



Annual Equalities Report 2015 – 2016

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<p align="center">URDU</p> <p>اگر آپ کو یہ معلومات مختلف شکلوں مثلاً بریل، آڈیو ٹیپ، بڑے لفظوں، کمپیوٹر ڈسک یا دوسری زبانوں میں چاہئے تو براہ کرم ٹیلیفون نمبر 01454 868009 پر رابطہ کریں</p>
<p align="center">VIETNAMESE</p> <p>Nếu quý vị muốn lấy tài liệu này trong một hình thức khác, ví dụ, bằng chữ nổi, thu băng, in nét lớn hay đĩa compiutơ, hay bằng bất cứ một ngôn ngữ cộng đồng nào, xin liên lạc với số điện: 01454 868009.</p>

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SECTION 1



INTRODUCTION

This Annual Equality Report published by South Gloucestershire Council brings together access to all our equalities data, and helps the reader assess the equality of our activities.

The Council is required under the Equality Act 2010 to publish that element of this report. However this document consciously goes further than that. The Council is conscious that it does not stand alone in seeking to provide equality of opportunity to local communities. As a result this Annual Report includes information about other groups working in the field of equalities, as well as including information about areas outside the Council's direct control.

This current annual report needs to be seen as part of a larger set of reports and information on equality within South Gloucestershire Council, rather than standing alone. In many areas it points the reader towards the places where that information is already available.

If there is information that you are looking for in relation to equalities which you are unable to find in this Annual Report, please contact equalities@southglos.gov.uk to obtain details. If you would like to see further information published in our next Annual Equalities report, please contact the same address and take the opportunity to influence the content and format of our next Report – we would be delighted to hear from you.

MAJOR DEVELOPMENTS IN 2015/16

National changes, expectations and perceptions have placed considerable pressure on cohesion and equality within communities across the country during the last year. Tolerance of others has been challenged and at the same time a number of the changes made as part of the national austerity programme to services delivered through local authorities have impacted on individuals with protected characteristics

There were three major developments in 2015/16 that have a significant impact on equality within the Council and the local community.

Is Britain / South Gloucestershire Fairer?

Perhaps the development with the greatest significance nationally was publication of the Equality and Human Rights Commission's report "*Is Britain Fairer? The state of equality and human rights 2015*". This report provides valuable insight into equality and human rights progress in England, Scotland and Wales. It lays out the EHRC's findings and sets out the challenges for the future. It thus provides a valuable opportunity to focus on the broader dimensions of equality and priorities for improvement, and to consider the extent to which equality outcomes for residents of South Gloucestershire may be better (or worse) than those across the rest of the country.

The findings of the Equality and Human Rights Commission, together with consideration of the picture in South Gloucestershire, thus forms a significant part of this Annual Report.

Council Single Equality Plan

Following public consultation a new Single Equality Plan for the Council was adopted in September 2015. This provides clarity about the Council's equality objectives and management for the period to September 2019.

Equality challenges

During 2015/16 the Council was subject to challenges about equality both external and internal. External challenges included complaints about inequality in service delivery and service changes. Analysis of Committee and formal decision reports showed that while there were some excellent Impact Equality Assessments (EqIAs) as part of the decision making process, the standard and application of EqIAs was inconsistent. Not all services felt the Council's agreed approach to be practicable, given the reductions in capacity as a result of the Council Savings Programme.

Internal staff challenges were in relation to equality of treatment and opportunity within some council processes and procedures. During this time only one of the three equality staff support groups was fully functioning. The two-yearly staff survey showed staff with protected characteristics were significantly less positive about working as part of the Council than other staff

As a result the Council will carry out a comprehensive refresh of its equalities framework in 2016/17, including mandatory training for all service managers in its application, as well as its normal and more generic equalities training. . An immediate action plan was formulated to address the process and procedural concerns identified. Both recruitment and equalities training are also in the process of being updated.

SOUTH GLOUCESTERSHIRE POPULATION

In order to place the council's equality work into context, it is important to know about the population of South Gloucestershire. For most criteria the most recently published data is that from the 2011 national census, and this data is shown in the tables below. For some characteristics such as total population, age and gender more recent data has been estimated and this has been included where available.

In each case we have identified when the figures presented date from.

The following tables are therefore useful in making comparisons with the data on service use presented in this Annual Report.

Total Population (estimated mid-year figure 2014)

The estimated South Gloucestershire population in mid-2014 was **271,600**. This was an increase of 2,400 (0.9%) on the previous year estimate of 269,100.

The population increase is attributed to both natural change (i.e. births minus deaths) of 1,200 people and 'net migration and other changes' of 1,300 people. There was a net internal migration of -200 meaning 200 more people moved out of South Gloucestershire than moved in.

Ethnicity (2011 census)

At the time of the 2011 census there were 262,767 residents of South Gloucestershire. Of these residents:

- 249,574 residents (95.0% of the total population) were 'White' which was the majority ethnic group.

- Within this group 'White British' was the largest sub-group (accounting for 91.9% of the total population). The 'White Other' sub-group (which includes people of eastern European origin) accounts for 2.5% of the total population.
- 5.0% of the population were from black and minority ethnic (BME) groups – more than twice the number recorded in 2001 (2.4% of the total population).
- 95.5% of the usual resident population identified with at least one UK national identity (English, Welsh, Scottish, Northern Irish, and British) – above the national average of 91.0%.
- 6.6% were born outside the UK – considerably lower than the national average of 13.4%.
- The most common non-UK countries of birth for usual residents were Poland (1,828) and India (1,695).
- 93.4% of residents were born in the UK – the national average is 86.6%.

The detailed ethnic background of the population of South Gloucestershire in 2011 was as follows:

Group	Number	% of Population
Asian/Asian British – Bangladeshi	238	0.1%
Asian/Asian British – Indian	2,699	1%
Asian/Asian British – Pakistani	698	0.3%
Asian/Asian British – Chinese	1,312	0.5%
Asian/Asian British – Other	1,493	0.6%
Black/African/Caribbean/Black British – African	987	0.4%
Black/African/Caribbean/Black British – Caribbean	980	0.4%
Black/African/Caribbean/Black British – Other	251	0.1%
Mixed/Multiple Ethnic Groups – White & Asian	1,016	0.4%
Mixed/Multiple Ethnic Groups – White & Black African	396	0.2%
Mixed/Multiple Ethnic Groups – White & Black Caribbean	1,516	0.6%
Mixed/Multiple Ethnic Groups – Other	739	0.3%
White – English/Welsh/Scottish/Northern Irish/British	241,611	91.9%
White – Irish	1,223	0.5%
White - Gypsy or Irish Traveller	271	0.1%
White – Other	6,469	2.5%
Other Ethnic Group - Arab	366	0.1%
Any Other ethnic group	502	0.2%

Age (estimated mid-year figure 2014)

The broad age structure is similar to the national (England) average, however more detailed analysis by 5-year age bands shows that, in comparison to the national average, South Gloucestershire has:

- A lower proportion of the population in the 20-39 age group (1.9% below the national average)
- A higher proportion of the population in both the 40-54 and 15-19 age groups (1.4% and 0.3% above the national average respectively)

Age (Years)	South Gloucestershire		England	Difference
	All persons	%	%	%
Age 0 to 4	16,200	6.0%	6.3%	-0.4%
Age 5 to 9	16,300	6.0%	6.0%	0.0
Age 10 to 14	14,600	5.4%	5.5%	-0.1%
Age 15 to 19	17,000	6.3%	5.9%	0.3%
Age 20 to 24	16,700	6.1%	6.6%	-0.5%
Age 25 to 29	16,800	6.2%	6.8%	-0.7%
Age 30 to 34	16,900	6.2%	6.8%	-0.6%
Age 35 to 39	16,600	6.1%	6.3%	-0.1%
Age 40 to 44	19,100	7.0%	6.8%	0.2%
Age 45 to 49	21,300	7.8%	7.2%	0.6%
Age 50 to 54	20,000	7.4%	6.8%	0.5%
Age 55 to 59	15,900	5.9%	5.9%	0.0
Age 60 to 64	14,600	5.4%	5.4%	0.0
Age 65 to 69	15,100	5.6%	5.5%	0.1%
Age 70 to 74	11,900	4.4%	4.0%	0.4%
Age 75 to 79	9,300	3.4%	3.3%	0.1%
Age 80 to 84	6,900	2.5%	2.4%	0.1%
Age 85 and over	6,200	2.3%	2.3%	-0.1%

Disability (2011 census)

A total of 40,914 residents (15.6% of total population) declared they have a form of disability which limits their day-to-day activities to some extent.

Gender (estimated mid-year figure 2014)

49.6% of total population are male and 50.4% female.

Religion or Belief (2011 census)

Asked their religion in the 2011 census, residents responded as follows:-

Religion/Belief	Number	% of Population
Christian	156,504	59.6%
Buddhist	708	0.3%
Hindu	1,681	0.6%
Jewish	145	0.1%
Muslim	2,176	0.8%
Sikh	623	0.2%
Other religion	888	0.3%
No religion	80,607	30.7%
Religion not stated	19,435	7.4%

HOW DOES SOUTH GLOUCESTERSHIRE COMPARE?

In an Annual Report like this, it is all too easy to concentrate on activity being carried out by the Council without considering wider questions such as how equal our society is, or what are the most significant challenges facing those with protected characteristics.

The Equality and Human Rights Commission published a report in 2015 titled “*Is Britain Fairer? The state of equality and human rights 2015*”. This report provides valuable insight into equality and human rights progress in England, Scotland and Wales. It lays out the EHRC’s findings and sets out the challenges for the future. The report states that “over the coming years, it is important that Britain takes the following steps...”

The following section presents the key findings from that national report and compares them with the picture in South Gloucestershire. It also outlines our plans to improve our understanding, or the outcomes for our community.

Issues that are not related to the work or responsibility of the Council have been left in the description of the national perspective in order to help the reader build a full picture of the EHRC’s findings.

Issue	National Perspective	South Gloucestershire Perspective
1. Improve the evidence and the ability to assess how fair society is		
<p>More comprehensive and better quality evidence is needed to enable us to assess how fair we are as a society:</p>	<p>Public bodies are gathering less detailed information through both surveys and administrative data. The full extent of the information lost, and the consequences of this, need to be better understood so that strategies may be developed to address the most critical losses.</p> <p>More intersectional analysis is also needed to enable a more sophisticated assessment to be made of the key areas of disadvantage.</p> <p>The nature of the disadvantages faced by some vulnerable people (for example, the fast-growing numbers of people in their 80s/90s, transgender people, Gypsies and Travellers, and children and young people affected by abuse and exploitation) risks rendering them ‘invisible’. Greater effort is needed to identify the scale and nature of the issues affecting people with these and other characteristics.</p> <p>While being mindful of some of the shortcomings in available evidence and the need to address this, we believe the following seven areas are in particular need of attention.</p>	<p>The gathering, and use, of detailed equality data by the Council has reduced as a result of two main factors.</p> <ul style="list-style-type: none"> • The need to get customers to supply data necessary for detailed analysis is contradicted by Government instructions which seek to restrict the gathering of equality data. • As resources have been cut through resource reductions and increased demands for service, available capacity has increasingly had to be devoted to front-line delivery rather than the gathering and analysis of such data. <p>Nonetheless the Council recognises that improvements need to be made in this area. Accordingly new guidance on equality data analysis requirements will be developed and implemented during 2016/17 which will build on our current guidance.</p>

Issue	National Perspective	South Gloucestershire Perspective
2. Raise standards and close attainment gaps in education		
<p>Within an overall picture of improvement, some attainment gaps remained persistent and in some cases widened:</p>	<p>Gender: boys continued to fall behind girls at the end of school. The gap widened in England and was unchanged in Scotland and Wales. Women pulled ahead in terms of degree-level qualifications.</p> <p>Socioeconomic status: children from low-income backgrounds in England, Scotland and Wales continued to perform less well than other children. This was particularly the case for White boys from low-income families, where the gap widened.</p> <p>Ethnicity: Gypsy and Traveller children in England continued to have the lowest attainment levels, and the gap between them and other White children widened as the latter saw larger improvements.</p> <p>Disability: the gap in attainment between children with special educational needs and those without widened in England and Wales.</p>	<p>This pattern was replicated in South Gloucestershire. In 2015 the proportion of pupils achieving 5 A+ - C grade GCSEs including maths and English was 52%.</p> <p>There was a significant gap between boys (47%) and girls (58%)</p> <p>28% pupils eligible for free school meals achieved 5 A+ - C grade GCSEs including maths and English compared to 57% people not eligible. National figures were 36% and 63% respectively.</p> <p>Pupils from Chinese (77%) or mixed (57%) backgrounds bettered the South Gloucestershire average while Asian pupils matched it (52%). However black pupils (44%) were 8% points below average – across England the gap was 6%.</p> <p>12% of pupils with SEN achieved 5 A+ - C grade GCSE's compared to an England average of 24%.</p>
3. Encourage fair recruitment, development and reward in employment		
<p>Young people are set to be better qualified than in previous generations but, despite this, experienced considerable disadvantage in the labour market:</p>	<p>People aged 16–24 had the highest unemployment rate and experienced the highest increase in unemployment.</p> <p>The employment gap between young people and older people widened in this period.</p> <p>Young people (16–24) experienced a 60 pence per hour decline in pay and the pay gap between the youngest and some older people increased.</p>	<p>'Official unemployment figures' broken down by age are not available at local authority level. Therefore 'Key out-of-work benefit' claimants, which provides a more accurate picture of benefit claiming and worklessness at a small area level, have been used to identify the local picture.</p> <p>In November 2015 4.1% of young people in South Gloucestershire were claiming key out-of-work benefits. This is below the level (5.5%) of all local residents of working age claiming out-of-work benefits.</p>

Issue	National Perspective	South Gloucestershire Perspective
		There is no reliable source of 'earnings' data at local authority level broken down by age.
The strong educational performance of girls and young women did not translate into rewards in the workplace:	<p>Women's employment continued to be concentrated in low-wage sectors.</p> <p>While the gender pay gap narrowed, this was owing to men's average pay declining more than women's, and average male pay continued to be greater than average female pay.</p>	<p>Women's employment continued to be concentrated in lower-wage sectors.</p> <p>The pay gap between men and women narrowed, but remains wider than the national gap.</p> <p>Males earn above the national average (£32,071 compared to £30,165) while resident females earn significantly less with an average wage of £23,827 – below the national average of £24,292.</p>
People from certain ethnicities and religions continue to experience worsening labour market disadvantage:	<p>African/Caribbean/Black people saw the largest declines in pay and income.</p> <p>Pakistani/Bangladeshi women were less than half as likely to be employed compared with average employment rates for other women.</p> <p>Muslims have the highest unemployment rates, the lowest employment rates and the lowest and decreasing hourly pay rates.</p> <p>There remains a lack of diversity in senior and managerial occupations (in terms of gender and ethnicity) across all three countries, particularly in Scotland and Wales, and at board level in both the public and private sector.</p> <p>There is some evidence from the public sector of a lack of diversity in terms of disability at senior levels.</p>	<p>There is no current analysis of this at the local level as we are not aware of a reliable source of 'earnings data' broken down by ethnic group at local authority level.</p> <p>Available figures for South Gloucestershire Council repeat this picture and are explored in more detail elsewhere in this report.</p> <p>Figures are not available from the rest of the public sector in South Gloucestershire.</p>
Disabled people were also disadvantaged in the labour market:	<p>Disabled people experienced pay gaps and employment gaps across Britain.</p> <p>The disability pay gap was highest in Scotland.</p> <p>The disability employment gap was highest in Wales and Scotland.</p>	There is no current analysis of this at the local level as we are not aware of a reliable source of 'earnings data' broken down by disability at local authority level.

Issue	National Perspective	South Gloucestershire Perspective
	<p>Apprenticeships are intended to be a valuable route into employment. However, evidence suggests inequality of opportunity, especially by age, ethnicity and disability, as well as gender segregation in apprenticeship type.</p>	<p>There is no current analysis of this at South Gloucestershire level. Apprenticeship levels within South Gloucestershire Council do not permit robust conclusions about equality of opportunity to be drawn at this stage, though this will become more meaningful as numbers increase with the national apprenticeship requirements taking effect from April 2017.</p>
<p>4. Support improved living conditions in cohesive communities</p>		
<p>Young people were particularly affected by poor living conditions:</p>	<p>Young people were more likely than older people to experience poverty and poorer quality accommodation. Young people leaving the care system were particularly vulnerable to homelessness. Some children in the care system and in custody were allocated placements far from home, making it difficult for them to access friends and relatives and their local support networks. This was also a problem for some children and adults with learning disabilities and/or autism.</p>	<p>The most recent data available is the 2011 housing condition survey, which does not provide data from which robust evidence can be drawn. We will seek to gather this in a housing condition survey to be carried out in 2016. /17. The accommodation needs of care leavers has remained a strategic priority. Performance in relation to care leavers in suitable accommodation has remained steady with 94% being in suitable accommodation.</p>
<p>Disabled people also experienced disadvantage:</p>	<p>While the percentage of disabled people living in poverty fell, they remained more likely to live in poverty than non-disabled people. Their level of material deprivation (the 'mean deprivation score') rose significantly. Older disabled people were significantly less likely than non-disabled older people to report that they were receiving the practical support they need. This was also the case for older women aged 65 and over.</p>	<p>There is no current analysis of this available at the local level as we are not aware of a reliable source of 'earnings data' broken down by disability at local authority level.</p>

Issue	National Perspective	South Gloucestershire Perspective										
<p>Detriment related to ethnicity included:</p>	<p>A higher proportion of Pakistani/Bangladeshi and Black adults in England lived in substandard accommodation compared with White people.</p> <p>The increase over time in material deprivation (the 'mean deprivation score') for Pakistani/Bangladeshi and Black people was relatively greater than for White people.</p> <p>Access to public and community transport – a key means of combating social isolation for people without the opportunity/means to use other types of transport – was affected by funding cuts.</p>	<p>The most recent data available is the 2011 housing condition survey which identifies residents living in non-decent housing across all tenures.</p> <p>There are too few residents in many of the ethnicity groupings to allow a statistically valid comparison, and BME residents were therefore grouped into 4 main bands. The proportion of people from each group living in non-fit housing shows a startling variation. While 22% of residents overall live in non-decent housing this figure rises to 62% for black residents.</p> <table border="1" data-bbox="971 737 1469 1058"> <thead> <tr> <th data-bbox="971 737 1222 821">Origin</th> <th data-bbox="1222 737 1469 821">% in non-decent housing</th> </tr> </thead> <tbody> <tr> <td data-bbox="971 821 1222 905">White (British and other)</td> <td data-bbox="1222 821 1469 905">21.8%</td> </tr> <tr> <td data-bbox="971 905 1222 953">Mixed</td> <td data-bbox="1222 905 1469 953">10.5%</td> </tr> <tr> <td data-bbox="971 953 1222 1001">Asian</td> <td data-bbox="1222 953 1469 1001">0.0%</td> </tr> <tr> <td data-bbox="971 1001 1222 1058">Black</td> <td data-bbox="1222 1001 1469 1058">61.9%</td> </tr> </tbody> </table> <p>The housing condition survey will be repeated in 2016/17 and we will seek to explore this difference in more detail.</p>	Origin	% in non-decent housing	White (British and other)	21.8%	Mixed	10.5%	Asian	0.0%	Black	61.9%
Origin	% in non-decent housing											
White (British and other)	21.8%											
Mixed	10.5%											
Asian	0.0%											
Black	61.9%											
<p>5. Encourage democratic participation and ensure access to justice</p>												
<p>Some people with certain characteristics remained less likely to participate in the political process:</p>	<p>Young people and people from some ethnic minorities were less likely to register to vote.</p>	<p>The Council works with schools and 16+ education establishments to encourage democratic participation in young people. For the 2015/16 Youth Voting Initiative 1,156 16 and 17 year olds were registered to vote (when they reach 18), a 42% increase on 2014/15.</p> <p>We take a joint approach to student registration and participation with Bristol City Council and the UWE and Bristol University Students Unions at the start of the student year and in the months before and election. 2015/16 saw an increase of 26.4% in hall of residence student registration on 2014/15 figures. It is acknowledged that considerable work needs to be done for student registration numbers</p>										

Issue	National Perspective	South Gloucestershire Perspective																											
	<p>Young people and Black, Indian and 'Other' ethnic minorities were considerably less likely to report being politically active.</p> <p>Young people, women and people from some ethnic minorities were politically under-represented both at national and local level across Britain.</p> <p>Prisoners remained subject to a blanket ban on voting in elections, in violation of Convention rights.</p> <p>Policy in England and Wales on policing peaceful assembly and protest was changed, but outstanding concerns remained regarding covert police operations and the intrusive surveillance of protests.</p> <p>Public concern about personal data privacy increased with a number of incidents of data loss/misuse.</p>	<p>to reach pre Individual Electoral Registration levels.</p> <p>All electoral canvassers are provided with an explanation sheet in a number of languages to encourage eligible electors where English is not a first language to register when they are making house to house visits.</p> <p>In 2015/16 the Council began offering the Shadow a Councillor Award programme run by the British Youth Council to encourage young people to participate more widely in democratic processes</p> <p>Analysis of figures for South Gloucestershire councillors shows this pattern is also replicated locally.</p> <table border="1" data-bbox="971 835 1471 974"> <thead> <tr> <th data-bbox="971 835 1222 905">Gender</th> <th data-bbox="1222 835 1471 905">% of Councillors</th> </tr> </thead> <tbody> <tr> <td data-bbox="971 905 1222 940">Female</td> <td data-bbox="1222 905 1471 940">36%</td> </tr> <tr> <td data-bbox="971 940 1222 974">Male</td> <td data-bbox="1222 940 1471 974">64%</td> </tr> </tbody> </table> <table border="1" data-bbox="971 1024 1471 1304"> <thead> <tr> <th data-bbox="971 1024 1146 1094">Age Group</th> <th data-bbox="1146 1024 1317 1094">No of Cllrs</th> <th data-bbox="1317 1024 1471 1094">% of Cllrs</th> </tr> </thead> <tbody> <tr> <td data-bbox="971 1094 1146 1129">20-29</td> <td data-bbox="1146 1094 1317 1129">2</td> <td data-bbox="1317 1094 1471 1129">2.9%</td> </tr> <tr> <td data-bbox="971 1129 1146 1165">30-39</td> <td data-bbox="1146 1129 1317 1165">4</td> <td data-bbox="1317 1129 1471 1165">5.7%</td> </tr> <tr> <td data-bbox="971 1165 1146 1201">40-49</td> <td data-bbox="1146 1165 1317 1201">8</td> <td data-bbox="1317 1165 1471 1201">11.4%</td> </tr> <tr> <td data-bbox="971 1201 1146 1236">50-59</td> <td data-bbox="1146 1201 1317 1236">11</td> <td data-bbox="1317 1201 1471 1236">15.7%</td> </tr> <tr> <td data-bbox="971 1236 1146 1272">60-64</td> <td data-bbox="1146 1236 1317 1272">8</td> <td data-bbox="1317 1236 1471 1272">11.4%</td> </tr> <tr> <td data-bbox="971 1272 1146 1304">65+</td> <td data-bbox="1146 1272 1317 1304">37</td> <td data-bbox="1317 1272 1471 1304">52.9%</td> </tr> </tbody> </table> <p>This finding does not relate to the work of the Council, but as a national development will still impact on South Gloucestershire residents.</p> <p>These findings do not relate to the work of the Council, but as national development will still impact on South Gloucestershire residents.</p> <p>The Council has taken strong steps (such as the introduction of Privacy Impact Assessments in decision reports) but acknowledges this finding reflects wider concerns.</p>	Gender	% of Councillors	Female	36%	Male	64%	Age Group	No of Cllrs	% of Cllrs	20-29	2	2.9%	30-39	4	5.7%	40-49	8	11.4%	50-59	11	15.7%	60-64	8	11.4%	65+	37	52.9%
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Issue	National Perspective	South Gloucestershire Perspective
	<p>Concerns were expressed about access to criminal and civil justice in England and Wales. More interpreters were made available in the criminal courts but there were contractual/quality concerns. The potential impact of the legal aid reforms was highlighted in relation to vulnerable people's access to justice in civil and family courts and tribunals.</p>	<p>These findings do not relate to the work of the Council, but as national development will still impact on South Gloucestershire residents.</p>
<p>6. Improve access to mental health services and support for those experiencing (or at risk of experiencing) poor mental health</p>		
<p>Demands on many services increased, and some people experienced problems accessing them:</p>	<p>The proportion of adults at risk of poor mental health in England increased, with some people particularly affected. Black/ African/Caribbean/Black British people had the highest rate of contact with specialist mental health services; Black people were more likely to have been compulsorily detained under the Mental Health Act 1983 as part of an inpatient stay in a mental health unit.</p> <p>The suicide rate increased in both England and Wales (there was a fall in Scotland, although Scotland continued to have the highest suicide rate within Britain), with middle-aged men at highest risk.</p> <p>In England, the number of beds available for mental health care reduced.</p> <p>The number of people detained under the Mental Health Act 1983 rose.</p> <p>Serious concerns were expressed about access to children and adolescent mental health services.</p> <p>Care of prisoners with mental health needs was inconsistent across prisons.</p> <p>Some people, such as transgender people, Gypsies and Travellers, homeless people and migrant communities, experienced problems accessing healthcare services.</p> <p>A number of disadvantages were associated with mental health:</p> <p>People with some forms of serious mental health conditions had</p>	<p>The prevalence of patients on the GP mental health register (i.e. people with schizophrenia, bipolar disorder and other psychoses) is lower in South Gloucestershire than nationally although rates of depression are higher. However suicide rates have been rising over the last decade and are similar to the national average. Males have a twofold to threefold increased risk of suicide compared with women.</p> <p>Comprehensive needs assessments for both adult and CYP mental health were signed off by the Health and Wellbeing Board during 2015 and 2016 respectively.</p> <p>For both age groups there were consistent findings about the lack of access to support at primary care, a lack of proactive outreach with higher risk groups and the need to support non specialist workforces who work with people experiencing mental ill health.</p> <p>These findings have been addressed in the new operational plans for both adult and CYP mental health and this has been backed up by some increased spend (albeit from historically low levels).</p> <p>2015/16 has also seen a revised suicide prevention strategy and linked operational plan with some focus on male suicide. A Health education England grant is being used to upskill</p>

Issue	National Perspective	South Gloucestershire Perspective
	<p>shortened life expectancy.</p> <p>While there is evidence that stigmatising attitudes to mental health slightly decreased in England and Wales, there was little change in Scotland.</p> <p>People with both serious and common mental health conditions had higher unemployment rates.</p>	<p>front line workforce.</p> <p>The reporting cycle has also been developed with a commitment to sharing progress in the public domain.</p>
7. Prevent abuse, neglect and ill-treatment in care and detention		
<p>There were significant flaws in the care of vulnerable patients, including those detained for treatment:</p>	<p>Instances of severe neglect and/or abuse were highlighted in independent inquiries such as Winterbourne View and Mid Staffordshire.</p> <p>Inspectorates highlighted the inappropriate use of restraint, and insufficient respect for patient privacy and dignity, in care homes and hospitals caring for patients detained under the Mental Health Act 1983 and under Deprivation of Liberty Orders.</p>	<p>This is now incorporated with the Care Quality Commission's monitoring programme.</p>
<p>Deaths in detention in both justice and health and social care settings remained a concern:</p>	<p>England and Wales have no independent body to investigate non-natural deaths of detained patients.</p> <p>Deaths and apparent suicides during or following police custody in England and Wales rose and are to be independently reviewed.</p> <p>An independent review of self-inflicted deaths of young people in custody made a number of recommendations for improvement.</p> <p>The rate of self-inflicted deaths of prisoners increased.</p>	<p>Vinney Green Secure Children's Homes is part of the Council. Robust regular inspections by Ofsted and the Youth Justice Board take place alongside monthly visits from the Regulation 44 independent visitor under the Children's Homes (England) Regulations 2015.</p> <p>The Unit cares for vulnerable young people, some of who self-harm and have suicidal ideations, therefore high levels of supervision and intervention is critical to ensure their safety. There have been no deaths at the Secure Children's Home.</p>

Issue	National Perspective	South Gloucestershire Perspective
<p>Regulators raised serious issues about conditions in custody and detention settings, including:</p>	<p>The use of restraint within child custody establishments</p> <p>Increased overcrowding in adult prisons across Britain</p> <p>Rising levels of violence in some men's prisons in England and Wales.</p> <p>Problems with the immigration assessment process, potentially impacting on children and torture victims.</p> <p>The UK remains the only country in the EU without a time limit on immigration detention.</p>	<p>These findings do not relate to the work of the Council, but as national development will still impact on South Gloucestershire residents.</p>
<p>8. Tackle targeted harassment and abuse of people who share particular protected characteristics</p>		
<p>More needs to be done to prevent and combat violence and abuse carried out against children, young people and adults:</p>	<p>A number of high profile independent inquiries have highlighted cases of child sexual abuse and exploitation in England and Wales.</p> <p>An independent inquiry will now investigate whether public bodies and other non-state institutions have taken seriously their duty to protect children from this kind of abuse.</p> <p>Trafficking of adults rose.</p> <p>Of the 1,267 cases of forced marriage in the UK in 2014, many involved Pakistan, India, Bangladesh and Afghanistan, although 23% of cases were domestic. One in five cases involved victims aged 17 and under and most were female.</p> <p>In both Scotland and England women were more affected by sexual violence than men.</p> <p>A national oversight and monitoring group was established to improve the police response to domestic violence.</p>	<p>Within South Glos there is a sub group of the Safeguarding Children Board whose specific focus is the multi-agency response to Child Sexual Exploitation, Child Sexual Abuse, Forced Marriage/FGM/Honour based violence and Sexually harmful behaviour. There are protocols and guidance in relation to all of these areas. We are in the process of developing a partner problem profile to establish prevalence.</p> <p>SG is cooperating with the Goddard enquiry and has responded to the first round of queries/information requests.</p> <p>A trafficking policy is being produced. SG has very low numbers currently of trafficking, HBV/FGM/FM that we are aware of.</p> <p>This is very much the case in South Gloucestershire.</p> <p>Work is being undertaken within the Avon and Somerset police force with partners to look at the multi-agency response to domestic abuse. There are significant numbers of adults and children and young people affected by domestic abuse in SG and this is a key reason for a large proportion of child protection plans.</p>

Issue	National Perspective	South Gloucestershire Perspective
	<p>Disabled and LGB young people were particularly affected by bullying, according to a range of surveys and longitudinal studies.</p> <p>The UK has not ratified the Istanbul Convention on preventing and combating violence against women and domestic violence.</p>	<p>Anecdotal evidence is that this is also the case within South Gloucestershire.</p> <p>This does not relate to the work of the Council, but as a national position will still impact on South Gloucestershire residents.</p>
<p>Hate crime remains an ongoing challenge:</p>	<p>The Commission's national inquiry highlighted the serious impact of disability-related harassment on the lives of victims.</p> <p>Black people were most affected by racially motivated crimes.</p> <p>People from Mixed and Asian/'Other' ethnicities were most affected by religiously motivated hate crimes.</p> <p>Concerns were expressed about a rise in Islamophobic and anti-Semitic incidents.</p>	<p>Changes in hate crime recording, and the introduction of a new system at the end of 2015/16 prevent trend analysis.</p> <p>Figures for 2015 calendar year show 284 recorded incidents. The highest levels of such crime were for Race (171) disability (32 of which 4 were learning difficulty; 3 mental health; 6 physical disability) and for sexual orientation (46)</p> <p>A large proportion of the 2015 reports did not include ethnic origin information. Out of the racist incidents reported in which the victims ethnic origin was recorded, the most targeted group was White Other etc' (37 reports). This group includes northern Europeans so may suggest the targeting of economic migrants. Gypsies and Travellers also frequently get misrecorded in this group.</p> <p>There was a comparatively high level of reports (21) from the 'Bangladeshi' community.</p> <p>During 2016/17 we will work with partners (particularly the Police) to improve the quality of sub-category information recording. In advance of that work it is not possible to definitively establish a local picture of the prevalence of these forms of hate crime.</p>

EQUALITIES WITHIN SOUTH GLOUCESTERSHIRE

The Council is very aware that its work on equalities cannot stand in isolation from the actions of others working in this field both locally and nationally. Much of the information presented in this report links to, and involves, the work of other groups and individuals operating in South Gloucestershire.

A key part of this network is the South Gloucestershire Equalities Forum. The Forum brings together organisations and individuals living and working in South Gloucestershire to work to create a place where people and communities are able to live without fear or experience of discrimination. In particular the Forum seeks to make progress towards achieving this vision through four areas of work:

1. **Challenging Discrimination** – by challenging discrimination where we see it we will give confidence to people from equality communities and help make them aware of the legal protection which exists for them
2. **Education** – by helping to dispel the myths around equality communities we will help people respect individuals, whatever their background, and value living in a community of people from different cultures and experiences
3. **Legal Framework** – working within the legal framework which imposes a duty on public organisations to promote equality of opportunity we will share lessons learned within our member organisations and encourage all to adopt best practice
4. **Promoting Community Cohesion** – by encouraging activities to bring people together in communities we will help give communities a stronger sense of empowerment and help people from different backgrounds work together and ensure that new people moving into the area are welcomed

Membership of the Forum includes:

- Age UK South Gloucestershire
- Avon and Somerset Constabulary
- Avon Fire and Rescue Service
- CVS South Gloucestershire
- Merlin Housing Association
- North Bristol NHS Trust
- South Gloucestershire Clinical Commissioning Group
- South Gloucestershire Council
- South Gloucestershire Disability Equality Network
- South Gloucestershire Over 50s Forum
- South Gloucestershire Race Equality Network
- Southern Brooks Community Partnership

Last year the Forum developed new web-pages on the website of CVS South Gloucestershire which were sponsored by Merlin Housing Society. In addition to information about the Forum and its activities there is an equality profile of the area. The profile section includes information from the census about equality communities and contact details for representative organisations. These pages can be accessed at www.cvs-sg.org.uk/Pages/Category/equalities-forum.

During 2015/16 the Partners Group which leads the work of the Forum met on three occasions including looking at how to involve equality communities in the new Bristol Aerospace Trust Museum in Filton and the work of a local anti-hate crime partnership as part of the continuing follow up to the previous year's conference. The Equality Conference was held in February looking at Isolation and Loneliness and how it impacts on all equality communities not just older people. The conference included moving personal accounts of the impact of isolation and inspirational examples of projects which work to reduce loneliness. A report of the conference will be published on the Forum's web-pages.

The South Gloucestershire Disability Equality Network (SGDEN) had a difficult year rebuilding after the sudden death of their Chair. However the award of a three-year Service Level Agreement has allowed them to take on a one-day a week member of staff. She has developed an increasingly useful weekly bulletin of disability related news and helping SGDEN respond to more consultations. SGDEN also arranged a very successful exhibition of the work of local disabled artists using funds secured from the National Lottery the previous year. Their AGM and conference focussed on sport and leisure and included presentations on activities ranging from swimming to skiing.

The South Gloucestershire Race Equality Network made a useful contribution to the Council's Equality Plan and held a lively meeting looking at employment issues affecting BME people in the area. Towards the end of the year they embarked on a review with CVS South Gloucestershire to see if they are ready to become an independent organisation.

South Gloucestershire Over 50s Forum were hampered by the retirement of their longstanding chair. Nearly half their committee had been forced to step down following serious health problems. However they still delivered a lively programme of meetings and information days and have been able to re-launch their newsletter with a new editor.

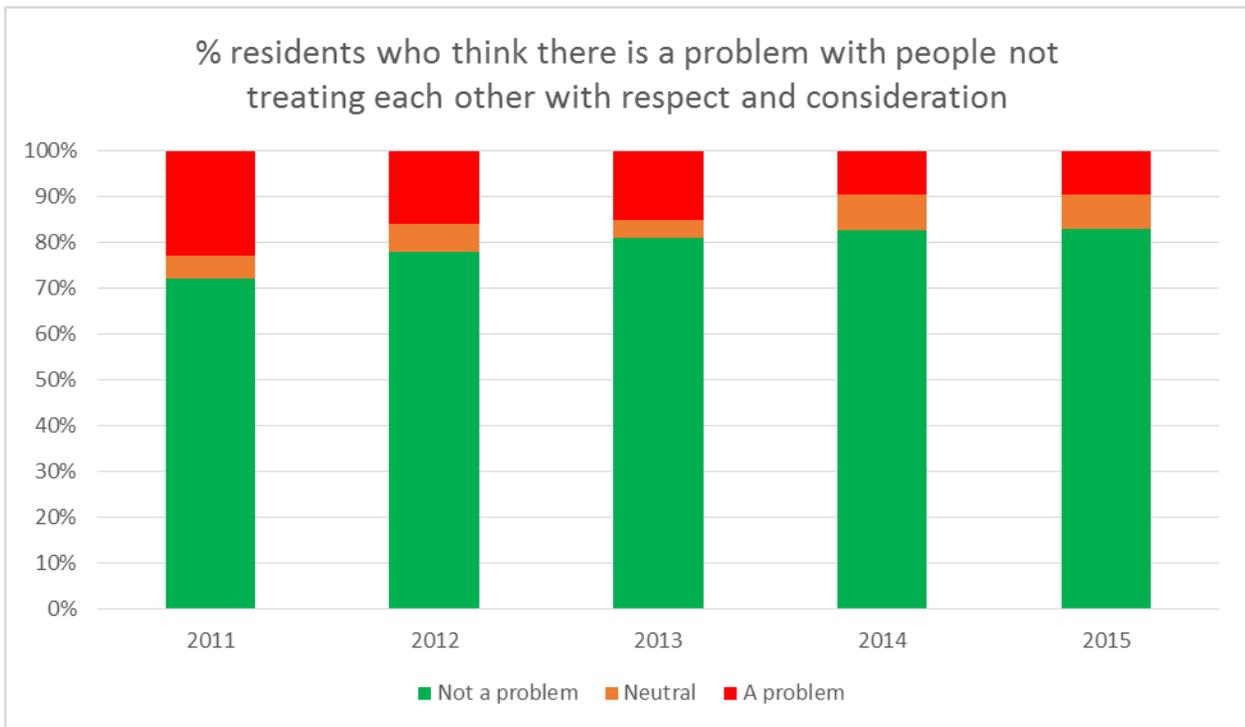
PERCEPTIONS OF EQUALITY

Each year the Council surveys residents in order to assess their views of equality in the district. The number of respondents to this survey for each of the last three years is as follows:

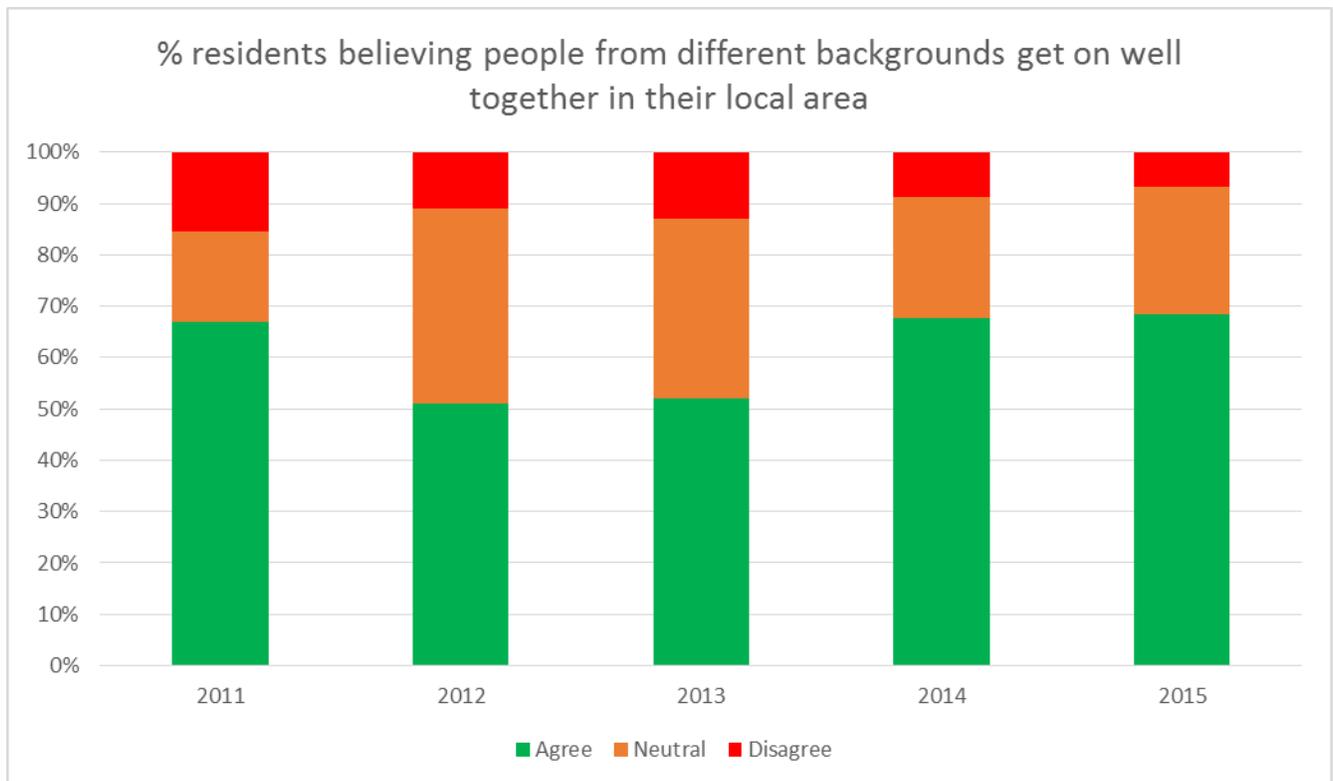
- 2011 1,154
- 2012 999
- 2013 890
- 2014 1,278
- 2015 916

At the 95% confidence level this therefore provides a Confidence interval of better than 3%. Results are also weighted and so provide an accurate reflection of views of all residents. Therefore, we can be 95% confident that responses are representative of those that would be given by the total population, if a census had been conducted, to within +/- 3% of the percentages reported

The proportion of residents who think there is a problem with people not treating each other with respect and consideration in their local area has reduced still further in the last year. Only 8.5% of respondents felt this is a problem in their local area while 75% disagreed or strongly disagreed that this is the case.



Asked a much broader question about how well people from different backgrounds get on in their local area, residents were also more positive in 2015. The proportion feeling their local area is a place where people from different backgrounds get on well together increased from to 64.6%, while the proportion who actively disagree with this statement reduced to 6.4%



SOUTH GLOUCESTERSHIRE COUNCIL'S EQUALITY OBJECTIVES

The Council has set 4 objectives for its equality work and progress against these in 2015/16 is considered below. Results can be summarised as:-

Objective		Feedback on Progress
Objective 1: To ensure a consistent approach to managing equalities.	✘	<p>While there were some excellent Impact Equality Assessments (EqIAs) as part of the decision making process, the standard and application of EqIAs was inconsistent.</p> <p>Not all services felt the Council's agreed approach to be practicable, given the reductions in capacity as a result of the Council Savings Programme.</p> <p>The Council will revise this framework during 2016/17.</p>
Objective 2: To ensure fair treatment for all by Council services	✔	<p>93% of respondents did not believe they had been treated unfairly because of a protected characteristic. Detailed analysis is presented below but many of the issues raised lie outside the control of the Council. For example the age-related eligibility for free bus passes is set by the Government, not by local authorities.</p>
Objective 3: To reduce any gaps in service use and take-up.	✔	<p>Overall, the Council is showing improvements in delivering against actions that have been set to improve service performance in delivering against these objectives. This Annual Report provides information on the performance of council department in 2015/16 and also of progress against actions which were set for the year.</p>
Objective 4: To continuously improve equality of opportunity for our employees and job applicants	✘	<p>Analysis against this objective is assessed via our annual 'Equalities in Employment' report which is available via the link in Section 3 of this report. This information enables us to check our performance as an employer in relation to all diverse employee groups.</p> <p>Together with attitudes and experiences of staff collected via our biannual staff survey, this information allows us to assess staff satisfaction levels, attitudes and experiences and continuously develop our practices as the largest employer in South Gloucestershire.</p> <p>Results from both sources show a number of new challenges and we will be implementing action plans in 2016/17 to begin improving these, while recognising those plans will take some years to deliver the full equality of outcome we are seeking.</p>

OBJECTIVE 1: ENSURING A CONSISTENT APPROACH TO MANAGING EQUALITIES.

Each individual service area is responsible for ensuring equality in its own operation, and for identifying and addressing inequality in line with the Council's legal obligations.

To support staff and managers in doing this the council has in place a corporate Equality and Diversity Action Team (EDAT). This brings together departmental representatives with the corporate equalities expertise and support. The EDAT group meets every three months to provide strategic direction, guidance and performance management to Members, departments and partners on equality and diversity issues, as well as discuss and act on equality and diversity issues within the authority and partnerships.

The members of EDAT feedback to Departmental Equalities Working Groups which are tasked with ensuring that corporate equality commitments and objectives are translated into action. Therefore, each Departmental Equalities Working Group devises and delivers actions aimed at delivering corporate objectives. These actions are set out within this Annual Equalities Report. Departmental Equalities Working Groups also provide two-way communication of equalities issues between customer facing staff and EDAT

During 2015/16 it was found that not all services found the Council's agreed approach to be practicable, given the reductions in capacity as a result of the Council Savings Programme.

The Council has agreed an Action Plan to revise this framework during 2016/17.

OBJECTIVE 2: ENSURING FAIR TREATMENT FOR ALL BY COUNCIL SERVICES

In 2014 62% of residents surveyed through the Citizens Panel thought that they had been treated fairly by the Council. However the survey did not provide useful information about the grounds on which people thought they had been discriminated against. Accordingly the Council agreed to amend the questions asked in order to obtain information of more value in improving the equality of its service delivery.

This marks the first time this new methodology has been used. 93% of respondents did not believe they had been treated unfairly because of a protected characteristic. Of those that had, many of the issues raised lie outside the control of the Council. For example the age-related eligibility for free bus passes is set by the Government.

Protected characteristic	No. believing they have been discriminated against	% believing they have been discriminated against	Comments made
Age	18	2.1%	I am discriminated by the council because I longer get my State Retirement Pension at 60 (which is a separate battle with the Government), but for South Gloucestershire Council, had the detrimental knock on effect on to other benefits, such as free bus pass, being withdrawn for 60 year olds - age and gender discrimination. I am female nearly 62 and I cannot have a free bus pass but my husband got one when he was 62. I also think I should get concessions at the leisure centre

			<p>I cannot get my bus pass on my 60th birthday, but have to wait until I am 66, but my sister in law, who has just turned 60 in Wales get hers, we were born 11 months apart.</p> <p>I think that they don't always understand the problems of ageing especially transport</p> <p>I was due to get my bus pass last year (62) but South Glos moved the goalpost!</p> <p>Lack of facilities for mature residents</p> <p>Every time I point out problems in South Glos nothing is done to make South Glos a good place to live</p> <p>My recent letter to Stoke Gifford town clerk, about cycling in the park on the FOOT path, was not answered by the clerk, or the local councillor. And as I am not as nimble as I used to be,(owing to my age) a once peaceful stroll in the park is now interrupted by speeding cyclist, who one day will cause a big injury to someone like myself.</p> <p>Highways although a petition has been put in for a crossing for the elderly nothing has happened.</p> <p>Because of our ages and disabilities we feel invisible most of the time</p>
Disability	15	1.7%	<p>Because the council does not support the requirement for disable facilitation of premises in our area this is in my considerate active discrimination</p> <p>Homechoice issue South Glos refuse to allow my son who is on the Autistic Spectrum to have his own room which he desperately needs</p> <p>I can't put out my bin all the time as sometimes it's too heavy when I'm having a bad disability day. I asked the bin men for help one morning and was told not my problem mate, you then took 2 weeks to return and empty it, in which time the rats had moved in.</p> <p>I feel my son has been discriminated against - he has the legal right to education which is constantly ignored by the SEN team. This involves the breach of his Statement of Educational needs over a prolonged period (several years).</p> <p>No to all your questions except disability, my wife surrendered her blue badge but has since fallen down very often now she is totally dependent on her walkers. I ask my doctor to send a letter which he did because I suffer with IBS and need the toilets very often I was turned down because I can walk 50 yards. IBS strikes any time I've had many accidents and have to drive home and wash and change, leaving my wife, sat on her walker afraid.</p>

Gender Reassignment	1	0.1%	
Pregnancy and maternity	1	0.1%	
Marital status	3	0.3%	
Ethnicity	3	0.3%	
Gender	2	0.2%	
Religion or belief	2	0.2%	
Sexual orientation	1	0.1%	
Any other equalities issue	15	1.7%	
Not discriminated against	801	92.9%	

General Comments

- Yes, I am discriminated against because I don't have children, claim benefits, have disabilities or claim to have any other sexual preference other than heterosexual yet I must abide by others and are forced to pay and support those who choose to become burdens to society or deem themselves as more special or individual than myself. Why the hell should it matter – I'm a person not a label
- I'm a very small minority and feel ignored. If I paid to have the tee cut down, no doubt I'd be prosecuted. Ditto if I stopped paying my licence fee.
- By councillors only looking after their own with utter contempt for wider public needs, interest and requirements e.g. permanent road closures
- Council Tax. As a single occupier why a discount of only 25% is received when the information states that the Council Tax is calculated based on two adults living in a property. Therefore a single occupier should only pay 50%.
- Excessive increase in rental of piper personal alarm system
- I feel Thornbury is discriminated against in funding for health and education matters compared with elsewhere in S. Glos.
- It seems to take a very long time to get anything done at the bottom end of Morton way compared with the top end!
- Needing to use motor cars we are victimised by traffic calming, speed humps and priority and subsidies for near empty public transport that councillors rarely use
- Not being a car user!
- On the grounds of being a normal white person and therefore excluded from the race relations industry
- The council appears to see people who don't fit any of the "minority" groups as cash cows to finance the rest
- Unwilling to review and tidy up the trees shading my property. They require trimming so we get sunlight in the summer. I am sure if I were a Councillor they would be maintained.
- Would not say discriminated really. Just not listened too.

- Yes, those having a criminal record
- Got laughed at once when I asked about getting a flat when I attended the councils Kingswood offices to enquire when I got divorced some years ago.
- Although I must say after the death of my husband it took ages and about 6 different bills to finally settle how much I had to pay.
- No, They discriminate against us all equally.
- 'No, never' answer option is incompatible with your question, which asked only about the immediate preceding year!
- Sometimes the perception of the circumstances surrounding a situation are not considered, so the term reasonable is too subjective
- You miss a lot and your one hand doesn't know what other is doing in a way you are not honest.

OBJECTIVE 3: TO REDUCE ANY GAPS IN SERVICE USE AND TAKE-UP.

Overall, the Council is showing improvements in delivering against actions that have been set to improve service performance in delivering against these objectives. This Annual Report provides information on the performance of council department in 2015/16 and also of progress against actions which were set for the year.

OBJECTIVE 4: TO CONTINUOUSLY IMPROVE EQUALITY OF OPPORTUNITY FOR OUR EMPLOYEES AND JOB APPLICANTS

Analysis against this objective is assessed via our annual 'Equalities in Employment' report which is available via the link in Section 3 of this report. This information enables us to check our performance as an employer in relation to all diverse employee groups.

Together with attitudes and experiences of staff collected via our biannual staff survey, this information allows us to assess staff satisfaction levels, attitudes and experiences and continuously develop our practices as the largest employer in South Gloucestershire.

Results from both sources show a number of new challenges and we will be implementing action plans in 2016/17 to begin improving these, while recognising those plans will take some years to deliver the full equality of outcome we are seeking.

SECTION 2

ANNUAL DEPARTMENTAL EQUALITIES FEEDBACK REPORTS



DEPARTMENT: Chief Executive & Corporate Resources
YEAR: April 2015 – March 2016

SECTION 1 – THE DEPARTMENTAL EQUALITIES ACTION PLAN

Key achievements:

- Awarded Jobcentre Plus 'Positive about Disabled People Award for the 10th year running. The process of gaining this award has ensured that our recruitment and selection processes are open and attractive to people with disabilities.
- Continued to build a successful apprenticeship programme which resulted in being shortlisted for the Bristol Post's Apprenticeship Large Employer of the Year Award. The programme has seen an increase in the number of younger people employed at the Council.
- 100% of the council's apprentices have progressed into sustainable employment, both internally and externally.
- Added a mandatory equality selection criterion to all advertised jobs to make sure equality issues are considered proactively during the recruitment process.
- Updated the application form and HR database (ResourceLink) to reflect the revised protected characteristics of staff.
- Updated single format for the production of HR equality data to support EqIA's. This ensures that the supporting data can be comparatively analysed and individual EqIA reports fed directly into the wider organisation equalities reporting seamlessly.
- Launched Disability Equality at Work training for anyone who has direct contact with disabled customers/service users at work. Approximately 30 people have completed the course this year from the council and partner organisations.
- Continued to build on the success of eDocs which were introduced in 2014 to improve accessibility to council documents. EDocs can be read on any device, font size and colour contrast can be adjusted to make the documents easier to read and include functionality to allow the documents to be read out or translated into more than 140 languages.
- Developed specific eDoc templates to enable social workers to access the latest versions of previously printed factsheets used with hard to reach groups.
- Equality Plan 2015-19 published as an eDoc.
- Continued to produce information in easy read format for people with learning disabilities.
- Added captioning to more of our online video content.
- Promoted numerous national campaigns related to equality topics using online and offline channels including Deafblind Awareness Week, Mental Health Awareness Week, World Mental Health Day, Think Autism campaign and encouraging membership of respective groups in South Gloucestershire
- Added British Sign Language videos about voter registration to website, to help residents with hearing difficulties.
- Promoted South Gloucestershire 2016 equalities conference which focussed on understanding loneliness and isolation
- Created a short video for the equalities conference about understanding how older people experience loneliness and can become isolated.
- Promoted a series of events to highlight mental health issues and positive mental well-

being including mental health roadshows.

- Promoted Living Well with Dementia roadshow events.
- Produced new materials including videos to support travel training initiative for young people with learning difficulties
- Produced 'The Local Offer' eDoc in conjunction with the Children Adults and Health Department providing children and young people with special educational needs or disabilities and their families key information and links to support services
- Promoted equalities issues online, offline and via local media including:
 - Dementia benches installed in Patchway, dementia roadshow promotion, dementia awareness week on social media
 - Discover and Engage festivals
 - 0 – 25 partnership board launch
 - Extra care housing at Coldharbour Lane
 - Wheels to Work scooter/motorbikes for job seekers with accessibility problems
 - Launch of happy, healthy at home cluster project

The key actions proposed for 2016/17:

- Create a bank of equalities interview questions to ensure recruiting managers take account of equalities issues during the selection process
- Project to explore implementing a Mental Health charter.
- Developing a new recruitment e-learning module which will include identifying unconscious bias.
- Offer Equality and Diversity training for employees and managers from October 2016.
- Continue to work towards achieving WCAG2 AA accessibility compliance standards in order to ensure our content is even more accessible to users with different disabilities across all our online platforms.
- Further website user research including running focus groups together with WECIL to investigate website accessibility improvements for South Gloucestershire residents with additional accessibility needs.
- Improve easy read section of website in conjunction with Learning Difficulties Partnership Board.

SECTION 2 – EQUALITY IMPACT ASSESSMENTS (EqIAs)

Key EIAs undertaken in 2015/16:

- Council's 2016/17 budget
- Council tax amendments related to financial hardship
- Adult Social Care Charging Policy (charges for ExtraCare housing care and support service)
- Contributory charge for Post 16 Travel Assistance
- Adult Social Care Charging Policy (telecare, homecare and deferred charging)
- Rapid Response
- Housing Related Support (elderly people) review
- Public Health Budget Cuts
- Operational Support review
- Customer Services Phase 2
- Community HUBS project

SECTION 3 - EQUALITIES MONITORING

Equalities monitoring is undertaken as part of the overall monitoring and evaluation of service delivery for the following services:

- Human resources
- Housing benefit and council tax benefit
- Council tax
- Corporate contact centre
- One stop shops
- Strategic communications
- Registration service

The key improvement actions identified:

Human resources

The format of the annual equalities in employment report has been improved. It presents the key issues emerging from the data analysis and sets out recommended actions.

Housing and council tax benefits

The Benefits team, are seeing an extremely low response to their survey requests therefore we have decided to work with the Revenues team to come up with a new survey, encompassing both services, which will hopefully encourage customers to give feedback on the service(s) they receive. The new survey is in the planning stage and it is expected that it will be sent out at the start of 2017 therefore equalities data should be available during 2017/18

Council tax

The revenues team, which includes council tax, business rates and recovery, are seeing an extremely low response to their survey requests therefore we have decided to work with the Benefits team to come up with a new survey, encompassing both services, which will hopefully encourage taxpayers to give feedback on the service(s) they receive. The new survey is in the planning stage and it is expected that it will be sent out at the start of 2017 therefore equalities data should be available during 2017/18

Corporate contact centre

Analysis of equalities data does not show any trends of dissatisfaction with the Contact Centre service, however we will continue to monitor this on a regular basis

One stop shops (OSS)

Throughout 2015/6, the OSS has continued to issue surveys directly to customers following their visit to the OSS ensuring that all customers have the opportunity to participate. In 2015/16 455 responses to surveys were captured, which included equalities information.

Following customer feedback the accessibility of the public toilet door has been investigated and options explored. An adjusted door mechanism has improved accessibility to this facility in Kingswood One Stop Shop.

The OSS continues to work with external organisations to ensure its facilities and staff are equipped to support customers, whilst addressing their needs and resolving enquiries. Overall customer satisfaction with the OSS is around 95%. Analysis of equalities data does not show any trends of dissatisfaction with the OSS service, however we will continue to monitor this on a regular basis.

Strategic communications

The accessibility features on the council's website continue to be well used. Particularly pleasing is the notable increase in the use of Browsealoud that speech enables our website for those who find it easier to listen to, rather than read the content eg people with low literacy and reading skills, English as a second language, dyslexia or mild visual impairment.

1301 Browsealoud speech requests were made between October 2015 and March 2016 – an increase of 162% on the same period last year.

Registration services

The Registration Service continues to undertake customer satisfaction on a regular basis. Analysis of the 2015/16 results show that all groups of customers are satisfied and have not identified any areas of concern. We conducted 15 same sex ceremonies in 2015/16 plus 2 civil partnership conversion to marriage celebratory ceremonies, all literature and ceremony packs now fully address our customer requirements.

SECTION 4 – PROCUREMENT

Equalities is now embedded into council procurement processes and guidance at the following stages:

- Consideration of the impact on people with shared protected characteristics at the requirements definition and commissioning stage
- Establishing the relevance of equality to the procurement at the procurement planning stage
- Assessing the equalities processes and compliance of potential suppliers through the Mandatory Equalities Questionnaire at the Supplier Selection Stage
- Consideration of equalities factors in the evaluation and award stage, where relevant, which is evidenced in the Director's Decision report to approve the contract.

The key actions proposed for 2016/17:

- Further work to ensure that procurement planning processes properly consider equalities factors and implications

SECTION 5 – CHALLENGES

The department will support the delivery of the council savings programme and ensure that equalities impact assessments are conducted for all projects where relevant, published on the council's intranet site and the actions identified are monitored.

DEPARTMENT: CHILDREN ADULTS AND HEALTH

YEAR: April 2015 – March 2016

SECTION 1 – THE DEPARTMENTAL EQUALITIES ACTION PLAN

Key achievements 2015/16 and key actions proposed for 2016/17:

During 2015 – 2016, a full refresh of the South Gloucestershire Joint Strategic Needs Assessment (JSNA) was completed and equalities considerations and monitoring are now an integrated part of the JSNA and Joint Health & Wellbeing Strategy process. The latest intelligence and monitoring position of equalities needs in respect of diverse groups is evidenced in each of the detailed chapters along with the identification of priority issues to be addressed within South Gloucestershire.

In addition, unmet needs, intelligence and service gaps are also documented and the JSNA steering group will now develop forward plans to fill the gaps in knowledge, both in terms of producing chapters where there is currently no information, as well as providing more detailed information in some of the existing chapters where gaps have been identified.

The full JSNA can be viewed at <http://edocs.southglos.gov.uk/completejsna/>.

From 2016, the JSNA will change from a document updated every 3 years to become a live document with a forward planning cycle in place for sections over the next 3 years. As all organisations need to plan for a growing and increasingly diverse population; with a particular focus on the expected growth in number of older people, the alignment of equalities monitoring will enable the evaluation of intelligence and consideration of movement over time. The evidence base in the JSNA includes a range of intelligence from frameworks and patient and service user views; including Adult Social Care, Public Health and NHS which collectively reflect the joint contribution of health and social care to improving outcomes.

Children with disabilities and special needs

Commissioning of places strategy

This Strategy includes an analysis of demand for future specialist placements, following the Strategic Review of Special Educational Needs. The capital programme to create additional places at New Siblands was successfully delivered. A proposal for Warmley Park is now being considered particularly to create additional Post 16 places. Support for a proposal for a 4-19 Free School sponsored by SGS College Multi Academy Trust for children with autism as a primary need has been successful and so will mean the creation of up to 80 additional places and a new much needed additional resource.

Local Offer

South Gloucestershire's first annual Local Offer feedback report was published in Sept 2015 and includes details of the work undertaken over the previous 18 months; an update on our developments since implementation of the Children and Families Act in Sept 2014, and details of our forward plans for children and young people with SEN and/or disability

https://edocs.southglos.gov.uk/download/localoffer_281.pdf

The next Local Offer annual report covering progress in 2015/16 will be published as an accessible e-doc in Sept 2016. This will improve accessibility for those with visual impairment.

Adults

South Gloucestershire's fourth annual local account sets out how well we are doing in meeting the needs of adult residents of South Gloucestershire who require care and support. Local accounts are annual reports designed to give local residents a clear picture of: the achievements we have made in adult social care – how well we are performing the changes and challenges we are facing our plans for

future improvements. https://edocs.southglos.gov.uk/download/localaccount_311.pdf

The next Local Account annual report covering progress in 2015/16 will be published as an accessible e-doc in Sept 2016. This will improve accessibility for those with visual impairment.

SECTION 2 – EQUALITY IMPACT ASSESSMENTS (EqIAs)

National EqIA'S

Nationally the following EqIA's were undertaken by the government in relation to future policy proposals and legislative changes and these will support and inform work locally over the next few years in relation to these areas:

- Childcare Bill
- Education and adoption Bill
- National Funding Formula
- Transfer of 0-5 children's public health commissioning to Local Authorities
- Mandating elements of the Healthy Child Programme through Regulations
- NICE guidelines Equality impact assessment Transition from children's to adults' services

Local EqIA'S

- In 2015/16 the following EqIA's were completed demonstrating that we have had "due regard" to equality considerations and evidences the stage the duty was considered; what considerations were made; and how we undertook the assessment and reached conclusions.
Adult Social Care Charging Policy
- Independent living fund
- The Care Act
- Rapid Response

As a result of these EqIAs some mitigating actions were introduced – for example in introducing the Independent Living Fund we took a decision to ensure that all persons receive unchanged amounts for the first year.

SECTION 3 - EQUALITIES MONITORING

Integrating equalities into the JSNA process has allowed us to monitor the latest intelligence and evidence of needs in respect of diverse groups and the full details can be reviewed in the South Gloucestershire 2016 full JSNA e-doc. The integration of the monitoring process further supports our consistent approach to managing equalities and has resulted in the identification of the following priority issues to be progressed within South Gloucestershire during the next three year monitoring cycle.

Children and Young People

There are significant inequalities in children's health and educational outcomes. Outcomes for children living in poverty, young carers, looked after children, care leavers and young offenders are worse than

the South Gloucestershire average. Educational outcomes for children living in poverty compare poorly against the national average. A consistent theme is the need to improve outcomes of children experiencing multiple disadvantage and chaotic or abusive parenting.

Children with disabilities and special needs

Improve the evidence and the ability to access how fair society is for young people with learning difficulties; Raise standards and close attainment gaps in education for children and young people with disabilities and special needs; Develop employment and different pathway opportunities for young people with learning difficulties; Develop the EHC process to support young people with disabilities in meeting their full potential

Adults

Certain groups have been shown to have consistently worse health and social outcomes compared to the population average. These include people with learning disabilities, Gypsy and Travellers and people with enduring mental health conditions. Addressing the needs of these groups is critical to reducing health inequalities.

Domestic Violence

All agencies need to focus on targeting services to groups who are underrepresented in local services – young people aged under 20, men and older people – and those known from national research to be at high risk but where local data is lacking – disabled (including learning disability), gypsy traveller communities and gay and bisexual men. Priority also needs to be given to supporting the children of those experiencing domestic abuse, to improve their physical, emotional and social outcomes, and to break the intergenerational cycle of domestic abuse.

Housing

There is a shortage of some specialist housing provision in South Gloucestershire for people with dementia and challenging behaviour, Gypsy and Traveller pitches,. As the population ages, provision of specialist housing needs to be considered alongside support and care needs.

The EqIAA for the Homelessness Review and Strategy 2013 examined who is particularly affected by homelessness, with specific actions to deliver against the stated priorities. These took account of the issues to address the impacts identified. The current Youth Housing Project is due to report later this year and does the same for housing issues and homelessness affecting young people.

Safeguarding in adults and children

The South Gloucestershire Children's Safeguarding Board and Safeguarding Adults Board monitor equalities characteristics of vulnerable children and adults at board level through their performance reports. The JSNA steering group are scheduled to consider this intelligence at the next steering group meeting in September to plan the approach and timeline for integration and publishing of this information into the JSNA.

The JSNA steering group will develop and publish an annual work programme. Every year, a brief update will be produced highlighting changes made during the year. An executive summary identifying the key priorities for South Gloucestershire will be produced every three years. The equalities monitoring programme will be aligned with this.

SECTION 4 – PROCUREMENT

Was contractor/supplier performance in terms of equalities monitored and reviewed during the previous year?

Equalities monitoring forms a core component of our contract monitoring. We are not simply interested

in the raw numbers but in seeing evidence that suppliers have evaluated the impact of their own equalities monitoring and taken action as a result. Equally we gain a good insight into the broader level of provision by reviewing the monitoring information received.

The Council's commissioning and contracting procedures allow the equalities content of contracts to be adjusted in each case to achieve the required balance of equalities requirements relevant to the service, its service users and the organisation providing the service.

This covers three key aspects,

- 1 what the Council expects from providers in meeting their obligations under the Equality Act 2010 in undertaking any commissioned service,
- 2 how providers should promote the Council's Public Sector Equality Duty where they are carrying out work associated with the Council's statutory duties and
- 3 how providers should collect, monitor and analyse equalities data to ensure a fair and balanced approach to service delivery and development.

Were any suppliers/contractors identified as not meeting equalities criteria and how was this managed by the Department?

Whilst some suppliers appear to have more robust systems in place than others in relation to reviewing equalities none are non-compliant.

SECTION 5 – CHALLENGES

Key challenges to be faced 2016 - 2019

Unmet needs and Gaps for future work

The JSNA steering group will develop plans to fill the gaps in knowledge, both in terms of producing chapters where there is currently no information, as well as providing more detailed information in some of the existing chapters where gaps have been identified.

Several cross cutting intelligence issues have been identified in the production of the 2016 JSNA. There is a lack of robust data on modelling future demand, including that related to equality.

Children, Young People and Families

- Responding to government change agendas.
- Impact of funding reductions, especially in multi-agency partnerships.
- Uncertainty regarding Youth Offending Service, Families in Focus and being able to respond to these.
- Reduction of need for significant statutory services as prevention and early help services have high impact for the majority of families.
- Further develop Public Health engagement in integrated children's services and pathway planning.

Education, Learning and Skills

- Closing the achievement gaps at all levels particularly for the most vulnerable

- Expansion of free childcare places for eligible 3 and 4 year olds
- Demand for early years and school places, particularly primary, SEND and medical needs

Health and Social Care

- Development of an intelligence led targeted approach to prevention across all children, adults and health services which will include equality domains.

DEPARTMENT: ENVIRONMENT AND COMMUNITY SERVICES

YEAR: April 2015 – March 2016

SECTION 1 – THE DEPARTMENTAL EQUALITIES ACTION PLAN

Key achievements 2015/16:

What we promised to do in 2015/16	What we actually did
Complete application to Heritage Lottery Fund for funding to improve facilities at Page Park in Staple Hill. This will includes improved physical access for users with physical disabilities	Working with the local community we secured a multi million pound grant from HLF which will in part be used to improve physical access for users with physical disabilities part of which is already being delivered
Housing enabling will continue to promote the wheelchair and ExtraCare design guides to encourage housing providers to make their properties wheelchair accessible. The wheelchair guide will be superseded by national guidance from 1 October 2015	These design guides were promoted, and the wheelchair guide was superseded by national guidance from 1 October 2015. As a result 218 affordable homes were developed to full lifetime homes standard allowing greater accessibility and ease for adaptation for those with mobility issues.
Training on Human Rights Act for building control and planning enforcement team in order to ensure this are properly reflected in service delivery	Team training on the Human Rights Act was delivered to the building control and planning enforcement team.
The new grants system will include equalities monitoring and future annual reports will be able to reflect this	This was successfully achieved and the results will be published during 2016/17.
The ASB and community safety team are implementing a monitoring and data collection / analysis project to monitor tensions in communities with an initial focus on the Gypsy and Traveller community	This project has been undertaken and this data is now being analysed on a regular basis and used to target delivery..
Time4Reading campaign hopes to include promotion of books from the LGBT community and for Black History Mont	Time4Reading project did reach new communities to promote reading especially to schools but the specific work with LGBT and Black History was not completed. It will be carried forward for delivery in 2016/17.
Reading Well Books on Prescription scheme to be launched for children experiencing mental health problems	All preparation was completed during the year and this scheme will be launched in April 2016.
Develop library services to people with mental health issues and dementia, by delivering the Arts Council England library project to work with people experiencing mental health issues. One of the outcomes of this will be to help people understand mental health	The services were developed as planned and delivered at three libraries. Details are available at www.lizclarke.org/blog-right-sidebar The sessions gave people confidence and used their skills and experiences to create some very moving sessions

Explore ways to provide disabled customers who can't visit libraries with an improved service. This will include consideration of recruiting volunteers and looking at ways of using digital to help people access library services remotely	All volunteers were trained in supporting people get online and the service is looking at ways in which ipads can be used with older people for reminiscent projects We will continue to work on this in 2016/17.
We will explore the feasibility and impact of options for moving to a 100% wheelchair accessible taxi fleet	Work on this is ongoing and a detailed consultation and equalities impact assessment has been undertaken for the Regulatory Committee to consider in 2016/17.
SARI (Stand Against Racism and Inequality) have been allocated funding to provide support to victims of hate crime	The funding has been allocated and SARI continue to work with victims. They are also active partners in the wider Hate Crime and anti-social behaviour agenda.
The Disability Equality Network has been allocated funding to represent and support residents with disabilities	The funding has been allocated and the Disability Equality Network represented and supported a number of residents with disabilities during the year.
The local transport capital programme, led by the transport policy team, contains a budget for minor schemes aimed at improving mobility (dropped kerb crossings etc.)	Highway improvement works to improve mobility access were achieved as part of major projects such as the junction improvement scheme at Hambrook cross roads and the bridge widening scheme at Teewell Hill in Staple Hill. An additional 23 sets of pedestrian mobility crossings were installed throughout South Gloucestershire as part of our ongoing commitment to removing mobility barriers.
We will complete consultation on a new single equality plan for the council, and present a revised version of the plan for adoption by the council in September 2015	The consultation was carried out as planned and the Single Equality Plan adopted by the authority in September 2015.

In addition to this we achieved the following in 2015/16:

- Trained all Building Control officers in changes to Building Regulation M – Access to and use of buildings and amendments to Approved document incorporating new accessible standards for new housing.
- Trained all Licensing Officers and Technical Support Officers on equalities related issues.
- Undertook equalities consultation on a draft Taxi and Private Hire Licensing Policy specifically on accessibility to Taxis including wheelchair user needs.
- In conjunction with the South Gloucestershire Equality Forum we ran a multi-agency conference on understanding loneliness and isolation for persons with protected characteristics
- Drafted a Strategic Vulnerable person's policy in conjunction with Citizens Advice, to provide consistency in key principles to be followed in working with vulnerable people.
- Delivered StreetGames, a targeted sports initiative for over 80 young people to divert them from participating in anti-social behaviour

- Participated in development of a West of England Inclusive Sports Partnership for the promotion and growth of inclusive sport in the sub-region
- The Wild4life project engaged with 2071 children and young people (under 24) and 104 people with disabilities.
- The library service ran memory cafes for people with dementia.
- An autism book collection was launched in all South Gloucestershire libraries in conjunction with the South Gloucestershire Autism board
- A 19 year old Wild4Life Project volunteer with learning disabilities spoke at a regional 'Healthy Cities' conference November 2016 to 70 WoE health, planning and children's service managers and commissioners about his experience of the health and wellbeing benefits of engagement in nature and volunteer conservation work in open spaces.
- 60 ExtraCare market homes to meet the needs of older people who can afford open market values were completed.
- Planning permission was granted for 10 affordable homes for people with learning difficulties, and 261 ExtraCare homes in a range of tenures for older people.

The key actions proposed for 2016/17:

- A new play area will be installed at Page Park in Staple Hill, which will include bespoke equipment designed to accommodate inclusive play, with accessible paths linking the equipment.
- The Columbaria area at Mangotsfield cemetery will be to be developed in such a way as to be easily accessible by wheelchair users.
- We will actively work to increase the number of BME business owners attending our economic development activities.
- Provide 57 open market homes matching the Extracare design guide in order to meet the needs of older people at Charlton Hayes in Filton.
- Propose for adoption by the Council a Taxi and Private Hire Licensing Policy specifically on accessibility to Taxis including wheelchair user needs.
- Work with the South Gloucestershire Equality Forum to develop and implement an action plan arising from the loneliness and isolation conference.
- Introduce Reading Well Books on Prescription collection covering mental health issues for young people in all libraries.
- Analyse equality as part of a full housing condition survey.

SECTION 2 – EQUALITY IMPACT ASSESSMENTS (EqIAs)

Key EqIAs undertaken during 2015/16:

- Service reviews of ASB and Community Safety; Community Engagement; Trading Standards; Libraries
- Hate Crime Database
- Implementation of new Tools and Powers for ASB

- Gambling Statement of Principles and Licensing Act Statement of Licensing Policy
- Sports Pitches review
- Street Trading Policy & Application Guidelines
- Vulnerable persons policy
- Retendering of Bus Contracts
- Community Strategy
- Council Plan

SECTION 3 - EQUALITIES MONITORING

The key equalities monitoring that has taken place during the year:

- Customer feedback work continues to be undertaken on a regular basis by service areas such as Libraries; Community Engagement, Anti-Social behaviour; Building Control; Street Care; and Strategic Economic Development to seek users' views and understand where delivery may be falling short of providing the highest possible standard of services. The results are analysed by protected characteristic and are available from consultation@southglos.gov.uk
- Viewpoint surveys, covering a variety of topics, were carried out during the year. All results are analysed by protected characteristic and are available on the Council's website at <https://www.southglos.gov.uk/council-and-democracy/customer-services/viewpoint-citizens-panel/>
- We introduced equalities monitoring as part of a new Record of Agreements with museum and heritage organisations and advised museums on how to collect data, e.g. sampling information collection.

SECTION 4 – PROCUREMENT

- The department did not procure specific equalities services during 2015/16 but did ensure that equalities issues were considered when procuring services – for instance Equalities Impact Assessments were carried out when re-tendering bus services.
- The Client Transport Team implemented a robust programme of compliance inspections and spot checks on home to school transport that is provided under contract to the Council by external operators. One of the key drivers for the compliance checks is to ensure that children and other vulnerable people are appropriately safeguarded.
- The Departmental Procurement Hub were trained in equality issues, and are utilising this to improve the application of equalities within procurement.
- All Invitations to Tender for services include equalities questions at the Pre Qualification Questionnaire stage, to ensure tenderers will work in line with the Council's equality duties and policy. Contracts issued contain equalities monitoring measures where appropriate.
- Contractor/supplier performance in terms of equalities was monitored and reviewed during the year. No suppliers/contractors were identified as not meeting equalities criteria.

SECTION 5 – CHALLENGES

- To meet Council Savings Programme targets whilst maintaining a level of service provision to meet the needs of all of the users of the services. Where changes or cuts to services are proposed a full equalities impact assessment will be carried out to help to inform the decision.

SECTION 3

EMPLOYMENT



THE COUNCIL AS AN EMPLOYER

A full and detailed consideration of equalities in the Council's employment practices is available at : www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/

From consideration of that report a number of key issues have been identified, and actions to address them agreed. These can be summarised as follows:

Type	Issue	Corrective Action
Gender	<p>The workforce population has remained static over the last 6 years with around 70% of the workforce being female and 30% being male.</p> <p>This compares with overall English Unitary Authority statistics of 25% Male and 75% Female (Local Government Association, October 2010).</p> <p>At SGC the data shows women under-represented in higher grades as a proportion of the workforce (particularly in Hay Grades 1 to 6).</p>	<p>The Council will introduce targeted positive action programmes/ tailored training programmes aimed at increasing the number (%) of women in management roles.</p>
Age – Young People	<p>The number of younger age groups (particularly <20) in employment has remained very low at 0.5%. The percentage of Local government employees under the age of 20 across England and Wales is reported at 1.3%.</p> <p>The number of apprentice starts increased rapidly in 2014 with the engagement of an Apprentice Coordinator. The number of starts is now showing signs of reducing.</p> <p>People under the age of 29 have significantly higher turnover rates.</p>	<p>The Council will maximise opportunity presented by the National Apprenticeship Levy and Targets with the aim of increasing apprenticeships as a key tenet of workforce planning and training within the council.</p> <p>Robust workforce planning at a department and divisional level will identify career paths and opportunities to retain younger people within the workforce.</p>
Disability	<p>The percentage of disabled employees has reduced significantly over the last 6 years (3.7% in 2015/16). This compares to the percentage of disabled people aged between 16 and 64 in being 10.3% (Census 2011).</p> <p>Disabled people are more likely to be working in lower grade positions and have a lower than average interview success rate; yet at the same time have a lower turnover rate and higher average length of service once in</p>	<p>The Council will revisit and better promote the two-tick disability initiative to prospective employees.</p> <p>Specific support is offered to disabled people to help them prepare for interviews.</p> <p>The ICT Helpdesk will be a point of contact to support ICT related adjustments to enable a disabled employee to work effectively. Requests as a result of an Access to</p>

	employment.	<p>Work assessment will be prioritised by the Helpdesk for prompt resolution.</p> <p>A defined council wide budget cost code held by Finance and recharged to departments will be introduced to speed implementation process of 'reasonable adjustments' and 'access to work' recommendations across the council.</p>
Ethnicity	<p>There is under-representation from some minority ethnic groups (in particular, people from 'Asian', 'Mixed' and 'White Other' backgrounds) in the workforce and low levels of applications for vacancies.</p> <p>'White Other' and 'Mixed' have a higher than average turnover rates.</p> <p>All minority ethnic groups have a lower than average success rate at interview.</p> <p>There is under-representation from some minority ethnic groups at management levels in the workforce.</p>	<p>Positive Action programmes/training aimed at encouraging people from 'Asian', 'Mixed' and 'White Other' backgrounds to apply for council vacancies will be investigated.</p> <p>The Council will introduce a positive action programme aimed at increasing the percentage of people from minority ethnic groups in the workforce.</p> <p>The Council will introduce a positive action programme aimed at increasing the percentage of people from minority ethnic groups at management levels in the workforce.</p>
Gay men & women	Turnover for gay men and gay women is high.	Factors behind this trend will be researched, and appropriate action such as introduction of the Stonewall kite mark will be considered in light of the results and progress will be monitored.
Data	<p>We have more data in relation to sexual orientation and religion or belief than ever before, however, 63.9% (sexual orientation) and 63.8% (religion or belief) of the workforce remains unknown.</p> <p>In relation to Gender Reassignment, very little information is known.</p>	<p>A targeted campaign aimed at increasing reporting levels will be mounted.</p> <p>We will also publicise to staff the reasons why we ask for this information and the positive results that come from knowing – both for employees and customers.</p>
Employee groups	<p>The Disabled Employees Group is currently the only staff equalities group that is operating on a regular basis. As such, a survey has recently been completed with staff to gauge interest in reinvigorating and establishing staff equalities groups covering other protected characteristics.</p> <p>The results show that there is interest amongst the workforce in developing a</p>	Support will be provided to aid the re-invigoration of staff equality groups.

	range of further staff groups in the areas of Race, Sex, Sexual Orientation and Age equality	
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SECTION 4

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)



EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EQIAA)

The Council operates a comprehensive approach to Equality Impact Assessment and Analysis (EqIAA). The Council has in place a comprehensive Equality Impact Assessment Toolkit which guides staff on the process of conducting these important reviews. The Toolkit is available via the public website.

All changes in services, for example, changes as a result of transformation projects, are subject to Equality Impact Assessment and Analysis.

All councillors have undergone mandatory equalities training which included EqIAAs and taking account of this information when making decisions over changes to services.

Equality Impact Assessment and Analysis (EqIAA) is about finding out whether any of our activities have a differential impact on different groups of people. It is about analysing our actions/activities in relation to equality.

Available Equality Impact Assessments

EqIAAs are available on the Council's website <http://www.southglos.gov.uk/jobs-and-careers/equal-opportunities-information/equality-impact-assessment-and-analysis/>. This list is continuously updated.

All EqIAAs are available upon request from equalities@southglos.gov.uk