

Agenda

Culture, Tourism & Sport Board: Supplemental Agenda

Wednesday 20 January 2021

1.00 pm

Online via Microsoft Teams

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5. Equality, Diversity and Inclusion	1 - 6

Equality, diversity and inclusion

Purpose of report

For discussion.

Summary

The LGA has committed to further embedding equality, diversity and inclusion (EDI) principles into the way it works. This paper sets out some of our key commitments to this work, a selection of key information sources, and EDI-related work in the CTS area. It also highlights areas of opportunity to further embed these principles in our work, and invites members to provide thoughts on the above, including local examples of practice.

COVID-19 has deepened inequalities, but these inequalities did already exist, and we need to ensure we do not duplicate effort in trying to address them. We need to focus on long-term systemic change to address these complex issues, rather than quick wins. This paper is therefore the very start of more in depth discussions.

At this point, it is recommended that the discussion should aim to scrutinise and challenge existing pieces of work to ensure they promote EDI rather than commissioning new pieces of work. New pieces of work can be commissioned and funded when the next Board cycle begins in September 2021.

Recommendations:

That the Board discusses the issues and makes recommendations based on paragraphs 6, 7, and 22.

Actions:

Officers will adapt workplans in line with members' directions.

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Equality, diversity and inclusion

Background

1. Along with many other organisations, the LGA has committed to ensuring that its work promotes equality, diversity and inclusion. In 2020, this led to the inclusion of the following objective in the [LGA Business Plan](#):
 - 1.1. Councils lead and work with diverse communities and partners to address inequalities and build cohesive and resilient communities – we will:
 - 1.1.1. review and strengthen the LGA’s work on reducing inequalities, promoting equality through our policy messages and lobbying and our improvement and leadership support to councils
 - 1.1.2. promote and support councils in developing the diversity of their candidates, elected members and senior leadership
 - 1.1.3. underline the need for a strong commitment to tackling health inequalities and ensure that local government concerns and priorities resulting from the impact of COVID-19 on their communities are heard by government
 - 1.1.4. support councils as they address the inequalities exposed by the COVID-19 pandemic, with particular regard to those from ethnic groups most affected by the virus and to children and young people whose development and futures will be affected by the containment measures.
2. Each Board has also had appointed to it an Equalities Champion by the LGA political groups. For the Culture, Tourism and Sport Board this is Councillor Julian German. The role of the Champion is to:
 - 2.1. Encourage the Board to consider equality issues in all their work
 - 2.2. Challenge the Board to embed equalities into the work of the Board
 - 2.3. Hold the Board to account around equalities issues.
3. Outside of the Board the Advocate will be expected to:
 - 3.1. Collaborate with other Equality Advocates from other LGA Boards on cross-cutting equalities issues
 - 3.2. Provide input into and feedback to the LGA equalities work programme.
4. The LGA must now also comply with the public sector equalities duty, following the change in business structure in 2020. This requires public bodies to:
 - 4.1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - 4.2. Advance equality of opportunity between people who share and protected characteristic and those who do not
 - 4.3. Foster good relations between people who share a protected characteristic and those who do not.

5. Legislation identifies the following protected characteristics, which must be considered when implementing new policies and programmes:
 - 5.1. Age
 - 5.2. Disability
 - 5.3. Gender reassignment
 - 5.4. Marriage and civil partnership
 - 5.5. Pregnancy and maternity
 - 5.6. Race
 - 5.7. Religion or belief
 - 5.8. Sex
 - 5.9. Sexual orientation
6. In addition to the protected characteristics enshrined in legislation, the LGA expects to also include actions to improve inclusion for those who are economically disadvantaged, and other groups that may require targeted support. For instance, the Safer and Stronger Communities Board is undertaking work to support gypsy and traveller communities. The CTS Board is invited to identify any specific groups that may need support under its remit.
7. The organisation is considering the best options for ensuring this work is managed and monitored. In the interim, and until there is a corporate decision, we propose that future CTS Board papers all incorporate a key heading of 'Equality, diversity and inclusion', in the same way that the Board considers implications for Wales. If the Board agrees, this will take effect for the 18 March Board.

Context

8. Each element of the CTS portfolio has different characteristics and issues. For instance, heritage buildings and statues became a focus for parts of the Black Lives Matter movement, which has led to the announcement of [new legislation to protect statues from removal](#). Elite sport has faced criticism for a lack of racial awareness and levels of homophobia, with the CEX of the FA recently stepping down after an interview with MPs on diversity.
9. For councils, each local service will also be capturing information on their service users, and how that compares with the local profile. This may be through use of LG Inform, or locally collected data. Some councils, such as Coventry, are experimenting with the development of Joint Cultural Strategic Needs Assessments, comparable to those developed for health, to inform future cultural investment. Arts Council England are supporting this work.

10. We are not aware of comparable work on the sport and physical activity side, although some data is available. For instance, South West Councils collected data on the number of BAME, school children and disabled users of leisure services as part of developing the business case for government support of this sector.
11. While there is a plethora of datasets on each of the protected characteristics, and on social inequalities, the main longitudinal sources of national data are [Taking Part](#), for culture, heritage, and sport, and [Active Lives](#), for sport and physical activity.
12. The Taking Part survey is a continuous face to face household survey of adults aged 16 and over and children aged 5 to 15 years old in England. It has run since 2005 and is the main evidence source for DCMS and its sectors. The survey's main objectives are to:
 - 12.1. provide a central, reliable evidence source that can be used to analyse cultural, digital, and sporting engagement, providing a clear picture of why people do or do not engage.
 - 12.2. meet the needs and interests of everyone who uses Taking Part data
 - 12.3. underpin further research on driving engagement and the value and benefits of engagement. The survey is commissioned by the Department for Culture, Media and Sport (DCMS) and three partner organisations ([Arts Council England](#), [Historic England](#) and [Sport England](#)).
13. The survey provides a breakdown of use between the various types of cultural asset, such as museums and libraries. It reveals that libraries have a diverse reach, with the largest users being the younger age groups and from diverse ethnicities. In contrast and in general terms, visitors to museums tend to be from white backgrounds and higher socio-economic groups.
14. The Active Lives survey is published twice a year for adults (16+), and once a year for children. Both surveys represent a way of measuring the number of people taking part in sport and physical activity. Collection of data for the Active Lives Adult Survey began in November 2015 and replaced the Active People Survey. Over the past year, it has been supplemented with Coronavirus surveys to track how activity levels have been affected by Covid-19.
15. The latest [children's survey](#) was published 14 January 2021 and showed:
 - 15.1. Activity levels were increasing during the autumn 2019 term but, as expected, dropped across the spring and summer 2020 terms due to disruption caused by the storms and the Covid-19 pandemic.
 - 15.2. 3.2 million (44.9%) children met the CMO guidelines and did an average of 60 or more minutes of physical activity a day when averaged across the year. But the number of active children decreased by 1.9% compared to the same period 12 months ago.
 - 15.3. The number of physically active children and young people fell by more than 100,000 in the summer term (down 2.3% compared to the same period 12 months ago).

16. Restrictions, while impacting everyone, hit certain demographic groups harder than others:
- 16.1. **Gender:** Across the whole academic year, boys (47%) remained more likely to be active than girls (43%). However, girls adapted better than boys to the challenges of the coronavirus pandemic. During the summer term, girls' activity levels increased by 2.4%, with just over 100,000 more girls meeting the recommended level of physical activity across mid-May to late-July compared to summer 2019.
 - 16.2. **Family affluence:** there remains a large gap in activity levels between children from less affluent and more affluent families.
 - 16.3. **Ethnicity:** the gap between the numbers of active children from White British (54%) and Asian (46%) and Black (32%) backgrounds grew during the summer term.
17. It is important to also consider workforce patterns as part of this work, although data resides in more specialised datasets rather than consolidated national formats. Nevertheless, there is considerable insight available. For instance, [in public libraries, the workforce tends, very broadly, to be white \(97%\), female dominated \(79%\), except at leadership levels \(47% are male\)](#). For [sport and physical activity \(P30\)](#), the gender balance is reversed with 69% male and 31% female, but only 7% are from BAME communities.

Existing CTS activity

18. The CTS team is currently working on the following activities, with implications for EDI:
- 18.1. Our conferences and events, including leadership essentials, are assessed for diversity of panel members and speakers, and further understanding of this is being built into the evaluation for both improvement contracts (see separate evaluation paper)
 - 18.2. Sharing of best practice includes examples demonstrating inclusive activities, for instance [Hackney's Windrush project](#), featuring the Black Cultural Archives at the 2020 CTS conference, and presentations by Luton Council and Birmingham's Active Wellbeing Society at the leadership essentials events.
 - 18.3. Our key lines, parliamentary briefings, and press releases recognise the importance of public cultural, parks and sports services to deprived and disadvantaged parts of the community. For instance, our [press release](#) and [parliamentary briefing](#) on the importance of public leisure facilities. We also work to promote the [This Girl Can](#) and [We are Undefeatable](#) campaigns.
 - 18.4. We are working with the Museums Working Group to explore issues around diversifying the workforce, dealing with decolonisation, and We have published [advice on issues relating to public monuments](#), with the LGA Safer and Stronger Communities Team.
 - 18.5. We sit on the steering group of the [Leading Libraries](#) project to tackle the lack of diversity among library staff by working with female and minority ethnic library staff who have the potential to lead libraries in the future.
 - 18.6. We are supporting the Culture and Leisure Officers Association as they start work on a comparable project.

19. The following two pieces of work offer an opportunity to further our work on this agenda:

- 19.1. Following Cllr Vernon-Jackson's evidence at the House of Lords Committee on Sport and Recreation, they have requested that we write to them outlining our thoughts on supporting more people to be active as part of their everyday lives.
- 19.2. The development of a vision for public leisure (Separate board paper) offers a chance to evaluate what is the most accessible way to develop and deliver public leisure provision in the future.

Implications for Wales

20. This work is relevant to Welsh authorities and will draw on learning from them, as well as sharing findings with them.

Financial Implications

21. There are no financial implications for this work.

Next steps

22. The Board is invited to discuss the following questions:

- 22.1. Does the Board feel there are specific groups or part of the community that need specific consideration in the CTS teams work going forward?
- 22.2. Does the Board wish concentrate its attention on, or explore in more depth, issues relating to any of the pieces of work set out in paragraph 18?

23. While there is some existing knowledge with the CTS team, for instance on health inequalities, the team are not experts in EDI and are working to identify training opportunities and sources of expertise within the different sectors of our brief. The LGA is also appointing a Senior Adviser to coordinate and guide this work across the LGA policy team.

24. The team will ensure that equality, diversity and inclusion is a consideration in:

- 24.1. The development and marketing of all events
- 24.2. Best practice sharing and publications
- 24.3. New strategies, including the developing 'Vision for public leisure'
- 24.4. Commissioning projects/work from any external organisations