

EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	All
Service Area	All
Service/policy/function being assessed	Proposals in Paper 21- 185 (including the Council's equality objectives, Employment and Skills Strategy and Public Realm Improvement Fund)
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved	Clare O'Connor

SUMMARY

Paper 21-185 sets out how the Council supported residents and businesses during Covid. It also sets out the actions that will be delivered (subject to Executive approval) to support Wandsworth, its residents and businesses in 21/22 and beyond. This includes:

- A new Employment and Skills Strategy
- To support Kick Start placements across Council Directorates and pay Kickstart participants the London Living Wage (LLW)

These proposals alongside the proposed equality objective below will have a positive impact on younger residents, older residents and residents belonging to minority ethnic groups.

The paper also proposes the creation of an initial £5m Public Realm Improvement Fund. This will positively impact on all residents as it will ensure the Council's investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.

The paper also sets out the Council's 4 year equality objectives for agreement. These are:

- Identify key factors contributing to poor health outcomes and missed opportunities for good health in Wandsworth, through the refresh of the Joint Strategic Needs Assessment and take forward actions to address them. This will positively impact on all residents, but also in particular older residents, disabled residents and residents belonging to minority ethnic groups.
- Ensure All Our Children Have the Best Start in Life by narrowing the gap from foundation stage for the most vulnerable groups, especially Black African, Black Caribbean, Mixed White and Black Caribbean pupils, White British disadvantaged boys, children receiving pupil premium and Children Looked After, through a bespoke programme of support for schools and Private Voluntary Independent Nursery

settings that takes into account children’s readiness for learning, mental health and wellbeing programmes. Support will be provided to schools to identify and address disproportionality, especially for Black African, Black Caribbean, Mixed White and Black Caribbean pupils and White British disadvantaged boys. This will positively impact on young residents and residents belonging to minority ethnic groups.

- Support our residents to get on in life by providing advice and support for them to engage in employment opportunities. This shall be achieved specifically through our Work Match programme, identifying residents who are most in need of support or who are not accessing support and development programmes. Target groups currently include residents over 45, younger residents and residents belonging to minority ethnic groups;
- Tackle violence against women and girls by developing and delivering a new Violence Against Women and Girls Strategy including a co-ordinated community response to domestic abuse, harmful practices including so-called Honour-Based Violence, Female Genital Mutilation (FGM), sexual violence and the safety of women in public places. This will positively impact on female residents, LGBT residents and residents belonging to minority ethnic groups;
- As a key contribution to making Council services accessible to all in the community, to support management initiatives to ensure staff at all levels are representative of the residents we serve and that the views and experiences of all staff are valued and considered. This includes participation in the Workforce Race Equality Standard. This will have a positive impact on all residents.

1. Analysis of need and impact

Protected group	Findings
Age	<p>Young People <i>Wandsworth has a higher proportion of young people than the London average, with 18.9% of the population aged 20-29 compared to 15.3% across London.</i></p> <p><u>Employment</u> <i>Nationally</i> during the pandemic more than half of the fall in the number of employees has been among the under-25s The latest published employment and unemployment statistics are for November 2020- January 2021, and by comparing this quarter with the pre-pandemic quarter of January - March 2020, we get an indication of the impact that the pandemic has had on the labour market. Between these two quarters:</p> <ul style="list-style-type: none"> • Employment levels for people aged 16+ have fallen by 631,000, a fall of 2%. • A fall in employment levels for young people of 318,000. • An increase in the number of young people who are economically inactive of 227,000. • An increase in the youth unemployment rate from 12.1% to 14.3%.

Locally The total claimant count for March 2021 is an estimated 14,645. This represents 6.1 % of Wandsworth's total resident population and a 3.9% increase in claimant count since March 2020. The total increase in claimants for the period March 2020 – March 2021 is +184.64%. The total percentage increases for 18-24 as a result of Covid-19 is:

18-24 +214.49%

This would suggest that younger people have turned to claiming benefits in Wandsworth more than any other group. Deprived areas of the borough appear to be hardest hit by job losses among young people. Areas in Latchmere (Winstanley), Queenstown (Doddington) and Roehampton (University/Alton Estate) have seen the largest increases in claimants aged 16-29

Education

Nationally. The Education Endowment Foundation report indicated that lockdown school closures could wipe out 10 years off progress in closing the achievement gaps. Modest estimates in the government-commissioned report suggest the shutdowns could cause the gap to widen by around a third of what it is now.

The COVID-19 pandemic has had far reaching impact on children and young people with disruption to education and missed opportunities for enrichment and social interaction. This has impacted education outcomes as well as mental health and wellbeing, with a recent survey finding that 67% of young people think that the pandemic will have a long-term negative effect on their mental health.

Research shows how COVID disruptions have exacerbated inequalities in access to education. During the first period of school closures (March–May 2020) data from England suggests that, compared to their more affluent peers, children in low income households spent less time on education, had less parental support in terms of time and expertise, received fewer paid-for educational services, and had more problems with access to devices and the internet . (Paper 21-180)

Older People

Employment

Locally The total claimant count for March 2021 is an estimated 14,645. This represents 6.1 % of Wandsworth's total resident population and a 3.9% increase in claimant count since March 2020. The total increase in claimants for the period March 2020 – March 2021 is +184.64%. The total percentage increases for each age group as a result of Covid-19 are as follows:

18-24 +214.49%

25-49 +205.94%

50+ +129.23%.

Health.

Older people were more vulnerable to COVID-19, with data suggesting that 13.4% of patients aged 80+ with COVID-19 die, compared to 1.25% of patients in their 50s. Older people were also more likely to have one or more condition which makes them

	<p>medically vulnerable, and so advised to shield. This highlights the need to examine the key factors contributing to poor health outcomes and missed opportunities for good health in order to identify actions that can be put in place in the future.</p> <p><u>Council workforce.</u> https://www.wandsworth.gov.uk/media/1746/annual_workforce_equality_monitoring_report_2018.pdf (latest published report)</p> <p>The largest staff group by age is 45-54 (31%). This is followed by 35-44 and 55-64 (22% and 23% respectively).</p>
Disability	<p><i>In Wandsworth 10.68% of the population has a disability which limits their day-to-day activities. 12.4% of the working age population meets the definition of disabled under the Equality Act, and a further 9.8% have a work-limiting disability.</i></p> <p><u>Health</u> People with pre-existing health conditions were more vulnerable to COVID-19, with 90.4% of deaths involving COVID-19 in England and Wales had at least one pre-existing condition, and the mean number of pre-conditions for deaths involving COVID-19 was 2.3. The most common pre-existing condition was Dementia and Alzheimer disease (present in 20.4% of deaths involving COVID-19), followed by ischaemic heart diseases (involved in 10.8% of COVID-19 deaths). This highlights the need to examine the key factors contributing to poor health outcomes and missed opportunities for good health in order to identify actions that can be put in place in the future.</p> <p><u>Council workforce.</u> https://www.wandsworth.gov.uk/media/1746/annual_workforce_equality_monitoring_report_2018.pdf 7.4% of staff have declared a disability</p>
Gender (sex)	<p><i>In Wandsworth 52% of the population are women, and 48% men.</i></p> <p><u>Employment</u> According to the Wandsworth claimant count: Male to Female ratio: Male: March 2020: 2845 – March 2021: 8,030 (increase of 182%) Female: March 2020: 2300 – February: 6,615 (increase of 187.6%)</p> <p><u>Health</u> According to the ONS, males had a significantly higher rate of death due to COVID-19; the age-standardised mortality rate (ASMR) for males in England was 781.9 deaths per 100,000 males compared with 439.0 deaths per 100,000 females. <i>As of 1st May, according to the ONS the ASMR for males in Wandsworth was 113.2 per 100,000 population compared to 55 per 100,000 population for females.</i> This highlights the need to examine the key factors contributing to poor health outcomes and missed opportunities for good health in order to identify actions that can be put in place in the future.</p>

	<p><u>Violence against women and girls</u> <u>Nationally.</u> The widespread nature of Domestic Abuse is highlighted by charity Safelives who estimate that nearly 2 million people in the UK suffer some form of domestic abuse each year with 1.3 million female victims (8.2% of the population) and 600,000 male victims (4%). The onset of the COVID-19 pandemic has exacerbated incidents of domestic abuse. The Office for National Statistics (ONS) report identified that in mid-May 2020, there was a 12% increase in the number of domestic abuse cases referred to victim support. Between April and June 2020, there was a 65% increase in calls to the National Domestic Abuse Helpline, when compared to the first three months of that year, and between March 19 and March 2020, a 7% growth in police recorded domestic abuse crimes.</p> <p><u>Locally.</u> Reports of domestic abuse have increased in Wandsworth by 10% as opposed to the Inner London increase of 3.2%. Referrals to the MARAC , where the most high-risk incidents and cases of domestic abuse are discussed, has risen by 32% in compassion to the year before. Around 70% of victims of all reported domestic abuse crime in Wandsworth are women, this aligns to national data. Advocacy demand has risen by 24% across the borough and during the pandemic. Over the past three years there have been 3 Domestic Homicide Reviews in Wandsworth, two of which are still ongoing.</p> <p><u>Council workforce.</u> (Latest published data March 2018) The split between genders is 60% women/40% men. The overall gender split is broadly reflected across Sc1-6, SO1-2 and PO1-6 grades, where women comprise roughly 64% of staff. At the two highest groups of grades, women’s representation decreases.</p>
Gender reassignment	<p><i>There is little data about the number of transgender people in Wandsworth, however the Government Equalities estimates that there are between 200,000 and 500,000 trans people in the UK.</i></p> <p>Nationally Stonewall have also warned that trans people are at particular risk of domestic violence, with 19% reporting experiencing abuse from a partner.</p>
Marriage and civil partnership	N/A
Pregnancy and maternity	<i>Local data on pregnancy and maternity is not available.</i>
Race/ethnicity	<p><u>Employment</u> Nationally the sectors most affected by the coronavirus pandemic, or ‘shut down sectors’ have a higher-than average proportion of workers from a minority ethnic group. 15% of workers in the shut-down sectors that the IFS outlines are from a minority ethnic group, compared to 12% of all workers. Workers from a minority ethnic group make up 28% of the vulnerable jobs in the</p>

transport sector and 16% of the vulnerable jobs in the accommodation and food service sector. The Resolution Foundation finds that as of May 2020, Bangladeshi adults in work before the crisis were much more likely to have left employment altogether, while Black African adults were most likely to be working fewer hours and earning less in May 2020, and least likely to have been furloughed.

Health

Public Health England completed a review into the disparities in risks and outcomes of COVID-19 which found that people from Black ethnic groups were the most likely to be diagnosed with COVID-19. The age standardised diagnosis rates of COVID-19 per 100,000 population was 649 for Black males and 486 for Black females compared to 224 for White males and 220 for White females. Death rates from COVID-19 were also higher for Black and Asian ethnic groups compared to White ethnic groups, with people of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity having between 10 and 50% higher risk of death when compared to White British. The age standardised death rates in confirmed cases per 100,000 population was 257 for Black males and 119 for Black females, 163 for Asian males and 78 for Asian females, and 70 in White males and 36 in white females.

Education.

The closure of schools during lockdown may exacerbate the school achievement gap. A detailed report on attainment is published by the Children's Services Directorate -

https://www.wandsworth.gov.uk/media/1745/annual_quality_standards_report.pdf

This highlights that there are attainment gaps from foundation stage for the most vulnerable groups, especially Black African, Black Caribbean, Mixed White and Black Caribbean pupils, White British disadvantaged boys, children receiving pupil premium and Children Looked After.

Violence against women and girls

Examination of individual data shows that there is an over-representation of residents from minority ethnic groups as victims of domestic abuse crime (40% in Wandsworth) when compared with overall population/census data. A closer analysis of data for 19/20, also showed that, when cross referenced with age, the domestic abuse crime rate increased to 38 per 1000 if black and aged 18-24 in Wandsworth.

Council workforce.

Overall staff from minority ethnic groups represent 35% of staff. There are higher proportions of staff from minority ethnic groups at Scale 1 – 6 and SO grades (42%) than in the workforce as a whole. The proportion at PO1 – 6 (34%) is broadly in line with the workforce as a whole. Staff from minority ethnic groups are underrepresented at higher levels.

<p>Religion and belief, including non belief</p>	<p><i>The table below shows the Wandsworth population's stated religious beliefs.</i></p> <table border="1" data-bbox="1016 268 1346 858"> <tr> <td>Christian</td> <td>53%</td> </tr> <tr> <td>Jewish</td> <td>0.50%</td> </tr> <tr> <td>Muslim</td> <td>8%</td> </tr> <tr> <td>Hindu</td> <td>2.10%</td> </tr> <tr> <td>Buddhist</td> <td>0.80%</td> </tr> <tr> <td>Sikh</td> <td>0.27%</td> </tr> <tr> <td>Other Religion</td> <td>0.42%</td> </tr> <tr> <td>No Religion</td> <td>27%</td> </tr> <tr> <td>Not stated</td> <td>7.80%</td> </tr> </table>	Christian	53%	Jewish	0.50%	Muslim	8%	Hindu	2.10%	Buddhist	0.80%	Sikh	0.27%	Other Religion	0.42%	No Religion	27%	Not stated	7.80%
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<p>Sexual orientation</p>	<p><i>Reliable borough level data on sexual orientation is not available, however in 2017 the ONS produced the following estimate for Inner London:</i></p> <table border="1" data-bbox="412 935 1364 1158"> <tr> <td></td> <td></td> </tr> <tr> <td><i>Heterosexual</i></td> <td><i>85.4%</i></td> </tr> <tr> <td><i>Gay or Lesbian</i></td> <td><i>3.1%</i></td> </tr> <tr> <td><i>Bisexual</i></td> <td><i>0.7%</i></td> </tr> <tr> <td><i>Other</i></td> <td><i>0.4%</i></td> </tr> <tr> <td><i>Don't know/ refuse</i></td> <td><i>10.4%</i></td> </tr> </table> <p><u>Domestic Violence.</u> LGBT groups under-represented as victims of abuse, though in Wandsworth the numbers have increased from 1% to 2% of the MARAC cohort</p>			<i>Heterosexual</i>	<i>85.4%</i>	<i>Gay or Lesbian</i>	<i>3.1%</i>	<i>Bisexual</i>	<i>0.7%</i>	<i>Other</i>	<i>0.4%</i>	<i>Don't know/ refuse</i>	<i>10.4%</i>						
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2. Impact

Protected group	Positive	Negative
<p>Age</p>	<p>Our local data alongside national research highlights that young people and those older residents (45+) made redundant have been most impacted as a result of Covid in relation to access to employment. The following actions which look to increase access to skills development, support and access to employment will therefore positively impact on younger residents and older residents:</p> <ul style="list-style-type: none"> • A new Employment and Skills Strategy • To support Kick Start placements across Council Directorates and pay Kickstart participants the London Living Wage (LLW) • Support our residents to get on in life by providing advice and support for them to engage in employment opportunities. This shall be achieved specifically through our Work Match programme, identifying residents who are most in need of support or who are not accessing support and development programmes. Target groups currently include residents over 45, younger residents and those from minority ethnic groups. <p>The impact of Covid on children and young people in relation to education has been highlighted in national research. The implementation of the following objective will therefore have a positive impact on younger residents:</p> <ul style="list-style-type: none"> • Ensure All Our Children Have the Best Start in Life by narrowing the gap from foundation stage for the most vulnerable groups, especially Black African, Black Caribbean, Mixed White and Black Caribbean pupils, White British disadvantaged boys, children receiving pupil premium and Children Looked After, through a bespoke programme of support for schools and Private Voluntary Independent Nursery settings that takes into account children’s readiness for learning, mental health and wellbeing programmes. Support will be provided to schools to identify and address disproportionality, especially for Black African, Black Caribbean, Mixed White and Black Caribbean pupils and White British disadvantaged boys; <p>National research and data has highlighted that older people were more vulnerable to COVID-19, and were also more likely to have one or more condition which made them medically</p>	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.</p>

	<p>vulnerable. The following objective which looks to identify key factors for poor health outcomes and actions will therefore has a positive impact for older residents:</p> <ul style="list-style-type: none"> • Identify key factors contributing to poor health outcomes and missed opportunities for good health in Wandsworth, through the refresh of the Joint Strategic Needs Assessment and take forward actions to address them; <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council’s investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.</p>	
<p>Disability</p>	<p>As national research has highlighted that people with pre-existing health conditions were more vulnerable to COVID-19 the following objective which looks to identify key factors for poor health outcomes and actions will therefore has a positive impact for older residents:</p> <ul style="list-style-type: none"> • Identify key factors contributing to poor health outcomes and missed opportunities for good health in Wandsworth, through the refresh of the Joint Strategic Needs Assessment and take forward actions to address them; <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council’s investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements. Improved public realm will have a positive impact for those with mobility related disabilities.</p> <p>Ensuring that staff at all levels are representative of the residents the Council serves including disabled residents will support us to deliver even better services and identify where there are barriers to access. The following objective will therefore have a positive impact:</p> <ul style="list-style-type: none"> • As a key contribution to making Council services accessible to all in the community, to support management initiatives to ensure and that the views and experiences of all staff are valued and considered. This includes participation in the Workforce Race Equality Standard. 	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for disabled residents.</p>

<p>Gender (sex)</p>	<p>Around 70% of victims of all reported domestic abuse crime in Wandsworth are women, this aligns to national data the following objective will therefore have a positive impact on female residents:</p> <ul style="list-style-type: none"> • Tackle violence against women and girls by developing and delivering a new Violence Against Women and Girls Strategy including a co-ordinated community response to domestic abuse, harmful practices including so-called Honour-Based Violence, Female Genital Mutilation (FGM), sexual violence and the safety of women in public places. <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council’s investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.</p>	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for disabled residents.</p>
<p>Gender reassignment</p>	<p>Given the national research published by Stonewall the following objective should have a positive impact on trans residents:</p> <ul style="list-style-type: none"> • Tackle violence against women and girls by developing and delivering a new Violence Against Women and Girls Strategy including a co-ordinated community response to domestic abuse, harmful practices including so-called Honour-Based Violence, Female Genital Mutilation (FGM), sexual violence and the safety of women in public places. <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council’s investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.</p> <p>Ensuring that staff at all levels are representative of the residents the Council serves will support us to deliver even better services and identify where there are barriers to access. The following objective will therefore have a positive impact:</p> <ul style="list-style-type: none"> • As a key contribution to making Council services accessible to all in the community, to support management initiatives to ensure and that the views and experiences of all staff are valued and considered. This includes participation in the Workforce Race Equality Standard. 	<p>No specific negative impact identified as further data is required and not currently collected nationally or locally. The impact of the proposed actions will be monitored and steps to improve data collection will be taken.</p>

Marriage and civil partnership	<p>No specific positive impact identified as further data is required. This will be addressed via the development of the VAWG Strategy and through the monitoring of the impact of proposed actions.</p> <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council’s investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.</p>	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.</p>
Pregnancy and maternity	<p>No specific positive impact identified as further data is required. This will be addressed via the development of the VAWG Strategy and through the monitoring of the impact of proposed actions.</p> <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council’s investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.</p>	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.</p>
Race/ethnicity	<p>As nationally the sectors most affected by the coronavirus pandemic, or ‘shut down sectors’ have a higher-than average proportion of workers from a minority ethnic group the following actions should have a positive impact for residents from minority ethnic groups as they seek to improve access to skills development, support and access to employment:</p> <ul style="list-style-type: none"> • A new Employment and Skills Strategy • To support Kick Start placements across Council Directorates and pay Kickstart participants the London Living Wage (LLW) • Support our residents to get on in life by providing advice and support for them to engage in employment opportunities. This shall be achieved specifically through our Work Match programme, identifying residents who are most in need of support or who are not accessing support and development programmes. Target groups currently include residents over 45, younger residents and those from minority ethnic groups. <p>As national research highlighted that death rates from COVID-19 were higher for Black and Asian ethnic groups and linked this to differences in health outcomes and health inequalities the following objective should have a positive impact:</p>	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents from minority ethnic groups</p>

	<ul style="list-style-type: none"> • Identify key factors contributing to poor health outcomes and missed opportunities for good health in Wandsworth, through the refresh of the Joint Strategic Needs Assessment and take forward actions to address them. <p>As local data highlights there are gaps in attainment levels for specific groups of children and young people the following objective should have a positive impact:</p> <ul style="list-style-type: none"> • Ensure All Our Children Have the Best Start in Life by narrowing the gap from foundation stage for the most vulnerable groups, especially Black African, Black Caribbean, Mixed White and Black Caribbean pupils, White British disadvantaged boys, children receiving pupil premium and Children Looked After, through a bespoke programme of support for schools and Private Voluntary Independent Nursery settings that takes into account children’s readiness for learning, mental health and wellbeing programmes. Support will be provided to schools to identify and address disproportionality, especially for Black African, Black Caribbean, Mixed White and Black Caribbean pupils and White British disadvantaged boys; <p>As local data shows that there is an over-representation of residents from minority ethnic groups as victims of domestic abuse crime (40% in Wandsworth) when compared with overall population/census data the following objective should have a positive impact:</p> <ul style="list-style-type: none"> • Tackle violence against women and girls by developing and delivering a new Violence Against Women and Girls Strategy including a co-ordinated community response to domestic abuse, harmful practices including so-called Honour-Based Violence, Female Genital Mutilation (FGM), sexual violence and the safety of women in public places; <p>Ensuring that staff at all levels are representative of the residents the Council serves will support us to deliver even better services and identify where there are barriers to access. The following objective will therefore have a positive impact:</p> <ul style="list-style-type: none"> • As a key contribution to making Council services accessible to all in the community, to support management initiatives to ensure and that the views and experiences of all staff are valued and considered. This includes participation in the Workforce Race Equality Standard. 	
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<p>Religion and belief, including non belief</p>	<p>Ensuring that staff at all levels are representative of the residents the Council serves will support us to deliver even better services and identify where there are barriers to access. The following objective will therefore have a positive impact:</p> <ul style="list-style-type: none"> As a key contribution to making Council services accessible to all in the community, to support management initiatives to ensure and that the views and experiences of all staff are valued and considered. This includes participation in the Workforce Race Equality Standard. <p>The creation of an initial £5m Public Realm Improvement Fund will benefit all residents as it will ensure the Council's investment in its public spaces is boosted, with targeted interventions focussed around some key areas, including smartening up of street scenes, to parks, river path and road crossing improvements.</p>	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents</p>
<p>Sexual orientation</p>	<p>LGBT groups under-represented as victims of abuse, though in Wandsworth the numbers have increased from 1% to 2% of the MARAC cohort the following objective should therefore have a positive impact:</p> <ul style="list-style-type: none"> Tackle violence against women and girls by developing and delivering a new Violence Against Women and Girls Strategy including a co-ordinated community response to domestic abuse, harmful practices including so-called Honour-Based Violence, Female Genital Mutilation (FGM), sexual violence and the safety of women in public places; <p>Ensuring that staff at all levels are representative of the residents the Council serves will support us to deliver even better services and identify where there are barriers to access. The following objective will therefore have a positive impact:</p> <ul style="list-style-type: none"> As a key contribution to making Council services accessible to all in the community, to support management initiatives to ensure and that the views and experiences of all staff are valued and considered. This includes participation in the Workforce Race Equality Standard. 	<p>No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents</p>

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Actions.

Action	Owner	Timescale
<p>Monitor the impact of the proposed actions to ensure that there is a positive impact for residents, including bi annual reporting on the equality objectives as part of Key Issues</p>	<p>Policy and Review Team</p>	<p>Ongoing from Executive approval of actions</p>