration and Cohesion's definition of community cohesion. Public sector, private, faith and community organisations felt that this definition best reflected a joint understanding of what community cohesion means in Birmingham:

- A defined and widely shared sense of the contribution of different individuals and groups to a future local or national vision;
- A strong sense of an individual's local rights and responsibilities;

- A strong sense that people with different backgrounds should experience similar life opportunities and access to services and treatment;
- A strong sense of trust in institutions locally, trust that they will act fairly when arbitrating between different interests and trust that they be subject to public scrutiny;
- A strong recognition of the contribution of the newly arrived and of those who have deep attachments to a particular place – focusing on what people have in common;
- Positive relationships between people from different backgrounds in the workplace, schools and other institutions.”¹

Our joint understanding of community cohesion will provide a clear strategic direction for greater alignment of all our priorities and activities.

BIRMINGHAM COMMUNITY HOSTING NETWORK (BIRCH)

Birch was established in 2011 and is a volunteer led charity working to harness the enthusiasm of local people, to offer friendship and hospitality to people seeking sanctuary in Birmingham. Birch supports asylum seekers and refugees through three separate projects: a Hosting Network, Family Befriending project and a Meet and Greet project.

The Hosting Network aims to relieve the destitution of asylum seekers whose support and accommodation from the Home Office has been cut off. Over the last seven years, volunteers in Birmingham have welcomed guests into their homes and provided over 9000 nights of accommodation to asylum seekers in need.

The Family Befriending project matches young refugees (aged 16-25) with volunteer families who offer to share a weekly or fortnightly meal with them on a regular basis. The young refugees who benefit from this project have all come to the UK alone, without their families. They benefit from being welcomed into a family environment and feel better supported and less isolated.

The Meet and Greet project runs a weekly lunch, play and activity session in central Birmingham for newly arrived asylum seeking families. The majority of the families live in a nearby hostel where conditions are cramped and children are without school places whilst awaiting longer term accommodation. The Meet and Greet has an emphasis on improving well-being and provides families with some rest bite from the difficulties of day to day life, with around 40 children and adults attending each session.

The work that Birch and its volunteers carries out enables newcomers to our city, who are often in great need of support, to connect with and feel valued by local people.

Website: www.birchnetwork.org

¹ <http://image.guardian.co.uk/sys-files/Education/documents/2007/06/14/oursharedfuture.pdf>

Why is community cohesion important?

We have chosen to focus on community cohesion as a priority for Birmingham because we believe that through building strong, resilient communities we can tackle many of the challenges that we face as a modern city.

Migration and changing identities

Birmingham has a long history of migration and settlement reaching all the way back to its birth. We have long been a city made up of many faiths, ethnicities and cultures, with people coming together from all different backgrounds to form positive relationships. However, over the past two decades, the increased pace of globalisation and new patterns of migration have brought more people and families from all over the world to settle in Birmingham, resulting in rapid changes in populations of some communities.

These population changes, when coupled with wider patterns of economic and social inequality, can spark fears of competition for jobs, services and resources. These fears can in turn create tensions between communities, especially between new and settled communities. Building community cohesion can help to dissolve these tensions, breaking down barriers between communities and dispelling fears of competition and negative stereotypes by building relationships of understanding and trust.

The idea of community cohesion is not limited to differences in race or ethnic identity, just as every person's identity is not solely based on race or faith. As people, we all create our identities by drawing on a number of other individual, social and cultural markers including class, gender, sexual orientation and disability (to name but a few). Every person is unique and will have their own unique experience of living in Birmingham.

Focusing on community cohesion as a priority encourages us think about people in all of the different ways that they identify themselves and interact with each other. It also provides an opportunity to consider how relationships across and within all types of communities can be strengthened.

New technologies connecting people

A focus on building community cohesion can also address the impact of new technologies and means of communication, including social media, on our communities and social relationships. New communication technologies have enriched the lives of many people by allowing them to communicate with friends and family across the world, and form new social relationships online.

Social media can be a positive force for building understanding and trust between different communities as it provides opportunities for people from different backgrounds and social groups to 'meet' in a way that they might not otherwise. However, the rapid growth of new technologies also has the potential to increase social isolation and weaken the relationships within communities, as some people may find themselves withdrawn and losing the time, confidence or opportunity to get to know their neighbours 'offline'. We must also consider the role of social media in the rise of so-called fake news and the ease with which negative or misleading information can be spread online to undermine community relations.

PLACES OF WELCOME

The idea of Places of Welcome was developed in 2012 while thinking about whether Birmingham was a welcoming city. Places of Welcome are run by local community groups who want everyone in their neighbourhood to have a space to go where they feel safe to belong, connect and contribute. Places of Welcome are community spaces that are open to all and take place in different kinds of venues including temples, libraries and community centres.

There are five principles that underpin a Place of Welcome:

- **Place** - An accessible and hospitable building that's open at the same time every week
- **People** - Open to everyone regardless of their circumstances or situation, and staffed by volunteers
- **Presence** - A place where people actively listen to one another and guests are treated as individuals
- **Provision** - Offering free refreshments and basic information about the local area and signposting to key organisations
- **Participation** - Every person will bring talents, experiences and skills that they may be willing to share locally

Birmingham currently has over 50 Places of Welcome around the city and efforts are being made to encourage more groups to participate. The idea is developing across the country, with over 200 places open nationally as people respond to the challenge to make our cities and neighbourhoods more welcoming.

Places of Welcome offer a non-judgemental and unconditional welcome in a relaxed environment and they enable people to come together as equals and to connect to others in their local community.

Website: www.placesofwelcome.org.uk

Civil society mobilising social action

Thriving, cohesive communities empower people to fully participate in society, giving them the social capital to take positive action and improve their lives and the lives of those around them. We know from evidence that an individual's economic prosperity not only contributes to community cohesion but also supports

the economic development and growth of the city.² Birmingham has a strong network of grassroots civil society organisations that play a crucial role in building social capital in and across their local communities. These organisations often work with the most vulnerable and disadvantaged people in our society and deliver a range of different services, such as providing warm meals and shelters for homeless people, setting up Places of Welcome³, building financial resilience, and supporting people into employment. With their expert knowledge of the strengths and needs in local communities, civil society organisations are vital partners in developing community cohesion.

Factors affecting community cohesion in Birmingham: Our challenges

Community cohesion can thrive under the right conditions: decent secure homes, economic security, good neighbour relations, mutual support and respect, shared common values, and high levels of social capital. However, due to a range of social factors, it is becoming increasingly difficult to create these conditions. These include: a shrinking affordable housing sector, the impact of welfare reforms, educational disparities, health inequalities and the rapid pace of demographic change in some communities. The factors that affect community cohesion are complex and multi-layered, varying across different neighbourhoods and communities.

Feedback from consultation on the Green Paper shows that an individual's personal characteristics (for example, socio-economic status, attitudes, and beliefs), coupled with the characteristics of the community they live in, have an effect on community cohesion. Equally, ethnicity, identity, national and local politics, crime, civic participation, social capital and immigration are all factors that impact upon cohesion.

Changing demographics

As a consequence of changing patterns of migration and labour markets, Birmingham's demographic landscape is increasingly 'super diverse' both in terms of ethnicity and socio-economic class. Our communities and neighbourhoods are becoming more dynamic, complex and culturally diverse – which means that we all need to develop a greater understanding and awareness of the range of cultural norms and identities that exist in our city. This is a big social and cultural shift for some people, with big changes for the way that we all live, work, and learn together.

² <https://www4.shu.ac.uk/research/cresr/sites/shu.ac.uk/files/community-led-approaches-to-reducing-poverty-in-neighbourhoods.pdf>

³ <https://www.placesofwelcome.org.uk/>

Social and neighbourhood segregation

The national debate on segregation often centres on ideas of ethnic minorities living parallel lives and the self-segregation of communities. However, the drivers of social and neighbourhood segregation are much more complex, and the discussion must move beyond a narrow focus on ethnicity and faith. People make decisions about where they live, work and socialise based on a range of factors, including their economic and social circumstances, as well as a desire to live among people of a similar background, language and faith and this can also lead to enclaves of communities by social class.

Asked what drives segregation, communities highlighted the lack of shared community spaces and services. Where community spaces do exist, they are often neglected or under-resourced. Shared community spaces are seen as places where people of all different backgrounds can mix. They help to cultivate new intercultural social interactions and build resilient support networks.

THE FEAST

The Feast is a charity that was established after a number of successful events were held across Birmingham that brought Christian and Muslim young people together. Working predominantly with people aged 11-16, The Feast has broadened its work and now offers a safe and open space for people of different faiths and cultures to build friendships, explore faith, and change lives.

The Feast works by building good relationships with groups of young people and then inviting them to 'encounter' events where they can meet one another. These 'interfaith' events involve warm up activities, discussion starters, group work, and games which enables participants to engage with one another with respect and honesty.

The Feast is a valuable opportunity for young people to overcome their fears and gain the confidence to live well with people from different communities and faiths, and the participants are encouraged to take what they learn and look to make positive change in their own lives, as well as in the lives of their families and communities.

Website: www.thefeast.org.uk

Neighbourhood deprivation

Deprivation remains a key influencer of cohesion⁴. Despite the efforts of successive regeneration initiatives, some neighbourhoods have experienced persistent deprivation over a number of decades, even during periods of wider economic growth. These communities can feel left behind and that wealth is not

⁴ <http://image.guardian.co.uk/sys-files/Education/documents/2007/06/14/oursharedfuture.pdf>

being fairly distributed – real concerns for marginalised groups that can cause tensions and misunderstandings between communities and neighbourhoods.

On the other hand, some more affluent communities feel that they have not experienced the same level of local government or third sector investment as other, more deprived areas, creating the conception that communities are ‘competing’ for a limited pool of resources.

FINANCIAL INCLUSION PARTNERSHIP

People who don’t have access to bank accounts and low cost loans, and those living on low incomes are more likely to use the ‘alternative credit market’. This market includes ‘loan sharks’ that charge exorbitant interest rates which makes a difficult situation even more challenging for families and individuals.

The Financial Inclusion Partnership has been set up to support individuals and families improve their financial capability. The Partnership is involved in a wide variety of activities across the city, including:

- Increased Credit Union membership and take up of social housing contents insurance;
- delivering digital and financial literacy training (delivered by Catalyst CIC);
- briefings to local community organisations on the impacts of welfare reforms on individuals, children and families;
- an employment pilot for young people for 15 – 29 year olds, delivered in partnership with People Plus (YPP funded) targeting young people from St Georges. FIP is negotiating trainee and apprenticeship opportunities for this cohort of young people; and
- piloting placed based activity in St Georges, Ladywood. This pilot works with locally based agencies and community organisations to support families and individuals build financial resilience.

Birmingham’s Financial Inclusion Partnership works alongside partner organisations, such as Citizens Advice, the Consumer Credit Counselling Service, Job Centre Plus, credit unions, housing associations, banks and utility companies (gas, electricity and more).

In its aim to promote a sustainable approach to financial inclusion, the FIP has developed a strategy and [action plan](#) to address the factors that lead to financial difficulties. The strategy and action plan are underpinned by the three key principles: prevent, survive and recover.

Education

Education levels have improved in recent years, with Birmingham GCSE rates now in line with the national average. However, despite this overall improvement there are still significant differences in educational attainment between certain

social groups in the city. Increasingly we find that white boys from poorer economic backgrounds underachieve at school, compared to their peers in other ethnic groups.⁵ Gypsy, Roma and Traveller children experience some of the worst educational outcomes of all ethnic groups, regardless of gender.

The odds are still stacked against working class children achieving well at school when compared to their wealthier peers. Evidence from research suggests that:

“...middle-class children with assertive parents are more likely to receive extra help and additional resources”⁶

These educational disparities persist despite policy efforts to reduce them, most notably Pupil Premium funding (introduced in 2011).

⁵ <https://publications.parliament.uk/pa/cm201415/cmselect/cmeduc/142/142.pdf>

⁶ <https://www.britsoc.co.uk/media-centre/press-releases/2017/october/working-class-children-are-damaged-by-the-english-education-system-says-cambridge-professor/>

ASTON MEDICAL SCHOOL: NURTURING AND SUPPORTING ASPIRATIONS OF YOUNG PEOPLE

In 2016, Aston University launched the Sir Doug Ellis Pathway to Healthcare Programme for students in years 12 and 13 from non-traditional backgrounds who meet 'widening participation' criteria and come from Birmingham, the Black Country and Solihull. Pathway to Healthcare comprehensively prepares students, who do not already have the resources and connections but have talent and potential, to make competitive applications to medical school. Over 200 local young people have already taken part in, or are currently part of the programme.

The two-year intensive programme consists of a suite of activities specifically designed to remove barriers, uplift attainment, and comprehensively prepare students to enter medical school - at Aston or elsewhere - including:

- Medical taster days
- Master classes
- Work experience placements in a local GP practice or hospital
- Professional mentoring
- Application workshops
- A residential summer school, which includes a research project
- UKCAT support sessions and multi mini interviews (MMI) and interview practice support
- A-level boot camps.

The medical school was recently awarded 100 government-funded medical school places to help support our aim to create the most socially-inclusive medical school in the UK, and to train local doctors for the local community.

The Social Mobility Commission's State of the Nation report (2017) highlighted Birmingham as 'punching below its weight' on social mobility measures⁷. Social mobility is closely linked to attainment at school, with young people and parents highlighting the disparities in educational outcomes between poor and affluent areas as a barrier to social mobility. Some young people we spoke as part of the green paper consultation said that their aspirations were limited because of poor quality careers advice and a lack of encouragement from teachers, and those schools in wealthier areas provided far more support and opportunities than schools in disadvantaged areas of the city. Feedback from one of the focus group discussions on the green paper suggested that there was a lack of positive role models in schools for pupils from Black and Minority Ethnic (BME) backgrounds and that cultural misunderstanding could arise between teachers and pupils from different communities that led to problems in the classroom.

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https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/662744/State_of_the_Nation_2017_-_Social_Mobility_in_Great_Britain.pdf

Employment

Insecure work, zero hours contracts and low paid jobs can make it difficult for individuals and families to escape a life of poverty and participate fully in their communities. In April to June 2018, there were 73,000 people in the West Midlands on Zero hours contracts, 2.6% of all employed, the joint 3rd highest out of the regions⁸. Unemployment remains high in Birmingham, in the first quarter of 2018; our unemployment rate was 7.9%⁹, compared to a national average of around 4.0%. Alongside this, our skills deficit means that many people are stuck in lower paid jobs, unable to progress to higher paid roles. 13% of people in Birmingham have no formal qualifications, which limit access to employment and training opportunities.

There is not only a moral imperative to improve wages and standards of living but a strong economic case. According to a report by the Joseph Rowntree Foundation, for every unemployed person that moves into a job paying the voluntary Living Wage (which is set with regard to the cost of essentials), the boost to the local economy is £14,400 on average.¹⁰ Paying people a fair wage builds a stronger and more inclusive economy from which we all benefit.

⁸ ONS Labour Force Survey

⁹ https://www.birmingham.gov.uk/downloads/file/2541/birmingham_employment_update

¹⁰ [file:///C:/Users/perasrbs/Downloads/west_midlands_-_mayoral_briefing_online_0%20\(2\).pdf](file:///C:/Users/perasrbs/Downloads/west_midlands_-_mayoral_briefing_online_0%20(2).pdf)

BIRMINGHAM CITY COUNCIL'S LIVING WAGE BOOSTS INCOME

The Council is an accredited Living Wage (LW) employer. Contracted suppliers and their subcontractors will pay the Living Wage to employees servicing Council contracts as part of their commitments under the Birmingham Business Charter for Social Responsibility (BBC4SR). 627 non BCC employees have been uplifted through our contracting arrangements. The LW also forms part of the Conditions of Grant Aid.

The Council works closely with the LW Foundation to encourage employers, particularly in Birmingham and the West Midlands, to pay the LW and is also part of the National Social Value Taskforce which develops and promotes best practice to deliver greater social value.

When the Council became a LW accredited organisation, 3000 employees were uplifted to the LW. These included part time cleaners, lunch time assistants at schools, all internal home care staff and those working within the Council's internal care delivery services.

In 2016, the Birmingham Care Wage was implemented, which was amended in 2017 to align to the National Living Wage, for all age workers. This means that anyone under 25 (who would normally be paid National Minimum Wage) is now paid equivalent to the National Living Wage in the care sector.

The LW is not the same as the National Living Wage which is a statutory requirement as a minimum wage for over 25s. The LW is based on the cost of living, is promoted by the Living Wage Foundation and reviewed each November.

Insecure housing and high levels of transience

Due to a shrinking affordable housing sector and historically low house building rates, we are experiencing both a national and local housing crisis, leading to rising levels of homelessness.

A lack of affordable and high quality housing creates instability and isolation for individuals and families, with a particularly negative impact on children and young people. Moving home frequently, experiencing homelessness or living in temporary accommodation affects all aspects of people's lives – the ability to find sustainable employment, access to health services, educational attainment, and the chance to build rewarding friendships and social networks. Insecure housing makes it harder for people to maintain employment and can also mean that children change schools frequently, disrupting their education.

Birmingham City Council's homelessness review¹¹ identified the local population is growing at a faster rate than homes are being built, leading to an increase in overcrowding across all levels of housing.

Communication barriers

During the Community Cohesion Green Paper consultation with communities, one of the key issues identified through feedback was the need to promote the English language to help bridge cultural differences and enable people to confidently participate in wider society. The inability to communicate in the English language or to speak it well is a significant barrier to achieving greater participation and engagement, making accessing health services, employment and learning opportunities difficult. A shared language and means of communication is a prerequisite for community cohesion.

Marginalised and disadvantaged young people

Many young people are struggling with major difficulties that drastically affect their chances of success in life, such as poor mental health, social isolation, poverty and family breakdown. The young people we spoke to during the consultation clearly articulated the things that they felt would improve community cohesion: better social mobility through educational attainment, more opportunities for social interaction to build meaningful connections, and access to youth service provision and safe spaces to socialise.

Antisocial behaviour and crime is both a cause and an effect of poor community cohesion. Of course crime cannot be attributed to any single cause, but we know that vulnerable young people who lack a supportive social network are more likely to be drawn into criminal activity such as knife crime and drug dealing. A recent troubling development is the exploitation of young people by organised criminal networks to traffic and sell drugs within the UK, known as 'county lines'. Recently national report has revealed an increase in Class A drug use by young people and argues that the 'vacuum left by service reduction' has left some young people more isolated and vulnerable to this kind of exploitation by criminal gangs. Once involved in this kind of activity, young people are left 'feeling trapped with no one to help them', which only further isolates them. The rise in youth violence and knife crime could be attributed to young people indebted to these gangs¹².

People from Black and Minority Ethnic (BME) communities continue to face racial bias in parts of the criminal justice system, as identified by the Lammy Review¹³. More specifically, young people from black and black British ethnic groups are

¹¹ Birmingham Homelessness Review 2016, Birmingham City Council

¹² [\\Cendmclr\pdf\Equalities and Cohesion\Community Cohesion Strategy\research papers\County Lines National Summary - Simon Ford WEB \(4\).pdf](#)

¹³ <https://www.gov.uk/government/publications/lammy-review-final-report>

more likely to receive a custodial sentence if charged with a crime. A recent report by Birmingham Children's Trust found that black or black British young people aged 10-17 make up 46.3% of young people receiving a custodial sentence, despite making up only 10.7% of the general 10-17 population.

"...if the people we see in our area are drug dealers, what do you expect. Go to Harborne and the kids there see people in suits going to work".¹⁴

Mental health

Mental health and wellbeing has a huge impact on people across the UK and the West Midlands. Poor mental health can affect anyone, regardless of their background, and it can impact on many aspects of people's lives - not only on the individual and their family but also on communities, workplaces, public services, the economy and society as a whole. One in four adults in the West Midlands has a mental health issue. Particular groups of people are at greater risk of mental illness, including people from BME communities, lesbian, gay, bisexual and transgender (LGBT) people, the homeless, those dealing with addictions and those in contact with the criminal justice system.¹⁵ Many factors influence the risk of poor mental health including social and economic factors, and the physical environment.

The West Midlands Combined Authority has recognised the importance of tackling poor mental health in our region, and has developed the Thrive Action Plan to bring organisations and the public together to improve mental health and wellbeing in the region. These actions span all areas of public services and the wider community, not just the NHS and social care, with the aim of using resources more effectively to build stronger and happier communities.

Gender inequality

Despite some major cultural and social changes in the UK over the past 50 years, people are still not always treated equally by society. Many of the issues identified such as poverty, low pay and skills, mental health and homelessness - continue to disproportionately affect women. Many women experience gender-based violence and harassment, including domestic abuse, sexual violence and so-called 'harmful cultural practices' such as female genital mutilation (FGM) and forced marriages.

Gender inequality and gender-based violence does not just negatively affect women but whole families and communities. Gender-based violence is illegal in the UK and a clear violation of human rights, leaving lasting emotional and physical trauma that exacerbates existing gender inequalities.

¹⁴ Feedback from young person in inner city ward as part of the Community Cohesion Green Paper Consultation

¹⁵ <https://www.wmca.org.uk/media/1420/wmca-mental-health-commission-thrive-full-doc.pdf>

While gender-based violence occurs in all communities – across all ethnicities, cultures and faiths – there are certain social and cultural factors that can make women and girls more vulnerable to abuse. According to the latest Office of National Statistics data:¹⁶

- Women with a long-term illness or disability are more than twice as likely to have experienced domestic abuse in the last year than other women;
- Women living in households with an income of less than £10,000 are more than four times as likely to have experienced domestic abuse in the last year than women living in households with an income of £50,000 or more;
- Women from mixed/multiple ethnic groups were more likely to have experienced domestic abuse in the last year than any other ethnic group;
- Women living in social housing were nearly three times more likely to have experienced domestic abuse in the last year than women who owned their homes.

A prominent theme of the Community Cohesion Green Paper consultation was the need to understand and challenge the cultural practices and norms that hold women and girls back from realising their full potential, and which make them more vulnerable to gender-based violence. Many people shared their experiences of specific cultural practices that they felt deepened existing gender inequalities such as women being discouraged from learning English, restrictions being placed on the movement and activities of women and girls, and young men and women being forced into marriages.

Recognising that gender-based violence and inequality exists in all our communities, we need to have an open and honest dialogue about what we can do to make sure that women and girls from all backgrounds are able to fulfil their potential and live lives free from violence and abuse.

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<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/womenmostatriskofexperiencingpartnerabuseinenglandandwales/yearsendingmarch2015to2017>

SMART WOMEN

Smart Women Community Training Centre is a grassroots organisation based in Sparkbrook that was set up in 2012. The centre provides a safe and supportive space for women and girls to meet, as well as facilitating a range of activities such as coffee mornings, gym and fitness, sewing, and national and international trips.

The centre supports up to 50 women a day in different ways including offering support to women who are victims of domestic abuse, teaching them about their rights, and supporting them to improve their English. The centre also enables women to come together to identify local issues and possible solutions to these problems. Women are able to seek support and guidance on issues such as domestic violence, mental welling and social isolation.

In 2017, using funding from the Big Lottery, the centre organised a marketplace event that was attended by members of the local community, police officers and councillors. Local women were invited to have a stall for things they wanted to sell, such as dishes or items they'd made themselves.

The centre enables local women to come together as a community whilst also empowering them, reducing social isolation and enabling them to have completely new experiences.

Contact email address: swctc@hotmail.co.uk

It is important that the voices of women and girls, especially those from low income or BME communities, are heard in conversations about community cohesion. Often women are under-represented in decision-making processes.

Despite representing 51% of the population, women make up only 34% of councillors in Birmingham. One of the key issues expressed in the consultation on the green paper was that individuals and communities with low social capital and no influential contacts were excluded from the corridors of power. At a time when public services are being cut – often with the biggest impact on the most vulnerable groups in society – it is more crucial than ever that we engage with and listen to the people that are not always heard.

We believe that community cohesion is important if we are going to create a city where the diversity of local people and neighbourhoods is valued and where everyone has a sense of belonging. But in order to promote community cohesion, we need to tackle these challenges and create the right conditions in which everyone has the same social and economic opportunities.

TOGETHER WE CAN!

Together We Can! Is a three year intergenerational, community-building project within the Firs and Bromford neighbourhood (east Birmingham). The overall aim of the project is to “contribute to a flourishing community, with flourishing connections between flourishing people”.

TWC! pursues three parallel strands of work across two age bands (young people and adults):

- Street connecting – making connections with and between local people, e.g. supporting people to plan and run micro-level street events;
- Doing stuff together – facilitating places and groups which local people feel they belong to and can contribute to, e.g. supporting young people to hold afternoon tea sessions with older people in the neighbourhood;
- Support and development – supporting local people to grow in the confidence, skills and connections needed to be able to participate in and contribute to the life of their neighbourhood and the wider world, e.g. facilitating weekly drop-in sessions for young people.

Through a range of focused activity, TWC! brings together youth work and adult-focused community work to maximise the opportunities for intergenerational (as well as cross-cultural) interaction and relationship-building. TWC! seeks to help and support local people to establish sustainable livelihoods, including developing personal skills, strong social networks, and financial security.

Website: www.firsandbromford.co.uk

We want Birmingham to be a place where people of different backgrounds have the same life chances and the ability to achieve their aspirations; where there are strong positive relationships in neighbourhoods, workplaces, and schools between people of all different ethnic and social identities.

MINDAPPLES – HODGE HILL ARTS FORUM

During 2016, Hodge Hill Arts Forum ran an arts project that was part of a 2 year Connecting Communities through Culture Programme (funded by the Department for Communities and Local Government, Arts Council England, and Birmingham City Council). The project focussed on improving mental wellbeing after people living and working in the area identified depression, isolation and a lack of provision for families as significant issues for them. The project used the Mindapples framework which encourages everyone to take care of their minds in the same way we take care of our bodies.

Hodge Hill Arts sits under No. 11 Arts which is an umbrella organisation created to support Birmingham's network of neighbourhood arts forums. No 11. Arts promotes and facilitates arts activities with communities across the city since research has shown that arts based approaches can help people to stay well and experience a better quality of life.

Mindapples encouraged local citizens in Hodge Hill to take up regular creative activity to relax, meet new people, spend time with loved ones, and be kind to their minds. People were first asked to share their 5 Mindapples and were then invited to take part in a range of free arts activities in their local area across three venues and over several months.

Mindapples provided people with the opportunity to come together with others and participate in arts activities in a safe space and over a sustained period of time, and the outcomes of this project were extremely encouraging with participants showing and referring to great changes in their mental wellbeing. Many participants are still linked into the host groups and venues, now regularly participating in other creative, health and fitness related activities, as well as having access to support groups and other No. 11 Arts projects and activities.

A living strategy: Proactive and adaptive to new challenges and opportunities

The rapid pace of change in our communities and national/local policy drivers mean that our approach to community cohesion needs to be resilient and flexible, adapting and responding to new challenges and opportunities. This is why the Community Cohesion Strategy will be a living document that will adapt and respond to new ideas, robust research and examples of community cohesion in action.

Birmingham will develop a knowledge bank that will help build our understanding of our people, communities, neighbourhoods and city, and of the methods to measure our progress. Our collective knowledge and understanding will support evidence based policy and practice.

SECTION 2

BIRMINGHAM'S VISION AND APPROACH: A SHARED RESPONSIBILITY

Promoting community cohesion is the responsibility of everyone of Birmingham. This means we need a city-wide approach that harnesses all our resources, expertise and experience to find the right solutions to be a fair, caring, welcoming and inclusive city for everyone.

Our vision for a great city:

Birmingham is a welcoming city where everyone has an opportunity to contribute and benefit from the success of the city. The city and its neighbourhoods are safe and flourishing places to live, work and grow up in, they are well connected places where people from all backgrounds trust and support each other. People of all backgrounds realising their full potential and exercising their rights and responsibilities.

SPARKBROOK CLEAN UP

The Sparkbrook Neighbourhood Forum was set up in 2011 and is run by local people who want to make a difference. After speaking to residents, the Forum found that the top priority in the local area was to tackle litter and fly-tipping which affected them on a daily basis.

The Forum created an on-street campaign, Clean Medina, which runs every three months and has up to 100 people taking part. Volunteers include parents, children and neighbours from the local church, Mosque and community organisations, as well as councillors and the police. Children participating in the clean-up are rewarded with either a healthy treat bag or activity, such as a visit to the Safari Park, London Science Museum or thrill activities. As the initiative is becoming a constituted body, volunteers can apply for small pots of funding to help pay for these trips, treats and much needed equipment. The Forum has recently bought a community litter pickup truck and Birmingham City Council provides free access to the council's tip which means volunteers can regularly drive round the area picking up rubbish.

The benefit of working together has not only meant that hundreds of tonnes of rubbish has been collected over the years, but residents have managed to create better relationships with one another and fulfil dreams that may never have happened, such as going horse riding. Clean Medina has meant that residents have become better organised and are now working across different faiths to tackle local issues in the community.

Realising our vision will mean that, as a city, we continue to learn and adapt to new challenges and opportunities.

The responsibility of promoting and building strong community cohesion is everybody's business and no single agency alone can combat the barriers to cohesion. Our approach will build on the experience and skills of all our partners, and celebrate all that is great about Birmingham.

Our strategy

This Community Cohesion Strategy outlines the city's joint commitment and approach to promoting cohesion. It sets a clear strategic direction for greater alignment of all our priorities and activities, to deliver real impact. Eight guiding principles, identified from city-wide discussions, support our vision and underpin the strategy. Community cohesion and integration happens at different levels, including across the city, in neighbourhoods, schools and work places. Therefore, the success of our approach will rely on the city, the council and communities embedding these principles in strategic and local approaches that promote cohesion and support communities to develop a sense of belonging.

The following set of proposed guiding principles should be integrated in policies, plans and initiatives:

1. Mainstream cohesion: making cohesion everyday business

Mainstreaming community cohesion means that it should become part of everyday policy, practice, design and delivery - it should not be just a bolt on project or agenda. All partners will have a collective understanding of community cohesion and recognise that it needs to be integral to all their strategies and practices. Embedding a joint approach to cohesion in all our core services and responsibilities will help us to recognise any challenges early and prevent issues from escalating.

2. Connect and exchange ideas that promote cohesion and mobilise social action

We will connect places, people and communities and encourage them to share knowledge, exchange ideas and drive local innovation in building confidence and tackling local challenges.

We will support residents to co-produce services and solutions, empowering communities to be active participants in change.

3. Nurture and supporting the aspirations of young people

We need to give every child the best start in life no matter what their background. All young people should get a fair chance to realise their

ambitions and hopes for the future. They should not be held back because of a lack of resources or influential connections, who they are or where they live. They should be able to safely travel around the city to enable them to build social connections and access opportunities that enhance their life chances. Every young person should have access to safe spaces to learn, play and socialise.

4. Promote rights and responsibilities

We will create a city where everyone has a strong sense and understanding of their rights and responsibilities - both what is expected of them and what they should expect of others. We will tackle the tensions that arise within and between communities and promote understanding and awareness of the many diverse communities and cultures in our city. This includes promoting respectful attitudes and behaviours towards others who may be different from 'us'. We will ensure that everyone has access to advice and guidance on their rights, with a focus on housing, financial inclusion, and education.

We will increase take up and provision of ESOL (English as a Second Language) training to support non-English speakers to understand and exercise their rights, engage with democratic processes, access services and take advantage of the city's economy opportunities. We agree with the recent report from The All-Party Parliamentary Group (APPG) on Social Integration which states that:

*'...the ability to speak English should be viewed as a right extended to everyone in our society no matter what their background or income level.'*¹⁷

5. Progress equality in all spheres of social and economic life

We want to eliminate all forms of inequality and gender based discrimination and violence in Birmingham. We will challenge practices and social norms that hold people back from realising their ambitions and participating in the city's social and economic life.

We will ensure that everyone is treated fairly, with dignity and respect, including those with protected characteristics¹⁸ (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).

¹⁷ <https://the-challenge.org/uploads/documents/APPG-Integration-not-Demonisation-Report.pdf>

¹⁸ <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Diversity in the workplace is an economic and social asset¹⁹ which should be at the heart of all organisations and reflected at all levels of the organisational workforce. Our workplaces should aspire to represent the communities we serve.

6. Promote inclusive economic growth that benefits everyone across Birmingham

The benefits of economic growth should be shared and accessible to everyone. Working with partners at a local, regional and national level, we will seek to ensure that economic strategies are inclusive and impact locally; addressing the distinct social, economic and cultural challenges and opportunities within our neighbourhoods. We will improve social mobility by promoting routes into employment, career progression in work and create opportunities to boost earning power.

WOMEN'S LEADERSHIP PROGRAMME

The Women's Leadership Programme began in 2017 and was run by Near Neighbours. The two six-month long leadership development programmes supported women from different faith backgrounds who were active locally and had the potential to be regional or national leaders.

The sessions enabled women to develop their skills and confidence, look at habits that damage success, develop self-awareness and build strong, supportive relationships. The first programme included a two day residential in which the participants learnt to use coaching techniques and the courses concluded with a conference on International Women's Day (called Women, Equality and Faith) which looked at issues that marginalise women in the faith and interfaith arena.

During the final session of the last course one woman said, "When I stood in the room, I was myself for the first time – and I was astonished by the impact that has on others". Another said, "I felt more in control at work – and happier about the things I can't control".

After the formal part of the programme ended, the women continue to meet in four local coaching groups offering support and development to others. Near Neighbours intends to continue to offer workshops and conferences to build on the confidence, skills and relationships that have been nurtured over the past year.

Website: www2.cuf.org.uk/thrive-together-birmingham/near-neighbours-birmingham

¹⁹ https://www.wmca.org.uk/media/2218/leadership-diversity-in-the-west-midlands_-002.pdf.

7. Empowered and engaged neighbourhoods

We will promote asset-based approaches that empower individuals, families and communities to be active participants in the conception and design of solutions that improve their wellbeing, rather than passive recipients of poorly conceived responses. This will involve harnessing all our strengths including the skills, expertise and experiences of local people, community networks, buildings and public spaces. We will create shared spaces for communities to come together to celebrate events and run activities that serve to bring people of different backgrounds together; as well as constructive spaces to have 'difficult conversations' to dispel myths and misunderstandings between and across communities.

COLOUR ME QUEER

Colour Me Queer was a series of workshops aimed at young LGBTQI people of colour. They were run in 2017 in Balsall Heath by The GAP and UNMUTED and commissioned through Birmingham City Council's Next Generation Arts Activities funding. The GAP is a Birmingham based company that originally has its roots in education and theatre, and now runs as a venue and project space working in drama and other forms of creative and cultural action. UNMUTED is a community led social and peer support network in Birmingham for people of colour who identify as Lesbian, Gay, Bisexual, Transgender, Queer or Intersex (LGBTQI).

Participants were supported by queer artists of colour to create a series of three 'zines' (non-commercial magazines), in a space they could call their own, and to hold a public launch event. Providing dedicated time, space and a public platform for young queer people of colour was a key achievement, and it was apparent in the first few sessions just how much this was needed. The workshops provided the opportunity for young queer people of colour to share their experiences, produce work together and support one another, and the launch event gave the participants a platform from which to share their stories and raise public awareness about issues relating to a minority group.

The production of zines that focus on the experiences of young LGBTQI people of colour, written and edited by them, and available to the public, is an important achievement of the project as there is limited literature available on the subject, and certainly barely any produced by these people themselves. This is a source of significant pride for each of the participants and has created a sense of collective identity for the group that continues after the project ended.

Websites: www.thegapartsproject.co.uk
www.unmutedbrum.com

8. Uniting people and communities through cultural and sporting engagement, expression and celebration

Cultural and sports participation will be a key driver for cohesion through a rolling programme of projects and activities that celebrates the voices, talents and energy of our communities and shares them across the city and the world. This approach is proven to have powerful health and social

benefits, to support and accelerate other aspects of the strategy, and will become a key and distinctive approach leading up to the 2022 Commonwealth Games.

ROYAL SUTTON COLDFIELD TOWN COUNCIL

Royal Sutton Coldfield Town Council was formed in the summer of 2015. As England's biggest town council it serves 95,000 residents and just over 41,000 households in the town. Initially, it was established as a 'parish council' and one of the first resolutions of the Council was to adopt the status of 'town'. Roles and responsibilities of the Council remain the same as those of a parish council.

The Council is a first tier of local government and is funded by a precept, which is paid by the residents of Sutton Coldfield via council tax to Birmingham City Council. This fund is given to the Town Council to commission and provide certain local services. This means that decisions are being made at a very local level and can be shaped and delivered in response to local needs.

Twenty- four Town Councillors are elected every four years across eight wards. The Town Mayor and the Deputy Town Mayor are elected each year at the Annual Town Council Meeting. Their duty is to act as the public facing image of the Town Council and their role includes meeting the local community, networking and supporting local events within Sutton Coldfield. The Town Council also appoints a Leader whose job it is to assist the Town Clerk in the day to day running of the Town Council.

Town Councillors in consultation with local residents have identified a set of priorities for Sutton Coldfield. These priorities are to:

- represent Sutton Coldfield's interests on key strategic issues facing the town
- work with the local community and partners to ensure that the town becomes a more vibrant, better served, more prosperous, cleaner, greener, safer and inclusive place in which to live, work and enjoy life
- enhance the organisational management, capacity and efficiency of the Town Council in addressing the needs of the community

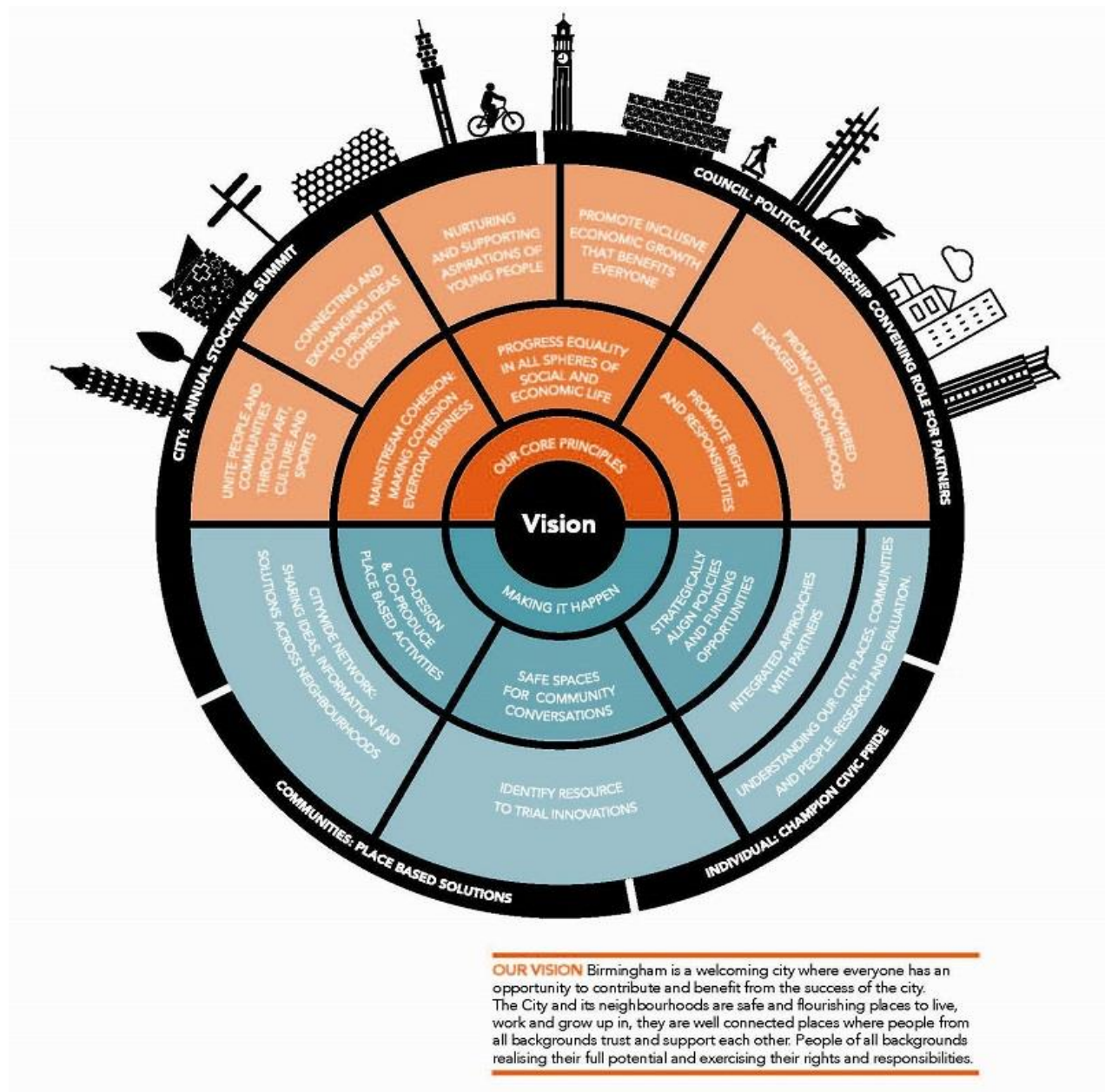
Sutton Coldfield's Strategic Plan 2017, provides a clear direction to guide the Town Council in its crucial formative years to achieve the initial corporate priorities and details a comprehensive framework to shape future activities and actions.

Website: www.suttoncoldfieldtowncouncil.gov.uk/the-council

SECTION 3

BUILDING BLOCKS FOR MAKING IT HAPPEN

Community cohesion strategy for Birmingham



Leadership

Strong balanced leadership and a long term commitment is needed from across communities, individuals, public and business sectors, as well as voluntary and community and faith organisations, to deliver the ambitions of our approach.

City: Strategic leaders within their own spheres of influence will drive policy and practice to address the drivers of social and economic inequality that undermines the cohesion of the city. City leaders will mobilise their collective resources, influence and expertise to promote Birmingham as great place to live, learn, visit and to do business. They will also be ready to respond to any risks that threaten the security and safety of our city; all of which are important to creating better and safe environments, promoting greater economic participation and more cohesive communities. There will be moments when strategic partners, at a city-wide level, can celebrate success, confront challenges together and share learning from local initiatives.

Council: The council will fulfil its democratic mandate from Birmingham communities to provide leadership and accountability on promoting cohesion. Equally, it will provide strong cross-party political leadership, influencing policy at a city, regional and national level; and continuing to work with government on dismantling structural inequalities that undermine cohesion of the city. The council will also play a convening role for partners that go beyond the 'usual suspects' to share and exchange ideas and champion 'what works'. Similarly, it will monitor and respond to any local or national influences that threatens cohesion. It will be vital to support a robust evidence base by working with partners and communities to collect and analyse data and local intelligence from national and local sources.

Community: Neighbourhoods are where many people construct a sense of place and identity. Local communities and individuals have a crucial role to play in building resilience by supporting each other to overcome challenges, hardship and divisions. The voluntary, community and faith sector organisations are well placed to provide leadership in identifying and supporting community based solutions. There is strong evidence that is already happening across the city and we will build on this by supporting the sector.

Individual: Individual action and championing civic pride makes a positive contribution to cohesion. There is a range of ways in which individuals can promote cohesion. Engaging in volunteering can

empower individuals to affect positive change and form networks with new people in their communities, participating in civic life and design the right solutions that promote cohesion. Everyone should challenge and reject all forms of discrimination and extremism that undermine equality and fairness; gender based violence, harmful sociocultural norms and practices.

ST. PAUL'S COMMUNITY DEVELOPMENT TRUST

St. Paul's Community Development Trust is a charity that was established by three small groups working with the community of Balsall Heath. The Trust works with and alongside children, young people, and adults in Balsall Heath and the wider neighbourhood to promote education, recreation, and life-long learning.

The Trust provides a number of services, including an independent school, Early Years Services, nurseries, St Paul's City Farm, and the Ellen Gee canal boat. Across these different services, the Trust delivers and facilitates a wide range of events and activities including:

- **#GetBalsallHeathReading** – a literacy campaign in partnership with Smartlyte which aims to improve the skills of parents to enable them to better support their child's development, enhance their own social mobility, and create a more integrated community;
- **Coffee mornings** – an opportunity for people aged over 50 to have refreshments, socialise, and take part in activities at the Trust's farm;
- **Housing, benefit and debt advice** – working in partnership with Narthex to offer free advice for local families;
- **Talking Together Stay and Play** – sessions for parents/carers and their children to learn English through play and fun activities.

The Trust is dedicated to working for and with the local community to help secure better opportunities and better quality of life for people who are disadvantaged in a deprived area of the city.

Website: www.stpaulstrust.org.uk

Smartlyte: www.smartlyte.co.uk

Narthex: www.narthex.org.uk

How do we make it happen?

Translating the ambitions of the strategy will require action from across all sectors and communities. As a city we will make the best of our resources and assets to deliver on tackling the stubborn drivers that undermine cohesion. As start we will work on:

Understanding our city and communities: building a strong evidence base

We will develop evidence based approaches to promote community cohesion. Aston University will convene a research and intelligence group including academics, government, public agencies, social researchers, and the

voluntary/community sector. This is a central aspect to building our knowledge and understanding of the dynamic nature of diverse communities. Continual research and analysis of the challenges and opportunities will enable evidence based policy and decision making. We will do this by:

- Identifying trends by city-wide data collection and analysis of quantitative and qualitative research that takes a deep dive into root causes, risks and quality of life/wellbeing factors
- Developing and publishing a set of robust measures and indicators to monitor how Birmingham is doing overall and evaluation of interventions.
- Capturing data from local community insights and narratives, local Voluntary Community Sector (VCS) and councillors. Using different channels to capture data including social media and online platforms.
- Building on global, UK and regional insights - looking at 'what works' and lessons for Birmingham.
- Setting measures for community cohesion and support the collection of data and its analysis.

This approach will help us monitor progress and impact.

A strategic partnership-led approach

Through strong partnerships we will help create the conditions for a fairer and cohesive city. Making a success of our approach will require leadership and commitment of our partnerships which underpin our approach to span the public sector, faith and community organisations, communities, universities, colleges and schools, the business community, and the arts and cultural sector. Our collective approach will enable individuals, families and communities to take control of their own lives and participate fully in the social and economic life of the city. We will do this by:

- Continuing to build on the work of our existing partnerships where community cohesion is integral to the successful delivery of their plans and strategies, including (but not limited to): Birmingham Community Safety Partnership, Financial Inclusion Partnership, City Partners, Birmingham Social Housing Partnership, Birmingham Education Partnership, Birmingham Migration Partners, Birmingham Health and Wellbeing Partnership and Child Poverty Action Forum²⁰.

²⁰ <https://birminghamchildpovertyactionforum.org/>

- Where it makes sense for Birmingham, we will strategically align our approach to national and regional policies, including the Government's Integrated Communities Strategy and the West Midlands Combined Authority's approach to inclusive growth, and work constructively with national and regional teams.
- Birmingham Partners will work with local communities to hold an annual programme of local community events across the city. The Community Cohesion Summit and local events will enable communities, council and city partners to understand and respond to the changing needs of our city and communities; share learning and exchange ideas; forge new relationships and identify opportunities for joint working; evaluate our learning and identify what works and what doesn't, and collectively respond to new opportunities and challenges. It's crucial that we continuously learn and take stock of our approaches through ongoing dialogue and engagement between communities, practitioners and partners from different spheres of influence.
- The 2022 Commonwealth Games presents a great opportunity for Birmingham and its citizens to capitalise and build on our rich and diverse sports and cultural offer. The Games aim to provide a number of key opportunities for our citizens to engage in and benefit from, including:
 - Chances for our citizens to get active and feel healthy, both physically and mentally;
 - Making the city more connected and encourage more active travel by extending and enhancing walking/cycling networks and cycle schemes;
 - Recruiting approximately 12,000 volunteers (reflecting the diversity of our city) to welcome people to Birmingham during the Games;
 - Delivering a cultural programme that includes and reflects Birmingham's diverse communities.

Inclusive growth that benefits everyone

We want the city's economic prosperity to benefit everyone. We will work with the West Midlands Combined Authority to deliver their ambition to "link cranes with communities", so that investment into transport, homes, and business premises benefits all citizens. We will do this by:

- Making the most of High Speed 2 (HS2), a major new planned rail line linking Birmingham, London and cities across the North, estimated to create around 15,000 jobs by 2020. A programme of activity will support local people into secure employment across a range of construction, planning and engineering opportunities arising through the delivery of HS2. The National College of High Speed Rail based in Birmingham will train engineers and upskill the workforce.

The HS2 programme will coordinate and promote a 'HS2 ready' careers inspiration programme offer to young people in schools, colleges, universities.

- Continued engagement with the business networks such as the Thrive network and big sector business across the city will play a crucial role in career advice and development. Members of the business community can make a valuable input not only in advising pupils on the range of career opportunities available but also drive the direction of schools through for example, sitting on their governing bodies.

Targeted and place-based activities

We want to pool our collective assets, expertise and experiences to locally target some of the stubborn and complex issues that undermine community cohesion. We will do this by:

- **Encouraging all schools to be awarded Rights Respecting School status** to improve well-being and develop every child's talents and abilities to their full potential.
- **Protect vulnerable young people from violence and crime.** We will work with partners to deliver a range of activities that will work on preventative activity.
- **Remove barriers to communication:** Birmingham City Council will work with communities and partners to promote an offer of English provision that is flexible and responsive to individual's needs. We will build on the Council's programme of ESOL provision including, ESOL for Work, engaging employers to promote English at work and Voluntary Sector organisations to support flexible delivery of provision that leads to confidence and fluency in speaking, reading and writing in English.
- **Tackling homelessness:** there are two key stages to tackling homelessness: prevention and support at an individual's crisis point. Earlier this year, Birmingham launched its homelessness prevention strategy which is a partner-led strategy and a joint commitment from those across public, private and third sector organisations to work together to eliminate homelessness in Birmingham. This recognises that homelessness can affect anyone at any stage of their lives and seeks to identify those who are at high-risk and to prevent them from becoming homeless. Extensive work is also taking place to support those who are already sleeping rough with multi-agency teams set up to offer guidance and help to individuals who have multiple and complex needs.

- **Intercultural and interfaith conversations and action to create mutual understanding and trust.** We will design local events to bring different ethnicities and faith communities to share their cultural and social life.
- **Co-designing and co-producing local solutions** that promote an asset based approach to local problem solving, such as improvements to open public spaces; friends of local parks groups; and community clean-ups. This approach enables individuals and communities to find local community-led solutions; encourage collective action to build stronger and more resilient places.
- **We will establish a city-wide network and a repository that will facilitate sharing ideas, information and solutions across a network of neighbourhoods.** Gather good ideas and good practice from around the country and communicate it widely to enable people to be inspired by things happening elsewhere.
- **Local Councillors in their community leadership role** will deliver on Localism by working with communities and local organisations to design place based approaches that shapes council policy and practice.

Measuring and monitoring where we are making a difference

It's important for us to know if and where we are making a difference: to know which policies and initiatives are working and which are not. This will help us identify any gaps, and where more work and investment is needed.

We will do this by:

- Developing performance measures to help monitor improvements and gaps.
- We will work with communities to develop indicators to measure success in different settings.
- We will use our annual residents' survey to measure community cohesion.

Identify resources to trial innovations

To support the effective delivery of the strategy will require resources to innovate, upscale and test out new ideas by looking at how we can reshape our existing resources. The impact of austerity and reductions in public sector provision on community cohesion was an overwhelming concern from the responses to the Green Paper.

Reducing public sector resources and provision are having worrying consequences on community cohesion. However, there are opportunities around strategic agencies, schools, higher and further education organisation and VCS

working in-kind or with project funds in a co-ordinated approach to shared actions. Many respondents offered ideas and how their respective organisations could play a role. Similarly, opportunities arising from Trusts and other funders can sponsor activity that promotes cohesion. Equally, we will work with Government departments and the West Midlands Combined Authority to explore piloting activity that promotes community cohesion.

APPENDIX A

ACKNOWLEDGEMENTS

Thanks to all the individuals and organisations that contributed their time and expertise to this strategy, including:

Written submissions

ACAS
Acocks Green Neighbourhood Forum
Aston University
Birmingham St Mary's Hospice
Birmingham SACRE
Culture Central
John Taylor Hospice
NHS Birmingham and Solihull Clinical Commissioning Group
University of Birmingham
West Midlands Police

Focused discussions facilitated by the following organisations and supported by Suwinder Bains and Naomi Todd, Strategic Policy Team, Birmingham City Council

Birmingham Aspiring Youth Council: Darnish Amraz and Tom Muirhead, Youth Service
Balsall Heath Children's Centre - Hafsha D Shaikh, SMARTLYE & Alison Moore
Birmingham Social Housing Partnership - Sophie Hall
Concord Youth Centre – Habib Ullah, Youth Service
Naseby Youth and Community Centre – Surinder Ark-Sandal, Youth Service
Oakland Young People's Centre – Habib Ullah, Youth Service
Nechells POD – Noran Flyn & Shantel Carty
SMART Women – Rubina Tareen, CEO
Thrive - Nick Venning and Fidelis Navas (Co-chairs)
United Midlands Black Organisations – Ricky Delany (Co-chair)
Voluntary & community network with Women Acting In Today's Society (WAITS) – Marcia Lewison, CEO
Women to Women Forum – Rahila Mann, Prevent Engagement Officer

Birmingham councillors and officers who contributed to the Strategy:

Councillor Tristian Chatfield, Cabinet Member for Social Inclusion, Community Safety and Equalities

Councillor Ian Ward, Leader of Birmingham City Council

Councillor Ewan Mackey (Con)

Councillor Roger Harmer (Lib Dem)

Jonathan Tew, Assistant Chief Executive

Suwinder Bains, Cohesion and Partnership Manager

Naomi Todd, National Graduate Development Programme (ngdp)

Mary Crofton, National Graduate Development Programme (ngdp)

APPENDIX B

CASE STUDIES

Highlighted below are more examples of projects and services that are helping to develop community cohesion in neighbourhoods across Birmingham.

CLIMATE ACTION NETWORK WEST MIDLANDS

Climate Action Network West Midlands (CANWM) is a free and open network that aims to increase public awareness of and engagement with tackling global warming. CANWM works with individuals, environmental groups, community groups, faith networks, sustainable businesses, local authorities, and others to develop and distribute information on the causes and impacts of global warming, as well as supporting community-level action.

As part of their work, CANWM has delivered workshops on key topics, including transport, food, energy and resources, housing, employment, and education. As part of their current work, the network is focussing on how the region can deliver an environmentally friendly 2022 Commonwealth Games.

CANWM is built on the ethos that we're stronger together, and it centres on establishing connections between people who share similar aims and values. The network brings together people from different backgrounds and spheres, whose actions span from personal to political and from local to national to global.

Website: www.climateactionwm.org.uk

THRIVEBRUM

ThriveBrum is a volunteer-led network that promotes Responsible Business in Birmingham. Founded in 2005, they aim to identify and share best practice in the field of Responsible Business / Corporate Responsibility / Sustainability in order to make best practice become universal across the city. Their three key objectives are to:

- Share - provide a platform to share good practice;
- Promote - connect people to share our goals; and
- Do - help employers be responsible with practical action.

The network organises a range of events and campaigns with policy makers, practitioners, businesses and academics, for example they have an active LinkedIn group with more than 450 users and 700 followers on Twitter. They also organise an annual summit in partnership with Aston Business School. These open events explore ideas to promote responsible business and effective policy making that creates a fairer city for everyone.

Website: <https://www.thrivebrum.org/>

BIRMINGHAM SACRE

Birmingham's SACRE (Standing Advisory Council on Religious Education) is one of the most active in the UK. It's sixty or so members drawn from faith and non-faith communities work together to agree a syllabus for the teaching of Religious Education in school. This syllabus is mandatory for those schools that are run by the local authority but many academies, free and independent schools choose to follow the SACRE syllabus. Consequently, 80% of all Birmingham primary schools and 53% of all secondary schools use the agreed syllabus.

SACRE's entitlement statement, last revised in 2015, is clear in its regard for Community Cohesion:

"... the focus of RE is the development of character of pupils with 24 dispositions that will enable pupils to live well and in harmony with their neighbours...pupils have the right to learn about a range of faiths found in the City of Birmingham as well as the tradition to which their family may belong."

The Syllabus revolves around the 24 dispositions. These are a set of values that have been agreed by SACRE. They are wide ranging for example 'Appreciating Beauty', 'Living by Rules' and the particularly pertinent 'Creating Unity and Harmony' and 'Cultivating Inclusion, Identity and Belonging'.

Birmingham children that follow the SACRE agreed syllabus have values-based lessons using the disposition as a starting point. Over time, children of all faiths and none will see the dispositions being exemplified through the nine largest religious traditions in Birmingham and from non-religious world views. Children find out that all the City's faiths believe in the same basic values and that these are in harmony with national government's British Values. First and foremost, our children are therefore learning FROM faith rather than learning ABOUT religious traditions.

A dedicated web site provides primary schools with routes through a comprehensive lesson bank, the lessons being selected and ordered so that children start to explore the disposition through the most prominent religious tradition or universal view in their school. The lessons use the scriptures from faith traditions as well as first-hand contemporary examples of faith in action often from an extensive bank of films made in Birmingham.

You can see a trailer for the films at <https://app.box.com/v/BirminghamSACRE>

Website: <https://www.faithmakesadifference.co.uk>

CULTURE CENTRAL

Culture Central is a collective voice and development body for culture in the Birmingham City Region and its purpose is to make the region an internationally recognised place for culture and creativity. Culture Central is committed to developing and leading projects, alongside other leadership bodies in the city region, that have the potential for a positive impact on both the sector and on the region alike. Culture Central prides itself on their inclusive understanding of culture, and it covers everything from heritage to ballet, and bhangra to virtual reality.

Working with organisations and institutions of all sizes and all interests is a key part of this work and Culture Central engages with major anchor institutions (such as universities and businesses) as well as smaller creative businesses and arts organisations. This collective approach makes sure cultural and creative industries can play a central role in important strategic initiatives relating to skills, economy and community development.

Website: www.culturecentral.co.uk

COMMUNITY ENVIRONMENTAL TRUST

The Community Environmental Trust (previously called the Castle Vale Community Environmental Trust) was set up during the regeneration process of Castle Vale and was tasked with ensuring that the regeneration took into account the environment at all stages of the process.

Towards the end of the regeneration process, the Trust started to focus on projects that benefitted Castle Vale but could also be run in other areas of Birmingham. The Trust is now an integral part of the environmental movement in Birmingham and has partnerships with charities, community groups, the City Council, and other groups across the city.

The Trust supports and delivers a number of projects, including:

- Forest Schools – an innovative educational approach of playing and learning that uses the environment as a tool to develop children's personal, social and emotional skills, including engaging with children with additional support needs;
- Confidence Through Conservation – a project for those interested in the environment to protect and improve these areas while gaining valuable transferable workplace and practical skills;
- Community Garden – a project that enables residents who wouldn't normally be able to participate in gardening activities in a safe and friendly environment to do so, while also promoting intergenerational socialising.

The Trust enhances community cohesion and local resilience by enabling people to explore, improve, and benefit from local community assets, bringing people together who would not usually socialise, and promoting healthier life choices.

Website: www.environmentaltrust.org.uk

ST BASILS

St Basils is a local charity that works with young people aged 16-25 who are homeless or at risk of homelessness across the West Midlands. St Basils has a range of prevention, accommodation, and support services to help young people regain the stability they need to rebuild their lives, gain skills, training and employment and move on. Their aim is to help young people successfully break the 'cycle of homelessness' so that they can go on to experience a bright, fulfilling future and never return to a state where they are at risk of homelessness again.

Some of St Basils' services include:

- Schools Training and Mentoring Project - Awareness raising with young people about the causes of homelessness and where to go for help before situations escalate
- Family Mediation Service - Support for young people who are in conflict with family/carer which may result in them becoming homeless
- Learning, Skills and Work - Supporting young people to engage in meaningful activities including employment, education, and training
- Supported Accommodation - Offering young people accommodation with different levels of support to ensure they can live independently once they move on

Website: www.stbasils.org.uk

NECHELLS POD

Nechells POD is a charity that works with local schools, voluntary and statutory organisations, and local partners to support the Nechells Community by providing advice, information and guidance, diversionary activities, adult and family learning, and parent support. It provides a safe and welcoming space in which residents can get together to participate in a wide range of activities and access services that empower them to lead self-determined, fulfilled lives, and feel a sense of belonging to their community regardless of age, gender, race, faith or social background.

Some of these activities include:

- Nechells Safe Haven – A project that aims to engage residents in activities that improve community cohesion and reduce social isolation, engage residents in training, volunteering and self-development activities, and ensure residents experience improved mental and physical well-being through participation in activities that promote healthier lifestyles
- Parent and Child Language Course – Offers parents and toddlers whose first language is not English the opportunity to learn the language together
- Summer Reading Challenge – Taking part in the Reading Agency's annual reading challenge that rewards children for visiting their local library and reading during the holidays
- Cook and Taste – Working with Food Net to improve the nutrition and diets of Nechells' residents
- Meetings with West Midlands Police – Holding regular meetings with the police for Nechells' residents to keep up to date with what is happening in their neighbourhood

Website: www.nechellspod.com

UNICEF RIGHTS RESPECTING SCHOOL AWARD: CELEBRATING CHILDREN'S RIGHTS

The UNICEF UK Rights Respecting School Award (RRSA) is based on principles of equality, dignity, respect, non- discrimination and participation. The RRSA seeks to put the UN Convention on the Rights of the Child at the heart of a school's ethos and culture to improve well-being and develop every child's talents and abilities to their full potential. A Rights Respecting School is a community where children's rights are learned, taught, practised, respected, protected and promoted. Young people and the school community learn about children's rights by putting them into practice every day.

Birmingham City Council has developed a partnership with UNICEF to train and support Birmingham schools in becoming Rights Respecting schools. The initiative has been promoted through the safeguarding networks and has been introduced as a long term approach to building resilience, improving safeguarding and community cohesion. The programme has grown at pace and we have engaged 200 schools across all phases and designations.

Birmingham nursery schools are first in the country to run this programme of activity.

NEW FRANKLEY IN BIRMINGHAM PARISH COUNCIL

New Frankley in Birmingham Parish is a community in the South West of Birmingham. As a tier of local government, parish and town councils are elected bodies with limited discretionary powers and rights, laid down by Parliament, to represent their communities and to provide services to them. New Frankley Parish Council serves nearly 10,000 residents and is paid for by a precept as part of residents' council tax.

The Parish's main functions are provide advice, guidance, and information to local people, and to provide funding to local groups and facilities in the area. Some of the projects and activities the Parish supports include:

- Frankley Street Champions – local volunteers collecting rubbish and fly tipping from the streets, as well as dealing with other environmental issues in the Parish;
- Frankley Carnival – an annual carnival organised by local residents, community groups, and other organisations;
- Frankley Neighbourhood Forum – made up of local residents with the aim of sharing information and ideas to improve the area.

While the Parish hopes for more devolved powers so that it can facilitate more services, it has already made a huge difference to the local area, particularly around improving the environment. Working together with local people at a micro-level has enabled the area to become a proper community.

Website: www.newfrankleyinbirminghamparishcouncil.gov.uk

APPENDIX C

FACTORS AFFECTING COMMUNITY COHESION IN BIRMINGHAM

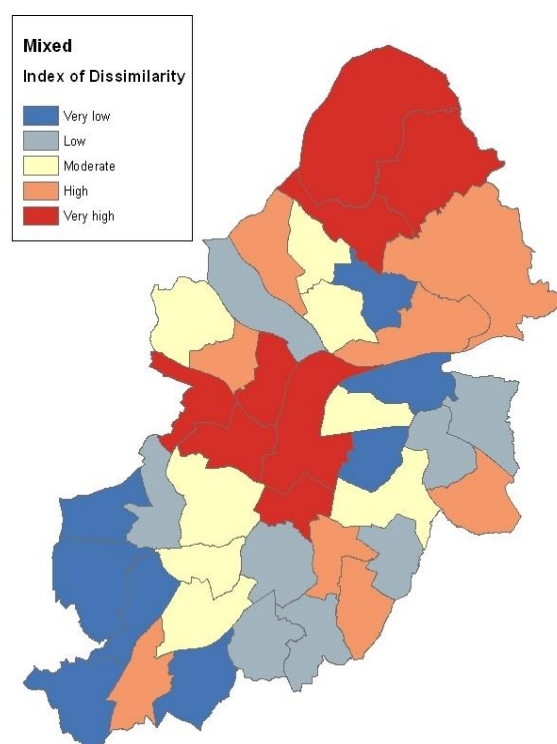
Factors that affect community cohesion are complex and multi-layered. These include: ethnicity, identity, where people live and socialise, social and economic status, national and local politics, crime, civic participation and social capital and immigration.

Social and spatial segregation

Segregation can be broadly divided into two types: spatial segregation (the physical/geographic separation of certain groups), and social segregation (groups living in the same geographic area but not interacting socially).

The most common way to measure neighbourhood segregation is by calculating the Index of Dissimilarity (IoD). The IoD is a measure of the evenness with which two groups are distributed across a geographic area. The higher the IoD score, the more segregation exists. A maximum score of 1 would mean a community where two groups are completely segregated. An IoD score of 0 would mean that two groups are exactly evenly distributed.

In Birmingham the IoD score between white and non-white ethnic groups was 0.49 in 2011 (the last year for which we have data). This is a decrease of 8.9% since 2001, which means between 2001 and 2011 Birmingham on the whole became less segregated between white and non-white ethnic groups.



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Based upon Crown Copyright material.

Levels of segregation are different between wards as shown in the above graphic. In 2011, the most segregated wards in terms of ethnic identity were Washwood Heath, Sparkbrook and Bordesley Green. The least segregated wards were Edgbaston, Hall Green and Stockland Green.

There is a strong association between spatial segregation and deprivation. Often it is the neighbourhood you live in, rather than your ethnic identity that has the biggest impact on your chances of living in deprivation. The term 'neighbourhood effect' describes the impact that living in a certain place can have on the life trajectories of individuals.

Segregation does not just occur along the lines of ethnic identity alone. We are also seeing an increase in economic inequality between neighbourhoods. A more sophisticated debate is needed on how we define and agree our understanding of segregation, so that our policy responses consider the whole range of factors affecting community cohesion.

Neighbourhood deprivation

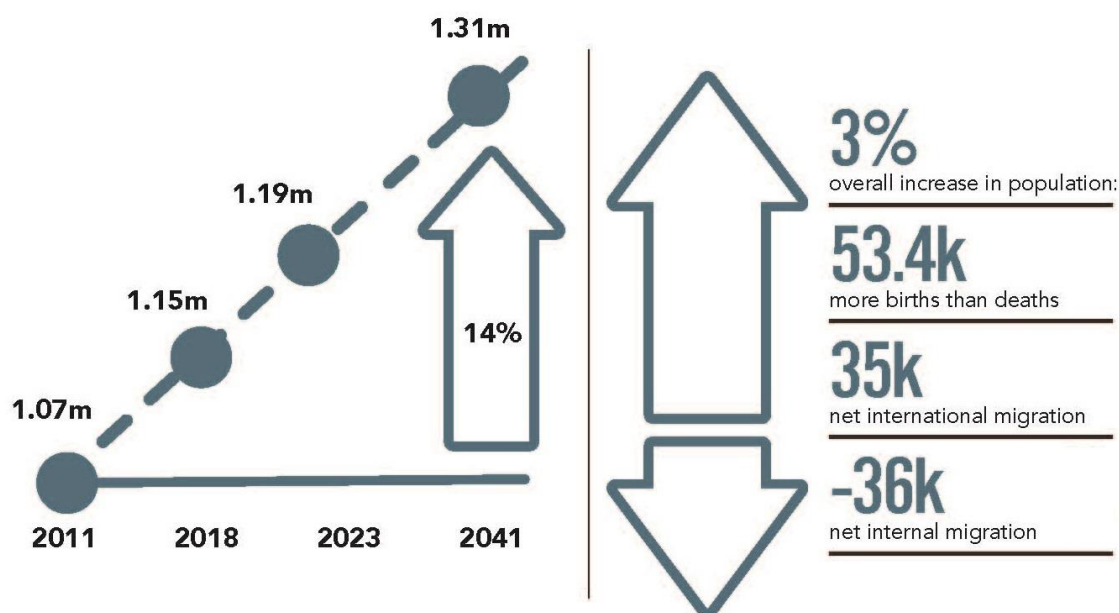
Despite the efforts of successive initiatives, community cohesion becomes a particular challenge in neighbourhoods and areas in which communities have not benefited from the perceived economic growth experienced in other parts of the city. This leads to a sense of being 'left behind' and that wealth is not fairly distributed, instead offered to other areas and communities. These real concerns of marginalised communities cause misunderstanding and mistrust of other areas and communities. Part of the problem has been historically flawed social and economic policies and planning programmes that have allowed some areas in the city to fall into decline, where High streets are lined with betting shops, fast food outlets and off licences; local parks and public spaces become unsafe because of gangs, anti-social behaviour or littered with drug paraphernalia; homelessness, crime and poor housing.

Our population

Birmingham is a growing dynamic and vibrant global city with a population of 1.15 million people; it is the second largest city in the United Kingdom. Our growing and diverse population presents both strengths and challenges for the city.

In the next five years we will see a population growth of 3% - largely due to 'natural changes' of more births than deaths.

Population Projection

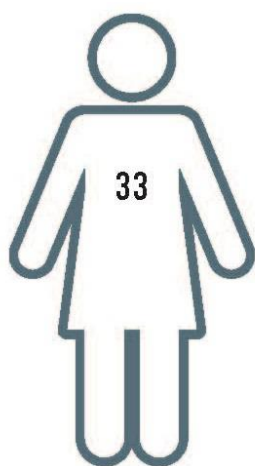


A young city

We are a young city, 46% of our population is aged under 30. Having a younger population means a larger pool of working age residents for businesses to draw from and great potential for the economic growth of the city. However, low skills and educational attainment, poverty and poor health are holding back some of our most disadvantaged young people.

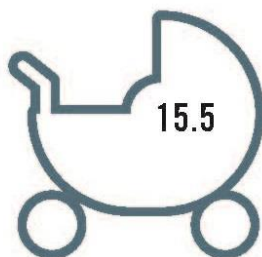
Based on 2016 ONS projections, between 2018 and 2022 children under 15 are due to grow by 3%. Of these, children aged 0 to 4 are due to grow by 1.5% to 86,000 children, but the latest growth rate in Birmingham children will be the 10 to 14 age group – increasing by 6.0% to 84,900.

More than 40% of Birmingham's school children have a first language that is known or believed to be other than English (42%). Growing school age population places demands on school places and good quality childcare. Educational attainment levels vary in relation to different areas of the city and social backgrounds. Schools are places that cultivate and promote social cohesion; bringing children of different backgrounds to build tolerance and understanding of different cultures and faiths.



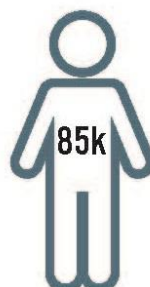
**Median age
in Birmingham**

40% for England and Wales



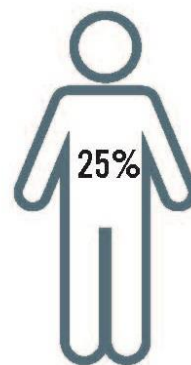
**Birth rate per
1,000 population**

12 for England



Age under 5

4% increase since 2011



Under 18

Much higher than other
core cities and UK (21%)

SCHOOL POPULATION OVERALL

	Birmingham	Nationally
BME	68.9%	31%
EAL	41.8%	18.5%
FSM	26.7%	14.7%
SEN	16.8%	14.3%

BME: Black and minority ethnic
EAL: English as an additional language
FSM: Free school meals
SEN: Special educational needs

Outer city areas worst performing at key stage 4

Chart 3.8 shows Birmingham compared to the national performance, along with the three best and worst performing wards for each Key Stage 4 measure. Although Birmingham as whole performs close to the national average, there are very wide local variations, with the lowest attainment being in general in outer city wards, traditionally white working class areas. White British disadvantaged boys are 18% below the LA average for Key Stage 2, reading, writing and maths. Pakistani disadvantaged boys are 13% below LA and Bangladeshi disadvantaged boys are 2% below LA average

Chart 3.8: Attainment at the end of Key Stage 4 2016²¹

Attainment 8		Progress 8		A*-C in English & Maths		English Baccalaureate	
Birmingham	49.4	Birmingham	0.00	Birmingham	59.9	Birmingham	24.6
England	49.8	England	-0.03	England	63.0	England	24.7
Top 3 wards							
Edgbaston	58.0	Moseley & Kings Heath	0.49	Sutton Four Oaks	86.4	Harborne	45.9
Sutton Four Oaks	58.0	Harborne	0.37	Sutton Vesey	80.7	Sutton Four Oaks	44.7
Harborne	57.6	Selly Oak	0.30	Edgbaston	78.9	Edgbaston	44.2
Bottom 3 wards							
Shard End	43.8	Longbridge	-0.30	Kingstanding	46.0	Tyburn	13.9
Kingstanding	43.6	Kingstanding	-0.35	Tyburn	45.5	Oscott	13.8
Longbridge	43.5	Shard End	-0.37	Ladywood	43.5	Longbridge	12.5

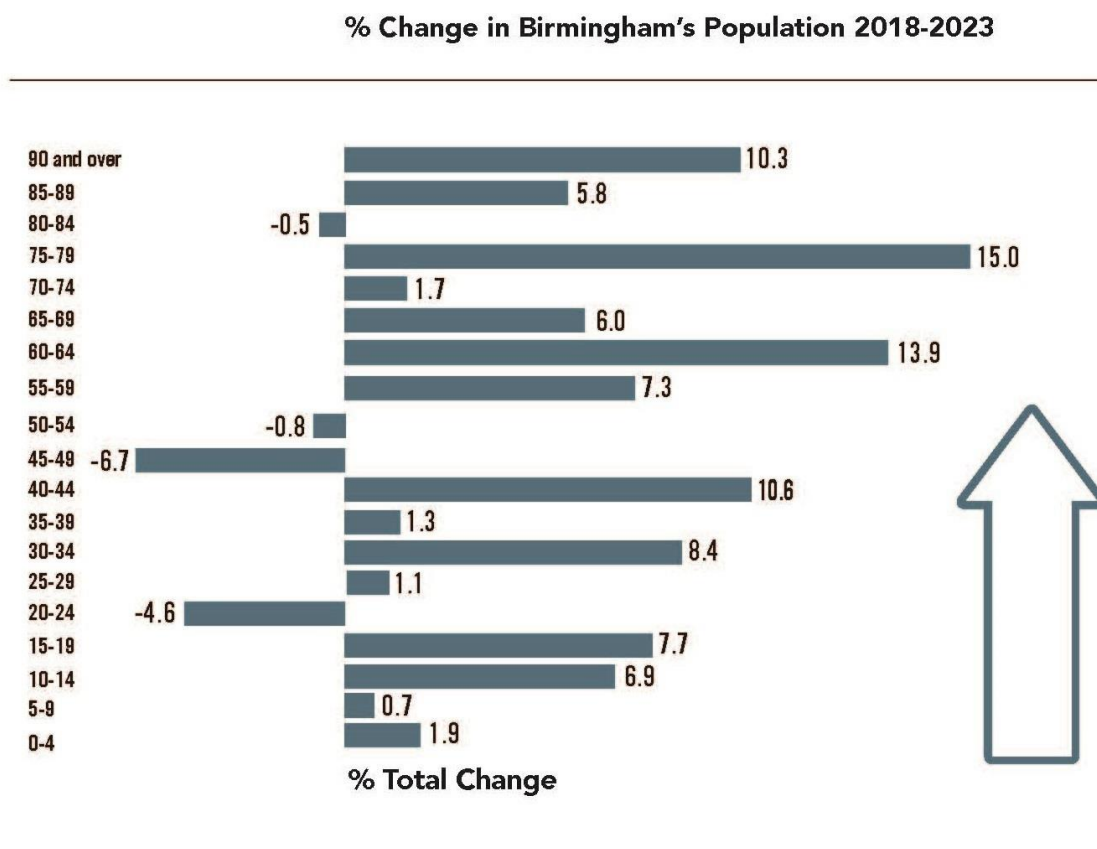
Source: DfE/BCC

²¹ **Attainment 8** measures the achievement of a pupil across 8 qualifications including maths (double weighted) and English (double weighted), 3 further qualifications that count in the English Baccalaureate (EBacc) measure and 3 further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

□ **Progress 8** is a value added measure and compares the Attainment 8 scores of similar pupils grouped using their prior attainment at key stage 2.

Our ageing population

Despite being a young city, we are expected to see a larger growth of older adults age 65+ (6%) and 90+ (10.3%) by 2023.



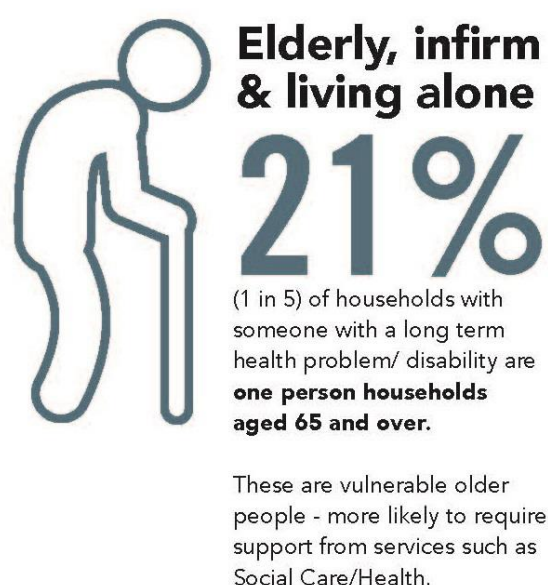
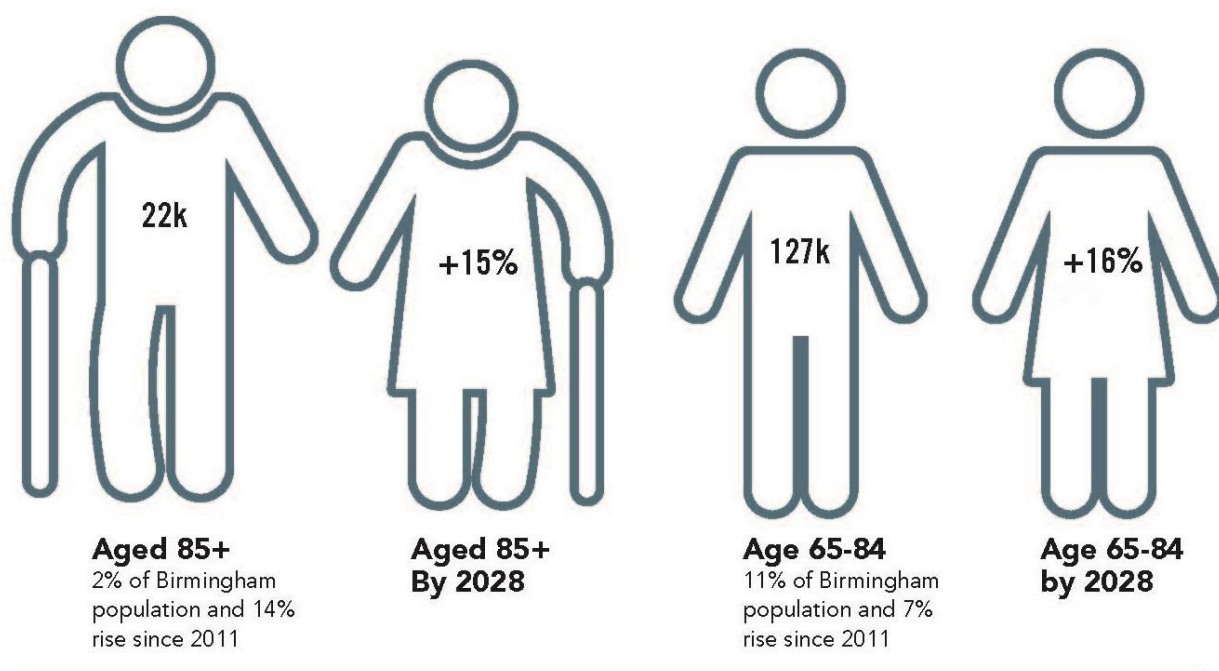
Source: ONS Mid-2016 Projections

The older adult population has and will continue to rise in Birmingham, with increases of 15% for those aged 85+ years expected in the next 10 years (see infographic overleaf).

With nearly a fifth of households being older people living alone with health problems and/or disability, there needs to be a joined up approach to services that support this vulnerable group.

There are over 100,000 unpaid carers in Birmingham. Carers themselves are ageing; by 2025 it is predicted there will be a 128% increase in carers over the age of 85+ years; a large scale survey of carers found 46% have suffered depression due to their caring role.

Older people living alone or as carers make them vulnerable to social isolation and loneliness, this can have adverse effects on their health and wellbeing and is growing challenge for the city.



A Caring population



Sources:

Population Age: ONS Population Projections (PP) 2014
(Census 2011 used to calculate 2011-2018 change, and projections to 2028 based on 2018-2028 change using PP only).

A caring population: Carers UK website
(based on Census 2011 and their own research)

Our diversity

The city is also very diverse, with 42% of the population being from an ethnic minority background, reflecting the city's rich and varied cultural heritage. Birmingham is a “super-diverse” city. Academic research suggests that there are people from nearly 200 countries who have made Birmingham their home.²² The 2011 Census revealed that 42.1% classified themselves within an ethnic group other than white British, compared to 30% in 2001, a rise of 12%. Birmingham is soon to become a majority minority city.

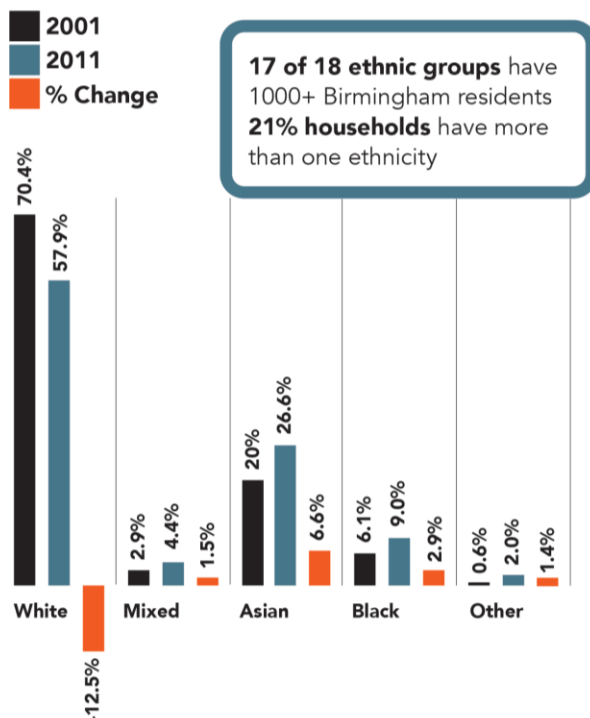
The demographic makeup of Birmingham's young people has also changed significantly over recent years and is becoming increasingly diverse. For example, according to the 2011 census over 60% of the under 18 population is now from a non-white British background, compared to around 44% in 2001.

Ethnic diversity can bring many benefits such as transnational trading links and high levels of cultural resource. Birmingham has benefited from its diverse migrant communities who have settled in the city and successfully contributed to its economic vitality, becoming leaders in education, medicine, sports, arts and business and providing employment opportunities to local people.

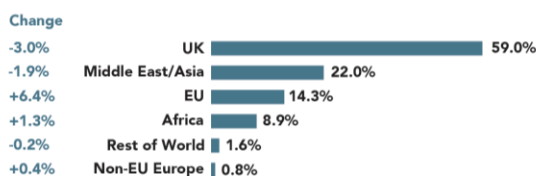
Our demographic landscape is increasingly becoming ethnically and socially ‘super diverse’, which means a greater understanding of the changes in cultural norms, identities and social shifts in how we live work and learn is needed. Community cohesion is an approach that enables us to respond to the wide ranging and kaleidoscope of identities, rather than simply focussing on a white majority and small number of ethnic minority identities.

²² (Institute for Research into Superdiversity (IRIS) University of Birmingham 2013)

Diversity



Live births by mother's country of birth (2016)



47,005

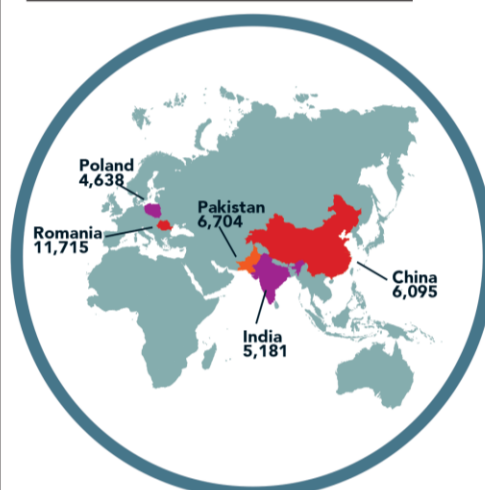
known to be living in Birmingham unable to speak English or speak English well

New Immigration GP Registration (2013 - 16)

Top Five Countries of Origin

By Year

2013	16,765
2014	18,475
2015	22,284
2016	23,790
Total	81,314



Christian
494,358
 46.1% of Birmingham Population in 2011
 -14.4% change since 2001



Muslim
234,411
 21.8% of Birmingham Population in 2011
 +67.4% change since 2001



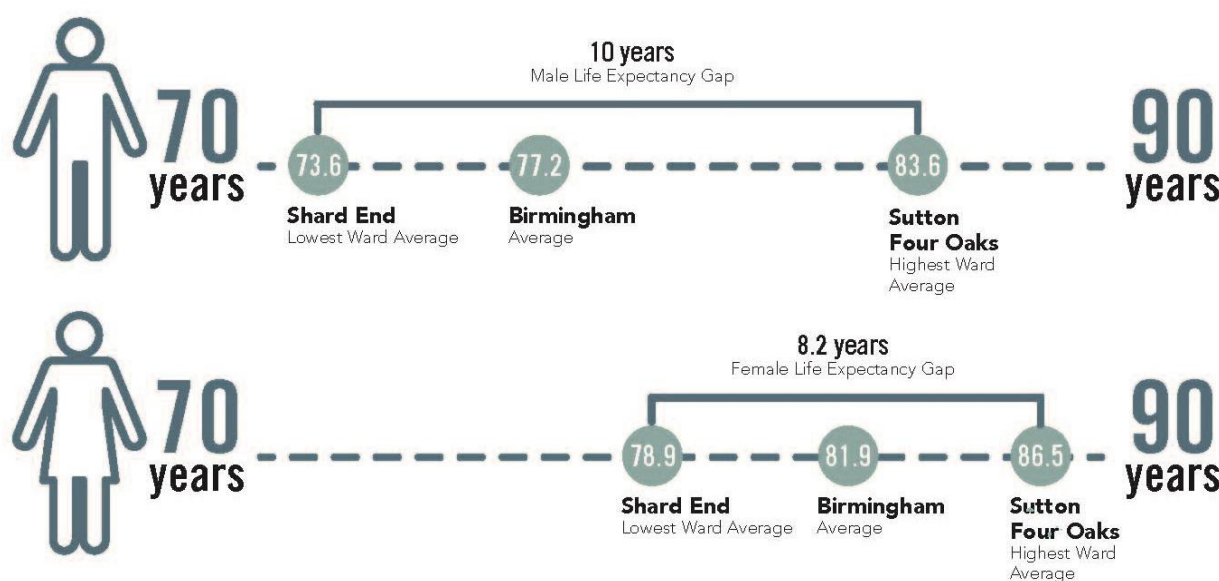
No Religion
206,821
 19.3% of Birmingham Population in 2011
 +70.2% change since 2001

Gender inequality

Birmingham's population is made up of 50.5% females and 49.5% males.²³ Female residents in Birmingham earn less than males, with average gross incomes for full time workers having a £5k gender pay gap. The city has the second lowest share of women in higher skilled jobs (41.2%) amongst the Core Cities and the rate is lower than the national average (43.0%). The employment rate for working age male residents is 73.5%, while the female rate is 53.5%. Nearly half (48%) of working age black and ethnic minority females residents are economically inactive (not employed or actively seeking work).

Most victims of sexual offences are women (83% of reported total crime victims). Domestic abuse of women and children has been increasing since the economic downturn in 2009. More men are victims of homicide than women, however where women are killed they are more likely to be killed by someone they know.

Birmingham Life Expectancy 2014-2016



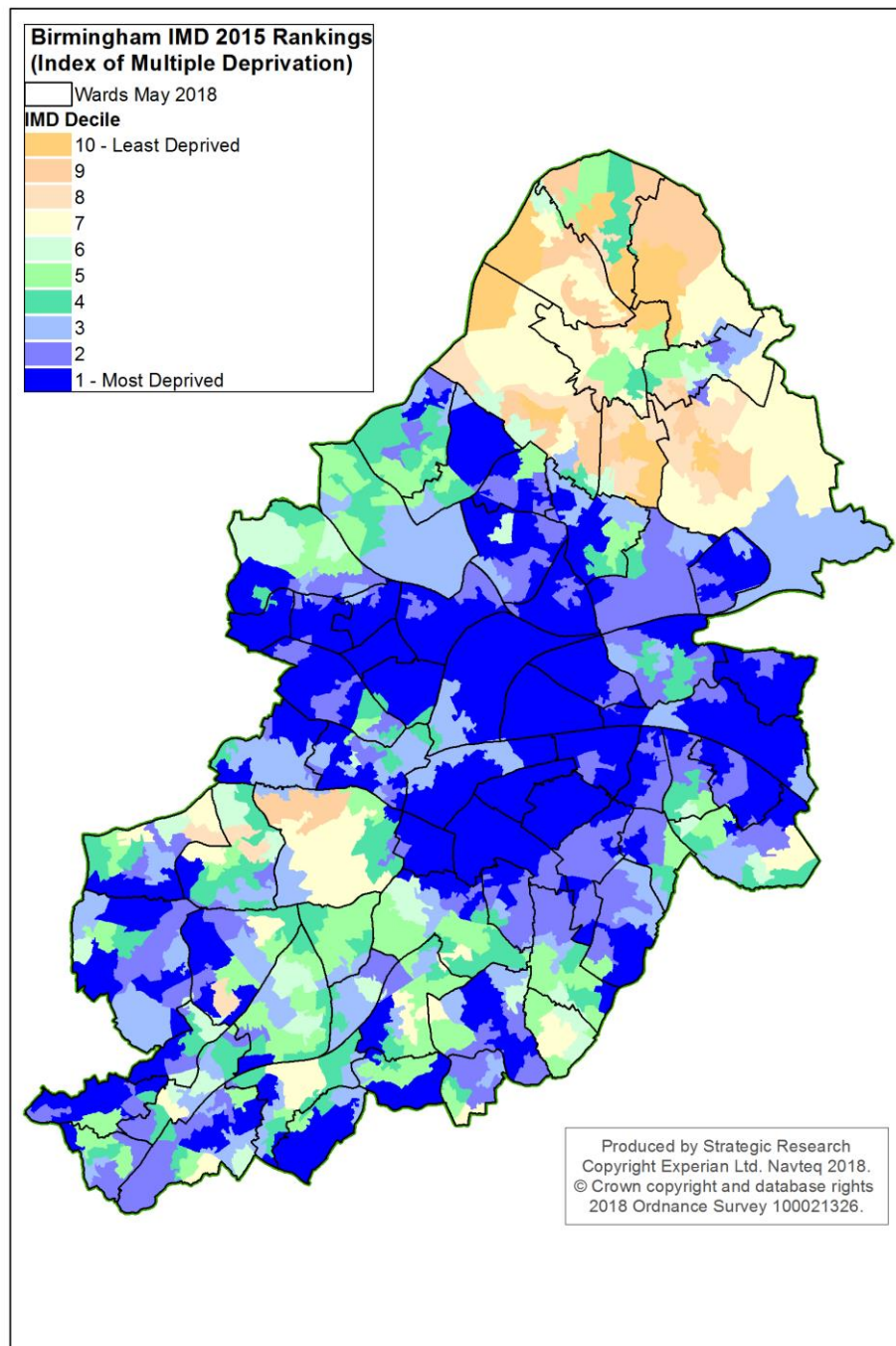
Source: Birmingham City Council Public Health

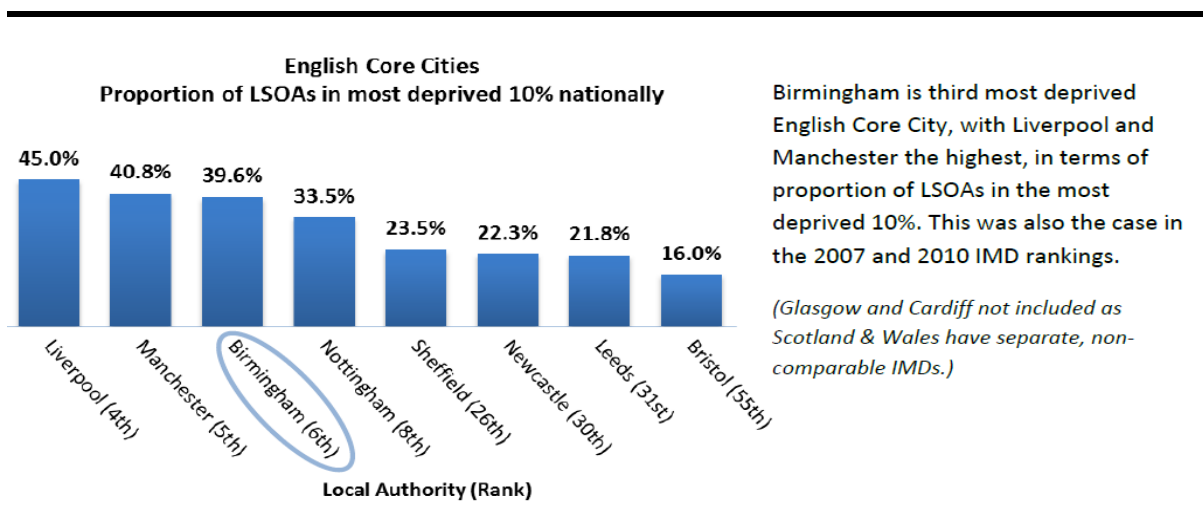
In 2015/16, almost three quarters (74%) of applications deemed homeless and in priority need were female applicants; with 26% being male. If left unchallenged, these gender inequalities based on discriminatory: social norms, values, practice and structures will seriously damage life chances. Notably, social class, race and ethnicity create deeper inequalities and exclusion.

²³ 2017 Population Estimates

Poverty and income inequality

Poverty and income inequality is a well-researched factor that undermines community cohesion. Birmingham is the sixth most deprived local authority in England according to the 2015 English Indices of Deprivation and 21.3% of Birmingham's Lower Super Output Areas (LSOAs) were in the 5% most deprived areas in England. Some parts of the city rank amongst the poorest in England.





Child poverty

There are neighbourhoods in the city where over 50% of all children are growing up in poverty, two thirds of these children live in working households.

Almost 3 in 10 (29.8%) households with children in Birmingham are living in lone parent households, against an England and Wales average of 25%. According to the Birmingham Child Poverty Commissions report,²⁴ over half (54%) of parents in poverty believing their children will have a worse life than their own, compared to just 30% of those parents not in poverty.



Families in insecure or low incomes jobs are more vulnerable to financial insecurity. In many cases, taking out payday loans with high interest rates is the only option to meet rising household costs - this can exacerbate an already difficult situation.

²⁴ [file:///C:/Users/perasrbs/Downloads/Child_Poverty_Commission_Report%20\(1\).pdf](file:///C:/Users/perasrbs/Downloads/Child_Poverty_Commission_Report%20(1).pdf)

Health of our population

Having good health creates a state of wellbeing. Social factors such as low income, poor and unstable housing and education undermine good health outcomes.

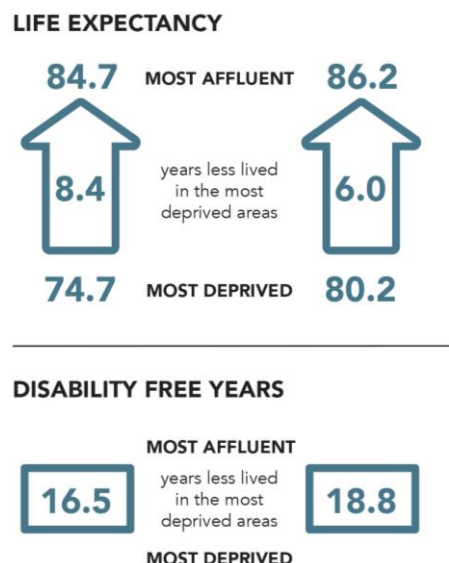
There are significant health inequalities across the city and across different community groups. Earlier deaths, higher rates of ill-health and the socio economic consequences of ill-health such as poverty disproportionately impact on those least economically able to cope. Activities that prevent social isolation promote greater mental wellbeing and quality of life.

Irrespective of deprivation and ethnicity some specific groups often suffer additional social exclusion. Two of these are people with learning disabilities and people with mental health issues. In Birmingham around 1% of supported working age adults with a learning disability are in in paid employment compared to the England average of 5.8%, this relates to just 21 in 2,166 people²⁵; and only 4% working age adults who are receiving secondary mental health services and who are on the Care Programme Approach are in paid employment.

Being in employment has clear health and social benefits:

- employment is generally the most important means of obtaining adequate economic resources, which are essential for material wellbeing and full participation in today's society
- work meets important psychosocial needs in societies where employment is the norm
- work is central to individual identity, social roles and social status
- employment and socio-economic status are the main drivers of social gradients in health

The health inequalities experienced by these two groups are starkly illustrated in their life expectancy. People with learning disabilities die on average 15-20 years younger than the general population, with almost half of all deaths estimated to be avoidable. In Birmingham, the life expectancy of women with a learning disability is 18 years shorter than for women in the general population; and the life expectancy of men with a learning disability is 14 years shorter than for men in the general population. Those with severe mental illness die earlier than the rest of the



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population, in Birmingham this has been calculated at 19.2 years earlier for men and 14.9 years earlier for women.

Housing and neighbourhoods

Neighbourhoods are local communities of place where cohesion can thrive under the right conditions, including: neighbourliness, mutual support and respect, friendly social interactions, high levels of social capital, decent secure housing. Decent affordable housing creates stability and a sense of belonging. Individuals and families having to move frequently, experience homelessness or are living in temporary accommodation affects their education, health, ability to find sustainable employment, unable to build friendships and social networks.

Due to a shrinking affordable housing sector and rising populations we are experiencing both a national and local housing crisis leading to rising levels of homelessness.

According to the Birmingham Homelessness Prevention Strategy 2017 ²⁶ :

- more than 20,000 (estimated) households in Birmingham each year either homeless, at risk of becoming homeless or transitioning out of homelessness – the overall long term health and wellbeing of the city is under at risk
- There are 4,118 young people facing homelessness in Birmingham, most of whom have been made homeless from their family home (42%).

Homelessness has become a significant challenge for the city. Key drivers for people becoming homeless are short-term tenancies ending and domestic abuse. This instability causes strain on individuals and families. Children in temporary accommodation and poor housing suffer higher rates of ill health, low educational attainment and poor life chances.

Areas with heavily concentrated numbers of houses in multiple occupation (HMOs) can threaten the stability of communities due to high turnover rates and poor housing conditions. HMOs owned by rogue landlords can be unsafe and pose health risks to tenants. These properties are typically rented by migrant workers and their families, those on low incomes and vulnerable people. Although the

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https://www.birmingham.gov.uk/downloads/file/2531/birmingham_homelessness_prevention_strategy_2017

Government has taken steps to tackle this issue²⁷, more needs to be done locally to prevent rogue landlords housing tenants in poor and unsafe conditions.

Jobs and skills

Birmingham has a growing reputation internationally as a city that offers world-class business and cultural facilities. As a key driver of the regional economy, Birmingham is a leading business destination with an economic output of over £26bn. More recently, we have seen major investment in infrastructure such as HS2 and the Midland Metro. The city has also attracted international companies such as Deutsche Bank and HSBC. Furthermore, Birmingham offers high quality education facilities through its five universities and ten further education colleges.

Despite these opportunities and successes, unemployment remains high in Birmingham and our skills deficit means people are unable to take up better paid jobs. The City has a higher proportion of working age residents with no qualifications (12.6%) compared to the national average (8.0%) which limits access to employment and training opportunities. Qualification levels are particularly low in the city for some communities. A high percentage of Pakistani and Bangladeshi residents have no qualifications, and a low percentage have higher level qualifications. Around 47,000 people living in Birmingham are unable to speak English or speak English well.

Discrimination in recruitment, low wages and insecure employment are some of the challenges that hold back the life chances and social mobility of individuals and families. The ONS Annual Survey of Hours & Earnings figures for 2018 show 88,000 (21%) employees are earning below the Living Wage.

Being unemployed can have deep seated effects on community cohesion, it impacts on the social stability of families, individuals and communities. The Unemployment rate in the city stands at 7.2% well above the UK rate of 4.3% and the 2nd highest amongst the UK Core Cities.

The latest data for June 2018 shows that the employment rate for Birmingham residents was 64.5%, over 10 percentage points lower than the UK employment rate of 74.9%. Having a decent paid job leads to a good standard of living and financial stability. Equally, the workplace can help develop social connections through daily social interactions between people of different ethnic backgrounds - a driver of social cohesion.

²⁷ <https://www.gov.uk/renting-out-a-property/houses-in-multiple-occupation-hmo>

Economic growth and investment is overwhelming concentrated in the city centre, if there is an expectation that this growth will ripple outwards, those living in the outer ring of the city 'white working class' are furthest away from any potential benefits. These are some of the conditions that create a mix of low aspiration and low self-worth, isolation, neglect and misunderstandings and tensions. Policy makers, including the council need to involve residents in shaping regeneration plans and policies that affect local areas at the early stages that are based on evidence of need.

Qualifications Levels - 2016

NVQ+4



No Quals



461,900

Resident Employment
Working age 16 - 64 year olds
Birmingham 64.5%
National 74.0%



517,000

(workplace-based employment)
Employment Growth (2016)
Birmingham 2.6% **National 1.6%**

Largest sub-sector growth seen in:
Healthcare (11,000 jobs created)
Retail (5,000 jobs created)



31,096

(6.1%)

Unemployment
Seasonally adjusted claimant count
(UK - 2.4%)





CITY COUNCIL

04 DECEMBER 2018

**REPORT OF DEPUTY LEADER & CABINET MEMBER FOR SOCIAL
INCLUSION, COMMUNITY SAFETY AND EQUALITY**

WOMEN & DEMOCRACY

A. PURPOSE

1. To consider a report of the Deputy Leader and Cabinet Member Social Inclusion, Community Safety and Equality.

BACKGROUND

2. The United Kingdom celebrated the 100th anniversary of the Representation of the People Act 1918 and marked International Women's Day earlier this year. At a time when there is a great deal of prominence around women's leadership and representation issues, this report brings forward an analysis of national research and local insight into the role of women in Local Government.
3. The attached report, Women & Democracy (Appendix 1) looks at the findings and recommendations from two reports i) 'Does Local Government Work for Women?' by the Fawcett Society and LGIU's Local Government Commission and ii) 'Power to the People – tackling gender imbalance in Combined Authorities and Local Government' by Institute for Public Policy Research. The analysis provided within the two national reports identifies a number of barriers to women's representation in Local Government.
4. The report also includes a statistical breakdown of Birmingham's Councillors in terms of the age, gender and length of service as well as key comparative data of all core cities focusing on women in the labour market. At a local level the available data reinforces the findings from the above reports, with only a third of Birmingham's councillors being women.
5. Ongoing implications for Birmingham City Council are included in the form of an action plan. The mandate for these actions is captured within a 'Statement of Intent' (see Appendix 2).

MOTION

- A. That the attached Statement of Intent is agreed;
- B. That Cabinet Members and named officers are asked to implement the action plan included within the report in order to tackle the many barriers to women's representation in Local Government.

Women & Democracy

December 2018

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Introduction

In the summer of 2017, two reports were published separately highlighting gender inequality in local government:

- i) 'Does Local Government Work for Women?' by the Fawcett Society and LGIU's Local Government Commission and
- ii) 'Power to the People – tackling gender imbalance in Combined Authorities and Local Government' by Institute for Public Policy Research,.

This paper summarises the findings and recommendations from these reports as well reporting relevant statistics on Birmingham's councillors and employees, and employment information in comparison to core cities.

Birmingham City Council has an ideal opportunity to review the recommendations and take ownership of those that are relevant to us as a council. Whilst some of the recommendations from the reports go beyond the council's remit – the Government, Local Government Association (LGA), Combined Authorities and political parties all have important roles here – there are a number of areas where the City Council can take the lead and address gender imbalance within Birmingham.

'Does Local Government Work for Women'? Local Government Commission

The Local Government Commission was established by the Fawcett Society and the Local Government Information Unit (LGIU). Its remit was to gather evidence on female participation and representation across local government and identify the barriers to women's representation. This resulted in a number of recommendations being made on how to address the barriers and improve women's leadership prospects in representation and local government. It was published with the view that if the recommendations are implemented, then local government could start working for women.

The full report can be found [here](#).

'Power to the People – tackling gender imbalance in Combined Authorities and Local Government' Institute for Public Policy Research

The Institute for Public Policy Research published a report reviewing gender imbalance in political participation arguing that it is being exacerbated through current devolution practices and membership of Combined Authorities. It looks at the various stages in women's representation and how this is hindered through structural and cultural practices. It gathers evidence on best practice with the view of improving representation of women in local and sub-regional politics.

The full report can be found [here](#).

The Leadership Commission

The Leadership Commission was established to identify the fundamental issues within our region that prevent our high-level positions being reflective of the communities we live in. It recognises that the diversity of the West Midlands is one of our biggest strengths, yet there are barriers to progress in life and work which are felt disproportionately by certain

communities, groups and individuals. Inclusive growth means using diversity as an asset – but what the Leadership Commission makes clear is that we will need a step change in practice to get there.

The headline findings cover the full profile of diversity, not just gender, but identify many of the same issues referred to above – fewer women in senior positions, and the need for improved monitoring.

With regards to women in the West Midlands region, the key findings were:

- Women have been under-represented in leadership roles consistently from 2010 to 2016.
- The West Midlands is lagging Great Britain as a whole in terms of female representation
- Specifically in the public sector:
 - the Leadership Commission's survey of councils in the region showed that female representation in the workforce and in leadership positions is higher than the percentage of women in the working age population in six of the WMCA councils (but slightly lower in the WMCA itself). Female representation in leadership roles is very close to that in the overall workforce
 - Women's representation in the Civil Service was higher than that of the population in the seven WMCA areas. Women employees account for more than 50% of the leadership in the civil service (more than 66% in Walsall) although the percentage is lower than their representation in the civil service workforce as a whole.
 - In the West Midlands Fire Service, data for its workforce based in the WMCA area shows that women make up less than a quarter of the whole workforce and a slightly lower proportion in leadership positions.
 - Women form a large majority of the education sector but a significant minority within the sector's leadership.
 - Women make up 30% of the West Midlands Police (not including civilian staff) and 26% of leadership positions defined as sergeant or above. They do make up 50% of the most senior level of leadership however.
- Evidence on leadership diversity in the cultural sector is sparse but in research commissioned by the Leadership Commission found that out of 48 organisations in total, 54% (26) are led by women, 16% (8) are led by people from ethnic minority backgrounds. Of the organisations led by women, 23% are from an ethnic minority background, which is much higher than the 9% of male leaders.
- An indicator of the diversity of leadership in the private sector is diversity at the company board level. In 2017, women made up only 13% of the directors of corporate boards in the largest (by turnover) 1000 West Midlands companies according to a report commissioned by the Leadership Commission. Only 58 companies have perfectly gender-balanced boards. Over half of the companies (56%) have male-only boards, whereas 2 have female-only boards.

Barriers faced particularly by women include:

- Non-recognition of commitment to personal and family responsibilities;
- More subtle biases such as the requirement for career breaks if having children;
- The dominance of male leadership and male leadership styles.

On the basis of the evidence collated through this research, the West Midlands Leadership

Commission is making a number of recommendations for the WMCA and its partner organisations under five themes:

1. Inclusive leadership to drive inclusive growth
2. Working in partnership with business to develop inclusive leadership
3. A step change in recruitment and human resource development
4. Combatting the evaluation and learning deficit
5. A route map for the next generation.

The full report can be found [here](#).

BCC Councillors & Employees

The available data from Birmingham supports some of the findings from the above reports, with only a third of Birmingham's councillors being women. However, from a workforce perspective, there are a greater number of women across all grades within the council, although this decreases the higher up you go in the organisation.

When reviewing the demographics of Birmingham City Council councillors, it was found that limited data is available as it is not currently collected by the Council. There is an obvious need here to ensure that robust demographic information is collected so that any inequalities can be identified and addressed. This report therefore recommends that this data is collected as part of the Annual Member Survey (see Action Plan below).

Findings

'Does Local Government Work for Women?' Fawcett Society and LGIU's Local Government Commission

The key findings from the report, 'Does Local Government Work for Women?' are as follows:

- Experiences of women councillors are very similar, regardless of the political party they represent;
- Decisions that affect women are not proportionately made by them;
- Data is not collected robustly – in order to tackle the problem of gender inequality on councils, we need to be able to measure it. Government must ensure this data is collected and therefore a change to the law is needed so that political parties and civil society can monitor progress and push for equality;
- Improvement on women's representation has stagnated as, at the time of the report, only 33% of councillors in England, and 28% of councillors in Wales are women;
- It will take 48 years to reach equality at the current rate of progress in English county councils. In Wales it will take 82 years;
- Incumbency in local councils disproportionately benefits men. Men outnumber women almost three to one amongst councillors who have been elected for over 20 years;
- Women are deterred from standing from the fear and reality of abuse and harassment, including on social media;
- BAME women, disabled women, and younger women are underrepresented on councils, and experience significant additional intersectional discrimination;
- Women from BAME backgrounds experience racist comments from other councillors, and additional exclusion from the 'old boys networks' that close out all women;
- Muslim women councillors described pressure not to engage with politics from men within their community;
- Disabled women councillors face additional barriers to fulfilling their role;
- There is a lack of maternity leave provision nationally. At the time of the report, only five councils (2%) said that they have a formal maternity policy in place for their ordinary councillors. 12 councils (4%) had a policy in place in relation to councillors who receive Special Responsibility Allowances. Women councillors experienced patchy provision for maternity, childcare, and flexibility on working times and were discouraged from claiming for childcare expenses;
- Council meeting times and the inability to join meetings remotely exclude women with caring responsibilities. One lead member was told she would have to give up her council role if she got pregnant;
- Decades of male over-representation has led to a culture where sexist language is tolerated, and viewed as part of political life. 38% of women experience sexism, and one in ten experience sexual harassment;
- There is no legal requirement for councils to have a formal standards committee and neither councils nor Standards Committees can remove a councillor who, for example, sexually harasses a council colleague;
- Male councillors often promote a macho, combative culture in council chambers, silencing or appropriating women's voices;
- Women councillors are less likely to have access to the informal networks within local government where real power lies;
- There are insufficient mentoring opportunities for women councillors. 44% of women compared with 24% of male councillors cited a lack of confidence;

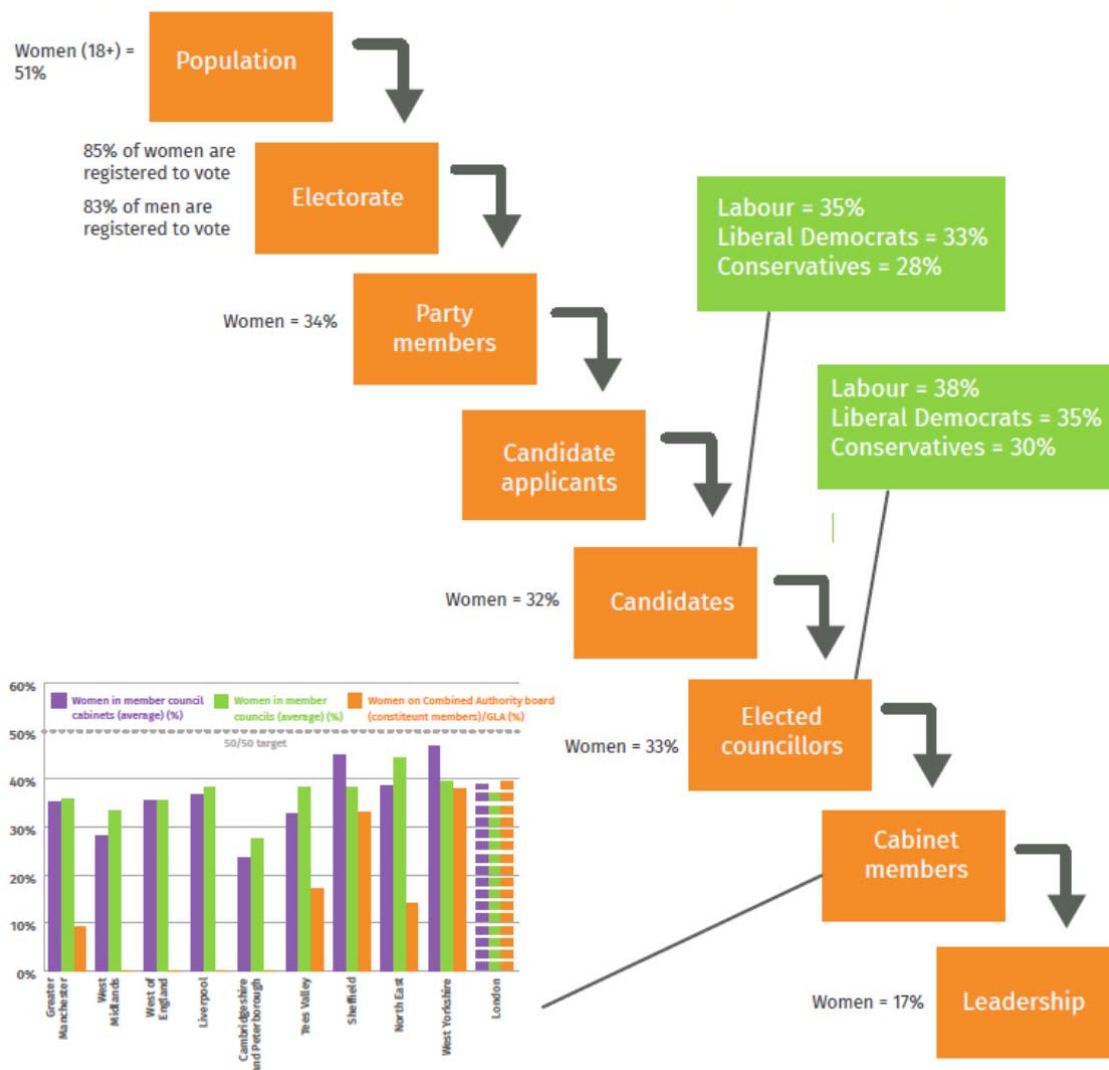
- At the time of the report, women make up just 17% of council leaders, one in four directly elected mayors, and four of the 22 Welsh leaders. Women comprised just 30% of cabinet members overall, but this rose to 40% where the leader was a woman. Nine councils had all-male cabinets. Just one in seven finance or economic development roles were held by women;
- 42% of women councillors say women are 'pigeonholed' into certain roles;
- At the time of the report publication, 78% of the local government workforce were women yet at the top, male chief executives outnumbered women two to one;
- 73% of women chief executives felt that there was not a sufficient gender balance at the most senior levels of local government. Over half felt that political, organizational, or professional cultures in local authorities were the cause of under-representation in senior roles, while 48% felt that caring responsibilities were a key factor;
- All of the metro mayors are male. Nine in ten seats at the top table of Combined Authorities are occupied by men. In some regions, none of the combined authority representatives are women.

‘Power to the People – tackling gender imbalance in Combined Authorities and Local Government’ Institute for Public Policy Research

The main findings from the report, *‘Power to the People – tackling gender imbalance in Combined Authorities and Local Government’* are as follows:

- **Women were less likely than men to be political party members and become local councillors**
 - Despite voter turnout amongst women aged 18-24 reaching 53% at the last election compared to 44% in 2015, there was no significant increase in women joining party politics
 - Women made up 38% of Labour party members and 36% of Conservative party members
 - As a result, women are less likely to develop the connections and knowledge needed to become a local councillor.
- **The local selection process for councillors by local parties is not transparent**
 - Selection processes at local level can be informal and shaped by networks, environment and culture - whilst at national level they are largely formal and determined by party rules
 - Political parties collect little or no evidence on the number of women coming forward to be selected as a councillor
 - Decentralised processes tend to favour well networked and resourced candidates
 - Women are less likely to be candidates than men, at 29% (in 2010) and 32% (in 2012) of candidates for metropolitan authorities
 - This ‘pattern of thirds’ continues, with currently only 33% of elected councillors in England being women.
- **To reach a 50:50 gender balance in local government over 3,000 more women councillors need to be elected**
 - In the past 20 years the proportion of women councillors has grown by 5%. At this rate it will take another 68 years to reach 50:50 representation
 - To achieve equal numbers of male and female councillors, 3,028 more women will need to be successfully elected - an increase of over 50%
 - Over 12,000 women need to come forward and apply for council positions, based on previous success rates.
- **Combined authority boards are almost entirely composed of men**
 - At the time of the report, in the West Midlands there were no female councillors in the mayor’s cabinet of 15 constituent members (those with voting rights, including mayors and council leaders) – there is now one (Birmingham’s Deputy Leader). This was also the case for Cambridgeshire and Peterborough, the Liverpool City Region and the West of England
 - Within Combined Authorities cabinets that elected mayors in May 2017, there was 96% male representation rate among constituent members
 - Across all combined authorities comprising multiple councils, women comprise only 11% of constituent members
 - Ahead of local elections in May 2017, only 17% of council leaders were women, an increase of only 2% on 2014/2015.

The stages at which there are barriers to women reaching the top of local government



Source: Power to the People – tackling gender imbalance in Combined Authorities and Local Government' IPPR

Best Practice

There are many countries which have adopted radical reforms to increase the participation rates of women into local politics. The following is a summary of best practice examples highlighted by the IPPR.

Welsh Assembly

In the 1998 Welsh assembly elections, the Welsh Labour Party used 'twinning and zipping' to ensure equal representation (one man and one woman) across neighbouring constituencies. Plaid Cymru also used 'twinning and zipping' in the additional member system to support higher rates of female representation on a regional basis.

Welsh Labour in 1998, introduced all-women shortlists, and it is suggested that this is the main reason behind the 50:50 split within the assembly in 2003.

It was noted that female assembly members are more likely to ask questions about issues affecting women, such as unequal pay, childcare and women's health. Also, several key pieces of legislation have been passed by the assembly in recent years including:

- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act was passed in 2015
- Well-being of Future Generations (Wales) Act was passed in 2015, which works towards a 'more equal Wales'

The Welsh assembly's cross-party equality committee has provided the opportunity to redistribute power dimensions, where women as committee advisors have had the opportunity to debate on gender equality. This has enabled women to influence the wider political agenda and give profile to the debate on gender equality within the assembly.

Sweden

Sweden has been recognised to do particularly well on the representation of women in local and regional politics. Women hold 45% of all elected seats across Swedish local government.

There are 27 federations that organise training sessions for newly elected female representatives, propose candidates for electoral lists and implement initiatives to support the progression of women. For example, to assist women to be active in party politics and local governance, the SDP provides baby-sitting assistance, children's activities at conferences and compensation for salary reduction.

Equality guarantees – Varannan Damernas (literally translating to 'every other one for the ladies')

After the relatively low proportion of elected women in the 1991 elections, in 1994 some parties implemented 'Varannan Damernas' system to ensure women's representation. All parties were compelled to strongly consider women's representation due to the momentum caused by certain parties adopting this system. Once in government, the SDP continued the system, and appointed women to half of all ministerial positions.

The term 'quota' can imply that women are not qualified for the positions – therefore, the term 'alternated lists' or Varannan Damernas is used to describe this process.

Mentoring initiatives

Mentoring initiatives bring together new and experienced women representatives in order to provide assistance and moral support in their new political role. Initiatives include the following:

Maktsalongen (Power Salon)

- Non-governmental organisation that targets young women in civil society and helps them to achieve positions of leadership, including in the fields of local governance, businesses and society in general
- Creates networks of women in leadership to assist and empower the young women
- Initiative aims to create female leaders in civil society and helps with training and networking to prepare them for their role

JämKom (women and men working together)

- Created by the Swedish Association of Local Authorities in 1995 to develop gender mainstreaming in local policy processes
- Men and women trained to raise awareness of gender implications of their decisions
- The project developed the 3R method – now rolled out to other committees and administrative authorities
 - Representation - representation of both sexes in the decision-making process
 - Resources - equal distribution of resources (including time, money and space) between both sexes
 - Realia - how was representation and resource distribution determined and how gender norms and other factors contributed to the situation of the previous two R's

If local councils in the UK developed this initiative, it would be possible to identify if women had an equal input into the decision making process. The method would explore the level of gender equality within the employment practices of local government.

Germany

Germany performs better at higher levels of government than at local levels in terms of the number of female representatives. Whereas 36.5 per cent of members of the national parliament are women, only 32.5 per cent of members of the state parliaments are women and 24 per cent of members of local parliaments representing more than 10,000 inhabitants are women.

A number of initiatives and policies in Germany potentially offer interesting lessons for the UK as it seeks to improve women's representation in local and regional politics.

Helene Weber Kolleg, EAF Berlin

- A network of support, providing coaching and mentoring aiming to get more women into local politics
- Supports both women who are interested in entering local politics, as well as those who are already in municipal government and would like to progress
- Cross-party initiative

Helene Weber Award

- Prestigiously recognises outstanding female local politicians
- Candidates are nominated by the Bundestag and selected for the award by a jury chaired by the Federal Ministry (BMFSFJ)
- Recipients receive coaching and access to the networking activities among the Helene Weber award winners and furthermore encourages them in the future to act as role models for others
- Award winners receive a budget for local initiatives that encourage and support women interested in local politics
- Encourages these women to continue in politics by recognising their achievements

Mentoring programmes

- Several programmes geared at women who are not yet elected but are informally involved to increase motivation, knowledge and capacity
- Mentors are successfully elected local politicians, among them the recipients of the Helene Weber award
- By 2015, the mentoring programmes had supported 65 mentoring pairs

Women to Power

- Aimed at women who are already involved in local politics
- Selection is based on written application (scheme has only 150 participants)
- Participants attend two three-day seminars, with female facilitators for the sessions coming from a range of backgrounds
- Topics for the seminars include analysis of gender and politics as well as participants own skillsets, such as leadership and debating

Women in Leading Power

- Municipal training (mentoring) course for women hoping to progress within local politics
- Includes coaching for women already in office, such as councillors and mayors, and mentoring to develop women's networks to match men's

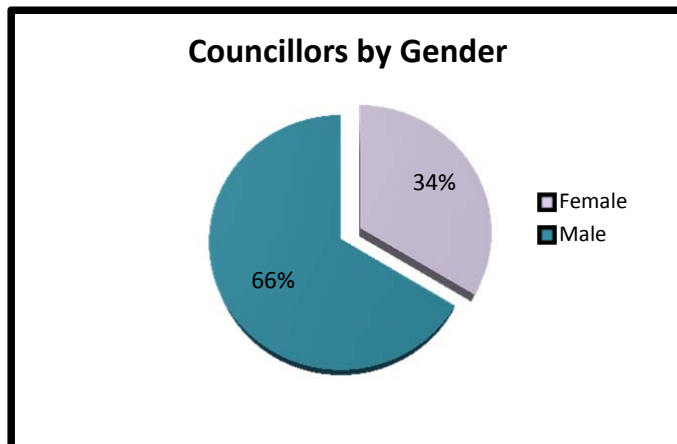
Gender quotas within parties

- German parties started to first use gender quotas in the 1980s. Those parties that used quotas resulted in much higher and improving rates of female participation
- There is one party that has no gender quota, and female participation is 18%
- The voluntary party quotas differ quite substantially; they range from no quotas, to 50% quotas, from concrete regulations for party lists with a 'zipper' system with alternating male and female candidates, to quotas for unelected senior party positions
- The Green party requires male and female co-chairs, the SPD requires that one of the top two posts should go to a woman, and the CDU requires that one of the top three posts should go to a woman but only provided a suitable female candidate can be found
- As well as directly increasing the number of women, quotas should act to 'open the door to cultural change' within parties.

Birmingham City Council Councillors

The available data reinforces the findings from the above reports, with only a third of Birmingham's councillors being women. However, from a workforce perspective, there are a greater number of women across all grades within the council, although this decreases the higher up you go in the organisation.

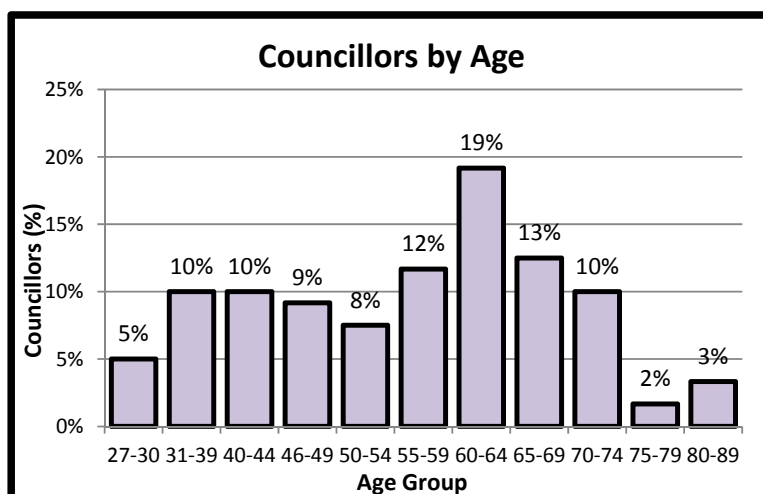
When reviewing the demographics of Birmingham City Council councillors, it was found that limited data is available. There is an obvious need here to ensure that robust demographic information is collected so that any inequalities can be identified and addressed.



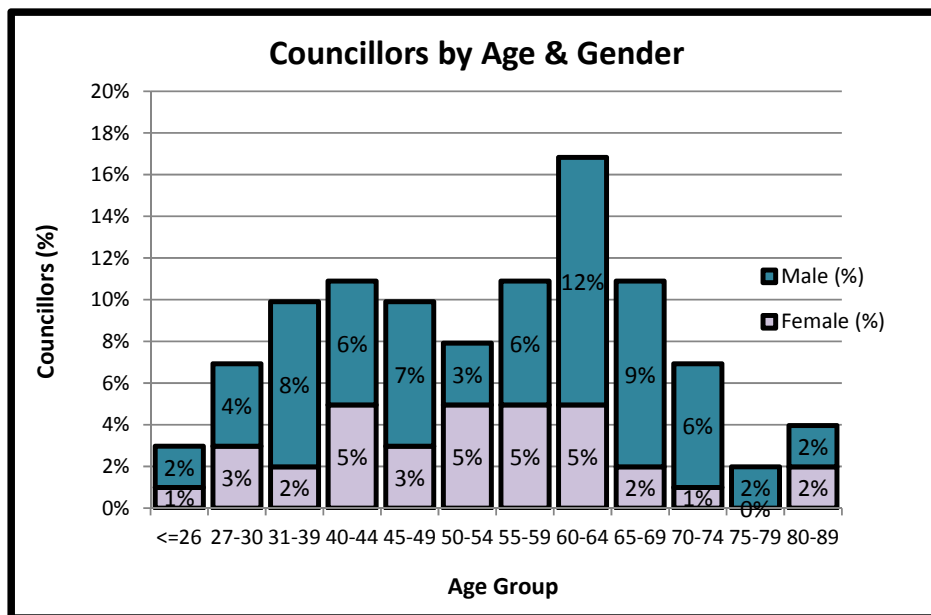
Source data: Workforce Analytics HR, September 2018

The change in ward boundaries in 2018 resulted in the number of councillors declining from 120 to 101. The decrease in council seats seems to have affected female councillors more than male councillors. There are now 34 female councillors (down from 42, a drop of 19%), and 67 male councillors (down from 78, a drop of 14%).

The gender balance of councillors is now 34% female and 66% male.



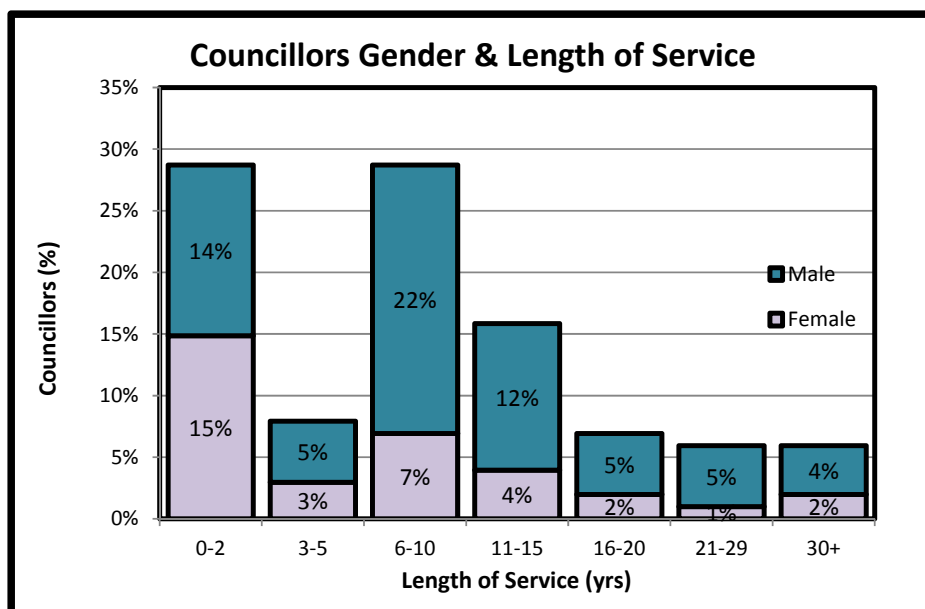
Source data: Workforce Analytics HR, September 2018



Source data: Workforce Analytics HR, September 2018

When broken down by age, 60 councillors (59%) are aged 50 or over. It is interesting to note that there are 20 female councillors (60% of female councillors) aged 50 or over, compared to 40 male councillors (59% of male councillors).

There is little age difference at the younger end of the scale – only 4 (4%) female councillors, compared to 6 (6%) male councillors, are aged under 30 year old.



Source data: Workforce Analytics HR, September 2018

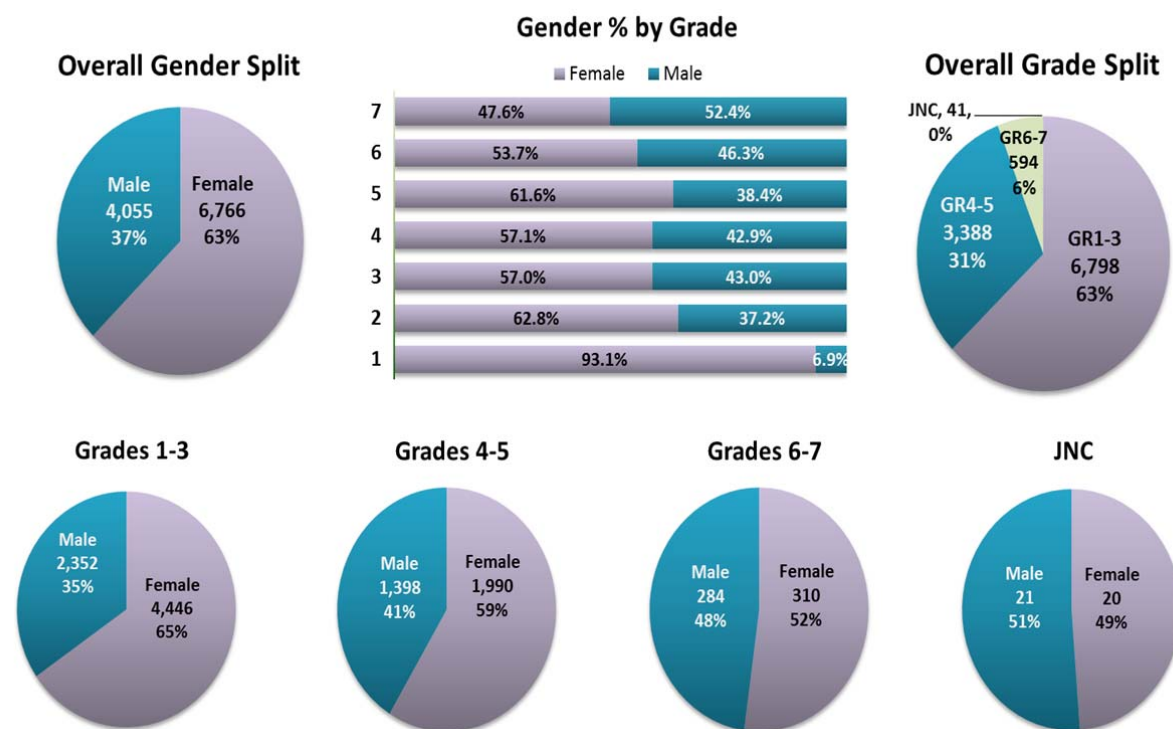
Moving on to length of service, 29% of councillors have been serving for 0-2 years.

Male councillors tend to have been serving for longer periods of time. When broken down by length of service, 15 (15%) female councillors have been serving for 0-2 years, compared to 14 (14%) male councillors. 26% of male councillors have been serving for 11 years or over, compared to 9% of female councillors.

However, at the very top of the scale, numbers are similar – 4 male and 2 female councillors have been serving as councillors for 30 years or over.

Birmingham City Council Employees

In terms of staff grade distribution by gender, there are more women than men across all grades within the council, although this decreases as income increases.



Source data: Workforce Analytics HR, September 2018

Women in the Labour Market

Birmingham's performance is amongst the lowest of the all core cities when looking at women against economic and skills measures.

Women in the Labour Market: A comparison of Birmingham to Core Cities											
% Economic activity rate females – aged 16-64	62.9	76.9	74.2	66.5	74.4	64.5	68	70.4	57.1	72.9	73.4
Core Cities Rank	2	10	8	4	9	3	5	6	1	7	
% Employment rate females - aged 16-64	57.3	73.7	67.4	62.6	71.6	61.1	64.8	68.1	54.2	67.6	70.3
Core Cities Rank	2	10	6	4	9	3	5	8	1	7	
% Unemployment rate females - aged 16-64	5.6	3.2	6.8	3.9	2.8	3.4	3.2	2.2	2.9	5.3	3.1
Core Cities Rank	2	7	1	4	9	5	6	10	8	3	
% Females in employment in Higher Skilled Occupations	41.2	50	50.1	43.9	45.1	44.6	39.1	43.8	37.8	42.7	43.1
Core Cities Rank	3	9	10	6	8	7	2	5	1	4	
% with NVQ4+ - females aged 16-64	32.9	53.6	48.7	48.6	37.7	35.7	39.5	38.6	30.2	42.2	40.3
Core Cities Rank	2	10	9	8	4	3	6	5	1	7	
% with no qualifications (NVQ) - females aged 16-64	12.6	5.1	7.1	11.8	11.5	13.5	12.6	9	13.4	8.2	7.8
Core Cities Rank	3	10	9	5	6	1	4	7	2	8	
Average Annual Earnings - Resident Based	£23.7K	£24.9K	£25.7K	£25.0K	£24.1K	£24.1K	£23.1K	£24.0K	£20.2K	£24.4K	£25.3K
Core Cities Rank	3	8	10	9	5	6	2	4	1	7	
Local Authority Comparison	Birmingham	Bristol	Cardiff	Glasgow	Leeds	Liverpool	Manchester	Newcastle	Nottingham	Sheffield	UK

Economic Measure	Economic activity rate females – aged 16-64	Employment rate females - aged 16-64	Unemployment rate females - aged 16-64	% Females in employment in Higher Skilled Occupations	% with NVQ4+ - females aged 16-64	% with no qualifications (NVQ) - females aged 16-64	Average Annual Earnings - Resident Based
Birmingham Gap between female and male	-14.2	-14.3	0.2	-1.4	3	0	-£5.2

Negative value means the male statistic is a higher value.

Source data: Planning Policy, October 2018

Birmingham women have:

- lower economic activity rate than male residents, 62.9% compared to 77.1%

- 2nd lowest economic activity rates amongst the 10 core cities and rates are well below the UK average of 73.4%
- lower employment rate than male residents, 57.3% compared to 71.6%
- 2nd lowest employment rates amongst the 10 core cities and rates are well below the UK average of 70.3%
- higher unemployment rate than male residents, 5.6% compared to 5.4%
- 2nd highest unemployment rates amongst the 10 core cities and rates are above the UK average of 3.1%
- proportion of employed female Birmingham residents in higher skilled occupational groups is 41.2% compared to 42.6% for male residents
- 3rd lowest share of women in higher skilled jobs amongst the core cities and the rate is below the UK average of 43.1%
- 32.9% of female working age residents in Birmingham have an NVQ4+ level qualification compared to 29.9% of men
- proportion of female residents with higher level qualifications in the city is the 2nd lowest of the 10 core cities and well below the UK average of 40.3%
- 12.6% of female residents have no qualifications, the same proportion as male residents
- 3rd highest rate of females with no qualifications amongst the core cities and a rate well above the UK average of 7.8%
- earn less than males with average annual gross incomes for full time female workers of £23,735 compared to £28,930 for men
- 3rd lowest earners amongst the core cities and on average earn around £1,500 per year less than the average for females across the UK as a whole.

Recommendations

'Does Local Government Work for Women?' Fawcett Society and LGU's Local Government Commission

A number of recommendations have been made in this report in order to improve the situation and in summary these include the following:

Support for parents & flexibility

- Provide comprehensive maternity, paternity, adoption, and parental leave policies for councillors and cabinet members
- Introduce a comprehensive dependent carer's allowance scheme so that all childcare and adult dependent care costs are covered
- Regularly survey councillors to identify the most mutually convenient meeting times for all members involved in meetings;
- Introduce remote and flexible working policies (as far as is compatible with the law)
- Introduce reasonable adjustment policies to support disabled councillors

Eradicate sexism and harassment

- Work with the police to ensure that women council candidates can report abuse and harassment in the knowledge that they will be taken seriously
- Include a prohibition on sexism and discriminatory behaviour in the council's code of conduct, and implement a formal standards committee
- Establish a formal role to oversee member conduct and promote equality
- Provide councillors with appropriate training to tackle discrimination, and publish audio recordings in order to enable transparency

Enable women to progress to leadership

- Introduce active sponsorship schemes for all new councillors, and ensure women councillors are encouraged to take them up
- Adopt within their constitution a requirement for at least 50% of cabinet members, and chairs of committees, to be women; and introduce assistant or deputy cabinet member roles, filled on a gender equal basis
- Offer all council officer roles, including senior jobs, as flexible working and part-time by default, unless there is a clear business case otherwise;
- Support the development of gender equality networks so that councillor allies can support women local government officers in challenging sexism

‘Power to the People – tackling gender imbalance in Combined Authorities and Local Government’ Institute for Public Policy Research

The following recommendations have been made in this report to achieve more equal representation of women in local government:

Getting more women into local politics

- Political parties need to collect and publish data on the representation of women and protected groups in relation to party membership, and the initial recruitment and selection of candidates for local government
- Local councils should be responsible for collecting data on elected councillors
- Rankings of local councils and political parties should be published with this improved data to demonstrate how well they reflect and represent the electorate

Getting more women selected, elected and into leadership roles

- To support the goal of encouraging 12,000 more women to come forward for councillor positions by 2025, an ambitious ‘Ask Her to Stand’ initiative for local government should be introduced. This could be coordinated by an existing national pressure group supported by dedicated local groups to pursue local targets
- The Local Government Association’s ‘Be a Councillor’ initiative should be targeted more directly at improving the gender balance in local government
- If the recommendations above have not resulted in greater representation of women in local government, legislation should be introduced in the next parliament for political parties to apply a quota of 40% for women in posts in local government
- Given the UK’s first-past-the-post system, this is most likely to be achieved by parties committing to all-women shortlists in wards and divisions where a councillor is standing down or retiring
- Specific measures should also be taken for the most ‘winnable’ seats to ensure the greatest chances of higher female representation
- The responsibilities of the Minister for Women and Equalities in the UK should include improving the representation of women in both local and national government
- As part of this the Minister should work in partnership with political parties to establish a cross-party scheme to provide coaching and mentoring for promising female councillors in England, working in partnership with political parties to set this up
- This should be as part of an extended brief to monitor progress towards more equal gender representation in local and national politics in the UK

Achieving a better gender balance in

- Most mayoral and non-mayoral combined authorities have a deputy chair alongside a chair (mayor or appointed leader) on

**the leadership of
local authorities
and new devolved
institutions**

combined authority boards

- In order to ensure a more equal gender balance among the leadership of new and existing combined authorities, the deputy chair role should become a mandatory role for combined authorities and these two top positions should be filled by a man and a woman
- The deputy chair role should be nominated from combined authority cabinet members, local authority leaders and local authority cabinet members, and elected by the chair and combined authority members. In mayoral combined authorities this could also be nominated from the deputy mayor(s)
- Where needed to address gender imbalances, this change could be led by mayors, or the leadership of new and existing combined authorities, and changes could be written into their constitutions. However if this does not happen across the majority of these institutions, legislation should be introduced in the next parliament for this to become a legally required position.

Recommendations: Progress to date

Following the publication of ‘Does Local Government Work for Women?’ (Local Government Commission report) in July 2017, progress has been made to address some of the issues relating to local authorities.

The table below sets out where the recommendations contained in the report that have been completed by Birmingham City Council.

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Introduce maternity, paternity and parental leave entitlements for councillors across England</p> <p>The Secretary of State for Communities and Local Government should introduce a statutory England-wide, comprehensive maternity, paternity, adoption and parental leave policy for councillors. This should be in line with leave available to employees, and ensure that cabinet members continue to receive their allowances.</p>	<p><i>Most councils do not have any maternity, paternity, adoption or parental leave policies in place for councillors across England, and our Freedom of Information request found that only 12 councils, just 4 percent of those responding, have any kind of formal policy in place.</i></p>	<p>Birmingham City Council (BCC) has a parental leave policy in place for councillors, part of members allowance scheme (since May 2018). The policy is in line with that available to employees.</p>
<p>Childcare and caring costs must be covered</p> <p>The Secretary of State for Housing Communities and Local Government should issue guidance to the existing local independent remuneration panels to promote our model for a comprehensive dependent carers' allowance scheme so that all childcare and adult dependent care costs are covered.</p>	<p><i>We found some councils do not cover the costs of childcare or dependent care at all, and many who offer inflexible or unnecessarily limited support. This causes women to struggle financially and in some cases stand down as councillors.</i></p>	<p>BCC councillors can claim a carers allowance under the members allowance scheme. This reflects the requirements of LGC scheme (Note: councillors are also entitled to claim tax free childcare and free nursery hours)</p>

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Change childcare expenses reporting so that councillors can claim</p> <p>The Secretary of State for Housing Communities and Local Government should change the law so that councillors' childcare expenses are reported separately to the main Members' Allowances data, so that reporting of them does not deter women from claiming support</p>	<p><i>Even when allowances are reasonable, the way they are reported can deter women from claiming.</i></p>	<p>BCC councillors' claims are reported in the Annual Payments Schedule according to category (i.e. basic allowance, special responsibility allowance, travel allowance, carers allowance and subsistence)</p>
<p>Codes of conduct to address sexism and discrimination</p> <p>Local authorities should make clear in their codes of conduct that councillor behaviour is governed by the prohibition on sex discrimination in the Equality Act 2010. Codes of conduct must be changed to include a requirement for councillors to promote equality in their actions and behaviour.</p>	<p><i>Councillor codes of conduct vary, and there is no requirement for them to promote equality or prohibit sex discrimination.</i></p>	<p>A revised code of conduct is being prepared. This includes the prohibition: "You must not sexually harass colleagues. Colleagues for this purpose include Members and Officers of Birmingham City Council" To be adopted in 2019.</p>

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Standards committees to be established</p> <p>Local authorities should be required to establish a formal standards committee, elected by full council on an annual basis, representative of party political make-up, and with a clear process for individuals to make complaints. The Secretary of State should change the law so that these committees have the power to suspend councillors as an ultimate sanction. The Secretary of State should open discussions with the LGA on establishing a higher arbiter of appeals against local standards committee decisions.</p>	<p><i>Following the abolition of Standards for England in 2012 there is no requirement for councils to have a formal standards committee, or any higher power to appeal to if complaints against a councillor are not handled properly. We conclude that formal standards committees, with a duty to promote equality and with real teeth, are needed in all councils so that women can challenge sexism and harassment.</i></p>	<p>BCC has a Standards Committee in place. The scope and processes relating to this have recently been reviewed (changes include increasing the number of independent members and ensuring cross-party representation).</p>
<p>Establish a role with authority to oversee member conduct</p> <p>Local authorities should establish a formal role to oversee member conduct and promoting equality in their next constitution review. Some councils have used the Chief Whip for this role; the chair of the formal standards committee may also be appropriate</p>	<p><i>We heard an example of good practice whereby a county council had reformed the role of its Chief Whip to be a non-executive role with responsibility for promoting the code of conduct and general member behaviour. We believe that having a senior councillor identified whose role is to promote a culture change could be a useful tool.</i></p>	<p>BCC has a Standards Committee in place – the Chair of the committee undertakes this role</p>

Recommendation from Report	Commentary from Report	Current Position in Birmingham
<p>Reasonable adjustment policies for disabled councillors</p> <p>All local authorities should introduce reasonable adjustments policies for disabled councillors so that access to legal entitlements is not subject to discretion.</p>	<p><i>BAME women, disabled women, and younger women are underrepresented amongst councillors, and experience significant discrimination.</i></p>	<p>Councillors can apply for “access to work” for funding for reasonable adjustments; the City Council supports as required.</p>
<p>Adopt a requirement for gender balanced leadership</p> <p>Local authorities must adopt within their constitution a requirement for at least 50 percent of cabinet members, and chairs of committees, to be women. Political parties must adopt this as their national policy.</p>	<p><i>Women make up just 17 percent of council leaders, one in four directly elected mayors, and four of the 22 Welsh leaders.</i></p> <p><i>We need to address the barriers that women face in the route to the top, which is often through cabinet or committee chair roles. Women comprise 30 percent of cabinet members overall – many in councils where there already is a woman leader. Women are particularly badly represented in cabinet roles in councils led by men. Nine councils still have all-male cabinets. Just one in seven finance or economic development roles are held by women.</i></p>	<p>BCC currently has a Cabinet that is 50% female; and the chairs of Scrutiny, Planning, Licensing, Audit, Trusts & Charities are also 50% female overall.</p>
<p>Create new leadership roles & support women into leadership positions</p> <p>Local authorities should consider introducing assistant or deputy cabinet member roles, filled on a gender equal basis, so that women are enabled to develop the skills and knowledge to take on leadership roles.</p>	<p><i>Of the Cabinet Advisors, 11 are male and 8 female.</i></p> <p><i>The appointment of Cabinet Members and Chairs are matters for the ruling administration and the Constitution should not fetter this.</i></p>	<p>Of the Cabinet Advisors, 11 are male and 8 female.</p> <p>The appointment of Cabinet Members and Chairs are matters for the ruling administration and the Constitution should not fetter this.</p>

Action Plan for Birmingham City Council

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
1. Collect and report diversity monitoring data	Data on the make-up of local council candidates and councillors to be collected and kept up to date. Should include protected characteristics like age, ethnicity, and disability	No additional resource implications - collected as part of the Annual Members Survey	Party Leaders	Jonathan Tew, & Kate Charlton	To be asked as part of the Annual Members Survey	January 2019
2. Local authorities to work with police to tackle abuse of council candidates <i>Local authorities should work with local police forces to ensure that women council candidates understand the legal protection available against online and offline abuse and harassment, and that they can quickly report it in the knowledge that they will be taken seriously.</i>	Abuse and harassment, including on social media, impacts on women's decisions to run for office. Local police and councils need to work with all future council candidates to ensure that the full force of the law is brought to bear when candidates are targeted with illegal abuse or harassment	No additional resource implications identified as yet – part of existing work between elections and police	Cllr Tristan Chatfield	Robert Connelly, Interim Assistant Director Governance	Meeting with Police held in Nov 2018 to discuss a memorandum of understanding on how Elections are policed across the region.	Ongoing

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>3. Legalise remote attendance at council meetings and use technology to support inclusion</p> <p><i>The Secretary of State should change the law so that remote attendance at meetings, including voting rights, is possible through Skype or other technological solutions. Councils should be required to proactively offer this to their councillors.</i></p>	<p>Technology is a key part of the solution, allowing more efficient use of people's time, and allowing more people who work full time or have caring responsibilities to participate. But at present, the law does not allow councillors to remotely attend or vote at meetings, through applications such as Skype. This too needs to change.</p>	<p>None as yet – to be assessed in light of any change in the law</p>	<p>Cllr Tristan Chatfield</p>	<p>Kate Charlton</p>	<p>Requires change in the law – City Council to lobby government</p> <p>To consider when law changes</p>	<p>April 2019</p> <p>To consider if /when technology changed in Council Chamber – “future proofing”</p>

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>4. Consult on meeting times to better meet the needs of those with caring responsibilities or disabled people</p> <p><i>Council members' services teams should regularly survey councillors to identify the most mutually convenient meeting times for all members involved in meetings, and when setting meeting times should make sure councillors with caring responsibilities and disabled councillors are not excluded.</i></p>	<p>Many women councillors face significant barriers from the inflexibility of meeting times, and almost two thirds of women councillors feel that changing this will bring more women in. Much more needs to be done to ensure all councillors' views are taken into account when meetings take place and how councillors are expected to work.</p>	<p>Resources already committed to Annual Members Survey</p>	<p>Leader</p>	<p>Kate Charlton</p>	<p>Question added to Annual Members Survey</p>	<p>January 2019</p>

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>5. Standards committees to suspend then deselect councillors who sexually harass council colleagues, staff or the public</p> <p>It should not be possible for a councillor to continue to represent a political party, nor to hold elected office if they are found to have sexually harassed someone. If a councillor is accused of sexual harassment they should be suspended pending investigation by the Standards Committee, then deselected if the allegations are upheld</p>	<p><i>The Standards for England and the mandatory code of conduct were abolished by the Localism Act 2011. In their place, local authorities are required to promote and maintain high standards of conduct, and introduce their own local codes and sanctions, with no formal model provided. The only requirement is that they include the 'Nolan principles' of public life.</i></p>	None	Leader	Kate Charlton	To lobby government to give Standards Committees more powers to sanction members who contravene the code of conduct	January 2019

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>6. Standards, training, and transparency</p> <p><i>With clear standards in place, councils should provide councillors with appropriate training to tackle discrimination, and enable transparency through publishing audio recordings in order to monitor behaviour.</i></p>	<p>Council leaders and chairs need to understand the need for change and the nature of discrimination in order to provide leadership on this issue. We recommend that they should undertake unconscious bias training, which is available from providers across the country.</p>	<p>To form part of the existing member development programme</p> <p>Most BCC meetings already webcast so no additional costs.</p>	Party Leaders	Kate Charlton	BCC revised code of conduct to be followed up by member sessions and practical guidance	Revised code of conduct: April 2019; Training and guidance to follow
<p>7. Provide active sponsorship of new councillors</p> <p><i>All local authorities should introduce active sponsorship schemes for all new councillors, and ensure women councillors are encouraged to take them up, to help them progress.</i></p>	<p>Mentoring relationships can be positive, but research literature from within the private sector suggests that an alternative which is often more effective at ensuring women's advancement is sponsorship... a person in a senior role proactively seek to advance another person's career.</p>	None	Party Leaders	Kate Charlton	One to one support offered to all new councillors via the groups. This should be formalised as part of the induction process	Ahead of 2022 election / or for any by-election

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
<p>8. Open up all senior roles to flexible working or part-time by default</p> <p><i>Local authorities should offer all roles, including senior roles, as flexible working and part-time by default, unless there is a clear business case otherwise. This must be backed up by a genuine organizational commitment to viewing flexible working on equal terms with traditional working patterns.</i></p>	<p>The local government workforce is overwhelmingly female, yet at the top male Chief Executives outnumber women two to one. Women council officers highlight the culture amongst politicians at the top of councils, and the failure to promote genuine flexible working, as the root of this waste of women's talents.</p>	Ongoing investigation	Cllr Tristan Chatfield	Dawn Hewins	<p>BCC is aspiring to be an agile organisation and has some great examples of flexible working arrangements.</p> <p>We need to assess what this would mean in practice if implemented across senior roles.</p>	March 2019
<p>9. Local authority gender equality networks to include women officers</p> <p><i>Local authorities must support the development of gender equality networks so that councillor allies can support women local government officers in challenging sexism that they experience.</i></p>		Ongoing investigation	Cllr Tristan Chatfield	Dawn Hewins	<p>Some equality networks are in place – consideration of whether gender specific networks are needed is part of the workforce strategy work</p>	March 2019

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
10. Implement gender mainstreaming into local policy processes	<p>Training for councillors and employees to raise awareness of gender implications of their decisions/ policies/ work. Best practice initiative called JämKom (Swedish Association of LA's)- 3R</p> <p>Method: Representation Resources Realia</p> <p>This approach would identify if women had an equal input into the decision making process. The method would explore the level of gender equality within the employment practices of local government</p>	To be confirmed	Cllr Tristan Chatfield	Jonathan Tew	Project Plan – to include plans for all BCC panels and committees to have both genders represented.	March 2019

Action / Recommendation	Details (taken from the LGC/ IPPR reports)	Financial Implications	Lead Member	Lead Officer	Notes/ Next steps	Timescales
11. Exemplar of progressive leadership through peer-to-peer development and action research, leading within the sector on gender equality and good governance	<p>Support the development of gender equality networks so that councillor allies can support women local government officers in challenging sexism that they experience.</p> <p>Establish regional, cross-party, gender equality networks open to councillors and officers. These would build informal networks, and support women and allies to challenge the structures and cultures that hold women back in town halls.</p>	Leadership commission	Cllr Tristan Chatfield	Jonathan Tew Dawn Hewins	Policy and HR to support these processes, but also to link with appropriate partner/ community reps too	March 2019

Appendix 1

Birmingham City Council Councillors

Birmingham City Council Councillors

Source data provided by Workforce Analytics, HR, BCC, Sept 2018

Councillors by Gender

Gender	Total	%
Female	34	34%
Male	67	66%
Grand Total	101	100%

Councillors by Age

Age band	No.	%
26 or under	3	3%
27-30	7	7%
31-39	10	10%
40-44	11	11%
45-49	10	10%
50-54	8	8%
55-59	11	11%
60-64	17	17%
65-69	11	11%
70-74	7	7%
75-79	2	2%
80-89	4	4%
Grand Total	101	100%

Gender of councillors by age

Age Band	No	%
Under 26	3	3%
27-30	7	7%
31-39	10	10%
40-44	11	11%
45-49	10	10%
50-54	8	8%
55-59	11	11%
60-64	17	17%
65-69	11	11%

70-74	7	7%
75-79	2	2%
80-89	4	4%
Grand Total	101	100%

Age of councillors by gender

Age Band	Female (No)	Male (No)	Female (%)	Male (%)	Grand Total
Under 26	1	2	1%	2%	3
27-30	3	4	3%	4%	7
31-39	2	8	2%	8%	10
40-44	5	6	5%	6%	11
45-49	3	7	3%	7%	10
50-54	5	3	5%	3%	8
55-59	5	6	5%	6%	11
60-64	5	12	5%	12%	17
65-69	2	9	2%	9%	11
70-74	1	6	1%	6%	7
75-79	0	2	0%	2%	2
80-89	2	2	2%	2%	4
Grand Total	34	67	34%	66%	101

Gender of councillors by length of service

Length of Service (yrs)	Female	Male	Female	Male	Grand Total
0-2	15	14	15%	14%	29
3-5	3	5	3%	5%	8
6-10	7	22	7%	22%	29
11-15	4	12	4%	12%	16
16-20	2	5	2%	5%	7
21-29	1	5	1%	5%	6
30+	2	4	2%	4%	6
Grand Total	34	67	34%	66%	101

Appendix 2

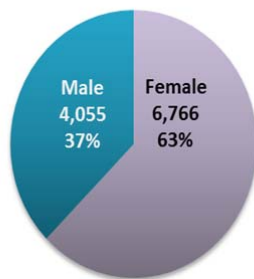
Birmingham City Council Employees

BCC Staff Grade by Gender

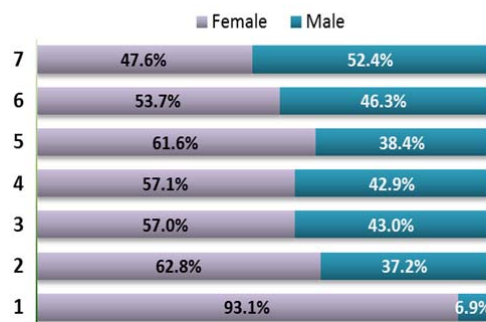
Provided by Workforce Analytics – HR, BCC, Sept 2018

Grade	Count		%	
	Female	Male	Female	Male
GR1	1066	79	93.10%	6.90%
GR2	1708	1010	62.84%	37.16%
GR3	1672	1263	56.97%	43.03%
GR4	1236	928	57.12%	42.88%
GR5	754	470	61.60%	38.40%
GR6	241	208	53.67%	46.33%
GR7	69	76	47.59%	52.41%
JNC	20	21	48.78%	51.22%
Grand Total	6766	4055	62.53%	37.47%

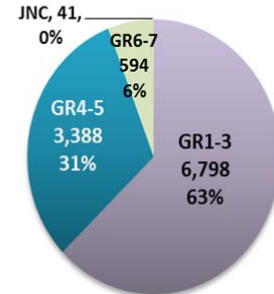
Overall Gender Split



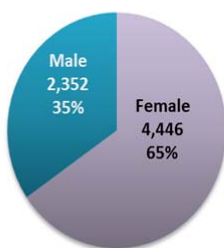
Gender % by Grade



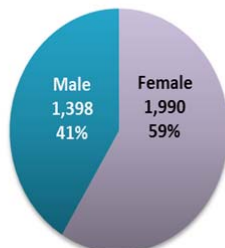
Overall Grade Split



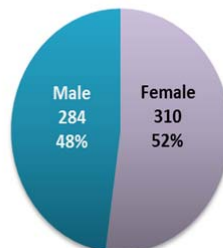
Grades 1-3



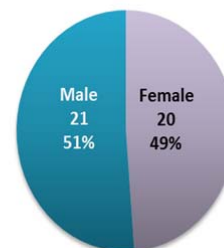
Grades 4-5



Grades 6-7



JNC



Appendix 3

Women in the Labour Market

Economic Activity and Employment in Birmingham with Comparison to Core Cities

Produced by Planning Policy, Birmingham City Council, October 2018

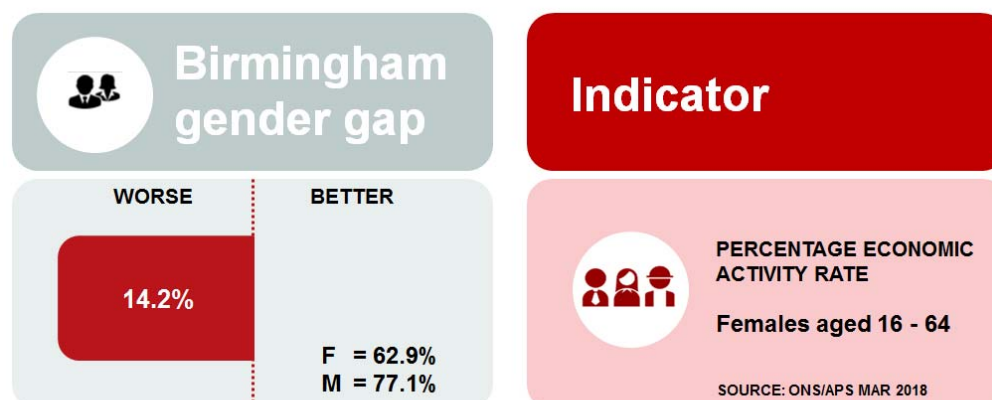
1. Economic Activity

A measure of those residents of working age (16-64) who are either employed or unemployed but seeking work.

- Female Birmingham residents have a lower economic activity rate than male residents, 62.9% compared to 77.1%. Women in the city have the 2nd lowest economic activity rates amongst the 10 core cities and rates are well below the UK average of 73.4%.

		Economic activity rate females – aged 16-64		
Area		Economically Active	16-64 Population	%
1	Nottingham	60,900	106,500	57.1
2	Birmingham	228,600	363,300	62.9
3	Liverpool	105,100	162,900	64.5
4	Glasgow	142,800	214,800	66.5
5	Manchester	124,700	183,400	68
6	Newcastle	68,900	97,900	70.4
7	Sheffield	137,000	187,900	72.9
8	Cardiff	90,500	121,900	74.2
9	Leeds	194,400	261,300	74.4
10	Bristol	117,600	153,000	76.9
London		2,181,100	3,023,500	72.1
UK		15,200,000	20,703,500	73.4

Source: ONS/APS March 2018



The size of bar shows the relative difference of male rate to female rate

2. Employment Rates

A measure of residents of working age who are employed.

- Female residents of Birmingham have a lower employment rate than male residents, 57.3% compared to 71.6%. Women in the city have the 2nd lowest employment rates amongst the 10 core cities and rates are well below the UK average of 70.3%.

Area		Employment rate females - aged 16-64		
		Employed	16-64 Population	%
1	Nottingham	57,700	106,500	54.2
2	Birmingham	208,100	363,300	57.3
3	Liverpool	99,500	162,900	61.1
4	Glasgow	134,400	214,800	62.6
5	Manchester	118,800	183,400	64.8
6	Cardiff	82,200	121,900	67.4
7	Sheffield	127,100	187,900	67.6
8	Newcastle	66,700	97,900	68.1
9	Leeds	187,100	261,300	71.6
10	Bristol	112,700	153,000	73.7
London		2,062,100	3,023,500	68.2
UK		14,553,200	20,703,500	70.3

Source: ONS/APS March 2018

3. Unemployment

A measure of residents of working age who are not employed but actively seeking work, this survey based measure of unemployment is broader than the claimant count measure and is not limited to those eligible for unemployment benefit.

- Female residents of Birmingham have a higher unemployment proportion than male residents, 5.6% compared to 5.4%. Women in the city have the 2nd highest unemployment proportion amongst the 10 core cities and rates are above the UK average of 3.1%.

Unemployment % females - aged 16-64				
Area		Unemployed	16-64 Population	%
1	Cardiff	8,300	121,900	6.8
2	Birmingham	20,500	363,300	5.6
3	Sheffield	9,900	187,900	5.3
4	Glasgow	8,400	214,800	3.9
5	Liverpool	5,600	162,900	3.4
6	Manchester	5,900	183,400	3.2
7	Bristol	4,900	153,000	3.2
8	Nottingham	3,100	106,500	2.9
9	Leeds	7,300	261,300	2.8
10	Newcastle	2,200	97,900	2.2
London		119,000	3,023,500	3.9
UK		646,800	20,703,500	3.1

Source: ONS/APS March 2018



The size of bar shows the relative difference of male rate to female rate

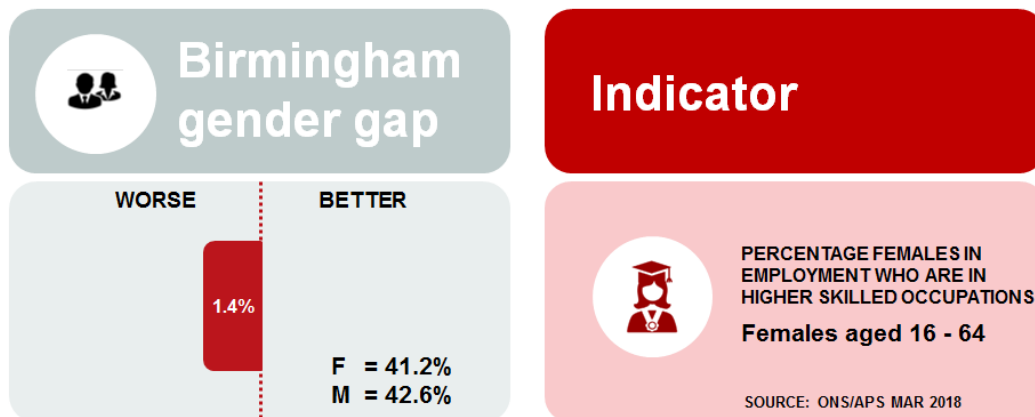
4. Higher Skilled Occupations

This measure looks at the proportion of employed female residents who are in higher skilled and better paid managerial and professional occupations.

- The proportion of employed female Birmingham residents in higher skilled occupational groups is 41.2% compared to 42.6% for male residents. The city has the 3rd lowest share of women in higher skilled jobs amongst the core cities and the rate is below the UK average of 43.1%.

Area		% Females in employment who are in Higher Skilled Occupations		
		Higher Occupations	Females in Employment	%
1	Nottingham	22,200	58,800	37.8
2	Manchester	46,800	119,800	39.1
3	Birmingham	87,500	212,200	41.2
4	Sheffield	55,400	129,600	42.7
5	Newcastle	29,700	67,800	43.8
6	Glasgow	60,100	136,800	43.9
7	Liverpool	45,400	101,700	44.6
8	Leeds	85,400	189,500	45.1
9	:Bristol	57,900	115,900	50.0
10	Cardiff	41,900	83,600	50.1
London		1,127,800	2,121,800	53.2
United Kingdom		6,478,300	15,030,000	43.1

Source: ONS/APS March 2018



The size of bar shows the relative difference of male rate to female rate

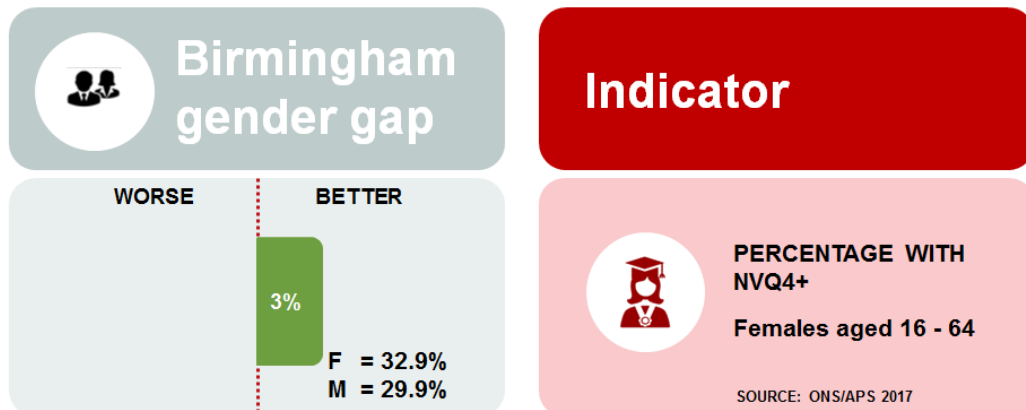
5. Qualifications

This measure looks at the proportion of working age female residents who are qualified to NVQ4+ (degree level and above) and those who have no formal qualifications.

- 32.9% of female working age residents in Birmingham have an NVQ4+ level qualification compared to 29.9% of men. The proportion of female residents with higher level qualifications in the city is the 2nd lowest of the 10 core cities and well below the UK average of 40.3%.

% with NVQ4+ - females aged 16-64				
	Area	NVQ4+	16-64 Population	%
1	Nottingham	32,100	106,400	30.2
2	Birmingham	119,100	361,900	32.9
3	Liverpool	58,200	163,000	35.7
4	Leeds	97,400	258,100	37.7
5	Newcastle	37,700	97,900	38.6
6	Manchester	72,600	183,900	39.5
7	Sheffield	77,700	183,800	42.2
8	Glasgow	104,200	214,400	48.6
9	Cardiff	59,400	121,900	48.7
10	Bristol	81,600	152,300	53.6
	London	1,588,100	3,009,900	52.8
	UK	8,330,200	20,645,300	40.3

Source: ONS/APS 2017

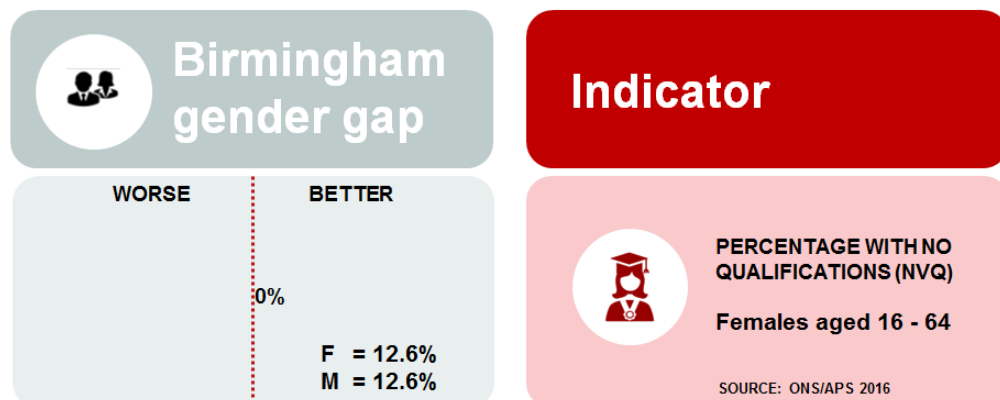


The size of bar shows the relative difference of male rate to female rate

12.6% of female residents have no qualifications, the same proportion as for male residents (12.6%) in the city. Birmingham has the 3rd highest rate of females with no qualifications amongst the core cities and a rate well above the UK average of 7.8%.

% with no qualifications (NVQ) - females aged 16-64				
	Area	No Quals	16-64 Population	%
1	Liverpool	21,900	163,000	13.5
2	Nottingham	14,200	106,400	13.4
3	Birmingham	45,600	361,900	12.6
4	Manchester	23,200	183,900	12.6
5	Glasgow	25,300	214,400	11.8
6	Leeds	29,600	258,100	11.5
7	Newcastle	8,800	97,900	9.0
8	Sheffield	15,100	183,800	8.2
9	Cardiff	8,700	121,900	7.1
10	Bristol	7,700	152,300	5.1
	London	197,700	3,009,900	6.6
	UK	1,611,800	20,645,300	7.8

Source: ONS/APS 2017



The size of bar shows the relative difference of male rate to female rate

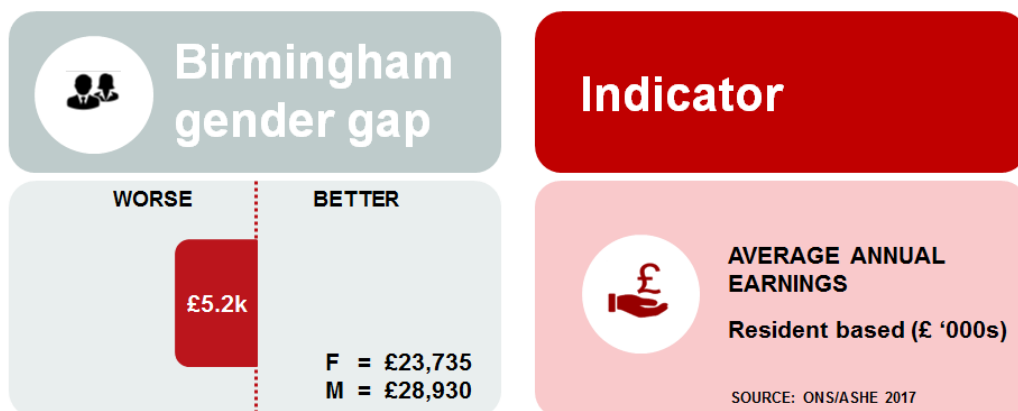
6. Earnings

A measure of average earnings for employed female residents, taken from the Annual Survey of Hours and Earnings.

- Female residents earn less than males with average annual gross incomes for full time female workers of £23,735 compared to £28,930 for men. Women in Birmingham are the 3rd lowest earners amongst the core cities and on average earn around £1,500 per year less than the average for females across the UK as a whole.

Average Annual Earnings - Resident Based				
	Area	Female Full Time Workers		Male Full Time Workers
1	Nottingham	£	20,193	£ 24,970
2	Manchester	£	23,084	£ 27,769
3	Birmingham	£	23,735	£ 28,930
4	Newcastle	£	24,026	£ 28,045
5	Leeds	£	24,072	£ 30,315
6	Liverpool	£	24,095	£ 26,957
7	Sheffield	£	24,431	£ 28,968
8	Bristol	£	24,913	£ 30,362
9	Glasgow	£	25,022	£ 28,938
10	Cardiff	£	25,708	£ 31,144
	London	£	31,691	£ 37,670
	UK	£	25,308	£ 31,103

Source: ONS/ASHE 2017



The size of bar shows the relative difference of male rate to female rate

Statement of Intent

Inequality and Democracy

Birmingham City Council is committed to Inclusive Leadership and equal opportunity for all, but recognises there is progress to be made to drive improvement. The first tranche of work has focused on gender inequality particularly to respond to the recommendations published by the Local Government Commission and Institute for Public Policy Research. Subsequent tranches will analyse data related to other protected characteristics.

Birmingham City Council will:

1. Commit to ensuring that everyone, irrespective of their background, has equal input into decision making processes and address any legacy or institutional failings
2. Enable opportunities for progression to leadership roles through active sponsorship of new councillors and member development opportunities that supports councillors effectively
3. Collect and report diversity monitoring data on local councillors in order to ensure any issues around inequality are recognised and addressed
4. Ensure reasonable adjustments policies for disabled councillors are supported so that access to local democracy is not restricted
5. Commit to and reinforce codes of conduct to address, discrimination and harassment and to challenge such behaviour where it occurs
6. Continue the commitment to supporting maternity/paternity provision and keep the Members Allowance Scheme under review
7. Be an exemplar of progressive leadership leading within the sector on, all protected characteristics, equality and good governance.

Signed



Councillor Ian Ward, Leader
Birmingham City Council.

Signed



Dawn Baxendale, Chief Executive
Birmingham City Council.

CITY COUNCIL

4 DECEMBER 2018

MOTIONS FOR DEBATE FROM INDIVIDUAL MEMBERS

To consider the following Motions of which notice has been given in accordance with Standing Order 4 (i)

A. Councillors Kerry Jenkins and Nicky Brennan have given notice of the following Notice of Motion:-

“This Council notes that:

- 42% of children in Birmingham are living in poverty;
- The Trussell Trust reports a 40.6% increase in demand at its Birmingham food banks from September 2017 to September 2018;
- A survey undertaken by Plan International UK last year found that 1 in 10 teenage girls had been unable to afford sanitary products;
- 56% of teenage girls said they would rather be bullied at school than talk to their parents about periods;
- This is particularly problematic for girls from low-income families who see their parents struggling to make ends meet and feel reluctant to ask them to add sanitary products to the weekly shop;
- In many cases, as a result, they may lose a significant number of days of schooling or be unable to take part in all school activities;
- In his recent damning report on the impacts of austerity in the United Kingdom, United Nations Special Rapporteur on extreme poverty and human rights, Professor Philip Alston concluded that 'Women are particularly affected by poverty.' One of the consequences of this has been an increase in period poverty and regrettably, even women in low-income employment are sometimes unable to afford good quality sanitary products when struggling to meet household bills and feed their families;
- In a country as well-off as Britain 'Period Poverty' is a scandal that should be ended.

This Council commends the:

- Scottish Government for its commitment to tackle 'Period Poverty' by introducing free sanitary products in all educational establishments;
- Project recently established by the charity Red Box who facilitate the distribution of sanitary products to students in need;
- Period poverty dignity campaigns launched by trade unions which are raising public awareness of period poverty.

This Council resolves to:

- Ask the Health and Well-Being Overview & Scrutiny Committee to work with relevant Cabinet Members, officers and partners to explore how sanitary products can be made available free of charge to female

- students in Birmingham's schools and colleges and to women employed in or visiting council run buildings;
- Write to the Chancellor of the Exchequer asking the Government to provide the necessary funding to cover the cost of providing free sanitary products to girls and women in council workplaces, schools and colleges and scrap the VAT levied on female sanitary products as soon as is practicable and, in the meantime, to use the VAT collected on these products to fund the provision of free sanitary products for girls and women in need."

B. Councillors Peter Fowler and Simon Morrall have given notice of the following Notice of Motion:-

"This Council welcomes the publication of the first UK wide veterans strategy by the UK, Welsh and Scottish Governments to support ex armed forces personnel with community and relationships, employment and skills, health and well-being, finance and debt, housing, and contact with the law.

This Council also welcomes the commitment of the West Midlands Mayor to closing the employment gap for veterans across the region via a new strand of the Mayor's Mentor Programme and a new scheme to harness the skills of veterans to become trainers in the construction industry.

This Council notes that, since signing the Armed Forces covenant in February 2012 with cross party support, the Council has embedded support to veterans within a number of key policies. However this Council believes that, with the publication of a new national strategy and in order to mark the end of centenary commemorations of the Armistice it is timely to look again at how the Council supports veterans across the full range of its responsibilities as well as how it works with partners at a local and regional level to ensure the best possible care and support for those who have risked so much for our Country.

As such this Council calls for a Scrutiny Review to be carried out and reported back to Full Council to look at:

- How the Council currently supports veterans, including how successfully it is meeting its commitments under the Armed Forces Covenant and how this can be improved
- To look specifically at the current housing offer and how to ensure that this is addressing the need of veterans in the City
- How the Council currently works with partners to deliver support to veterans at a local and regional level and how this can be improved
- Identify any extra areas of support that the Council can provide either itself or in partnership through looking at best practice elsewhere and by engaging with veterans groups to see where more support may be beneficial
- Identify areas where we can help build better understanding amongst the wider community, especially younger people, by engaging with schools and youth groups such as the Scouts and Cadets
- Identify any areas where the council can constructively feedback to national government for policy changes or additional support to enable

the Council to deliver the Government's aims and objectives for veterans at a local level.

In addition the Council also calls on the Executive, at the end of this Review, to write to all armed forces and key armed forces organisations (such as the Royal British Legion) setting out the Birmingham offer, along with details on how to access support to encourage full take up for all eligible individuals."

C. Councillors Julien Pritchard and Roger Harmer have given notice of the following Notice of Motion:-

"This Council notes that:

- Birmingham City Council has approximately 64,000 Council homes.
- Birmingham City Council has recently built its 3,000th new council house since 2009.
- The city is undergoing a large amount of regeneration and building of new housing.
- Plans for regeneration projects such as in Druids Heath are seeing a reduction in the amount of council housing.
- The Mayor of London has introduced a requirement for all new regeneration projects to have a residents' ballot.
- The Birmingham Development Plan has a target of 35% of affordable homes in all new developments.
- Residents on lower incomes are more likely to be reliant on local support networks and are less able to move to different areas.
- Birmingham City Council does not currently have a right to return or remain policy for residents.
- Birmingham City Council does not currently give affected residents a vote on regeneration plans.
- Housing & Neighbourhoods Overview & Scrutiny Committee has agreed to do an enquiry into a right to return.

This Council believes that:

1. Regeneration should be first and foremost planned for the benefit of those already residing in a given area.
2. Regeneration plans should be shaped by and with residents living in an area both before and after key decisions are made.
3. Residents in a regeneration area should have the ability to approve or veto plans in a ballot.
4. All council tenants living in an area with proposed regeneration should have the right to return or remain in the area after it is rebuilt or regenerated.
5. This should include those in sheltered or supported accommodation.
6. Council tenants who wish to move and re-locate should also have the right to do so.
7. Whether council tenants leave or remain it should be on equivalent rents and the same tenancy terms.
8. Systems should be devised to improve the prospects for private tenants seeking to stay in the locality.
9. Freeholders and leaseholders should have the right and be prioritised to purchase a new home in the new development.

10. Most residents will not want to move twice so regeneration projects should ideally be phased allowing residents to move straight from an old home to a new one.

This Council, therefore, recommends:

1. To support the scrutiny enquiry into a right to remain/return.
2. To ensure future regeneration projects are shaped with and by residents.
3. To give affected residents a right to veto regeneration projects in a ballot.
4. To introduce a right to return or remain policy for Birmingham City Council regeneration projects in line with points 4-10 above.”