

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Community Cohesion Strategy Green Paper
Directorate	Corporate Resources
Service Area	Legal Services - Finance And Legal
Type	New/Proposed Policy
EA Summary	The Community Cohesion Strategy Green Paper sets out how the Council and its partners will agree a vision and approach to delivering community cohesion in the city.
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The Community Cohesion Strategy Green Paper will invite views through public consultation on the council and it's partners proposals to agree our vision of a city where people of all backgrounds get on - with each other and in fulfilling their potential by making the most of the opportunities and benefits that living in Birmingham offers them. Cohesive communities are where people - whatever their background - live, work, learn and socialise together, based on shared rights, responsibilities and opportunities.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Relevant	No
Marriage Civil Partnership	Relevant	No
Pregnancy And Maternity	Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Relevant	No

2.4 Analysis on Initial Assessment

Our vision for cohesive communities and City is one which involves everyone, regardless of background or characteristics. Achieving our vision would therefore bring positive benefits to all over time. We know that the opportunities and benefits of living in Birmingham are not shared or available to everyone, with some groups and places experiencing particular disadvantage, including ethnic minorities and socioeconomic groups. Those disadvantages, by both protected characteristic and place, vary considerably depending on the outcomes which are being measured.

The Community Cohesion Strategy Green Paper sets out a vision and approach on how we can collaboratively work across Council, Strategic Partners, Communities and individuals to deliver this agenda. This means equality

assessment will need to be on going and refined as our policy develops.

The new Strategy is expected to be positively felt by people and communities across Birmingham, therefore our partnership approach will not distinguish between those with or without protected characteristics. However, we are clear that communities who are experiencing particular disadvantage should receive tailored and targeted support and interventions. The Strategy focusses on addressing disadvantage and inequalities based on the available evidence of the factors which hinder or support community cohesion. There is insufficient evidence of potential for marked adverse equality impact on people with protected characteristics. Through the consultation of the Green Paper we will invite views on our approach in progressing community cohesion and will use any evidence provided through responses to consider further whether there may be evidence of the potential for such impacts.

Work In Progress

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Concluding Statement on Full Assessment

Proposals in the Green Paper will have a positive impact on addressing discrimination through the progressing of shared values and collaborative approaches to dismantle structural inequalities (that exacerbate divisions in communities) and support equality for all. The strategy sets a citywide partnership approach to address inequalities in all its forms and to challenge the cultural and traditional attitudes and practices that can hinder cohesion and equal rights.

4 Review Date

01/10/18

5 Action Plan

There are no relevant issues, so no action plans are currently required.