



RUSHMOOR BOROUGH COUNCIL

SPECIAL MEETING OF THE POLICY AND PROJECT ADVISORY BOARD

*To be held as a Virtual Meeting on
Tuesday, 25th August, 2020 at 7.00 pm*

To:

Cllr J.B. Canty (Chairman)
Cllr P.I.C. Crerar (Vice-Chairman)
Cllr C.J. Stewart (Vice-Chairman)

Cllr Sophia Choudhary
Cllr P.J. Cullum
Cllr Prabesh KC
Cllr Nadia Martin
Cllr T.W. Mitchell
Cllr Sophie Porter
Cllr M.J. Roberts
Cllr B.A. Thomas

Standing Deputies:

Cllr A. Chowdhury
Cllr A.H. Crawford
Cllr Jacqui Vosper

Enquiries regarding this agenda should be referred to the Administrator, Kathy Flatt,
Democracy and Community Tel. (01252) 398829, Email.
kathy.flatt@rushmoor.gov.uk.

A G E N D A

1. **MINUTES – (Pages 1 - 8)**

To confirm the Minutes of the Meeting held on 15th July 2020 (copy attached).

2. **BLACK LIVES MATTER – (Pages 9 - 38)**

At the last meeting of the Board, it was agreed that a special meeting should be held to consider the scope and next steps to be followed by the Council in light of the Motion agreed by the Council on 25th June 2020. To assist the Board, a presentation will be made by the Head of Democracy and Community setting out the following:

- data and service information held by the Council on ethnic minorities;
- background to current policies; and
- suggested outcome measures and associated tasks.

The Board will be asked to consider the outcome measures and tasks and agree the next steps.

MEETING REPRESENTATION

Members of the public may ask to speak at the meeting on any of the items on the agenda by writing to the Panel Administrator at the Council Offices, Farnborough by 5.00 pm three working days prior to the meeting.

Applications for items to be considered for the next meeting must be received in writing to the Panel Administrator fifteen working days prior to the meeting.

POLICY AND PROJECT ADVISORY BOARD

Meeting held remotely on Wednesday, 15th July, 2020 at 7.00 pm.

Voting Members:

Cllr J.B. Canty (Chairman)
Cllr P.I.C. Crerar (Vice-Chairman)
Cllr C.J. Stewart (Vice-Chairman)

Cllr Sophia Choudhary
Cllr P.J. Cullum
Cllr Prabesh KC
Cllr Nadia Martin
Cllr T.W. Mitchell
Cllr Sophie Porter
Cllr M.J. Roberts
Cllr B.A. Thomas

1. MINUTES

The minutes of the meeting held on 10th June 2020 were approved and signed by the Chairman.

2. CIVIC QUARTER PLACEMAKING MEMBER WORKSHOP RESULTS, POLICY AND NEXT STEPS WITH SUSTAINABLE REGENERATION

The Board considered the Regeneration Team's Report which set out the background and context to the Civic Quarter Placemaking Workshop, the results of the exercise completed by Members, proposed next steps and officer recommendations. The Report also set out details of four learning seminars for all Members to assist in the Council's policy position in relation to sustainable regeneration:

- Sustainable design options and changing sustainability requirements
- Housing led developments and reinventing the town
- Sustainable transport
- The Green Agenda

The Board received a presentation from Mr Nick Irvine (Regeneration Delivery Manager) and Ms Michelle McNally (Regeneration Programme Manager) on the outcomes of the virtual Civic Quarter Placemaking Workshop held in May 2020. The workshop had sought to capture Members' views and to prioritise key emerging principles for the next stage of the Civic Quarter masterplanning process. The results of the workshop had been broken down into two distinct areas – the Green Agenda prioritisation and emerging priorities. The 'Green Agenda' had been rated a

gold priority by Members and would be considered as one of the two gold principles that the Rushmoor Development Partnership/LDA Design would need to prioritise in the Civic Quarter scheme development. The other significant outcome of the exercise had been the identification of sixteen priorities that would be used to articulate Members' aspirations for the Civic Quarter site going forward into RIBA Stage 2 of the masterplanning process.

The sixteen priorities had been formulated through a number of questions which asked Members to rank, in terms of importance, different aspects that could assist in realising the eight key principles determined through the GT3 (architects commissioned by Rushmoor Development Partnership (RDP)) and LDA Design (appointed by RDP to progress the masterplan for the redevelopment of the Civic Quarter) work which had been undertaken previously, subsequently increased to nine to include the Green Agenda, following the declaration of a 'Climate Emergency' on 20th June 2019. These were:

- Create community heart
- Green Agenda
- Develop strong identity and raise profile
- Encourage community cohesion
- Improve health and wellbeing
- Connect the town
- Increase participation in facilities
- Increase visitor numbers, footfall and spend
- Develop arts and culture facilities/heritage

Arising out of the analysis of data obtained through the workshop, officers had taken the top 3 (Gold category), 2 (Silver category) and 1 (Bronze category) from each principle. The Board was invited to consider the priorities arising out of the consultation with Members to be submitted to the Cabinet for approval, with the intention that the agreed Cabinet document would be presented to the RDP to inform the early stages of the RIBA Stage 2 work. The priorities identified for consideration were:

Gold Category:

- **Create Community Heart**

Places for community events/gathering

Places for rest/relaxation

Landscape – informal green approach (soft landscaping)

- **Green Agenda**

New development to incorporate renewable energy

Introduce measures to support sustainable travel

Maximise energy efficiency of buildings

Silver Category:

- **Develop strong Identity and raise profile**

Build on the town's aviation and other heritage (eg through public realm/public art)

Introduction of landmark building(s)/distinctive architecture and design

- **Encourage community cohesion**

Flexible community space to accommodate a variety of activities/groups

A wide mix of uses that appeals to different groups and encourages people from all ages and backgrounds to use the Civic Quarter

- **Improve health and wellbeing**

Places to sit/rest/reflect

Provide space for indoor leisure facilities

Bronze Category:

- **Connect the town**

Improving pedestrian connections to the business park

- **Increase participation in facilities**

Combine community/civic uses in a hub building

- **Increase visitor numbers, footfall and spend**

Ensure the site is well integrated with the wider town centre/business parks (access routes and wayfinding)

- **Develop arts and culture facilities/heritage**

Regular cultural events

During discussion, there was a request to adjust the emerging priorities under five themes in order to reduce the amount of overlapping of priorities, as follows:

Leisure, Health and Civic Hub

- Combine community/civic uses in a hub building
- Provide space for indoor leisure activities
- Library

Housing Need and Design

- Homes for increased town centre living
- A variety of homes provided as part of the development

Transport and Accessibility

- Ensure the site is well integrated with the wider town centre/ business parks (access routes and wayfinding)
- Improving pedestrian connections to the business park

Environmental Sustainability

- Landscape – soft informal green approach
- Maximise energy efficiency of buildings (where possible)

Increasing Footfall

- A wide mix of uses that appeals to different groups and encourages people of all ages and backgrounds to use the Civic Quarter
- A mix of places to eat and drink – an evening economy

Views were also expressed regarding: the need to provide housing for key workers in order to retain them in the Borough; transport to connect Farnborough town centre with other shopping areas; energy efficiency in buildings and their design; increasing the number of visitors to the town; use of leisure facilities and creating an evening economy; regeneration sustainability; the use of local trades people and companies in constructing the Civic Quarter; the integration of health and leisure facilities; the importance of cycling links, wayfinding and signposting; and, connecting the east of Farnborough to the town centre. Members also agreed that the health and wellbeing priority should be included under the 'Gold' category.

Action to be taken	By whom	When
The Board's recommendations for priorities to be submitted to the Cabinet to be passed through to the RDP to inform the next stage of masterplanning for the Civic Quarter.	Nick Irvine	July 2020
The Board endorsed the proposed way forward for the next steps in developing the Council's policy position in relation to sustainable regeneration through a series of all Member seminars	Karen Edwards, Executive Director	Autumn 2020

3. END VIOLENCE AT WORK CHARTER

Mr. Andrew Colver, Head of Democracy and Community, gave the background to the End Violence at Work Charter and the action taken following consideration of the issue by the Board in July 2019. Members noted that the Charter had been raised with the voluntary sector and community organisations to which the Council provided major support. A number of organisations had indicated their support for the Charter, including Citizens' Advice and Rushmoor Voluntary Services. In order to find out the organisations signed up to the Charter, contact would be made again with all the organisations written to by Councillor Adrian Newell, the Democracy, Strategy and Partnerships Portfolio Holder.

Action to be taken	By whom	When
Contact to be made with all the	Kathy Flatt,	July/August

organisations written to by Councillor Adrian Newell, Cabinet Portfolio Holder for Democracy, Strategy and Partnerships to ascertain which organisations had signed up to the End Violence at Work Charter.	Democratic Support Officer, Democracy and Community	2020
The organisations signed up to the End Violence at Work Charter would be reported back to the Board on the Work Programme.	Kathy Flatt, Democratic Support Officer, Democracy and Community	September 2020

4. **BLACK LIVES MATTER**

The Board was reminded that a Motion had been passed at the Full Council meeting on 25th June on the subject of Black Lives Matter, as follows:

“Rushmoor Borough Council place on record our deep sadness and revulsion at the senseless killing of George Floyd in Minnesota, USA.

Whilst we recognise that every life matters we echo the cries for justice and the assertion that ‘Black Lives Matter’ given the unique historic and contemporary challenges faced by black communities.

We stand together unreservedly with black members of our communities to work hard for current and future generations, in particular those citizens within our borough, to eradicate racism in all its forms and to proactively educate our citizens so that our towns are inclusive and anti-racist, not just in name and policies but in action. This starts with an all-party review led by the Policy and Project Advisory Board, including Black, Asian and Minority Ethnic members of our community, of processes, policies and organisational attitudes regarding racism.”

The Board was advised that the Chairman had held an initial discussion with the Leader of the Council, the Leader of the Labour Group and officers, where it had been proposed that a separate meeting of the Board would be held late in August to discuss the scope for this work over the following year. The Chairman explained that, ahead of the August meeting, officers had been asked to prepare a paper on the potential scope and options, including Member and community involvement. The Board noted that suggested priorities for the work were:

- reviewing RBC policies and processes - including the People Strategy, equality objectives and workforce profile; and
- supporting the development of Council strategies – including the Deprivation Strategy, Safer Neighbourhoods Community Safety Partnership Plan

It was noted that any other ideas for consideration would need to meet one of two criteria. These were that it would have to:

- involve the review of a relevant Council policy or process; and
- align with activities in the Council's Business Plan 2020-2023

During discussion, comments made included: the need to consult with faith and community groups and to build on the excellent work carried out by these groups over the previous 10-15 years; the need to include BAME councillors, employees and residents in discussions; equality and diversity training for councillors and employees; and, the need to gather as much information and data as possible.

Action to be taken	By whom	When
The approach for the work following the Black Lives Matter Motion at Full Council on 25th June 2020 be endorsed.	---	---
Arrangements be made for a special meeting of the Board in late August 2020	Kathy Flatt, Democratic Support Officer, Democracy and Community	July 2020
Officers be requested to prepare a paper on the potential scope and options, including Member and community involvement for the Board meeting in August 2020.	Andrew Colver, Head of Democracy and Community	July/August 2020

5. COVID-19 RESPONSE

The Board received a presentation from Mr Andrew Colver, Head of Democracy and Community, on the local response to, and impacts of, Covid-19. It was noted that the coronavirus pandemic had had a huge impact on local services. The Council had moved rapidly to response mode at the start and was now in a recovery phase. A key area of work had been the community and welfare response, involving a massive local operation which had evolved and changed over the months since lockdown in March 2020, involving working in partnership with community organisations. This work had also provided useful and significant data which would help to improve understanding of the Borough's communities. The work with partners would also help to develop a robust deprivation/supporting communities strategy and action plan.

An important part of the response to Covid-19 was the Local Response Centre, under a framework led by Hampshire County Council in partnership with the districts

and other agencies. Locally there had been a co-ordinated approach between Rushmoor Voluntary Services and the Council. A County level central helpline had been established and, as a district, Rushmoor also had a helpline resourced by the Council which complemented the Hampshire helpline. The Local Response Centre in Rushmoor provided support to the homeless/rough sleepers and those with specific health concerns. The Local Resource Centre also had a food supply and distribution centre based at Princes Hall which worked with local support groups. A network of volunteers, co-ordinated through Rushmoor Voluntary Services and the Council, had supported the work of the Local Response Centre and a number of these volunteers had indicated that they wished to continue volunteering in the future.

The presentation gave data in respect of the outcomes of the helpline work, including a breakdown of the number of cases by Ward. A number of helpline cases had involved a range of wider issues, such as underlying health problems and social isolation which had necessitated the development of and access to other services. Some welfare visits had also been made to those identified as vulnerable. The helpline had referred approximately 6% of calls to a befriending service and three calls received had had a bereavement association. It was noted that around 7% of referrals had either previous or underlying mental health issues that had surfaced and required signposting or further referral.

The Board was advised of the work of other key service providers as part of the local response, including local response groups in Aldershot, Farnborough and North Camp which co-ordinated on the ground volunteer operations, The Vine, VIVID, Citizens' Advice and the Supporting Families service. Rushmoor Voluntary Services had played a central role throughout Covid-19 by providing Operation Rushmoor Community Action (ORCA), which had been developed, delivered and resourced with the Council and was now transitioning to a business as usual service. The services that had emerged through the pandemic included:

- Befriending service and companion support
- Re-ablement
- Looking to be a Borough-wide food partnership
- Re-provision of core services (i.e. Home Help, community transport)
- Improved support around mental health
- Co-ordination of responders in-house
- Social prescribing

Rushmoor Voluntary Services had also provided joint support work for other groups, such as Fleet Lions for IT equipment. It was noted that the Council would be working with Rushmoor on a long-term service model.

The Head of Democracy and Community advised that the pandemic had exacerbated some of the issues associated with inequality and in particular opportunities for young people, unemployment, mental health and housing. The Council's future deprivation strategy would need to reflect Indices of Multiple Deprivation data and data evidencing the impact of Covid-19, with expected priorities of mental health, loneliness, skills and employment (income) and raising aspirations.

It was noted that the Council would look to secure external funding to support some of the work.

During discussion questions were raised on referrals, the integration of services going forward, the collaboration and sharing of services with the Clinical Commissioning Group and the forthcoming survey of local residents.

Action to be taken	By whom	When
The Board noted the presentation and requested that the forthcoming questionnaire to residents be circulated to Members for comment.	Andrew Colver, Head of Democracy and Community	July 2020
An update would be given to the Board on baseline data and emerging priorities at the meeting on 23rd September 2020.	Andrew Colver, Head of Democracy and Community	23rd September 2020

6. WORK PROGRAMME

The Board noted the current work programme.

The meeting closed at 9.47 pm.

CLLR J.B. CANTY (CHAIRMAN)

Policy and Project Advisory Board

25th August, 2020

RUSHMOOR ETHNICITY DATA INFORMATION AND CURRENT COUNCIL POLICY FRAMEWORK

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Andrew Colver
Head of Democracy and Community

AGENDA ITEM NO. 2

Contents

- Rushmoor data sets – census and other information
- Rushmoor Council's policies and guidance
- Council data set
- Draft outcomes and associated tasks
- Next steps

Ethnic Groups Data from the 2011 Census

- In 2001 92.7% of Rushmoor were White: British, which was higher than the national average of 87%.
- In 2011, Rushmoor had a higher percentage of Asian/Asian British: Other Asian with 7.6% of this ethnic group. National average was 1.5% and the 7th highest percentage for a local authority (7 out of 348 local authority areas).

Ethnic group - Rushmoor	Number	%	England and wales %
All categories: Ethnic group	93,807		
White: English/Welsh/Scottish/Northern Irish/British	75,511	80.5	80.5
White: Irish	718	0.8	0.9
White: Gypsy or Irish Traveller	155	0.2	0.1
White: Other White	3,136	3.3	4.4
Mixed/multiple ethnic group: White and Black Caribbean	624	0.7	0.8
Mixed/multiple ethnic group: White and Black African	342	0.4	0.3
Mixed/multiple ethnic group: White and Asian	644	0.7	0.6
Mixed/multiple ethnic group: Other Mixed	447	0.5	0.5
Asian/Asian British: Indian	1,310	1.4	2.5
Asian/Asian British: Pakistani	635	0.7	2.0
Asian/Asian British: Bangladeshi	206	0.2	0.8
Asian/Asian British: Chinese	497	0.5	0.7
Asian/Asian British: Other Asian	7,107	7.6	1.5
Black/African/Caribbean/Black British: African	1,115	1.2	1.8
Black/African/Caribbean/Black British: Caribbean	538	0.6	1.1
Black/African/Caribbean/Black British: Other Black	215	0.2	0.5
Other ethnic group: Arab	134	0.1	0.4
Other ethnic group: Any other ethnic group	473	0.5	0.6

2011 Census – Data on Religion

- Rushmoor had higher percentage of Buddhist and Hindus but lower percentage of Muslims than percentage for England and Wales
- Rushmoor had the highest percentage of Buddhists of any local authority (ranked 1 out of 348 authority areas).

Religion - Rushmoor	Number	%	England and wales %
All	93,807		
Christian	54,206	57.8	59.3
Buddhist	3,092	3.3	0.4
Hindu	3,222	3.4	1.5
Jewish	65	0.1	0.5
Muslim	1,356	1.4	4.8
Sikh	183	0.2	0.8
Other religion	367	0.4	0.4
No religion	24,773	26.4	25.1
Religion not stated	6,543	7.0	7.2

2011 Census - Country of Birth Data

- Table shows top 10 countries of birth for Rushmoor residents
- Rushmoor had the highest percentage of residents who were born in Other Southern Asia and Hong Kong (both ranked 1 out of the 348 local authority areas)
- Rushmoor had the 8th highest percentage of residents born in Germany (ranked 8 out of the 348 local authority areas)

Country of birth (detailed) - Rushmoor	Number	%	England and wales %
England	73,940	78.8	80.0
Other Southern Asia	4,908	5.2	0.2
Scotland	1,697	1.8	1.3
Germany	1,261	1.3	0.5
Wales	1,152	1.2	4.9
Hong Kong (Special Administrative Region of China)	999	1.1	0.2
India	856	0.9	1.2
Ireland	631	0.7	0.7
Poland	671	0.7	1.0
Northern Ireland	535	0.6	0.4

NI Number to 'Adult Overseas Nationals' since 2011 Census

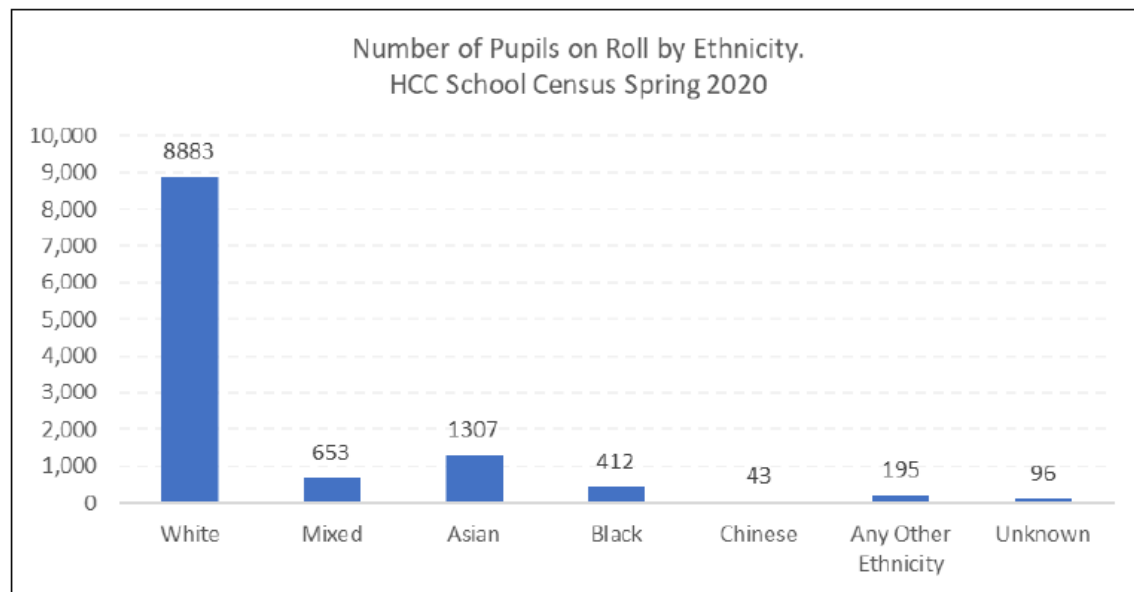
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- Since April 2011 there have been 9,604 NI allocations to 'Adult Overseas Nationals' in Rushmoor
- The table shows all countries with 50 or more allocations since April 2011 in Rushmoor

Note: whether the person has stayed in Rushmoor after being allocated a NI number is not known

Country	Number	Country	Number
Nepal	3254	France	96
Romania	1651	Ireland	96
India	765	Netherlands	88
Poland	613	Australia	85
Bulgaria	327	Latvia	82
Portugal	244	Ghana	80
Spain	238	South Africa	66
Italy	209	Zimbabwe	62
Hungary	156	Canada	57
Greece	109	Turkey	55
Pakistan	109	China	52
Germany	106	Philippines	52
United States	101		

School Census 2020 Ethnic Groups



Language Description (top 15)	Number of pupils
Nepali	615
Polish	161
Romanian	126
Urdu	105
Hindi	59
Fijian	43
Chinese	41
Turkish	39
Portuguese	37
Bulgarian	30
Tamil	29
Bengali	27
Filipino	27
Arabic	24
Malayalam	23

Data source: Hampshire County Council (HCC) School Census, 2020

- Hampshire County Council school census in spring term 2020.
- Total of 11,589 pupils on roll attending a school in Rushmoor and number of pupils by ethnicity is shown.
- The census reported 83 other languages which children spoke and is indicative of the languages spoken at home. The top 15 for Rushmoor are shown.

Community Safety – 2019/20

Strategic Assessment (1)

- Hate crime - defined 'any criminal offence perceived by the victim or other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.'
- Categories
 - Race/ethnicity
 - Religion/beliefs
 - Sexual orientation
 - Disability
 - Trans gender identity
- General increase nationally – spikes may result from specific events e.g. terrorist attacks
- Potential for further increase in 2020/21

Community Safety – 2019/20

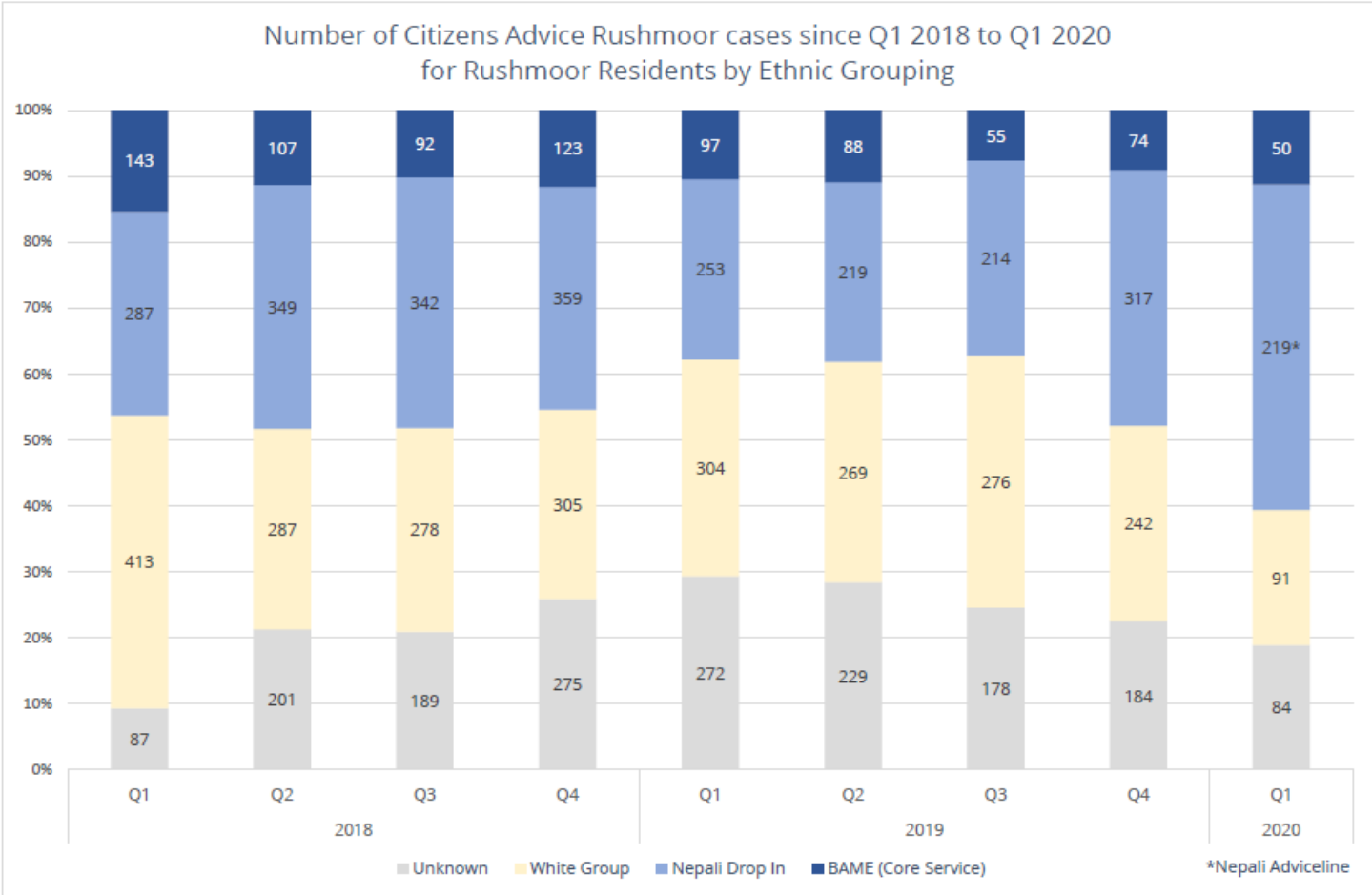
Strategic Assessment (2)

- North Hampshire has a growing diverse population
- Assessment outcomes – hate crimes
 - 447 cases in North Hampshire
 - 2% increase in Rushmoor
 - Rushmoor figure - 1.6 cases per 1,000 population
- Race is the most common hate crime – most commonly being “violence against the person” and public order offences

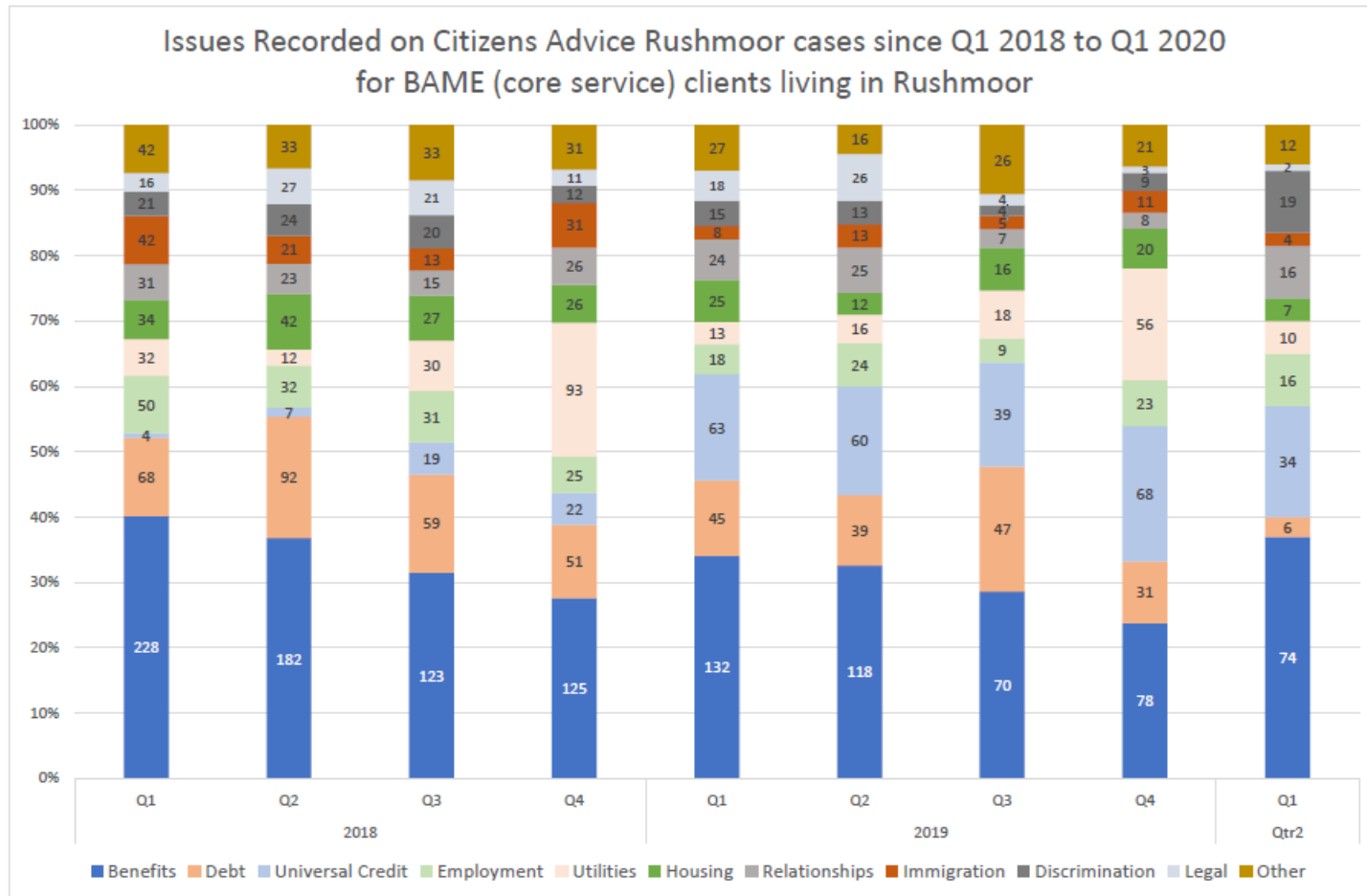
Citizens' Advice (CA) Data

- CA records of ethnicity and data sets relate to core funded services... not additional projects
- Most data relates to individual clients
- Some changes in numbers may reflect legislative changes
- GDPR has affected data capture
- Rushmoor CA won a national award for “Championing Equality” for its Nepali community work

Rushmoor Residents by Ethnic Grouping



Issues Recorded for BAME Clients in Rushmoor



Supporting Families

- Supporting families cohort nominated through Hampshire Children's Services Early Help Hub
- Since January 2019
 - 303 families referred for early help
 - BAME/other ethnic - 13
- Reporting may not be entirely complete
- Some cultural issues within ethnic minority communities likely to be reflected in the figures

Rushmoor's Policies and Data

Rushmoor's Equalities and Diversity Framework (1)

- Strategy and action plan in place for 15 years
- Equality duty
 - eliminate unlawful discrimination
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - foster good relations between people sharing a protected characteristic and people who do not
- 9 protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race (this includes ethnic or national origins, colour or nationality), religion or belief (including lack of), sex, sexual orientation and marriage/civil partnership

Rushmoor's Equalities and Diversity Framework(2)

- Longstanding vision to
 - Promote diversity and demonstrate the Council's actions
 - Instill confidence in people who live work and visit the borough that access services from the Council and other bodies – are fair and equitable
 - Ensure access to employment is fair and equitable
- Policies provide for equality impact assessments where required and objectives – example are in customer services and the CT Support Scheme
- Review process underway to
 - Understand what is being done already
 - Make it easy and part of day to day practice
 - Make it relevant
 - Ensure appropriate training

Rushmoor Staff Ethnicity profile

Ethnicity	Council workforce	Rushmoor population (2011 Census)
White	75.2 %	85.9%
Black and Minority Ethnic (BAME)	2.2%	14.1%
Not stated	22.6%	

- Exploring opportunities to increase reporting levels
- Emerging People Strategy will include provision to encourage a diverse and inclusive workforce

HR Policies – Provisions (1)

- With all its policies the Council will need to act within the law
- Officer Code of Conduct
 - “The officer should not discriminate unlawfully against and person and should treat others with respect, regardless of their race, age, religion, gender, sexual orientation or disability”
 - Officers accountable for their actions
- Dignity at Work Policy
 - Comprehensive set of rules and guidance based on the premise “every employee has the right to be treated with dignity and respect and the Council aims to create a working environment that reflects this”
 - Covers behaviour, even not aimed directly at the officer, and the nine protective characteristics of the Equality Act 2010
 - Roles, responsibilities and processes identified

HR Policies – Provisions (2)

- Composite information for (potential) employees
 - Contains a behaviours framework for Rushmoor employees
 - How we do things
 - What we say and how we say it
 - How we treat others
 - Our approach to work
 - Key focus on learning and development
- Online learning pool
 - New system being introduced
 - Specific course on equality and diversity being developed

Rushmoor Council – Reported Race Related Incidents

- No recent reported incidents through health and safety role (eg food/safety inspections)
- Rushmoor Complaints and Comments Scheme
 - Since 2018, 0 of 103 complaints related to race discrimination
- 1 complaint in 2017 hinted at racial discrimination
- Some issues of concern raised
 - For complainants, feeling heard is important
 - Resolved without formal reporting

Supporting Community Groups (1)

- Significant investment in local Nepalese community integration from 2011
 - Central government grants
 - Strong focus on integration/cohesion activities
 - Continuing support to ESOL (English to Speakers of Other Languages) programmes at venues across the Borough
 - Have received Uniting Communities grant monies in the past for projects to
 - Strengthen community relations/integration
 - Promote interaction between communities
 - Encourage mutual trust and understanding
- Funding streams can be considered for specific projects

Supporting Community Groups (2)

- Promoting cohesion and integration, still underpins areas of the Community and Partnerships Team's work
- Many small groups active in the Borough representing a range of ethnic minorities... some linked to faith groups
- Work with other community/voluntary sector organisations e.g. RVS, CA and PEBL
- Will continue to promote integration through other work e.g. Fairtrade
- Some supportive work through the Armed Forces Covenant to support existing service personnel and families and veterans

Housing/Benefits Approach

- Council Tax Support Scheme Equality Impact Assessment
 - Statement relating to not treating people in different race, belief or sexual orientation groups any different
- Housing Allocation Scheme
 - Scheme states that Rushmoor treats everyone fairly, taking steps to avoid discrimination on the grounds of ethnicity, faith, sexual orientation, employment or marital status
 - Other provisions include
 - We are committed to ensuring that the allocations of homes is done in such a way as to promote social cohesion and balanced, sustainable communities
 - ... it is compatible with the Council's equality responsibilities including the duty to eliminate unlawful discrimination and to promote good relations between different ethnic groups as well as the duty to promote equality

Role and Support Provided by the LGA

- LGA support
 - Range of tools under its Equality Framework for Local Government
 - Three levels of achievement – ‘Developing’, ‘Achieving’ and ‘Excellent’
 - Can undertake independent equality and diversity peer review
- LGA virtual event
 - Difference and Inclusion: Building a “how to” toolkit – 23rd September (2.00p.m. – 3.30p.m.)
 - Focus on inclusion and gaining knowledge/tools to build confidence/respect for others

Draft Outcomes and Associated Tasks

Review Outcomes – Processes, Policies and Organisational Attitudes (1)

Four outcomes prepared for consideration, including outline tasks

(1) Rushmoor's policies and processes around Equality, Diversity, and Inclusion are reviewed and are fit for purpose

- Understanding current provisions, guidance and best practice
- Examining the policies to ensure they reflect the above
- Complete the review of the Equalities Policies and processes
- Reflect the provisions in the emerging People Strategy
- Independent assessment from within the public sector eg LGA

(2) The Council's staff and Members are better trained around Equality, Diversity and Inclusion

- Development of an updated module for the Rushmoor Learning Pool
- Inclusion of specific information in Member and staff induction programmes
- Member training – LGA online course
<https://lga.melearning.university/course/view/1?gc=WMA7LFIA1FZCUC1QCVSK>
- Guidance notes for officers to be prepared on meeting the equalities provisions
- Raising awareness through messaging on the Council's intranet

Review Outcomes – Processes, Policies and Organisational Attitudes (2)

(3) The Council has introduced new arrangements for supporting community projects and processes to promote integration

- Specific provisions included in emerging deprivation/supporting communities plans to
 - Focus on cohesion activities
 - Work inclusively within communities
 - Ensure ethnic minorities are given the opportunity to participate in community activities
- Engage with ethnic minority community groups through the Council's cohesion work
- Work with faith groups to support engagement activities

(4) The Council's understanding of BAME communities in Rushmoor has improved and this insight will be used to inform its strategies and policies

- Review and update the Council's database of BAME groupings
- Hold a networking event with BAME groupings to ascertain information about needs, capacity and barriers
- Work with partner organisations e.g. HCC/CCG to establish a picture of BAME residents to support the deprivation/supporting communities work
- Work with partner organisations, including faith groups, to target support work for BAME communities

Next Steps

- Discussion on information provided
- Consideration of draft outcomes and associated actions
- Delivering the work
 - Board working arrangements
 - Cabinet involvement
 - schedule of activities for completion in 2020/21
 - Likely lead in period for any Peer Review would be around 16 weeks

Questions



Policy and Project Advisory Board

25th August, 2020

RUSHMOOR ETHNICITY DATA INFORMATION AND CURRENT COUNCIL POLICY FRAMEWORK

Andrew Colver
Head of Democracy and Community