



WEST MIDLANDS
COMBINED AUTHORITY

Board Meeting

Date	7 April 2017
Report title	Equality Scheme 2017-2019
Cabinet Member Portfolio Lead	Councillor Bob Sleight – Chair of the WMCA
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Report to be/has been considered by	WMCA Management Board

Recommendation(s) for action or decision:

The Combined Authority Board is recommended to:

1. Approve the 2017/19 Equality Scheme and Action Plan attached as Appendix 1.

1.0 Purpose

- 1.1 To provide a summary of key Equality Scheme objectives and inform the Board of provisional timescales for publication of the scheme.

2.0 Background

- 2.1 The Equality Scheme 2017/19 is a statutory document setting out the WMCA's approach and practices for equalities meeting the statutory requirements. It describes how the WMCA promotes equality and encourage good relations between people in all aspects of our day-to-day business. It draws out our key commitments, current activities and future plans in regards to equality and diversity. It also brings together different work streams (transport, mental health, skills, employment and public sector reform) under one unified equalities focused action plan.
- 2.2 The Scheme provides an overview of key legislation, shows linkages to key strategies such as the Strategic Economic Plan and Movement for Growth (pages 6-7), and offers a picture of the West Midlands Region from an equalities perspective, covering different protected characteristics whilst also summarising key trends and equality issues (pages 7-9). The scheme also provides a snapshot of the WMCA's workforce composition (page 9).
- 2.3 The Equality Scheme is structured around 2 key objectives and a number of key deliverables under each objective that will help progress equalities for both WMCA staff and the public. Developing equality objectives forms a key legislative requirement that all public authorities need to develop. WMCA Equality Scheme objectives centre on employment, service and programme delivery (pages 14-16). The objectives were developed following consultation with the public as part of the regular community engagement sessions.
- 2.4 The first objective focuses on the provision of accessible and inclusive services and the delivery of programmes and schemes that will help promote inclusion and improve well-being outcomes for hard to reach groups. Key deliverables include the delivery of mental health initiatives that will help support good mental health across the region; the delivery of initiatives to reduce inequalities and improve life chances for people with multiple complex needs; improved public transport accessibility and availability for all; reduction in total recorded crime and improved passenger perception with safety on the transport network; the delivery of employment and skills initiatives that meet the needs of diverse communities.
- 2.5 The second objective focuses on the development of a fair, inclusive and diverse workforce. Actions include workforce data improvements; increasing transparency and addressing barriers to employment for equality groups underrepresented in the workforce; ensuring all staff feel equally supported and respected within their role, and enhanced staff well-being.
- 2.6 The Equality Scheme includes a comprehensive action plan for each objective to help achieve equalities best practice for both employees, service users and West Midlands residents (pages 17-26).
- 2.7 The Equality Scheme will be published on the WMCA website in April 2017.

3.0 Wider WMCA Implications

3.1 There are no foreseen wider implications for the WMCA.

4.0 Financial implications

4.1 There are no financial implications arising from the recommendations in this report.

5.0 Legal implications

5.1 There are no legal implications or legal challenges arising from the recommendations in this report.

6.0 Equalities implications

6.1 The scheme is likely to have a positive impact on a number of protected characteristics who will benefit from the activities outlined within the Equality Scheme Action plan.

7.0 Appendices

Appendix 1 – Equality Scheme 2017-2019