

Communities and Neighbourhoods Committee

10.00am, Tuesday 10 May 2016

Payments to Third Parties: Equalities and Rights Network (EaRN) Service Provider - Continuing Investment 2016/17

Item number	7.2
Report number	
Executive/routine	
Wards	

Executive summary

This report details the annual performance for 2015/16 by Volunteer Edinburgh to develop and deliver the new Equality and Rights Network for the City. It also sets out the targets for 2016/17, and seeks approval to continue to invest in Volunteer Edinburgh (VE) for this work.

Links

Coalition pledges	P15, P28, P33, P36
Council outcomes	CO7, CO8, CO10, CO11, CO14, CO23, CO26
Single Outcome Agreement	SO1, SO2, SO3, SO4

Report

Payments to Third Parties: Equalities and Rights Network (EaRN) Service Provider - Continuing Investment 2016/17

Recommendations

- 1.1 It is recommended that the Committee:
 - 1.1.1 notes the annual performance for 15/16 as set out in the report;
 - 1.1.2 approve the second tranche of grant for 2016/17;
 - 1.1.3 notes the targets for 2016/17 to be considered by the EaRN Board in May 2016; and
 - 1.1.4 notes that the EaRN Board may introduce key performance indicators connected with their work objectives for 2016/17 as outlined in the report.

Background

- 2.1 [Edinburgh Equalities and Rights Network](#) was established in 2015. Its aim was to give voice to individuals experiencing forms of inequality, and to improve connections between organisations working in this area of public policy.
- 2.2 In May 2015, [committee approved](#) £45,000 grant investment to Volunteer Edinburgh over a three year in-principle period as a service provider for the new Equalities and Rights Network (EaRN) in Edinburgh. Any subsequent investment was to be subject to achieving targets and demonstrating satisfactory performance.
- 2.3 Volunteer Edinburgh demonstrated the best fit with the [EaRN Charter](#) and [Service Specification](#). The organisation also provides strong links between the public and third sectors and has made the strong proposals to both develop the Network and enhance the voices of those with protected characteristics and lived experience of inequality.

Main report

Progress of the Network in 2015/16

- 3.1 Two new part-time posts have been funded in Volunteer Edinburgh to:
 - help develop the Network;
 - grow network membership;

- deliver projects requested by the membership; and
 - improve communications amongst members and partners.
- 3.2 In August 2015, a vision, charter, and communications plan were developed by the Network and work began to publicise and encourage the sign-up of members and recruitment of equality ambassadors. A number of articles and blogs were published in a series of press and social media items including the Edinburgh Reporter, The Student and The Chronicle Online.
- 3.3 A 'soft launch' of the Network was held in October 2015 and attracted 35 participants. The event produced the following key actions:
- to support existing organisations to work together, support people and organisations to learn from each other and share best practice;
 - to create initiatives like mutual mentoring and peer learning to complement an online forum (for organisations to connect and identify where different inequalities intersect);
 - to support people experiencing discrimination and poverty to speak for themselves, not be spoken for; and
 - to identify and promote a working definition of poverty that takes into account complexities of need and support.
- 3.4 In November the first EaRN newsletter was published with the launch of the [EaRN website](#). The Board also issued a Memorandum of Understanding which set-out how the Network operates and engages with communities and organisations.
- 3.5 Training of equality ambassadors began in January 2016 and their first meeting produced key actions on accessibility of information, engagement and involvement of people with lived experience and mechanisms to influence decision-makers.
- 3.6 In March 2016 an EaRN Project Board and Equalities Ambassador Away Day was held. The discussion focussed on how best to involve people experiencing inequality in the Network and the official launch of EaRN in May 2016. Outcomes from the meeting included the following:
- events in localities should regularly be held with trusted and established organisations based on themes such as hate crime, transport and accessibility;
 - the structure of the launch should include key priorities that are aligned to the Community Plan 2015-18; and
 - input should come from EaRN members, ambassadors and public sector partners.
- 3.7 Further detail on the first year of activity is provided in Appendix 1.

3.8 Since October 2015 membership has grown to 24 organisations, three individuals and eight equality ambassadors. Further efforts to grow the membership are underway, and will form the priority activity for 2016/17.

Proposed developments for 2016/17

3.9 Appendix 2 summarises the draft targets for VE to deliver pending approval by the EaRN Board in May 2016. Next steps include:

- enhancement of the website including an online forum, events section and search function for areas of interest;
- activity to grow the membership and increase the number of equality ambassadors;
- a series of key events, in particular the official launch of EaRN on the 25th May 2016 which will help to identify the Network's key priorities;
- improved connections with city and locality policy and partnership developments;
- input into public sector biennial reports on equality and rights, and development of a new equalities and rights outcomes (including poverty) by May 2017; and
- gradual transition to a member-led Board composition and business programme, and better representing the voice of those experiencing inequality.

3.10 Committee is asked to note that the EaRN Board will choose to introduce key performance indicators connected with work objectives and this will include a % increase in membership growth. This is in order that the Network (both the Board and VE) has a specified target to achieve for 2016/17.

3.11 The investment of £45,000 for 2016/17 will continue to support the staff costs to progress the development priorities of the EaRN Board.

Measures of success

4.1 VE annual performance report outlining the proposed targets agreed by the EaRN Board to develop the Network will evidence successful delivery of outcomes.

Financial impact

5.1 Financial resources for the grant award are contained within current budgets within the Strategy and Insight Division.

5.2 The Transformation Programme's reduction in payments to third parties within the Strategy and Insight Division was identified in February 2015 and does not affect the committee's grant commitments for the period 2016/17.

Risk, policy, compliance and governance impact

- 6.1 Any risks associated with the award to the VE will be mitigated by grant monitoring arrangements, committee scrutiny and EaRN Board monitoring and oversight.

Equalities impact

- 7.1 The development and implementation of the new Equality and Rights Network service will assist the Council to better deliver key equality and rights outcomes, and the Equality Act 2010 public sector equality duties to (i) eliminate unlawful discrimination, harassment and victimisation, (ii) advance equality of opportunity and (iii) foster good relations.
- 7.2 The initial Equalities and Rights Impact Assessment (ERIA) undertaken in 2015 highlighted the need to ensure the Board becomes more independent of the funding bodies in the longer term. Work is underway to ensure that this happens during 2016/17.

Sustainability impact

- 8.1 Proposals in the report contribute to the delivery of Sustainable Edinburgh 2020 objectives, in particular the advancement of vibrant flourishing communities, social and economic wellbeing and an efficient and effectively managed city.

Consultation and engagement

- 9.1 Consultation and engagement activity relating to the above includes:
- Equality Ambassadors Away-Day in March 2016;
 - Ongoing discussions by the EaRN Board at their key meetings in 2015/16;
 - Engagement with leading equality interests and events in 2015/16.

Background reading / external references

- [Equalities and Rights Network – proposals to deliver of the service](#)
- [“Corporate Governance Grants to Third Parties: Proposals for Expenditure and Service Change 2015/16”](#) - report to the Communities and Neighbourhoods Committee of 10 February 2015

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Links

Coalition pledges

P15 - Work with public organisations, the private sector and social enterprise to promote Edinburgh to investors

Council outcomes	<p>P28 - Further strengthen our links with the business community by developing and implementing strategies to promote and protect the economic well being of the city</p> <p>P33 - Strengthen Neighbourhood Partnerships and further involve local people in decisions on how Council resources are used</p> <p>P36 - Develop improved partnership working across the capital and with the voluntary sector to build on the “Total Craigroyston” model</p> <p>CO10 - Improved health and reduced inequalities</p> <p>CO11 - Preventative and personalised support in place</p> <p>CO14 - Communities have the capacity to help support people</p> <p>CO23 - Well engaged and well informed – Communities and individuals are empowered and supported to improve local outcomes and foster a sense of community</p> <p>CO26 – The Council engages with stakeholders and works in partnership to improve services and deliver on agreed objectives.</p>
Single Outcome Agreement	<p>SO1 - Edinburgh's Economy Delivers increased investment, jobs and opportunities for all</p> <p>SO2 - Edinburgh's citizens experience improved health and wellbeing, with reduced inequalities in health</p> <p>SO3 - Edinburgh's children and young people enjoy their childhood and fulfil their potential</p> <p>SO4 - Edinburgh's communities are safer and have improved physical and social fabric</p>
Appendices	<p>Appendix 1 – Summary progress achieved in 2015/16</p> <p>Appendix 2 – Proposed (draft) key targets for delivery in 2016/17 for consideration by the EaRN Board.</p>

Appendix 1 – Summary progress achieved in 2015/16

	Action	Start	End	Completion in Full, Part or Not met	Evidence
1	Recruit EaRN Development Officer and Communications Worker	May	July	Full June 2015	<i>Key workers employed</i>
2	Create and publicise an EaRN email address	May	June	Full Aug 2015	<i>Promotional material</i>
3	Develop a model Equalities and Rights Policy, with EaRN members	May	July	Part - no policy developed, but have a statement	<i>EaRN members met in December and identified actions</i> <i>Statement has been produced</i>
4	Develop EaRN "Brand" identity and associated guidelines	July	August	Completed August	<i>Logo, vision, etc</i>
5	Develop EaRN Website with links to other organisations websites with an equalities & rights focus.	August	Sept	Complete but will continued to be developed	<i>Website completed but continues to be under development</i> <i>First version of website launched 30th November 2015</i>
6	Develop EaRN communication plan which includes social media	August	Sept	Part – draft to be presented for Board approval May 2016	<i>Communicators plan produced for May Board meeting</i> <i>First of monthly newsletters launched 30th November 2015</i> <i>Media coverage of EaRN started in September</i>

	Action	Start	End	Completion in Full, Part or Not met	Evidence
7	Develop initial membership database for the network	July	Sept	Completed Aug 2015	Developed basic database – development continues
8	Recruit network members from across all equality groups	August	ongoing	Ongoing	<p>Volunteer recruitment fair on 7th October to publicise EaRN and in particular EA role, doing short workshop during the day.</p> <p>Soft launch on 21st Oct 15</p> <p>Media articles, events and publicity materials</p>
9	Develop Equalities Ambassador volunteering role to support the development of EaRN	July	July	completed	Job descriptions, specification etc
10	Recruit and train 15-20 Equalities Ambassadors	July	August	Induction end of Jan16	Recruitment began at soft launch in October and continues. Induction completed for 8 ambassadors in Jan16.
11	Undertake Desk Research to identify and close any knowledge gaps in the network	August	ongoing	Continues	Work will progress on this target when more members are recruited

	Action	Start	End	Completion in Full, Part or Not met	Evidence
12	Plan and deliver formal EaRN launch event		Autumn	completed	<p><i>Soft launch on 21st October, 35 people attended from public sector and third sector. Positive feedback and action points taken to progress the Network.</i></p> <p><i>Preparation begun for formal Launch in May 2016</i></p>
13	Engage with network members, the Council, partners, Neighbourhood Partnerships, Strategic Partnerships and Voluntary Sector Forums on key priorities for the network	August	Sept	Part met	<p><i>Calendar of activity with partners – started in August and placed in the website</i></p> <p><i>Partner engagement will be key to the Launch event</i></p>
15	Report to EaRN project Board (to include membership by equalities grouping)	Apr-16	May-16	Completion	<p><i>Board meets quarterly and receive reports on progress and membership.</i></p>
16	Deliver Network event/s for members, partners and other stakeholders, including an annual review of achievements and plans for the period ahead.	Jan 16	ongoing	Part met	<p><i>Preparation begun for Launch in May 2016</i></p>
17	Undertake an annual survey of network members and volunteers	August 16	Sept	Carried forward into 2016/17	

	Action	Start	End	Completion in Full, Part or Not met	Evidence
18	Provide the Secretariat function to the Earn Project Board and EaRN network meetings.	August		Ongoing	<i>Started August 2015</i>
19	Develop an EaRN campaign entitled 'Edinburgh for Everyone' to engage members, citizens and local community groups in work to tackle hate crime. Link this to the Police Scotland 'Keep Safe' national campaign			Ongoing	<i>Started April 2016</i>
20	Develop a grass roots social media campaign entitled #myequality to profile the priorities of EaRN members			Ongoing	<i>Started February 2016</i>

Appendix 2 – Proposed targets for delivery in 2016/17 for consideration by the EaRN Board in May 2016*

	Target	Start	End
1	Development of the website including an online forum, events section and search function for areas of interest.	May 16	June 2016
	Develop database to align categories interests and representation status	June 16	August 16
	Online forum for organisations to connect with one another and identify where different inequalities intersect with one another.	May 16	July 2016
2	Make sure information is accessible – not just online or through social media by publicising and producing papers copies for events and when requested.	May 16	May 17
	Make sure ‘Happy to Translate’ is on all materials	May 16	May 17
	Organise regular local events delivered in trusted and established organisations based on themes such as hate crime, transport and accessibility	May 16	May 17
3	Develop a working definition of poverty that takes into account its complexities needs to be identified and promoted in both the media and wider society.	June 16	June 16

	Target	Start	End
5	Implement communication/recruitment strategy to increase membership and recruit more ambassadors and to define priority projects for EaRN to deliver.	May 16	May 17
	Publicise key initiatives being supported by the Network e.g. 'Keep Safe' in order to increase interest and increase membership.	May 16	May 17
6	Launch of EaRN on the 25 th May 2016 to identify key priorities for the City	May 16	May 16
7	Provide a key event in October to assess progress	October 16	October 16
8	Engage with network members, the Council, partners, Neighbourhood Partnerships, Strategic Partnerships, Locality Leadership Teams and local voluntary sector forums on key priorities for the network	May 16	May 17
9	Transition to a member-led Board and informing future business programme based upon the voice of those experiencing inequality	May 2016	March 2017
10	Collaboration with and contribution to the work programme of the new Poverty, Inequality and Rights Advisory Partnership as set-up by the Edinburgh Partnership in March 2016.	March 2016	ongoing
11	Provide input into the Council's; (i) Biennial Report on Progress of Equalities and Rights Framework 2012-17 and (ii) coproduction of the new Equalities and Rights (including poverty) Framework 2017/22.	Autumn 2016	Spring 2017

	Target	Start	End
12	Provide input into Compact Strategic Framework and other Strategic partnership's equalities and rights objectives as required	Summer 2016	ongoing
13	Provide input into Locality Improvement Plans to ensure representation of poverty, inequality and rights.	Summer 2016	ongoing
14	Collaborate with other leading third sector equalities and rights organisations to examine joint investment opportunities, in particular progressing projects with potential transformational impacts at both city and locality levels	Autumn 2016	ongoing

** Committee is asked to note that the EaRN Board may in due course agree additional activity to the above.*