

SOUTH GLOUCESTERSHIRE COUNCIL



EQUALITY PLAN

2019 - 2022

We want to ensure that your needs are met.

If you would like this information in any other format, please contact us.

For example, you may wish to receive this document in Braille, audio tape, large print, computer disk or community languages.

Telephone: 01454 868009

Email: equalities@southglos.gov.uk

<p align="center">ENGLISH</p> <p>If you would like this information in a different format, for example: Braille, audio tape, large print, computer disk or community languages, please contact Tel: 01454 868009.</p>
<p align="center">ALBANIAN</p> <p>Në qofte se kete informacion do ta donit ne nje format të ndryshem, për shembull, ne alfabetin per te verberit ,audio kasete, me shkroja të medhaja, disk kompjuterik apo në gjuhen e komunitetit ju lutem kontaktoni Tel: 01454 868009.</p>
<p align="center">BENGALI</p> <p>আপনি যদি এই তথ্যাবলী বিভিন্ন রূপে চান, উদাহরণস্বরূপ : ব্রেইল, অডিও টেপ, বড় প্রিন্ট, কম্পিউটার ডিস্ক বা গোষ্ঠীগত ভাষাগুলিতে, তাহলে অনুগ্রহ করে ঐর সাথে যোগাযোগ করুন টেলি : 01454 868009.</p>
<p align="center">CHINESE</p> <p>如果你需要以不同形式取得這資料,例如,盲人凸字,聲帶,大號字,電腦碟或社區語言,請聯絡: 電話: 01454 868009.</p>
<p align="center">GUJARATI</p> <p>જો તમારે આ માહિતી અન્ય રીતે મેળવવી હોય, ઉદાહરણ તરીકે: બ્રેઇલ, સાંભળવાની ટેપ, મોટા મુદ્રણ, કોમ્પ્યુટર ડીસ્ક અથવા અન્ય ભાષાઓમાં, તો મહેરબાની કરીને 01454 868009 ઉપર ફોન કરો.</p>
<p align="center">HINDI</p> <p>यदि आपको यह जानकारी किसी और रूप में चाहिये जैसे कि: ब्रेल, ऑडियो टेप पर, बड़े प्रिन्ट में, कम्प्यूटर डिस्क पर य समुदायिक भाषाओं में, तो कृपया संपर्क करें टैलिफोन नम्बर: 01454 868009.</p>
<p align="center">KURDISH</p> <p>ئەگەر تۆ ھەر ئەکەدی ئەم زانیاریانەت بە شیوازی تر ھەبیت بۆ نموونە: نووسینی چاپی بۆ کوێران، شریت، نووسینی گەورە، دیسکی کۆمپیوتەر، یان بە زمانە کۆمەڵایەتیەکان تکایە پەيوەندی بکە بەم ژمارەوه 01454 868009.</p>
<p align="center">POLISH</p> <p>Niniejsze informacje dostępne są również w innym formacie, na przykład wydrukowane pismem Braille'a, wydrukowane dużą czcionką, zapisane na dysk komputerowy lub przetłumaczone na języki obce. W celu uzyskania kopii zadzwoń na numer: 01454 868009.</p>
<p align="center">PORTUGUESE</p> <p>Se quiser esta informação num formato diferente, por exemplo em Braille, audiocassete, letra de tamanho grande, disco para computador ou numa língua comunitária, por favor telefone para 01454 868009.</p>
<p align="center">PUNJABI</p> <p>ਜੇਕਰ ਤੁਹਾਨੂੰ ਇਹ ਜਾਣਕਾਰੀ ਕਿਸੇ ਹੋਰ ਢੰਗ ਵਿੱਚ ਚਾਹੀਦੀ ਹੋਵੇ, ਉਦਾਹਰਣ ਦੇ ਤੌਰ ਤੇ, ਬਰੇਲੀ, ਸੁਨਣ ਵਾਲੀ ਟੇਪ, ਵੱਡਾ ਛਪਾ ਜਾਂ ਕੰਪਿਊਟਰ ਡਿਸਕ ਜਾਂ ਕਿਸੇ ਹੋਰ ਕੰਮਿਊਨਿਟੀ ਭਾਸ਼ਾ ਵਿੱਚ ਚਾਹੀਦੀ ਹੋਵੇ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ 01454 868009 ਤੇ ਸੰਪਰਕ ਕਰੋ।</p>
<p align="center">SOMALI</p> <p>Hadii aad rabto warkan oo si kale u yaala, sida isagoo ku duuban cajalad maqal ah ama cajalada koombiyuutarka ama ku qoran far waaweyn ama farta indhooleyaasha (Braille) ama ku qoran afkale fadlan lasoo xidhiidh Tel: 01454 868009.</p>
<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 compútơ, hay bằng bất cứ một ngôn ngữ cộng đồng nào, xin liên lạc với số điện: 01454 868009.</p>

We Welcome Your Views

This plan is reviewed and revised every three years. To support this process, we welcome and encourage comments and suggestions. Please forward any feedback you may have to the council's Equalities and Third Sector Team Leader:

Equalities and Third Sector
South Gloucestershire Council
Department for Environment and Communities
PO Box 1954
Bristol,
BS37 0DD.
Telephone: 01454 864 620

Email: equalities@southglos.gov.uk

Complaints about Equality

We aim to be open and accountable and strive to provide an efficient, friendly and helpful service to our stakeholders. You can use our complaints procedure if you are unhappy with any aspect of the council's services, including any related to equality issues. This policy is available at www.southglos.gov.uk/council-and-democracy/complaints/stages-in-the-complaints-process/

CONTENTS

	Page
Part 1: Introduction	6
The Public Sector Equality Duty	10
The General Duty	11
The Specific Duties and how South Gloucestershire Council meets them	12
Part 2: A Brief Profile of South Gloucestershire	16
Part 3: Managing Equalities within the Council	21
Part 4: Equality Support Within South Gloucestershire	25
Part 5: Objectives	29
Glossary	30

Part 1: Introduction

Equality involves understanding and taking into account people's different needs; and where appropriate or possible providing services in such a way as to give everyone equal opportunity. It does not mean treating all groups and individuals exactly the same.

Integrating equality into all aspects of the council's work provides the opportunity to significantly and continuously improve and develop services by making them more appropriate and responsive to the needs of people. This leads to better value for money. Good equality approaches and practices significantly impact on making the council a better employer, improving our ability to meet the needs of customers, helping us to be better placed to deliver public services and to ensuring that our vision for South Gloucestershire is achieved.

The South Gloucestershire Sustainable Community Strategy¹ has been put together and is monitored by the South Gloucestershire Partnership. Our vision is that South Gloucestershire is: **“A great place to live and work”** and the following values are embedded into all sections of the Strategy:

- ensure natural resources are used wisely, reduce carbon emissions, prevent pollution and waste, and conserve and enhance the environment for future generations.
- promote a greater understanding and mutual respect between different sectors and sections of the community; empower all people to participate and become involved in decisions which affect the area.
- find simple and effective ways of working together that improve efficiency, make the most of resources and ensure value for money.

The Council Strategy² sets out the council's corporate aims and core values for meeting our area's vision. **Embracing Diversity is one of our Core Values.** We care about diversity and respect and champion equality of opportunity for all.

The Council has a Corporate Equality and Diversity Policy³ which details our commitments and aims. We are committed to valuing and treating all people with dignity and respect.

¹ To view the South Gloucestershire Sustainable Community Strategy visit:

www.southglos.gov.uk/council-and-democracy/localism/sustainable-community-strategy/

² To view the Council Strategy visit: <http://www.southglos.gov.uk/documents/cex120053.pdf>

³ To view the council's Corporate Equality and Diversity Policy visit:

<http://www.southglos.gov.uk/documents/Corporate-Equality-and-Diversity-Policy.pdf>

Our approach is three fold:-

1. To recognise that people, whether as communities or individuals, will have specific needs that need to be recognised and addressed in order for them to develop their full potential;
2. To acknowledge that the majority view is not always right and the rights of minorities will need to be protected;
3. To mainstream equalities into all aspects of our policy development and service delivery.

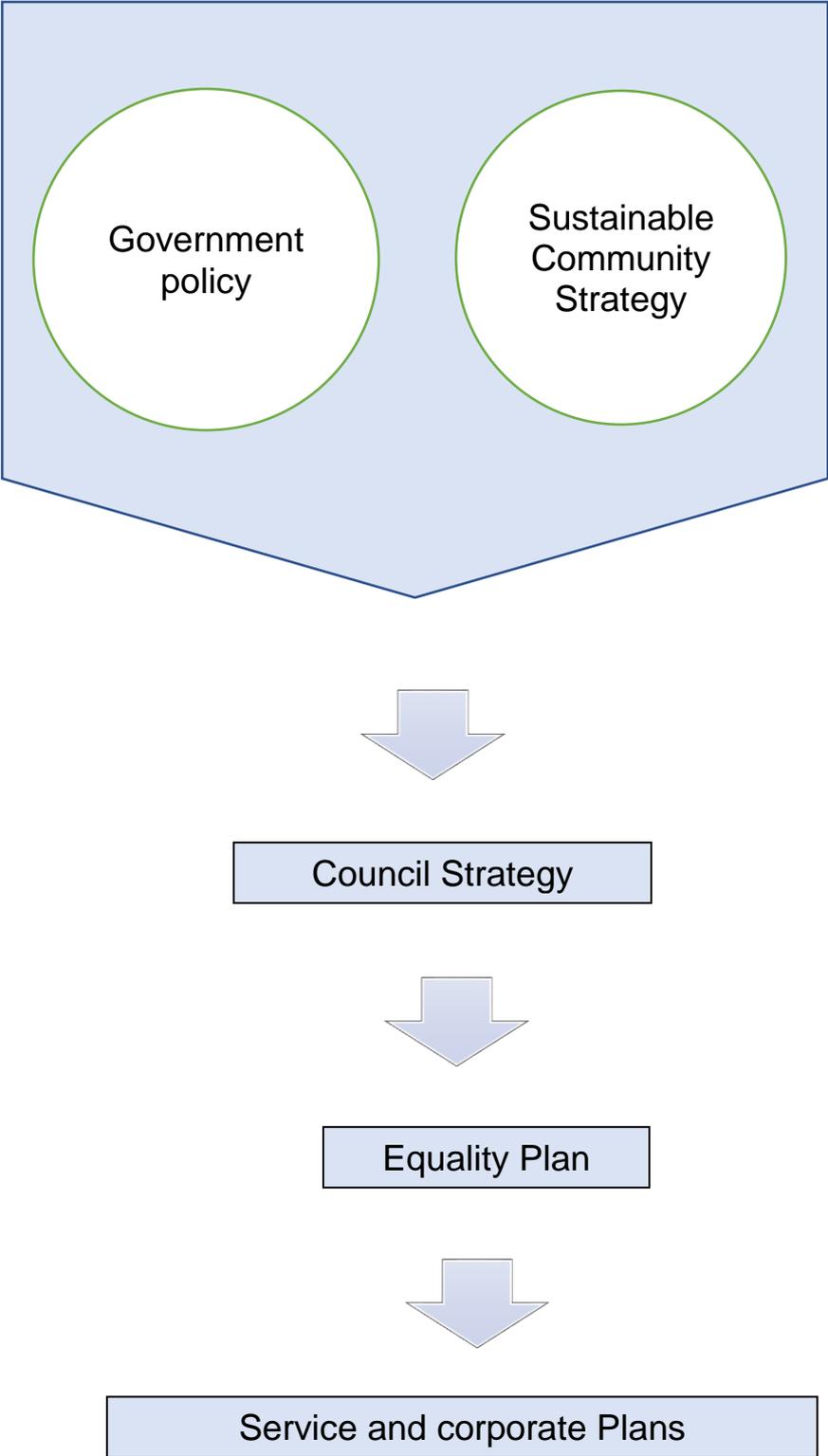
The principles that underpin the overarching Corporate Equality and Diversity Policy and inform our approach to equality are:-

- Welcoming and celebrating diversity;
- Developing a shared understanding of the essence of equality which is to value and treat all people with respect and dignity;
- Promoting equality of opportunity;
- Through policies, services, employment, contracting, and funding practices ensuing that no service user, employee or job applicant will receive less favourable treatment on the grounds of age, colour, impairment, marital status, lifestyle and culture, religion or belief, nationality, race gender, sexual orientation, gender identity;
- Taking all possible steps to eliminate discrimination, and undertaking action to remedy past discrimination and disadvantage;
- Actively demonstrate diversity within South Gloucestershire in all communications material;

Equality is central to our identification of local priorities and underpins all the services that we deliver.

This Equality Plan it sets out our strategic aims for equality in South Gloucestershire. It demonstrates that we recognise and are committed to delivering fair and equitable outcomes for all those who live, work and study in South Gloucestershire.

As shown in the following diagram, this Equality Plan sets out our strategic aims in relation to equalities and the delivery of these objectives through a full range of delivery plans ensuring a comprehensive and outcome focused approach to equalities.



This Equality Plan sets out a comprehensive, manageable, strategic agenda for all of our work in the field of equalities.

Working in Partnership

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. In order to promote and improve equalities within South Gloucestershire the council will also work closely with The Equalities Partnership which is supported by CVS South Gloucestershire and its member organisations including the South Gloucestershire Disability Equality Network; South Gloucestershire Race Equality Network; Age UK South Gloucestershire; South Gloucestershire Over 50's Forum, The Diversity Trust and Southern Brooks Community Partnerships. The other public bodies in these partnerships are required to comply with the Public Sector Equality Duty and will have to prepare their own Equality Plans.

South Gloucestershire Council will share its Equality Plan with our partners and work through partnership bodies to achieve a consistent approach to promoting equality of opportunity.

The Public Sector Equality Duty

The Public Sector Equality Duty is laid out within the Equality Act 2010. It is about ensuring the needs of all are met. The broad purpose of the Duty is to ensure that equality and good relations are issues which are robustly considered in the day-to-day business of public authorities. If an authority does not consider how its actions can or do affect different groups in different ways, it is unlikely that their action will have the intended effect – this, in turn, can contribute to inequality and poor outcomes.

The Public Sector Equality Duty consists of:-

1. A General Equality Duty (which is set out in section 149 of the Equality Act 2010) and;
2. Specific Duties (which are imposed by secondary legislation – The Equality Act 2010 (Specific Duties) Regulations 2011).

The General Equality Duty requires organisations to consider how they can positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected in the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review.

Protected Characteristics

The Duty covers the following nine Protected Characteristics:-

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and Maternity
5. Race
6. Religion or Belief
7. Sex
8. Sexual Orientation
9. Marriage and Civil Partnership

The General Duty

The General Equality Duty is made up of three aims which state that a public authority must, in the exercise of its functions, have due regard to the need to:-

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited** by the Equality Act 2010;
- 2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;** this means:-
 - removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
 - taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
 - encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3. Foster good relations between persons who share a protected characteristic and persons who do not share it;** this means:-
 - tackling prejudice.
 - promoting understanding.

The Specific Duties and how South Gloucestershire Council meets them

The Specific Duties state that a public authority must carry out a number of actions. These actions, together with the way in which they are being implemented by South Gloucestershire Council, are shown below -

Specific Duty	How this is delivered by South Gloucestershire Council
<p>1. Publish information to demonstrate its compliance with the General Equality Duty (not later than 31st January 2012); and subsequently publish this information annually. The information a public authority publishes must include, in particular, information relating to persons who share a relevant protected characteristic who are its employees and other persons affected by its policies and practices.</p>	<p>This information is published via the Council’s website within our Annual Equalities Reports and within our Equality Impact Assessments and Analyses.</p> <p>Annual Equality Reports are updated and published on an annual basis and contain a wealth of information in relation to the council’s progress against the requirements of the General Equality Duty.</p> <p>To view the Reports, visit: www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/</p> <p>In addition, our ongoing Equality Impact Assessment and Analyses (EQIAAs) are published via the Council’s website on an ongoing basis.</p> <p>To view completed EQIAAs, visit: www.southglos.gov.uk/jobs-and-careers/equal-opportunities-information/equality-impact-assessment-and-analysis/</p>

Specific Duty	How this is delivered by South Gloucestershire Council
<p>2. Prepare and publish one or more specific and measurable objectives it thinks it should achieve the General Equality Duty. A public authority must publish these objectives by 6th April 2012; and subsequently publish this information at intervals of not greater than four years.</p>	<p>Specific measurable objectives are included in the Council's Equality Plan. Our first Equality Plan was published prior to 6th April 2012.</p> <p>Objectives are reviewed three-yearly to fit the Council's budget and service planning timetable. This Equality Plan sets out our objectives 2019-22.</p> <p>Measurement of progress against these objectives is set out in the Council's Annual Equality Reports.</p> <p>To view the reports visit: www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports</p>
<p>3. Publish the above information in such a manner that it is accessible to the public and may do this by publishing the information within another published document.</p>	<p>This information is published in the Council's Single Equality Plan, Annual Equalities Reports and EqlAAs.</p> <p>These are made available via the Council's website (www.southglos.gov.uk) and in public libraries and One Stop Shops.</p> <p>If anyone would find another format more accessible, this can be obtained by contacting the council's Equality and Third Sector team on 01454 868009, or by emailing equalities@southglos.gov.uk</p>

In the interest of clarity, the Specific Duties mean that the Council must do the following:

Specific duty	How delivered by South Gloucestershire Council
<p>Prepare equality objectives ensuring that they are specific and measurable. These are the developments/improvements that the Council aims to achieve.</p>	<p>Specific measurable objectives are included in the Council’s Single Equality Plan which, following consultation, is published on our website.</p> <p>Objectives are reviewed three-yearly to fit the Council’s budget and service planning timetable. This will help ensure equality principles and best practices are truly embedded into the Council’s work.</p> <p>Progress against the objectives is published on an annual basis via our Annual Equality Report</p>
<p>Assess and analyse policies and practices to ensure all that they further the aims of the General Duty.</p>	<p>Equality Impact is considered as part of all policies presented for consideration by the Council and is built into Service Planning at all stages.</p> <p>The analysis is carried out by the managers and staff involved in each service, to ensure conclusions are grounded in, and reflected in the delivery of, service delivery.</p> <p>To view our impact assessment and analysis documents please see: www.southglos.gov.uk/jobs-and-careers/equal-opportunities-information/equality-impact-assessment-and-analysis/</p>

Specific duty	How delivered by South Gloucestershire Council
<p>Engage with a full range of interested parties concerning our work to fulfill the Equality Duty when we are setting our equality objectives, developing our action plans and reviewing our progress. This is to ensure that our objectives and actions are focused, relevant and successful in achieving the maximum impact and benefit for all.</p>	<p>The Council's plans to fulfill the Equality Duty are laid out within this Equality Plan. In developing this, consultation has specifically included relevant bodies (shown on page 21) as well as being made available to all residents via the Council's website (www.southglos.gov.uk) and local media, and to all staff via the Council intranet.</p>
<p>Monitor the composition of our workforce on an annual basis. The results of this monitoring should be analysed and interpreted so that it can be used to identify actions that can be taken to advance equality and good relations.</p>	<p>This work is carried out and reported each year after consideration by the Council's Equality and Diversity Action Team. Results from the regular Staff Survey are also considered as part of this process.</p> <p>To view our workforce monitoring results which is published in our Equalities in Employment Reports, please see: www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/</p>
<p>Monitor the composition of service-users and their experiences of our services on an annual basis. The results of this monitoring should be analysed and interpreted so that it can be used to identify actions that can be taken to advance equality and good relations.</p>	<p>Both users and non-users of services are surveyed on a regular basis. Analysis of these results is carried out as appropriate and the results included within the Annual Equalities Report.</p> <p>See: www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/</p>

Specific duty	How delivered by South Gloucestershire Council
<p>Publish information concerning our equalities work and progress annually; either as an individual document or as part of another report.</p>	<p>This information is included each year in the Annual Equalities Report which is published on the Council's website.</p> <p>See: www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports</p>
<p>When undertaking procurement, have due regard to equality and consider the extent to which equality considerations are relevant and proportionate to the subject matter of the contract.</p>	<p>The Council's Equalities In Procurement Guide sets out how procurement is to be carried out in order to achieve this.</p> <p>See: www.southglos.gov.uk/business/tenders-and-contracts/procurement-policy/commissioning-procurement-strategy/</p>

Part 2: A Brief Profile of South Gloucestershire

South Gloucestershire is in the West of England, located between Gloucester and Bristol, the Severn Estuary and the Cotswolds. The first and second crossings of the River Severn lie within South Gloucestershire and the area is well served by motorway and rail links.

The district covers 536.6 sq. km with a population of 279,000⁴ and 112,467⁵ households.

It is a mixed urban and rural area of great diversity with long-established urban communities, market towns, small villages and substantial new development. Just over 60% of the population live in built-up areas immediately adjoining Bristol. Just under 20% live in the towns of Yate, Chipping Sodbury and Thornbury, and the remaining 20% live in the more rural areas of South Gloucestershire.

Our residents have a high-quality local environment which they greatly value. South Gloucestershire is mainly an affluent area, with vibrant towns and parishes and a good range of community infrastructure making it a safe and strong place to live. In 2016/17, 81% of respondents to the Viewpoint survey said they were satisfied with their local area as a place to live⁶. Crime levels are low compared to the rest of the country - 61 recorded crime incidents per 1,000 residents compared to 83 per 1,000 across England and Wales⁷.

South Gloucestershire has a diverse economy including world leading companies from key high growth sectors such as advanced engineering, aerospace and defence, microelectronics and silicon design. We are host to large local economic drivers such as the Mall at Cribbs Causeway and the University of West of England, which attract investment and create opportunities as well as being major employers.

We are home to the new Science Park which is a world class environment for businesses in science and advanced technology, as well as the new National Composite Centre which is a national pioneer on the research and design of new composites technologies.

Based in each case on the most recent figures available, the make-up of our local population is as follows:

⁴ Office for National Statistics mid-year estimates, 2017

⁵ Valuation Office Agency, August 2014

⁶ South Gloucestershire Quality of Life Report - 2017

⁷ South Gloucestershire Quality of Life Report - 2018

Age

The age structure in South Gloucestershire is broadly similar to the national picture, as follows:

- Children age (0-15 years): 52,085 (18.6% of total population compared to an England & Wales average of 18.0%)
- Working age (16-64 years): 174,938 (62.7% of total population compared to an England & Wales average of 63.8%)
- Pensionable age (65+): 52,004 (18.6% of total population compared to an England & Wales average of 18.2%)

The total population is predicted to grow broadly in line with national averages. This growth is expected to see a significant increase in the number of people aged 65+.

Disability

The 2011 Census provided the following information in regard to disability:

South Gloucestershire 2011 Census data

	Disability/Day-to-day activities limited to some extent
Number	40,914
Percentage of Population	15.6%

This compares with 17.9% across England and Wales.

Gender

In South Gloucestershire, 50.4% of the population are female (140,594 persons) and 49.6% (138,433 persons) are male, as reported in the ONS 2017 mid-year estimates.

Race

South Gloucestershire has a small but growing number of Black, Asian and Minority Ethnic (BAME) residents. The 2011 Census reported that 5% of the population is BAME (compared to the average of 14% for England and Wales). In addition, 2.5% of the population is classified as 'White Other'. This is broken down as follows:

South Gloucestershire 2011 Census data

Group	South Glos Number	South Glos. Percentage
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

Note: Totals may not sum because of rounding

Religion or Belief

In respect of religion or belief, the 2011 Census reported the following:

South Gloucestershire 2011 Census data

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

- 59.6% of the population were Christian - considerably lower than the proportion recorded in the 2001 Census (73.9%).
- 30.7% of the population stated that they do not have a religion – nearly double the proportion recorded in the 2001 Census (17.5%) and higher than the national average (25.1%).

At present most followers of non-Christian faiths travel into Bristol to worship.

Sexual Orientation

There is no hard data on the number of lesbians, gay men, bisexuals and transgendered people in the UK. However, the Government is using the figure of 5-7% of the population and Stonewall⁸ agree that this is a reasonable estimate. This means that across the area, we have approximately 15,000 residents who identify as being LGBTQ – the largest minority group in South Gloucestershire.

Further Information

A range of information concerning the South Gloucestershire population can be found at our webpage entitled “Statistics about the Area”:

www.southglos.gov.uk/council-and-democracy/census/

A range of information concerning council workforce demographics can be found on our webpage: [www.southglos.gov.uk/community-and-](http://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/)

[living/equality-and-diversity/monitoring-equalities-information-and-reports/](http://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/)

In respect of key issues experienced by groups across the UK and South Gloucestershire, the council’s website contains a wealth of information:

www.southglos.gov.uk. In addition, the Equality and Human Rights

Commission (www.equalityhumanrights.com) website contains information pertaining to all protected characteristic groups.

⁸ For further information, visit: <http://www.stonewall.org.uk/>

PART 3: Managing Equalities within the Council

Responsibilities

The council’s approach to managing equality is that all managers and staff are responsible for ensuring equality within the work areas they are responsible for. The practical expectations of different levels of managers is clearly defined as shown below.

The Chief Executive and Chief Officers Management Team (COMT) are responsible for the overall leadership and effective operation of the management of equality within the council. In doing so they are supported by the Equality and Diversity Action Team (EDAT) which provides guidance and advice on the implementation of the council’s equality management framework, and on developments in the management of equality.

EDAT includes representatives from all departments of the Council and provides a network of good practice advice which can be called on by services and departments. EDAT is also responsible for co-ordination of the council’s Equality Plan and its Annual Equality Report

Directors and Departmental Management Teams

Directors are responsible for ensuring the Council’s equality framework is effectively implemented across their department, and that EqIAAs are included as part of all decision reports.

Heads of Service

Heads of Service are responsible for the equality performance of activities and premises under their control. This requires them to

- Ensure that managers under their control are aware of their responsibilities and support them in meeting those responsibilities.
- Ensure that people who manage and carry out work within their area are provided with suitable training, information, supervision and systems of work.
- Ensure Eq|AAs are included from the outset as part of policy development and review; and that Eq|AAs are included as part of all decisions on changes to service.
- Carry out Equality Impact Analysis and Assessments (Eq|AAs) on a regular basis using performance measures and consultation results to identify imbalances in outcomes related to protected characteristics, and to implement changes to address these imbalances where appropriate.

Line managers

Line Managers are responsible and accountable for ensuring equality both in the delivery of their service and in the management of their staff.

All staff

1. All staff are responsible for championing equality within their work and delivery of services.
2. Achieving this will involve taking reasonable care to ensure there is no discrimination on the basis of protected characteristics in their delivery of services, or in their interaction with colleagues, partners, and the public.

Equality Impact Assessment and Analysis (Eq|AAs)

Extensive guidance in how to meet their equality obligations is available to all staff on the council's Intranet.

A new Eq|AA template which is more readily scalable to the topic being considered was introduced from 1 April 2017. Training on how to conduct EQIAAs has been given to all Departmental Management Teams, and is repeated on a regular basis.

Guidance on the council's EQIAA process, together with a library of completed EqIAAs is available on the council's website at www.southglos.gov.uk/jobs-and-careers/equal-opportunities-information/equality-impact-assessment-and-analysis/

Data analysis

Analysing data to understand equalities impacts, and using the results of this to drive improvement and reduce inequality is a legal requirement. The responsibility to regularly monitor data and use it for this purpose sits with services and service managers.

Where services are delivered on an individual basis periodic analysis is still needed to identify unintended bias.

The council's Digital Programme will provide significant opportunities to improve data collection, analysis, and usage including improving the ability to carry out intersectional analysis. This involves analysis broken down by multiple protected characteristics, rather than these being treated as separate. i.e. outcomes for black, male teenagers being analysed taking all those characteristics into account rather than one analysis of outcomes by ethnic origin; a separate one carried out by gender; and a third by age.

Training and guidance

The council publishes extensive guidance to staff on equality issues on its intranet, ranging from acceptable type-faces and fonts to use in order to ensure those with visual difficulties can read communications, to complex processes such as conducting EQIAAs.

Regular training in equality is provided to staff, managers and elected Members. This includes general approaches such as identifying and combatting unconscious bias as well as more specialised training in processes and procedures to be followed.

Training to help those looking to develop their skills in order to enhance their promotion prospects is provided, and is targeted particularly at staff with protected characteristics.

Staff Support Groups

The council commissioned external providers to help staff develop a range of support groups for staff with protected characteristics. These groups now operate independently. As well as providing mutual support and enabling staff to share experiences, they increasingly impact on the services and support provided by the council itself.

Currently active groups are:

- LGBTQ+ Staff Network
- BAME Staff Network
- Women's Staff Network
- Disabled Employees Group

Staff support groups for those with other protected characteristics would be welcomed and any staff looking to help set such a Network up should contact equalities@southglos.gov.uk for guidance and to access the assistance which can be made available.

Part 4: Equality Support Within South Gloucestershire

The council cannot combat all forms of disadvantage and discrimination alone. Working with partner organisations is a key part of our actions to improve equality for our communities. This includes working with other public sector organisations, but also with groups representing those with protected characteristics.

In particular the council supports and works with an **Equality Partnership** of Voluntary, Community and Social Enterprise groups who provide Advocacy – Voice and Influence services for residents with protected characteristics. This partnership:

- supports groups operating by and on behalf of people with protected characteristics to represent their views
- supports the integration of people with protected characteristics into the wider community.

Supported by CVS South Gloucestershire, the Equality Partnership already provides a voice for the following characteristics. It is also working to extend its membership and coverage:

- Disability (South Gloucestershire Disability Equality Network),
- Gender identity (LGBTQ+ Network),
- Sexual Orientation (LGBTQ+ Network),
- Age (older people (South Gloucestershire Over 50's Forum and Age UK South Gloucestershire),
- Race (South Gloucestershire Race Equality Network),
- Religion and Belief (Southern Brooks Community Partnerships).

The council also continues to work with partners through the **South Gloucestershire Equalities Forum**. This 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
- Bristol, North Somerset and South Gloucestershire Clinical Commissioning Group
- CVS South Gloucestershire
- Bromford Housing Association
- North Bristol NHS Trust
- South Gloucestershire LGBTQ+ Network
- South Gloucestershire Council
- South Gloucestershire Disability Equality Network
- South Gloucestershire Over 50s Forum
- South Gloucestershire Race Equality Network
- Southern Brooks Community Partnerships

The Forum's website is hosted by CVS South Gloucestershire and sponsored by Bromford 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.

A broad range of other more specialised support operates within South Gloucestershire. The following list is not comprehensive, but demonstrates a range of support available to residents.

Hate Crime

Hate crimes and incidents directly related to protected characteristics are fortunately lower in South Gloucestershire than elsewhere, but are still unacceptable. SARI (Stand Against Racism and Inequality) provides individual case work support to those who are victims of any form of hate crime.

Age

The South Gloucestershire Over 50s Forum hold regular local meetings in different areas of the district. The Forum represents the interests of older people and operate a programme of events targeting 'younger older people'; those over 50 but who are working.

At the other end of the spectrum the Youth Partnership brings together groups working with young people, and young people themselves.

Disability

South Gloucestershire Disability Equality Network (SGDEN) supports those with disabilities including issues of loneliness and isolation.

The Learning Difficulties Partnership Board acts as a voice for people with learning difficulties and to bring issues to the attention of statutory organisations, as well as looking to help the latter to improve their services and delivery.

Race

The Government's Race Disparity Audit presents some 300 datasets analysed by ethnicity which can be found at www.ethnicity-facts-figures.service.gov.uk/ This data is broken into the following main themes:

- Community
- Education
- Labour market participation and income
- Housing
- Crime and policing
- Criminal Justice System
- Health
- Public Sector Workforce

The South Gloucestershire Race Equality Network meets regularly to discuss topics affecting the BAME community in the district, and leads activities to highlight their concerns. They have highlighted lower educational attainment and lower levels of employment – and in particular underrepresentation at the most senior levels in large organisations – of BAME residents as priority areas that need to be addressed within South Gloucestershire.

Sexual Orientation

The South Gloucestershire LGBTQ+ network holds a programme of open meetings with excellent speakers initially looking at experiences of coming out and at LGBTQ issues in the education system.

Part 5: Key Objectives

We have identified five key objectives which we will focus on over the next three years, together with the ways in which we will measure success.:-

Objective	Measuring success
Objective 1: To ensure a consistent approach to managing equalities	Our system for managing equalities is consistently followed as described in part 3 of this Equality Plan.
Objective 2: To ensure fair treatment for all by Council services	% of residents surveyed who believe they have received unfair treatment from Council services on the basis of protected characteristics.
Objective 3: To reduce any gaps in service use and take-up.	Analysis of data within each service of gaps in service use, take-up and the achievement of intended outcomes.
Objective 4: To continuously improve equality of opportunity for our employees and job applicants	Analysis of equalities gaps as assessed in annual 'Equalities in Employment' report together with attitudes and experiences of staff from biennial staff survey.
Objective 5: To advance equality of opportunity and foster good relations between different people.	<ul style="list-style-type: none"> • % of residents surveyed who think there is a problem with people not treating each other with respect and consideration • % residents surveyed believing people from different backgrounds get on well together in their local area

Priorities and actions to address these Objectives will be published annually.

GLOSSARY

BAME	Black, Asian and minority ethnic
BME	Black and minority ethnic
CAH	Children Adults and Health department
CECR	Chief Executive and Corporate Resources department
COMT	Chief Officers Management Team
DEG	Disabled Employees Group
DEN	Disability Equality Network
EDAT	Equality and Diversity Action Team
EqIAA	Equality Impact Assessment and Analysis
LDPB	Learning Difficulties Partnership Board
LGBTQ	Lesbian, gay, bisexual, transgender and questioning
SGEF	South Gloucestershire Equalities Forum