

| Focus | Aims of work | Activities | Outcome | Target date | Lead |
|-----------------------------------|---|---|--|--|--|
| Monitoring | <ul style="list-style-type: none"> • Common definitions of groups used across partners. • City-wide monitoring approach for all services and employment (including commissioning). • Data shared to better understand barriers and increase opportunities for joint working. | <ul style="list-style-type: none"> • Compare services' systems for monitoring outcomes for employment and service provision. • Work jointly to develop city-wide approach covering all equalities strands (including commissioned services). • Establish systems for sharing data between agencies. • Trial the agreed monitoring definitions | <ul style="list-style-type: none"> • More accurate, timely and up to date information on key equality measures across the city. • Clear measures on LAA equality priorities • Progress towards information sharing among partners • Better use of data to support strategies and activities. | <p>Monitoring trial: Mar 10 – Dec 10</p> <p>Review of data systems Apr-Jun 10</p> | Brighton & Sussex University Hospitals |
| Local Area Agreement (LAA) | <ul style="list-style-type: none"> • Support LAA aims to reduce inequality in the city. • Monitor progress of B&HSP¹ and PSB² on key equalities targets. | <ul style="list-style-type: none"> • Identify equality assessment process on LAA action plans. • Highlight areas where additional data or activity is required. • Support partnership working and sharing of good practice to address these. • Monitor progress against equality targets. | <ul style="list-style-type: none"> • Evidence of equality impact assessment of LAA targets and action plans. • Evidence of progress against equality targets in LAA. | <p>Evidence of EIA collected Mar-Apr 10</p> <p>Support to partners Apr-Oct 10</p> <p>Review Nov 10</p> | Brighton & Hove City Council |

¹ Brighton and Hove Strategic Partnership

² Public Service Board

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| ‘Chronic exclusion’ | <ul style="list-style-type: none"> • Improve understanding of groups in the city where data is limited³. • Identify barriers they face in accessing services and actions which address these. | <ul style="list-style-type: none"> • Use agreed definitions of groups to develop templates of information sharing good practice: data, data gaps, and sources of information / support about the groups. | <ul style="list-style-type: none"> • Provide practical information on groups, removing barriers and sources of support for CIP partners. • Reduce exclusion on key LAA measures. | <p>Sample template by Apr 10</p> <p>Key groups templates by Dec 10</p> | <p>Stronger Communities Partnership to start discussion</p> |
| Community engagement | <ul style="list-style-type: none"> • Improve joint work with the Stronger Communities Partnership (SCP) in the delivery of the Community Engagement Framework (CEF) Actions. • Supporting equalities principles in implementation of CEF (inc. Get Involved campaign). • Using available data and information sources to fill gaps and strengthen CIP partners’ obligations around the “Duty to Involve”. | <ul style="list-style-type: none"> • Ensure link with SCP through attendance at meetings, participation in action groups and responding to issues arising from SCP / Equalities Coalition. • Identify common areas of consultation or partnership with CVS groups. • Provide information, advice and guidance to CEF Action Group (implementing actions) and to support Get Involved campaign. • Gather good practice models and guidance on equalities in engagement to share with other partners. | <ul style="list-style-type: none"> • Improved partnership work, better links, data and understanding of equalities in engagement. • Co-ordinated statutory sector involvement in achieving CEF Actions. • Strengthened / more opportunities for resident involvement in local areas and to influence local decision-making. • Engagement activities of CIP partners are linked wherever possible. • Statutory partners have better dialogue with diverse groups. | <p>Updates: ongoing.</p> <p>Support to CEF sub-group: Mar 10 onwards</p> | <p>Brighton & Hove City Council and Stronger Communities Partnership</p> |

³ Eg: Groups that are small, rarely monitored or transient: Gypsy, Romany & Traveller communities, Homeless people, Refugees, Asylum Seekers, Migrant Workers, Trans people

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| Procurement | <ul style="list-style-type: none"> Respond to new equalities duties on procurement to ensure that commissioned services fully meet the needs of equalities groups across the city. Identify opportunities for joint or complementary procurement approaches which will more effectively address equalities barriers. | <ul style="list-style-type: none"> Explore how evidence related to equalities groups is used to enable public bodies to pursue their equalities objectives through procurement activities. Explore diverse ways to appropriately incorporate equalities requirements and conditions into procurement processes. Increase consistency across the public sector equality approaches, inc. use of EIAs. Increase opportunities for joint procurement opportunities. Establish common requirements for commissioned services (including staff training). | <ul style="list-style-type: none"> Better practice in procurement to ensure better outcomes for equalities groups. Increased number of services being delivered by the voluntary and independent sectors to support LAA targets. Greater consistency and application of best practice across public bodies throughout procurement practices. | <p>Respond to new duties in Equality Act.</p> <p>Develop guidance around key points and share good practice.</p> | NHS Brighton & Hove |
| CIP development | <ul style="list-style-type: none"> Strengthen partnerships between agencies. Develop relationships with the Stronger Communities Partnership and Equalities Coalition. Fulfilling the commitments of the Equality and Human Rights Charter for the city. | <ul style="list-style-type: none"> Sharing good practice and updates from partners. Joint communication mechanisms. Responding to emerging issues and initiatives. Implementing, monitoring and reporting on Equality and Human Rights Charter. | <ul style="list-style-type: none"> Effective partnership within CIP and with other relevant groups. Sharing of perspectives and experiences to inform data, strategy and actions, in order to improve services. | <p>Updates at all CIP meetings.</p> <p>Monitoring Charter: Jan annually</p> | All partners |

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| Better use of resources to reduce inequality | <ul style="list-style-type: none"> • Identify and access new resources to support equality priorities. • Increase impact of existing resources. • Use effective partnership working to increase efficiency, reduce duplication and increase accountability in identifying and deploying resources. | <ul style="list-style-type: none"> • Joint contracting. • Joint consultation. • Implementing, monitoring and reporting on Equality and Human Rights Charter. | <ul style="list-style-type: none"> • Increased resources for delivering equality targets. • Better progress against value for money measures. • Clear joint commissioning agreements and strong pooled budget arrangements. | | All partners |

Themes for City Inclusion Partnership meetings or Working Groups 2010:

- (Disability) Hate Crime – Partnership Community Safety Team
- Education (esp. access to Further Education for disabled people; comparative performance of young people from different groups/areas; widening participation work at University of Brighton)
- Community Cohesion
- Job Centre Plus specialists
- Training (esp. duties of new legislation and exploring possibility of minimum standards for equalities training across organisations)
- Equality Impact Assessments (maybe for a Working Group to share examples)