

Equalities, Community Safety & Cohesion

Introduction to the Service

May 2015

1.0 Introduction

The Equalities, Community Safety & Cohesion Service is located within the Place Directorate of the City Council. Following a service redesign in 2014, the Service is an amalgamation of what were three separate Council functions, now combined as a single Service with a Service Head.

The functions of the Service are diverse and provide a unique range of initiatives, activities and support arrangements across the directorate as a whole, the City Council, partner agencies and the communities of Birmingham.

The Service co-ordinates and delivers a varied and complex programme of work, much of the time together with partners and community organisations to meet the Leader's priority for social cohesion, with a specific emphasis on reducing inequalities and disadvantage and making the city safe and secure.

This paper provides a snapshot only of some of the functions and work streams delivered by the Service.

A Service structure chart is provided at Appendix 1 of this paper

1.1 Roles and Responsibilities of the Service

The current roles and responsibilities of the Service are summarised here. They are:

- Discharging the Council's statutory responsibilities relating to the Equalities Act 2010 and Community Cohesion agenda.
- Discharging the council's statutory responsibilities relating to the Crime and Disorder Act 1998, Domestic Violence, Crime and Victims Act 2004, the Police and Justice Act 2006, the Police Reform and Social Responsibility Act 2011, the Police and Crime Panel and CCTV operations.
- Ensuring that the council has clear established policies and strategies to deliver equalities and social cohesion including financial inclusion, and community safety.
- Supporting the statutory partnerships that are required for the council e.g. Birmingham Community Safety Partnership and other lead partnerships working on behalf of the City Council.
- Providing expert advice to the Council and to a range of statutory partners and partnerships ensuring that statutory responsibilities are met.
- Delivering and commissioning a range of services in respect of the agreed community safety priorities (through the Community Safety Fund and other funding sources such as the Home Office Ending Gang and Youth Violence grant, and Preventing Violent Extremism).
- Improving and monitoring directorate compliance and performance to meet the requirements of legislation and against equalities information.

- Leading on community based budgeting approaches and contributing to the maximisation of external funding and social finance opportunities.
- Undertaking information analysis to provide an evidence base for policy and strategy development, programmes and service development, and scrutiny of performance.
- Influencing and developing national policy with government departments, and promoting the work of the Council on a national and international dimension.
- Ensure that intelligence from the police, universities, stakeholders, research and engagement is effectively captured and used to inform service development and delivery.
- Working in partnership with Council directorates, the West Midlands Police, universities and the Probation service, to identify opportunities for intelligence, data and research to strengthen decision making and policy development within the organisation in line with local and central government.

The work of the Service falls under three distinct and related functions. They are:

1. Community Safety
2. Cohesion
3. Equalities

This Section provides details on the work of the core functions of the Service.

2.0 Community Safety

This function of the Service supports the Birmingham Community Safety Partnership (BCSP) and the co-ordination and administration of the Birmingham Community Safety Policing and Crime Board. The support provided to BCSP includes financial management and co-ordination, strategy development, programme management and communications support.

BCSP is the statutory Community Safety Partnership for Birmingham and Birmingham City Council is the accountable body. The Assistant Director for Equalities, Community Safety & Cohesion is the accountable officer for the BCSP.

The Service manages the Police and Crime Commissioner's budget allocation to the city as well as other funding ensuring the delivery of activity and spend to meet a set of five agreed strategic outcomes as agreed by the Board (see structure chart in Appendix 2)

The total budget for BCSP is £2.5million. Each one of these priorities has dedicated support officers who are officers of the Service. The work of the priority areas are detailed below.

2.1 Violence Against Women & Children

The Violence Against Women & Children's Steering Group provides a collective, expert voice and evidence base for the city on domestic violence and sexual violence, promoting 'Birmingham's Domestic Violence Standards' to all service providers and supporting their on-going implementation.

The support officer of the Service supports Birmingham Safeguarding Children's Board in its responsibilities for the safeguarding of children with particular regard to domestic violence, child sexual exploitation, forced marriage and female genital mutilation.

The support officer also commissions and monitors the delivery of interventions which currently include a women's safety unit, independent sexual violence advisors, a positive relationships school programme, domestic violence group work programme and the LGBT Independent Domestic Violence Advisor.

BCSP also has a statutory obligation to conduct Domestic Homicide Reviews in the event of domestic related deaths that occur in the city. As well as conducting and monitoring the reviews, the team ensures that lessons concerning domestic violence that emerge from the Domestic Homicide Reviews are fully addressed and actioned.

2.2 Vulnerable People

The Vulnerable People's Priority group seeks to complement the wider work of BCSP and the Safeguarding Boards by focussing on vulnerable victims of crime and anti-social behaviour including people with mental health needs, repeat and vulnerable victims of ASB, those experiencing hate crime and child sexual exploitation. Additionally, the group identifies key gaps in provision to ensure vulnerable victims receive the right support and protection.

Interventions managed by this group include:

Barnardos Space: works directly with children and young people who are abused through sexual exploitation.

Mental Health First-Aid Training: delivered to professional bodies and their staff.

Victims Services Capacity Building Fund Projects: Funding was allocated for 17 Projects for up to a maximum of £30,000 each. This funding was a one-off only grants programme provided by the Police & Crime Commissioner's Office to help build the capacity and capability of providers of victim's services, from the voluntary and community sectors.

2.3 Mobilising Communities

The Mobilising Communities Group addresses issues which are repeatedly highlighted as concerns by local people. This work includes supporting and encouraging, Neighbourhood Tasking Groups, faith organisations, schools, tenants & residents associations, special interest groups and local businesses. The aim is to take local action supported by a small grants funding programme. Interventions managed by this group include: supporting the development of the litter charter, mediation services and road safety initiatives.

2.4 Youth Violence

The Youth Violence Work Stream commissions a range of early intervention and preventative programmes during 2014/16 with the aim of positively and sustainably impacting on the lives of young people at risk of involvement in youth violence as victims or offenders.

Interventions managed by this group include:

- 3 x YOS Intensive Mentoring & Support Services Interventions
- 4 x Youth Services Interventions including street doctors and peer educators

- Adrenalin Rush delivered across 5 Youth Centres to promote healthy lifestyle & relationships and self-control.
- Miss Dorothy Programme: This project funds a school-based co-ordinator to support resource delivery by police school liaison officers, school nurses and teachers within participating schools.
- A&E Youth Workers
- Project Empower: Safer Travel Partnership conducted public transport patrols to identify and safeguard vulnerable young people at risk of CSE.
- Multi-agency gangs unit

2.5 Business Crime

The Business Related Crime theme draws together the Night Time Economy Steering Group (NTE) and Safer Travel Partnership (STP), and has been the catalyst for the creation of the new Day Time Economy Steering Group (DTE).

The aim of this thematic priority is to reduce business related crime with greater emphasis on offender management interventions, crime prevention initiatives and more collaborative working with businesses. A number of programmes across all three delivery strands were delivered increasing business confidence and resilience particularly regarding cyber-crime.

Interventions commissioned by this group include:

- Business Crime Survey
- Business Crime Workshop for businesses
- Operation Engage - This initiative comprised high visibility policing patrols to engage street beggars with the aim of reducing public place nuisance
- Retail Loss Prevention Training
- Cyber-Crime & Fraud Prevention awareness
- Support for the Safer Travel Programme
- Purple Flag Scheme
- Door staff breathalyser pilot
- Best Bar None Awards
- Taxi Marshall scheme

2.6 Hate Crime Partnership

BCSP supports the Hate Crime Partnership as an area of business which is related to crime and disorder and affects the citizens of Birmingham. The purpose of the Partnership is to drive forward the city's Hate Crime Strategy and its associated business plan working in partnership with various statutory and third sector agencies. Chaired by the Assistant Director of Equalities, Community Safety & Cohesion, the group also works to develop greater cohesion and understanding across diverse groups in the community.

3.0 Preventing Violent Extremism

The Equalities, Community Safety and Social Cohesion Service oversees the co-ordination and local delivery of the Prevent strategy on behalf of the City Council and the Home Office. The Prevent strategy is one component of the Government's overall counter terrorism strategy known as CONTEST.

3.1 Prevent Strategy

The Prevent strategy has three specific strategic objectives:

- To respond to the ideological challenge of terrorism and the threat we face from those who promote it;
- To prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
- To work with sectors and institutions where there are risks of radicalisation that we need to address.

3.2 Prevent Duty

The Counter Terrorism and Security Act 2015 places a duty on specified authorities including the police, local authorities, prisons, schools and universities, to prevent people being drawn into terrorism. By introducing the duty the Government intends to increase the consistency of Prevent delivery across England, Wales and Scotland.

During 2014/15 over 8000 front-line practitioners were given Prevent awareness training including an understanding of how to safeguard individuals who may be vulnerable to extremism and radicalisation. The Birmingham Safeguarding Children's Board has strengthened safeguarding arrangements to incorporate Prevent vulnerabilities and have shared a safeguarding template for extremism with local schools.

A Housing (Safety & Security) Protocol has been prepared for use by the range of multi-agency partners engaged with the provision of services to those individuals and their immediate families/carers, who fall outside existing established mechanisms for provision of housing and related services for client groups which include individuals vulnerable to extremism and terrorism.

3.3 Channel

The Counter Terrorism and Security Act 2015 placed the Channel process onto a statutory footing. Channel is a multi-agency initiative that uses existing partnership structures and collaboration between partners to help safeguard individuals who are vulnerable to radicalisation, regardless of faith, ethnicity or background. This is similar to the way in which individuals at risk from involvement in crime, drugs and other social issues are supported. By providing support to those most at risk, they can be diverted away from any potential threat, which could otherwise draw them into criminal activity.

3.4 Home Office Support 2015/16

To aid local delivery in meeting the requirements of the Prevent Duty the Government is increasing its grant to local authorities to recruit a Prevent Coordinator and deliver targeted Prevent projects across the country. The current Prevent budget is £500k.

The Service also provides support to Prevent governance arrangements in Birmingham with an established structure in place.

4.0 Cohesion

The Service leads the work and strategy development for the City Council in respect of Cohesion. The following are key areas of work which relate to this

4.1 Child Poverty Commission

The Service has launched the city's first Child Poverty Commission which is stated as a clear commitment in the Leaders Policy Statement.

The aim of the Commission is to develop a set of actions that will help reduce child poverty by examining the extent and impact of poverty and inequality across Birmingham, identify the key challenges and issues. To do this they will ask policy makers, practitioners and city leaders to give evidence. Equally, the commission wants to listen to the everyday experiences of children and families living in poverty and understand poverty from their perspective and bring to life the stories of children and families behind the hard statistics.

As the secretariat for the Commission the Service provides: programme, policy and research support. The commission had its first meeting in early May at which the draft Birmingham Child Poverty Needs Assessment produced by the team was presented. Additionally, a draft action plan and communications plan has been developed setting out the commission's work programme.

4.2 Citispyce Project

The Service is supporting a European funded project: CITISPYCE. This is a three year collaborative project, funded by the European Commission under the FP7 Research and Development programme for Social Sciences and Humanities (SSH). The project is set against the back drop of widening social inequalities and concerns about the disproportionate impact of the global economic crisis on young people. Coordinated by Aston University, it involves 12 other partners from 10 countries across the EU.

4.3 Equality & Social Inclusion

The Service leads on the council's approach to this work. The first meeting of the Equality and Social Inclusion Task and Finish Group was held in April 2015 and was chaired by Peter Hay and coordinated by the Service. Over 20 key officers and leaders from a range of agencies attended the inaugural meeting.

The role of the Task and Finish Group is to develop a framework for action which tackles inequality and social exclusion in a joined up approach; ensuring that relevant strategies, plans and policies address social and economic inequality and cohesion in their design and delivery. The team is undertaking an initial mapping exercise to identify existing strategies and plans that address social inequality and highlight gaps by meeting with strategy leads from across the Council.

4.4 Faith Map

The faith map is an on-line resource developed and managed by the Service in partnership with the Birmingham Faith Forum which maps religious places of worship and religious organisations.

4.5 Faith Covenant

Our continued partnership working with Birmingham Faith Leaders and the All Party Parliamentary Group and Faith Action, resulted in Birmingham City Council being the first city in the UK to sign the Faith Covenant which was launched on the 11 December 2014 at the Library of Birmingham. The Faith Covenant provides a set of working principles that will help us all to get the biggest social benefit out of our partnership working with faith communities in the city, it will help build partnership and trust between the authority and faith based organisations in the city. Stephen Timms, Chair of the All Party Parliamentary Group formally launched the Faith Covenant.

4.6 Community Cohesion Index

The Service is currently revising the city's Community Cohesion Index. The index seeks to provide a measurement of community cohesion at ward level for Birmingham in the form of a single numerical score which can then be tracked over time and used to inform service delivery decisions and policy interventions.

5.0 Community Intelligence

The Service provides analytical support by undertaking information analysis to provide an evidence base for policy and strategy development, programmes and service development, and scrutiny of performance.

5.1 Intelligence products supporting wider directorate priorities

The Service has supported other functions of the directorate by producing in depth analytical products around specific issues. This includes supporting the Community Library service review with customer insight analysis, undertaking analysis around Fleet and Waste improvement plan and developing a financial inclusion needs assessment.

5.2 The Community Intelligence Network

The Network, led by this Service, is designed to bring practising academics together with City Council researchers and analysts, to share learning and develop a better understanding of the communities that the Council serves.

The purpose of this Network is to bring together academic expertise and the latest research to:

- Build a more comprehensive and responsive understanding of communities within Birmingham – their characteristics, needs and assets.
- Develop a robust understanding of inequality – where and why it exists.
- Help the City Council and partners to develop evidence based interventions to help reduce inequality.
- Broaden understanding into what drives certain individuals to commit crime, ASB or extremist behaviour

5.3 District Data profiles

The Service has produced ten district profiles that are available to download on-line. They have been shared with districts and have been well received. The profiles present statistical

evidence about each district: the people who live there, the jobs they do, their health and education and their perceptions of the city. The purpose of the document is to provide data and information to help the district prepare its district plans, ensuring they are based on firm evidence.

6.0 Community Engagement

The Service supports the development of a wide range of community based groups including the Bangladesh Council, Polish Welfare Centre, Bangladesh Multipurpose Centre, Somaliland group and the Africa Zumata Youth Association.

6.1 Faith Network

The Birmingham Faith Network will be launched in September 2015 and will provide a platform and open channel for communication between faith communities, businesses, voluntary, community and public sector.

6.2 Big Conversation Community programme

As a part of the City Council's overall Big Conversations Programme, the Service led on the community based 'big conversations' which have since been highlighted in the Kerslake Report as good practice. A follow up event has been proposed.

6.3 Partnership/Community Engagement events

The Service co-ordinates and delivers a range of events supporting the social cohesion agenda for the city. They include, Remembering Birmingham Srebrenica Memorial, planned for July 2015, a youth event to be held in September 2015 and the launch of 'Diversity in the Board Room' in June 2015.

6.4 Big Lottery

The Service is leading on engaging with Big Lottery Fund (BLF) to develop a partnership to increase lottery funding that addresses the key areas of need in the City delivering on its Social Cohesion Action Plan.

6.5 Partnership Mapping

The Service is currently mapping existing partnerships across the city that will support the city's strategic partnership work. Corporate Policy has produced a map.

7.0 Equalities

The Equalities function of the Service concentrates on mainstreaming the equalities agenda so that it is delivered across the Council, with the responsibility placed on staff within other teams for key activities. In addition, it reduces bureaucracy in relation to undertaking an equality analysis through the delivery of the electronic Equality Analysis Toolkit. Although the Service will continue to promote this agenda, the focus will now be to address inequalities and disadvantage through community engagement; building community capacity, leadership and resilience; in other words, an equalities vision rooted in social and economic relations. This would be achieved by working closely with District and Ward

Committees and partners, ensuring that their plans incorporate equality outcomes, through citizen and community impact needs assessments against all protected characteristics.

This puts the responsibility for Equality Assessments (EA's) and other service-based equalities work clearly with service managers in the Directorates to organise through their use of the electronic EA Toolkit with support and advice on this and wider equality issues is provided to directorates/senior managers from the Equalities function.

7.1 Support on Equalities & Equality Act Compliance

The Service provides support and leadership in respect of the Equality Act and other related equality legislation to service delivery staff, and will hold accountable those responsible for designing and delivering services, in terms of meeting equality needs of all service users. This support in particular focuses on (a) how this applies to different council business areas; (b) Equality Information for Publishing and Objectives; (c) Corporate Equality Monitoring.

7.2 Responding to community needs in terms BCC services and equality issues - Gypsies, Roma and Travellers (GRT) Forum

A task group, made up of representatives from statutory and third sector agencies involved with the GRT communities, and organisations commissioned by the City Council to provide support to the GRT communities, as well as representation from the communities themselves was established and continues to meet to look at issues affecting the Gypsies, Roma and Traveller communities.

The Service provides support to the Forum following an approach by community representatives who expressed their concerns that despite being a recognised ethnic group under the Equality Act 2010 that they were often overlooked in many areas of service provision, and were not offered the same protection as other protected groups. These concerns aligned with the findings of the Department for Communities and Local Government Ministerial Working Group '[Tackling inequalities experienced by Gypsies and Travellers](#)' which found that the Gypsy, Roma and Traveller communities had some of the worst outcomes across any social group across a range of social indicators.

The Forum have held a series of meetings and considered a range of issues that affect the everyday lives of the GRT community such as health inequalities, education, jobs and skills, housing and accommodation on sites, accessing services, cultural and engagement with non GRT communities. It provides an important mechanism to continue to promote social inclusion by utilising the Forum as a way of working with the Gypsy, Roma and Traveller communities who may be socially excluded, and providing a platform for a more co-ordinated engagement with service providers. It also means that providers have an opportunity to share good practice, and to work more effectively with communities.

7.3 Birmingham Disability Community/Deaf Community

The Service has undertaken a review of the council provision for meeting the needs of the Deaf Community in Birmingham following a request made to the Cabinet Member Councillor McKay from the Birmingham Deaf Forum about concerns they have regarding the difficulties the community experience in accessing Council Services.

The Forum members shared with Councillor McKay the outcome of a review which they had commissioned the British Deaf Association to undertake using the Charter for British Sign

Language toolkit. As a result the attached report was produced. The members of the Forum raised with the Cabinet Member the possibility of Birmingham City Council signing up to the Charter – copy attached for information. In response Councillor McKay agreed that a self-assessment across the council would be undertaken to better understand where services are provided and how the community currently accesses them, and if there are any improvements which could be made. Councillor McKay will then use this information to determine whether the council should sign up to the BSL Charter.

Once the self-assessment has been completed Councillor McKay intends to set up a task group to meet with the forum members again at the end of May to discuss the outcome of the self-assessment.

7.4 Disabled Go

The Service works on behalf of the City Council in partnership with Disabled Go to develop and maintain the online access guide for disabled people. Disabled Go is currently undergoing a third year review of the city's site. This will involve identifying new venues to be included within the guide. Identification of the venues will be in conjunction with disabled people/organisations.

7.5 Corporate Business Planning /Corporate review of service review proposals

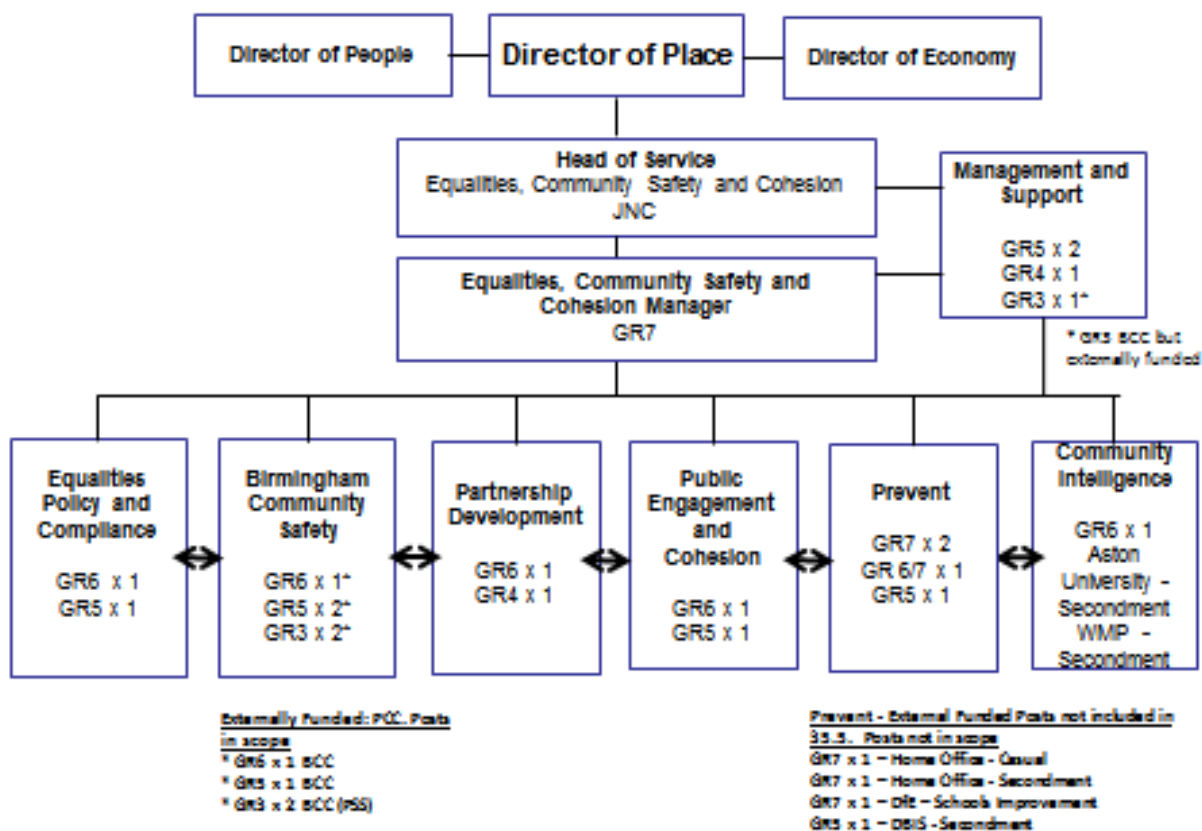
The Service provides support and advice to the Corporate Business Planning process in respect of equalities, and community engagement. This involves:

Providing advice and guidance on the equality assessments undertaken as part of the Business Planning process; reviewing each proposal in terms of risk and maintaining a corporate tracker of risk against each proposals

Appendices

Appendix 1: Equalities, Community Safety & Cohesion Service Team Structure

Equalities, Community Safety and Cohesion Draft Structure for Consultation



Appendix 2: The structure of the Birmingham Community Safety Partnership

