



**Employment, Learning and Skills Policy
and Performance Board**

**Wednesday, 14 June 2006 6.30 p.m.
Civic Suite, Town Hall, Runcorn**

A handwritten signature in black ink that reads 'David W R'.

Chief Executive

BOARD MEMBERSHIP

| | |
|--|-------------------------|
| Councillor Eddie Jones | Labour |
| Councillor Frank Fraser (Vice-Chairman) | Labour |
| Councillor Ellen Cargill | Labour |
| Councillor Susan Edge | Labour |
| Councillor David Findon | Conservative |
| Councillor Mike Hodgkinson | Liberal Democrat |
| Councillor Stan Parker | Labour |
| Councillor David Lewis | Conservative |
| Councillor Paul Nolan | Labour |
| Councillor Margaret Ratcliffe | Liberal Democrat |
| Councillor John Stockton | Labour |

Please contact Lynn Derbyshire on 0151 471 7389 for further information.

The next meeting of the Board is on Monday, 11 September 2006

**ITEMS TO BE DEALT WITH
IN THE PRESENCE OF THE PRESS AND PUBLIC**

Part I

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| 1. DECLARATION OF INTERESTS (INCLUDING PARTY WHIP DECLARATIONS) | |
| Members are reminded of their responsibility to declare any personal or personal and prejudicial interest which they have in any item of business on the agenda no later than when that item is reached and (subject to certain exceptions in the Code of Conduct for Members) to leave the meeting prior to discussion and voting on the item. | |
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In accordance with the Health and Safety at Work Act the Council is required to notify those attending meetings of the fire evacuation procedures. A copy has previously been circulated to Members and instructions are located in all rooms within the Civic block.

REPORT TO: Employment Learning and Skills Policy and Performance Board

DATE: 14th June 2006

REPORTING OFFICER: Chief Executive

SUBJECT: Public Question Time

WARD(s): Borough-wide

1.0 PURPOSE OF REPORT

1.1 To consider any questions submitted by the Public in accordance with Standing Order 33 (5).

1.2 Details of any questions received will be circulated at the meeting.

2.0 RECOMMENDED: That any questions received be dealt with.

3.0 SUPPORTING INFORMATION

3.1 Standing Order 34(11) states that Public Questions shall be dealt with as follows: -

- (i) A total of 30 minutes will be allocated for members of the public who are residents of the Borough, to ask questions at meetings of the Policy and Performance Boards.
- (ii) Members of the public can ask questions on any matter relating to the agenda.
- (iii) Members of the public can ask questions. Written notice of questions must be submitted by 4.00 pm on the day prior to the meeting. At any meeting no person/organisation may submit more than one question.
- (iv) One supplementary question (relating to the original question) may be asked by the questioner which may or may not be answered at the meeting.
- (v) The Chair or proper officer may reject a question if it:-
 - Is not about a matter for which the local authority has a responsibility or which affects the Borough;
 - Is defamatory, frivolous, offensive, abusive or racist;
 - Is substantially the same as a question which has been put at a meeting of the Council in the past six months; or
 - Requires the disclosure of confidential or exempt information.

- (vi) In the interests of natural justice, public questions cannot relate to a planning or licensing application or to any matter, which is not dealt with in the public part of a meeting.
- (vii) The Chairperson will ask for people to indicate that they wish to ask a question.
- (viii) **PLEASE NOTE** that the maximum amount of time each questioner will be allowed is 3 minutes.
- (ix) If you do not receive a response at the meeting, a Council Officer will ask for your name and address and make sure that you receive a written response.

Please bear in mind that public question time lasts for a maximum of 30 minutes. To help in making the most of this opportunity to speak: -

- Please keep questions as concise as possible.
- Please do not repeat or make statements on earlier questions as this reduces the time available for other issues to be raised.
- Please note that public question time is not intended for debate – issues raised will be responded to either at the meeting or in writing at a later date.

4.0 POLICY IMPLICATIONS

None.

5.0 OTHER IMPLICATIONS

None.

6.0 RISK ANALYSIS

None.

7.0 EQUALITY AND DIVERSITY ISSUES

None.

6.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

There are no background papers under the meaning of the Act.

REPORT TO: Employment Learning and Skills Policy and Performance Board

DATE: 14 June 2006

REPORTING OFFICER: Chief Executive

SUBJECT: Executive Board Minutes

WARD(s): Boroughwide

1.0 PURPOSE OF REPORT

- 1.1 The Minutes relating to the Employment Learning and Skills Prosperity and Equality Portfolio which have been considered by the Executive Board and Executive Board Sub since the last meeting are attached at Appendix 1 for information.
- 1.2 The Minutes are submitted to inform the Policy and Performance Board of decisions taken in their area.

2.0 RECOMMENDATION: That the Minutes be noted.

3.0 POLICY IMPLICATIONS

None.

5.0 OTHER IMPLICATIONS

None.

6.0 RISK ANALYSIS

None.

7.0 EQUALITY AND DIVERSITY ISSUES

None.

8.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

There are no background papers under the meaning of the Act.

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APPENDIX 1

Extract of Executive Board Minutes Relevant to the Employment Learning and Skills Policy and Performance Board

EXECUTIVE BOARD MEETING HELD ON 9th FEBRUARY 2006

EXB173 HALTON'S COMMUNITY STRATEGY

The Board considered the report of the Chief Executive which advised that the overall policy direction for the Borough was captured in the Corporate Plan and Community Strategy. The Board was advised that the documents were time limited and expired at the end of this financial year. The strategies were currently based on the following five agreed priorities:-

- Health;
- Urban Renewal;
- Life Chances and Employment;
- Safe and Attractive Neighbourhoods; and
- Wealth and Equality.

The Board was further advised that the Council's Policy and Performance Boards had mirrored the five priorities and a considerable amount of work had been undertaken with partners embedding the strategic approach in their working.

The Board had previously agreed the process and timetable for the planning process to develop strategies at its meeting in November 2004. The report gave an update on the outcome of that process.

It was noted that there had been extensive consultation on the Strategy.

RESOLVED: That

- (1) the contents of the draft Community Strategy, be agreed as the version for consultation;

Chief Executive

- (2) the consultation process as set out in the report be adopted; and
- (3) a final version of the Strategy be presented to the Board in March 2006 for agreement, prior to it being submitted to Full Council for adoption.

EXECUTIVE BOARD MEETING HELD ON 2ND MARCH 2006

EXB185 VOLUNTARY SECTOR FUNDING

The Board considered a report of the Strategic Director – Health and Community recommending the allocation of Voluntary Sector Grants for 2006/07 as outlined in the report. It was reported that funding had not been allocated to the following applications:

- Age Concern – this was a new application and there was insufficient budget to fund; and
- Shelter – this group was working with a similar client group as the Warrington Law Centre: only one organisation was required to work in this area.

The Board noted that Halton Voluntary Action and Halton Citizens' Advice Bureau had previously been awarded a three-year funding contract which expired on 31st March 2007. A review of the Council's funding of these organisations was therefore required prior to any decision on future funding post March 2007.

RESOLVED: That

- (1) the recommended grant allocations be approved;**
- (2) further applications be approved by the relevant Strategic Director in consultation with the appropriate Portfolio Board Member with approvals reported to the appropriate Policy and Performance Board; and**
- (3) a review of the funding, monitoring and service arrangements take place during 2006/07 in relation to Halton Voluntary Action and Halton Citizens' Advice Bureau.**

Strategic
Director – Health
and Community

EXECUTIVE BOARD MEETING HELD ON 30TH MARCH 206

EXB197 HALTON'S SPORTS STRATEGY REVIEW 2006 -2008

The Board considered a report of the Strategic Director – Health and Community presenting a draft copy of Halton's Sports Strategy 2006-2008. The report provided information on the Borough's Sports Strategy and associated action plan, together with details of the consultation process used in preparing the strategy and its outcome objectives. The report also detailed strategic aims which intended to promote a sporting and physical activity culture within Halton to improve the health and well being of the local community. If approved, the new Sports Strategy would replace the current strategy adopted in 2002 and the action plan would set annual targets for the Community Leisure Service.

The Board noted that the Strategy was a working document which would be monitored and updated accordingly and progress would be reported annually as part of the Cultural and Leisure Services Service Plan.

In addition, it was reported that a recent sports conference had been attended at which responses and comments made had been very positive. The Portfolio Holder for Neighbourhood, Culture, Leisure and Sport was commended for his work in this area.

RESOLVED: That the Strategy be adopted.

Strategic
Director -
Health and
Community

EXB201 HALTON'S COMMUNITY STRATEGY

The Board considered a report of the Chief Executive outlining a revised Community Strategy following an intense period of consultation.

The Draft Strategy had garnered a broad consensus that it was appropriate and properly set out the challenges Halton faced and the response needed. No major changes had been suggested, although some minor refinements had taken place on the wording of the objectives. In addition, some of the targets had been amended to more accurately focus on key issues, and the cross-cutting issues had been strengthened with added sections on sustainability and disability.

The Board noted that the Community Strategy was the key overarching framework document for planning the future of the Borough. It set the context within which the Council's own Corporate Plan was set. The Service Plans and Budget decisions which shaped how the Council delivered its services flowed from the Plan and so the Community Strategy was the primary enabling policy for all that happened in Halton.

The Board considered a number of issues including:

- work of Environmental Health Officers who were actively involved with businesses, helping them to improve how their services were run in respect to Health and Safety;
- an annual report was submitted to the Local Strategic Partnership on progress made against targets but there was a need to also report to the local authority: steps were being taken to address this gap;
- work being undertaken in respect of a harm reduction audit relating to alcohol and drug misuse; and
- the important work being carried out in respect of domestic violence.

RESOLVED: That

- (1) the Community Strategy be endorsed; and**
- (2) the Strategy be submitted to Full Council in April for adoption.**

Chief
Executive

REPORT TO: Employment Learning and Skills Policy and Performance Board

DATE: 14th June 2006

REPORTING OFFICER: Strategic Director – Corporate and Policy

SUBJECT: Terms of Reference

WARD(s): Borough-wide

1.0 PURPOSE OF REPORT

1.1 To inform Members of the Terms of Reference of the newly formed Employment Learning and Skills Policy and Performance Board.

2.0 RECOMMENDED: That the Terms of Reference be noted.

3.0 SUPPORTING INFORMATION

3.1 As part of the recent revision of the Council's Constitution at Annual Council on 19th May 2006, a number of changes have been made to the Council's decision-making structure to be implemented in the 2006/07 municipal year.

3.2 The changes have been made in order to bring the Policy and Performance Boards into line with the Council's Strategic Priorities as contained within the Corporate and Community Plans.

3.3 An extract from the Council Constitution setting out the Terms of Reference relevant to the Employment Learning and Skills Policy and Performance Board is attached at Appendix 1.

4.0 POLICY IMPLICATIONS

None.

5.0 OTHER IMPLICATIONS

None.

6.0 RISK ANALYSIS

Not applicable.

7.0 EQUALITY AND DIVERSITY ISSUES

None.

8.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

There are no background papers under the meaning of the Act.

APPENDIX 1

POWERS AND DUTIES OF THE EMPLOYMENT, LEARNING AND SKILLS POLICY AND PERFORMANCE BOARD

Strategic Priority – To develop policy and monitor performance in relation to the Council’s objectives for employment, learning and skills in Halton.

1. In relation to the following policies, responsibilities and functions of the Council:

Corporate Policies/Responsibilities

- Arts and Cultural Policy
- Sports Strategy
- Adult Learning and Skills Enhancement
- Worklessness Strategy and improving access to employment, eg skills preparation for work
- Employment, learning and skills aspects of the Local Area Agreement
- Voluntary Sector Liaison

Functions

- Library Services
- Education (non-children)
- Culture and Leisure Services
- Business Development
- Community Development and Capacity Building

the Board will:

- (i) initiate new policy proposals for consideration by the Executive Board/Council;
- (ii) monitor and comment on performance;
- (iii) review and make recommendations on existing policies;
- (iv) promote public confidence in the Council’s services;
- (v) hold Executive Board Members and senior officers to account;
- (vi) monitor Executive Board compliance with agreed policies;
- (vii) ensure adherence to the priorities in the Council’s Corporate Plan.
- (viii) receive a report on any petitions received by the Council relating to the Board’s policy area and on any action taken or proposed to be taken by the Executive (or Executive Board Sub-Committees, Portfolio Holder, or an officer acting under delegated powers).

2. To receive representation, evidence or expert opinion from outside the Council and to draw conclusions from such representations to the attention of the Executive Board/Council as appropriate;

3. To consult the public where appropriate in relation to Council services which fall within the terms of reference of the Policy and Performance Board.

4. To review any area of income and expenditure which falls within the remit of the Policy and Performance Board.

5. To make recommendations to the Executive Board on the financial aspects of the proposals, which fall within the remit of the Policy and Performance Board.

6. To require the Executive Board where appropriate to make a report to the Council on any decision not included in the Forward Plan which the Policy and Performance Board consider should have been included in the Forward Plan.

7. The Chair of the Policy and Performance Board will receive papers relating to a decision which is on the Forward Plan when this Forward Plan is finalised and published.

8. To examine systematically the services of the Council, within the remit of the Board, in order to assess their efficiency, effectiveness, economy, quality and value for money.

9. To draw up an annual programme of performance review to respond to briefs on performance review of specified activities and to develop programmes and performance monitors to ensure quality in all the Council's dealings with the public and external organisations.

10. To consult with the Executive on any plan or strategy including strategic policy.

11. To monitor the citizens charter and complaints procedure and make recommendations to the Executive Board.

12. To provide informed input in response to requests from the Executive Board for advice, options and appraisal on matters falling within the remit of the Policy and Performance Board.

13. To authorise expenditure on civic hospitality up to maximum of £500 per annum.

REPORT: Employment Learning and Skills Policy and Performance Board

DATE: 14 June 2005

REPORTING OFFICER: Strategic Director, Health and Community

SUBJECT: Life Chances and Employment and Prosperity and Equality Policy and Performance Board Annual Reports

WARDS: Boroughwide

1.0 PURPOSE AND CONTENT OF REPORT

1.1 This report presents a draft Annual Report of the activities of the Life Chances and Employment and Prosperity and Equality Policy and Performance Board (PPB) during 2005/06 for comment/amendment. Subject to endorsement by the PPB, the Annual Report will go forward with the Annual Reports of other PPBs to a forthcoming meeting of the full Council for adoption.

2.0 RECOMMENDED: That

- (1) the PPB consider, comment upon and if necessary agree amendments to the attached Annual Reports of the PPB's activities in 2004/5; and**
- (2) the PPB endorse the attached/amended Annual Reports for the purpose of its adoption at a forthcoming meeting of the full Council.**

3.0 SUPPORTING INFORMATION

3.1 Annex comprising the draft PPB Annual Reports for 2005/6

4.0 POLICY IMPLICATIONS

4.1 None arising from this report itself.

5.0 OTHER IMPLICATIONS

5.1 None arising from this report itself.

6.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

6.1 None

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Annual Report

Life Chances & Employment Policy & Performance Board June 2005 – March 2006

1.0 Introduction

- 1.1 During the second year of the Life Chances and Employment Policy and Performance Board the new Council structure was implemented and on 1st April 2005 the Children and Young People Directorate was established bringing together Children's Social Care, Education and Lifelong Services. This signalled the start of integrated service provision for Children and Young People in response to the Children Act 2004 and the Every Child Matters Agenda.
- 1.2 This was a Council priority energetically supported by and through the members of this Policy and Performance Board as were all other aspects and elements of Life Chances provision, such as Cultural Entitlement, quality access to sport and leisure and those factors contributing to employability. This prompted a busy and challenging Municipal year for the Board and its Officers, as we sought to address the needs of service integration whilst continuing to strive for improved policy development in other key areas.
- 1.3 Overall this was a remit which was demanding, yet rewarding, with results that speak for themselves. The very broad but clearly interlinked workload of PPB has required Members to confront complex issues and anticipate emerging Agendas, often in co-operation or partnership with others. To further aid this forecasting, I believe we have established some means such as "Communities That Care Audits", to address developing Social Inclusion issues that impact on the Wellbeing of our Borough.
- 1.4 I must therefore, express my appreciation to those Elected Members who dedicated their time, energy and input to the many and varied additional Topic and Scrutiny meetings. Special thanks go to our Vice-Chair for her continuous loyalty and support. The demanding work carried out by the Officers serving this Board should also be applauded. Their guidance and contributions to discussion with the ensuing implementation of political direction has been valued. I trust we have all demonstrated a willingness to embrace views and ideas before driving forward in the perceived best interest of our Community.
- 1.5 More specifically, continuing with our dynamic approach, we have further built on previous groundwork of constructive, progressive

scrutiny and creative policy development. The multiple recommendations, some major, others subtle, in the Barriers to Learning Report, exemplify this method.

- 1.6 We also broke exciting new ground by combining the responsibilities and expertise of the Life Chances and Health PPBs which resulted in a rigorous and significant Scrutiny Report on Healthy Eating and the associated benefits and consequences.
- 1.7 Members also continued to monitor youth activity which will be enhanced by Merseyside Cultural Forums continuation of the Youth games, which we support.
- 1.8 The safeguarding of all our young people has remained an obvious priority but particular emphasis has been maintained in regard to our Looked After Children and Care Leavers. We have also been reassured by the rapid emergence of Children Centres across neighbourhoods and the rich diversity available in our schools.
- 1.9 The Brindley Arts Centre is increasingly important as a Community Focal Point and proceeds to enhance a quickly acquired reputation for quality. Cultural and Sports Clubs locally are flourishing and interacting with a Council that values them highly. We have been able to provide greater access to better resourced Libraries and our residents have utilised this. Many have also taken advantage of improvement opportunities in Enterprise and Skills development.
- 1.10 The year has also included the presentation and resolution of some challenging issues. We continued to refine the agreements resulting from the School Balances and have now concluded a Policy, which is acceptable to all parties and in the best interests of the Borough. We also wrestled with the sensitive and challenging re-organisation of Special Schools and managed to achieve a successful outcome that bodes well for both current and future pupils, families and staff.
- 1.11 It has been gratifying to engage local residents in our work programme and also witness public attendees at Board meetings.
- 1.12 Again, I thank all of the colleagues and contributors to our past year's work, internal and external, particularly for the diligence and enthusiasm shown in the face of much demand. I trust this PPB has been about substance and has displayed a fair minded clarity of purpose in it's representation of the people.

Thank you.

.....
Cllr E Jones, Chairman
Life Chances & Employment Policy and Performance Board

2.0 Members and Responsibilities

2.1 During 2005 – 2006 the Board comprised of 11 Councillors : Cllrs E Jones (Chairman), Councillor Horabin (Vice Chairman), Cllr Dennett, Cllr Cole, Cllr Findon, Cllr Gilligan, Cllr K Hodgkinson, Cllr Parker, Cllr M Ratcliffe, Cllr Tyrell and Cllr Higginson. The primary function of the Board is to focus on the work of the council (and its partners) in seeking to enhance the life chances of people in the Borough and to scrutinise progress against the Corporate Plan in relation to the Life Chances and Employment Priority.

3.0 Review of the Year

3.1 The full Board met six times during the year and continued to support the work of services provided by the Council which directly impact on Life Chances and Employment, significantly in the Children and Young People, and Environment Directorates. In addition Members and Officers have been involved in various Scrutiny and Topic groups.

3.2 The following topics were agreed as areas for detailed scrutiny :

- 3.2.1 Improving School Attendance.
- 3.2.2 Adult Learning/Skills Development
- 3.2.3 Barriers to Learning (gifted and talented)
- 3.2.4 Sports Development and Inclusion in Sport
- 3.2.5 Healthy Eating (Joint with Health PPB)

3.3 The outstanding topics for completion from last year were :

- 3.3.1 Early Years and Sure Start – Final report received.
- 3.3.2 Barriers to Learning including Excluded Pupils – action plan carried forward to next year.

3.4 The following strategies were also subject to scrutiny and have now transferred to the Employment Learning and Skills PPB.

- 3.4.1 Employment
- 3.4.2 Enterprise
- 3.4.3 Workforce Development

3.5 There were also detailed presentations from Service Managers on a wide range of issues. These included :

- A video and presentation on the Children's Centre Strategy.
- A report about Widnes Library.
- A presentation on developing the new Corporate Plan.
- A report outlining the consultation process on the Strategic Area Review (StAR) which would determine the preferred option for configuration of post 16 education in the Borough.
- A report on the establishment of SACRE and the agreed syllabus conference which was chaired by the Chair of this PPB and established the new syllabus.

- A report on the Base Budget Review and the establishment of the Base Budget Review working party.
- Quarterly Monitoring Reports.
- Regular reports updating the work and progress of the Youth Service was an ongoing scrutiny.
- Update report on the review of the special educational needs provision within the Borough.
- Update report on Enterprise, Employment and Workforce Development Strategies.
- A report exploring options to improve youth consultation in the Borough.
- The Youth Matters Green Paper.
- Proposals for the Strategic Planning arrangements and Children's Trust proposals for Children and Young People's Services.
- Corporate Parenting.
- Summary of Educational Attainment 2005.
- A presentation on the Educational attainment of Looked After Children.
- Youth Service Strategic Plan – subsequently launched to an audience of Members, Senior Officers and Partners.
- Capital of Culture.
- Every Child Matters in Schools – the Secondary School Perspective.
- School Funding Formula Review.
- Section 52 – Education outturn and school balances.
- Race Equality – Racist Incident Report in Schools.
- Healthy Eating Topic – joint topic with Health PPB.

3.6 Areas of concern were highlighted by some of these presentations including :

- Security issues at Widnes Library as a result of increased opening hours and measures to improve the situation.
- Key issues of concern were identified by Secondary Head Teachers including parental attitude, drugs, alcohol and attendance. Opportunities arising from the new Directorate arrangements were also identified. Actions and progress in relation to these issues will be monitored by the Board during 2006/2007.

3.7 Positive developments were also highlighted including :

- Children's Social Care awarded 2 stars out of a possible 3.
- The Annual Performance Assessment Judgement for the Directorate for Performance in 2004-2005 was graded 3 out of a possible 4 described as "good" a service that consistently delivers above minimum requirements for users. The Directorate's capacity to improve was also graded 3.
- Significant improvement in attainment at Key Stages 2 and 3 and it was noted that all schools were performing above floor targets. Halton High moved out of special measures.

- A reduction in Statutory Assessments Special Educational Needs and an improvement in the number of statutory assessments completed within the 18 weeks timescale.
- Strategic Planning Arrangements for Children and Young People were put in place through the establishment of the Alliance Board, the Safeguarding Board and associated sub groups. Mini Trust proposals also started to take shape and all these developments served to progress the Every Child Matters Integration Agenda aimed at improving outcomes for children and young people.
- Members Seminar on Corporate Parenting was commissioned by the Board and was very successful.
- Sports development was strongly supported through participation in the Sports Forum.
- A strong presence at Merseyside Cultural Forum.

3.8 The Annual SACRE Report was considered and recommended to the Executive Board for approval.

3.9 **Improving School Attendance**

3.10 The Scrutiny Group met twice during the year. Improving secondary attendance has now been agreed as one of the nine priorities for the Directorate by Ofsted, CSCI and DfES. Consequently a Priority Action Plan and an authority wide strategy for improving attendance have been developed.

3.11 It has been agreed that the focus of this scrutiny will be the monitoring of the implementation of the authority strategy and it is planned that the scrutiny group will meet again at the end of the June 2006 when the annual school census data should be available enabling us analyse performance. A final report of the scrutiny group will be presented to the Board during 2006/2007.

3.12 **Adult Learning/Skills Development**

3.13 This scrutiny topic was deferred for several months as the Adult Learning Team was scheduled for Inspection in October 2005. The inspection lasted 5 days and involved a team of 7 inspectors assessing 5 different curriculum areas. Inspectors gathered evidence in a number of ways including 39 observations of teaching and learning; interviews with learners, staff, sub contractors and the agencies which commission adult learning provision including Sure Start and Extended Schools. Inspection grades were awarded for overall effectiveness, Equal Opportunities, Quality, Improvement, Leadership and Management, Information and Communications Technology, Arts, Media and Publishing, Languages, Literature and Culture, Preparation for Life and Work and Family Learning. Judgements were also made on overall effectiveness, level of confidence in the reliability of the self assessment process and capacity to improve. In all areas of performance and effectiveness the service scored 2 out of 4 with 1 being "outstanding" and 2 being "good". This was therefore a very positive inspection and the Post Inspection Action Plan outlining key

challenges from the inspection was accepted as the brief for the Scrutiny Topic for Adult Learning. This topic has now transferred to Employment Learning and Skills PPB for the 2006/2007 work programme.

3.14 Barriers to Learning Gifted and Talented

3.15 In November 2005 a scrutiny group of Elected Members and Officers was established including the Gifted and Talented Co-ordinator. The group examined strategies for raising aspirations and attainment of young people in Halton as well as the impact of the strategies on the various stakeholders.

3.16 In addition, discussions with stakeholders had taken place to develop an understanding of the role of the gifted and talented co-ordinator; how teachers differentiate for the more able; the opportunities for parents to engage with activities and how pupils perceive the opportunities available to them.

3.17 The final report will come to the Board during 2006/2007.

3.18 Sports Development and Inclusion in Sport

A Seminar was held on 1st September 2005 to which all Members of the Life Chances and Employment PPB were invited. An overview on sport in the Borough was given, particularly in the context of the revision of the Sports Strategy. There was a focus on the role of the voluntary sector, schools sports, swimming provision, use of schools facilities, coaching, and health related activities. Comments were made to feed into the review of the strategy and the programme of events and activities. The Chair maintains a personal brief on this.

3.19 Barriers to Learning including Excluded Pupils

The Topic Team had acknowledged that barriers to learning were many and complex and that the factors involved were often interrelated. They identified a number of potential barriers to learning that could exist and which were widely acknowledged and not necessarily Halton specific. Consequently the Topic Team concentrated on those barriers which they considered had all of the following characteristics:

- May be affecting the learning of a significant number of Halton pupils;
- Were susceptible to intervention by Halton Borough Council or one of its partners;
- Were identified but were not yet being fully addressed by Halton Borough Council or one of its partners or where their efforts were not demonstrating improved outcomes for children; and that there was evidence to inform decisions on future practice.

The Team concluded that all the evidence supported the view that early intervention to overcome any barrier to learning was vital and a comprehensive list of recommendations was agreed. An action plan to

implement these recommendations has now been developed and it's implementation will be monitored by the Board during 2006/2007.

3.20 Early Years and Sure Start

There are currently five Sure Start local programmes in Halton providing services to families and children aged 0-4 within specific areas. In order to provide a comprehensive scrutiny two presentations were made to the scrutiny group and the Lead Member met with a group of 6 parents from the Sure Start programme. Many parents had developed a sense of ownership of the local programme and contributed to the Management Board arrangements. The parents involved in the interview welcomed the opportunity to discuss the issues with the Lead Member.

3.21 In 2005, Chester College undertook a parent satisfaction survey including the percentage of families using Sure Start Services. The survey reported that 98% of the parents sampled using Sure Start Services were satisfied or very satisfied.

3.22 It was agreed that regular updates on Performance Indicators for Sure Start would be presented to the Board as well as a full report concerning the transition of Sure Start local programmes to the core offer for Childrens Centres during 2006/2007.

4.0 Work Programme for 2006/2007

4.1 The following topics have been agreed as areas for detailed scrutiny during 2006/2007 :

- 4.1.1 Children with Disabilities Mini Children's Trust.
- 4.1.2 Basic Skills/Adult Learning (now transferred to Employment Learning and Skills PPB).
- 4.1.3 Out of Borough School Placements.
- 4.1.4 Halton Safeguarding Children Board.

4.2 Items identified for Performance Monitoring included :

- 4.2.1 Corporate Plan.
- 4.2.2 Children and Young People Plan.
- 4.2.3 School Attendance Strategy.
- 4.2.4 Annual Performance Assessment.
- 4.2.5 Action/Improvement Plans from previous topics.

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(Insert Picture of Committee Chair. Pictures can be copied from the intranet.)

*Councillor.
Insert Name of Chair*

ANNUAL REPORT

PROSPERITY AND EQUALITY POLICY AND PERFORMANCE BOARD

APRIL 2005 – MARCH 2006

“The Prosperity and Equality PPB was a newly established Board in 2004. Its remit is far ranging with crosscutting issues that affect all who live in Halton. There are important issues about housing, transport and welfare to be considered. It’s also about how communities live together and develop, how they can be engaged, how they can get access to all services. The PPB has considered some big issues and found it necessary to extend its work programme from 2004/05 into 2005/06, as well as continuing its ongoing monitoring role, particularly of the voluntary sector. Even now the issues of Community Cohesion and Equality and Diversity are ongoing and if this PPB does not continue in the new Municipal Year these issues will need to be picked up elsewhere. I thank all the Members of the Board for their contributions to the various topics considered.”

CLlr Frank Fraser
Chairman, Prosperity and Equality Policy and Performance Board.

MEMBERSHIP AND RESPONSIBILITIES

During 2004/05 the Board comprised eleven Councillors – Councillors Fraser, Findon, Fowler, Gleave, Hignett, K. Hodgkinson, D. Inch, Loftus, Philbin, Wharton and vacancy.

The Board is responsible for scrutinising performance and formulating policy in relation to: -

- Council stock management
- Housing Revenue Account
- Anti-poverty strategy
- Community capacity building
- Community Centres/Development
- Welfare policy
- Equal opportunities (access measures) Relations with voluntary sector
- Community Legal Service Partnership
- Benefits
- Public Transport
- Performance Monitoring of the Reporting Departments (Housing Management, Exchequer and Customer Services (Benefits), Highways and Transportation, Culture and Leisure)

REVIEW OF THE YEAR

The full Board met five times during the year, and set out below are some of the main activities and issues that the Board has worked on during the year.

1) Equality and Diversity

The Board closely monitored the Council’s progress to achieving the Level Two Standard within the Municipal Year. It questioned, in particular, the resource requirement to successfully develop such issues and proposed that dedicated staff time be allocated to equality and diversity.

2) Community Cohesion

Involving a demonstration of good practice by Sefton BC, one meeting was dedicated to this topic from which a small working group was formed. Community Cohesion is a complex issue which touches on a range of inter related matters e.g. how cohesion impacts on community safety, educational standards, health improvement, community engagement in priority setting etc. Community Cohesion is one of the underpinning principles of the Corporate Plan. A discussion document on what it means for Halton is nearing completion.

3) Community Development

Following an assessment of the work of the Community Development Team the PPB concentrated its efforts in thorough scrutiny of voluntary sector grants. All organisations with a Service Level Agreement for a grant were asked to make a presentation to the Board through the year concentrating of their aims, objectives and achievements and contribution to local priorities. There was a particular concentration on cost and value for money.

4) Others

The PPB gauged the progress in meeting the Action Plan Targets for the Best Value Review of Poverty and Deprivation and considered the comments of the Best Value Committee. The Board considered in detail and commented on the proposed Halton Access Plan which forms a key element of the revised second Local Transport Plan. It also supported two 'Kick Start' bids for improved local bus services to the Department of Transport.

WORK PROGRAMME FOR 2006/7

At its meeting on 13 March 2006 the PPB did not formalise a work programme as it recognised that its future was uncertain. It did, however, note that Community Cohesion and Equality and Diversity were large and important topic areas which still required work.

Members of the Public are welcome at the meetings of the Board. If you would like to know where and when meetings are to be held or if you would like any more information about the Board or its work please contact Committee Services in the first instance, telephone 0151 4242061 extension 1125 or email Lynn.Caims@Halton.gov.uk

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|---------------------------|--|
| REPORT TO: | Employment, Learning and Skills Policy and Performance Board |
| DATE: | 14 th June 2006 |
| REPORTING OFFICER: | Ian Leivesley |
| SUBJECT: | Corporate Plan |
| WARDS: | Borough-wide |

1.0 PURPOSE OF THE REPORT

- 1.1 To provide Members with an overview of performance against Corporate Plan objectives and targets for the Employment, Learning and Skills strategic priority, to outline key challenges ahead and to help identify areas offering most scope for productive overview and scrutiny.

2.0 RECOMMENDATION: That

Members reflect on the information provided and take it into account in deciding on the most productive areas for overview and scrutiny in the year ahead.

3.0 SUPPORTING INFORMATION

- 3.1 The Authority's Corporate Plan brings together the key objectives and targets for the Council in each of its strategic priority areas.
- 3.2 This presentation that forms the basis of this agenda item helps to set the context for the work of the Policy and Performance Board by:
- presenting a picture of performance and major trends relating to Employment, Learning and Skills
 - identifying key objectives targets and challenges for the 2006 – 2001 Corporate Plan period, and
 - providing Members with an opportunity to identify key areas for productive overview and scrutiny.

4.0 POLICY IMPLICATIONS

None

5.0 OTHER IMPLICATIONS

None

6.0 RISK ANALYSIS

Not applicable

7.0 EQUALITY AND DIVERSITY ISSUES

None applicable

8.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

Document

Place of Inspection

Contact Officer

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REPORT TO: Employment Learning and Skills Policy and Performance Board

DATE: 14th June 2006

REPORTING OFFICER: Strategic Director Health and Community

SUBJECT: Community Cohesion in Halton

WARDS: Borough Wide

1.0 PURPOSE OF THE REPORT

1.1 Community cohesion was identified as a scrutiny topic for the Prosperity and Equality PPB. The Board has set up a Community Cohesion Working Party to consider the issue and how it might be taken forward to fulfil the Council's responsibilities. The purpose of this report is to provide a policy overview of community cohesion in Halton, and to identify challenges and issues which the Working Group may wish to pursue as part of the scrutiny process.

2.0 RECOMMENDATION: That

The Board consider the outline of cohesion in Halton set out in the report and decide whether a working group should be established to consider the questions set out in the conclusion of the report.

3.0 SUPPORTING INFORMATION

Introduction

The scrutiny function within Local Government gives non-executive members a lead in examining executive decisions and areas of service provision by the Council which affect local residents. It is part of the wider community leadership role of Councillors with a mandate to examine local services and well-being. Examination of community cohesion issues is now widely considered as essential for carrying out this responsibility. Community cohesion touches on key aspects of people's engagement in their communities, their access to opportunities, and their ability to live rich and fulfilling lives.

In January 2005, the Government published its strategy for increasing racial equality and community cohesion - *Improving opportunity, Strengthening society*. Local Authorities are asked to assess their vision, strategy and actions against the targets set by Central Government within this document. Halton's scrutiny process offers a ready framework for this task.

Cohesion is an over-arching goal that should inform all actions taken by a Council. Ensuring fairness in resource allocation, mutual understanding and openness between communities, along with equality and opportunity for individuals are all brought together under the "Community Cohesion" Agenda. Home Office pilot programmes have demonstrated good practice and are experimenting with new ways of bringing people together. The guidance on community cohesion (2002) published by the Local Government Association provides the commonly adopted working definition. A cohesive community is one where:

- There is common vision and a sense of belonging for all communities.
- The diversity of people's different background and circumstances are appreciated and positively valued.
- Those from different backgrounds have similar life opportunities.
- Strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

Hence, community cohesion is present when different groups interact peacefully and constructively in every day life - different age groups, people from different housing estates, different ethnic groups, groups from different faith backgrounds and so on. For communities to thrive people need to feel that the local environment provides safety, opportunity and belonging. The term community cohesion is used by Government to encapsulate these and other qualities of a good and local environment.

Council Roles

Developing and maintaining community cohesion is a major community leadership responsibility. The policies and actions of the Council play a key part, but cohesion needs to be a priority for the community at large. Conducting this scrutiny of cohesion can make a significant contribution to better define this community leadership role. It can help to assess the way the Council addresses the resilience and cohesion of Halton by:

- Members addressing cohesion issues and bringing their perspective to bear on executive decisions.
- Contributing to the mainstreaming of cohesion as a part of the strategic components of Council governance.
- Considering the impact of policy proposals and service issues through the conduct of cohesion based assessments.
- Contributing to the development of Council policies and the recommendations that are based on broadly based evidence from the locality.
- Helping to identify any threats to cohesion, which immediately become known to members who can then address them.
- Influencing non-Council bodies especially through the local strategic partnership, to address cohesion issues.
- Helping Councillors to keep in touch with the views of people in the communities they represent and the diverse range of opinion within them.

Cohesion issues are frequently sensitive. Within the community there maybe different views and prejudices about different groups and their impact on cohesion. There can be a great deal of misinformation, for example about the allocation of public funding. Because of the sensitivity of the issues examined it would be essential that the scrutiny enquiry have broad base from within the Council.

Information gathering lies at the heart of all scrutiny. Not only is the role to uncover information and interpret it in a critical manner, information gathering is also the shared foundation on which members can form their analysis and opinions. Comparative data will be helpful in placing Halton issues in perspective. This refers not just to statistics, but also to examples of best practice from other authorities and organisations that can be used to bench-mark Halton's position and progress. In particular their aim has to be to use the scrutiny function to anticipate events. For

example, this can be done by examining the impact of community cohesion on any major future decisions and plans – e.g. the Mersey Gateway Scheme, Local Transport Plan, Corporate Plan etc. It has also formed part of the wider strategy for Risk Management within the Council. Under this the Council will try to identify cohesion risks – clarifying the information that needs to be routinely collected and how it would be collected – so that Councillors are made aware of any potential impacts that Council decisions might have on the cohesion agenda.

Defining the Scope of Cohesion

Since each Local Authority is unique in its demographic and social makeup, the meaning of community cohesion in any area needs to reflect an understanding of local circumstances. Promoting community cohesion involves addressing fractures, removing barriers and encouraging positive interaction between groups. Community cohesion aims to build communities where people feel confident that they belong and are comfortable mixing and interacting with others. Whatever the local circumstances, building cohesion between communities is a necessary step towards improving people's quality of life and their opportunity to achieve their potential. Viewed from outside, a cohesive community is one in which people will want to live and invest. This ethos is the same as that which underpins the visions and values statement set out in Halton's new Corporate Plan.

An effective community cohesion strategy underpinned by a shared vision is vital for every area. The Council in its community leadership role is best placed to begin the process in developing this and to ensure that with their partners this takes shape. It should inform all key policy areas of the Council and the activities of all local stakeholders. To be effective the vision will have to be developed with local people and partnerships and be rooted in the ideas and values, which local people understand and support. People should be encouraged to share a sense of responsibility, for themselves, their family, friends and neighbourhoods and take pride in being residents of Halton. Some of the key questions that we must answer include:

- What makes for a cohesive community?
- How can we develop pride in Halton?
- What are the values, which we believe should underpin our vision for a cohesive Halton?
- How can we work together to address common concerns?
- How can we welcome new families into the Borough and help them to adjust?
- How can we combat discrimination on any basis?
- How can we promote the mixing and contact between members of our communities?

Measuring Cohesion

Measuring community cohesion is not easy. However, a detailed understanding of the communities of Halton is essential to planning service delivery and monitoring progress towards more cohesive communities. We already collect and analyse a whole series of data on conditions in our communities. At Annexe A is a compilation of key facts and data that give a picture of cohesion in Halton. These give a starting point on which we can interpret the local context and use them to build an understanding of cohesion within in Halton. It provides a platform for discussion. There is no single measure of community cohesion and we will need to think carefully about developing key indicators that give a clear understand of the challenges and progress that we make. As the Annexe shows we have produced a basket of indicators, which reflect different aspects of cohesion. In building up this profile of community cohesion in Halton we have tried to look at performance across a whole range of policy areas.

KEY COMPONENTS

The Role of the Local Strategic Partnership

In Halton the most significant partnership is the Halton Strategic Partnership. This brings together the key public sector bodies alongside the community, voluntary and business sectors. The Partnership exists to tackle issues that matter most to local people such as crime, jobs, education, health and housing. It has been given the task of developing and implementing the community strategy and is a key contributor to the development of community cohesion. Community strategies are key tools for showing a strategic commitment to community cohesion and demonstrating ownership of the subject. The Halton Strategy includes targets and commitments for cohesion that we expect to be reflected in the individual strategies of partners. The Halton Community Strategy has been constructed after extensive consultation and engagement with local people. This process has in itself helped to build cohesion by giving them an opportunity to get involved in the area, sign up to the local vision and bolster a sense of belonging and involvement in setting the aspirations for the area.

Successful community cohesion policies and programmes must ensure that they address the change in dynamics of race relations within local communities. This involves building positive relationships between different racial and ethnic communities. An essential part of this is to address the exclusion that many minority communities experience. Community cohesion requires local agencies to put in place appropriate packages of support and an engagement strategy to provide all communities with the skills, confidence and motivation to access programmes. Whilst BME communities and issues are on the margins within Halton it should be remembered that we host a sizeable gypsy and traveller community and there are increasing numbers of new families arriving from Eastern Europe. Both provide an ongoing challenge to the way Halton delivers services in a fair and equitable manner.

One of the key strengths of the Halton Strategic Partnership is the leading role played within it by the Voluntary and Community Sector. The VCS covers a wide spectrum of organisations, many of which can be key partners in building community cohesion. Organisations range in size and capacity, from highly professionalised national bodies with the capacity to act at this strategic level, to small informal associations at neighbourhood level. One of the strengths of the Halton approach is that a good many services are delivered by local small Voluntary and Community Sector organisations. This gives us the opportunity to build community cohesion from the bottom up, and help with the effective delivery of services. This can help to ensure that policies are based on the real live experiences of people in Halton. One of the great strengths of the VCS can be its sensitivity and responsiveness to local issues and culture. We may need to work with other public sector agencies and with the VCS to strategically assess and develop capacity building and infrastructure support that is sustainable, a high quality and accessible to a wide range of organisations.

Working with the VCS can provide excellent opportunities for understanding the views of local people and for involving people from groups who are often difficult to reach. Many parts of the VCS have experience of involving users and others in decision-making and services for the community. Halton already has in place a local compact which governs the relationships between the public and Voluntary and Community Sectors in the Borough. This is now being implemented in a dispersed way through the emerging local area agreement for Halton to better define expectations in terms of services delivered to local people.

The media

Positive media relations can help in building community cohesion. The media can help frame the perceptions of local people both positively and negatively. Good liaison between the media and community representatives is essential in helping to project clear messages to the whole community. We must ensure that information provided to the media is accurate, fair and responsible. This will be instrumental to building a coherent communication strategy. It is important to have a communication strategy to provide a comprehensive basis for working with the press and other media. At Annex B is an outline of some key components that could form part of a specific communication strategy around cohesion. Working with the media will involve encouraging press to put across the importance of respect and tolerance for diversity and to educate people about the lives and conditions of others. It will also involve working with them to encourage balanced reporting when there are problems within Halton.

Service Delivery

Obviously community cohesion has a far reaching agenda, which means it has to be mainstreamed within the delivery of all Council services. This demands that we consider the community cohesion consequences of all key decisions. We must also encourage partners to do the same. At a basic level community cohesion requires services that are sensitive to the needs of individual users and accessible to everybody who wants to use them. Discrimination can happen indirectly, for example when a particular facility is placed far from a community which might want to use it, or is inappropriate for their use. So to contribute fully to cohesion relevant services should not just avoid discrimination, they should actively encourage interaction and provide opportunities for local people to meet others. Services can also provide an interface for us to reach out to hard to help communities. As a minimum, any public service should meet its duties under the Race Relations (Amendments) Act 2000 to assess and consult on the likely proposed policies on race equality and have arrangements in place to monitor provision for adverse impact on different racial groups. But we can also ask the question whether our work force is representative of the community it serves, are services appropriate to users, are any groups indirectly discriminated against, are services being used to help hard to reach groups and communicate our approach to community cohesion? In addition to these general principles there are a number of services which have particular roles to play in cohesion – for example the Education Sector - in teaching people about the benefits of equality, diversity and mutual respect and understanding of others.

In particular good and effective policing makes a vital contribution to cohesion and the Police Force is a key partner in delivery. Community cohesion is central to the work of the Police. Policing strategies and operations should be consistent with Halton policy on community cohesion. An important task of the Council is to know how best it can work with Cheshire Constabulary to best effect, to mutually support each other's work in Halton. Section 6 of the 1998 Crime and Disorder Act places a statutory obligation on Local Authorities and the Police to co-operate in the development and implementation of a strategy for tackling crime and disorder. Community cohesion must be a key theme throughout crime reduction strategies and for the crime and disorder reduction partnerships that oversee them. This reflects the seriousness of the impact that crime and disorder and anti-social behaviour has on individuals. It also provides opportunities for working together to consider and address the impact of crime and community cohesion. Obvious work on removing graffiti, anti-social behaviour and implementing the Government's "Respect" agenda

go hand in hand with raising awareness across communities and maintaining civic pride.

Effective policing requires meaningful community links. This not only helps with maintaining community relation but is also vital in dealing with community tension and reassurance. In Halton the Police are working hard to develop and implement a neighbourhood response to policing. In the Blue Lamp Initiative dozens of Community Support Officers are complimenting mainstream police service delivery throughout Halton. The Police PAD meetings are a mechanism for generating local intelligence and providing the direct response to community concerns. This helps the Police to prioritise their work.

Other emergency services, particularly the Fire Service, can also play an important role in promoting community cohesion. This is partly because they are not involved in law enforcement but have a strong presence within local communities. Fire Fighters are widely seen as contributing much to a positive community ethos and can be seen as role models for young people. In Halton Fire Fighters have taken the lead in working with young people through a number of initiatives and outreach programmes. They take fire safety lessons to schools and community groups. The Cheshire Fire Authority has a clearly set out strategy which aims to “secure a safe and cohesive society” based on a vision of total community protection. For example, at risk groups are normally characterised by other factors such as age, inequality, high crime, poor health and poor socio-economic conditions. By directing resources to these areas a big impact has been made on fire related issues and as a consequence has contributed to improving the quality of life and cohesion within Halton.

Housing

Overcoming segregation in housing essential to building community cohesion. In certain areas, housing estates have become mono-cultural and different communities exist in parallel. Separation between groups living in different localities is not necessarily problematic, but compounded by deprivation and a lack of interaction, segregation can lead to fear and mistrust. This can be passed on through generations where residential segregation leads to segregated schooling and access to leisure and other facilities. Neighbourhoods may become unsustainable were housing cannot be accessed equally by all communities. This, combined with a lack of support networks, can give rise to tensions between individuals and groups, and between generations.

The Council and the Housing Associations within Halton need to address the conditions, practices and attitudes affecting public and private sector housing. A strategic approach to tackling community cohesion will ensure that housing operates alongside other services within the neighbourhood context to address community development and community safety issues. This must involve other partners such as the Police, Schools and Local Tenant Groups. Services need to be flexible and sensitive to local needs and especially to changing needs and aspirations of all groups. Halton is currently piloting Neighbourhood Management Initiatives in the 3 most deprived areas in the Borough. This partnership working on housing and regeneration issues could make a vital contribution to community cohesion and social exclusion agendas by generating learning that can be applied elsewhere in the Borough. In particular it offers the opportunity to establish resident led approaches to the way neighbourhoods are managed and services are delivered. For this to happen there is a need for Tenant Groups to be inclusive, properly representative and to recognise diversity.

Within this context a particular relevance is the tackling of anti-social behaviour. The Government has acted to increase the powers available to Local Authorities, the Police and other agencies to tackle this problem no matter where people live. There are also a number of powers available specifically to social Landlords to protect both their tenants and the wider community and these were broadened in 2004. The new Housing Bill provides powers to help Local Authorities tackle anti-social behaviour in the private rented sector. The current Government gave new impetus to this in 2006 with the launch of its Respect Agenda.

Arts, sport and other leisure services can be a powerful tool to engage all sections of the community and break down barriers between them. People take part in leisure and sport activities through choice. Marginalised groups are often more willing to engage with such activities. Physical activities and sport can be used as a means of bringing people together from different communities to share positive experiences and gain greater understanding of each other. This has been recognised in the broadening of the priorities within the new Halton Community Strategy to encompass art, sport and culture within the definition of health and well being.

Children and Young People

Engaging with children and young people is essential to building cohesive communities because they are the future of a community. By encouraging in them a sense of belonging, ownership and responsibility for their locality we can make a sustainable investment in community cohesion. Young people can be powerful catalyst for change. However, if they are disenfranchised from society or disaffected this can re-enforce division and fragmentation between groups and areas. This can be manifested in anti-social behaviour and in conflict between young people and older people. Therefore, engaging with young people and giving them a chance to interact with others requires us to listen and respond to their needs and concerns. This is one of the key underpinnings of the new Children and Young Peoples plan for Halton. A key raft of activity in the future is the further developments of the Young Peoples Participation Group to give them a greater stake in local decision-making.

Underpinning this is the role that education has to play in building cohesion. Schools are an important part of the community and can play a critical role in promoting the values of equality, diversity and mutual respect and understanding between people. The curriculum needs to promote shared values of respect for diversity. By targeting young people at an early stage schools can help communities develop a common sense of belonging. Schools are mixing bowls through which we can ensure that those from different backgrounds have similar life opportunities. Young people should leave the education system with the skills they need to progress in life. It is critical to encourage young people from all backgrounds to reach their full potential and do as well as they can in school, further and higher education. Schools also provide a base for wider community participation and can be an important resource at the centre of communities. They have the potential to play a central role in providing opportunities for people to mix. All of these strands underpin the universal services delivery element in the Children and Young Peoples Plan and the developing of ideas around developing extended schools within the Borough.

Older People

Older people have much to contribute and much to gain from community cohesion. As demographically the population ages there are increasing numbers of fit and active older people in communities and they bring significant resources in terms of

knowledge, skills and experience. Increasingly older people want to take an active part in making choices about their own lives and the communities that they are part of. On the other hand, where communities are divided older people can suffer from fear, isolation and feelings of disempowerment. The Council needs to consider how to involve and support them.

Like many others, older people are not a homogeneous group and they are members of many different communities. However, older people can face discrimination and exclusion not just on the grounds of age. Therefore we must ensure we include a diverse range of older people. This may involve making special effort to involve them in consultations or considering accessibility problems they may have in using services. When planning service delivery we must look ahead at the way in which the population will age in the coming years and that there will be some services which older people use more than the rest of the population such as Health and Social Care Services.

Stereotypes abound about both older and younger people and it is very easy to stigmatise age groups. Older people are sometimes fearful of young people. Younger people may not always see what older people have to offer. Both have a lot to give and building community cohesion should take into account the need and benefits of bringing these groups together. Intergenerational work can be crucial in addressing the myths that proliferate about different age groups and can help foster mutual understanding and tolerance. In Halton there have been many successful projects that have allowed both older and younger people to share their experiences and develop new skills and issues the tension between age groups.

Gypsy and Travellers

As we know the terms Gypsy and Traveller describe many different and distinctive groups. Halton has provided a traditional base for both settled and nomadic gypsy and traveller communities. These communities can often be isolated from mainstream service provision and viewed with suspicion in areas where they live. There are a number of established gypsy sites within Halton and the Council has a Gypsy Liaison Officer. Whilst Halton has not suffered some of the high profile problems of other areas there are continuing tensions within the Borough and especially centred around incursion on to sites by Travellers. We need to ensure that Travellers are appropriately advised and informed about involvement in local community life and that the rest of the local community respect their culture and traditions. We need to consider whether Gypsies and Travellers in Halton have similar life opportunities to members of other communities and full access to services that are appropriate to them.

MOVING FORWARD

So, community cohesion describes the ability of communities to function and grow in harmony together rather than in conflict. It has strong links to concepts of equality and diversity given that community cohesion can only grow when we recognise that individuals have the right of equality and respect and appreciate the diverse nature of our communities. The Home Office recently published a practitioner's tool-kit on community cohesion. The tool-kit identifies 7 steps to developing community cohesion. These are:

- Leadership and commitment
- Developing a vision and values for community cohesion
- Programme planning and management
- Engaging communities
- Challenging and changing perceptions
- Community cohesion and specialist areas
- Ensuring sustainability of programmes

It is about inclusion and making the effort to treat each other with respect and build good relations between different parts of the community. It is not just about race, but equally about relationships between young and old, between residents of different estates or parts of estates and between the haves and have-nots within Halton.

1. Leadership and Commitment

These are essential qualities of the development of community cohesion since somebody needs to take responsibility for managing and driving through the required changes. However, there is no single leadership model to achieve this. What is clear is that someone needs to exercise leadership and demonstrate commitment and often this will bring other partners on board.

The role of the Local Strategic Partnership (LSP) is an obvious place to start with its responsibility for taking a strategic approach to community planning and links with our local partners. So getting the LSP on board is the first step to developing a community cohesion programme. This needs to involve the time and commitment of individual partners including the Police, health authorities and the voluntary and community sector. However, first amongst equals within any LSP is the role of the Local Authority. Members in particular have a very important role to play in championing community cohesion and demonstrating that this is part of how the Council goes about its daily business. It may be a good idea for an Executive Board member to have responsibility for championing community cohesion within the Authority. However, all members may need to be supported in order to fulfil all their roles as champions of this Agenda.

2. Vision and Values

Developing a common vision is an essential first step in working towards a cohesive society. Community cohesion as a concept will mean different things to different people and consequently can become a misunderstood term. Uncertainty exists around subtle distinctions between cohesion and other terms or concepts such as diversity, equalities, equality of opportunity, sustainable communities, community development and civic renewal. The Council is best placed to define cohesion for the community of Halton around these distinctions and draw it into a coherent vision.

Creating and then communicating the vision sends a clear message that cohesion is in the forefront of the Council's agenda.

The need to build and sustain cohesive communities is a key-underpinning principal of the vision set out in the new Halton Corporate Plan. That vision sets out a clear, bold, succinct statement of our aspirations for Halton. The vision is focused on achieving outcomes through a well defined corporate agenda. The Corporate Plan itself mirrors the aspirations set out in the Community Strategy which was developed with partners over the last 12 months. The commitment to community cohesion is equally large within the community strategy.

3. Programme Planning and Management

Having established our vision and values the next focus for consideration is around ensuring we have a clear understanding of what the service delivery programmes in Halton looked like, and that these perhaps include for community cohesion audits. This is also about determining arrangements for management and accountability – who will play what role in driving forward the cohesion agenda. Underpinning this is the need to establish a base line and determine the relevant indicators that can demonstrate progress. There is also a need to establish mechanisms for monitoring and reviewing success.

In developing smart and relevant performance indicators and establishing a base line, we need to be aware of the factors that underpin our approach. These include:

- Building a sense of community i.e. having pride in Halton and our neighbourhoods and trusting in our neighbours;
- Providing similar life opportunities were people are treated equally by a range of organisations;
- Building a sense of belonging to a neighbourhood or local area and knowing others in that area;
- Normalising perceptions of diversity so that differences are respected and it is agreed that having a mix of different people makes an area a better place to live, and;
- Developing political trust so members represent the views of local people and now how much they are trusted.

4. Engaging Communities

Promoting community cohesion involves addressing fractures, removing barriers and encouraging positive interaction between groups. It aims to build communities where people feel confident they belong and are comfortable mixing and interacting with others. Engaging and involving communities in this process can be very difficult but this is what it is all about – reaching out to different groups and communities and bringing them closer together. Over the past 12 months a wholly new approach to community engagement has been pioneered in Halton. A new community engagement strategy was adopted in October 2005 and a partnership stakeholder group is now helping to take forward the Strategy.

5. Challenging and Changing Perceptions

People generally base what they believe in from what they have experienced or heard through hearsay or through the media. In this sense, perception quickly becomes reality and a basis for belief. When beliefs start to impact on or are divisive to individual or community relationships this causes a threat to cohesion. This is why it is fundamentally important to find ways to define, test and then change perceptions of individuals and groups where these perceptions are misplaced or misunderstood. Part of the Council's role is to find and provide gateways to enable people to make informed choices and decisions and not accept at face value whatever may have been portrayed by the media, pressure groups or even people in the community.

6. Cohesion and Specialist Areas

There are clear links between community cohesion and other areas such as the local economy, health and housing. Poor planning of housing developments and decisions about the local economy can adversely affect community cohesion. Equally it is more difficult for people to get actively involved in their communities unless they have access to health and good quality housing and a degree of financial security within their family.

Encouraging local employers to think about recruiting people from the local area is an important aspect of community cohesion. Anecdotal evidence from within Halton suggests that people believe job applicants from certain areas or estates are stigmatised by local employers and denied job opportunities.

Community cohesion has a critical role to play in housing renewal programmes. New house building and the massive programme of modernisation proposed by RSLs within Halton should generate significant economic regeneration within these areas. It is also important that the bricks and mortar elements of the programme should take into account the impact on cohesion and settled communities. These programmes should be planned well because Halton badly needs housing investment in areas of entrenched poverty and deprivation and it gives a chance to overcome one aspect of parallel lives by creating new areas of integrated housing. However, there is a threat that these programmes could break up well established communities, or create tensions over who is seen to benefit and who is seen to lose out. The redevelopment of Castlefields would seem to provide a test-bed of how this can be done properly.

Community cohesion is also closely associated with the health of an area and inequalities in access to health. There are a number of established tools that can be used to map the relationship between cohesion and health. These include health needs assessment, health impact assessment and integrated impact assessment. These all form part of the toolkit being used by the Halton Health Partnership to tackle health inequalities in Halton.

Community cohesion has strong links with community safety since much of the cohesion agenda is about defusing tension between groups and a perceived threat posed by others. The work of the Safer Halton Partnership focuses on this. The partnership has developed work around town centres and key estates reducing crime and fear of crime and in particular looking at the tensions that arise in the evening with hotspots of anti-social behaviour and alcohol fuelled nuisance in and around the town centres.

Anti-social behaviour has many forms. It can be noisy neighbours, graffiti, litter, abandoned cars or drunken disorder. Anti-social behaviour holds back the

regeneration of disadvantaged areas and damages the quality of life. It also has a negative effect given that it can make people afraid to go out or visit others, can cause resentment and unhappiness, and can cause people to stigmatise and scapegoat others.

7. Ensuring Sustainability

Sustainability is about linking cohesion into the mainstream of service delivery and ensuring that our vision can be delivered over time and in the face of conflicting demands and diminishing resources. Mainstreaming can be simply defined as the process of moving from time-bound, area based or ad hoc programmes to universal services which are available to everyone and become part of the long term landscape of service provision. It involves more than changing plans and policies as it involves changing hearts and minds. This is one of our greatest challenges and it may be many years before we evidence of this coming to fruition. What is important is that foundations are properly and securely laid at the outset for enabling any project or initiative to make an impact into the future.

There are a number of factors that can help to ensure that this takes place. Firstly is the buy-in from partners through the LSP which widens the pool of resources and people who can carry projects and programmes forward. It is also essential that long-term planning policies and documents are cohesion proofed. Halton already carries out equality impact assessments of all policies and it may be worthwhile to extend this definition to cover community cohesion as well. Community cohesion projects are more easily integrated into longer term programmes, such as neighbourhood renewal and community safety, and these are often underpinned by training and development of the people involved who can pick up community cohesion messages.

WHAT DOES COHESION MEAN FOR HALTON?

The national debate on community cohesion has evolved since the summer of 2001 and the Government recognises that the concept may be interpreted widely. What is important is that it is firmly rooted in the particular circumstances and characteristics of an area. It is clear that in Halton the definition of community cohesion is not based around issues of race, ethnicity and faith. The key issues appear to be around inter-generational conflict, perceived inequalities between areas and estates, and worries about unequal access to services, transport, jobs, retail and leisure facilities etc.

No specific research has taken place around community cohesion in Halton. However, in the last two years a number of major studies have been undertaken to underpin the Crime and Community Safety Audit and Priorities Process that led to the development of the new Community Strategy and Corporate Plan. It is possible to re-examine the findings from these consultations and focus group work through the lens of community cohesion to come up with some tentative conclusions about what cohesion means for Halton. In summary there is probably a perception that Halton has a friendliness and warmth about it that people appreciate and value. This gives a basis for building confidence and a sense of belonging for everyone, which is at the heart of community cohesion. There is a history of a "live and let live" philosophy among people which at an individual level is about respect and being accepted for who you are. It is possible to draw out the following most common issues which have been mentioned through this consultation process. These include the need to:

- tackle broad social problems such as anti-social behaviour, crime and the fear of crime, poverty, and the differences and tensions between generations;

- strengthen social networks such as families, friends, neighbours and also ensure that activities are based within defined neighbourhoods;
- get people together to tackle local issues and problems and share experiences;
- address the decline in the quality of life due to the impact of wider decisions around schools, housing and the unreliability of funding to many local projects; and
- encourage and foster the role of the voluntary and community sector in Halton.

To take this agenda forward would involve a huge range of inter-related activities. An analysis has taken place of the key areas of focus and proposed actions set out in the Halton Corporate Plan. This is attached at Annexe C. This shows that many facets of the community cohesion task are already being directly addressed in the plans and strategies of the Council. To this can be added the broader approach that is being delivered through the Community Strategy under the auspices of the Halton Strategic Partnership. A key question for Members is whether it is believed that the current approach will actually deliver a definitive improvement in cohesion or whether a specific community Cohesion Strategy and Action Plan would be appropriate. At Annexe E is an outline of headings which could make up a Cohesion Action Plan.

One of the most telling qualities about Halton people that comes out of these consultations is the strength of feeling that they have about their local area and about Halton. People have a definite view about how different communities get along, how tensions are managed and about how different communities can share issues and concerns – whether they are from different geographical areas or community groups or how young people are acknowledged and supported within the Borough. This points to the importance of existing channels of communication and information which must be reviewed and improved. This will be a prerequisite if misperceptions are to be replaced by more accurate information and a broader understanding of how others live their life in Halton.

The individual sense of belonging largely comes from the presence of family and friends, but other important community ties included work, sports groups, crèches and children's groups, and other social links. These led to values which included security, a sense of belonging, a sense of support, comfort, self esteem, recognition and particularly the strength of action that could be achieved as a group. People believe that they have good caring neighbours, the feeling of security, a sense of community spirit, a similar social background, similar houses and similar living experiences. People reported that their area was often full of people of similar ages and professions born of growing up with each other and shops and schools and public places that were shared.

The negative issues include the fear of crime, the lack of spirit, feeling unsafe, the anti-social behaviour of young people, lack of respect across generations, unequal access to schools and health facilities, and a general feeling that society did not care about them. It is interesting to note that the ties that bind and the ties that divide are often the reverse sides of the same coin. On the whole there is a great deal of consensus amongst all people about the issues that drive communities apart and those that bring them together. Obviously, the importance of personal networks was consistently mentioned in sustaining good personal and community relationships. At a higher level there is widespread recognition that communities are often disconnected from the mainstream of life in Halton by social exclusion issues such as crime, disaffected youth, low standards of housing, high unemployment, poor

education standards and degraded and unattractive environments. These contribute to a sense of poverty and deprivation that is difficult to address and in turn provide an environment where a sense of belonging would be hard to develop. The Community Strategy and Corporate Plan recognise the problems of crime and disorder, the lack of long term activities around community development and community engagement, problems of disaffected young people, lack of jobs and employment prospects, and indeed have long term plans in order to address them. Perhaps the greater difficulty is the perception of lack of trust and unkept promises by public agencies, the lack of understanding of others, ignorance, fear of isolation, the impact of drugs and alcohol and long term prejudice.

Certainly in the workshop sessions the core values at the heart of community cohesion were widely accepted by all people, i.e. the need for greater respect and tolerance, for mutual understanding and for greater fairness and equity in all that happens in Halton. In particular, it was recognised that communities need to integrate and collaborate more and especially that young people need support. Halton is a place undergoing rapid social change with greater social mobility and a faster turnover of population. It is perhaps an issue that the ingrained perceptions within Halton is not keeping speed with this agenda.

Social Capital

Using the same analysis, it could be said that that overall social capital in Halton is improving. A sense of community is growing across the borough which is a key element of people's quality of life. Factors such as trust between neighbours, relationships with local service providers and the extent to which people from different backgrounds get on well together all have an important relationship with people's health, perceptions of crime and even educational performance. For this reason, perhaps the concept of social capital has important implications for community cohesion policy and practice in Halton. Social capital, like cohesion, is difficult to define but it is multi-layered, but three common elements stand out:

- the social networks made through places such as work, school or place of worship,
- the norms that encourage co-operative behaviour,
- the trust that we have in other people.

Three forms of social capital are referenced extensively:

- Bonding social capital – the horizontal ties among people who are similar to each other in certain respects (age, ethnicity, social class etc.), which contribute to social support.
- Bridging social capital – the horizontal ties among people who are different from one another which contribute to cohesion and dialogue.
- Linking social capital – the vertical ties between communities and those in some form of authority which give legitimacy to public institutions and nurture democratic life and responsive public services.

The overall picture is therefore positive: social capital in Halton is probably improving, particularly the all-important 'bridging' social capital which contributes to community cohesion. The Council has a critical role in understanding and nurturing the conditions that will help social capital develop. To this end there are a number of policy implications for Halton:

1. To establish better conditions for social capital through the way in which the council performs its core service functions, for example, in making the street a more attractive place to spend time, encouraging communal gardens, through resident-officer 'walkabouts', residential courses for young people, and community fun days.
2. To nurture the Council's role as a community leader. Part of this involves moving beyond traditional methods of consultation and involvement to find activities that promote more interactivity and deliberation between citizens, particularly on some of the more profound challenges facing the local authority area, for example, the need for affordable housing; or the trade-off between economic development and preserving local heritage and business.
3. The need to measure and understand more about the factors driving social capital outcomes and where it is possible to attribute cause and effect, for example, the links between increased trust in the police and police visibility. In Halton we can identify the particular challenge there is in 'closing the gap' concerning social capital between areas of deprivation and those that are less deprived.

Developing a methodology for measuring cohesion/social capital is difficult, but could use four components as a basis for developing indicators for a quantitative questionnaires - participation, reciprocity (or altruism), trust, sociability. These would need to recognise the dangers of 'bonding social capital' when used to exclude diversity: - some of the 'closest' neighbourhoods can also be those that try to exclude outsiders. We also need to resolve some of the 'real structural barriers', such as the configuration of social housing, which can prevent 'bridging social capital' from forming. We need to recognise the connections between building social capital and policies that promote equal opportunities and cohesion.

Social capital is clearly a significant factor in determining the quality of life for local residents. It has strong linkages with most aspects of service provision but has particularly important implications for the physical environment, health, community cohesion and tackling deprivation. The importance of mainstream activity which can have a direct bearing on levels of social capital cannot be overstated.

A Picture of Community Cohesion

As we have seen community cohesion is important to the success of strategies and initiatives which aim to improve the quality of life in Halton. To achieve and direct this it is important that we have a clear understanding of communities. The Home Office has suggested ten indicators that can be used to build a picture of community cohesion in any area. Whilst not mandatory it is fairly clear that in the future these ten indicators would provide a comparative picture nationally of the state of community cohesion in Britain, and are likely to be used by Government for this purpose.

There is a headline indicator – *The proportion of people who feel that their local area is a place where people from different backgrounds can get on well together (CC01)*. This probably captures the main essence of community cohesion in a survey question. The other nine indicators are grouped under themes of the broad definition of community cohesion which was stated in the first section of this document. We know that measuring cohesion is not straightforward and that indicators used for this purpose will need to be interpreted in the light of local knowledge. In this sense they should be seen as a basis for discussion and not simply regarded as a measure of performance. Currently, data for all of these indicators cannot be provided simply because the questions have not been asked in the previous Quality of Life Surveys in Halton. The survey taking place in autumn 2006 is an opportunity to remedy this, so it

may be the spring of 2007 before a baseline position can be established on the full range of these ten indicators. However, we do not need to be prescriptive about the ways in which cohesion should be measured. We should recognise that other data is available which helps to provide an overall picture of cohesion in Halton. Much of that data is already set out in Annexe A. In addition Annexe D also shows a range of Best Value Performance Indicators which may be relevant in giving a picture of cohesion in Halton. The Annex also lists the ten community cohesion indicators.

Halton Strategic Partnership Charter

The Halton Strategic Partnership has developed a policy on equality diversity and cohesion and supplemented this with a working protocol governing the relationships between partners in the Borough. This provides an example of how community cohesion can be presented in a user friendly way that seems to address local issues. The protocol arose from subsidiary discussions from the debate around developing a community engagement strategy in Halton. The key element of the policy is that we want to create a Halton that is a place where:

- the diversity of people's backgrounds and life experience is appreciated and valued;
- there are positive relationships between individuals from different backgrounds in the partnership, in the workplace, in schools and in the community;
- every individual is treated equally and has the same life chances;
- working together we will move forward in ways that acknowledge difference but build on shared hopes and values.

This commitment will establish a strong and robust community based upon a common understanding of respect and we will strive to ensure that we:

- respect other people's freedoms within the law to express their beliefs and convictions;
- learn to understand what others believe and value and allow them to express this in their own terms;
- recognise that all of us at times fall short of our own ideals;
- work to prevent disagreement from leading to conflict;
- reflect the right of others to disagree with us.

CONCLUSIONS

The purpose of this report is to provide the background, context, and overview of community cohesion issues in Halton. In particular the aim is:

- to understand more about the factors that contribute to community cohesion and cohesion risk within Halton;
- to identify some of the key issues that Members need to address within communities to help form the basis for future work programmes;
- to identify models of good practice including existing interventions that are examples of good practice;
- and to make recommendations for how the Council may want to carry forward its commitment to community cohesion through its activities.

We can conclude that in Halton cohesion is about feeling comfortable and positive about living and working alongside your neighbours and taking a sense of pride in Halton and the belief that the future is positive. Therefore, it is about:

- building community links;
- bringing communities together;
- countering prejudice and misperceptions;
- combating prejudice and discrimination;
- providing and promoting opportunities for all;
- listening to all voices in the community;
- addressing community concerns and tensions;
- celebrating life in Halton in all its aspects;
- understanding, valuing and sharing community differences;
- giving young people a voice and choice in life in Halton.

So, it is about relationships and because of this we need to think about policies, actions and services in slightly different ways. Our approaches to policy and resources need to be seen to be fair and promote access for all. We need to support and promote contact between people and develop understanding, tolerance, and a greater sense of community pride. Emerging from this is that the two most important factors are equality and deprivation. These and other cohesion issues are already addressed in the many plans and strategies carried forward by the Council and its partners. We need to recognise that we are already doing a great deal to improve cohesion and that there are many examples of good practice. Therefore, we can perhaps divide future efforts into the following headings:

- Understanding the Local Context
- Brokering Debate in Local Communities
- Providing Community Leadership
- Focusing on Young People and Learning
- Providing Support for Individuals and Groups
- Intelligence Gathering
- Re-engineering Services to Deliver Accessibility for All
- Celebrating Success and Successful Communities
- Mainstreaming Cohesion in All That We Do

A key way for community cohesion to be understood and valued is to improve communications. We need to communicate to all the audiences within Halton the value of diversity and respect for different approaches to the way people live their

lives. We need to challenge myths and to promote what is being done. We need to clarify the message, identify key themes, improve support processes, counter misinformation, and develop a communication strategy. At Annex B is an outline of an approach to communicating community cohesion that can be added to the corporate communications approach. The key theme is that all actions need to take place at a local level and that a process of monitoring and review is needed to ensure that the cohesion approaches remain fit for purpose.

As a starting point for discussion the following key questions are suggested to Members of the Community Cohesion Working Group for resolution:

Can we define the challenge of cohesion in the Halton context and its overall scope?

Can we make a clear statement of vision and values in this area and how we will take it forward?

Does the Council's current strategic framework adequately cover cohesion or is there a need to develop a bespoke strategy or action plan?

Can we agree data sets that help to conceptualise and measure the issue which both define the scale of the challenge and against which progress can be monitored?

Can we map the web of relationships (with RSLs, police, health etc), which will help to tackle cohesion issues, and how they will be managed?

How can we build cohesion into the council's decision-making processes?

How can we mainstream cohesion into service delivery?

What is the overlap between cohesion and equality and diversity, civic pride, reputation management and community development and engagement?

Attachments

| | |
|----------|---|
| Annexe A | Key Facts & Data About Cohesion in Halton |
| Annexe B | Communicating Community Cohesion |
| Annexe C | Cohesion Activities in the Corporate Plan |
| Annexe D | Cohesion Performance Indicators |
| Annexe E | Outline of Community Cohesion Action Plan |

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Annex A.

Halton Community Cohesion Analysis

The Borough of Halton

Race

| Halton UA | |
|---|---------|
| All people | 118,208 |
| White: British | 97.62 |
| White: Irish | 0.7 |
| White: Other White | 0.48 |
| Mixed: White and Black Caribbean | 0.19 |
| Mixed: White and Black African | 0.13 |
| Mixed: White and Asian | 0.14 |
| Mixed: Other Mixed | 0.14 |
| Asian or Asian British: Indian | 0.13 |
| Asian or Asian British: Pakistani | 0.03 |
| Asian or Asian British: Bangladeshi | 0.04 |
| Asian or Asian British: Other Asian | 0.04 |
| Black or Black British: Caribbean | 0.05 |
| Black or Black British: African | 0.05 |
| Black or Black British: Other Black | 0.02 |
| Chinese or other ethnic group: Chinese | 0.2 |
| Chinese or other ethnic group: Other ethnic group | 0.06 |

Religion

| Halton UA | |
|---------------------|---------|
| All people | 118,208 |
| Christian | 83.83 |
| Buddhist | 0.1 |
| Hindu | 0.08 |
| Jewish | 0.03 |
| Muslim | 0.13 |
| Sikh | 0.03 |
| Other religions | 0.1 |
| No religion | 8.69 |
| Religion not stated | 7 |

Sexuality

Not available

Disability

Not available

(All census 2001)

Gender

| Halton UA | |
|--|---------|
| All people 2001 | 118,208 |
| Male 2001 | 57,135 |
| Female 2001 | 61,073 |
| % intercensal population change *** | -4.78 |
| % people living in households | 99.14 |
| % people living in communal establishments | 0.86 |
| Area (hectares)* | 7,909 |
| 2001 density (person per hectares) | 14.95 |
| Students living away from home ** | 765 |

Age

| Halton UA | |
|--------------------------------------|---------|
| All people | 118,208 |
| Percentage of people aged: 0-4 | 6.06 |
| Percentage of people aged: 5-7 | 3.8 |
| Percentage of people aged: 8-9 | 2.87 |
| Percentage of people aged: 10-14 | 7.43 |
| Percentage of people aged: 15 | 1.54 |
| Percentage of people aged: 16-17 | 2.99 |
| Percentage of people aged: 18-19 | 2.57 |
| Percentage of people aged: 20-24 | 5.79 |
| Percentage of people aged: 25-29 | 6.47 |
| Percentage of people aged: 30-44 | 22.15 |
| Percentage of people aged: 45-59 | 20.15 |
| Percentage of people aged: 60-64 | 4.64 |
| Percentage of people aged: 65-74 | 7.69 |
| Percentage of people aged: 75-84 | 4.57 |
| Percentage of people aged: 85-89 | 0.88 |
| Percentage of people aged: 90 & over | 0.4 |

Labour Market Profile (NOMIS)

Labour Market Profile (NOMIS)

This profile gives an overview of the labour Market within Halton and brings together data from several different sources.

Total population

| | Halton (numbers) | North West (numbers) | GB (numbers) |
|------------|---------------------|-------------------------|-----------------|
| All people | 118,900 | 6,827,200 | 58,124,600 |
| Males | 57,600 | 3,325,000 | 28,434,500 |
| Females | 61,300 | 3,502,200 | 29,690,100 |

Source: midyear population estimates (2004)

Working age

Percentages are based on total population.

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|--------------------------|---------------------|---------------|-------------------|-----------|
| All people - working age | 75,100 | 63.1 | 61.5 | 62.0 |
| Males - working age | 37,900 | 65.9 | 65.2 | 65.7 |
| Females - working age | 37,100 | 60.6 | 58.0 | 58.4 |

Source: midyear population estimates (2004)

Economically active

Percentages are based on working age population, except unemployed which is based on economically active.

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|---------------------|---------------------|---------------|-------------------|-----------|
| All people | | | | |
| Economically active | 53,700 | 73.9 | 76.3 | 78.3 |
| In employment | 49,800 | 68.5 | 72.7 | 74.5 |
| Employees | 45,800 | 63.0 | 64.4 | 65.0 |
| Self employed | 3,900 | 5.4 | 7.9 | 9.1 |
| Unemployed | 3,900 | 7.3 | 4.8 | 4.8 |
| Males | | | | |
| Economically active | 28,000 | 76.0 | 80.5 | 83.3 |
| In employment | 25,800 | 70.0 | 76.4 | 79.1 |
| Employees | 22,700 | 61.6 | 64.6 | 65.5 |
| Self employed | 3,000 | 8.3 | 11.4 | 13.1 |
| Unemployed | 2,200 | 7.9 | 5.0 | 5.1 |
| Females | | | | |
| Economically active | 25,700 | 71.7 | 72.0 | 72.9 |
| In employment | 24,000 | 67.0 | 68.7 | 69.7 |
| Employees | 23,100 | 64.6 | 64.2 | 64.4 |
| Self employed | 900 | 2.5 | 4.1 | 4.8 |
| Unemployed | 1,700 | 6.6 | 4.5 | 4.4 |

Source: annual population survey (Apr 2004-Mar 2005)

Economically inactive

Percentages are based on working age population

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|-----------------------|---------------------|---------------|-------------------|-----------|
| All people | | | | |
| Economically inactive | 19,000 | 26.1 | 23.7 | 21.7 |
| Wanting a job | 4,200 | 5.7 | 4.8 | 5.2 |
| Not wanting a job | 14,800 | 20.4 | 18.9 | 16.6 |
| Males | | | | |
| Economically inactive | 8,800 | 24.0 | 19.5 | 16.7 |
| Wanting a job | 1,700 | 4.7 | 4.2 | 4.2 |
| Not wanting a job | 7,100 | 19.3 | 15.4 | 12.5 |
| Females | | | | |
| Economically inactive | 10,100 | 28.3 | 28.0 | 27.1 |
| Wanting a job | 2,500 | 6.8 | 5.4 | 6.2 |
| Not wanting a job | 7,700 | 21.4 | 22.6 | 20.9 |

Source: annual population survey (Apr 2004-Mar 2005)

Employment by occupation

Percentages are based on all persons in employment.

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|--------------------------------------|---------------------|---------------|-------------------|-----------|
| Soc 2000 major group 1-3 | 16,900 | 33.2 | 38.8 | 41.6 |
| 1 Managers and senior officials | 6,800 | 13.2 | 14.0 | 14.9 |
| 2 Professional occupations | 4,700 | 9.3 | 11.6 | 12.6 |
| 3 Associate professional & technical | 5,400 | 10.6 | 12.9 | 14.0 |
| Soc 2000 major group 4-5 | 11,700 | 23.0 | 24.3 | 23.8 |
| 4 Administrative & secretarial | 7,100 | 14.0 | 13.2 | 12.6 |
| 5 Skilled trades occupations | 4,600 | 9.0 | 11.0 | 11.2 |
| Soc 2000 major group 6-7 | 9,400 | 18.5 | 16.7 | 15.6 |
| 6 Personal service occupations | 4,600 | 9.0 | 8.1 | 7.7 |
| 7 Sales and customer service occs | 4,800 | 9.4 | 8.5 | 7.8 |
| Soc 2000 major group 8-9 | 12,900 | 25.3 | 20.3 | 19.0 |
| 8 Process plant & machine operatives | 6,200 | 12.0 | 8.4 | 7.5 |
| 9 Elementary occupations | 6,800 | 13.2 | 11.8 | 11.5 |

Source: annual population survey (Apr 2004-Mar 2005)

Qualifications

All figures are for working age. For an explanation of the qualification levels see the definitions section.

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|----------------------|---------------------|---------------|-------------------|-----------|
| NVQ4 and above | 11,400 | 15.7 | 23.1 | 25.2 |
| NVQ3 and above | 24,100 | 33.1 | 41.4 | 43.1 |
| NVQ2 and above | 39,600 | 54.3 | 61.3 | 61.5 |
| NVQ1 and above | 50,600 | 69.4 | 75.8 | 76.0 |
| Other Qualifications | 4,300 | 5.9 | 6.4 | 8.8 |
| No Qualifications | 18,000 | 24.7 | 17.7 | 15.1 |

Source: local area labour force survey (Mar 2003-Feb 2004)

Earnings by residence

Median earnings in pounds for employees living in the area.

| | Halton (pounds) | North West (pounds) | GB (pounds) |
|--------------------------|--------------------|------------------------|----------------|
| gross weekly pay | | | |
| Full Time Workers | 367.5 | 410.0 | 433.1 |
| Male Full Time Workers | 450.1 | 450.0 | 474.9 |
| Female Full Time Workers | 302.8 | 351.6 | 372.3 |
| hourly pay | | | |
| Full Time Workers | 9.36 | 10.32 | 10.86 |
| Male Full Time Workers | 10.23 | 10.96 | 11.50 |
| Female Full Time Workers | 7.93 | 9.40 | 9.90 |

Source: annual survey of hours and earnings - resident analysis (2005)

Working-age benefits

The Jobseeker's Allowance (JSA) is payable to people under pensionable age who are available for, and actively seeking, work of at least 40 hours a week.

Total JSA claimants

The percentage figures show the number of JSA claimants as a proportion of resident working-age people.

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|------------|---------------------|---------------|-------------------|-----------|
| All people | 2,626 | 3.5 | 2.7 | 2.6 |
| Males | 1,994 | 5.3 | 4.1 | 3.7 |
| Females | 632 | 1.7 | 1.3 | 1.4 |

Source: claimant count with rates and proportions (January 2006)

JSA claimants by age and duration

The percentage figures represent the number of JSA claimants in a particular category as a percentage of all JSA claimants.

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|-----------------------------|---------------------|---------------|-------------------|-----------|
| by age of claimant | | | | |
| Aged 18-24 | 940 | 35.9 | 32.5 | 29.3 |
| Aged 25-49 | 1,280 | 48.8 | 51.9 | 53.1 |
| Aged 50 and over | 380 | 14.5 | 14.4 | 16.4 |
| by duration of claim | | | | |
| Up to 6 months | 1,855 | 70.8 | 70.8 | 68.2 |
| Over 6 up to 12 months | 455 | 17.4 | 16.6 | 17.9 |
| Over 12 months | 310 | 11.8 | 12.5 | 13.9 |

Source: claimant count - age and duration (January 2006)

Labour Demand

The density figures represent the ratio of total jobs to working-age population.

| | Halton (jobs) | Halton (density) | North West (density) | GB (density) |
|--------------|------------------|---------------------|-------------------------|-----------------|
| Jobs Density | 56,000 | 0.8 | 0.8 | 0.8 |

Source: jobs density (2003)

Employee jobs

Percentages are based on total employee jobs.

| | Halton (employee jobs) | Halton (%) | North West (%) | GB (%) |
|--|---------------------------|---------------|-------------------|-----------|
| Total employee jobs | 53,086 | - | - | - |
| Full-time | 38,291 | 72.1 | 68.0 | 68.0 |
| Part-time | 14,741 | 27.8 | 32.0 | 32.0 |
| Manufacturing | 9,181 | 17.3 | 13.8 | 11.9 |
| Construction | 1,997 | 3.8 | 5.0 | 4.5 |
| Services | 41,542 | 78.3 | 80.4 | 82.1 |
| Distribution, hotels & restaurants | 11,822 | 22.3 | 25.0 | 24.7 |
| Transport & communications | 7,295 | 13.7 | 6.0 | 5.9 |
| Finance, IT, other business activities | 8,968 | 16.9 | 17.4 | 20.0 |
| Public admin, education & health | 10,997 | 20.7 | 27.3 | 26.4 |
| Other services | 2,461 | 4.6 | 4.8 | 5.1 |
| Tourism-related | 3,712 | 7.0 | 8.3 | 8.2 |

Source: annual business inquiry employee analysis (2004)

- data unavailable

Earnings by workplace

Median earnings in pounds for employees working in the area.

| | Halton (pounds) | North West (pounds) | GB (pounds) |
|--------------------------|--------------------|------------------------|----------------|
| gross weekly pay | | | |
| Full Time Workers | 442.5 | 407.2 | 432.1 |
| Male Full Time Workers | 471.4 | 446.7 | 473.4 |
| Female Full Time Workers | 360.2 | 350.0 | 372.1 |
| hourly pay | | | |
| Full Time Workers | 10.94 | 10.23 | 10.82 |
| Male Full Time Workers | 11.38 | 10.85 | 11.48 |
| Female Full Time Workers | 9.82 | 9.35 | 9.87 |

Source: annual survey of hours and earnings - workplace analysis (2005)

VAT registered businesses

Percentages are based on stock (at end of year).

| | Halton (numbers) | Halton (%) | North West (%) | GB (%) |
|------------------------|-----------------------------|-----------------------|---------------------------|-------------------|
| Registrations | 235 | 10.8 | 10.2 | 10.1 |
| Deregistrations | 215 | 9.8 | 9.8 | 9.9 |
| Stock (at end of year) | 2,185 | - | - | - |

Source: vat registrations/deregistrations by industry (2004)

Definitions and Explanations

Resident Population

The estimated population of an area includes all those usually resident in the area, whatever their nationality. HM Forces stationed outside the United Kingdom are excluded but foreign forces stationed here are included. Students are taken to be resident at their term-time address.

The population estimates contain the latest revisions including the new provisional population estimates for Manchester published by the Office for National Statistics on 4 Nov 2003.

Working age includes males aged 16 to 64 and females aged 16 to 59.

Labour Supply

All figures in this section, except earnings, come from the Annual Population Survey (APS). The APS is a new survey and is the largest regular household survey in the United Kingdom. It includes data from the Labour Force Survey (LFS), the annual LFS sample boosts in England, Wales and Scotland, plus an extra boost aimed at achieving a sample of at least 500 economically active adults in each local authority district in England. This first publication of APS data covers the period January to December 2004, and includes data from a sample of over 214,000 UK households consisting of around 500,000 people, of whom over 390,000 are aged 16 and over.

As APS estimates are based on statistical samples, they are subject to sampling variability. This means that if another sample for the same period were drawn, a different estimate might be produced. In general, the larger the number of people in the sample, the smaller the variation between estimates. Estimates for smaller areas such as local/unitary authorities are therefore less reliable than those for larger areas such as regions and countries. When the sample size is considered too small to produce reliable estimates, the estimates are replaced with a # in tables.

The concepts and definitions used are agreed by the International Labour Organization (ILO), an agency of the United Nations. As a household survey, the figures relate to where people live.

Economically active

Economically active: People aged 16 and over who are either in employment or unemployed.

Economic activity rate (working age): The number of people, who are economically active aged 16 to 59/64, expressed as a percentage of all working age people.

In employment: People aged 16 or over who did some paid work in the reference week (whether as an employee or self employed); those who had a job that they were temporarily away from (on holiday, for example); those on Government supported training and employment programmes; and those doing unpaid family work.

Employment rate (working age): The number of people in employment aged 16 to 59/64 expressed as a percentage of all working age people.

Employees and self employed: The division between employees and self employed is based on survey respondents' own assessment of their employment status. The percentage show the number in each category as a percentage of all working age people.

Unemployment: Refers to people without a job who were available to start work in the two weeks following their interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

Unemployment rate (working age): The number of unemployed people aged 16 to 59/64 expressed as a percentage of the economically active population aged 16 to 59/64.

Economically inactive

Economically inactive: People who are neither in employment nor unemployed. This group includes, for example, all those who were looking after a home or retired.

Wanting a job: People not in employment who want a job but are not classed as unemployed because they have either not sought work in the last four weeks or are not available to start work.

Not wanting a job: People who are neither in employment nor unemployed and who do not want a job.

Qualifications

Further processing is needed before qualifications data can be published from the APS. Until this is completed, the qualifications data will continue to be taken from the 2003 annual Labour Force Survey.

No qualifications: No formal qualifications held

Other qualifications: includes foreign qualifications and some professional qualifications

NVQ 1 equivalent: e.g. fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1, intermediate 1 national qualification (Scotland) or equivalent

NVQ 2 equivalent: e.g. 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2, intermediate 2 national qualification (Scotland) or equivalent

NVQ 3 equivalent: e.g. 2 or more A levels, advanced GNVQ, NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent

NVQ 4 equivalent and above: e.g. HND, Degree and Higher Degree level qualifications or equivalent

Earnings by residence

The figures show the median earnings in pounds for employees living in the area who are on adults rates of pay and whose pay was not affected by absence. Figures for earnings come from the Annual Survey of Hours and Earnings (ASHE). The ASHE is based on a 1 per cent sample of employees, information on whose earnings and hours is obtained from employers. The survey does not cover self-employed. In 2004 information related to the pay period which included 21 April.

The earnings information collected relates to gross pay before tax, national insurance or other deductions, and excludes payments in kind. It is restricted to earnings relating to the survey pay period and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

Working-age Benefits

JSA claimant count records the number of people claiming Jobseekers Allowance (JSA) and National Insurance credits at Jobcentre Plus local offices. People claiming JSA must declare that they are out of work, capable of, available for and actively seeking work during the week in which the claim is made.

The percentage figures express the number of claimants resident in an area as a percentage of the working age population resident in that area. Working age is defined as 16-64 for males and 16-59 for females. The working age population figures used to calculate claimant count proportions are derived from the mid-2002 population estimates.

The count of total JSA claimants is mostly derived from the Jobcentre Plus computer records. For various reasons, e.g. when a claimant's National Insurance number is not known, a few claims have to be dealt with manually by local offices. These clerical claims, which amount to less than 1 per cent of the total, are counted separately and not analysed in as much detail as the computerised claims. The count of total JSA claimants includes clerical claims, but only the computerised claims are analysed by age and duration.

Labour Demand

Labour demand includes jobs and vacancies - data on vacancies will be included in the profile when they become available for local authority areas.

Jobs density

The numbers of jobs per resident of working age (16-59/64). For example, a job density of 1.0 would mean that there is one job for every resident of working age. The total number of jobs is a workplace-based measure and comprises employees, self-employed, government-supported trainees and HM Forces. The number of working age residents figures used to calculate jobs densities are based on the mid-2001 population estimates.

Employee jobs

The number of jobs held by employees. The information comes from the Annual Business Inquiry (ABI) - an employer survey conducted in December of each year. The survey samples around 78,000 businesses. The ABI records a job at the location of an employee's workplace (rather than at the location of the business's main office).

Full-time and part-time: In the ABI, part-time employees are those working for 30 or fewer hours per week.

Tourism-related includes the following sectors:

- 551 Hotels
- 552 Camping sites etc
- 553 Restaurants
- 554 Bars
- 633 Activities of travel agencies etc
- 925 Library, archives, museums etc
- 926 Sporting activities
- 927 Other recreational activities

Earnings by workplace

The figures show the median earnings in pounds for employees working in the area who are on adults rates of pay and whose pay was not affected by absence. Figures for earnings come from the Annual Survey of Hours and Earnings (ASHE). The ASHE is based on a 1 per cent sample of employees, information on whose earnings and hours is obtained from employers. The survey does not cover self-employed. In 2004 information related to the pay period which included 21 April.

The earnings information collected relates to gross pay before tax, national insurance or other deductions, and excludes payments in kind. It is restricted to earnings relating to the survey pay period and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

VAT Registered Businesses

VAT registrations and de-registrations are the best official guide to the pattern of business start-ups and closures. They are an indicator of the level of entrepreneurship and of the health of the business population. As such they are used widely in regional and local economic planning.

The source of these figures is the Inter-Departmental Business Register (IDBR) which contains records of all businesses registered for VAT. Coverage of the statistics is complete in all parts of the economy except a few VAT exempt sectors and the very smallest one person businesses operating below the threshold for VAT registration (at the end of 2002, the VAT threshold was an annual turnover of 55,000).

Halton BC Employment Statistics

Contractual Hours

| <u>Category</u> | <u>Full Time</u> | | <u>Part Time</u> | | <u>Totals*</u> | |
|-----------------------|---------------------|---------------------|--------------------|---------------------|---------------------|---------------------|
| | Male | Female | Male | Female | Male | Female |
| Managerial | 130 | 137 | 1 | 24 | 131 | 161 |
| | <i>44.5%</i> | <i>47%</i> | <i>.3%</i> | <i>8.2%</i> | <i>44.9%</i> | <i>55.1</i> |
| Professional | 270 | 286 | 19 | 306 | 289 | 592 |
| | <i>30.6%</i> | <i>32.5%</i> | <i>2.2%</i> | <i>34.7%</i> | <i>32.8%</i> | <i>67.2%</i> |
| Administrative | 73 | 321 | 7 | 101 | 80 | 422 |
| | <i>14.5%</i> | <i>63.9%</i> | <i>1.5%</i> | <i>20.1%</i> | <i>15.9%</i> | <i>84.1%</i> |
| Manual | 171 | 48 | 65 | 524 | 236 | 572 |
| | <i>21.2%</i> | <i>5.9%</i> | <i>8%</i> | <i>64.98%</i> | <i>29.2%</i> | <i>70.8%</i> |
| Totals | 644 | 792 | 92 | 955 | 736 | 1747 |
| | <i>25.9%</i> | <i>31.9%</i> | <i>3.7%</i> | <i>38.5%</i> | <i>29.7%</i> | <i>70.3%</i> |

Employment Status

| <u>Category</u> | <u>Permanent</u> | | <u>Temporary</u> | | <u>Totals*</u> | |
|-----------------------|------------------|--------------|------------------|--------------|----------------|--------------|
| | Male | Female | Male | Female | Male | Female |
| Managerial | 129 | 157 | 2 | 4 | 131 | 161 |
| | 44.2% | 53.7% | 0.7% | 1.4% | 44.8% | 55.2% |
| Professional | 254 | 556 | 36 | 39 | 290 | 595 |
| | 28.8% | 62.8% | 4% | 4.4% | 32.7% | 67.3% |
| Administrative | 66 | 335 | 14 | 88 | 80 | 423 |
| | 13.1% | 66.6% | 2.8% | 17.5% | 15.9% | 84.1% |
| Manual | 167 | 464 | 69 | 108 | 236 | 572 |
| | 20.6% | 57.4% | 8.6% | 13.43% | 29.2% | 70.8% |
| Totals | 616 | 1512 | 121 | 239 | 737 | 1751 |
| | 24.7% | 60.8% | 4.8% | 9.76% | 29.6% | 70.4% |

Age

| <u>Category</u> | <u>Age Range</u> | | | | | | <u>Totals</u> |
|-----------------------|------------------|--------------|--------------|--------------|--------------|------------|---------------|
| | 60-64 | 50-59 | 40-49 | 30-39 | 20-29 | 19 or less | |
| Managerial | 4 | 92 | 120 | 70 | 6 | 0 | 292 |
| | 1.4% | 31.6% | 41.1% | 24% | 2% | | |
| Professional | 30 | 226 | 253 | 241 | 133 | 2 | 885 |
| | 3.4% | 25.5% | 28.6% | 27.2% | 15% | 0.2% | |
| Administrative | 10 | 86 | 120 | 109 | 149 | 22 | 496 |
| | 2% | 17.3% | 24.2% | 22% | 30% | 4.4% | |
| Manual | 46 | 158 | 221 | 215 | 141 | 27 | 808 |
| | 5.7% | 19.5% | 27.4% | 26.6% | 17.5% | 3.3% | |
| Totals | 90 | 562 | 714 | 635 | 429 | 51 | 2481 |
| | 3.6% | 22.7% | 28.8% | 25.6% | 17.3% | 2% | |

* There is a discrepancy in the total figure because the figures from Education and Social Inclusion were down by 3.

Ethnic Origin

| Category | White | | | | Asian or Asian British | | | | Mixed/Black or Black British | | | | Chinese | | Not Declared | |
|----------------|---------|--------|-------|--------|------------------------|--------|-------|--------|------------------------------|--------|-------|--------|---------|--------|--------------|--------|
| | British | | Irish | | Indian | | Other | | White/Black Caribbean | | Other | | Male | Female | Male | Female |
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | | | | |
| Managerial | 124 | 153 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| | 42.7% | 52.5% | 1% | 1% | | | | | | | | | | 0.4% | 1% | 1.4% |
| Professional | 268 | 511 | 3 | 5 | 1 | 2 | 5 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 12 | 71 |
| | 30.3% | 57.9% | 0.3% | 0.7% | 0.1% | 0.2% | 0.7% | 0.1% | | | | 0.2% | 0.1% | | 1.4% | 8% |
| Administrative | 73 | 405 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 0 | 6 | 7 |
| | 14.7% | 81.9% | | | | | | 0.2% | | 0.4% | | 0.2% | | | 1.2% | 1.4% |
| Manual | 233 | 559 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 12 |
| | 28.8% | 69.3% | | | | | 0.2% | 0.1% | | | | | | | 0.1% | 1.5% |
| Totals | 698 | 1628 | 6 | 8 | 1 | 2 | 7 | 3 | 0 | 2 | 0 | 3 | 1 | 1 | 22 | 94 |
| | 28.2% | 65.8% | 0.2% | 0.3% | 0.04% | 0.09% | 0.3% | 0.1% | | 0.09% | | 0.1% | 0.04% | 0.04% | 0.9% | 3.8% |

3 people from Chief Executives and 9 people from Resources and Corporate chose not to declare their ethnicity but this information was not broken down by job category

Service with Halton Borough Council (Years)**

| <u>Category</u> | Service Range | | | | | | Totals |
|-----------------------|---------------|--------------|------------|--------------|-------------|-------------|-------------|
| | Less than 1 | 1-4 | 5-9 | 10-19 | 20-29 | 30-39 | |
| Managerial | 14 | 60 | 105 | 61 | 38 | 14 | 292 |
| | 4.8% | 20.5% | 36% | 20.9% | 13% | 4.8% | |
| Professional | 111 | 288 | 369 | 66 | 35 | 12 | 881 |
| | 12.6% | 32.7% | 41.9% | 7.5% | 3.9% | 1.4% | |
| Administrative | 71 | 204 | 152 | 46 | 21 | 6 | 500 |
| | 14.2% | 40.8% | 30.4% | 9.2% | 4.2% | 1.2% | |
| Manual | 164 | 207 | 240 | 121 | 61 | 15 | 808 |
| | 20.3% | 25.6% | 29.7% | 15% | 7.5% | 1.9% | |
| Totals | 360 | 759 | 866 | 294 | 155 | 47 | 2481 |
| | 14.5% | 30.6% | 35% | 11.8% | 6.2% | 1.9% | |

Local Government Service (Years)**

| Category | Service Range | | | | | | | Totals |
|-----------------------|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| | Less than 1 | 1-4 | 5-9 | 10-19 | 20-29 | 30-39 | 40+ | |
| Managerial | 13 | 34 | 49 | 85 | 78 | 32 | 0 | 291 |
| | 4.5% | 11.7% | 16.8% | 29.2% | 26.8% | 11% | | |
| Professional | 88 | 235 | 166 | 240 | 116 | 32 | 1 | 878 |
| | 10% | 26.8% | 19% | 27.3% | 13.2% | 3.6% | 0.1% | |
| Administrative | 56 | 196 | 112 | 76 | 40 | 15 | 0 | 495 |
| | 11.3% | 39.6% | 22.6% | 15.4% | 8% | 3% | | |
| Manual | 166 | 205 | 227 | 133 | 62 | 15 | 0 | 808 |
| | 20.5% | 25.37% | 28.1% | 14.46% | 7.67% | 1.9% | | |
| Totals | 323 | 670 | 554 | 534 | 296 | 94 | 1 | 2472 |
| | 13% | 27.1% | 22.4% | 21.6% | 12% | 3.8% | 0.04% | |

*There is a discrepancy in the total figure because the figures from Education and Social Inclusion were down by 7.

** Regeneration and Neighbourhood Services weren't able to record the figures for "Local Government Service" and "Service with Halton Borough Council" separately so the one set of figures they collected has been included in both categories.

Please note that the data provided does not include figures for Cultural and Leisure Services.

Annex B COMMUNITY COHESION COMMUNICATION ISSUES

1. *The Rolf Harris Question*

- Can you tell what it is yet?
- Do we really know what cohesion means?
- Have we ever seen a cohesive community?
- If we say nothing, it is the same as saying something
- Be aware of the fear factor – will talking about issues make them worse?

2. *Must be prepared to talk*

- Once perceptions are fixed, they are very hard to shift
- Think about actions that can fix positive perceptions

3. Do we know what we are talking about?

- What kind of community do we have
- What kind of community do we want to create
- What are the focal points in Halton life – places, events
- What are the interactions and communication channels available to us
- Can we celebrate difference and what is common

4. *Can we take the pulse?*

- Will overview and scrutiny processes work for us
- How do we engage and listen to people
- Are we clear who we are aiming at – old/young, rich/poor
- Are we specific in what we are trying to promote – belonging, services

5. *Will our grannies get it?*

- Can we make it easy to understand, popular
- Can we avoid the word cohesion
- Are phrases like community spirit, local pride, belonging, getting on, neighbourliness, living together, safe places, strong communities etc better

5. *Warm words are not enough*

- We need to plan, to take action, and to link into what is already happening or planned anyway
- Drivers may include feeling consulted, listened to, feeling safe, civic engagement, cleaner-greener-safer neighbourhoods, school projects
- Must promote real things – services, benefits, good news stories (avoiding jargon and sentiment)
- We must make sure our own house is in order so that we have credibility.

6. *A Winning recipe*

- Must make the media our friend – people trust the local news
- Big influences are parents, TV, newspapers
- Those most concerned about issues are often the least informed or have the least experience of an issue, so the media is very powerful
- Must consider policy and communication together
- Get the facts out, challenge myths and use pre-buttal
- Promote belonging and link campaigns e.g. sport, arts
- Use any and all means you can – CSOs, teachers, taxi drivers, community workers
- Develop events and banal encounters – carnivals etc – but be clear about objectives
- Focus on neighbourhoods and back up with funding

Annex D COMMUNITY COHESION PERFORMANCE INDICATORS

| BV Indicator | Description | Actual 2004/5 | Target 2005/6 |
|--------------|---|---------------------------------|------------------|
| BV2 | (a) The level (if any) of the Equality Standard for Local Government to which the authority conforms. | 1 | 2 |
| | (b) The duty to promote race equality | 53 | 58 |
| BV3 | The percentage of citizens satisfied with the overall service provided. | 2003/04 was last survey: 66 | TBA |
| BV11 | (a) The percentage of top 5% of earners that are women | 37.84 | 40 |
| | (b) The percentage of top 5% of earners from ethnic minority communities. | 3.12 | 3.2 |
| BV17 | The percentage of local authority employees from ethnic minority communities compared with the percentage of the economically active ethnic minority community population in the authority area | Employees 1.7 Population 1.1 | Employees 1.8 |
| BV38 | The percentage of 15 year old pupils in schools maintained by the local education authority achieving 5 GCSEs at A*-C or equivalent | 43.9 | 50 |
| BV39 | The percentage of 15 year old pupils in schools maintained by the local education authority achieving 5 GCSEs or equivalent at A*-G including English and Maths | 85.3 | 85 |
| BV40 | The percentage of pupils in schools maintained by the local education authority achieving level 4 or above in the Key Stage 2 Mathematics test. | 72 | 74 |
| BV41 | The percentage of pupils in schools maintained by the local education authority achieving level 4 or above in the Key Stage 2 English test. | 76 | 76 |
| BV44 | Number of pupils permanently excluded during the year from all schools maintained by the local education authority per 1,000 pupils at all maintained schools. | 1.77 | Now a deleted PI |
| BV 45 | The percentage of half days missed due to total absence in secondary schools maintained by the local education authority. | 10.21 | 9 |
| BV 54 | Older people helped to live at home per 1,000 population aged 65 or over | 100.12 | 107 |
| BV74 | Satisfaction of tenants of council housing with the overall service provided by their landlord: with results further broken down by (i) ethnic minority and (ii) non-ethnic minority tenants. | N/A since LSVT | |

| | | | |
|---------------|--|--|------------------|
| BV75 | Satisfaction of tenants of council housing with opportunities for participation in management and decision making in relation to housing services provided by their landlord: with results further broken down by (i) ethnic minority and (ii) non-ethnic minority tenants. | | |
| BV120(police) | Level of crime (using British Crime Survey). | ? | ? |
| BV121(police) | Fear of crime (using British Crime Survey). | ? | ? |
| BV126 | Domestic burglaries per 1,000 households and percentage detected | 10 detected? | 9.6 detected? |
| BV127 | Violent crimes per 1,000 population and percentage detected. | Not sure how to derive this – indicator is reported in 5 parts. None of these represent the %age detected. | |
| BV128 | Vehicle crimes per 1,000 population and percentage detected. | 17.6 | 16.1 |
| BV156 | Proportion of authority buildings open to the public in which all public areas are suitable for and accessible to disabled people. | 39 | 40 |
| BV164 | Does the authority follow the Commission for Racial Equality's <i>Code of Practice in Rented Housing</i> and follow the Good Practice Standards for social landlords on tackling harassment included in <i>Tackling Racial Harassment: Code of Practice for Social Landlords</i> ? | N/A since LSVT | |
| BV165 | Percentage of pedestrian crossings with facilities for disabled people | 94 | 100 |
| BV174 | The number of racial incidents recorded by the authority per 100,000 population | 9.29 | N/A |
| BV175 | The percentage of racial incidents that resulted in further action | 100 | 100 |
| BV198 | The number of problem drug misusers in treatment per 1,000 head of population aged 15-44 years | 7.9 | 12.96 |

Annexe E

Outline of Community Cohesion Action Plan

It would be possible to restate the actions of the Council and its partners in the form of a Community Cohesion Action Plan. This would simply be done by setting out a series of objectives in cohesion speak and to draw up a series of existing actions and propose new actions that sit under them. For example the following list of objectives may be appropriate:

1. To develop significant opportunities that all residents of Halton, particularly young people, have to meet, mix and engage in activities with others and to play key roles in their communities.
2. To develop a shared sense of belonging to Halton for all communities and an active citizenship programme which promotes common values.
3. To actively challenge stereotypes and promote awareness, celebration and understanding of life in Halton.
4. To develop proactive communication and media strategies which seeks to present life in Halton in the best possible light.
5. Improve access to learning, training and job opportunities for people living in Halton who are isolated or disadvantaged in any way.
6. To make Halton's communities as safe as possible, reducing the fear of crime, improving our capacity to prevent problems arising and tackling discrimination, domestic abuse and hate crime.
7. Improve the way in which services are delivered in Halton to make sure that they are accessible and responsive to the needs of everybody.
8. Ensure equality of access to good quality and affordable housing in order to promote sustainable neighbourhoods throughout the Borough.
9. Promote cohesion through community leadership, and solid, robust and innovative partnerships.
10. Promote and encourage greater public involvement in the shaping of policies, programmes and services by all sections of the Halton community through the Halton Community Engagement Strategy.

REPORT TO: Employment, Learning and Skills Policy and Performance Board

DATE: 14 June 2006

REPORTING OFFICER: Strategic Director Environment

SUBJECT: Work Programme 2006/7

WARDS: Boroughwide

1.0 PURPOSE OF REPORT:

1.1 To recommend topics for 2006/07 work programme.

2.0 RECOMMENDED: That Members confirm the work programme for 2006/07.

3.0 SUPPORTING INFORMATION

3.1 As part of the scrutiny programme, members are asked to identify between 3-5 areas of work for possible topics for scrutiny throughout the year.

3.2 Potential areas previously identified as possibilities include the following:

- Adult Learning and Basic Skills.
- Halton People into Jobs
- Sports Development/inclusion in sport
- Community Centres/Community Development.

4.0 POLICY IMPLICATIONS

4.1 None at this stage.

5.0 OTHER IMPLICATIONS

5.1 None at this stage.

6.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

6.1 There are no background papers under the meaning of the Act.

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REPORT TO: Employment, Learning and Skills PPB

DATE: 14th June 2006

REPORTING OFFICER: Strategic Director, Health and Community

SUBJECT: Capital of Culture

WARDS: Borough-wide

1.0 PURPOSE OF THE REPORT

To update Members of the PPB on an outline programme of activities related to Capital of Culture activity.

2.0 RECOMMENDATION: That

- 1) The PPB comment on the programme of activity for Capital of Culture as outlined in this Report.

3.0 SUPPORTING INFORMATION

- 3.1** The previous Employment and Life Chances PPB received reports considering Halton's possible involvement in Liverpool's Capital of Culture celebrations.
- 3.2** Recent progress has been made in trying to agree a headline programme that is achievable and deliverable.
- 3.3** The following outlines the possible major areas of activity
 - 1) All Halton's twin towns to be invited to Liverpool's Birthday Celebrations in 2007.
 - 2) Halton to organise a Town Twinning Festival in 2008 at which all Merseyside Authorities twins will be invited. The event will focus on performance opportunities for young people and creative industries trade fair. The idea is supported by the Merseyside Cultural Forum.
 - 3) Produce a Capital of Culture Enterprise Game for 2008 as agreed by the Merseyside Cultural Forum.
 - 4) Utilise the Brindley as a venue for hosting events, including multi-authority community arts. Possibility of a youth drama festival.
 - 5) Host the British and European Student Rugby League Games in 2007.
 - 6) Host events in Halton for the World Fire-fighter Games in 2008 (based in Liverpool).
 - 7) Develop a programme for 'Theatre in the Parks'.
 - 8) Develop youth music opportunities through Liverpool's 'Streetwaves' initiative.
 - 9) Lead on development of Arts Mark, sharing Halton's good practise with other authorities.

- 10) Host business meetings with local industry to promote the 08 Business Club.
- 11) Develop volunteering opportunities for residents of Halton.
- 12) Involvement in the 2007 heritage programme, particularly the proposals for local 'history fair'
- 13) Participate in Community Education Programmes, (e.g. drug/alcohol awareness initiatives)

- 3.4 The above is not exhaustive, and other opportunities will no doubt emerge.
- 3.5 The above suggested programme now needs to be worked up in detail and fully costed so that a report can be taken to the Executive Board.

4.0 POLICY IMPLICATIONS

- 4.1 None. A decision in principle to support Capital of Culture has already been approved.

5.0 OTHER IMPLICATIONS

- 5.1 The above programme is in embryonic state. Detailed proposals need to be worked up and fully costed to consider what can be supported. A number of activities, however will be able to be funded within existing resources.

6.0 RISK ANALYSIS

- 6.1 Involvement in Capital of Culture offers Halton the opportunity to raise its profile and provides a number of cultural and business opportunities. By implication, these could be lost by non-involvement.

7.0 Equality and Diversity Issues

- 7.1 None identified.

- 8.0 List of Background Papers Under Section 100D of the Local Government Act 1972

- 8.1 None

Document

Place of Inspection

Contact Officer

REPORT TO: Employment, Learning & Skills PPB

DATE: 14 June, 2006

REPORTING OFFICER: Chief Executive

SUBJECT: Performance Management Reports for 2005/06

WARDS: Boroughwide

1. PURPOSE OF REPORT

1.1 To consider and raise any questions or points of clarification in respect of the 4th quarter year-end performance management reports on progress against service plan objectives and performance targets, performance trends/comparisons, factors affecting the services etc. for:

- Student Services & Lifelong Learning
- Culture & Leisure Services
- Economic Regeneration

2. RECOMMENDED: That the Policy and Performance Board

- 1) Receive the 4th quarter year-end performance management reports;**
- 2) Consider the progress and performance information and raise any questions or points for clarification; and**
- 3) Highlight any areas of interest and/or concern where further information is to be reported at a future meeting of the Policy and Performance Board.**

3. SUPPORTING INFORMATION

3.1 The departmental service plans provide a clear statement on what the services are planning to achieve and to show how they contribute to the Council's strategic priorities. The service plans are central to the Council's performance management arrangements and the Policy and Performance Board has a key role in monitoring performance and strengthening accountability.

3.2 The quarterly reports are on the Information Bulletin to reduce the amount of paperwork sent out with the agendas and to allow Members access to the reports as soon as they have become available.
It also provides Members with an opportunity to give advance notice of any questions, points or requests for further information that will be raised to ensure the appropriate Officers are available at the PPB meeting.

4. POLICY AND OTHER IMPLICATIONS

4.1 There are no policy implications associated with this report.

5. RISK ANALYSIS

5.1 Not applicable.

6. EQUALITY AND DIVERSITY ISSUES

6.1 Not applicable.

7. LIST OF BACKGROUND PAPERS UNDER SECTIONS 100D OF THE LOCAL GOVERNMENT ACT 1972

| Document | Place of Inspection | Contact Officer |
|-----------------|----------------------------|------------------------|
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