

## TRAFFORD COUNCIL

**Report to:** Executive  
**Date:** 25 July 2022  
**Report for:** Information  
**Report of:** Executive Member for Health, Wellbeing & Equalities

### Report Title

**Progress Report for the Corporate Equality Strategy 2021 to 2025**

### Summary

**The Equality Strategy was launched in January 2021 with four key objectives. This report provides the second progress update on achievements since the Strategy was launched as well as an update on the work of our Equality Review being carried out by APSE (Association for Public Service Excellence).**

### Recommendation(s)

**It is recommended that Executive:**

- 1. Note the contents of the report; and**
- 2. Approves the proposal that a further progress report containing updates on the success measures within the Corporate Equality Strategy is presented in January 2023.**

Contact person for access to background papers and further information:

**Name:** Dianne Geary/ Adele Coyne  
**Extension:** 1821/4605

*Implications:*

|   |   |
|---|---|
| Relationship to Policy Framework/Corporate Priorities | There is a Strategy and Action Plan to deliver the Council's Equality duty and its corporate priorities, reducing health inequalities, supporting people out of poverty and addressing the climate crisis. Increased equality will support the delivery of all these priorities |
| Relationship to GM Policy or Strategy Framework       | The Strategy and Action Plan is in line with GM and national equality strategies and frameworks   |
| Financial   | There are no direct financial implications arising from this report   |
| Legal Implications:                                   | Outlined in the body of the report  |
| Equality/Diversity Implications                       | The aim of the Strategy and Action Plan is to meet our equalities duty  |
| Sustainability Implications                           | There is nothing in the report that would undermine our sustainability plans  |
| Carbon Reduction                                      | The Equality Strategy aims to improve life opportunities which can assist in supporting carbon reduction  |
| Resource Implications e.g. Staffing / ICT / Assets    | No direct impact  |
| Risk Management Implications                          | This reduces the risk of the Council being exposed to discrimination claims caused by failure to demonstrate compliance with equalities legislation   |
| Health & Wellbeing Implications                       | Health and wellbeing will be improved through the implementation of this Strategy and Action Plan through improved access to services and opportunities. In addition, by monitoring of outcomes among protected groups, we will be able to target interventions effectively.    |
| Health and Safety Implications                        | No direct impact  |

## 1.0 Background

- 1.1 The Corporate Equality Strategy for Trafford Council and Trafford Clinical Commissioning Group (CCG) 2021-2025 was launched in January 2021. This was prior to the CCG integration with the ICB in July 2022. The Equality Strategy demonstrates the commitment of both the Council and the CCG to improve equality of opportunity for our residents, colleagues and partners which is a legal obligation under the Equality Act 2010 for public bodies such as the Council and the CCG.
- 1.2 Reporting on progress with the Strategy is bi-annual to the Executive of the Council and to the CCG Governing Body. Work will continue with our health colleagues following the transfer to the integrated care arrangements July 2022.
- 1.3 This report provides a progress update on Council achievements since the last report presented to Executive Committee in January this year as well as a further update on the work of our Equality Review being carried out by APSE (Association for Public Service Excellence).

## 2.0 Governance and Progress Review

- 2.1 A Corporate Equality Steering Group and a Corporate Equality Working Group were established with agreed Terms of Reference in July 2021. The Equality Steering Groups continue to meet bi-monthly and our Executive Portfolio Holder attends the Equality Steering Group on a quarterly basis. The Corporate Equality Steering Group has links to the Health and Wellbeing Board and Trafford CCG's Equality and Inclusion Steering Group.
- 2.2 The Equality Working Group has enabled staff to easily meet in a couple of sub-groups to focus on:
- a) Exploring what it means for the Council to no longer use the term BAME (Black, Asian and Minority Ethnic) in our Council documents. Please see 2.3 below.
  - b) Commencing work on drafting an Anti-Racism Policy for dealing with incidents of racial abuse towards staff from other staff or clients/customers. Alongside this is a review of the Council's Dignity at Work Policy and Procedures, with the introduction of a new policy entitled 'Managing 3<sup>rd</sup> Party Violence and Abuse of Staff'. This is designed to help managers and staff address the complex issues that arise especially when clients behave in an abusive way to staff but the Council is legally obliged to provide a statutory service such as in Adults and Children's Social Care.
- 2.3 Since October 2021, the Focus Group have continued their discussions about moving on from using the acronym 'BAME', (Black, Asian and Minority Ethnicity). This was in response to recent guidance from the Government and GMCA advising public bodies to stop using the term 'BAME' in council documents and instead use the term 'ethnic minorities'.
- 2.4 Feedback from the Focus Group, the BAME Staff Network and the APSE Equality Review Staff Survey showed a consensus to drop the term 'minority' but recognised that it is important to keep the word 'Black' and 'Asian' too. It was felt that the term 'ethnic minority' had negative connotations and should not be referenced at all, moving forward.
- 2.5 The Focus Group have chosen to widen consultation about this very complex and sensitive issue with people, particularly with people from ethnically diverse backgrounds working and living in our borough. Therefore, a Citizens Survey is currently being pulled together as part of the research to find out which term people in Trafford believe should be used to describe people's ethnicity. The results of this survey will be used to help determine an acceptable and appropriate term to use in the Council's future documents and publications.
- 2.6 In the meantime, Trafford Council will continue to use the term 'BAME' in the short-term. Where possible the use of more specific terms to describe ethnicity will be used in documents which is in line with the recent commitment made by UK broadcasters to move away from using the term in their newsrooms and corporate communications.
- 2.7 The Principal Community Cohesion and Equalities Officer brings regular updates from the GM Equality Officers and Equality Alliance to these Equality

Groups. This enables links to be made between the GM Equality Strategy and that of the Equality Action Plan. Recently ethnicity data and good practice examples of work being done in Trafford to promote race equality were gathered from our Public Health, Commissioning, and Insight and Intelligence teams to share with the GM Research team. This has helped inform the shaping of the initial reports for the GM Race Equality Strategy.

2.8 Our Staff Forums continue to meet regularly and have representation on both the Equality Steering and Equality Working Groups so that they can communicate any concerns, share ideas, and ask about progress on their area of focus. The Groups are as follows:

- The BAME Staff Network
- The Staff Disability Forum
- The LGBT+ Staff Network
- Carers' Support Group

2.9 The Staff Groups continue to meet monthly and staff who do attend share that they find the peer support offered very valuable.

### **3.0 Meeting our Legal Obligations in the Equality Act 2010.**

3.1 The Council and the CCG are legally required to publish key Equality Objectives and have agreed the following which are included in the Strategy:

- Equality Objective 1: Inclusive and Informed Leadership
- Equality Objective 2: Improving our Workforce Data Collection and improving the representativeness of our workforce
- Equality Objective 3: Reducing Health Inequalities
- Equality Objective 4: Reducing Hate Crime

### **3.2 Equality Objective1: Our Inclusive and Informed Leadership Objective**

3.2.1 The EPIC Manager Equality and Diversity / Inclusive Leadership course is being rolled out to all people managers which numbers around 450. Since the launch of the Equality Strategy, 98 managers have undertaken the training which is around 22% of the targeted cohort of those with line management responsibilities. For further details please see Appendix (1).

3.2.2 There is an Equality Essentials/Equality and Diversity Module for all new staff to complete at induction. To date, 2,104 staff member have completed this course. For further details please see Appendix (1).

3.2.3 The HR Organisational Development Team have developed key learning modules in our EPIC manager programme that will support the achievement of our Corporate Priorities. Learning events such as Carbon Literacy, Values Based Recruitment (VBR), Health and Wellbeing, and our inclusive leadership course form some of these core modules. Our proposal is that all such events are made mandatory (to support and increase attendance) and reporting mechanisms are put in place to update DMT's (Directorate Management Teams) on attendance. Visibility of attendance figures at DMT's will support

DMT members to have relevant conversations with managers where we identify lack of engagement and attendance.

### 3.3 **Equality Objective 2: Improving our Workforce Data Collection and improving the representativeness of our workforce**

3.3.1 The HR Resourcing and Organisational Development team have created a Teams channel to continually share best practices with recruiting managers that have attended the VBR Training. A campaign is underway to request for volunteers across the organisation who may be able to support on a recruitment panel, either as an experienced recruiting manager or as a development opportunity. This pool of candidates will be available to recruiting managers to ensure we have diverse panels when recruiting.

3.3.2 Regarding future training plans, the HR Organisational Development team are co-ordinating a programme to align the training, communications and engagement plans for both employee Health and Wellbeing and Equality, Diversity and Inclusion activity. This is in recognition of the fact that a great inclusive environment supports an employees' health and wellbeing. The plan will bring together the ideas and interventions from staff groups, Equality Working and Steering groups ensuring that any campaigns and activity aligns to relevant strategies and the Council's corporate priorities. The work will also look at the evaluation and impact of initiatives through feedback and culture change.

3.3.3 In supporting people out of poverty, the HR Organisational Development team have reviewed the Financial Wellbeing intranet pages to signpost staff to the support available within the council, local community and wider government and charity groups on managing finances and debt. The team are working with the Welfare Rights team to produce rolling lunch and learn sessions to support our staff as we know that there are forecasted challenges, particularly on energy bills and cost of living increases that will impact on health and wellbeing.

### 3.4 **Equality Objective 3: Reducing Health Inequalities**

3.4.1 An important success measure for addressing health inequalities is 'Improving the recording of protected characteristics by services by primary care'. In particular, the recording of ethnicity of patients in GP (General Practitioner) surgeries has been a gap for some time. Consequently, the focus for 2021/22 centred on improving ethnicity data within patients records which will allow for health inequalities across Trafford to be identified that are specific to patients' ethnic background.

3.4.2 A working group is currently implementing the methods needed to increase accurate capturing of ethnicity data. One of the main tools introduced to practices is MJOG, a text messaging system which captures ethnicity data and automatically codes back into EMIS (Egton Medical Information Systems). An initial test was carried out with St Johns Medical Practice and following the success of this, the system was rolled out to all practices in late Sept 2021 along with a user guide. A progress snapshot currently shows ethnicity coding is improving with data in the "other" and "not stated" categories reducing. Other work to support this action includes:

- Adjustment of the GP new electronic patient registration form to ensure the patient's ethnicity is captured.

- Communications to practices on the importance of capturing ethnicity data accurately.
- Building ethnicity data into the Health Inequalities Dashboard.

Please see Appendix (2a)

3.4.3 Inequalities in covid vaccine uptake have been evident from the very beginning of the programme roll-out, with a clear gap in uptake between Trafford's most deprived (Clifford) and least deprived Ward (Timperley). When broken down into smaller geographical areas, known as Lower Super Output Areas (LSOAs), the link between deprivation and uptake became more evident. The Covid.19 vaccine equity group was set up in September 2021 to help some of the inequalities shown in uptake across Trafford's demographic groups. Since then, the gap in first dose uptake has reduced from September 2021 up to May 2022. Please see Figure 1 in Appendix (2b).

3.4.4 Inequalities in covid vaccine uptake were also evident for our BAME communities. The latest figures in show greater first dose uptake for White ethnic groups when compared to all other ethnic groups. Despite greater uptake among residents of a White ethnic background, we have seen a narrowing in the gap when compared to Black and Ethnic Minority groups (BAME). Please see Figure 2 and Figure 3 in Appendix (2b).

3.4.5 Our Public Health Team are also working with partners to reduce the gap in premature mortality including for people with serious mental illness (SMI) and this includes:

- Trafford's Suicide Prevention Strategy for 2022-25 which has recently been refreshed to focus more on those groups whose lives have been affected by widening inequalities since the pandemic, and who are at greater risk of suicide. Cohorts include people from the LGBTQ plus communities; those with enduring physical or mental health needs; those suffering financial insecurity; older people or those affected by loneliness/isolation, young people, those from ethnically diverse communities, and those with learning difficulties.
- A review of our mental health accommodation across Trafford whereby Public Health's role will be to aim to embed a more preventative approach to improve general wellbeing for those with SMI. Please see Appendix (2c) for more details.

3.4.6 Work currently being undertaken to reduce the gap in relation to smoking, physical activity and obesity includes:

**Smoking:**

- We have reintroduced the E-cigarette smoking cessation offer in Trafford to 11 pharmacies with a focus on areas with a higher rate of routine and manual workers. Since the inception of the E-cigarette programme 82% (240 of the 292) people who have registered for the smoking cessation intervention have been NEET (Not in Education, Employment or Training) or in a routine or manual job.

### **Physical Activity:**

- Cycling Projects have begun delivering cycling engagement, Bike Buddy support and a Pedal Away inclusive cycling hub from North Trafford.
- Empower You continue their work to support people with disabilities to increase their participation in physical activity.
- The falls prevention service provided by Age UK Trafford and Trafford Leisure has expanded, with more classes available across Trafford.
- Trafford Moving (our sport and physical activity strategy) is being refreshed and place-based physical activity plans are being developed. These will focus on key neighbourhoods of Partington, Old Trafford, Sale West, Broomwood, Stretford and Sale Moor.

### **Obesity:**

- Trafford Community Collective are working to help increase the uptake of commissioned services by targeted groups of adults and to offer additional supplementary support around cooking skills and food access.
- Foundation 92's community-based family wellbeing programme has demonstrated positive outcomes for children and families living in areas of Trafford experiencing greatest deprivation.
- The schools' healthy lifestyle programme focusing on schools with highest prevalence of excess weight, as determined by the National Child Measurement Programme (NCMP) has been developed and training delivered to providers. This will be rolled out from September 2022.

Please see Appendix (2c) for further details.

## **3.5 Equality Objective 4: Reducing Hate Crime**

- 3.5.1 The hate crime reporting figures provided through Trafford's Community Safety team via the additional crime reporting centres such as libraries have not increased since the last Equality Progress Report to Executive in January 2022 and remain at less than 5.
- 3.5.2 However, GMP (Greater Manchester Police) also received hate crime/incidents for Trafford which are the incidents reported directly to the police and not the hate crime reporting centres such as libraries. The latest published data by GMP states that from November 2018 to March 2019 there were **278** reported hate crimes and incidents in Trafford. In April 2019 the number increased to **328** incidents. The latest figures as of 2020/21 are still not confirmed by GMP.
- 3.5.3 The Council's Prevent Co-ordinator has delivered 35 Hate Crime Awareness Workshops in schools and colleges in Trafford in the last six months.
- 3.5.4 Under the Equality Act 2010 the Council must show that it has given 'due regard' to equality in its decision making and this can be in relation to the introduction of, or changes to a policy, procedure, or function. In February 2022, several Equality Impact Assessments (EIAs) accompanied the annual Budget Proposal Report to Executive. The EIAs help to evidence that we have considered the impact of our staff, clients and customer in the protected

characteristic groups when considering the budget proposals, where relevant and proportionate.

- 3.5.5 In March this year the Government began a public consultation in Trafford, Manchester, Wigan and Crewe about the proposed new HS2 (High Speed Rail) Phase 2 project following the deposit of the new HS2 Bill on 24th January 2022. The project, which is a major national infrastructure project promoted by the Government, intends to create a high-speed rail link between London and major cities in the Midlands and north of England including Manchester. Plans for the high-speed rail link will route will impact on areas of Trafford such as Altrincham, Hale, the Trafford/Manchester border and Partington including routes to Manchester Airport.
- 3.5.6 The Council was required to provide a response to the Bill which included a response to the HS2 Bill – Phase 2b: Crewe to Manchester Equality Impact Assessment (EqIA) Consultation. The Principal Community Cohesion and Equalities Officer and Senior Policy Officer met with colleagues from Wigan and Manchester and drafted a response to the HS2 Bill EqIA consultation which was submitted on 21<sup>st</sup> March 2022. This accompanied Trafford Council's response to the HS2 Project Environmental Statement Consultation.

#### **4.0 Equality Work Updates from our Frontline Services**

- 4.1 As part of the Welcome Back Fund, which aims to support town centre recovery following the COVID-19 restrictions, Trafford Council has commissioned an access consultancy, Direct Access, to undertake an audit of Trafford's four town centres: Altrincham, Sale, Stretford and Urmston. This audit has been commissioned to identify accessibility issues for people with disabilities that visit our town centres. The report will help identify ways to make our town centres more accessible and inclusive, ensuring all residents and visitors have a good experience visiting Trafford.
- 4.2 A draft of audit report has been completed, and it identifies several common issues arising in each town centre. The next steps will be to undertake engagement with local groups and businesses to help implement improvements and raise awareness of how visitor experience can be improved for people with disabilities through small interventions that every business can take.
- 4.3 Ongoing work is being undertaken by the Insight and Intelligence Service to ensure improvements in the collection the equality profile of adult social care clients is maintained. This is necessary to enable improved tailored provision of care to meet needs regarding individual's protected characteristics. For the latest snapshot of data from the dashboard which shows the take-up of social care services by age, gender, disability, ethnicity and religion for May 2022. Please see Appendix (3).
- 4.4 Work is being undertaken in Adult Social Care to address any inequalities including the success measures listed in the Equality Strategy. As set out in the government white paper, 'People at the Heart of Care', updated 18 March 2022, Adult Social Care is to undergo another period of significant reform which will involve adopting a more dedicated and evidenced based approach to tackling inequality. One such example is 'The Social Care Workforce Race Equality Standard (SC-WRES)' that was developed by Skills for Care: "As a tool to



measure improvements in the workforce with respect to the experiences of black & minority ethnic staff.”

- 4.5 Trafford Council’s Adult Social Care must collect data and evaluate internal policies, process systems and data against the SC-WRES Metrics. Engagement must occur directly with workers; to promote anti-racist and anti-discriminatory practice, create safe spaces and will also examine the accuracy of the data that they collect. Please see Appendix (4) for further details.
- 4.6 What the national and local drivers indicate strongly, is the need for equality and inclusion to feature seamlessly within the fibre of everything we do, every policy we create, every person we work with. To address these challenges, Adult Social Care has refreshed its quality strategy and set up a Quality Sub-Board which is co-chaired by the Interim Strategic Service Manager/Principal Social Worker and the Quality Strategy Lead. An overarching approach for ensuring delivery to meet the equality success measures for all the protected characteristics will be developed by this Sub-Board in collaboration with the Principal Community Cohesion and Equalities Officer.
- 4.7 Staff Disability Group members took part in a consultation exercise on 6<sup>th</sup> May on the disability aspect of the proposed changes to the meeting rooms at Sale Waterside. It seemed from the meeting that much further consideration will need to be given to making sure that the rooms are suitable for staff with disabilities, for example: access to rooms for people with mobility difficulties, ensuring furniture such as chairs and tables are suitable, standing desks are made available for staff who are unable to sit for long periods and that the proximity of screens enables staff to see them without the need to sit in awkward positions. Considerations about heat and noise were also raised. A follow up consultation to assess whether the information we shared has had a positive effect on the proposals will take place in the future.
- 4.8 The Chairs of the Staff Disability Group took part in a consultation regarding accessibility of Trafford Town Hall following an elected member enquiry. Work has been completed to fit and reactivate the hold open devices with an automation proximity device for the security doors being fitted along the ground and first floor CLT corridors in the Town Hall. If the alterations prove to be satisfactory then the roll out of the other doors to be automated will be approved. This is in addition to automating the doors on an accessible bathroom on each floor.
- 4.9 Further work is still ongoing with other service areas on their success measures, while other actions are long-term and still under consideration as to the best way to implement for the respective area.

## **5. Trafford Community Engagement**

- 5.1 The development of a Trafford VCFSE (Voluntary, Community, Faith and Social Enterprise Sector) Strategy is underway and the strategy is being co-produced by Trafford Council, Trafford Housing Trust, Thrive Trafford and the Trafford Community Collective. This work enables the voice of different protected characteristic groups such as older people via, for example, Age Concern to be heard. Workshops and events have taken place since December to engage a range of partners in the development of the strategy. The strategy will be

published in July 2022 and will outline partnership commitments to strengthening the VCFSE sector in Trafford.

- 5.2 Alongside the development of the Trafford VCFSE Strategy, Trafford's VCFSE infrastructure support service contract has been out to tender. A new service provider(s) was selected in May 2022 and co-design of the service's specification is underway until August. The contract specification will be finalised in September and the new infrastructure support service will be launched on 1st October 2022.
- 5.3 Ex-military personnel are a group that the Council and the CCG also consider when working to advance equality of opportunity. Trafford Council was awarded the Gold Standard by the Ministry of Defence for their work to maintain the commitments within the Armed Forces Covenant in 2019. The Armed Forces Lead Officer and the Armed Forces Champion Councillor, Mrs Judith Lloyd, both attend external events and conferences with the Ministry of Defence on behalf of the council as laid out within our Armed Forces Covenant. Additionally, the Armed Forces Lead is currently engaged in a piece of work with Defence and Me-Learning on a training package for the benefit of all ten authorities across Greater Manchester.
- 5.4 The 2021/2022 the Inclusive Neighbourhood Grant Scheme distributed £86,874 to 59 Trafford groups to support the delivery of a project or an event which supported one or more of the Council's three priorities. The grants scheme received 73 applications in total. In particular, a group called "Collaborative Women" applied for funding to support those fleeing domestic abuse, through an allotment project at their new residential property. Their project aims included:
- For at least 30 women to communicate and collaborate with their peers more effectively
  - To engage 50 women in therapeutic, outdoor activity to help improve their mental health
  - To improve the skills and confidence of up to 50 women through growing food to share with their community.
  - To teach up to 50 women that growing their own food leads to reduced living costs and improved physical health.
- 5.5 The Council commissions the Trafford Deaf Advocacy Service which provides a weekly half-day drop-in centre on Thursdays to support local d/Deaf residents of Trafford. The Trafford Deaf Partnership assist the Commissioning Team with monitoring the progress of the service. Until recently the Deaf Advocacy Service ran sessions from Stretford Fire Station but this venue became unavailable. After some research into other possible spaces, a room has been found at Stretford Library on a permanent basis for the Thursday morning drop-in sessions. This is an excellent result as it is central to Trafford, has good access for parking and transport links.

## **6.0 Support for Staff Returning to our Offices**

- 6.1 In March 2020 due to the national work from home order, those staff who normally work in an office moved to working from home – this continued until the position changed around September 2021 and some staff came back into our offices. Then when the new COVID-19 strain started circulating with

increased transmission rates in November 2021 the majority of office staff went back to working from home.

6.2 A project team made up of officers from relevant services worked together to support staff to return into our workplaces when the time was right. In April 2022 we invited staff to start to come back to offices for some of their working week in line with our Trafford Smart Working approach with the key principle of 'hybrid by default'. Through this approach, we have considered the support that different staff groups might need as we know the pandemic has had differing impacts and many staff will have anxieties that continue. Some of the measures included:

- Continued measures in place to reduce the risk of virus transmission.
- Welcome pack for staff to prepare them and help them navigate in our buildings.
- Re-orientation sessions at our two main office buildings.
- Communications to managers to request that they hold returning conversations with staff at check-in meetings to consider individual needs.
- Updated guidance for employees at greater risk of covid.
- Yellow lanyards for employees who would like extra space observing.

## **7.0 Supporting People out of Poverty**

7.1 Our Equality Strategy is aligned to both the refreshed Corporate Plan priority 'Supporting People out of Poverty' and to our Poverty Strategy which aims to tackle the root causes of poverty in our communities and assist those people for whom the poverty and inequalities they were experiencing prior to the pandemic will have deepened since.

7.2 The Trafford Poverty Action group remain responsible for delivery of the current 2021/22 Poverty Strategy. Since December 2021, the development of the 2022-25 Trafford Poverty Strategy has been underway; this is a partnership strategy to outline commitments to tackle poverty over the next three years. Over 30 partners from the public and VCFSE sector have been involved in the development of this strategy through workshops. The strategy will be published in July 2022 and implementation will be overseen by the Trafford Poverty Action group.

7.3 Alongside the development of the 2022-25 Trafford Poverty Strategy, the Trafford Poverty Truth Commission was launched on 10<sup>th</sup> May 2022. Funded by Trafford Council, the Del Panno Trust Fund and Trafford Housing Trust, the Poverty Truth Commission team based at Stretford Public Hall have recruited 15 Community Commissioners who are Trafford residents with lived experience of poverty, and 20 Civic Commissioners who are senior officers from the public, private and VCFSE sectors in Trafford. The Community and Civic Commissioners will meet monthly until February 2023 to discuss poverty in Trafford and make recommendations to changes to policies and ways of working which will support people out of poverty.

7.4 Trafford Council have representation on the Poverty Truth Commission through two Civic Commissioners: Councillor Liz Patel and Sara Saleh, Deputy Chief Executive and Corporate Director of Strategy and Resources. The Council have

committed to acting upon the recommendations made by the Poverty Truth Commission and the 2022-25 Trafford Poverty Strategy will be reviewed in Spring 2023 to reflect these recommendations.

## **8.0 Update on Equality Review & Results of Staff Survey**

8.1 The Council commissioned the Association for Public Sector Service Excellence (APSE) to undertake an independent review of our approach to equality, diversity and inclusion. Their remit was to undertake a high-level review of equalities and inclusion issues including HR and workforce policies, procedures and outcomes.

8.2 Their methodology included:

- Semi-structured interviews with the Chief Officers group and the political leadership of the Council.
- Semi-structured interviews in a group workshop setting with staff and a limited number of service user groups.
- Desk-based reviews of existing and emerging policies.
- Workforce sentiment survey and analysis.

8.3 They conducted a desk-based review of our Corporate Equality Strategy, People Strategy, and other HR policies such as the Dignity at Work Policy. Overall, the review gave positive feedback and regarding our policies noted that there is an overarching theme of accessible, comprehensive documents but as would be expected, some need to be updated and further refined.

8.4 An action plan is being developed based on the outcomes of the report. We have recently undertaken our BHeard employee engagement survey and this year have added in the option for staff to provide their diversity data. This means that for those that choose to do so, we will be able to analyse the results by different protected characteristic groups. This should provide some useful information to further support the development of the action plan.

8.5 The Equalities Steering Group will monitor the action plan and work programmes to ensure that plans to support improvement are captured and delivered in a timely manner.

## **9.0 Recommendations**

9.1 It is recommended that the Executive:

- (i) Note the contents of the report; and
- (ii) Approves the proposal that a further progress report containing updates on the success measures within the Corporate Equality Strategy is presented in January 2023.


**Key Decision:** No

**Finance Officer Clearance GB**

**Legal Officer Clearance DS**

**DEPUTY CHIEF EXECUTIVE & CORPORATE DIRECTOR'S SIGNATURE: Sara Saleh**

To confirm that the Financial and Legal Implications have been considered and the Executive Member has cleared the report.

A handwritten signature in black ink, appearing to read 'S. Saleh', with a long horizontal flourish extending to the right.

## Appendix 1

### HR Training Update for Equality Strategy Progress Report to Executive

| Item No. in Strategy | Success Measures   |
|----------------------|--|
| 3.1                  | <p><b>Equality Objective 1: Inclusive &amp; Informed Leadership - Equality is Everybody's Business</b></p> <ul style="list-style-type: none"> <li>• Uptake of training on mandatory Equality, Diversity &amp; Inclusion (EDI) course 'Equality as a Leader'</li> <li>• Uptake of training on mandatory EDI course, 'Equality is Everybody's Business for all staff'</li> </ul> |

1. Trafford Council's **EPIC Manager - Equality & Diversity / Inclusive Leadership** - Latest Attendance Figures are shown in the Table below.

**Table 1**

| Directorate & Elected Members   | Number of Managers who have completed the course per Directorate |
|---------------------------------|--|
| Adult Services                  | 23   |
| Children's Services             | 23   |
| Finance & Systems               | 12   |
| Governance & Community Strategy | 2  |
| Place                           | 14   |
| Strategy & Resources            | 24   |
| Elected Members                 | 5  |
| <b>Total</b>                    | <b>103</b>   |

2. Trafford Council's **'Equality is Everybody's Business for all staff'** – the table below is comprised of staff who have completed either the Equality Essentials course or Equality & Diversity as part of their induction.

**Table 2**

|                        | Adults Social Care | Children and Families | Finance and Systems | Governance and Community Strategy | Place      | Strategy & Resources | Grand Total |
|------------------------|--------------------|-----------------------|---------------------|-----------------------------------|------------|----------------------|-------------|
| <i>Completed</i>       | 351                | 312                   | 120                 | 45                                | 124        | 186                  | <b>1138</b> |
| <i>In process</i>      | 16                 | 5                     | 4                   |                                   | 4          | 3                    | <b>32</b>   |
| <i>Not Started</i>     | 172                | 316                   | 121                 | 60                                | 77         | 188                  | <b>934</b>  |
| <b>Completion Rate</b> | <b>65%</b>         | <b>49%</b>            | <b>49%</b>          | <b>43%</b>                        | <b>60%</b> | <b>49%</b>           | <b>54%</b>  |
| Grand Total            | 539                | 633                   | 245                 | 105                               | 205        | 377                  | <b>2104</b> |

## Appendix 2a

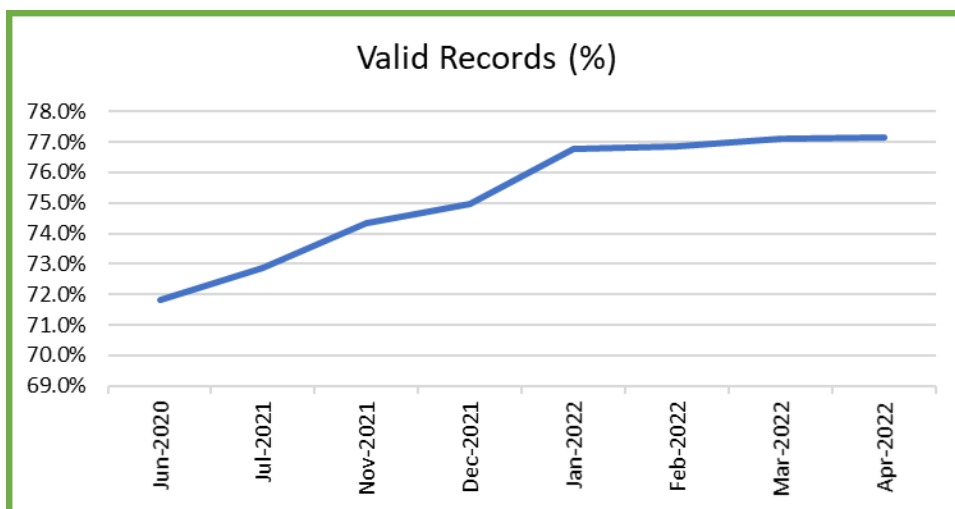
### Reducing Health Inequalities Update for Equality Strategy Progress Report to Executive

| Item No. in Strategy | Success Measures  |
|----------------------|---|
| 3.3                  | <p><b>Equality Objective 3: Reducing Health Inequalities</b></p> <ul style="list-style-type: none"> <li>Improved recording of protected characteristics by services (including primary care)</li> </ul> |

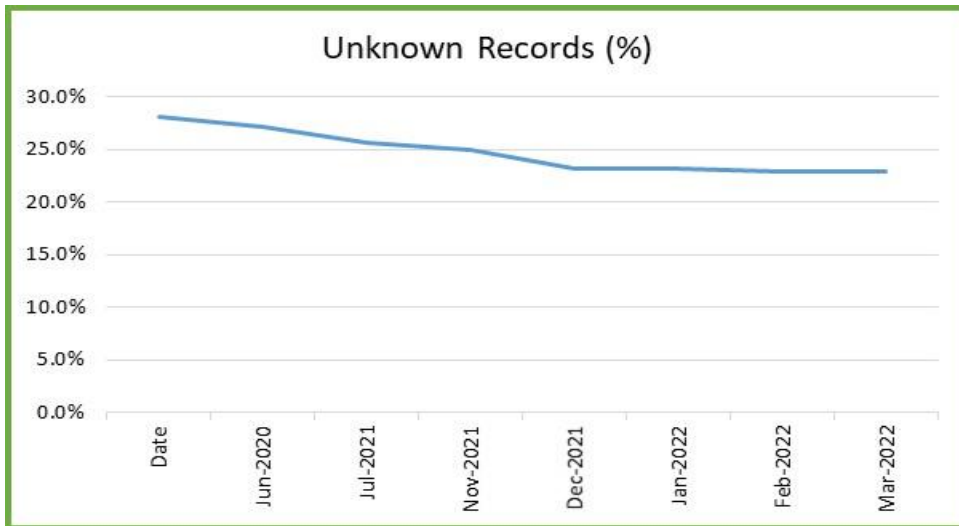
Improvements are being made by Trafford CCG in the recording of ethnicity data of patients by GP practices monthly. The initial focus is on ethnicity recording due to historic coding issues affecting a number of records across all practices as shown below.

**Overall Measure of Data Quality:** The overall measure is the percentage of patient records with a valid ethnicity code. (Excludes any records coded as “Unknown”).

**Overall Data Quality is improving:** The baseline position in June 2020 was 71.8%. The latest data quality figures show overall data quality is now at 77.2%, an increase of 5.3 percentage points.



#### Records coded as “Unknown”

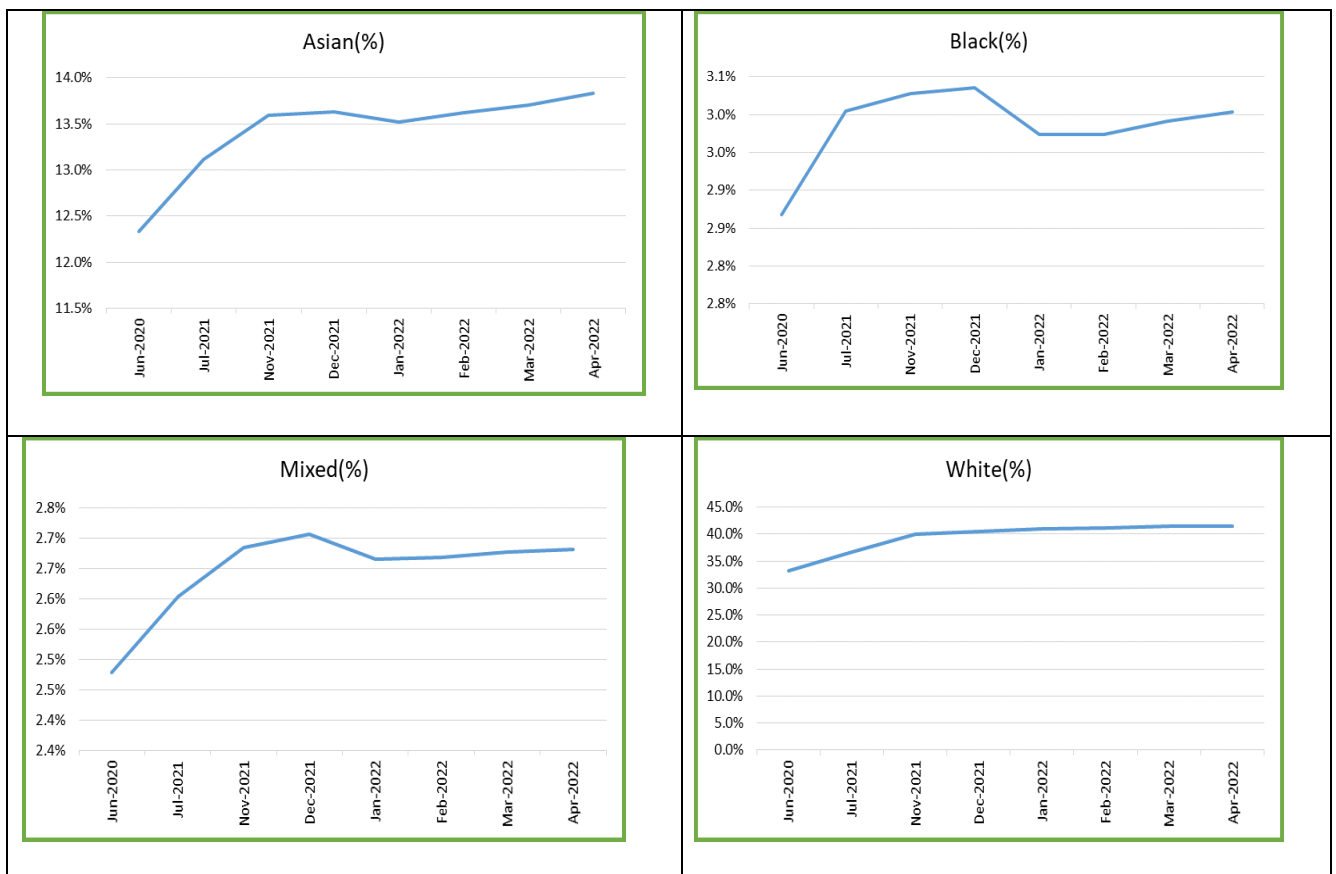


**Progress at ONS Ethnic Group level**

Valid ethnicity codes mapped to ONS Ethnic Groups.

The graphs below show the percentage of all valid records within ONS Ethnic Groups.

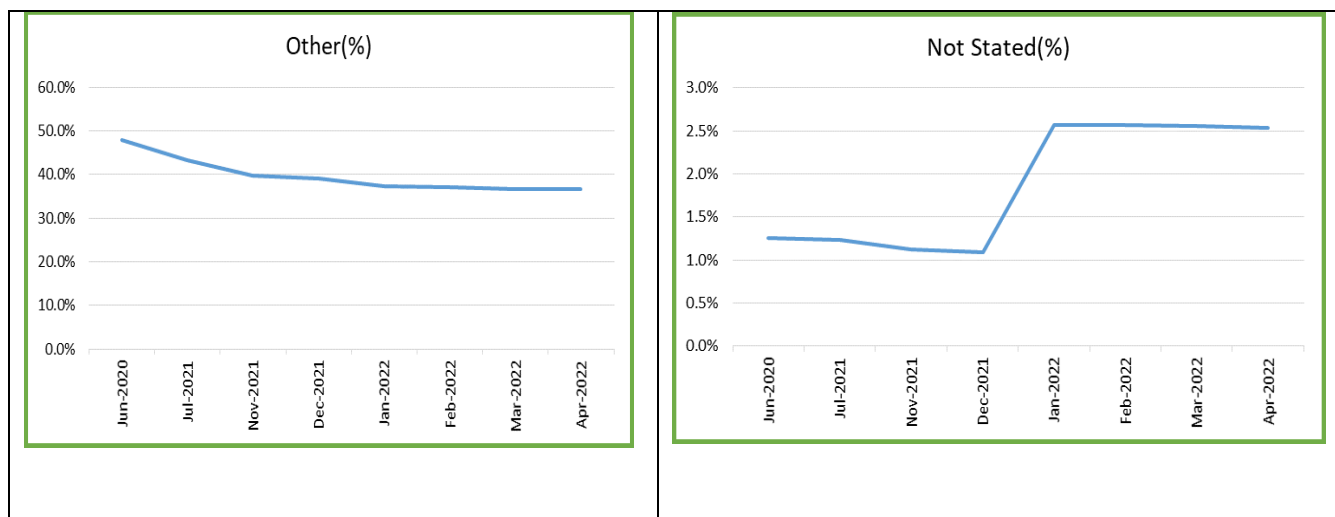
**Overall Data Quality is improving within all ONS Ethnic Groups**



**“Other” and “Not Stated”**

The percentage of records coded as “Other” and “Not Stated” should reduce over time to reflect more accurate coding and improved communication to patients on the value of ethnicity coding.





The increase seen in “Not Stated” is due to a practice coding non-responders as “Not Stated” rather than “Unknown”.

## Appendix 2b

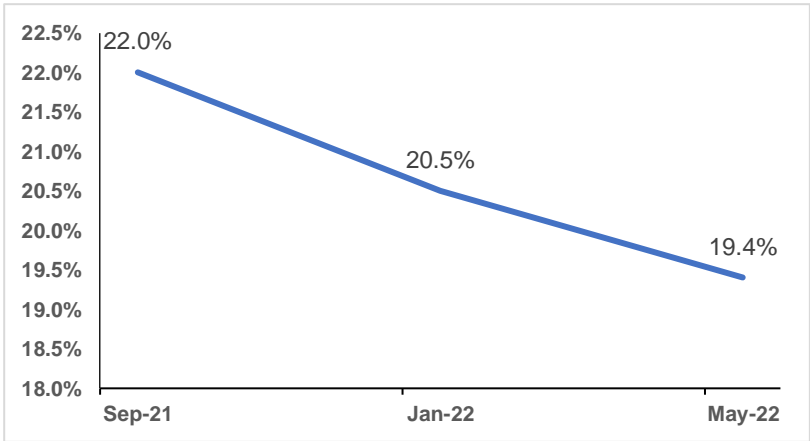
### Covid.19 Vaccine Equity Update for Equality Strategy Progress Report to Executive

| Item No. in Strategy | Success Measures   |
|----------------------|--|
| 3.3                  | <p><b>Equality Objective 3: Reducing Health Inequalities</b></p> <ul style="list-style-type: none"> <li>Narrowing the gap in uptake of key preventative services such as screening and immunisation</li> </ul> |

Inequalities in covid vaccine uptake have been evident from the very beginning of the programme roll-out, with a clear gap in uptake between Trafford’s most deprived (Clifford) and least deprived Ward (Timperley). When broken down into smaller geographical areas, known as Lower Super Output Areas (LSOAs), the link between deprivation and uptake became more evident.

In September 2021, a vaccine equity group was set up to help address some of the inequalities shown in uptake across Trafford’s demographic groups. Figure 1 (below) shows how the gap in first dose uptake has reduced since Sep 2021 up to May 2022.

**Figure 1.** Deprivation Gap (most to least deprived) in First Dose Uptake by Geography  
Trafford September 2021 – May 2022



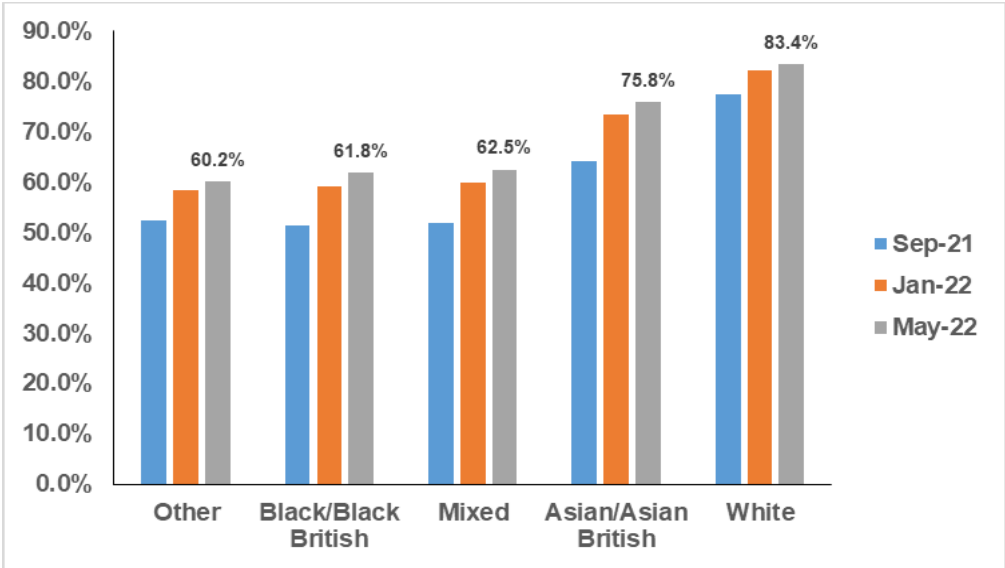
We set a target of increasing vaccine uptake above 70%. Table 1 (below) shows the change in the number of LSOAs across Trafford within a vaccine uptake below 70%, between October 2021 and May 2022 (two time periods chosen to reflect the same JCVI cohort groups, 1-16). As of the most recent date, 6 LSOAs remain below the 70% target, however this figure has dropped by 7 when compared to October 2021.

**Table 1.** Number of LSOAs with First Dose Vaccine uptake below 70% Trafford, October 21 – May 22

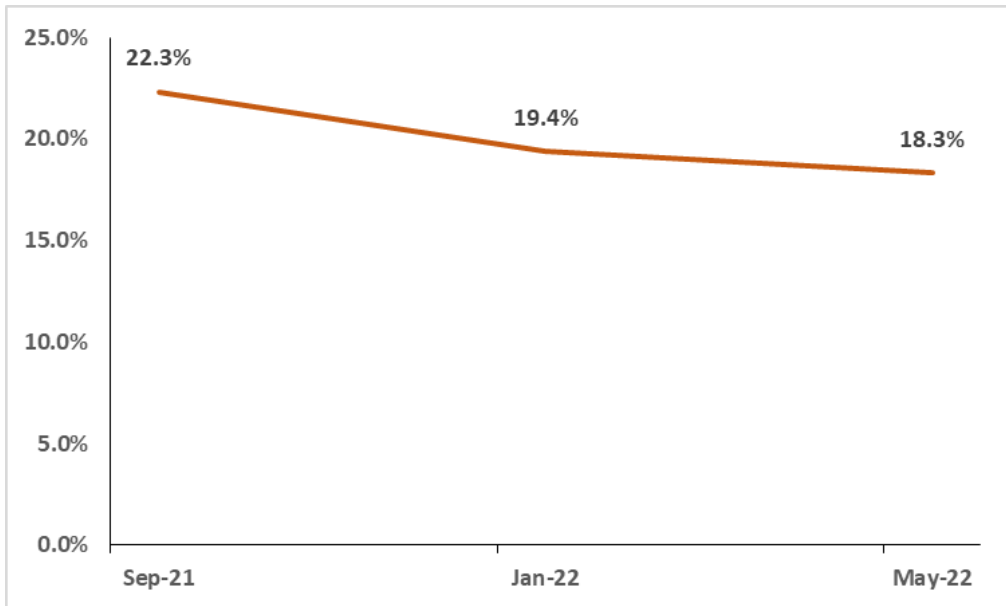
|            | September 21 | May 22 |
|------------|--------------|--------|
| LSOAs <70% | 13           | 6      |

Inequalities in covid vaccine uptake were also evident for our BAME communities. Figure 2 shows greater first dose uptake for White ethnic groups when compared to all other ethnic groups. Despite greater uptake among residents of a White ethnic background, we have seen a narrowing in the gap when compared to Black and Ethnic Minority groups (BAME), as shown in figure 3.

**Figure 2.** First Dose uptake by Broad Ethnic Groups Trafford September 2021 – May 2022



**Figure 3.** Gap in First Dose Uptake between White and BAME ethnic groups Trafford September 2021 – May 2022



## Appendix 2c

| Item No. in Strategy | Success Measures   |
|----------------------|--|
| 3.3                  | <p><b>Equality Objective 3: Reducing Health Inequalities</b></p> <ul style="list-style-type: none"> <li>Reduced gap in premature mortality including for people with serious mental illness</li> </ul> |

### 1) Reduced gap in premature mortality including for people with serious mental illness

- Trafford are commencing an intervention targeting people with SMI, through the use of Social Prescribing. The service will deliver a Tier 2 smoking cessation intervention to people with SMI, plus providing them with E-cigarettes to increase the likelihood of a successful quit attempt.
- We have recently completed a refresh of Trafford's Suicide Prevention Strategy for 2022-25. The strategy focuses in particular on those groups whose lives have been affected by widening inequalities since the pandemic, and who are at greater risk of suicide. Cohorts include LGBTQ plus, those with enduring physical or mental health needs, those suffering financial insecurity, older people or those affected by loneliness/isolation, young people, those from ethnically diverse communities, and those with learning difficulties.
- We are currently reviewing our mental health accommodation across Trafford and Public Health's role will be to aim to embed a more preventative approach to improve general wellbeing for those with SMI.

| Item No. in Strategy | Success Measures   |
|----------------------|--|
| 3.3                  | <p><b>Equality Objective 3: Reducing Health Inequalities</b></p> <ul style="list-style-type: none"> <li>Reduced gap in relation to smoking, physical activity and obesity</li> </ul> |

### 2) Reduced gap in relation to smoking, physical activity and obesity

#### Smoking:

- We have reintroduced the E-cigarette smoking cessation offer in Trafford to 11 pharmacies with a focus on areas with a higher rate of routine and manual workers. Since the inception of the E-cigarette programme 82% (240 of the 292) people who have registered for the smoking cessation intervention have been NEET (Not in Education, Employment or Training) or in a routine or manual job.

#### Physical Activity:

- Cycling Projects have begun delivering cycling engagement, Bike Buddy support and a Pedal Away inclusive cycling hub from North Trafford. Engagement work will help to identify what the barriers to cycling are for people in this neighbourhood and provide recommendations to the Council on how to address them.

- Empower You continue their work to support people with disabilities to increase their participation in physical activity.
- The falls prevention service provided by Age UK Trafford and Trafford Leisure has expanded, with more classes available across Trafford, as well as new maintenance sessions to support older people to stay active.
- Trafford Moving (our sport and PA strategy) is being refreshed and place-based physical activity plans are being developed. These will focus on key neighbourhoods of Partington, Old Trafford, Sale West, Broomwood, Stretford and Sale Moor.
- Sport England local pilot continues to take a whole system approach to increasing physical activity, working with specific communities and the specified audiences of children outside of school settings; people out of work or at risk of becoming workless; and people aged 40-60 with a long-term condition.
- Trafford Leisure's Physical Activity Referral Scheme is being re-launched, with commitment from Trafford Leisure to report on key demographic data to enable evaluation of how the scheme contributes to reducing inequalities.

### **Obesity:**

- **Adult healthy weight:** A wide range of weight management support services are available across Trafford, with new locally commissioned services having KPIs (Key Performance Indicators) on delivering service and targeted engagement to reduce inequalities.
- Trafford Community Collective are also working with local communities to provide additional support to increase uptake of commissioned services by targeted groups and populations, and to offer additional supplementary support around cooking skills, food access etc.
- **Children and Young People healthy weight:**
  - i) Foundation 92's community-based family wellbeing programme has demonstrated positive outcomes for families living in areas of Trafford experiencing greatest deprivation.
  - ii) The schools' healthy lifestyle programme focusing on schools with highest prevalence of excess weight, as determined by the National Child Measurement Programme (NCMP) has been developed and training delivered to providers. This will be rolled out from September 2022.
  - iii) The NCMP has returned to a full programme of collection following 20/21's reduction to a representative sample of 10% of schools as directed by Public Health England. This will enable us to understand the full picture of excess weight prevalence by different population groups and commission support provision appropriately.

## Appendix 3

### Adult Social Care Equality Data Collection Update for Equality Strategy Progress Report to Executive

| Item No. in Strategy | Success Measure  |
|----------------------|--|
| 8.3                  | <b>Adult Social Care &amp; Equalities</b> <ul style="list-style-type: none"><li>Improved data collection of equality profile of adult social care clients to enable improved tailored provision of care to meet needs especially with regard to identity, ethnicity, religion etc.</li></ul> |

The Insight and Intelligence Service have developed dashboards for Adult Social Care which reports on the profile of adult social care clients. Please see item embedded below for Adult Social Care Client Current Delivery Demographics, showing a snapshot of data from the dashboard as of 10/5/22.



Adult Social Care 21-22 Demographics Das

## **Appendix 4**

### **Adult Social Care Update on Equality Achievements**

**Prepared May 2022**

#### National Drivers

As set out in the government white paper, 'People at the Heart of Care', updated 18 March 2022, Adult Social Care is to undergo another period of significant reform. The government's vision "puts people at its heart and revolves around 3 objectives":

- People have choice, control and support to live independent lives
- People can access outstanding quality and tailored care and support
- People find adult social care fair and accessible

As part of the reform, adult social care will adopt more dedicated and evidenced based approach to tackling inequality. One such example is 'The Social Care Workforce Race Equality Standard (SC-WRES)' that was developed by Skills for Care:

"As a tool to measure improvements in the workforce with respect to the experiences of black and minority ethnic staff.

The challenge for organisations is to ensure black and minority ethnic staff are treated fairly. This includes fair access to opportunities to develop and progress into senior leadership roles, and to be a part of an inclusive workplace that makes all staff feel equally valued.

There's evidence that the depth of talent from minority ethnic people in the workplace goes unrecognised and that these staff continue to face discrimination and racism at work. Research shows that organisations whose leadership reflects the diversity of their communities and their workforce, achieve better outcomes for everyone. Diverse leaders and teams are more likely to be innovative, and more effective.

Organisations who complete the SC-WRES can then transparently demonstrate measurable change year-on-year based on how well they're doing. This may be in terms of demonstrating good practice or highlighting areas where staff from Black and minority ethnic groups have different experiences and outcomes. These are addressed by an action plan which organisations can develop and work towards.

Adult Social Care, and the local authority must collect data and evaluate internal policies, process systems and data against the SC-WRES Metrics. Engagement must occur directly with workers; to promote anti-racist and anti-discriminatory practice, create safe spaces and will also examine the accuracy of the data that they collect.

The local authority data returns will be able to identify key themes and trends. Organisations will be able to demonstrate progress against the nine metrics. There are further measurements planned which will indicate whether action plans are achieving better race equality for staff.

#### Local Drivers

##### **Corporate Plan 2021-24**

Like all directorates within the local authority, Adult Social Care is dedicated to addressing the priorities highlighted within the corporate plan. Adult Social Care is

particularly aligned to reducing health inequalities and supporting people out of poverty.

### Achievements

The coronavirus pandemic, as highlighted within the Corporate Plan has laid bare the health and poverty inequalities residents experience within our borough. One of the most significant challenges for adult social care (and one shared nationally) is shortages of social care workforce. High demand for social care staff during the height and recovery phases of pandemic, which ranges from support workers to social workers, and all roles in between, has made it more difficult than ever to fulfil our mandated requirements. That said, adult social care's dedication and efforts have continually sought to protect the most vulnerable residents. Some key achievements have included:

- Dedicated public health support across Trafford, including supporting care homes to reopen safely to allow family and friends to visit loved ones
- Increased commissioning of off framework providers so as not to limit opportunities for people to be able to receive support in their own homes
- Securing of discharge to assess beds for our residents to safely discharge from hospital, whilst enabling the hospitals to meet their increased demands of patients
- Unflinching and unwavering dedication of community adult social care teams, the bedrock of social work, protecting people from harm within their own homes, and seeking to prevent and delay longer term care needs
- Greater connectivity, adult social care launched its 'digital portal', enabling social care referrals to be completed online.
- Maximising internal market provision – adult social care has purchased two care homes to help address the high care fees our area experiences. The knock-on effect meaning many of our residents who go on to require residential care are more likely to require out of area placements.
- Investing in our provider services. Having been assessed as 'requires improvement' only 18 months prior, the internal provider services teams have undergone a speedy and in-depth transformation. So much so, the care quality commission (CQC) have since completed a new inspection and they have obtained a 'good' rating.
- Greater focus on staff wellbeing – adult social care undertook an internal adult social care survey to establish how the workforce were feeling. Whilst there was much good feedback, there was also evidence that a significant number of the workforce did not feel valued, felt not listened to, and in some cases were looking for other employment.
- The Trafford Learning Academy has continued working with local schools, colleges and universities to form dedicated pathways for students to access a career in social care. This work is now linking in with health to build on early positive feedback. The academy was recently successful in obtaining funding for a school leaver apprenticeship pilot that will support students leaving school into employment within our provider services, where they will obtain paid employment and a level 2 qualification.



Another key priority is addressing changes required to our delivery of mental health services. The mental health review highlighted some key challenges nationally, and many of these are experienced within Trafford. One of the key pieces of work being undertaken is a review of professional roles within our mental health services. The review is necessary to establish professional identities and explore whether people who rely on mental health services have access to care and treatment tailored to their needs, and not the other way around.