

Equality Objectives 2021-24

The equality objectives for 2021-24 represent an iterative step from the previous objectives, rather than an entirely new set of objectives. This is primarily due to the fact that the objectives which have been retained represent longer-term issues and aims which the City Council remains committed to addressing. The underlying causes and aggravating factors which give rise to inequalities tend to have arisen over the course of many years and cannot be eradicated within a short timescale. Also, the objectives are designed to align as closely as possible with the priorities and strategic objectives contained in the new Stronger Together Strategic Vision, which is broadly similar in structure and approach to the original Stronger Together Strategic Plan. Retaining similar descriptions of individual equality objectives also promotes more effective transparency in terms of performance monitoring and reporting against each of the objectives.

An additional consideration regarding the revised equality objectives is the nature and scale of impacts arising from the Covid-19 pandemic. The objectives reflect the fact that an important part of the focus of the citywide response to and recovery from the pandemic will involve identifying, assessing and mitigating adverse impacts on individuals, groups and communities, as well as working to protect communities from the threat of future outbreaks, strengthen local resilience and community cohesion and increase employment and economic growth.

The objectives which can be found in the table overleaf will be monitored and reviewed in line with the Stronger Together Priorities and updates given as we make progress.

Stronger Together Priority	Equality Objective	Specific criteria or groups affected	Current position (latest data)	Linked policies and strategies
<i>Enable our residents to fulfil their potential</i>	Narrow the gap in educational attainment levels between children from disadvantaged backgrounds and the average city pupil.	This objective applies to: <ul style="list-style-type: none"> • Children with English as an additional language; • Children with Special Educational Needs; • Children from households classed as living in poverty; • Looked after children and care leavers; • Children whose progress and/or attainment have been adversely affected by the pandemic and Covid-19 restrictions. 	The most recent data (2019) shows that: <ul style="list-style-type: none"> • About 20 per cent of children in the city (8,600) have English as an additional language, with 135 languages spoken across all city schools. • One in six children in Stoke-on-Trent is diagnosed as having Special Educational Needs. • 17.2 per cent (6,957) of the city school population are SEND pupils. • There were 918 children in care. • 43.6 per cent of Key Stage Two (KS2) pupils in Stoke-on-Trent who were eligible for free school meals met the expected standards in reading, writing and maths compared with an average of 60 per cent for all KS2 pupils in the city. 	<p>Room to Grow (Children, Young People and Families’ Strategy 2020-2024):</p> <ul style="list-style-type: none"> • Includes key outcome ‘Achieving’ - Children and young people have the opportunity to achieve their potential and make the most of their abilities. <p>Improving Education Strategy (2021-2024):</p> <ul style="list-style-type: none"> • To create an education system in Stoke-on-Trent that promotes the very highest standards for all children and young people, closes the attainment gap and allows every pupil to reach their full potential. <p>Citywide pandemic recovery plans will include a focus on mitigating any lasting impacts on educational attainment and ensuring affected children can catch up on development and learning.</p>
<i>Enable our residents to fulfil their potential</i>	Narrow the gap between the city and the rest of the UK regarding adult	This objective applies to: <ul style="list-style-type: none"> • Working age adults with no 	Data from December 2020 shows that: <ul style="list-style-type: none"> • 12.4 per cent of adults in Stoke-on-Trent have no formal qualifications, compared to the national average of 6.4 per cent. 	<p>Room to Grow:</p> <ul style="list-style-type: none"> • Includes key outcome ‘Prepared’ - Young people enter adulthood with the qualifications, skills, confidence, self-esteem and opportunities they

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	skills and qualifications	formal qualifications; <ul style="list-style-type: none"> Adults with higher level qualifications. 	<ul style="list-style-type: none"> This percentage has declined from 19.2 per cent in 2015, but will remain higher among older adults. 27.6 per cent of adults in the city have NVQ Level 4 or higher qualifications, compared to the national average of 43.1 per cent. This percentage has increased from 21.3 per cent of adults in the city in 2015. 	<p>need to make their best contribution to society.</p> <p>Economic Renewal Strategic Plan 2020-22 A key phase of the plan relates to reigniting regeneration activity and the work and skills programme to revitalise and reshape the economy. This includes ensuring residents have the skills for recovery with access to retraining programmes</p> <p>The Powering Up Stoke-on-Trent prospectus (2021) aims to ‘level up’ the city and reduce gaps to the national average including educational attainment and skill levels.</p>
<i>Enable our residents to fulfil their potential</i>	Improve access to employment for groups which experience barriers to work	Affected groups include: <ul style="list-style-type: none"> Women; People with disabilities; People from White British or Asian backgrounds; Homeless people; Care leavers; Carers; 	Figures for December 2020 showed that: <ul style="list-style-type: none"> 84.5 per cent of men aged 16-64 were economically active, compared to 82.9 per cent nationally; 70.7 per cent of women in the city were economically active, compared to 75.3 per cent nationally. Average weekly pay for men from the city who were working full-time was £537.10, compared to £478.40 for local women. Data from the 2011 Census showed that: <ul style="list-style-type: none"> 59 per cent of White British and Asian adults in the city were employed, compared 	<p>Joint Health & Wellbeing Strategy (2021-24):</p> <ul style="list-style-type: none"> Includes a focus on creating fair employment and good work for all. <p>Living My Best Life (A life course strategy for people with a learning disability in Stoke-on-Trent):</p> <ul style="list-style-type: none"> Aims to ensure that people with a learning disability experience equal rights and have the same opportunities as those who do not. Includes a focus on supporting more adults with learning

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		<ul style="list-style-type: none"> Adults whose employment, or opportunities for employment, have been adversely affected by the Covid-19 pandemic and restrictions. 	<p>to 87.8 per cent of people from mixed ethnic groups and 65 per cent of black or black African adults locally.</p> <p>Data from 2019 showed that:</p> <ul style="list-style-type: none"> 4,698 adults (2.36 per cent) in the city have been assessed as having a learning disability. The employment rate gap for people with learning disabilities in the city was 67.6 per cent, with only 2.4 per cent of adults who receive long-term support securing paid employment. At the beginning of 2021, figures showed that the city's unemployment rate had doubled to eight per cent during the pandemic. 	<p>disabilities who want to work to find employment.</p> <p>Joint All Age Carers Strategy (2021-25):</p> <ul style="list-style-type: none"> Includes the priority 'Realising and Releasing Potential' - Enabling those with caring responsibilities to realise their aspirations and fulfil their educational and employment potential. <p>Economic Renewal Strategic Plan 2020-22</p> <ul style="list-style-type: none"> Support people affected by redundancies to access employment and training schemes. Identify sectors most affected by the pandemic to support staff with rapid retraining programmes to find employment in growing sectors <p>Citywide pandemic recovery plans will aim to identify and address any additional barriers to employment resulting from the economic and social impacts of Covid-19 and restrictions.</p>
<p><i>Support vulnerable people in our communities</i></p>	<p>Reduce health inequalities</p>	<p>Examples of inequalities include: Life expectancy for men in Stoke-on-Trent;</p>	<p>Data for 2018/19 shows that</p> <ul style="list-style-type: none"> Healthy life expectancy for both men and women (57.4 and 55.8 years respectively) was lower than the national average (63.4 and 63.9 years respectively). 	<p>Joint Health & Wellbeing Strategy (2021-24)</p> <p>Themes include:</p> <ul style="list-style-type: none"> Start well (reducing infant mortality, ensuring children meet their early

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<i>to live their lives well</i>		<p>Healthy life expectancy for women in the city; Infant mortality rate; Poverty; Childhood obesity.</p> <p>It is likely that many types of health inequality will have been exacerbated by the impacts of the Covid-19 pandemic and restrictions.</p>	<ul style="list-style-type: none"> • Life expectancy (at birth) for men in Stoke-on-Trent is 76.4 years, compared with 79.6 years in England. • Life expectancy for local women is 80.3 years compared with 83.2 years in England. • Life expectancy is 8.2 years lower for men and 7.2 years lower for women living in the most deprived areas of Stoke-on-Trent, compared with levels in the most affluent parts of the city. • On average, one infant dies every two weeks in the city during their first year of life. This is the second highest rate in England. • 136,900 (53.5%) people in the city live in areas classified as being among the top 20% most deprived in England. • 24.0% of children (under 16) are living in poverty in Stoke-on-Trent (17.0% in England) – which is around 12,700 children. • 40 per cent of Year 6 pupils (10-11-year-olds) in the city were overweight or obese, compared to 34.3 per cent in England. 	<p>development milestones, and supporting parents);</p> <ul style="list-style-type: none"> • Live well (reducing obesity, smoking, and drug and alcohol misuse, increasing physical activity and mental health awareness, and improving wellbeing and access to mental health services; ensuring older people have access to a safe and secure home, that carers are recognised, valued and supported, and that young people with additional needs receive the information and support they need to develop and maintain independence). • Age well (ensuring older people have a voice in the design and delivery of services related to ageing; planning for frailty on a continuum; supporting people with dementia to live well; providing coordinated end of life planning; providing personalised clinical care in emergency medical situations, as well as proactive, personalised care for residents in care homes). • Healthy city (improving community safety, cohesion and development; ensuring that people live healthily in good quality and safe homes; preventing and reducing

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				<p>homelessness; increasing the use of greenspace; increasing employment, particularly youth employment; increasing numbers of apprenticeships and work-based learning; increasing the number of higher-skilled jobs, raising skill levels and productivity amongst the city's workforce).</p> <p>Room to Grow:</p> <ul style="list-style-type: none"> Includes key outcome 'Healthy' - Children and young people experience healthy growth and development; this covers physical, mental, emotional and social development. They are motivated to make informed choices about healthy and safe lifestyles as they get older and given lots of opportunities to be physically active. <p>The citywide pandemic response will include an emphasis on identifying and addressing any adverse impacts on existing health inequalities arising from the Covid-19 outbreaks and restrictions, particularly among disadvantaged and harder-to-reach groups and communities in the city.</p>

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<p><i>Help businesses to thrive and make our city more prosperous</i></p>	<p>Celebrate and promote our great city as a destination for business, heritage and culture</p>	<ul style="list-style-type: none"> • Change perceptions of the city in order to address negative attitudes, raise local aspirations and boost civic pride. • Ensure that the city's recovery from the Covid-19 pandemic includes a focus on supporting and strengthening key sectors and industries that can enable rapid economic growth. 	<ul style="list-style-type: none"> • Stoke-on-Trent was among the fast-growing economies in England, with GVA per capita increasing by 17.1 per cent between 2015-18. • The city was ranked top for job creation in 2020, creating 8,000 new jobs between 2015-20. • Stoke-on-Trent's attractions and museums recorded 5.1 million visitors in 2019-20. • The Ceramic Valley Enterprise Zone is one of the most successful in the UK. 	<p>The <i>Powering Up Stoke-on-Trent</i> prospectus (2021) aims to 'level up' the city and reduce gaps to the national average in relation to:</p> <ul style="list-style-type: none"> • Economic growth; • Investment in infrastructure; • Productivity • Educational attainment and skill levels; • Health inequalities. <p>In addition, Powering Up aims to:</p> <ul style="list-style-type: none"> • Capitalise on the city's rich culture and heritage offer and cultural assets; • Create and grow a regional/national hub for tech and creative industries (Silicon Stoke); • Transform the city's specialist skills offer, particularly in relation to technology. <p>The Economic Renewal Strategic Plan 2020-22 aims to recharge the city to become a strong resilient economy for growth and jobs that can withstand any future economic shocks.</p> <p>The <i>Visitor Economy Strategy</i> (2016-20) is to be refreshed for 2021-26.</p>

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<p><i>Work with our communities to make them healthier, safer and more sustainable</i></p>	<p>Work with residents and partners to make our communities safer, cleaner and healthier</p>	<ul style="list-style-type: none"> • Tackle crimes which have the greatest impact on communities, including: <ul style="list-style-type: none"> – Anti-social behaviour; – Criminal damage; – Drug supply; – Violence; – Exploitation; – Domestic abuse; – Sexual abuse – Hate crime. • Reduce repeat/persistent offending. • Build community resilience and cohesion. • Encourage and enable volunteering and community action. • Protect communities from Covid-19. • Address any adverse impacts resulting from the pandemic. 	<ul style="list-style-type: none"> • Stoke-on-Trent has the 12th highest proportion of deprived neighbourhoods out of 317 councils in England. • The city’s youth reoffending rate is 35.8 per cent, which is below the national average of 38.4 per cent. • Looked after children account for 23 per cent of all youth reoffending in the city. • Between 35-40 per cent of all domestic abuse in the Staffordshire force area occurs in Stoke-on-Trent. • There were 3,707 dependent drinkers recorded in the city in 2018. 20 per cent accessed treatment. • Use of opiate drugs such as heroin and crack remain significantly higher in the city than the national average. <p>Between March 2019 and March 2020:</p> <ul style="list-style-type: none"> • Reported crimes in the city fell by nine per cent; • Anti-social behaviour fell by 17 per cent; • There was an eight per cent reduction in criminal damage; • Domestic abuse declined by 14 per cent; • Violent crime saw an eight per cent reduction; • Reported hate crimes reduced by 13 per cent; • Violent incidents in public places dropped by 13 per cent. 	<p>The Community Cohesion Strategy (2020-24):</p> <ul style="list-style-type: none"> • Aims to make Stoke-on-Trent a place where strong and supportive relationships flourish in neighbourhoods. People from different backgrounds all feel that they are heard and everyone has the opportunity to make the city a safe, prosperous and welcoming place. <p>The Community Safety Strategy (2020-23) - Includes priorities which focus on:</p> <ul style="list-style-type: none"> • Tackling crimes which have the greatest impact on communities. • Building community resilience through place-based problem-solving. <p>The citywide pandemic response will include a focus on outbreak control, vaccination deployment and social recovery to ensure that all communities are protected and emerge stronger, healthier and more resilient.</p>