

EQUALITY OBJECTIVES SAFER PLYMOUTH PARTNERSHIP BRIEF

Policy and Intelligence Team



BACKGROUND INFORMATION

- As a Council we are committed to being a fair city and treating everyone with respect and dignity. Under our Public Sector Equality Duty we must publish one or more Equality Objectives every four years. We last set Equality Objectives in 2016 and are now required to do so again by 1st April 2020.
- We set objectives to correspond to three main strands of the general equality duty – this provides ready evidence that we are discharging our duty to make progress towards the aims of the Equality Act 2010.
- We choose our equality objectives to reflect the concerns of a broad spectrum of protected characteristics to avoid establishing a hierarchy of discrimination whilst also reflecting the particular challenges faced by our local diverse communities.

CONSULTATION

- As part of setting our equality objectives we will be going out to consult with our key stakeholders both internally and externally throughout February and early March. Internally we will be consulting with senior managers across the organisation by attending the February quarterly Team Plymouth meeting.
- We are attending the Safer Plymouth Partnership meeting to consult specifically in relation to our equality objective around to hate crime as we recognise that Safer Plymouth are our key delivery partners.

CURRENT AND PROPOSED OBJECTIVES

- The table overleaf sets out our current Equality Objectives, our proposed new objectives, the outcomes which will be measured, our progress to date and where appropriate, the rationale for the objective.

FOR DISCUSSION

- As an organisation we recognise the organisational constraints we operate within and only commit to what we can realistically deliver with the resources we have available. With this in mind, we would like to discuss what we as a local authority can realistically achieve in terms of achieving justice for victims especially given the influence which the Crown Prosecution Service holds in this context.
- Building on the conversation we would also like to discuss how we effectively monitor our progress around hate crime. We are pleased that there continues to be an increase in the number of hate crimes reported and we continue to encourage people to report hate crime. Anecdotally we are aware that people continue to be reluctant to report hate crimes themselves. We also know that many people, for a number of complex reasons continue to report hate crime via third part reporting mechanisms.
- We would also like to encourage stakeholders to complete our online equality objectives consultation: https://plymouth-consult.objective.co.uk/portal/cs/equality/eq_obj_2020

#	Current Objective	Draft Objective	Outcome measured	Progress to date/rational
	Not Applicable	Overarching objective: Celebrate diversity and ensure that Plymouth is a welcoming city.	<p>Success in delivering Holocaust Memorial Day, Pride and Respect.</p> <p>The reach of social media posts which celebrate equality and diversity.</p> <p>The different kinds of support provided to our diverse communities to support their events/ celebration/ community activities.</p>	We have support Holocaust Memorial Day, Pride and Respect and, have recently marked Holocaust Memorial Day as a civic event.
1.	Reduce the gap in average hourly pay between men and women by 2020.	Pay equality for women and staff with disabilities in our workforce.	<p>The hourly rate of pay for women.</p> <p>The hourly rate of pay for men.</p> <p>The distance between the two rates of pay.</p> <p>The hourly rate of pay for employees who identify as having a disability.</p> <p>The hourly rate of pay for employees who do not identify as having a disability.</p> <p>The distance between the two rates of pay.</p>	<p>We adopted this in 2016, two years ahead of the statutory requirement, our performance has been consistently strong.</p> <p>Towards the upper quartiles of pay data there is a gap in the rates of pay between those employees identifying as having a disability and those who do not identify as having a disability.</p>
2.	Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	Victims feeling supported and confident to report hate crime and to receive justice.	The number of hate crime incidents reported annually increases.	<p>We first adopted this as a corporate target in 2007 and we have increased hate crime (incident) reporting every year since then.</p> <p>The only exception to this trend was in 2016 when we rationalised our data collection process leading to a drop in recorded incidents.</p> <p>In Plymouth in 2017/18 the total number of reported hate crimes rose by 10% from 369 to 406.</p>

				<p>In 2018/19 there was a 22% increase in the total number of hate crimes from 434 to 529.</p> <p>What this doesn't tell us is anything about satisfaction rates. This measure is owned by Safer Plymouth.</p>
3.	Increase the number of people who believe people from different backgrounds get on well together in targeted neighbourhoods by 2020	Ensure that Plymouth is a city where people from different backgrounds get along well.	An increase in the number of respondents from the City Survey in our target areas who either agree or strongly with the following statement: 'My local area is a place where people from different backgrounds get on well'	Since we adopted this measure in 2016 two of the four wards we selected as a priority have improved their cohesion rates sufficiently.

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