

Northwest Equality and Diversity Strategy & Implementation Plan 2006-9

In support of the Regional Economic Strategy
(RES) Transformational Activity 111

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এই ডকুমেন্ট বা দলিলটি নিচের ভাষাগুলোতে পাওয়া যেতে পারে: বাংলা, চীনা, গুজরাতি, সোমালী, উর্দু এবং হিন্দি। দয়া করে মার্কেটিং ডিপার্টমেন্টের সাথে 01925 400 100 নম্বরে যোগাযোগ করুন।

यह दस्तावेज़ निम्नलिखित भाषाओं में उपलब्ध किये जा सकते हैं: बंगाली, चाईनिज़, गुजराती, सोमाली, उर्दू और हिन्दी। कृपया मार्किटिंग डिपार्टमेंट के साथ 01925 400 100 पर सम्पर्क करें।

આ દસ્તાવેજ ન ચેન ભાષાઓમાં મેળવ શકાય તેમ છે:- બંગાળ , ચાઈન ઝ, ગુજરાત , સોમાલ , ઉર્દુ અને હિન્દ . મહેરબાની કરીને માર્કેટિંગ ડિપાર્ટમેન્ટનો 01925 400 100 પર સંપર્ક સાધો.

此文件能以下列語言提供：孟加拉文、中文、古賈拉提文、索馬里文、烏爾都文、印地文。
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اس دستاویز کو درج ذیل زبانوں میں فراہم کیا جاسکتا ہے: بنگالی، چائینیز، گجراتی، سومالی، اردو اور ہندی۔ براہ کرم مارکیٹنگ ڈیپارٹمنٹ سے
01925 400 100 پر رابطہ کیجئے۔

Introduction

Delivery equality for all is essential for the Northwest's communities and economy to flourish. This is the first regional Equality and Diversity strategy setting out the key priorities for action over the coming three years in order work towards that goal.

Extensive consultation has been undertaken across the region resulting in the Northwest's Equality and Diversity objectives for 2006-9. They are as follows:

- 1. Economic Participation for All (NWDA)**
- 2. Reducing Hate Crime and Violence (GONW)**
- 3. Promoting Diversity as a regional Asset (NWRA)**

Northwest Development Agency (NWDA), Government Office for the Northwest (GONW) and the North West Regional Assembly (NWRA) have agreed to take lead responsibility for delivery against one of the objectives. This document sets out the activity they will undertake, often with partners organisations, to do so.

The action plan itself sets out for each of the three objectives the actions that will be undertaken, and gives an indication of first year activity. Annual updates on progress will be produced.

It would be desirable to have an equality strategy with hard indicators and specific targets to be achieved. Due to the lack of available data, this has not been possible. However, a number of proxy indicators have been identified which be used to measuring progress. These will be captured for all groups which experience inequality or disadvantage identified in the Regional Economic Strategy wherever possible.

The proxy Key Performance Indicators are:

- Employment and Unemployment Rates
- Worklessness households
- Hate crime reporting
- Incidents of domestic violence

It is a testament to the willingness of the Northwest to mainstream equality that many of the actions within this strategy, and the primary objectives, are identified as priorities in other regional plans. It is through this approach that the Northwest will become a richer, fairer and more respectful place to live work and play.

Why do Equality and Diversity Matter?

The Northwest is a very diverse region. Of the population of approximately 6.8 million:

- Over half a million people are of Black or Minority Ethnic (BME) heritage. BME communities are not evenly distributed across the region in fact make up some 20% of the city of Manchester, and some 10-15% of many Lancashire towns.
- About 20% of the population are disabled people
- Estimates suggest up to half a million people in the region are Lesbian, Gay, Bisexual or Trans
- Up to 82% of people in the Northwest hold a particular faith. The majority are Christians, but some areas of the region see large proportions of their population made up of practicing Muslims, Hindu's, Jews, Sikhs or Buddhists.
- The Northwest has an ageing population while 30% of the population were over 50 in 2001, that figure is expected to rise to 40% by 2021.
- The demographics of the population are changing and the demographic make up of the population means that BME communities are an increasing proportion of the young, and working age population, new migrant workers are increasingly important to the economy, and we are increasingly reliant on those who have not traditionally been economically active to (re)enter the labour force.

It is estimated that by 2010, only 20% of the workforce will fit the stereotype of being white, male, non-disabled and under 45.

Equality is not a minority concern, it is central to the region's success that everyone is fully able to participate in our economy and society.

How was the Strategy developed?

Action for Equality: a consultation document

Throughout 2004-5 the North West Regional Assembly (NWRA) led stakeholders from over 40 organisations to develop a regional equality and diversity strategy consultation document. This document entitled *Action for Equality* was launched in January 2005.

The aims of the *Action for Equality*¹ were to:

- Raise awareness and knowledge about equality issues
- Enable the region to set clear objectives and determine priorities
- Consolidate commitment from the regional agencies
- Promote mainstreaming
- To result in a single coherent plan of action

A partnership² were commissioned to report on the consultation and identify region's equality priorities. Over 300 individuals and organisations participated in the interactive consultation events and workshops, or made written submissions to the NWRA. The three top priorities form the basis of this Equality Implementation Plan

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Strands

It was felt essential that *Action for Equality* increased the understanding of each of the different equalities groups in terms of demographics, contribution to the region, and key issues and challenges. The strands of equality considered were:

- Race and Ethnicity
- Gender
- Disability
- Faith and Belief
- Age
- Sexual Orientation
- Transgender.

This Implementation Plan is not organised by strand but the results of the consultation have been mainstreamed within the actions contained within it.

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¹Action for Equality: a consultation document can be viewed at www.nwda.co.uk z1NW, EK Bassa and Associates, and ACAS Northwest

Evidence base

This Implementation Plan is underpinned by a substantial amount of evidence, extensive consideration and debate. The actions are based on extensive research and evidence about the state of equality and diversity in the Northwest³. Research was undertaken into:

- Best Practice,
- The Economic Contribution of Equality Groups
- The BME Community in the Region

This was also supplemented by the economic and social research commissioned for the review of the Regional Economic Strategy.

³SQW Ltd, Mapping the Economic Contribution of Equalities Groups in the Northwest. Hoshin, The BME community in the Northwest. The Centre for Local Policy Studies, Best practice in Equality and Diversity in the NW: case studies. ACAS/1NW/EKBassa: Report on the consultation on the Draft Equality and Diversity strategy.

Partnerships to Deliver

The Northwest Equality and Diversity Group⁴

The Northwest Equality and Diversity Group is a network of organisations that represent all equality groups, as well as mainstream agencies. It has benefited from the involvement of over 40 organisations including:

- The Northwest Development Agency
- The North West Regional Assembly
- Government Office for the North West
- The Northwest TUC
- The Northwest Business Leadership Team
- The Federation of Small Businesses
- ACAS NW
- The Northwest Public Health team
- The Northwest faith network
- The voluntary sector
- The private sector
- Equality Consultants
- Representatives of the equality 'strands'

The Equality Strategy Group⁵

In order to ensure implementation of the Equality Strategy priorities, it was felt necessary to ensure that regional agencies were taking a leadership role, and therefore a regional Equality Strategy Group was formed in mid-2005. It consists of Director-level representation from Government Office for the North West, the North West Regional Assembly and the Northwest RDA. The NWDA is currently co-ordinating this group.

⁴A full membership and Terms of Reference can be found in Appendix A ⁵Terms of Reference can be found in Appendix B

Mainstreaming Equality: the Regional Economic Strategy

The Regional Economic Strategy has a vision to develop *a dynamic, sustainable international economy which competes on the basis of knowledge, advanced technology and an excellent quality of life for all, where employment rates are high and concentrations of low employment are eliminated.*

The RES is committed to delivering sustainable economic development – enabling all people to satisfy their basic needs and enjoy a good quality of life, without compromising the quality of life of future generations. It recognises that the diversity of the Northwest’s people is a real economic asset and seeks to deliver the opportunity of economic participation to all.

The RES acknowledges that for the Northwest to be a successful, leading economy, economic participation must be extended beyond those currently engaged in the labour market. It estimates that of the £13bn output gap between the Northwest and the England average, about £3bn is due to fewer people working. All communities must be ready and able to access employment, engage in skills development, and be open to the possibilities that enterprise presents, in order for that gap to be closed.

Transformational Activity 11 of the RES is to *implement the regional equality and diversity strategy.* This Equality Implementation Plan outlines how the NWDA, GONW and the NWRA will ensure delivery of this objective.

Much of the activity within this plan is concerned with shaping the way mainstream provision and public sector interventions are designed, to ensure positive equality outcomes.

Implementing this Plan.

The engagement of many organisations in developing the priorities within this plan has been vital, and it will require an additional commitment from all sectors in the region to ensure the priorities are delivered. Support and leadership from all sections of public, private and voluntary sectors, will be necessary in order to achieve success.

The role of the NWDA, GONW and NWRA

Through the Equality Strategy Group (ESG), GONW, NWRA and the NWDA will make a continued commitment to be the drivers for action and ensure a coordinated response and delivery.

The role of the NWEDG

The stakeholders involved in the Northwest Equality and Diversity Group, facilitated by the NWRA, will continue to provide important input and advice to the Equality Strategy Group and the region.

The role of partners and the Private Sector

Sub Regional Partnerships (SRPs), Local Authorities (LAs) and the Private Sector will be essential to the delivery of this strategy. Through the Equality Strategy Group, the three lead Agency's will take responsibility for ensuring appropriate two-way communication and support mechanisms are in place for effective partnership working.

It is essential that budgets have been allocated to deliver this strategy, by NWRA, GONW and the NWDA, However, the impact of this plan will also be measured by the influence its actions have over mainstream programmes, and funding streams. The principle of mainstreaming equality and diversity requires, not the duplication of projects, but influencing and shaping existing and planned programmes to support equality objectives.

Northwest Equality and Diversity Strategy 06-09

Objective 1: Secure Economic Inclusion for All

Vision: To secure for everyone in the region, the possibility of participation in employment or enterprise, as part of the sustainable economic development of England's Northwest. With a focus on:

1. Tackling discrimination in the Labour market
2. Promoting enterprise to non-traditional entrepreneurs
3. Supporting people out of worklessness and into work
4. Facilitating a reduction in skill disparities for equalities groups

Proxy Key Performance Indicators (to be captured quarterly by the regional intelligence unit):

- Employment rates (of white/non-white, male/female, disabled/non-disabled, over 50's)
- Unemployment rates (as above)
- Workless individuals

Implementation

Partnership working is key to the successful implementation of this Objective. The NWDA will establish an Economic Participation Regional Board, and an Employers Forum on Equality (employer-led, focused on employer needs), to support delivery. This is in addition to the strategic role played by the NWDA Board Sub Cttee on Social Inclusion.

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|--|--|----------------|--------------------------|--|
| 1 | Ensure business support proactively promotes good equality practice as part of guidance on mainstream business practice. | Business link advice - in the form of mainstream and sector specific support - promotes good equality practice. | DT1 7 DT16 | NWDA, Business Link | Equality Impact Assessment of Business Links contract. Work within the context of the Business Link review to ensure appropriate provision. |
| 2 | Ensure NW Enterprise Forum promotes Enterprise for All and tackles barriers to entrepreneurship experienced by some groups. Ensure non-traditional entrepreneurs are presented with opportunities to participate in the forum's champion groups. | Enterprise forum identifies 'removing the barriers to enterprise for all' as a priority. | DT16 | NWDA | Health and Social Inclusion team in NWDA to work with Enterprise team establishing forum to ensure equality mainstreamed. |
| 3 | Ensure that business start up and survival provision is appropriate for disadvantaged groups - in particular women, BME communities, disabled entrepreneurs, as well as Social Enterprise. | Start up support is responsive and well accessed by groups mentioned and supports the development of NW Social Enterprise. | DT16 | NWDA (and partners) | NWDA should ensure this action is supported by the Women's Business Network, Minority Ethnic Business Forum, and links to disabled people's business organisations among others. |
| 10 | Promote the value of 'diversity tourism' and the strong cultural offer or events like Manchester Mardi Gras. | Tourism strategy recognises the value of 'diversity tourism'. | DCMS 4 | NWDA, Tourist boards. | Influence the review of the regional tourism strategy. |
| 25 | Work with employers to ensure that Corporate Social Responsibility (CSR) and Responsibility NW programmes include effective measures to secure equality in the workplace. | CSR is increasingly taken up by private sector organisations and takes CSR programmes take appropriate account of equality issues. | DT1 9 DT110 | Responsi bility NW | Build on the work done with NHS and the sustainable development commission on good corporate citizenship group to support Responsibility NW in rolling out CSR programme. |

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|---|---|--------------------------|------------------------------|---|
| 32 | Work within the Train to Gain programme to promote access to skills as a method to challenge gender segregation in employment. | More women are encouraged to enter workplace training programmes, gender segregation is decreasing. | DTI 9 | NWDA, LSC | Influence Train to Gain programme in support of Treasury desire to reduce gender segregation with engagement from the women and work commission. |
| 34 | Develop provision to overcome skills disparities experienced by black and minority ethnic (BME) communities, Women, Disabled People, and the over 50's. | Skills disparities are narrowed between the Northwest and the national average. | DfES 13 | Regional Skills Partnerships | Influence regional skills partnerships to include this within their priorities. |
| 36 | Ensure students from all backgrounds are supported to gain enterprise skills, particularly through the Northern Enterprise in Education Initiative. | There is a continuity and progression in the provision of enterprise skills, accessible to all communities. | DTI 6 | LA's, NWUA, BL | NWDA to facilitate activity with partners in the FE sector to support best practice in delivery of enterprise skills. |
| 38 | Ensure research on young people Not in Education, Employment or Training (NEET) informs action to improve progression rates between school and college for all young people. | Programmes and Policies are well informed and reflect equality priorities. | DfES 12 | MSIO, NWDA, LSC, LA's | Merseyside Social Inclusion Observatory (MSIO) research is used to inform policy and programme development. |
| 41 | Promote employment/recruitment practices with employers to recognise the value of diversity and tackle discrimination in the labour market. | NW Employers forum on Equality is established and supports the private sector to reduce market failure in the form of discrimination and barriers to accessing the labour market. | DTI 9 DTI 10 DWP 4 | NWDA, JCP ACAS | NWDA, with partners, will develop a programme of strategic work with key employers – including the establishment of an Employers Forum on Equality, shaped by evidence from ACAS research to be completed in June 06. |
| 42 | Develop appropriate childcare initiatives and promote the importance of childcare to employers as a way of attracting a more diverse workforce. | Employers recognise the value of access to quality, affordable childcare in attracting the best workforce. | DWP 3 | LA's, JCP NWDA | The NWDA can provide support through the establishment of the Employers forum on Equality. |

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|---|---|-------------------------------------|---|---|
| 43 | Ensure employability activities to reduce IB reliance tackle all barriers to accessing employment; skill levels, brokerage activity and work with employers to reduce stigma and discrimination. | Employers are supported in understanding the value of employing individuals who may have impairments. Individuals are supported to access jobs. | DWP 8 DWP 4 | JCP LSC SRP's NWDA ACAS Northern Way pilots | Maximise the benefits from the Northern Way (NWay) Pilots. Additional support offered to employers through Employers Forum on Equality. |
| 45 | In tackling worklessness, ensure that targeted support to employers raises the issue of accessibility of jobs for disadvantaged communities and tackles underlying causes of market failure in the form of discrimination in the labour market. | Worklessness initiatives provide new opportunities for both individuals and for employers to see the value of their participation. | ODPM 1 DWP 8 DWP9 DWP 4 | NWDA, JCP LSC Northern Way pilots | Worklessness policy to be developed and implemented with appropriate programmes attached. |
| 46 | Consider innovative projects around intermediate labour markets to engage/motivate people into work and training. | Work with the VCS to ensure that ILM activity is reaching out to the hardest to reach groups. | HO 6 DWP 4 | NWDA, Voluntary Sector | Work with partners to utilise sport as a mechanism to engage people in Training or work. |
| 47-50 | Ensure local economic planning in E. Lancashire, Blackpool, Barrow, and West Cumbria takes account of the needs of diverse communities living there. | Areas remote from growth are given additional support in order to build diversity into their growth strategies. | DTI7 | NWDA, LA's SRP's | Support to SRP's, Influence masterplanning and implementation of plans. |
| 54 | Promote diversity as a key asset for the cities of Manchester, Liverpool and Preston in the development of their city-regional development programmes. | City regional development programmes take account of diverse communities and equality issues. | DTI9 | NWDA SRP's URCs | Work with SRP's to ensure that equality objectives are mainstreamed City Regional Development Programmes |
| 56 | Influence the implementation of the Rural Delivery Framework to ensure that inequity for disadvantaged groups living in rural areas is addressed and rural exclusion is tackled. | No-one is disadvantaged because of where they live, rural exclusion is tackled. | DEFRA 4 | GONW, NWDA, SRP's | NWDA Rural team work with GONW and partners to deliver the Rural Delivery Framework. |

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|--|---|------------|---------------------------------------|---|
| 57-59 | Reduce health inequalities experienced by different groups, particularly, BME communities, young people, older people and those suffering from mental ill-health. | To work with DOH, NHS and other regional colleagues to ensure health inequalities are tackled in the Northwest. | DoH2 | DoH, SHA, NHS, NWDA and partners | Work with the DOH and the NHS to ensure that health inequalities are a priority for key partners. Influence other mechanisms to tackle health inequalities e.g. healthy workplaces. |
| 60 | Develop transitional programmes (including ESOL) and promote best practice in the employment of Migrant Workers Institute (MWI). | Migrant Workers Institute (MWI) is established and business plan implemented. | HO 5 | NWDA, LSC & Migrant Workers Institute | Migrant Workers Institute being established in NW. |
| 62 | Promote the benefits of an older workforce. | 5050 vision business plan is implemented. | DWP 4 | NWDA 5050 Vision | NWDA involved and influencing 5050 vision -the regional forum on ageing. |
| 96 | Maximise the potential of Liverpool 08 to deliver positive messages about Equality and Diversity. | Liverpool 08 succeeds in promoting the value of diversity | DCMS 4 | Liverpool Culture Company, NWDA | NWDA formalise links with capital of culture around equality and diversity. |
| 101 | Ensure the review of the tourism strategy builds on best practice from across the region, especially Liverpool, to promote the Northwest as a great place to visit for all groups of people. | Increasing numbers of non-traditional tourists visit the Northwest's attractions. | DCMS 3 | NWDA (with Tourist Boards) | Input into the review of the tourism strategy to integrate equality and diversity objectives. Support tourist boards in delivering the strategy. |
| 106 | Increase the employment rate – and therefore reduce the re-offending rate - of ex-offenders by developing innovative programmes to link offenders to jobs and skills development. | Re-offending rate is decreased and effective good practice in linking ex-offenders to jobs is evident. | CPS1 | NWDA with partners, | Establish links between the prison service, education and jobs providers. Research issues around women. |
| 108 | Utilise Local Area Agreements to raise awareness of the role of the VCS, TU's and Faith groups in promoting community cohesion, and to promote equality and inclusion objectives. | Local Area Agreements incorporate Equality and Diversity objectives and promote community cohesion. | HO6 | GONW (and partners) | Work with LA's and partners to review content of Local Area Agreements and ensure objectives are integrated. |

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|--|--|------------|---|--|
| 111 | Facilitate strong communication between Local Authorities, and between key the regional agencies and LA's, NHS, LSC, JCP and business to deliver Economic Participation for all. | There is full co-operation and strong partnership in place to deliver on this agenda. | HMT 5 | NWDA (and partners) | Economic Participation Board established to provide mechanism for collective working to deliver priorities. |
| 111 | Support the establishment of the CEHR in Manchester, with a strong regional delivery mechanism. | The CEHR is established in Manchester in 2007. Regional delivery is responsive to the needs of the NW. | n/a | NWDA (MIDAS EDLG, CEHR team and partners) | Regional consultation on CEHR, June 06. Ongoing communication and negotiation with Women and Equality Unit. |
| 111 | Ensure the (Phillips) Equalities Review and the Discrimination Law Review, support the needs of the Northwest in promoting economic participation for all. | Simplified legislation results and extends protection to all 'strands'. Data collection is improved offering better opportunities to measure regional equality progress. | n/a | NWDA, regional national partners | Regional consultation held in June 06, ongoing input and active dialogue required. |
| 111 | Support the NWDA to become an exemplar of equality and diversity practice. | NWDA is an exemplar employer, with effective mechanisms in place to exceed the public duties placed on by legislation. | DTI 7 | NWDA | Develop exemplar disability equality scheme, establish high level equality champions, implement race equality priorities, ensure equality and diversity are a consideration in policy development. |
| 111 | To ensure, through the process of the comprehensive spending review, that the government's longer term spending and policy framework for the NW supports the region's equality and diversity objectives. | Comprehensive spending review recognises value added by RDA on this agenda. | n/a | NWDA | NWDA input to CSR submission values the RDA's role in terms of equality and diversity. |
| 111 | Support Sub-Regional Partnerships to ensure effective sub-regional delivery of this strategy. | SRP's develop capacity and support delivery against these objectives. | DTI 7 | NWDA / SRP's | Work with SRP's to develop their capacity in the area of equality and inclusion in relation to economic participation. |

Northwest Equality and Diversity Strategy 06-09 Objective 2: Reduce Hate Crime and Violence

Vision: To strengthen the NW region's understanding of and approach to tackling hate crime and violence, with the aim of reducing the incidence of both across the region. With a focus on:

- Domestic Violence
- Hate crime including homophobic, religious and racially motivated hate crime

Proxy Key Performance Indicators:

- Reported Hate Crime (Home Office Statistics)
- Domestic Violence as captured by British Crime Survey

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|--|---|------------------------------|-------------------|--|
| 111 | To establish the extent of racially aggravated, religiously motivated, homophobic and transphobic crime as well as domestic violence and other violence against women. | Baseline for monitoring Action for Equality strategy to be agreed by Sept 2006. | HO PSA1 | GONW | Baseline of agreed regional statistics (publicly available) to be taken forward by Home Office Research & Development team and NWDA Intelligence Unit. |
| 111 | To ensure that all services for all vulnerable people who experience Domestic Violence and Hate crime are inclusive, in relation to their gender, culture, religion, language, sexuality or disability. | 100% areas in Northwest to have local data management systems in place to monitor performance by March 2008 | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | National Race Hate Conference in Liverpool 17/18 May 06. Review of %age Northwest areas having local systems in place as baseline by March 07. |
| 111 | To encourage area Local Strategic Partnerships (LSPs)/ Crime and Disorder Reduction Partnerships (CDRPs) with high volumes of recorded violence consider Domestic Violence and Hate Crime as a priority deliverable in their Local Area Agreements. Encourage areas who receive NRF funding in order to achieve floor targets and improve disadvantaged communities. | 100% of Local Area Agreements (LAA's) in Northwest to include measures and indicators to monitor performance by March 2008. | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | Review of LAA's Round11 & 2 areas who measure progress in tackling Domestic Violence and Race Hate/Hate Crime. Review of performance in R3 LAA areas with SSCF agreements including Domestic Violence targets. |

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|--|---|-------------------------------|-------------------|---|
| 111 | To increase the early identification of, and intervention with, victims of domestic violence and hate crime earlier by utilising all points of contact with statutory services. | 100% Northwest Crime and Disorder Reduction Partnerships (CDRPs) and Drugs and Alcohol Action Teams (DAATs) to have visible referral mechanisms that are secure and robust data sharing agreements by March 2008. | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | National Race Hate Conference in Liverpool 17/18 May 06. %age Crime and Disorder Reduction Partnerships (CDRPs) who identify Domestic Violence and Hate Crime as a priority as baseline. |
| 111 | To build capacity within the domestic violence sector in the region to provide effective advice and support to victims of domestic violence. Ensure the region employs people with expertise and knowledge to meet specific needs of the diverse community of the Northwest. | Northwest areas to work towards developing Specialist Domestic Violence Court Programme 50% of areas by March 07, 70% areas by March 08 80% by March 08. | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | 50% areas implement the Specialist Domestic Violence Court Programme by March 2007. All Northwest CDRP areas to develop Independent Advocacy support to those people experiencing Domestic Violence. |
| 111 | To encourage Northwest areas to develop appropriate Housing and accommodation options for families experiencing Domestic Violence & Hate crime that ensures their safety and well being. | 100% Northwest Crime and Disorder Reduction Partnerships (CDRPs) and (DAATs) to have visible referral mechanisms that are secure and robust data sharing agreements in place. | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | All Specialist Domestic Violence Court areas to have agreements in place by March 07. |
| 111 | Increase the rate at which Hate Crime is reported either directly to the police services or through third-party reporting arrangements, particularly in priority places in the Northwest. | Monitor the rates of increased reporting of Hate Crime (Race, Religion and Homophobic) via Police and CDRP performance reports and meetings. And by Safer Stronger Communities Fund (SSCF) and Local Area Agreement performance reviews – GONW by March 2007. | HO PSA1, PSA2, PSA6, And PSA7 | GONW (& partners) | National Race Hate Conference May 17/18th Liverpool. Northwest Homophobic Hate Crime conference and workshops Manchester 26th June 2006. Safer Stronger Communities Fund (SSCF) agreements and Local Area Agreement indicators reviewed in Northwest by GONW by September 06 and again at March 07. |

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|--|---|------------------------------|-------------------|---|
| 111 | Increase the rate at which domestic violence is reported either directly to the police services or through third-party reporting arrangements, particularly in priority places in the Northwest. | Monitor the rates of increased reporting of Domestic Violence via Crime and Disorder Reduction Partnerships' (CDRPs) performance reports and meetings. And by Safer Stronger Communities Fund (SSCF) and Local Area agreement performance reviews – GONW by March 2007. | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | Safer Stronger Communities Fund (SSCF) agreements and Local Area Agreement indicators reviewed in Northwest by GONW by September 06 and again at March 07. |
| 111 | Increase the rate at which all Hate Crime (Race, Religious and Homophobic) and incidents result in positive sanction/detections, particularly in high incidence areas and/or communities of the Northwest. | Monitor Regionally The Policing Performance Assessment Framework (PPAF) performance on Strategic Performance Indicator 3 for 5 police force areas – annual performance improvement in regards to Fairness, Equality and Diversity. | HO PSA1, PSA2, PSA6 and PSA7 | GONW (& partners) | Review of 5 Police Force Policing Performance Framework indicators for the 5 Police Force areas in the Northwest by April 07. Measures to be used as a baseline for years 07/08 and 08/09. Data Source – Home Office. |

Northwest Equality and Diversity Strategy 06-09
Objective 3: Promoting Diversity as an Asset

Vision: To establish that diversity is a permanent and beneficial fact of life in the Northwest; and more specifically that diversity is an economic as well as cultural and social asset.

With a focus on:

- (i) The region's decision makers
- (ii) The general public
- (iii) Sub-regional delivery

Proxy Key Performance Indicators are hard to determine for this objective.

A mechanism to capture public opinion will be developed, and success in areas (i) and (iii) will be gathered through evidence of mainstream decision making and planning taking account of diversity as an asset.

| RES Action | Activity | Measure of Success | PSA target | Lead | Year 1 activity |
|------------|---|--|----------------------|-----------------------------|---|
| | | Increased positive | | | |
| 111 | Influence the views of the general public in favour of diversity as permanent and beneficial dimension to the Northwest. | Increased positive media coverage of diversity issues in the Northwest. | DTI 9, DTI 10 DWP 8 | NWRA | Following evaluation of "Celebr8 don't Discrimin8" (1-9 June 2006) commission further activity for 2007. |
| 111 | Widen awareness about, and knowledge of, diversity as an asset through the sub regions of the Northwest. | Five sub regional events each attended by an average of 100 key people from voluntary, private and public sectors. | DTI 9, DTI 10, DWP 8 | NWRA | Sub regional events during 06/07 organised. |
| 111 | Influence the views of key decision makers and influencers so that better understanding of how the benefits of diversity can be maximised in the Northwest. | Media and specialist press coverage 50 attendees per event | DTI 9, DTI 10, DWP 8 | NWRA | Symposium series – one per sub region on a specific topic. |
| 111 | Highlight best practice in promoting diversity as an asset as well as mainstreaming equality and diversity the Northwest. | Wider knowledge of best practice Potential awards event to be held in spring 2007. | DTI 9, DTI 10, DWP 8 | NWRA | Support for one off events e.g. Disability Awareness Day and consideration of support for an Equality and Diversity awards event. |
| 95 /97 | Ensure diversity is promoted as a regional asset as part of marketing programmes to encourage people to live work and play in the NW, with specific reference to Liverpool 08, and sub regional partnerships. | Liverpool 08 is a success, promoting diversity as an asset. Sub-regional marketing programmes promote diversity. | DCMS3 DTI 7 | NWRA, NWDA SRP's Culture NW | Work with Sub Regional Partnerships and the Capital of Culture company to ensure diversity is promoted as an asset. |

Appendix A: Terms of Reference for the Equality Strategy Group

Membership:

Steve Barwick – North West Regional Assembly
Gail Porter or Brian Holmes – Government Office North West
Patrick White or Sue Henry – Northwest Development Agency

Participating Observers:

Vicki Austin – NWDA & author of *Action for Equality*
Siddika Ahmed – Equality and Diversity Group chair
Evelyn Asante-Mensah – GONW Strategic Adviser

Aim:

To work in partnership across the Northwest to support the agreed regional equality and diversity priorities, and to develop the objectives from the Action for Equality consultation.

Terms of Reference:

- To produce a delivery plan for the recommendations arising from the Action for Equality consultation (promote diversity, reduce hate crime and violence, deliver economic participation for all);
- To identify an overall lead organisation for promoting the Action for Equality activity;
- To monitor and review progress of the Action for Equality agreed objectives;
- To strengthen the links and engagement with all key partners and groups involved in equality across the region, working with the regional Equality and Diversity Group in order to achieve this;
- To identify and address other equality and diversity issues affecting the region;
- To promote the mainstreaming of equality and diversity issues.

The NWDA co-ordinate this group at present.

Appendix B: Terms of Reference and Membership of the Northwest Equality and Diversity Group

The North West Equality and Diversity Group (NWEDG) is a wide-ranging network of equality and diversity stakeholders.

It oversaw the publication of the first regional equality and diversity strategy, Action for Equality, and now acts to support, and review, progress towards implementation⁶.

NWEDG also acts as a forum for discussing issues of common concern, raising issues with outside agencies and providing a platform for speakers.

Meetings will be held every two months and the NWRA will act as its secretariat. A chair will be elected annually.

NWEDG's Terms of Reference are:

- to support the implementation of the Regional Equality and Diversity Strategy, working with GONW, NWRA and NWDA and the Equality Strategy Group as well as reviewing progress as appropriate
- to commission events and other activity including inviting speakers and initiating debate to promote diversity in the Northwest
- to act as a network of regional organisations and individuals to discuss equality and diversity issues of common concern (e.g. RES/Northern Way/CEHR)
- to offer advice to the Assembly on equality and diversity issues as requested by either the full Assembly, the Executive Board, the Review and Scrutiny Committee and the Action for Sustainability Management Board; and in particular on those strategies where the Assembly has a statutory duty - for example housing, transport, spatial and economic development.

⁶The NWEDG has welcomed the commitment the three regional agencies have made to taking forward the Action for Equality strategy and to implement three of the key objectives within it.

Current North West Equality and Diversity Group Membership

Membership is extended to those organisations in the voluntary, private or public sectors with:

- a commitment to the above goals
- the capacity to contribute at a strategic level, and
- either a regional or sub regional remit.

New members will be agreed by the Group at its meetings. The current list of members is appended over:

| | |
|----------------------------------|---|
| 1North West | National Housing Federation |
| 5050 Vision | National Institute for Mental Health in England |
| ACAS | NHS Equality Network |
| Access Matters | North West Network |
| Age Concern NW | Northwest Forum of Faiths |
| Asian Business Federation | NW Network |
| Breakthrough UK | NWBLT |
| Catholic Caring Services | NWDA |
| Cheshire LGBT Alliance | NWEO – Equality Network |
| Connexions Cumbria | NWRA |
| Diversity Action | O1/2/3European Programmes |
| East Lancs Together | Oxfam |
| EK Bassa and Associates | Peacemaker (Chair 06/07) |
| Federation of Small Businesses | Positive Action NW |
| Forward North West | Press for Change |
| GONW | Preston and West Lancs REC |
| Healthcare Commission | Preston CC |
| Learning and Skills Council | RCN |
| Lesbian and Gay Foundation | RNIB |
| LGBT Youth NW | Traveller Education Service |
| Manchester Business School | TUC |
| Merseyside Disability Federation | Voluntary Sector North West |
| Migrant Workers Institute NW | Warrington Disability Alliance |
| Museums, Libraries and Archives | Women's Business Network |

**The Northwest Regional Development
Agency
manages all operations from its
Headquarters at:**

PO Box 37
Renaissance House
Centre Park
Warrington WA1 1XB
Tel: +44 (0)1925 400 100
Fax: +44 (0)1925 400 400
e-mail: Information@nwda.co.uk

Visit: www.nwda.co.uk & www.englandsnorthwest.com