

Equality Impact Assessment (EIA)

Community Cohesion Strategy

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Community Cohesion Strategy

Assessment team leader name: Tony Hurrell

Date of assessment: 20 June 2007

Department responsible:

Service Area:

Other members of assessment team:

Name	Position	Area of expertise	Comments
Toni Montinaro	Manager Derbyshire Friend	LGB&T Equalities	
Kirit Mistry	Director DREC	Race, Health, Young People Equalities	
Dawn Robinson Ruane	Lead Officer Community Cohesion	Community Cohesion and Development	
Toni Hurrell	Consultant Community Cohesion	Community Cohesion	
Nasreen Iqbal	Member MDC	Community Representative	
Tony Chambers	Police Placement Derbyshire Friend	Observer	

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>The Community Cohesion Strategy is a plan which values diversity and is designed to deliver strong, sustainable community relations across the city of Derby</p>
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>The strategy will be delivered by the Cohesion Lead in the Community Safety Partnership. The lead officer will be assisted by a four member Team and will report directly to the Director of the C.S.P.</p> <p>Ultimate responsibility sits with the Board of the Derby City Partnership.</p>
Question	Response/ findings

<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<p>The policy impact on all residents, visitors and those who work in the city of Derby.</p>
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>The partnership has a vision which aims to achieve a city where people will live together, respecting each other. The strategy aims to achieve community cohesion in the city whereby the feeling of well being and quality of life of its citizens will be improved.</p> <p>The strategy has eight separate key priorities with actions which will be designed to deliver improvement:</p> <ul style="list-style-type: none"> Improved Leadership and Engagement Developing shared Values Preventing tomorrows problems Providing Good Information Involving Young People and women Developing Interfaith work Improved Partnerships and developing new ones More Visible work to tackle inequalities
<p>Question</p>	<p>Response/ findings</p>

<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>Prior to this there was no Strategy for Cohesion in the City of Derby although the idea is supported in the Community Strategy 2020 vision.</p>
<p>Identifying potential equality issues and factors</p>	
<p>Question</p>	<p>Response/ findings</p>

What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring

The strategy is based on a consultation process following research conducted with communities and service providers. The research identified key areas likely to impact on cohesion and made recommendations for actions to remedy predicted situations. Each action plan as it develops may need to be assessed for Equalities impact. The recommendations following engagement with community groups are as follows:

Leadership and Engagement

- **Create a Leadership Group providing strategic vision and direction for cohesion in the City of Derby**
- **Create a structure of Advisory Panels to inform to the Leadership Group and advise on ad-hoc issues**
- **Create a 'Derby Muslim Forum' to provide 'One Voice – One Message' approach within Derby's Muslim community. Other community forums may develop as necessary.**
- **Create a 'multi-agency' Cohesion Team to deliver the vision and strategy**
- **Work with Government Office East Midlands to enhance the skill set of 'leaders' in the City of Derby**
- **Identify the Skills required to allow marginalised communities to engage at the Local Level**
- **Developing Shared Values**
- **Develop a 'Respect for Derby, Pride in your Neighbourhood' programme for the City of Derby**
- **Promote a city-wide 'Myth-Busting Campaign'**
- **Explore the feasibility of establishing 'One Stop Shop' for city newcomers**
- **Explore and Pilot Charters in Neighbourhood areas**
- **Preventing Tomorrow's Problems**
- **Examine youth programmes in the City to enable effective targeting of disaffected groups**
- **Create a Leadership Programme for 'high risk' groups within young people**
- **Create a 'Derby Muslim Forum' to provide 'One Voice – One Message' approach within Derby's Muslim community**
- **Good Information**

	<ul style="list-style-type: none"> ● Revitalise the Derby ‘Welcome Pack’, taking account of changing demographics ● Create a ‘Derby Muslim Forum’ to engage with Muslim communities with ‘One Voice’ ● Promote a citywide ‘Myth-Busting Campaign’ ● Involving Young People ● Derby Heads Forum to consider ways of establishing cohesion as a citywide priority across educational establishments ● Examine youth programmes in the city to enable effective targeting of disaffected groups ● Review existing ‘Young Persons Forum’ ● Use ‘Open Space’ Technology Events to consult with young people in the neighbourhoods ● Interfaith Work ● Support the ‘Faith Forum’ and ensure faith leadership is central to strategy development ● Create a ‘Derby Muslim Forum’ to provide ‘One Voice – One Message’ approach within Derby’s Muslim community ● Partnership with Other Sectors ● Link local businesses with local community groups to offer expertise and support by introducing new skills sets ● Work with capacity builders to ensure identified and agreed needs of community groups are met ● See Community Strategy and Local Area Agreement sections ● Visible Work to Tackle Inequalities ● Commission specific work programmes with the Pakistani community in Normanton to re-build trust and confidence ● See Community Strategy and Local Area Agreement sections
Question	Response/ findings

Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?

The document is not describing a service, it is a strategy defining activity to improve cohesion in the city. However evidence from the research and consultation shows that a number of 'hard to reach' groups still feel marginalized from service providers and capacity builders.

The strategy includes actions to engage with these groups. It also includes reference to those aspects of life that likely to act as a barrier to cohesion.

The strategy encourages communities to engage in areas of common agreement and participate in the broader life of the city. Service providers will be more proactive in promoting the aims of cohesion in targeted communities.

Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?

The strategy acknowledges that community cohesion is affected by the recent changes in foreign and national policies implemented by national government.

Additionally, migration patterns from the 'new' European communities and continued asylum activity will result in constant demographic changes in the city.

The policy will not only be affected by demographic changes but by the continued abuse towards individuals and certain community groups.

Question	Response/ findings
<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>There will be challenges creating and delivering actions that bring people together within certain communities and in attempting to bust myths.</p> <p>Also accessibility to service provision will differ fro different groups of people.</p>

<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>The research data it self includes community self estimates. The data from the census on a ward by ward basis and the new data sets from the Data Warehouse are included in the research document.</p> <p>The data is held by the City Council Data Warehouse Team</p> <p>There are limitations in the data available relating to LGB&T, disability, faith and religion.</p>
Question	Response/ findings

Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?

The existing community context to cohesion in the City of Derby is the legislative framework that governs its citizens

The Race Relations Act (1976)

Race Relations (Amendment) Act (2000)

Sex Discrimination Act (1975)

Disability Discrimination Act (2005)

Sex Discrimination (Gender Reassignment) Regulations (1999)

Equalities Act 2006 (Service Provision and Goods)

Within the partnership individual partner organisations have their own governance arrangements.

The DoH has a Single Health Equalities scheme

Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	The intention of the Strategy is to improve the situation for all communities in the city.
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Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

- what information or data you will need
- using both quantitative and qualitative data
- making sure that where possible there is information that allows all perspectives to be considered
- identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	Not Applicable			

<p>Consultation and community involvement</p>	<p>Consultation Event March 2006</p> <p>Consultation document sent to over 200 community groups in the city</p>	<p>The public</p>	<p>Feedback as follows</p> <ul style="list-style-type: none"> • Leadership Group membership needs to be reconsidered to take account of 'cross party' views • Structure needs to ensure engagement with new communities and Young People • Advisory groups should be seen to be independent of the City Council • Commence programme with some 'quick wins' i.e. the Welcome Pack • Leadership group should create a 'Road Map' • Rubbing shoulders considered to be a key activity • Be considered in line with the 'six' strands of diversity <p><u>Pride in Derby</u></p> <p>The things that gave people pride in the city were as follows:</p> <ul style="list-style-type: none"> • Derby County • Safe City • Westfield • Royal Crown Derby • Rolls Royce • Rail Industry • Toyota • Cathedral • 'Haunted' Capital • Arboretum Park • 'Friendly City' • Multi-Cultural • Good New Buildings • Clean City Centre <p><u>Ideas For Development</u></p>	
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		<p>There follows a list of ideas capable of further development suggested by participants to the day:</p> <ul style="list-style-type: none"> • Showcase success at the Local Level- More good news stories • Capacity Build Community Groups • Get Community Groups to work together, the current number is probably unsustainable • Bring together funding streams, join up the work. <ul style="list-style-type: none"> • Review all funding to community groups • Use the Market Place/Assembly rooms space more proactively • Create a week long celebration event., linked to D.C.P. week • Engage local Business Community sector. • Can we establish a 'Buddying' programme for local business • Business to provide mentors. • Employers to 'respect their space' • Create a programme of cross community visits. • Showcase Normanton with its own carnival • Create a street 'bazaar' for Normanton • Buddy Neighbourhoods and create cross community visits, even twin different areas <ul style="list-style-type: none"> • Invest in resource and cohesion will grow, see Austin and the growing neighbourhood work • Enlarge the 'One Stop Shop' approach • Link to the Housing Strategy • Link learning to Cohesion • Grab the children and the adults will follow • Build on what is already there • Train community leaders • 'Pineapple Events', open themes not always 	
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			<p>branded as community or multi cultural events</p> <ul style="list-style-type: none"> • Planning Teams should be multi-cultural, then the event will be. • Work the theme of multi-culturalism into city wide events, such as Darley Park Concert and Race for Life. <ul style="list-style-type: none"> • Create open invitations to Religious events • Positive use of Media • Funding for each Neighbourhood to host their own event, create their own story • <p><u>The Vision</u> The following are versions of the vision submitted for consideration:</p> <p>‘A city happy living with each other’ ‘A city living, learning and respecting each other’</p> <p>‘A city of Harmony’ ‘Derby People do it together’ ‘A city that lives , works and plays together’ ‘We are proud of our city’ Shown against a multi-cultural back drop ‘A city that respects and values the positive circumstances of its citizens’ ‘A city of people who enjoy living , working and relaxing together.’ ‘A city where people live together and respect each other’ ‘A city living with, and learning to respect, each other’</p> <p>Recognise Business possibilities</p>	
Performance information including Best Value			<p>Not applicable Poor LGB&T monitoring Ethnic monitoring requirement</p>	

Take up and usage data			Included	
Comparative information or data where no local information	None included All local			
Census, national or regional statistics	Census data utilised. Community Self Estimates utilised			

Access audits or assessments such as DDA assessments	Not applicable			
Workforce profile	Not applicable		No team in place but profile is seen as important	
Where service delivered under procurement arrangements – workforce profile for deliverers	Not applicable		Through Derby City Council and DCP arrangements	

Monitoring and scrutiny outcomes	Via the Cohesion Leadership group. (under the Leader of the Authority)			
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Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	To implement the Cohesion Strategy for the City of Derby
Specific	Yes. The strategy to be Approved by Board of DCP by September 2007
Measurable	Yes. Complete when approved by Board
Achievable	Yes The approval process is laid down in the DCP process
Relevant	Yes. The strategy cannot be implemented without partners approval
Timed	Yes For completion by 2007

Objective/Target:	
Specific	
Measurable	
Achievable	
Relevant	
Timed	

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