



Repositioning of Policy Directorate Services

RECOMMENDATION

1. That the Scrutiny Management Commission recommend Council Cabinet to a) maintain the current Social Inclusion team and b) maintain the Equalities Unit as an entity.

REASONS FOR RECOMMENDATION

- 2.1 The policy framework originally included an anti-poverty strategy. This was re-badged to be a Social Inclusion Strategy but a draft has yet to be put before members. The Community Regeneration Commission were informed that the draft was a thin document because social inclusion has been largely mainstreamed into other policy documents and service delivery. Many of the service delivery examples given to the Community Regeneration Commission – CRC - relate to only sections of the population. Moreover, the regeneration and area & neighbourhood initiatives by their nature are not city-wide. A distinct Social Inclusion Strategy is necessary to bring coherence to all the social inclusion strands in other documents and policies. This is particularly significant to the disadvantaged families and communities living in predominately affluent areas.
- 2.2 Mainstreaming of anti-poverty is supported by the CRC but requires continued impetus if it is not to be allocated across departments but then not be actioned. The social inclusion team should be continued because, in the words of Cllr Gerrard "Lose the team and you lose the drive". The appropriate time to review the need for the team could be when there is evidence of a continued increase in social inclusion and reduction in poverty for all of Derby's communities.
- 2.3 The first item in the CRC's portfolio is: Social Inclusion, including Anti-Poverty initiatives. It is a key concern of the CRC's members. It would aid the goals of the Commission for there to be one key document setting out the Council's policies on tackling social inclusion and for there to be a dedicated team to act as a catalyst to progress. As well as direct service delivery, social inclusion is equally a community leadership issue for the Council. A single reference document would therefore also help the Council to influence Derby City Partnership members to mainstream the promotion of social inclusion into their service planning.
- 2.4 With regard to the Equalities Unit, members having heard that no budget savings are intended and no job losses are involved accept that the issue is not about cuts. However, in the words of Mr Kazmi, co-opted member: "Derby has set a very good example regarding equalities and [*these proposals mean*] some of the

achievements may be lost". The CRC believe that the dedicated Equalities Unit is an example of the whole being greater than the sum of the parts. They therefore concluded that the dismantling of the present team would have the disbenefit of reducing effectiveness.

SUPPORTING INFORMATION

- 3.1 The CRC looked at this Council Cabinet proposal because of the potential repercussions on the Commission's portfolio responsibilities, which include: i) Social Inclusion, including Anti-Poverty initiatives, ii) Cultural Diversity and ii) Housing issues. There was also a related verbal report on progress on the development of the Social Inclusion Strategy, required under Article 4 c) of the Constitution. Members interviewed the Director of Policy and subsequently deliberated and agreed the recommendation.

For more information contact:	Rob Davison 01332 255596 e-mail rob.davison@derby.gov.uk
Background papers:	None
List of appendices:	Appendix 1 – Implications

IMPLICATIONS

Financial

- 1 See main report.

Legal

- 2 See main report.

Personnel

3. See main report.

Corporate Objectives and Priorities for Change

4. **Objectives** the CRC's recommendations to *maintain* the current Social Inclusion team and also the Equalities Unit as an entity would better promote • **strong and positive neighbourhoods** – with good local services, where people feel safe and there are strong relationships within and between communities • **protecting and supporting people** – through social, education, housing and health care services working together to protect vulnerable adults and children, reduce health inequalities and help people live independent lives in the way they choose • **integrated, cost effective services** that respond to customers' and community needs, rather than those of the Council. The CRC's recommendation would also better promote the process values that : The Council will:
 - be open, transparent and honest in everything it does
 - value its employees in delivering services
 - develop effective partnerships with all stakeholders, especially Derby's residents.

Priorities for change the CRC's recommendations to *maintain* the current Social Inclusion team and also the Equalities Unit as an entity would better promote these **priorities** ... 1. Minimise increases in Council Tax and increase value for money from Council services. 8. Enhance the community leadership role of the Council both at strategic and neighbourhood level, through partnership working and listening to, and communicating, with the public.

