

Equality & Diversity Annual Report

2022/23



Barnsley – the place
of possibilities.



BARNSLEY
Metropolitan Borough Council

Contents

1. Introduction
2. Service User Diversity Report
 - Children's Social care
 - Early Help
 - Education
 - Youth Justice
 - Adult Social Care
 - Drug and Alcohol Treatment Services
 - Adult skills and Community Learning
3. Workforce Profile
4. Progress against our equality objectives



1. Introduction

Our Annual Equalities report provides an overview of how we are meeting the Equality Act 2010 and associated Public Sector Equality Duties (PSED).

The Equality Act 2010 and associated Public Sector Equality Duties (PSED) require the Council to have due regard to three areas in the way it works:

- To eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.
- To 'take forward (advance) equality of opportunity between people who share a protected characteristic and people who don't.
- To 'foster good relations' between people who share a protected characteristic and people who do not share it.

As a Local Authority, we understand that it is imperative to assess the potential impacts on the range of external and internal activities on diverse groups of people across Barnsley. This involves looking at evidence, engaging and building relationships with all communities, employees, partnerships, customers, stakeholders, and service providers across the Borough. Our equality objectives demonstrate the Council's commitment to challenging inequality and promoting a fair and inclusive Barnsley.

We have based our equality objectives on five of the priorities and outcomes within our Council Plan 2021-24.

Progress against our priorities and outcomes is measured and monitored through our critical success factors which can be viewed via the new council performance dashboard. Which can be found [here](#)



**Barnsley – the place
of possibilities.**



BARNSLEY
Metropolitan Borough Council

2. Service User Diversity Report

The service user diversity report provides a breakdown of the protected characteristics of the people who use our services (often referred to as equality monitoring data). The protected characteristics are: age, sex, disability, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, civil partnership and marriage.

This report provides an update to the 2021/22 service user diversity report and includes information across our people-based services.

Why are we publishing this report ?

Annually collating and publishing information about our service users and workforce by protected characteristic is a legal requirement. Publishing equality information about our customers promotes transparency and allows the Council to demonstrate how it is meeting the aims of the general duty

How we collate equality monitoring data about service users and how we use equality monitoring data

When service users use Council services or take part in any engagement activity, they will often find an option to complete an equalities monitoring form. They are then asked to complete a number of questions about themselves. Gathering this information allows the Council to identify which communities or groups they might belong to. All information is confidential and the General Data Protection Regulations (GDPR) will apply.

Our equality monitoring data helps us to understand who is and isn't accessing our services and how well service users' needs are being supported by them. This enables the Council to plan, deliver and make improvements to our services so that they meet the needs of all the different communities living in Barnsley.

Gaps in data

We aim to gather service user information covering all the protected characteristics: age, sex, disability, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, civil partnership and marriage. We acknowledge that there are still gaps in information both by Service area and protected characteristic. We recognise that there are gaps across the protected characteristics of sexual orientation; religion and/or belief, and gender reassignment which are often considered to be sensitive. People can be reluctant to provide this information and therefore we have higher levels of "prefer not to say" against these characteristics.



**Barnsley – the place
of possibilities.**



BARNSLEY
Metropolitan Borough Council

Key Findings

We're committed to enhancing the quality of our equality monitoring data by addressing gaps and refining the types of information we gather. Our efforts build upon last year's review of inclusive data collection, expanding to encompass a wider suite of equalities monitoring data. While strides have been made in collecting data on gender identity for some services, this inclusivity hasn't been consistent across all relevant areas. It's essential to ensure a comprehensive and inclusive approach to data collection across all aspects, aiming to elevate the quality of our collected data.

The issues of inconsistency of data collection across our services and the accessibility of equality monitoring data continue to impact the data's quality and coherence. A thorough review of data access and responsibility allocation is necessary. This review aims not only to enhance the accessibility of relevant data but also to maintain its security during collection. Identifying specific points of contact for the data collection process is crucial in streamlining and improving the quality of our data collection efforts.

Action 1: We aim to review the characteristics of the equalities monitoring data collected by Services, encouraging inclusivity in data collection to encompass all appropriate characteristics.

Action 2: Collaborate with Services to ensure the comprehensive capture of appropriate equalities monitoring data across all service areas, emphasizing improvement in recording practices.

Action 3: Identify relevant points of contact involved in data collection, ensuring their access to data and understanding of the annual report's purpose. This step aims to expedite the collection of quality data.



**Barnsley – the place
of possibilities.**



BARNSLEY
Metropolitan Borough Council

2023-2024 Equalities, Diversity and Inclusion Action Plan

We published our 2023-2024 Equalities, Diversity and Inclusion Action Plan, designed to place EDI at the core of our council's culture. This plan addresses both our role as a major employer within the borough and how we serve our residents and communities. It is closely intertwined with our People Strategy as we aspire to position the council as an employer of choice, primarily endorsed by our employees. Our commitment is to excel in inclusivity and diversity, ensuring that all employees are treated with dignity and respect, have the freedom to express themselves at work, and enjoy equal opportunities at all levels. Our overarching goal is to foster a sense of belonging, where individuals can bring their authentic selves to the workplace.

To streamline our efforts, we have refined our EDI Action Plan to emphasize immediate actions that can truly make a difference. A key focus for the 2023-24 period is to enhance our understanding of our workforce. Our objective is to effectively evaluate our workforce's diversity profile, enabling us to target interventions for individuals falling under the relevant protected characteristics. In the upcoming year, we will diligently work towards the following objectives:

1. Our Senior Management Team will create and publicly disclose a Diversity and Inclusion pledge.
2. We will collect protected characteristic data from all employees to enhance workforce analysis and reporting.
3. We will assess the workforce diversity profile of each directorate and collaborate with them to establish SMART objectives aimed at addressing any areas of underrepresentation.
4. We will review, update, and promote our suite of diversity and inclusion (D&I) training courses, including the introduction of mandatory D&I training for all employees.
5. We will enhance our equalities data throughout the council by developing a framework for capturing, monitoring, and reporting on key data across a broad spectrum of council services. Our initial focus will be on customer complaint equalities data, and we will also review our IT systems to ensure up-to-date protected characteristics are documented and reported.
6. We will review and reinforce the Dignity at Work policy and initiate an awareness campaign for all employees to encourage reporting of harassment and discrimination when observed, while offering guidance on ownership and accountability.
7. All council employees will receive training on unconscious bias and cultural awareness, with adherence monitored. Employees participating in recruitment and selection panels will also be required to complete the 'Recruitment' module.
8. We will establish employee networks for BME, Disability, Neurodiverse, and Women's groups, drawing insights from the LGBTQ+ employee network and the most recent Employee Survey (September 2022).



**Barnsley – the place
of possibilities.**



BARNSLEY
Metropolitan Borough Council

Key Demographics from the 2021 Census for Barnsley

The census happens every 10 years and gives us a picture of all the people and households in England and Wales. Answers to census questions help organisations make decisions on planning and funding public services in our area, including transport, education and healthcare. The most recent Census data available is for 2021, when Census Day was on Sunday 21 March 2021.

- Barnsley has a population of 244,600
- 49% of residents are Male, and 51% are Female
- 97% of residents in Barnsley are White
- 3% of residents are BME
- 22% of residents are aged 19 and under
- 19% of residents are aged 65+
- 22% of residents have a disability or long-term illness

Custom area profiles for all census data can be found here <https://www.ons.gov.uk/visualisations/customprofiles/draw/>



**Barnsley – the place
of possibilities.**

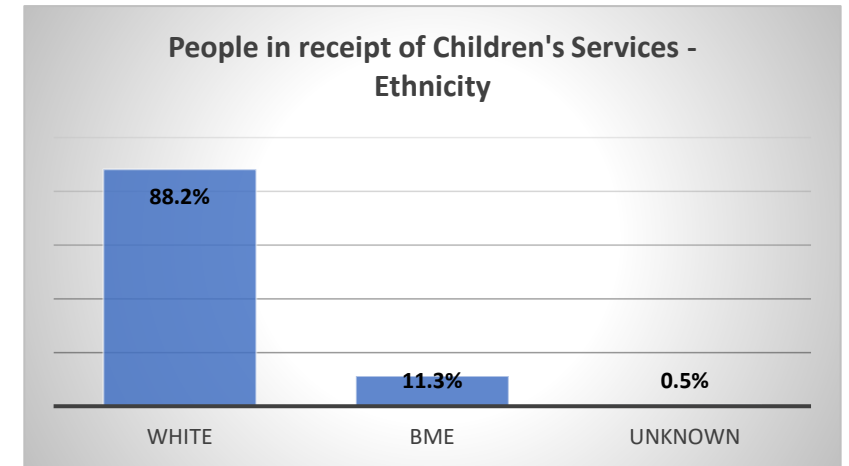
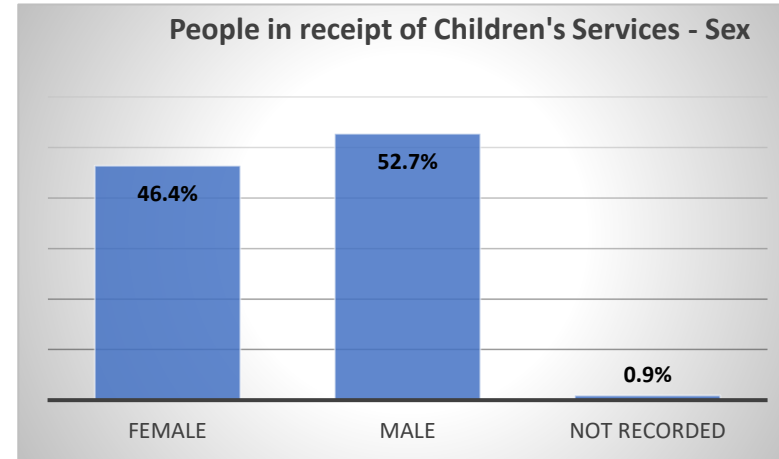
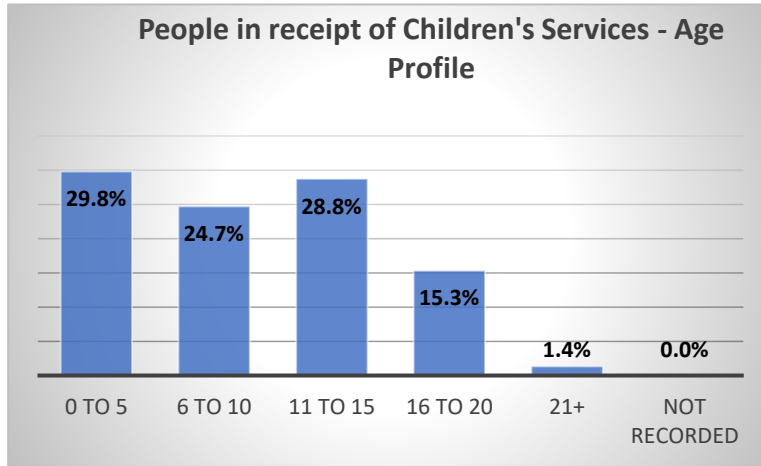


BARNSLEY
Metropolitan Borough Council

Diversity data by Service

Children's Social Care

This is Based on children and young people with an allocated worker at any point during 2022/23.



What does the data tell us?

- 46% are female and 53% are male, showing that there are no significant differences in sex but a greater divide has occurred since last year.
- 88.2% of children are white, and 11.3% are BME, the number of BME children and young people in care has substantially increased since last year, a 10% increase. This is out of line with the profile of Barnsley (3%) and the data of ethnicity in Education (5.1%)
- Going forward, we need to begin to look at capturing additional categories of data for Children and Young People in respect of gender and sexual orientation.



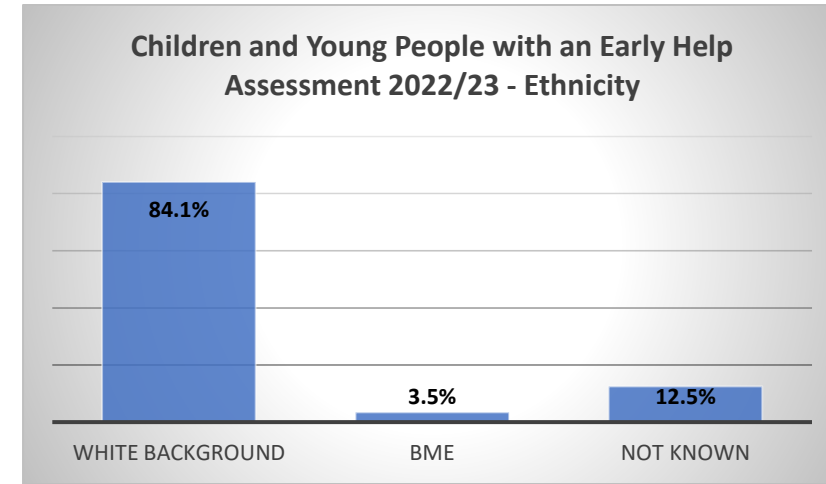
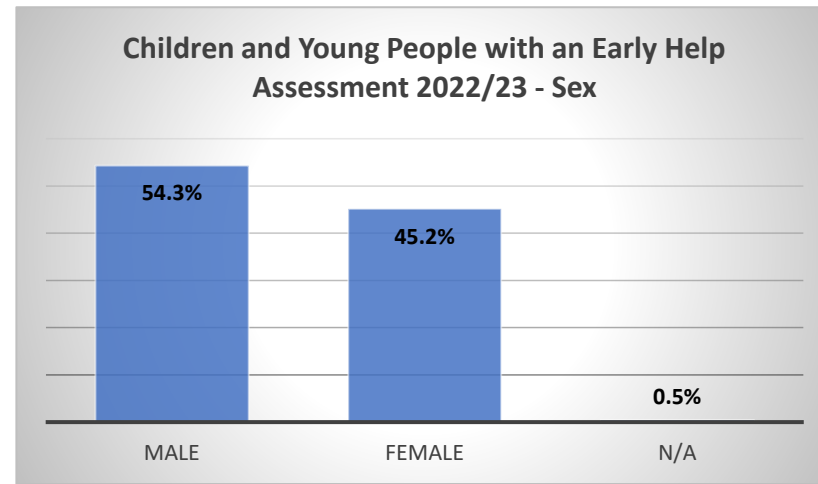
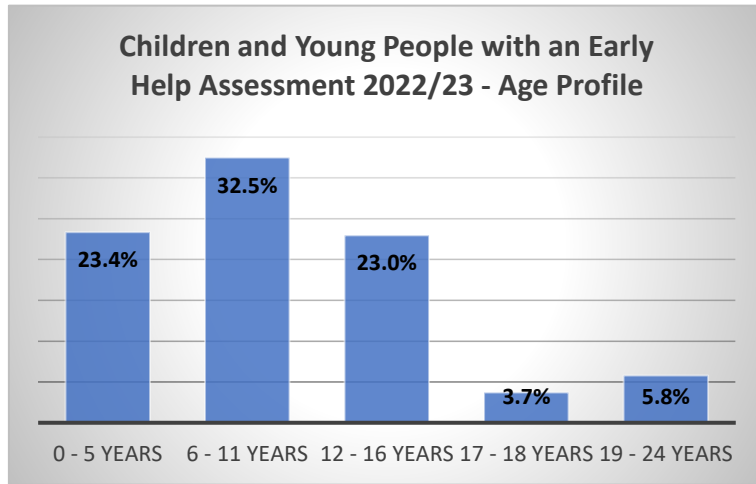
Barnsley – the place
of possibilities.



BARNSELY
Metropolitan Borough Council

Early Help

The data was collated for all 2,072 Children and Young People who had an Early Help Assessment (EHA) in the 2022/23 period.



What does the data tell us?

- The highest age range of all Children and Young People subject to an instigated early help assessment in 2022/23 were aged between 6 and 11 years old, Key stage 2.
- More males (54.3%) than females (45.2%) had an EHA in 2022/23, this is out of line with the Barnsley Profile of 29% male to 51% female.
- Gender Identity and sexual orientation are not characteristics that have been surveyed.
- The percentage of BME Children and Young People with an Early Help Assessment (3.5%) is broadly in line with the population of Barnsley (3%) from the 2021 Census.



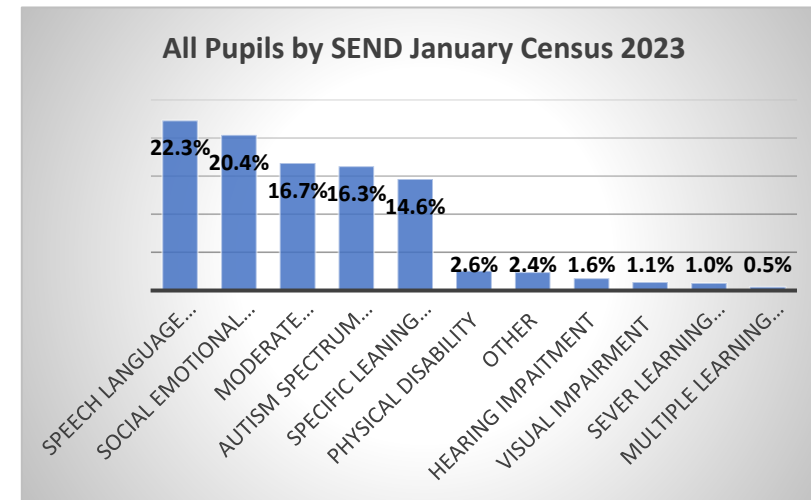
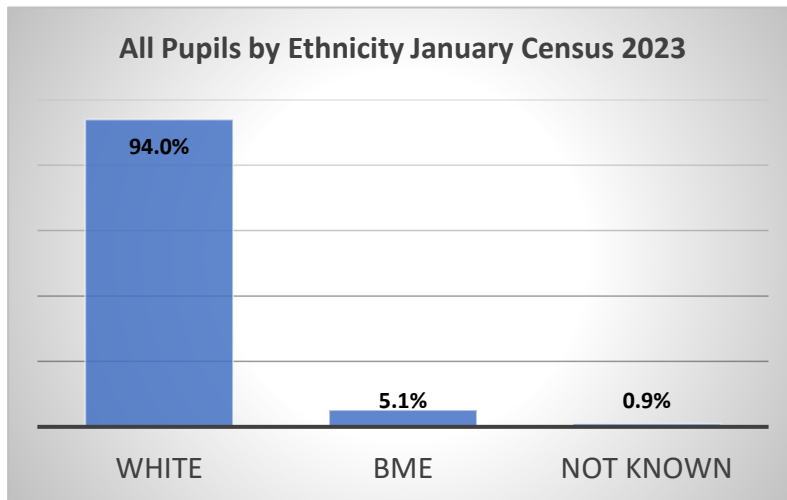
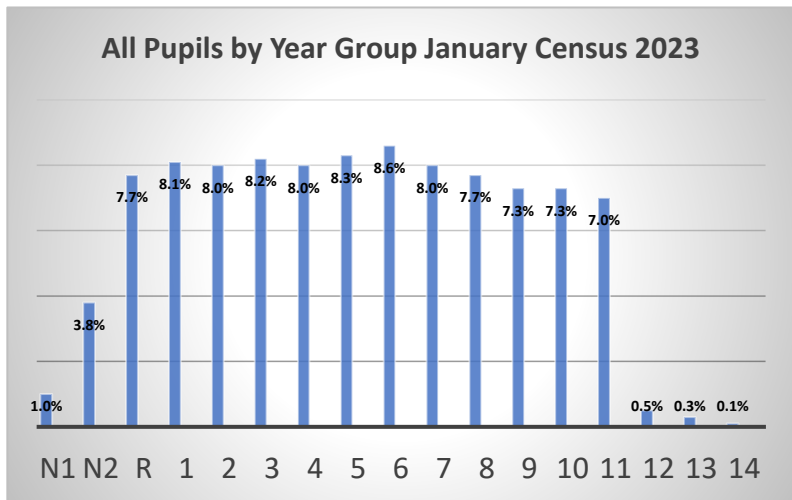
**Barnsley – the place
of possibilities.**



BARNSELY
Metropolitan Borough Council

Education – Schools

Information about Gender and Race is collected in the school census that takes place in January each year. The data below reflects the latest information available from the January 2023 school census when there were 35,125 students on roll.



What does the data tell us?

- Children in years 5 and 6 had the highest percentage of pupils, which may have an impact on secondary school intakes and class sizes.
- 51% of pupils on roll were male and 49% were female, this is broadly reflective of the Barnsley population.
- 5.1% of Barnsley pupils were BME, which is slightly higher than the Borough (3% BME) and significantly less than last year (10% BME).
- 30.1% of pupils were eligible for free school meals, we expect this to increase further with the cost-of-living pressures.
- 5584 (15.8%) of pupils are registered as having Special Educational Needs, and these have been broken down into SEND type as shown in the graph. Speech Language and Communication Needs and Social Emotional Mental Health Needs are the top 2 SEN needs. 1489 pupils were on an Education Health and Care Plan.
- 359 pupils were in alternative provision 81% of these were male and 19% were female, with 6.1% BME. 51% of pupils were in Key stage 3 and 4



**Barnsley – the place
of possibilities.**

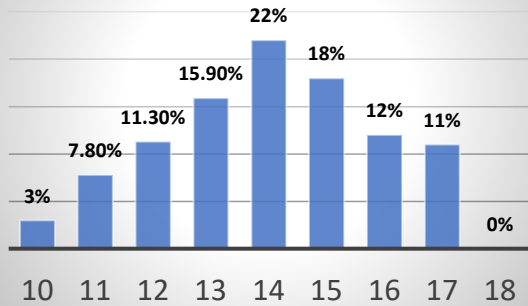


BARNSELY
Metropolitan Borough Council

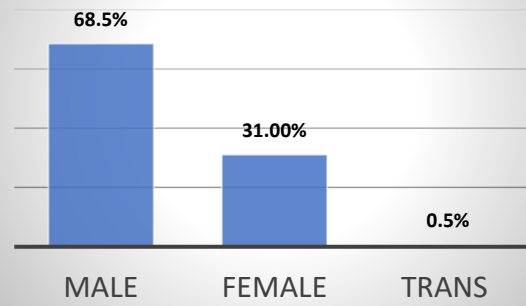
Youth Justice

The 2022/23 cohort consisted of 295 children and includes all children who had either a voluntary or statutory intervention with the Youth Justice service during the period from 1st April 2022 to 31st March 2023.

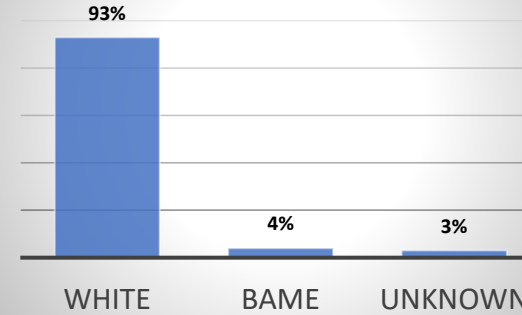
Youth Justice Cohort 2022/23 –
Age Profile



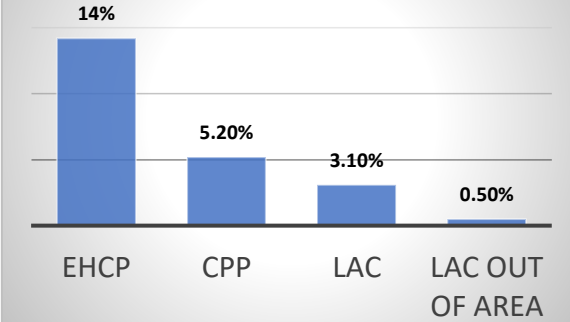
Youth Justice Cohort 2022/23 –
Sex



Youth Justice Cohort 2022/23 –
Ethnicity



Youth Justice Cohort 2022/23 –
Need Status

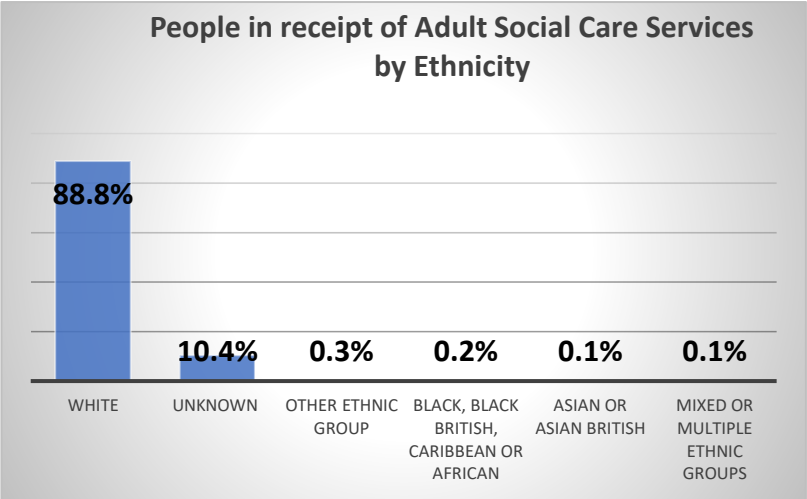
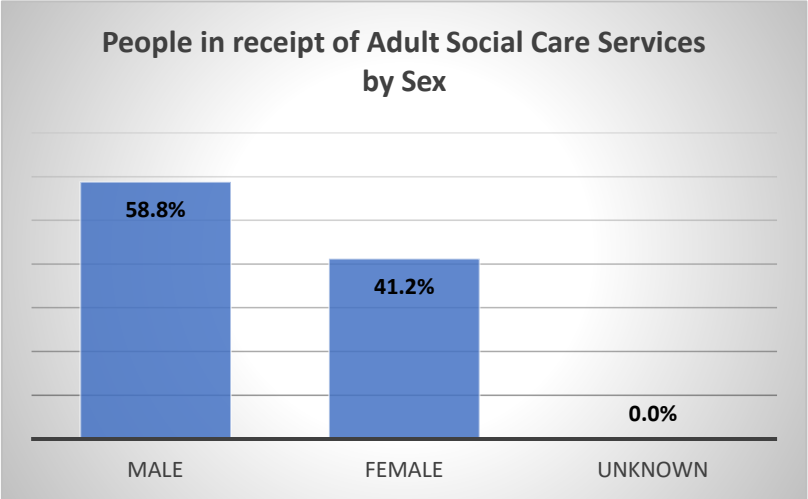
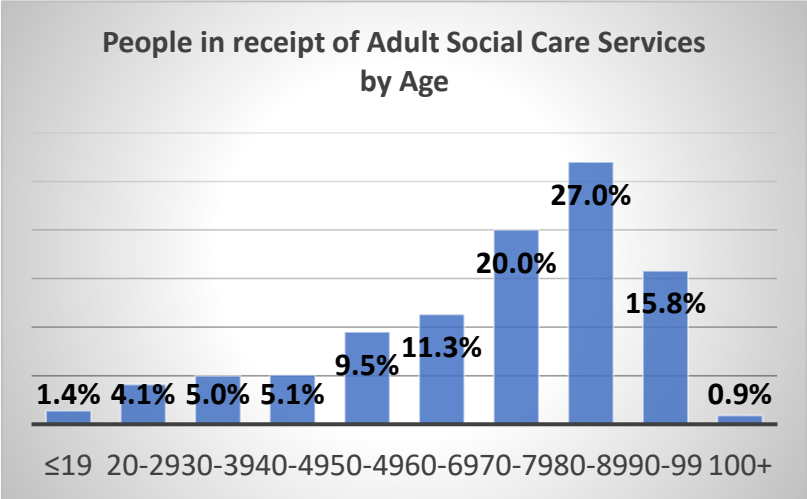


What does the data tell us?

- 64% of young people in the Youth justice cohort for 2022/23 were aged between 14 and 17, the highest numbers in the cohort were aged 14 and 15.
- Males account for the majority of the cohort at 68.5%. This is in line with what we know nationally about males being overrepresented in the Criminal Justice System and is out of line with our local profile (51% female, 49% male).
- 93% of the cohort were white, and 4% BME, which is in line with the BME population for Barnsley. There was a small percentage of unknown.
- We need to begin to look at capturing additional categories of data for Children and Young People in respect of gender and sexual orientation.

Adult Social Care

The following data has been extracted from the Adult Social Care Database and shows the demographic of clients receiving a service from Adult Social Care during the period of 01.04.22 – 31.03.2023. There were 4995 referrals recorded that related to 4266 adults who were in receipt of Adult Social Care Services in Barnsley during the time period measured. This does not include Equipment and adaptations referrals.



What does the data tell us ?

- The highest proportion of adults in receipt of service for 2022/23 were aged 80-89 (27%) followed by aged 70-79 (20%)
- Significantly more females were in receipt of service (58.8%) v (41.2%) This does not align with the general population split in Barnsley (51% female and 49% male) The collection of Non-Binary data is new to 2022/23 and at the time of report shows no data collected however this is now an added characteristic.
- 0.7% of adults in receipt of service were BME compared to a general population of 3.9% it may be possible that some of these clients have been recorded in the unknown category. This is an area of data quality to be addressed with service.



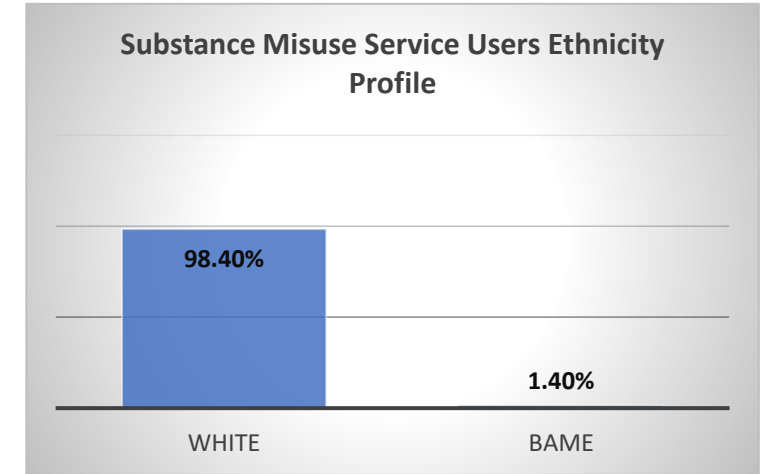
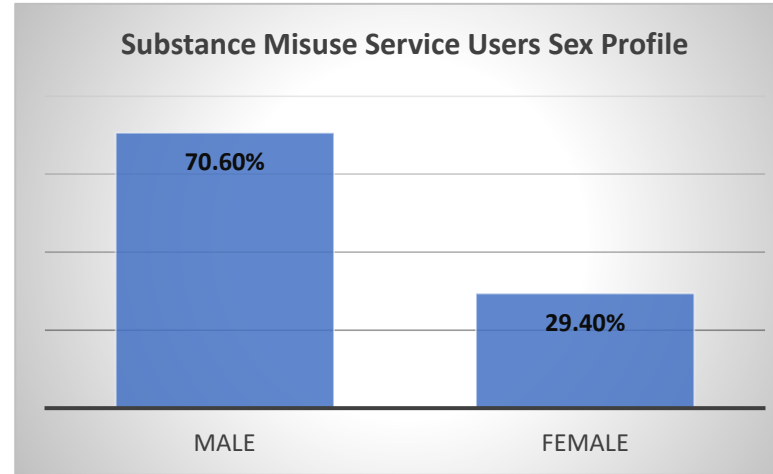
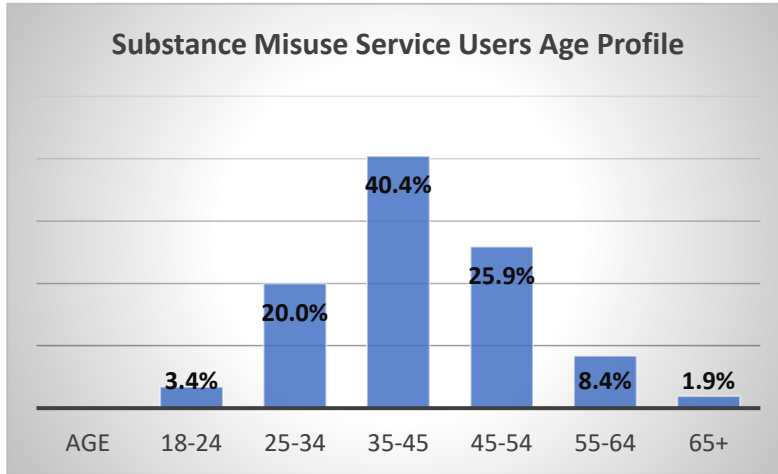
Barnsley – the place of possibilities.



BARNSELY
Metropolitan Borough Council

Drug and Alcohol Treatment Services

Data was captured for all service users of our drug and alcohol treatment services in 2022/23. The equalities monitoring for this cohort is very robust, with very few “not known” categories.



What does the data tell us?

- The service is only accessible to residents over the age of 18, as young people under the age of 18 are seen by the Young Peoples Substance Misuse service. Barnsley figures are similar to the national average, with the exceptions of 25-34 and 35-45 age ranges, where Barnsley is marginally higher.
- There is a higher proportion of men accessing the services in comparison to women, an average 70/30 split, which is in line with national and regional figures. This is not a reflection of the gender demographic of Barnsley.
- In 2022-23, the majority of individuals accessing the service were white and British, accounting for 94.8% of the total service users, which is significantly higher than the national average. A further 3.6% were white other or white mixed, and 1.4% were BAME. This is still lower than the ethnicity breakdown of Barnsley's residents.
- 38.5% of service users identified with a disability, which is a significant increase over 2021-22 data at 33%. Compared to national figures at 33.6%, Barnsley has a higher proportion of disabled service users accessing treatment. This proportion is higher than the general rate of Barnsley residents who identify as disabled.



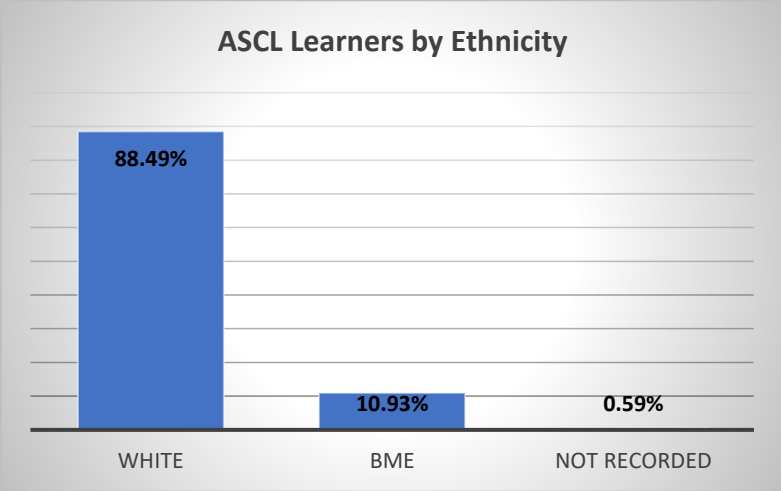
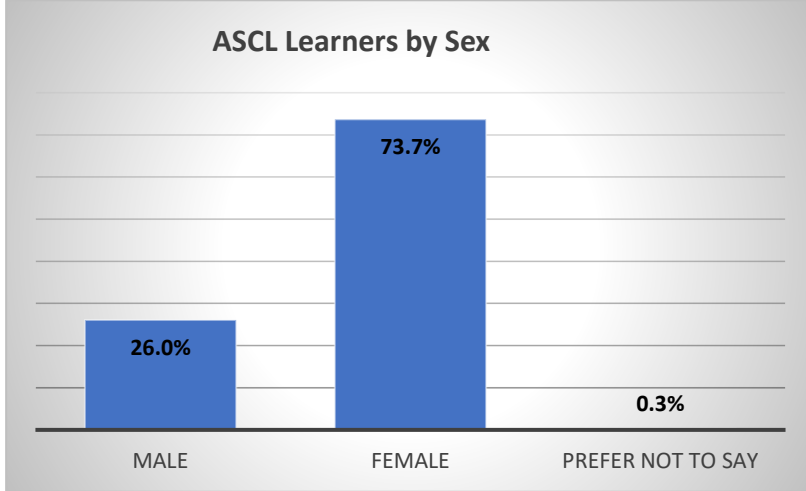
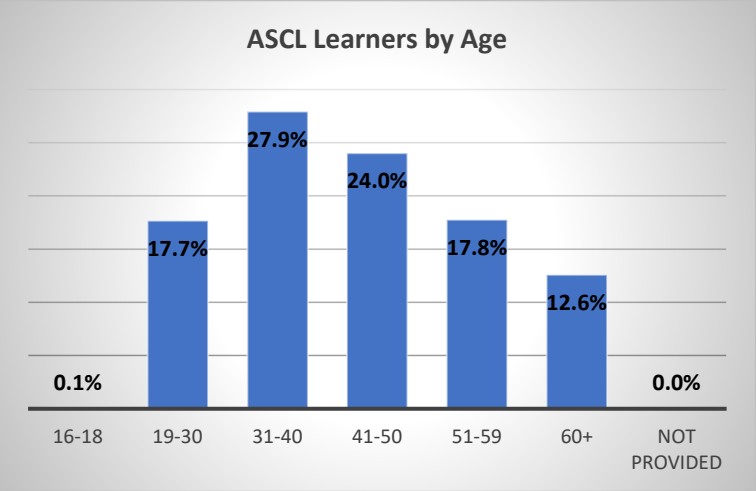
**Barnsley – the place
of possibilities.**



BARNSELY
Metropolitan Borough Council

Adult Skills and Community Learning (ASCL)

The data below represents the 1,025 learners working with ASCL during academic year 2022/23.



What does the data tell us?

- More than half of learners (51.9%) were aged between 31 and 50 years.
- 73.7% of learners were female, this is significantly higher than the proportion of females in the general population of Barnsley (51%), suggesting that men are significantly underrepresented in this cohort.
- 10.93% of learners were BME, again this is significantly higher than the General BME population in Barnsley (3%), suggesting that the service are recruiting more marginalised groups.

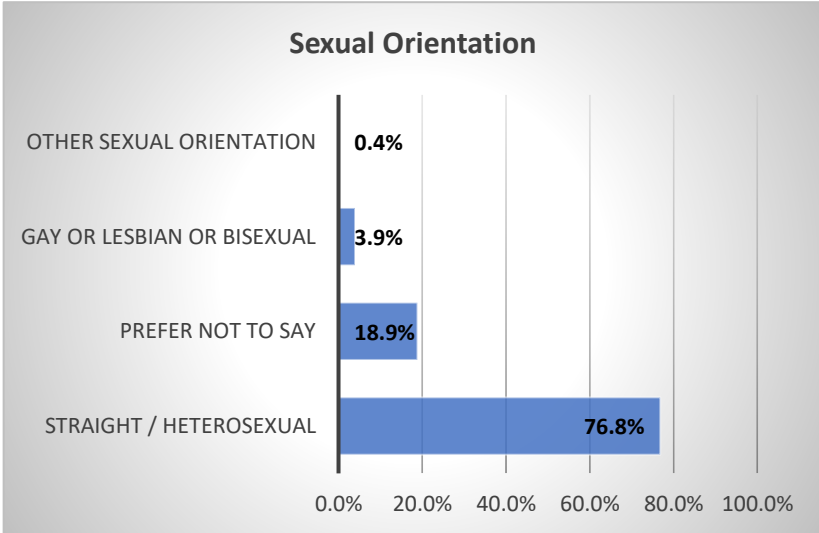
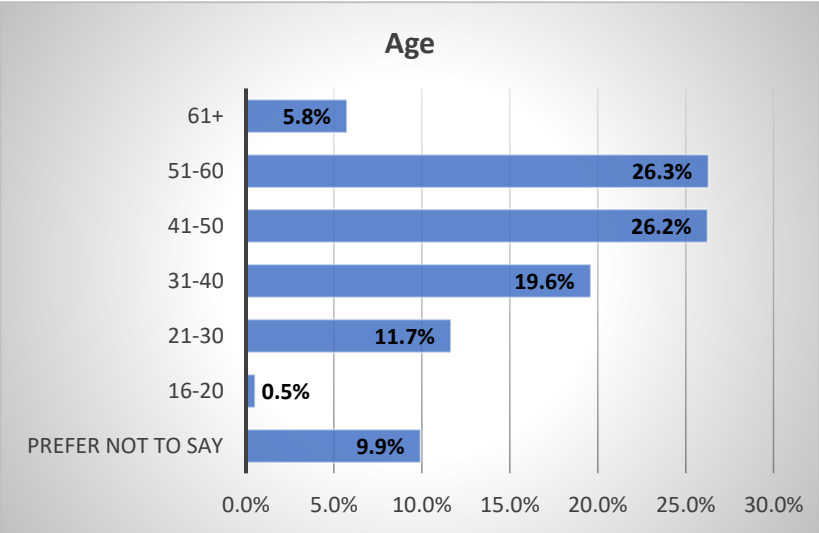
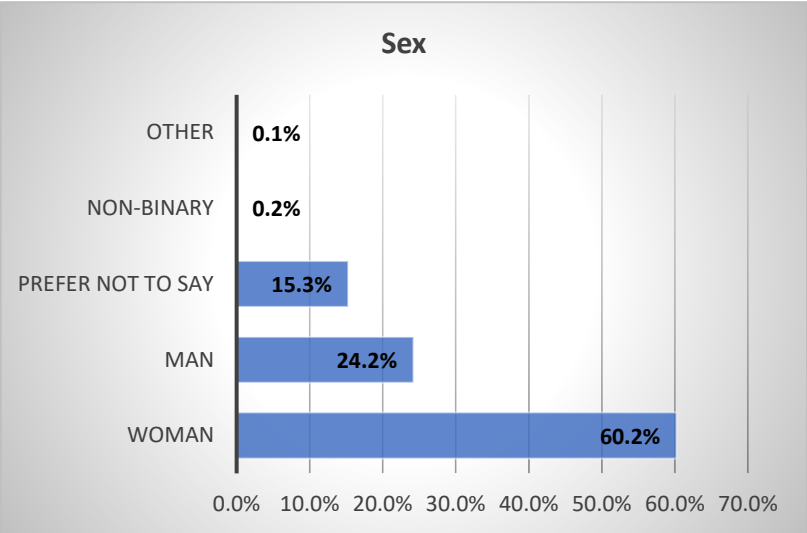
3. Workforce Profile

In 2022, a staff survey was conducted among our 3,222 employees to gather information about the demographic composition of our council workforce. The results of this survey can be accessed [here](#). There is no additional update of to the workforce profile data completed within this annual report but for next years we will complete a new Equalities Monitoring and Caring Responsibilities survey. This new survey offers a more detailed examination of the workforce demographics, encompassing a broader range of characteristics. It's important to note that participation in this survey was voluntary, and respondents had the option to withhold certain information by selecting "prefer not to say" for any question. We believe that this survey, coupled with the data collected by our HR department, provides a more comprehensive and clearer overview of our workforce demographics. This aligns with the objectives set out in last year's Action 2: "Undertake a one-time data collection effort to obtain current and relevant information about our employees, ensuring that employees understand the purpose and benefits of providing this information (with the aim of reducing 'prefer not to say' responses). The decision to implement regular surveys for ongoing data collection or incorporate this process into our new hire onboarding procedures is still under discussion.

Our objective going forward are:

1. To develop a better understanding of the workforce profile in regard to equalities monitoring and care responsibilities.
2. To ensure there are no groups who are overrepresented in workplace dissatisfaction or face discrimination by using disseminated data from equalities monitoring.
3. Achieve a positive shift in our workplace culture where people, no matter what their background and circumstances, feel confident to disclose their protected characteristics.
4. Attract, engage, develop and retain a workforce that is representative of the wider communities we serve.

Employees by Sex, Age and Sexual Orientation



What does the data tell us?

- 60.2% of all employees were female, this is significantly higher than the Barnsley total (51%). Further work is needed to establish the spread of males and females across service areas to understand how we can make those areas more representative.
- Over 50% of employees are aged between 40 and 60 years old. The highest proportion are between 51 and 60. We need to ensure that wellbeing interventions are tailored to this cohort and that succession plans are in place to ensure that we retain the knowledge within the organisation.
- 3.9% of employees identified as Gay, Lesbian or Bi-sexual with 0.4% identifying as other sexual orientation. Almost 19% opted not to say. This warrants further investigation to determine some of the barriers to declaration.

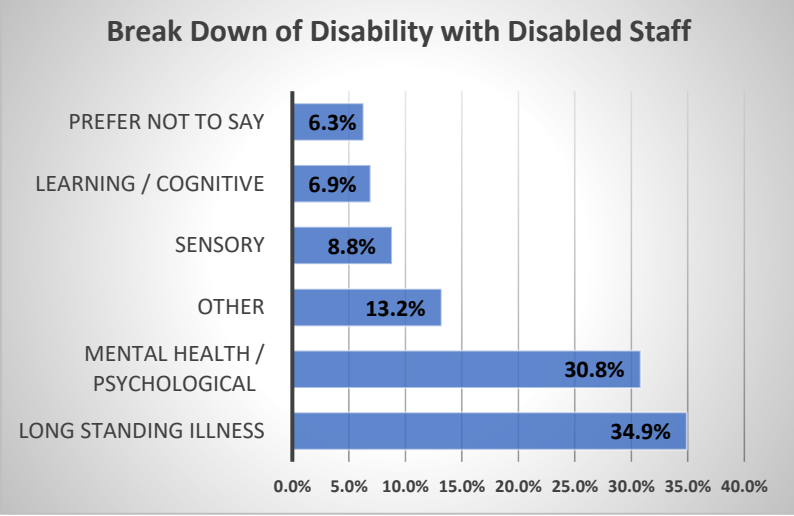
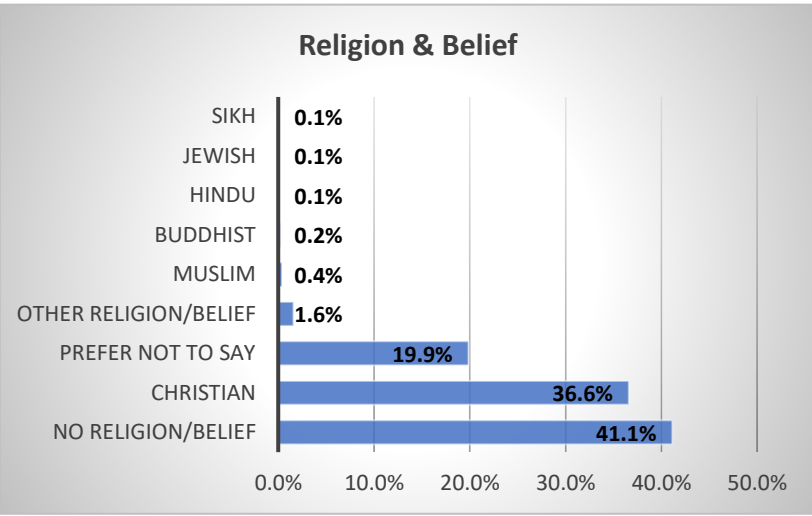
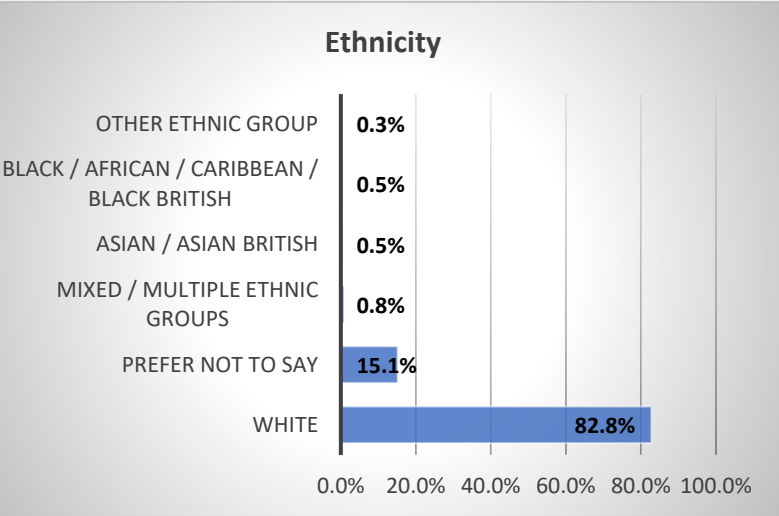


Barnsley – the place of possibilities.



BARNSELY
Metropolitan Borough Council

Employees by Ethnicity, Religion and Belief and Disability



What does the data tell us?

- 82.8% of all employees are white, with 1.3% BME. These are both lower than the general population. However, it is important to note that 15% did not disclose their ethnicity, which requires further investigation.
- 41.1% of employees have no religion or belief, followed by 36.6% identifying as Christian. Again, there was a high proportion (20%) who opted not to disclose.
- 8.3% declared that they have a disability, and the graph above illustrates the breakdown. This is significantly lower than the Barnsley average of 22%. However, it is important to bear in mind that a proportion of the Borough wide total will not be able to work due to their disability therefore caution should be exercised when comparing. Again, non- disclosure rates were high at 15.1%.

Inclusivity

In the Employee Survey (2022) we asked questions designed to understand how inclusive we are as an organisation. Some of the key findings were:

- 78% of employees feel comfortable discussing their background, beliefs, and cultural experiences with their line manager / supervisor (6.8% disagree / strongly disagree).
- 84.5% of employees feel comfortable discussing their background, beliefs, and cultural experiences with their colleagues (6.1% disagree / strongly disagree).
- 88.1% of employees believe they have the skills and knowledge to consider competently equality, diversity and inclusion issues in their work.
- 84.5% of employees know how to report instances of harassment or discrimination and 72.6% believe that appropriate action will be taken if an instance of harassment or discrimination was reported, 8.3% do not.
- We've built on last year's themes and made significant strides in promoting inclusivity within our organization. Notably, we've introduced a comprehensive suite of POD learning courses covering inclusivity topics like Equality, Diversity, Inclusion, and Belonging, Bullying and Harassment in the Workplace, Neurodiversity Inclusion in Practice, as well as 'Racial Inequality (Pt 1&2) – The Uncomfortable Truth & the Uncomfortable Conversation for all BMBC staff. We've also established staff networks, including the Employee experience group, the PROUD network, the Young Employee Network, and BME networks. Future plans include expanding our network offerings, particularly by creating a Disability network. To ensure fair and unbiased hiring practices, we've implemented Inclusive and Transparent Hiring Procedures.



**Barnsley – the place
of possibilities.**



BARNSLEY
Metropolitan Borough Council

4. Progress against our Equality Objectives

Objective 1 Healthy Barnsley: People live independently with good physical and mental health for as long as possible.

Feeding Barnsley

As part of Good Food Barnsley, a collaborative effort involving private, public, and third sectors, we celebrated being shortlisted as finalists at the LGC Awards among 74 authorities. Our coalition aimed at building a Barnsley where access to food was universal, emphasizing healthy, sustainable options while combating food insecurity. Good Food Barnsley are being recognised for the fantastic work they do to help alleviate food poverty, with over 120,000 children and families supported in the last two years through food and activities. Thanks to their work, the people of Barnsley have been supported through:

Community Shops, Storehouse and Field, Rose Voucher Scheme, Healthy Holidays, Local Support Grant (DWP), Barnsley Food Plan 2022-2025, Company Shop, Feeding Britain, Fareshare Yorkshire.

We have also introduced a High Fat Salt or Sugar (HFSS) Policy Guidance Note, restricting unhealthy food and drink advertising on all council-owned or leased advertising sites. This serves to protect children and adults from exposure to HFSS advertising, which can influence what people eat and drink, as well as how much. Also we're proud to share that the work of our 0-19 Public Health Nursing Service has been highlighted as best practice in UNICEF's new guidance for Local Authorities and Health Boards.

Breast Cancer Screening Event

Collaborating with Barnsley Hospital on Friday, September 23, our team set up at Barnsley Markets. Our team address any concerns or queries about breast cancer screening and encouraged people to book appointments, especially for people aged 50+. Visitors had the opportunity to explore the Community Diagnostic Centre, offering insights into the screening process. Every year nearly 50,000 people get diagnosed with breast cancer and early detection through screening significantly improves treatment outcomes.

Suicide Prevention Partnership

In support of World Suicide Prevention Day on September 10, we joined forces with Barnsley FC to raise awareness and advocate for mental health support. Ahead of the Reds' match against Portsmouth, players delivered poignant messages of hope and encouragement and AlrightPal materials signposting to support services was displayed around Oakwell on matchday. Also, the players warmed up in AlrightPal t-shirts to help spread the important message that it's okay to not be okay. World Suicide Prevention Day aims to raise awareness of suicide and encourage people to feel more comfortable talking about their mental health, breaking down existing stigmas, and making sure people know they aren't alone with their problems. As a council, we remain fully supportive of the zero-suicide ambition that the Barnsley Mental Health Partnership committed to. The zero is not a target but rather a challenge for us to consider and a signal from us that suicide is not inevitable or unavoidable for any of our residents.

**20
30**

**Barnsley – the place
of possibilities.**



BARNSELY
Metropolitan Borough Council

Objective 2 Learning Barnsley: Children and young people achieve the best outcomes through improved educational achievement and attainment.

#LoveToLearn

On the council's intranet and social media, we showcased the stories of people who have used the services provided by Adult Skills and Community Learning under the tag #LoveToLearn. The team provides courses and classes tailored for individuals aged 19 and above aiming to enhance their wellbeing, employability, skills, or acquire qualifications. Offering diverse options suitable for various levels and abilities, they assist in establishing goals aligned with personal aspirations. From introductory taster classes to comprehensive qualification attainment, their programs accommodate diverse learning journeys, allowing individuals to ease back into education and progress towards achieving recognized certifications.

Post 16 education for young people EHCPs

Following a comprehensive review of Further Education (FE) for individuals aged 16 to 25 with Education, Health and Care Plans (EHCPs), our Cabinet received recommendations for positive changes. The consultation proposed a shift where the amount of FE received by EHCP individuals was tailored to their specific educational needs, not their attended setting. All EHCP holders were suggested to receive average full-time FE hours (600 per academic year), with extra hours based on individual needs. This adjustment aimed to minimize educational disparities and foster better-integrated education, health, and care services, enhancing joint commissioning arrangements. The proposed implementation of this change in the Local 'Offer' by September 2024 aimed to prioritize individual educational needs over specific settings for post-16 education.

Fostering Friendly Employer

We're thrilled to announce our official recognition as a Fostering Friendly employer, a national endorsement by the Fostering Network. This acknowledgment reflects our commitment to supporting staff engaged in foster care responsibilities. Understanding the dedication required for fostering, we've implemented measures to offer greater flexibility and additional time off to our staff who are carers, allowing them to strike a better work-life balance while providing exceptional care for foster children under the council's wing. Our aim extends beyond internal support; we aspire to inspire more individuals to consider fostering with Barnsley Fostering while setting a benchmark for other employers. Recognizing that nearly 40 percent of foster carers combine fostering with other work, we're determined to make a positive difference by offering crucial backing to enable individuals to juggle employment and childcare responsibilities effectively.

'What Matters to Me, Now'

This year we had the privilege of resuming the 'What Matters to Me, Now' project after its postponement due to the Covid-19 pandemic. Children and young people in Barnsley shared their heartfelt artworks, offering insights into their thoughts and feelings post-pandemic. The exhibition, held at the Library @The Lightbox from 23rd to 30th May, showcased these unique creations, reflecting the evolving perspectives of our young creators. The exhibited artworks provide a poignant comparison of the shifting priorities of our youth.

**20
30**

**Barnsley – the place
of possibilities.**



BARNSELY
Metropolitan Borough Council

Objective 3 Growing Barnsley: People have a welcoming, safe and enjoyable town centre and principal towns as destinations for work, shopping, leisure and culture.

Cost of Living

The cost of living crisis, like in many other areas, has been impacting our residents and employees. At a time when 19 million in the UK are worried about their financial situation, we stepped in to offer a range of support and advice. We introduced “Talk Money Week” to encourage everyone to come together and start money conversations in workplaces, family and friendship groups, schools, and wider communities. The financial support in Barnsley, rewards, and benefits to employees were shared on our internal website and newsletters. In 2023, we expanded our community support and as part of our More Money In Your Pocket campaign Barnsley had roadshows. We worked with our area teams to tour the borough and provide residents with information and services to stretch the pound in their pockets. Barnsley Council received £4.7 million from the Government Household Support Fund. This gave eligible residents access to a cost of living payment, a £40 energy voucher, and a £15 free school meals voucher.

Welcoming Spaces

Barnsley Council joined the Warm Welcome Spaces nationwide work to provide a network of Welcoming Spaces across our borough for people wishing to use them over the winter months. We made use of our libraries, museums, and Bernselai Homes properties. We promoted organisations to join the scheme so all residents needing this space have a warm, safe & welcoming space they can rest their heads.

Digital Technologies and Inclusion

In 2022, Barnsley Council aimed to tackle digital exclusion in our borough and move towards digital inclusion. The South Yorkshire Integrated Care System in partnership with Attain, a healthcare consultancy, conducted the Barnsley Digital Inclusion Survey.

Supported Employment Service

In the past year, we strived to improve employment opportunities and overall life prospects for residents with learning disabilities or difficulties. It's estimated that 20% of people in the UK have some form of disability or additional support need, affecting their ability to get a job. Barnsley has a large talent of eager and hardworking people who just need the right support. Working with our partners (including Barnsley Norse, Cannon Hall Museum Park and Gardens, & Evri) we determined their business requirements for candidates and sourced this candidate pool. Support is provided to people part of the scheme throughout their employment, including job coaches for training, advice, and support to help improve the skills they require. Our supported employment and volunteering service offers alternative recruitment solutions at no extra cost to businesses. It supports people who are underrepresented in the workforce using the nationally recognised five-stage model of supported employment.

**20
30**

**Barnsley – the place
of possibilities.**



BARNSELEY
Metropolitan Borough Council

Objective 4 Sustainable Barnsley: People live in great places, are recycling more and wasting less, feel connected and valued in their community.

Solar Panels on Council Building

Across our buildings, we've installed numerous solar panels, these panels contribute to reducing energy costs and align with our Sustainable Barnsley vision. In addition to solar power, various energy-saving technologies have been incorporated into our buildings, these include upgrades to lighting, building control systems, and ventilation in key areas like Westgate, DMC01, and the Town Hall, funded through the government's public sector decarbonisation scheme. This initiative cuts carbon emissions, will save over £225,000 annually and cut 315 tonnes of CO2 emissions yearly, these efforts complement our mission for a sustainable borough.

Warm Homes

In our efforts to ensure warm homes for our residents, several initiatives were underway as part of our Warm Homes Investment. This year as part of our warm homes investment £3 million was made available for residents to have their gas boilers replaced or upgraded, provided their boilers were more than eight years old and they owned their homes while having a low disposable income. This replacement initiative aims to save up to 30% on energy bills while also offering support to clear outstanding energy debts. To mark the launch of our Affordable Warmth Charter and address concerns regarding increasing energy costs and the overall cost of living, we organized a Warm and Well event at Barnsley Market on Friday, December 2nd. Our event saw the participation of several partners such as DIAL Barnsley and Age UK, offering advice, referrals, and winter service leaflets to residents. Representatives from Berneslai Homes were present, showcasing their welcoming spaces and extending support services to tenants experiencing challenges due to escalating living costs.

Positive Climate Action

In our commitment to fostering a Sustainable Barnsley, we've taken strides in supporting positive climate change efforts. Marian Kempson from our Sustainability and Climate Change team discussed the pivotal role of the Carbon and Fuel Cost Reduction Group. This year our focus was on the Positive Climate Partnership (PCP), a crucial entity that spearheads and coordinates local climate action. Collaborating with various stakeholders, the PCP diligently works to curb carbon emissions while opening doors for employment opportunities, enhancing housing quality, improving air purity, promoting sustainable travel, safeguarding biodiversity, and addressing health disparities.

Flooding Action Plan

We've launched an ambitious flood action plan, joining forces in the Connected by Water alliance to address flooding and the climate emergency. This initiative unites Barnsley and three other South Yorkshire authorities, alongside the Environment Agency, Yorkshire Water, and the South Yorkshire Mayoral Combined Authority. At a virtual launch event led by Mayor Dan Jarvis MP, our Chief Executive Sarah Norman represented all participating councils, emphasizing our collective commitment to protect homes and businesses from flood risks across the region.



**Barnsley – the place
of possibilities.**



BARNSELY
Metropolitan Borough Council

Enabling Barnsley: We are a modern, inclusive, efficient, productive and high-performing council.

Black History Month

In October 2022 we celebrated Black History Month, to celebrate incredible history makers. The theme of this year is 'Action Not Words' and in the spirit of this we have released training on Pod accessible for all staff. The Unconscious Bias Training is available to introduce what UB is and why it is important, it is also mandatory for all staff recruitment panels. Alongside this The Uncomfortable Truth and Uncomfortable Conversation training course have been released on POD, These modules cover the truth behind racial inequality in society today and what we can do about it.

Proud Network

The PROUD Network was established in August 2022 as a dedicated staff network focusing on LGBTQ+ concerns and matters. A significant outcome of this initiative has been the advocacy and endorsement for including pronouns in email signatures, fostering an environment free from assumptions about individuals' gender identities and expressing solidarity with transgender and non-binary individuals. Additionally, BMBC staff now have access to Progress Pride Lanyards, serving as a visible symbol of support for LGBTQ+ issues. Furthermore, Trans Awareness E-Learning has been integrated into POD, offering valuable educational resources on transgender awareness.

No Place for Hate

In June, the 'No Place for Hate' Task and Finish Group was formed to focus on fostering community cohesion in Barnsley. The group embarked on researching successful strategies in similar areas, engaging with expert bodies for guidance, and including cultural education into youth programs. They also prioritized staff training to improve community interactions, revisited equality and diversity training for managers, and emphasized celebrating diverse cultural events both internally and externally. Additionally, the group aimed to capture hate incidents against the workforce, enhance elected member development, and collaborate with partners for impactful communication strategies promoting diversity's benefits. The possibility of Barnsley becoming a 'City of Sanctuary' is being explored, also two schools are progressing towards 'Schools of Sanctuary' in the borough along with our libraries working towards becoming 'Libraries of Sanctuary'.

Menopause

This year we supported World Menopause Awareness Day 2022, spotlighting cognition and mood—the prevailing themes of this year's campaign, crucially impacted during menopause. Our commitment to aiding colleagues navigating menopause remained steadfast through our Well@Work platform, offering comprehensive support and resources to help remove the stigma surrounding menopause. We have continued our Menopause e-learning course on POD that informs about its impact on employees, friends, and family. We recognized Pilates as a beneficial exercise for menopausal people and we run a weekly online Pilates sessions, which anyone can have a taster session. Our Menopause Café, following a successful pilot earlier in the year, thrived in its second iteration. Held at Library @ the Lightbox, sponsored by Unison, it provided a welcoming space for participants to share experiences and insights amid refreshments.



**Barnsley – the place
of possibilities.**



BARNSELEY
Metropolitan Borough Council