

Equality Scheme 2012 to 2015

Equality:

Now More

Than Ever

June 2012



EQUALITY
FRAMEWORK
FOR LOCAL
GOVERNMENT
EXCELLENT



BARNSLEY
Metropolitan Borough Council

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Introduction

Three years ago we launched our Single Equality Scheme 2009-12. We believe that the scheme has helped us to :

1. Achieve real improvements in equality for people in Barnsley,
2. Make our services more responsive to the diverse needs of people in Barnsley,
3. Become a council where the principles of equality and diversity are central to everything we do,
4. Meet our equality legal duties, and
5. Provide a clear commitment to equality that people in Barnsley can use to check our progress and challenge us to improve further.

Over the course of the last three years the Council has made real progress towards achieving the goals we set ourselves - whether they be the aspirations outlined in our Equality and Diversity Policy or the specific priorities described in our Equality Scheme. We are proud of the improvements we have made internally to the way we work with each other and externally with the way we involve and listen to our customers and local residents.

In March 2011 the Council was independently assessed by an independent Peer Review Team from the Local Government Association to have achieved the Excellent level of the Equality Framework for Local Government - amongst the first ten local authorities to achieve this standard.

If you have had dealings with the Council over that period, either as an employee, contractor, partner or, most importantly, member of the public we hope you have noticed the improvements we have made.

As our Single Equality Scheme has come to an end we have renewed our commitment to Equality and Diversity and taken stock of where we are and what are the next challenges we need to address.

As the title of this Scheme suggests we do not consider ourselves to be perfect. There is still much to do to ensure we embed equality and diversity in everything we do. We are clear however, given the current economic climate and the budgetary constraints being placed on local government now is not the time to lessen our resolve to tackle inequality and discrimination.

Our Achievements So Far

Embedding an Equalities Culture

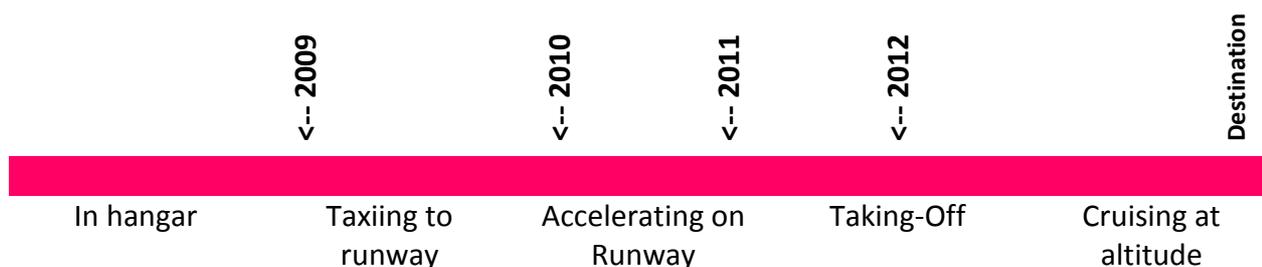
We have transformed the culture of the organisation from where we aimed to meet our legal obligations to one where we embed equalities in everything we do and open ourselves up to challenge and scrutiny from the community and our partners. We believe we have made significant progress in many areas.

- For the last three employee surveys we have included questions so we can measure whether our efforts to change the culture of the organisation are having an effect. We ask four questions, each looking at a specific aspect of the equality culture we are trying to embed. All four have shown significant improvement over the lifetime of our equality scheme, increasing much higher than our targets:

	2007	2009	2011	Direction
% of staff who agree that equality issues are important part of job	53%	57%	72%	✓
% of staff who report they have skills to implement equality in their work.	54%	60%	78%	✓
% of staff who consider equality to be an important part of their job.	48%	54%	66%	✓
% of staff who understand what the Council is trying to achieve on equality.	52%	57%	73%	✓

Source - BMBC Employee Survey (Net agree)

- Each year we have also undertaken a self and peer-assessment process with managers to understand if they consider how far we are in a journey towards becoming a truly excellent equality organisation. This journey was envisaged as a journey by aeroplane. The line below indicates the progress the survey responses consider the council to have made.



Source - Equality Flightpath Survey

We also monitor every two years the percentage of staff who have experienced bullying or harassment in the workplace over the previous 12 month period.

- We have seen a significant fall in the percentage of employees reporting harassment or bullying since we introduced our new Dignity at Work policy. Although differences still remain between equality target groups we can see that the differences are smaller and there is a significant decrease across all groups.

% of employees who have been harassed or bullied at work in the last 12 months.

	All	Disabled	Men	Women	BME	LGB
2009	25%	41%	28%	23%	36%	*
2010	27%	48%	29%	26%	*	*
2011	8%	16%	10%	7%	14%	9%
Incidence reduced?	✓	✓	✓	✓	✓	✓

Source - BMBC Employee Survey (not enough responses to analyse)*

Supporting Equality and Diversity in Barnsley

Nonetheless changing our culture is only a means to an end. It can only really be seen as excellent practice if it delivers improvements in equality and diversity for people living in Barnsley. Here too though we believe we can show measurable improvements.

- More people from a variety of backgrounds feel they can influence decisions in their local area, and more people feel people from different backgrounds get on well together.

% of residents who (net) agree they are able to influence decisions in local area

2010	2011	Objective achieved?
25%	42%	✓

% of residents who agree that Barnsley is a place where people from different backgrounds can get on well together

March 2009	March 2010	March 2011	Objective achieved?
64%	65%	78%	✓

Source - Think Local Act local Survey

We have also delivered a range of other improvements to services that have directly benefited local people and helped to challenge inequality in Barnsley. Some examples of this are:

- Improved engagement and joint working with the LGBT Forum and support for Barnsley Gay Pride.
- Increased the provision of accessible purpose built bungalows for disabled people and extra care housing for older people.

New purpose built housing provided in Barnsley:

Homes provided	2009/10	2010/11	2011/12
Accessible housing (full mobility)	12	6	6
Extra Care	0	48	60
Younger people leaving care	5	0	0
Accessible housing (older people)	37	39	34
Total	54	93	100

- The Council has continued to fund major adaptations to properties to make them more accessible to disabled people:

Properties adapted	2009/10	2010/11	2011/12 (to Dec 11)
Private Sector Housing	243	131	102
Council Housing	336	405	285
Totals	529	536	387

- We have refurbished and extended the existing Smithies Lane Gypsy and Traveller site and are in the process of identifying of land and funding to enable the development of a new site.

Community Safety

A number of our equality priorities in the last scheme focussed on the issue of community safety and hate crime. We wanted to ensure that Barnsley was a safe place for everyone, regardless of their background or circumstances.

- In 2010 the partners working together to tackle race hate crime ensured that equal attention is given to all forms of hate crime including homophobic and disability hate crime.

- Service improvements have been made including the appointment of a Victim/Witness Coordinator; delivery of training programmes to partners; public events to raise awareness; ongoing established programme of Crime and Safety Groups; and ongoing fortnightly citizen-focused tactical meetings.

Health and Well-Being

Our scheme also looked to address all aspects of people's health and well-being including how this could be affected by lifestyle, income inequality and safeguarding. Here too we believe we have made progress:

- A wide variety of initiatives have successfully increased participation of women and girls in sport and active recreation:

30 minutes of moderate exercise 3 times a week	2009/10	2010/11
Men	23%	25%
Women	18%	19%

- The Council with NHS Barnsley commissioned Disabled Go to develop an on-line access guide of over 1100 shops and services.
- Promote benefit take up across the Borough to increase entitlement, targeting older people in particular:

Increased take-up of benefits	2009/10	2010/11	2011/12
Older people	£4,869,468	£5,048,355	£4,701,366

- An extensive programme of work to improve our policies, training and commissioning has ensured that we have increased the number of referrals to the Adult Safeguarding service, helping to protect vulnerable adults:

	2008/9	2009/10	2010/11
Referrals to Safeguarding	255	316	409

Well-Being and Achievement of Children

Educational attainment and safeguarding have and continue to be key priorities for the Council, given the levels of educational attainment in recent years and the importance of keeping children safe. Substantial progress has been made in a number of areas:

- **Bullying**

Protocols for recording bullying incidents have been further developed within schools with 100% of schools responding to a survey having recording systems in place (79% in 2009).

Recording system in place for bullying			
	2008	2009	2011
Number of schools	74%	79%	100%

The number of school anti bullying policies which include action to manage cyber and homophobic bullying has also increased. 92% of schools responding to a survey included homophobic bullying (56% in 2009) and 98% included cyber bullying (60% in 2009).

- **Special educational needs and disabilities**

The attainment of pupils with SEN for 5 GCSEs A*-C including English and maths at 11.5% in 2011 although improving from 8.2% in 2009 was 10.6% points lower than national peers (22.1%)

The attainment of pupils with SEN for 5 GCSEs A*-C at 43.9% although improving from 23.5% in 2009 was 9.9% points lower than national peers (53.8%)

The attainment of pupils with SEN for 5 GCSEs A*-G has improved from 69.4% in 2009 to 81.7% in 2011 which is 2.7% points below the national position (84.4%).

	2009	2010	2011
5 GCSEs A*-C including English and maths	8.2%	9.0%	11.5%
5 GCSEs A*-C	23.5%	35.1%	43.9%
5 A*-G	69.4%	83.0%	81.7%

The numbers of children with SEN in the year group taking GCSEs has risen from 588 in 2009 to 638 in 2011

- **Gender gap**

We wanted to narrow the gap in educational achievement between boys and girls at GCSE. Unfortunately the gender gap for 5 GCSEs A* to C including English and maths has not closed,

staying the same in 2011 as it was in 2008. However the improvement in boys' attainment in 2011 was the same as that found nationally, but girls' improvement rate was 2 times greater than their peers nationally.

• **Looked after children**

Overall, the attainment of Barnsley children in care has been improving. Attainment has been, or has risen to be, in line with national averages. Generally, Barnsley looked after children make at least the progress they should given their starting points with some pupils going on to achieve very well indeed.

GCSEs or equivalents	2008	2009	2010	2011
5A*-Cs inc Eng & Ma	4.8%	4.8%	11.8%	15.4%
5A*-Cs	14.3%	9.5%	17.6%	38.5%
5A*-Gs	47.6%	52.4%	47.1%	61.5%
1A*-G	66.7%	61.9%	82.4%	84.6%

Please note - these are small numbers of children and hence figures are subject to significant fluctuation.

Jobs and Skills

Barnsley's Future Job Fund scheme has been acknowledged as one of the most successful in the country, resulting in:

- 500 people on the programme
- 50/50 split of young people and older long term unemployed
- 33% have already gone into other jobs from the programme
- Over 100 NVQ2 achieved
- At the very least, 50 weeks work experience and a CV to take to another employer.

Our approaches to reducing the number of young people not in employment, education or training have been highly successful for 16 to 18 year olds despite the impact of the recession:

NEET 16-18 year old rolling average

2008/9	2009/10	2010/11	2011/12
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8.1%

7.9%

7.9%

5.9%

However the position for 18- 24 year olds is of concern:

**Unemployed 18-24 year olds
claiming benefit**

	Jan 2008	Jan 2010	Jan 2011
Barnsley	6.4%	13.7%	12.2%
National average	4.2%	8.0%	6.8%

Transport

Disabled people told us that access to public transport was a particular concern. This has been a priority for improving bus services in the Borough. As a result the percentage of wheelchair accessible buses operating from the Stagecoach Barnsley depot has increased significantly, to a point where now every bus operating in an out of Barnsley bus station is low floor and wheelchair accessible :

	April 2008	April 2010	July 2011
Wheelchair accessible buses	82.5%	96%	100%

Challenges and Context

The Council's achievement of Excellence for the Equality Framework for Local Government in March 2011 was a very important milestone for the authority as it was one of the key objectives for the Single Equality Scheme when it was adopted in 2009. It was not however an objective in its own right, but rather as it would serve as an indicator of our wider success in delivering improvements in equality for local people and those using Council services. The Council faces a number of challenges if it is to fulfil this potential on equality.

The Peer Review Recommendations:

The Excellent assessment means that we have the right leadership, ownership and commitment, along with the right plans to deliver improvements and that we can point to many areas where we have delivered on our objectives. It does not however mean that our work is finished and that there is no more work to be done. The Excellent Assessment is as much about our ability and prospects for future delivery on equality as it is about recognizing our past and current achievements. The report of the Peer Review made a series of recommendations as to how we can continue to make improvements in how we embed equality into our mainstream practice and strategic planning. These recommendations have been incorporated in full into the appropriate plans within this Scheme.

New Community Strategy:

The Council has worked with its One Barnsley partners to develop a revised Community Strategy for the Borough that reflects the changed environment and context within which we operate. When implementing this new strategy we need to ensure that it address the needs and priorities of all sections of the community and focuses on those inequalities affecting Barnsley that are best tackled at a partnership level.

A New Corporate Plan:

The Council has taken stock of the financial and political climate in which it has to operate and has devised a new corporate plan with new corporate priorities which will define our direction of travel and modernisation agenda over the next few years. The Council has agreed a Priority and Outcomes Framework as the basis for a new corporate plan. This framework has been the starting point for the development of the equality priorities within this Scheme. It means our equality priorities are much fewer in number than the last Scheme as we concentrate on doing less better. The corporate priorities also help shape and define how we achieve progress on our equality priorities. In the future there will be much more focus on doing with the community (co-production) as opposed to doing for the community. We recognise that making this shift means

that every mainstream service needs to take responsibility for reaching those people who have traditionally been supported by specialist services.

Budget Reductions:

The Council is now into a 2nd (and planning for a 3rd) year of an ongoing "Minimum Council" programme of budget reductions as a result of the Coalition Government's austerity measures and public sector funding cuts. Year Two reductions are now being implemented and Year Three and Four reductions are being planned - to be implemented for 2013 /14 and 2014/15 respectively. We have ensured that each budget reduction proposal has been assessed for its impact on equality target groups as has the collective impact of all the budget reduction proposals when considered together. When planning for making savings over the next few years the Council must continue to make sure that no section of the community is disproportionately affected, by embedding equality impact assessment into the process.

Community Engagement:

In the last two years the infrastructure for engaging with equality target groups has changed due to financial constraints and changes in the local community capacity. This will make it harder to engage with those communities at a time where this engagement is as important as ever given the decisions that are having to be taken. We continue to work hard with our partners to maintain the best possible links with the community to deliver improved understanding of their needs and improved services. We have begun work to establish a network of equality councils which we hope will provide an effective mechanism for making decisions that affect local communities alongside those communities.

Economic downturn and welfare reform:

We know that the economic downturn has had an impact on the Borough as a whole but we need to understand this in more detail. Has it affected some groups (for example disabled people, women, young people) more than other groups? How well prepared and supported are different groups in the community to take full advantage of the economic recovery? We also know that the proposed welfare reform changes will have a devastating impact on the lives of many local people including those who are least able to cope with significant reductions in their incomes.

Community Cohesion and Integration:

Barnsley is changing economically, socially and culturally. Change, especially at a time of economic downturn, can potentially bring tensions between different sections of the community. We therefore have a responsibility to do what we can to help all local people feel they have a voice, are listened to and have the opportunity to meet and understand each other.

Localism and Big Society:

The new Coalition Government's approach to localism and big society also offers potential opportunities to empower local communities to have a greater say over local services and for user-led services. We will consider what opportunities this provides to promote the principles of equality and diversity in the local area.

Public Health and NHS Reform:

From April 2013, the Public Health function will transfer from the NHS to the Local Authority. Healthy Lives Healthy People, a strategy for public health in England (July 2011), set out the government's vision for a new, integrated and professional public health system, designed to be more effective and to give clear accountability for the improvement and protection of the public's health. The new system will embody localism, with new responsibilities and resources for Local Government, within a broad policy framework set by the Government, to improve the health and wellbeing of all citizens.

The Local Authority and its partners will establish a Health and Wellbeing Board and undertake a Joint Strategic Needs Assessment. The Joint Strategic Needs Assessment (JSNA) will be used to prepare the joint Health and Wellbeing strategy, which in turn will inform clinical commissioning groups and local authority commissioning plans. The Health and Wellbeing board will be a key forum to consider service integration across NHS services and health-related services provided by the local authority.

A key element of the Joint Strategic Needs Assessment and the Health and Wellbeing strategy will be to reduce health inequalities and to ensure that the health needs of all sections of the community are addressed.

Implementation

The introduction of a new scheme is an ideal time to consider whether the Council has the right structures in place to deliver the scheme's objectives.

Senior Management Team Leadership

The Equalities agenda needs to be driven by the Senior Management Team (SMT) to ensure effective and timely decision making can take place alongside the appropriate leadership and coordination with corporate priorities. However there are considerable pressures on the time of Senior Management Team which need to be balanced. The Executive Corporate Equality Group will therefore be a sub-group of the SMT, chaired by the SMT Equality Champion, however each member will take on a lead responsibility (be a champion) for one or more of the equality themes. This will ensure that leadership and decision-making is not dependent on the time-tabled meetings but can be sustained on a daily basis. The champions will be promoted both internally to managers and employees, and externally to the local community.

The role of the champion will be:

- to convene relevant staff groups and help ensure the widest involvement and for their concerns and recommendations to be raised and discussed at the appropriate forums.
- to promote and support community events related to the equality strand, demonstrating the Council's commitment to the community and to understand its needs.
- to be a point of contact for the issues and concerns relating to the equality strand raised by local community groups.
- to learn more about the experiences of people in the community and the workforce and encourage others in the council to do likewise.

Strategic Support

The Scheme will be most effectively implemented if it is integrated into the work programmes and strategies of key corporate functions such as performance and partnerships, community engagement, communications and human resources. ECEG will therefore also involve relevant officers to advise and support its work.

Directorate Implementation

Due to the pressures of the minimum council programme there is a need for more "hands-on" support and guidance for directorates to assist them with the implementation of the equality scheme and an effective equality impact assessment and performance monitoring process. This would help to ensure that best practice is consistently applied across the council and corporate processes to be applied flexibly to ensure optimum outcomes. The aim would be to learn from the best practice in each directorate and where appropriate to apply that across the council. Therefore the following structures to assist the implementation of the scheme at a directorate level are proposed (recognising that at least some of these features are already in place in every directorate):

- Each directorate will identify an Equality Lead Officer who will be responsible for drawing up a directorate equality action, supporting services to undertake equality impact assessments and to be a channel of communication between the Equality Manager and services. The Lead Officer will convene and chair an equality group to help implement the action plan.
- Each directorate will convene an equality group to oversee the development and implementation of the Equality Scheme's Directorate Action Plans. The group will have representation from every service area and will report to the relevant DMT on progress on a 6 monthly basis. Any difficulties with implementation should be identified by the group and if need be advice and support can be sought from ECEG.
- The Equality and Diversity Manager will attend the directorate equality groups on a quarterly basis, or more frequently if required.

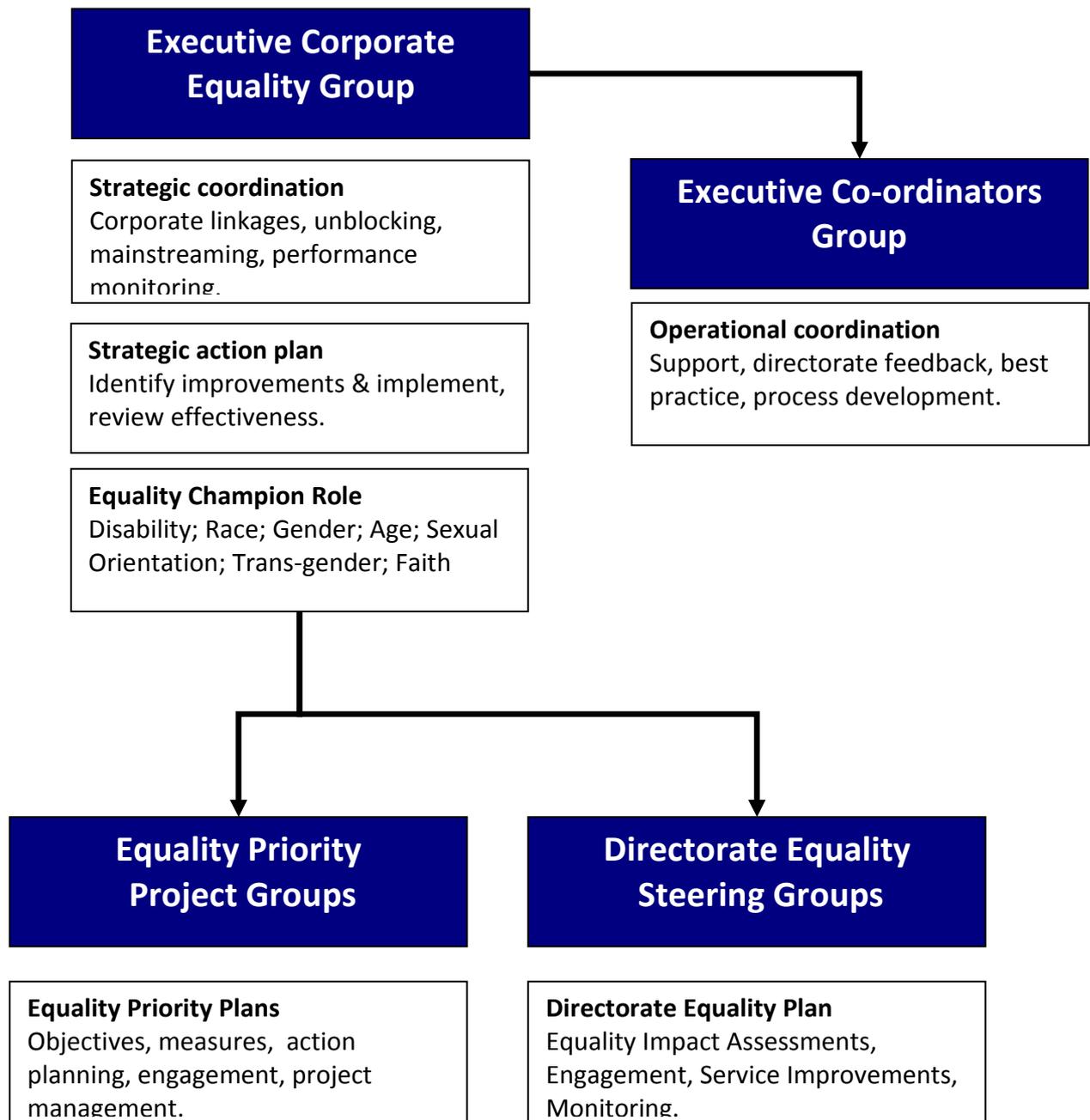
Implementing the Equality Priorities

The equality priorities agreed in this scheme are the single most important element - only by delivering on these can we say that the scheme is a success. Most of the priorities however are cross-cutting and involve a range of council and partner service working together to deliver outcomes that cannot be achieved on their own. The priorities therefore, unlike those for the previous scheme, cannot be the responsibility of a single service. Instead they must be effectively project managed, if need be on a partnership basis. As a result this time around the priorities will be implemented in the following ways:

- each priority will be assigned to an appropriate forum or group to project manage. The group will be responsible for developing an appropriate action plan to deliver the agreed objectives and will monitor performance.

- performance will be reported to ECEG on an annual basis as well as to the various equality councils when these are established.

The diagram below outlines the structure for the implementation of the equality scheme. This will be reviewed on an annual basis by ECEG to ensure it is fit for purpose.



In Partnership

The Council is of course not on its own in developing a set of equality objectives and outlining the processes it will follow to ensure it meets its public sector equality duties. Nor are we alone in making progress in delivering improved equality outcomes for local people. Without the strong support and contribution of these key partners in Barnsley progress would be much harder to achieve.

One Barnsley:

One Barnsley is the Local Strategic Partnership (LSP) for the borough of Barnsley.

A Local Strategic Partnership is a single non-statutory, multi-agency body, which matches local authority boundaries, and aims to bring together at a local level the different parts of the public, private, community and voluntary sectors. Local Strategic Partnerships are key to tackling deep seated, multi-faceted problems, requiring a range of responses from different bodies to make a collective impact.

To address these issues and achieve improvements, the Government, local authorities and other service providers need to work co-operatively, change the ways they work, reallocate resources and 'bend' their mainstream programmes to tackle issues that really matter to local people.

The One Barnsley Board provides the strategic leadership for the partnership and is responsible for developing and delivering the Community Strategy for Barnsley, 2011-2015.

Berneslai Homes:

Berneslai Homes, the Arms Length Management Organisation (ALMO) responsible for managing the Council's housing stock, works in close partnership with the Council to help meet equality objectives for both organisations. They have a deep commitment to making a positive difference for people, both in the community and in their workforce.

Berneslai Homes is recognised for its excellent work on equality and diversity, and has over the past 12 months, achieved an outstanding number of awards including:

- Investors in People Silver standard (June 2011)
- Social Housing Equality Framework Excellent standard (October 2011)
- Stonewall top 100 employers' list 2012 (January 2012)

- Barnsley LGBT Forum Rainbow Tick Gold Award (February 2012)
- Resident involvement reaccreditation with recognition for their work on equality and diversity (May 2012)

The organisation is known for working in partnership with many organisations.

Berneslai Homes is very proud of its achievements in its work with the Lesbian Gay, Bisexual and Transgender (LGBT) community, having been the first to forge a strategic partnership with them, and its work with the Deaf Engagement Access project. They also work in partnership with many BME communities, and are recognised for the wealth of opportunities for different customers to get involved with shaping the services they provide, in ways that suit individuals.

One of the most important partnerships is with the Barnsley Federation of tenants and Residents, who are involved in the new co-regulation arrangements through the Barnsley Challenge panels, independently scrutinising the work of Berneslai Homes.

The Council is very confident in Berneslai Homes to deliver its housing management services and its vision on equality, and has approved an extended contract until 2016 with an automatic renewal to 2021 based on maintaining their current levels of performance.

NHS Barnsley, South West Yorkshire Partnership NHS Foundation Trust and Barnsley Hospital Foundation Trust :

NHS Barnsley, South West Yorkshire Partnership NHS Foundation Trust (SWYPFT) and Barnsley Hospital Foundation Trust have been recognised by NHS Employers as Equality & Diversity Partners, a network for NHS organisations who demonstrate good practice to be able to develop further and share their good practice. Each has defined clear equality objectives and are working together (and in partnership with BMBC) to implement the Equality Delivery System, which has been designed to focus on and improve equality outcomes. One of the achievements of this partnership has been to develop a set of shared objectives based on analysing available evidence and engaging with local interest groups. These objectives will focus on working together to:

- Improve equality data / evidence collection, analysis and application
- Achieve a co-ordinated approach to engagement which reaches out to all and learning from engagement activities is shared across partners
- Improve accessible communications and access to services
- Develop staff training on E&D, including training targeting at particular roles and more in-depth training related to particular protected characteristics

BPL:

BPL's mission statement is clear "working together to enrich lives through enjoyable sport and leisure choices for all" with specific aims of:

- Engaging with local communities
- Encouraging Health & Wellbeing
- Engaging with Young People
- Improving our services

Over the past 5 years BPL has worked in partnership with statutory, voluntary and third sector organisations to become one of Barnsley's most proactive and inclusive services. Currently BPL is proactively engaging with disabled, Black and Ethnic minority groups as well as the Lesbian, Gay, Bisexual and Tran communities. Staff are trained to high standards of customer care to meet the diverse needs of the general public. BPL is the proud award winner of "The Rainbow Tick" which is a kite mark of recognition for equality and diversity from the LGBT community and recognised by Stonewall and a wide section of statutory service. BPL also works in partnership to address issues such as Hate Crime with other local series providers.

South Yorkshire Fire and Rescue (SYFR)

Through a process of involvement and participation of staff and stakeholders, SYFR has drafted an Equality and Inclusion Strategy for the period 2011-13. The Strategy details its strategic approach to promote equality and inclusion. For each of the protected characteristics to which the single equality duty applies (excludes marriage and civil partnership), several priority themes have been identified which will steer work across SYFR Departments over the next two years. Using these themes Departments will identify actions to contribute to achieving the overall equality objectives. These duties will incorporate SYFR's responsibility under the general duty of the Equality Act 2010 to 'eliminate discrimination, harassment and victimisation; 'advance equality of opportunity' and 'foster good relations between different groups'.

www.syfire.gov.uk/equalityanddiversity.asp

Our Partnership Approach to Equality and Diversity:

The Council cannot achieve its equality objectives in isolation. Just as our progress to date has been possible through collaborative working with other public and voluntary sector partners so this scheme will need to be delivered through close partnership working. This means:

- Where we can sharing our equality objectives to ensure maximum effort can be focussed on improving outcomes for local people.

We will discuss our equality priorities with our partners and seek to align these with their priorities, and consider how we can take action to support these.

- Identifying opportunities for sharing effort and resources to ensure increasingly scarce resource are used as effectively as possible.

This is most important for community engagement activity. We have developed a solid foundation for this through the work of Barnsley Reach - a multi-agency mechanism for coordinating and developing improved engagement with the BME and LGBT communities. This will now be expanded to look at all protected characteristics and is responsive to the priorities set by the community themselves.

- Providing mutual peer challenge and advice, learning from each other and spurring each other on to even better equality practice

We will build on our current excellent working relationships across a range of partnership forums to continue to support and challenge each other. These include amongst others, the Equality and Diversity Inclusion Partnership, Barnsley Reach, Hate Crime Reduction Initiative, and the Deaf Engagement and Access Partnership.

- Looking at ways we can support other key partners who are subject to the public sector equality.

The key area so far identified is to support schools who are subject to the equality duty but as individual organisations may not have the skills and resources they need to meet the requirements of the duty effectively. We are therefore developing a package of support to provide to schools which will help them meet their duties and increase their capacity in the field for future work.

Equality Priorities and Objectives

This Equality Scheme has a dual purpose;

1. To improve the way the Council embeds equality and diversity in its service planning and delivery processes. Learning from the feedback provided by the Peer Review process in 2011 we have identified five of these and called them our Strategic Equality Objectives.
2. To identify and address the most important inequalities experienced by local people in Barnsley (where we believe we can make a difference given our limited resources). We have identified ten areas and have called these our Equality Priorities.

Our Strategic Equality Objectives

Objective 1: To continue to improve and refine the Equality Impact Assessment process, reflecting the changing legislative framework, case law and financial constraints on the Council.

- Actions:**
- ★ Refocus the Equality Impact Assessment activity around a more coordinated and targeted range of policies and services.
 - ★ Strengthen the control and assurance process to ensure no Cabinet or Delegated decisions are taken without full consideration of the equality implications.
 - ★ Identify the support and guidance services need to complete timely and effective impact assessments.

Objective 2: To ensure the procurement and partnership activities of the council meet our Public Sector Equality Duties.

- Actions:**
- ★ Develop an appropriate process for relevant procurement, commissioning and partnership activity to identify specific and measurable equality objectives, and to deliver and report on progress on these objectives.
 - ★ Review the voluntary sector Compact to ensure it meets equality requirements and priorities.

Objective 3: To ensure that the Council's budget reduction and future financial planning processes continue to identify and give due consideration to equality implications.

- Actions:**
- ★ Identify proposals which are high priority for equality impact assessments and target support accordingly.
 - ★ Advise the Senior Management Team and Elected Members on the specific and aggregated equality impacts of budget reduction proposals with appropriate recommendations regarding mitigating actions and decision-making.

Objective 4: To improve the Council's communication with equality groups and on issues relating to equality, diversity and cohesion in light of the findings of the Peer Review.

- Actions:**
- ★ Ensure that Barnsley Council's external communications strategy addresses our equality and diversity objectives.
 - ★ Review with partners and community representatives the Council's current practice and make recommendations.
 - ★ Improve internal communications to more effectively share and learn from best practice on equality and diversity.

Objective 5: To improve the Council's approach to consultation and engagement to ensure more coordinated and effective engagement with equality groups and better analysis and communication of the feedback received.

- Actions:**
- ★ Ensure that engagement with equality target groups informs and is prioritised within corporate and partnership initiatives on community engagement.
 - ★ When re-shaping and re-focussing Council services in light of the corporate priority to change the relationship between the citizen and the state to ensure that equality target groups and the barriers they face are fully incorporated.

Our Equality priorities

Given the Council's limited resources we must focus our attention on the most important areas where we can make a difference rather than trying to achieve everything at once. Hence the Council has adopted the following Equality Priorities. These are areas where the Council believes it is most important to promote equality and diversity and where there is an opportunity to deliver real improvements. They have been identified in a number of ways:

- The response to consultation and engagement activity over the course of the previous Equality Scheme and in response to the consultation on the draft of this Scheme.
- Our experience in trying to deliver equality objectives from our first scheme, the lessons learnt by our services and our partners.
- The key context and challenges facing the Council and the local community over the next three years.

We recognise that we cannot achieve even these priorities in isolation - they will best be delivered by working together with the community and other partner agencies. Our priorities therefore also reflect the priorities for the Borough as described in the Community Strategy (2011- 2015).

It is our performance in delivering improvements on these priority areas which will be the test of the Equality Scheme's success.

Each priority will have a project group which owns and implements the priority and develops an action plan accordingly which will include a set of agreed outputs, outcomes and success measures. The projects will report on progress annually to an Equality Conference.

Equality Priority 1 - An Accessible and Inclusive Town Centre

We want a Barnsley which is welcoming to all – shoppers, visitors, workers. Everyone needs to know that the town centre is an inclusive, friendly and welcoming place, where everyone can visit, free from any barriers.

Equality Priority 2 - Minimising the Impact of Welfare Reform

To help local people most affected by welfare reform (disabled people, older people, children and families) to ensure their income is maximised and their rights protected.

Equality Priority 3 - Increasing job opportunities

To make sure our efforts to improve job opportunities, business start ups and the skills of local people reach all sections of the local community, including those furthest from work - young people, disabled people, single mothers, long term out of work.

Equality Priority 4 - Accessible Housing Information

To provide information about accessible housing options available in all sectors including private home-owning and private rented to give disabled people and families greater choice.

Equality Priority 5 - Resilient and supportive communities

To support the development of more resilient and supportive communities through effective community development, cohesion and social inclusion.

Equality Priority 6 - Establish Equality Forums and Councils

To develop Equality Councils to actively support the local community to have a voice on equality issues and influence decision-making.

Equality Priority 7 - Accessible Services for Disabled people

To improve access to mainstream services for Disabled people with communication needs.

Equality Priority 8 - Challenging Harassment and Hate Crimes

To challenge targeted harassment and hate crimes with particular emphasis on disability and homophobic hate crime as well as hate crime against Gypsies and Travellers.

Equality Priority 9 - Workforce Diversity

To improve the Council's workforce diversity (to "Close the Gap") by employing more disabled people and BME people, and more men and women in non-stereotypical occupations.

Equality Priority 10 - Understanding our Changing Communities

Improve our understanding of changing inequality and diversity in Barnsley and the implications this has for our services.

Equality Priority 1:

An Accessible and Inclusive Town Centre

1 Our Aim

We want a Barnsley which is welcoming to all – shoppers, visitors, workers. Everyone needs to know that the town centre is an inclusive, friendly and welcoming place, where everyone can visit, free from any barriers.

2 Why this is a priority

Barnsley has an attractive and vibrant town centre. It is the retail cultural leisure and employment hub of the Borough and home to many hundreds of people. It is essential, however, that if we are to achieve our economic aspiration of being “The 21st Century market Town”, we must examine how we can improve our offer to even wider and more diverse groups of people in order to make Barnsley a real destination of choice.

For example:

- Some disabled people tell us that access to shops can be a problem and that getting around the town centre can be difficult. We have already begun to address this by developing the role of Disability Access Champions and the Disability Access Badge.
- The LGBT community tell us that they want to feel free from harassment. They have been working with retailers, traders and services to adopt the LGBT community to feel more welcome.
- Some sections of the community e.g. older people and women, tell us that they feel less safe at times, particularly in the evening. This then creates a negative cycle where they do not come into the Town Centre and therefore fewer businesses choose to cater for them.
- Ethnic minorities tell us that they want to feel safe from hate crime and harassment. Most reported race hate crime takes place in the Town Centre central wards probably because that is where most BMEs and new communities tend to settle. They tell us that they feel intimidated by far right groups, who occasionally leaflet in the Town Centre.

We have a responsibility to make the Town Centre safe and enjoyable for all.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
More venues in the Town Centre to have been access reviewed and the access information to be available on-line	Number of Barnsley venues on the Disabled Go website
More venues to be accessible to disabled people	Number of venues which are accessible on wide range of access indicators
Street environment to be more accessible to disabled people	Number of streets access reviewed and information made available on-line
More disabled people who are trained and actively working with local shops and services to improve the experience of disabled customers	Number of disabled people who have been trained as access champions and have undertaken work in that role in last 12 months
Town Centre is more open and welcoming to the disabled people the LGBT community and other under represented groups	Number of shops and services that have signed up to the LGBT Rainbow Tick and the Disability Access Pledge
Less anti-social behaviour in the evening and night time, often related to alcohol consumption	Reported incidents of anti-social behaviour in the town centre often office hours
Reduced sexual and racial harassment in the town centre due to efforts to challenge and raise profile.	Number of sexual harassment and racial hate crimes reported in the town centre

4 Implementation and project management

The MyBarnsleyToo Steering Group was established in 2010 to address disability access issues in the town centre. It is proposed that this group is expanded to take on responsibility for developing and implementing an action plan to achieve all of the above outcomes.

The group will be supported by the Equality Manager and involve representatives from Town centre Management, Town Team and Barnsley Voice, community representatives and other officers and partners as necessary. It will report on progress to the Executive Corporate Equality Group and the Equality Diversity & Inclusion Partnership on an annual basis.

Equality Priority 2:

Minimising the Impact of Welfare Reform

1 Our Aim

To help local people most affected by welfare reform (disabled people, older people, carers, children and families) to ensure their income is maximised and their rights protected.

2 Why this is a priority

The Government has stated its intention to implement wide-ranging welfare reform to help reduce the national budget deficit. The Welfare Reform Bill is currently going through Parliament and subject to Royal Assent will come into force from April 2013.

The welfare reform proposals will have significant impact on the citizens of Barnsley and in turn economic impacts on the prosperity of the town. Given the scale of impact of the proposed changes there is a limit to how much we can achieve in protecting incomes. The key impacts will be:

- **Employment Support Allowance (ESA) Assessments**

Currently 1,000 people per week in the region are being re-assessed for ESA, 35% of these result in appeals, and between 40-65% of all appeals are successful. In Barnsley we anticipate 3,700 people are likely to be removed from welfare benefits entirely by the programme of re-assessments. This means an estimated £14.8 million a year taken from disabled people on low incomes and as a result from the local economy.

- **Benefits Cap**

The Children's Society has estimated that nationally the benefits cap could result in 80,000 children homeless and the lives of another 200,000 adversely affected as result of a cap on the amount of benefit their parents can claim. Three quarters of those affected will be children. It follows that this impact will be felt in Barnsley given the numbers of children already living in poverty, especially those with particular needs or larger families.

- **Housing Benefit and Occupancy Rates**

Barneslai Homes estimates there are 2,229 working age households that are "under-occupying" a house by 1 bedroom, and 741 by 2 bedrooms. Their housing benefit will be reduced by £11 and £20 per week respectively unless they can move to a smaller property. In Barnsley there are insufficient properties to support moves by these tenants. The potential loss to tenants and hence the Barnsley economy will be an estimated £2million per year.

- **Disability Living Allowance to be replaced by the Personal Independence Payment**

The intention is to reduce the number of existing DLA budget by 20% which will result in a reduction in income for disabled people in Barnsley by an estimated £14.5 million per year.

● **Replacement of Council Tax Benefit with a Localised Discount Scheme**

It is estimated that a 10% reduction will mean a cut of £1.9 million annually to the Council and consequently to council tax benefit claimants in Barnsley. As pensioners and other "vulnerable adults" will be protected from the cuts this means there will be even bigger cuts for working age claimants of up to 30%.

The Council and its partners in One Barnsley cannot fully compensate for the effects of the welfare reform proposals, compounded by further budget reductions imposed on the public sector, however it is possible to take practical measures to try to mitigate, as far as possible, some of the adverse affects.

The Council and its partners are developing an action plan that will both help to mitigate negative impacts of the reforms and, just as importantly, to support those people most likely to be affected by the reforms to reconnect with work.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
Fewer people than would otherwise be the case becoming homeless as a result of the welfare reforms.	<ul style="list-style-type: none"> ● Number of homeless applications and housing advice cases seen by the Housing Options Team, advice and homeless Prevention Service.
Fewer people than would otherwise be the case being subject to a County Court Judgement.	To be provided by partners.
Fewer people than would otherwise be the case losing their welfare benefits.	<ul style="list-style-type: none"> ● Number of client contacts with the Welfare Rights service. ● Amount of benefits people have been helped to claim.
Fewer people than would otherwise be the case being in arrears with their Council Tax	<ul style="list-style-type: none"> ● Number of people in arrears with their council tax ● Amount of council tax arrears on record.
More of the people who are in difficulty with	<ul style="list-style-type: none"> ● Number of new enquiries relating to debt

their debts seeking advice and support.

seen by the CAB.

- The amount of debt the Bureau is involved with.
- Number of county court orders issued in relation to debt.

To monitor the ability of the Barnsley Advice Network to meet increasing demand as a result of Welfare Reform

Barnsley Advice Network to collate performance indicators on a six monthly basis on funding / staffing levels (and hence services) of leading Barnsley advice agencies.

4 Implementation and project management

The impact of welfare reform will be far reaching not only in terms of the individuals concerned, but also the support services provided for vulnerable adults and the local economy in general.

The One Barnsley Board will have executive responsibility for trying to gauge the impact of welfare reform in Barnsley. This will be achieved by EDIP, working with its financial inclusion sub-group, measuring the impact of welfare reform via local advice agencies by asking them to collect and collate local performance indicators as indicated above.

Statistics on the ability of advice agencies to meet increased demand from the public will be provided every six months. This will allow One Barnsley to consider the impact of lost or extra funding streams in the third sector. Other statistics can be provided monthly or as requested by the agencies concerned.

Equality Priority 3

Increasing job opportunities

1 Our Aim

To increase the number of job opportunities to Barnsley residents by working with existing growth businesses, attracting new companies to Barnsley and matching local jobs to local people.

2 Why this is a priority

The Local Economic Assessment, published in 2010, provided evidence for the importance of the objective. Barnsley is underperforming across a range of economic indicators:

- 24,000 jobs short of the regional average
- 1500 businesses short of the regional average
- High levels of people with low qualifications or no qualifications and poor GCSE results
- Higher levels of inter-generational unemployment and sickness-related Worklessness
- This leads to a low wage economy, which impacts directly on social and economic mobility

Evidence shows that people with low skills are more likely to be unemployed or in a low wage temporary employment. With the impact of welfare Reform starting to be felt now, it is essential that Barnsley people have access to local jobs and that employers are encouraged to up skill and train. Improving the economy is also one of the 3 core objectives of BMBC.

The Economic Strategy, which was approved at Cabinet on 6th June 2011, has a number of linked themes to address this priority:

- A vibrant Town Centre with a growing retail, business, cultural and leisure offer
- Greater growth and prosperity through provision of large and quality employment sites
- Prioritise Goldthorpe and the wider Dearne area for economic renewal
- Create more jobs and business through a large enterprise programme
- Reduce Worklessness and increase skill levels
- Significantly strengthen the Visitor Economy.

This Economic Strategy presents the first 5 years of a 20 year strategy which will deliver:

- 5,500 new jobs
- 821 new business start ups
- 2711 Barnsley residents trained up to access existing jobs
- £338.6m - £347.7m total investment to the local economy

3 What we want to achieve and measures of success

Outcome	Proposed Measures
More new business starts through a enterprise and business start up programmes	NOMS & BIS databases showing increased numbers
More unemployed Barnsley residents into work	JCP unemployed figures. Work Programme targets. Work with indigenous and new employers to provide customised training programmes for unemployed residents
More people with more skills accessing jobs	Work & Skills Board will work with the Collages and employers on Apprenticeship programmes and in work skills escalators
More inward investors providing new jobs for the economy	Creation of new business parks to attract new companies, number p.a. of new businesses into Barnsley and number of jobs provided

4 Implementation and Project Management

The Economic Strategy will be overseen by a Project Board, chaired by the ED of DEC and linking through to the One Barnsley Governance structure. Annual reports will be presented to Cabinet on progress, but within the overall strategy, individual projects will be subject to scrutiny and audit, because many of them are externally funded and require detailed performance information not only on absolute numbers, but also on equalities priorities, e.g. women, BMEs. It will be possible therefore, to monitor the progress of this objective on a regular basis.

Equality Priority 4:

Accessible Housing Information

1 Our Aim

To have better information about housing for sale or rent in the private sector that best meets the needs of disabled people and their families.

2 Why this is a priority

One of the greatest challenges facing many disabled people and their families is finding suitable housing. It is both a problem of supply (there is not enough accessible housing in the private rented or owner-occupied sectors) and information (there is little or no information about which properties would be accessible for a person's needs).

Exactly how many people are having this problem is hard to say but there is some research evidence to help us:

- A survey of residents on Barnsley found that there are an estimated 14, 800 (19%) occupied dwellings where at least one resident had a long term illness or disability. 54% of these was due to mobility problems including using a walking frame or walking unsteadily.
- An assessment of the accessibility to buildings was undertaken. Overall, 60% of buildings are suitable for ramped access with 13% having level access. 80% have good lighting to entrances with 62% having switches and sockets at appropriate heights. There is a need for an estimated 7,900 adaptations to housing in Barnsley.

(Source - 2010 House Condition Survey, Barnsley)

- Although the gap in non-decent accommodation has closed over recent years, one in three households with a disabled person still live in non-decent accommodation

(Source - English House Conditions Survey 2008)

- One in five disabled people requiring adaptations to their home believe that their accommodation is not suitable

(Source: Survey of English Housing 2007/08)

Despite this demand for more accessible housing, disabled people and their families face considerable problems finding suitable accommodation; and problems that go beyond the lack of financial resources at their disposal.

The Barnsley Community Equality Panel discussed this issue in 2010 and identified the provision of better information about the accessibility of housing in the private sector as a priority. Something that could be achieved at very little cost beyond better cooperation of the council, estate agents, letting agents and landlords.

The goal would be for a disabled person to quickly and easily find those properties to rent or buy that met their access needs by visiting an estate agent, or viewing a website. The problem is how to achieve this.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
Estate Agents, Letting Agents and Barnsley Accreditation Scheme assessing accessibility of homes.	Number of homes where accessibility has been assessed.
Information on home accessibility that is reliable, publicly available and can be searched by disabled people.	Number of times accessibility data is requested / searched.
Staff in Estate Agents, Letting Agents and the Barnsley Accreditation Scheme who are trained to undertake access assessments.	Number of agents trained and undertaking assessments.

4 Implementation and project management

It is proposed to establish a working group that involves representatives from the council, The Barnsley Accreditation Scheme, social housing providers, estate agents, letting agents, private sector landlords and local disabled people. The working group will seek to develop a practical action plan that can be implemented by commercial agencies and partners, provides reliable and easily accessible information, and is widely known and used.

The overall project management could be provided by the MyBarnsleyToo Steering Group (also providing project management for Priority 1).

Equality Priority 5:

Resilient and supportive communities

1. Our Aim

Our aim is for a Barnsley where shared spaces - parks, community centres, villages and neighbourhoods - are a reflection of what binds citizens together and the growing diversity of communities across the borough. Where people have been inspired to get out and work together to solve problems, regenerating their physical spaces, or bringing young people and community groups together for shared activities, that have resulted in strong civic spirit. Success on this change agenda will see resilient communities with strong social networks and active citizens taking responsibility for their own wellbeing.

2 Why this is a priority

Barnsley is facing some particularly tough circumstances - high levels of worklessness, continuing health inequalities and extreme levels of financial exclusion. All of which inevitably lead to our residents often achieving poorer outcomes than people from other more affluent areas. At the same time we believe there is too much dependency in Barnsley. Too many people fall helpless and reliant on public services for advice and support. In many cases the person could have helped themselves or this help could be provided by a friend, relative or a neighbour. Too often people lack the necessary confidence, the connections or the capacity and so they come to rely on the state – someone else determines what happens in their lives rather than taking personal control.

We've still managed to achieve a great deal of what we can be proud of in Barnsley through the hard work of our staff, partners and community. As well as having needs and problems, our most marginalised communities also have social, cultural and material assets. Identifying and mobilising these can help them overcome the challenges they face.

Learning from our neighbourhood management programmes and work on personalisation, we are now more aware that personal and community resilience are intertwined because support networks are stronger when made up of resilient individuals. Forming meaningful relationships takes confidence and other personal capabilities. We also recognise that most residents in Barnsley have emotionally supportive networks already that can be learnt from. These might be friends and family or community or faith groups. They know people they can turn to in challenging times for help, advice and guidance. However for other residents these relationships do not exist, and research suggests that these are key for overcoming adversity and for general well-being.

As for individuals, a community with vibrant and diverse networks is better able to respond to local challenges that the state cannot, or should not, be involved in. So for example, residents are

perfectly capable of organising the school run or helping out an elderly neighbour with the shopping, and it's better the council, or other public services, do not get involved. These relationships are the 'social glue' around which genuine community action can be built and the beginnings of giving communities the resources to be more involved in meeting local need.

Research on volunteering identifies that, whilst rising, our recorded levels of volunteering are in the lowest quartile nationally. However, we know that Barnsley residents have a strong culture of 'caring' for families, friends and neighbours, which can be built on.

Further evidence from our 2011 Think Local Act Local Barnsley survey identifies:

- Whilst only 27% of residents feel that they can influence decisions in their neighbourhood a further 45 % would like to get involved in local decision making.
- Perceptions amongst some equality target groups regarding ability to influence decisions are significantly higher:

Black & Minority Ethnic	49%	Older people 60+	33%	Disabled people	29%
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- Only 25% of people currently take part in volunteering at least once a year
- Only 57% of people believe people from different backgrounds get on well together in your neighbourhood

The Barnsley Community Equality Panel discussed some of the issues in 2010, responding to the Place Survey figures at that time and existing community engagement and cohesion strategies. They identified the need for more focussed work with equality target groups alongside supporting groups to engage more effectively in the Council's existing neighbourhood arrangements.

As such our revised strategies on social inclusion, community cohesion, volunteering, supporting community action and financial inclusion, respond to this agenda by adopting an 'Asset Based Community Development' approach based on the principle of identifying and mobilising individual and community assets, rather than just focussing on problems and needs.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
Strong resilient and supportive communities where people take responsibility for their own actions and how they affect others.	Number of residents volunteering/taking part in neighbourhoods % of residents who think they can influence decisions Levels of social capital (horizontal trust) amongst communities

<p>Co-produced, people powered public services that are responsive to people's needs</p>	<p>% of residents who believe people from different backgrounds get on well together</p>
<p>More diverse people taking part in community action and building resilience</p>	<p>Residents undertaking neighbourhood learning programmes. eg 'working together for change' & 'how your town works' courses</p> <p>% increase in trust between residents, Members and public institutions (vertical social capital)</p> <p>Diversity of people taking part in Community First projects and 'volunteer time' banked</p> <p>% of equality target groups undertaking volunteering opportunities via Volunteer Centre</p>

4 Implementation and project management

The key to a successful Social Inclusion Framework is to move beyond the general statements of commitments and recommendations into action. An action plan to help deliver the Community Strategy 'changing the relationship priority' has recently been approved by One Barnsley. New actions plans are in place to progress volunteering and community engagement agendas in partnership with local voluntary and community sector groups and communities.

We will produce a series of action plans which relate to the equality target groups identified in the social inclusion framework. These action plans will be developed incrementally over the next 12 - 18 months. A series of project task groups will be identified to develop these action plans, complementing the groups concerned. In some cases these groups will already exist, in others they may need to be established or modified. Membership of each group will be made up from partner organisations. Where possible we will also include members of the target client group.

A key challenge will be the development of an action plan to take forward the process of growing a 21st century relationship between citizens, voluntary/community groups, and public sector agencies and organisations in Barnsley. EDIP will play a key role in contributing to the development of the plan, and it will continue to report into the Adults and Communities Well Being Partnership on behalf of One Barnsley regarding the governance process.

Equality Priority 6:

Establish Equality Forums and Councils

1 Our Aim

To enable equality target groups to have a stronger voice to help shape services and to better support community engagement.

2 Why this is a priority

The **Equality Forums** would be open to everyone interested in a specific aspect of Equality (eg race, disability, sexual orientation etc). The Forum will hold regular events where members can come together and discuss the equality priorities for Barnsley, set a work programme for the Equality Council, elect its members, and hold those Council members to account for their activity and decisions. The Forum will also facilitate public services to consult with local people to advise on future service provision. The Forum will keep all of its members up to date with its activities and the work of the Council. It will be encouraged to develop an on-line presence and seek views on equality issues via social network media for example.

The **Equality Councils** will have a number of members who are elected for one year at a time. How many members will be on the Council and the maximum term they can sit on the Council has yet to be decided. The Equality Councils will be invited by a range of decision-making bodies to send a representative. The Council will have appropriate governance arrangements in place to ensure that its meetings and decisions are properly recorded and reported. Likewise the governance arrangements will ensure that representatives sent to decision-making bodies will be required to report back on their activities to both the Council and the Forum. The Council will also have a responsibility to encourage and facilitate engagement by public sector services with the wider community and advise on priorities and methods to make this as effective as possible.

In November 2011 the Council held an engagement event at the Central Library attended by over 100 local BME people. This event gave overwhelming support for the plans to develop a Race Equality Council. The plans for a Race Equality Council (REC) remain at an early outline stage. We have a framework of core principles and purposes for the REC but not the detail as to how and when. This is the next stage for which the Council has engaged the services of a new social enterprise 360 Engagement (who organised and hosted the 26 November engagement event) to work with local BME communities to develop detailed proposals for the implementation of a fully functioning and effective REC.

The Council has also held initial discussions with other equality target groups (Inter-Faith Forum, Older People’s Forum, LGBT Forum) and likewise it appears this is a structure for community engagement and representation that would be widely welcomed. More discussions are required to ensure this meets their specific needs and circumstances however.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
Equality Councils and Equality Forums are established and functioning for every equality target group that supports the initiative.	Number of forums and councils established. Number of people elected to be part of the Equality Councils.
The equality forums improve participation in engagement activity by members of that community.	Number of people participating in engagement activity. (to be defined)
The Equality Councils have a voice at key decision-making bodies.	Number of decision-making bodies (Council and One Barnsley) that have invited Equality Councils to send representatives.

4 Implementation and project management

The Barnsley Reach Steering will develop an action plan to implement this equality priority. This will include a procurement exercise to ensure the appropriate support and governance is in place for the Councils and Forums. The Steering Group will report on progress to the Council’s Executive Corporate Equality Group on a quarterly basis.

Equality Priority 7:

Accessible Services for Disabled people with communication needs.

1 Our Aim

For Disabled People with communication needs to feel confident that they can use mainstream Council services equally, accessibly and inclusively.

2 Why this is a priority

The Council has made significant strides in recent years to improve access to mainstream services for disabled people with physical impairments. Hence every council building open to the public now meets accepted disability access standards. That is not to say that further work isn't still required but the improvements are nonetheless real and meaningful.

However there are some groups of disabled people whose access to mainstream services has altered relatively little in the last 16 years since the Disability Discrimination Act was introduced - people with communication needs including those with learning difficulties, visual impairments and Deaf people. This is because the access issues involved are less about easily understood issues involving bricks and mortar (eg ramps, door widths etc) and more to do with attitudes, confidence and communication. For example at engagement events with the Deaf community over the last year it has become clear that Deaf people do not know what services are available to them and have little confidence that mainstream services will understand their needs or be accessible should they try to use them; as a result the Deaf community have relied on dedicated workers to access services on their behalf (creating dependency). Similarly people with learning difficulties will rarely seek to use mainstream services and often rely on family and carers to do this for them; this creates dependency and means services do not gain experience providing accessible services.

An illustration of this is the stark fact that no Council service outside of specialist services (eg social care or equality and diversity) have ever produced information in Easy Read (an accessible format for people with learning difficulties) or in BSL video. This is because the current system of making information accessible is reliant on services identifying both the relevant information and resources. This relied on widespread understanding and commitment and did not make the best use of resources.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
To improve the understanding of service providers about how to make services more accessible to Disabled people with communication needs.	Number of staff trained in making services accessible to Disabled people with communication needs.
To improve the availability and accessibility of information about services and how to contact them.	Number of services that have produced and disseminated information about their services in BSL video and Easy Read.
To develop the provision of immediate BSL interpretation facility at customer services.	Number of service points where immediate BSL interpretation is available and number of hours available.

To ensure the advocacy needs of Disabled people with communication needs are met.

To develop opportunities for Disabled people with communication needs to access services via the internet.

Advocacy service meets the needs of Disabled people with communication needs.

Number of Council web pages that meet the needs of Disabled people with communication needs.

4 Implementation and project management

The Council has established with its partners a Deaf Engagement and Access Partnership to enable partner agencies to work collaboratively, sharing responsibility and pooling resources, to co-ordinate efforts to improve Deaf people's access to and awareness of services in Barnsley through improved engagement and service design. This Partnership has developed and is implementing an action plan to deliver and monitor the outcomes above that are focussed on the Deaf community.

The Universal Information and Advice (UIA) project within the People in Control (PiC) programme will be heavily involved in the implementation of this priority via the UIA Project Board and particularly through the PiC Quality and Performance Workshops where representatives from Performance, Equalities, Safeguarding and PiC work together to ensure full accessibility. Further the adults Communities Equality and Diversity Manager reviews each project specification and provides a comprehensive quality check to allow equality and accessibility to be built into the UIA, rather than be retrospectively inspected out.

Equality Priority 8:

Challenging Harassment and Hate Crimes

1 Our Aim

For Barnsley to be a place where harassment and hate crime in all its forms is not tolerated and is effectively challenged. This will happen through prevention, reporting and swift coordinated action to stop it, protect the victim and enforce the law.

2 Why this is a priority

The Hate Crime Reduction Initiative has the responsibility to coordinate the reporting, monitoring and response to all forms of harassment and hate incidents. The HCRI analyses where and how incidents are occurring and ensures that appropriate action is being taken in each case.

Over the last 15 years considerable progress has been made in raising the profile of race hate crime and encouraging people to report it. Services are much better at identifying incidents and ensuring that they respond quickly and effectively to ensure it stops and that victims are protected and supported. The goal now is to maintain this work on race hate crime whilst ensuring that the same progress can now be made with homophobic and disability related harassment and hate crime.

Through engagement with the community we know that disabled people, Gypsies and Travellers and LGBT people are often victims of harassment or hate crimes but there are low levels of awareness that the incidents can be reported, that complaints will be taken seriously and appropriate action taken. Last year there were 205 reports of racial hatred, 40 of homophobic hate incidents and only 8 incidents of disability harassment or hate crime.

Very few incidents have been reported through Barnsley Council reporting centres despite them being located in easily accessible local areas across the Borough. Clearly more work needs to be done with council reporting centres to increase the number of incidents reported there. The same progress can now be made with all forms of hate crime which includes Homophobia and Disability.

3 What we want to achieve and measures of success

Outcome	Proposed Measures
Victims of all forms of hate crime are supported and protected.	<p>Victims who say via a survey that they were satisfied with the support they were offered after reporting a hate incident.</p> <p>Victims who say via a survey they believe reporting the hate incident had a positive effect.</p> <p>Victims who say via a survey that they are now more confident to report incidents in the future.</p>
Reporting centres to be better prepared for receiving and dealing with hate incident reports.	<p>Percentage of reporting centre staff trained in hate crime reporting procedure.</p> <p>Number of reporting centres that pass a mystery shop assessment.</p> <p>Number of reporting centres that have incidents reported to them in the last 12 months.</p>
The community are more aware of what a hate incident is, how to report it and are more confident that reporting	Percentage of people who understand what a hate incident is in all of its forms.

incidents will have a positive effect.

Percentage of people who know how to report incidents.

Percentage of people who believe reporting incidents will have a positive effect.

4 Implementation and project management

The Hate Crime Reduction Initiative has a partnership body that meets on a monthly basis. The partnership group has a detailed action plan to achieve its aims which encompass the outcomes outlined above and reviews progress on a regular basis. It reports annually to the Safer Communities Partnership.

The partnership has adopted the above measures of success and will develop new action plans to ensure they can be monitored in the future.

Equality Priority 9:

Workforce Diversity

1 Our Aim

For Barnsley Council to have a workforce that reflects the diversity of the local population in all service areas.

2 Why this is a priority

We believe that if we have a workforce that reflects the diversity of the local population, that feels it is treated equally and fairly and has the opportunity to grow and develop at work will help us to provide the best possible service to the people of Barnsley. Although we have made significant progress in some areas we know there is more work to do.

- Currently 2.5% of our staff are BME compared with 4.6% in the local population. This has remained steady (despite a significant proportion of BME being transferred to the newly created organisations NPS and NORSE) but there is room for much more improvement.
- 3.5% of our staff have told us that they are disabled. This has increased in recent years from 2.1% in 2009. It is difficult to compare this directly with the number of disabled people in the local community of working age as definitions vary and each gives quite different results but a

useful comparable figure is 12.7%. When we conducted an anonymous employee survey in 2011 9% of respondents identified as disabled which suggests that we have many more disabled employees than those who have formally told us they are disabled.

- Segregation is physically separating someone from others because of their gender, ethnicity, age, sexual orientation, disability, belief or religion. For example, women might be given restricted access to careers advice, work-experience placements and training opportunities for certain jobs, which are seen as being traditionally male. There are some occupations within the council which are almost entirely men or women. This is usually because we receive very few applications from the under-represented gender which means we are only recruiting from half of the local working population.
- We need to do much more to support Lesbian Gay Bisexual and Transgender (LGBT) staff to feel safe and confident to be out at work. We have been working with Stonewall, LGBT employees and the local LGBT forum to develop an action plan to challenge prejudice and make sexual orientation something feel able to discuss openly and to be treated equally.

3 What we want to achieve and measures of success

Outcome	Measure
A workforce that better reflects the diversity of the local community.	% of employees who are BME % of employees who are disabled % of employees who are aged 20-34
A working environment where LGBT staff feel safe confident to be out at work.	% of staff who identify as LGBT. % of LGBT staff who are out at work.
Occupational gender segregation is challenged and reduced.	Measures to be developed.
More women, BME and disabled people in senior positions within the authority.	% of top 25% of posts filled by women % of top 25% of posts filled by BME people % of top 25% of posts filled by disabled people
A recruitment and selection process that treats all candidates fairly and equally.	Applicant success rates analysed by equality group
A budget reduction process that treats all	% of employees who are subject to a

employees involved equally and fairly.

consultation notice that are made compulsory redundant, analysed by equality target group.

4 Implementation and project management

The Council's Strategic Workforce Development Group has developed a Workforce Diversity Plan to help it achieve the outcomes above. Progress will be reported annually to the Executive Corporate Equality Group and Cabinet.

Equality Priority 10:

Understanding our Changing Communities

1 Our Aim

Improve our understanding of changing inequality and diversity in Barnsley and the implications this has for our services.

2 Why this is a priority

If we are to deliver the most effective services to people in Barnsley we must have the best possible understanding of how needs for services can differ and how people's experiences of using those services can vary. In the current economic climate when the need for services is increasing and the financial resources available are decreasing there is an even greater imperative to target services for those in the most need.

We do this in two ways:

- Through research into the changing nature and diversity of the local community and the need for services that this creates.
- By speaking to the local community to better understand their needs and their experiences of using services and any barriers they may face.

A significant amount of work is already undertaken by the council on both of these. However we recognise that we could do more and we could do it better. Often it is simply a matter of sharing our information better between services (or with partners) or to coordinate our engagement to make the best use of resources and not to over-consult with the same people.

In other situations we need to ensure we are better at understanding what our data can tell us about the needs of disabled people, or Black and Minority Ethnic people for example. We also

need to ensure that when we undertake community engagement we reach those sections of the community that we often find it harder to reach.

3 What we want to achieve and measures of success

Outcome	Measure
<p>More services engage with equality target groups successfully and analyse responses appropriately.</p>	<p>Number of services that equality profile engagement responses.</p> <p>Number of reports that analyse equality issues arising from the engagement activity.</p>
<p>More services use equality profile data available on LASOS to inform their service planning.</p> <p>The Equality Forums are routinely used for community engagement activity by council services.</p>	<p>Number of services that undertake equality impact assessments using equality data available on LASOS.</p> <p>Number of services that utilise the Equality Forums for community engagement.</p>

4 Implementation and project management

The Council’s Performance and Partnerships section is responsible for improving the way the council engages with the community and uses research evidence to inform its service planning. This work is overseen and monitored by the Strategic Research and Consultation Group.

Directorate Objectives

The equality priorities do not constitute the total of our work on equality and diversity - only the most important outcomes that we want to achieve over the next three years. However if we are not only to maintain our good practice on equality impact assessments, workplace culture and accessible services much work needs to continue on a day to day basis. With the reorganisation of the Council in 2010 (reducing the number of directorates) this is now proposed to take place on a directorate basis, apart from the three smaller directorates (Chief Executive's, Borough Secretary's and Finance and Property Services which will coordinate this work

Each directorate will have an Equality Group which will:

- identify the equality priorities for its directorate with appropriate equality performance measures
- ensure robust processes are in place for supporting equality impact assessments
- ensure equality and diversity training is being implemented and outcomes are being achieved
- agree and oversee the implementation of an equality action plan
- report annually to ECEG on performance - to be reported in annual review of the Equality Scheme.

Corporate Service Directorates Equality Objectives

(Chief Executive's, Borough Secretary's and Finance and Property Services)

Equality Objectives - Process Improvements

- ★ To develop a more coordinated and consistent approach to the implementation of Equality and Diversity initiatives and performance monitoring across the directorates.

Key actions:

- To establish a corporate services equality steering group.
- Develop, implement and performance monitor a corporate services equality action plan and report on progress to each Directorate Management Team.

- ★ To improve the equality impact assessment process for cross-cutting proposals or KLOE's that are the responsibility of corporate services.

Key actions:

- Identify cross-cutting budget reduction proposals and ensure each has an effective EIA incorporated into its development and implementation.

- ★ To improve process for undertaking, implementing and reviewing Equality Impact Assessments to ensure their quality is more consistently high and that they are more proportionate to the level of risk of negative impact.

Key actions:

- Identify from SDP priority areas for EIA's and ensure relevant service has a workplan to undertake these.
- Identify support or advice needed for each identified EIA and plan that support on a prioritised basis.
- Organise EIA training for all managers and employees involved in EIA's.

- ★ To roll out the Equality and Diversity Workbook to all staff.

Key actions:

- Identify for each service how many have / haven't completed the workbook.

- Ensure SDP's for each service includes action to implement workbook for all staff.
- Monitor percentage of staff who have done workbook for each service and report progress to DMT.
- Provide briefing sessions for all managers / supervisors to give confidence to ask and help staff to complete workbook.

★ To promote use of PDR's to deepen staff understanding of equality issues.

Key action:

- Managers to actively promote opportunities for E+D-related learning and development to all staff.

★ Encourage staff to contribute towards staff equality groups, including as a professional development opportunity for under-represented employees.

Key actions:

- Managers of all services to discuss staff equality groups in team meetings / briefings and ensure all staff are aware of the groups, how to be involved and that they are encouraged to do so.

Our *process* measures of success will be:

- Percentage of identified EIA's completed.
- Percentage of staff who have completed the workbook.
- Percentage of staff who have undertaken other equality and diversity learning or development opportunities.

Equality Objectives - Service Improvements

★ To review the corporate consultation and engagement approach and ensure that equality target groups are effectively involved and their distinct voices heard.

Key actions:

- Develop the equality councils and forums as a mechanism for effective engagement.
- Review optimum use of uEngage to effectively involve people from equality target groups.

- Ensure all services identify where engagement with equality target groups is required so activity can be prioritised and coordinated accordingly.

★ To promote equality of opportunity for LGBT people in Barnsley.

Key actions:

- Become an official partner of the Rainbow Tick
- Agreement with LGBT Community Forum to encourage and support front-line services to sign up to and be assessed against the Rainbow Tick criteria.

★ To improve the Council's approach to communication with equality groups and on issues relating to equality, diversity and cohesion in light of the findings of the Peer Review.

Key actions:

- Ensure that Barnsley Council's external communications strategy addresses our equality and diversity objectives.
- Review with partners and community representatives the Council's current practice and make recommendations.
- Improve internal communications to more effectively share and learn from best practice on equality and diversity.

★ To continue to improve elected members' understanding of equality and diversity issues and the implications of the Public Sector Equality Duty.

Key actions:

- Deliver Equality and Diversity training courses for current and new elected members.
- Provide elected members with briefings on key developments related to equality and diversity in Barnsley.

★ To reach out to the black and minority ethnic communities in Barnsley to promote awareness and understanding of the services provided by registrars and to improve how the service can better understand and meet their different needs and expectations.

Key actions:

- Develop programme of learning and development opportunities for staff.
- Develop programme of engagement events and activities with local BME community.

- ★ To ensure that we maximise the welfare benefits of under represented groups within Barnsley.
 - To implement the benefit take-up strategy.

Our *service delivery* measures of success will be:

- Number of people from each equality target group registered on uEngage and that have taken part in engagement activity.
- Number of Council services signed up to the Rainbow Tick initiative.
- Number of elected members who have attended E+D training or briefing sessions.
- Number of BME people who have been engaged with the Registrars Service.

Children Young People and Families Directorate Equality Objectives

Equality Objectives - Process Improvements

➡ To improve the process for undertaking, implementing and reviewing Equality Impact Assessments for policies, procedures and operational practice for services for children, young people and families, particularly in a period of transformation and change

Key actions:

- Identify priority areas for Equality Impact Assessments in service development plans and the service improvement and efficiency programme, and ensure that relevant services' work plans include actions to undertake these.
- Ensure that the EIA process is proportionate to the level of risk of negative impact and that EIAs are of consistently high quality.
- Ensure each budget reduction proposal has an effective EIA incorporated into its development and implementation.
- Ensure that cabinet and delegated decisions are accompanied by a full consideration of equality implications
- Organise EIA training for all managers and employees involved in EIAs and identify support or advice needed for each identified EIA and plan that support on a prioritised basis.

➡ To ensure that we know how we are meeting the needs and promoting the wellbeing of children, young people and their families from different backgrounds and equalities groups and how we can improve the services we offer

- Undertake a further equalities mapping exercise on outcomes for different groups and the uptake of services compared to the makeup of the population.
- Providing further awareness raising on equalities and rolling out the equalities and diversity workbook to staff, and

Our *process* measures of success will be:

- Percentage of identified EIAs completed.
- Percentage of staff who have undertaken equality and diversity learning or development opportunities, including use of the workbook approach, and have gained deeper and up-to-date understanding of equalities issues

Equality Objectives - Service Improvements

➔ To provide and organise support to schools and settings so they can develop and implement plans to meet their public sector equality duty.

Key actions:

- Develop a package of support and training for schools to develop equality schemes.
- Promote and organise the support to schools.

➔ Help schools and settings identify and record bullying and harassment in schools and deal with such incidents appropriately.

Key actions:

- Work with the Hate Crime Reduction Initiative to develop action to support schools in identifying and reporting bullying and harassment incidents.

➔ To narrow the gap between those sections of the community where children are performing well and those performing less well, including where different levels of achievement are related to disability, gender, ethnicity or economic background.

Key actions:

- Ensure that there is wide understanding of the differences in outcomes for different sectors of the community
- Work with schools to develop actions to raise attainment for all children at risk of underachievement
- Provide interventions that help to reduce inequalities and narrow the gap

➔ Effectively challenge the barriers to an equal start in life faced by looked after young people

Key actions:

- fulfil the Pledge to children in the care of the council as corporate parent, including supporting them to be healthy, ensuring that they receive a good education and securing stability of placement.

➔ Maintain the focus on meeting the needs of children and young people with special educational needs, learning difficulties, disability and complex health needs.

- Conclude the implementation of the developments in the One Path One Door strategy
- Address the implications of the Health reforms and the SEN & Disability green paper

➔ Continue to reduce the number of 16 and 17 year olds who are not in education, employment or training and address the needs of specific groups

- Implement the Raising Participation Age Plan , strengthening partnership working to improve transition , provision and retention in learning , particularly for vulnerable learners most at risk of not participating.
- Commission ESF 14-19 NEET Reduction and Prevention Programme to deliver targeted provision to 400 young people from March 2012 to December 2013.
- Undertake work to improve transition of vulnerable groups, particularly LDD

Our *service delivery* measures of success will be:

- Number of schools that have developed equality schemes that meet public sector equality duty requirements.
- Number of schools and settings that report bullying and harassment incidents.
- Number of pupil achievement measures where gap between priority groups is reducing or increasing.
- Timely health assessments and appointments leading to good health outcomes
- Positive feedback from disabled children and young people and their parents, together with good outcomes.
- Number of young people not in education employment or training, paying attention to the any groups that are more highly represented.

Adults and Communities Directorate Equality Objectives

Equality Objectives - Process Improvements

- ★ **To develop an improved equality action planning and performance monitoring process for the directorate that will measure progress against equality objectives, together with providing equality monitoring information for services.**

Key actions:

- Establish Directorate Equality Steering Group with representation from each service.
- Develop a directorate equality action plan and success measures.
- Develop equality report to provide meaningful information and comparisons and to report progress to directorate management team at least twice yearly.
- Identify and prioritise areas for improvement in service delivery across equality groups

- ★ **To improve the process for undertaking, implementing and reviewing Equality Impact Assessments to ensure their quality is more consistently high and that they are more proportionate to the level of risk of negative impact.**

Key actions:

- Identify priority areas for EIAs and ensure relevant service has a work plan to undertake these.
- Ensure all KLoE proposals are properly equality impact assessed, monitoring/review is completed and impacts revised, where appropriate
- Identify support or advice needed for each identified EIA and plan that support on a prioritised basis.
- Organise EIA training for all managers and employees involved in EIAs.

- ★ **Develop targeted, relevant training materials to deliver meaningful E&D awareness & a consistent approach across all services**

Key actions:

- Identify Directorate staff groups and role-relevant training needs
- Identify most appropriate delivery methods (e-learning, etc)
- Develop a directorate-wide training plan

- ★ **Encourage staff to contribute towards staff equality groups, including as a professional development opportunity for under-represented employees.**

Key action:

- Managers of all services to discuss staff equality groups in team meetings / briefings and ensure all staff are aware of the groups, how to be involved and that they are encouraged to do so
- Include E&D on team meeting agendas

Equality Objectives - Service Improvements

- ★ **To develop a steering group to form a ULO which will drive the development and governance of the CIL (Choices for Independent Living) to deliver greater independence and control for disabled people in Barnsley**

Key actions:

- Establish a ULO steering group to form a User Led Organisation that is representative of its constituents
- Establish the functioning, governance, performance, and financial arrangements for the CIL
- Develop robust performance monitoring measures.
- Commission core CIL services

- ★ **To develop and implement comprehensive Library and Connects Strategies that take full account of communities needs**

Key actions:

- Fully engage equality target groups in the strategies development.

- Incorporate the needs of the groups into the new service design.
- Develop robust performance monitoring to ensure that the impact of the new service design is properly understood.

★ **Meet service user expectations of consistent, equitable and needs-appropriate information and advice**

Key actions:

- To develop information and advice to meet the diverse needs of all Barnsley's community members
- Ensure that all developments to encourage service users/customers to utilise telephony and web based services do not disadvantage any members of the community, particularly those in a vulnerable situation.

★ **Lead on the delivery of corporate equality priority eight: 'To challenge targeted harassment and hate crimes with particular emphasis on disability and homophobic hate crime'**

Key actions:

- Develop an action plan to ensure reporting centres are better prepared for receiving and dealing with hate incident reports
- Develop an action plan to promote better understanding of homophobic and disability hate crime incidents and instil confidence to report such incidents
- Increase and promote safe places across the borough

★ **Raise awareness and understanding amongst the public and professionals of the extent and impact of domestic and gender based violence**

Key actions:

- Clarify the role and responsibilities of BMBC and partner organisations with regard to the domestic and gender based violence agenda
- Increase knowledge of reporting processes amongst victims and those who may be first point of contact and incorporate strong links to safeguarding procedures
- Relate the DV Strategy to the Prevent agenda re sexual violence and harassment

★ **Promote equality of opportunity for LGBT people in Barnsley**

Key action:

- Improve equality monitoring of services to include LGBT
- Promote service accessibility and encourage services to adopt the Rainbow Tick award

Development, Environment & Culture Directorates Equality Action Plan

Equality Objectives - Process Improvements

- ★ To improve the equality impact assessment process for policies, strategies, changes to service provision and future minimum council proposals.

Key actions:

- Early identification of policies, strategies, changes to service provision and future minimum council proposals ensuring that an effective EIA incorporated into the decision making process where appropriate. Potential areas of activity requiring an EIA will initially be identified through a review of the Directorate Business Plan. Delivery will be monitored through the quarterly Equalities Performance Report.
- Embed the Equality Scheme into the overarching Directorate Business plan. The Directorate firmly believes that equalities should be an integral component of our business and consequently embedding the strategy into our business plan combined with key equality priorities and associated headline actions will help to ensure that this is achieved.
- The Directorate will commit to producing a quarterly DEC Equalities Performance Report which will be presented to the Directorate Management Team and shared with all members of staff through the Directorate Newsletter. The performance report will help to show direction of travel and help to sustain the priority of the equalities agenda within the Directorate.

Employee Awareness & Development

Key Actions:

- Identify for each service how many have / haven't completed the workbook.
- Organise EIA training for all managers and employees involved in EIA's.
- Provide briefing sessions for all managers / supervisors to give confidence to ask and help staff to complete workbook.

- Communicate and actively promote all opportunities for Equality & Development learning and development to all staff utilising existing communication vehicles where appropriate, (i.e. Directorate Newsletter).
- To promote use of the PDR process and associated competency framework to deepen staff understanding of equality issues.
- Encourage staff to contribute towards staff equality groups, including as a professional development opportunity for under-represented employees.

Equality Objectives - Service Improvements

Key Actions:

- This Directorate believes that the actions previously identified combined with the delivery of identified Key Equality Priorities will achieve the overarching goal of ensuring that Equalities in embedded into our day to day service provision.

Our measures of success will be:

- Integration of the Equality Scheme into the Directorate Business Plan.
- Production of quarterly equalities performance report.
- Percentage of identified equality impact assessments completed.
- Percentage of staff who have completed the workbook.
- Percentage of staff who have undertaken other equality and diversity learning or development opportunities.
- Ability to evidence consistent communications of a corporate equality & diversity information.

Review and Challenge

Each action plan will be performance managed by a relevant project or management group.



Directorate Management Teams, via their Directorate Equality Groups will assess how well their equality objectives have been met and identify further improvements for the year ahead.



Each Equality Priority will have an action that is managed by a relevant project group or partnership forum.



Annual updates will be provided from these groups to the Executive Corporate Equality Group (ECEG) in March each year. ECEG will assess performance and identify improvement priorities for the year ahead.



These will be compiled to form the Annual Review of the Equality Scheme which will be reported to Cabinet.



Scrutiny Commissions may request to see all or some specific sections of the Equality Scheme Annual Review and may also wish to take evidence from the Equality Councils.

Action Plans

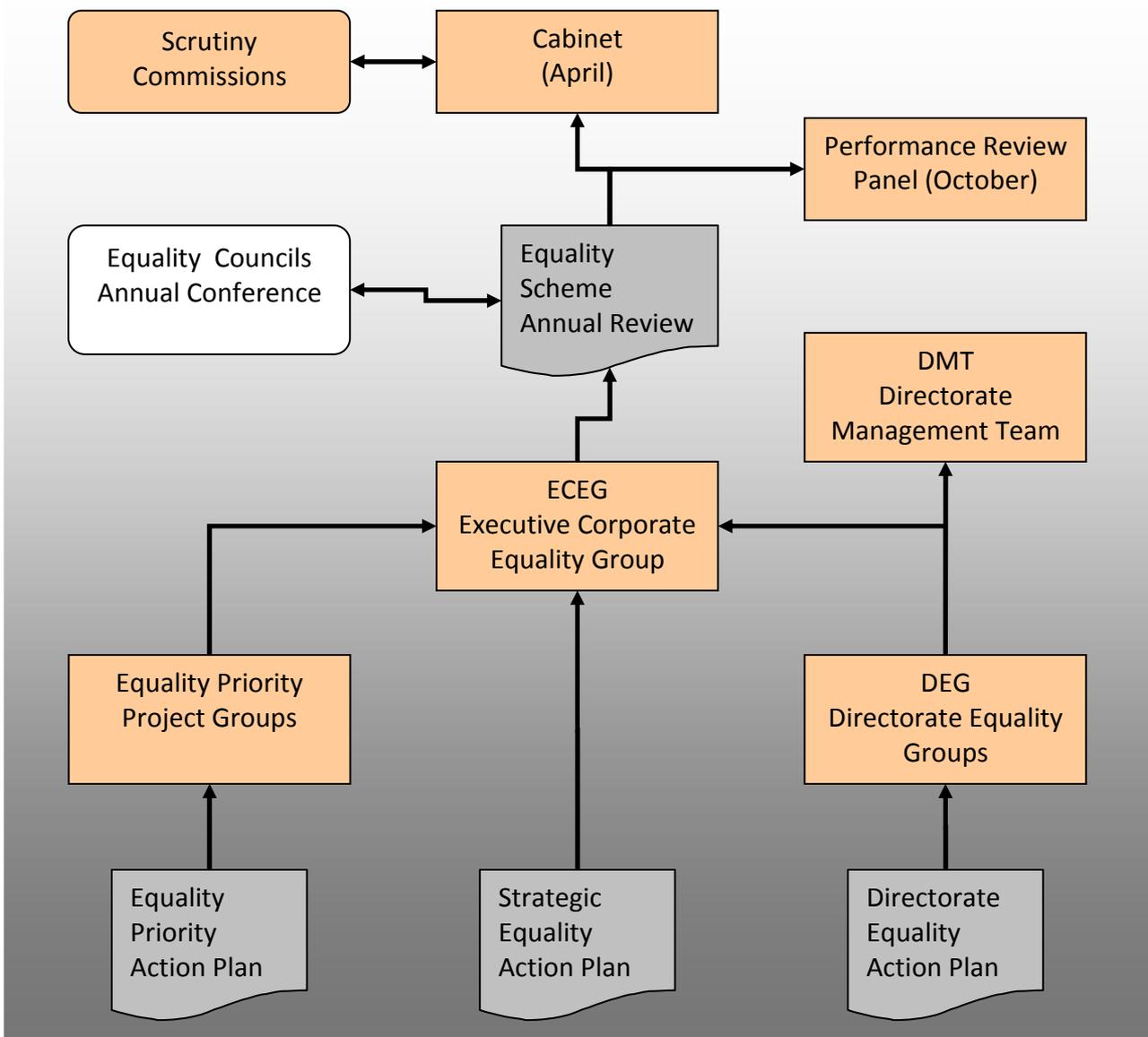
There are a number of action plans associated with the Scheme. Some are already in place, others are yet to be developed. As and when they are developed they will available on the Council's website or from the contacts below.

Equality Priority Action Plans (eg MyBarnsleyToo Action Plan)

Stonewall Workplace Equality Index Action Plan

Workforce Diversity Plan

Directorate Equality Action Plans



Public Sector Equality Duty

The 'public sector equality duty' is referred to in the Equality Act. It consists of the 'general equality duty' which is the overarching requirement or substance of the duty, and the 'specific duties' which are intended to help performance of the general equality duty.

The General Equality Duty

Those subject to the public sector equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

How the Council will meet the General Duty

This Council's Equality and Diversity Policy confirms our commitment to meet the aims of the general duty, and this Scheme provides the detail as to how this will be achieved in practice. Our equality priorities and objectives have been identified, to remove or minimise disadvantages, to meet the diverse needs of the local community and to encourage and facilitate participation in public life.

The Specific Equality Duties

A public authority is required to:

- Publish sufficient information to demonstrate its compliance with the general equality duty across its functions. This information must include:
 - information on the effect that its policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which it furthered the aims of the general equality duty for its employees and for others with an interest in the way it performs its functions.
 - Evidence of analysis that they have undertaken to establish whether their policies and practices have (or would) further the aims of the general equality duty.
 - Details of the information that they considered in carrying out this analysis.
 - Details of engagement that they undertook with people whom they consider to have an interest in furthering the aims of the general equality duty.
- Prepare and publish equality objectives. This is to include
 - Objectives that it reasonably thinks it should achieve to meet one or more aims of the general equality duty.
 - Details of the engagement that it undertook, in developing its objectives, with people whom it considers to have an interest in furthering the aims of the general equality duty.

How the Council will meet the General Duty

The Council will each develop a programme of equality impact assessments which will ensure that all of our policies and practices have been appropriately assessed for the impact they have on protected groups. These will be published on our internet site. This scheme outlines our equality objectives and priorities.

Glossary of Acronyms and Terms

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

DMT, Directorate Management Team

Every Council directorate has a management team made up of the Executive Director and Assistant Directors responsible for specific service areas.

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

ECEG, Executive Corporate Equality Group

Executive Corporate Equalities Group meets quarterly and includes the Equalities Champion and other members of the Senior Management Team. It has responsibility for the strategic coordination and implementation of the Equality Scheme.

EIA, Equality Impact Assessment

An equality impact assessment involves assessing the likely or actual effects of policies or services on people in respect of disability, gender and racial equality. It helps us to make sure the needs of people are taken into account when we develop and implement a new policy or service or when we make a change to a current policy or service.

Gender reassignment

The process of transitioning from one gender to another.

JSNA, Joint Strategic Needs Assessment.

Joint Strategic Needs Assessment describes a process that identifies current and future health and wellbeing needs in light of existing services, and informs future service planning taking into account evidence of effectiveness. It identifies “the big picture” in terms of the health and wellbeing needs and inequalities of a local population.

KLOE, Key Lines of Enquiry

Key Line of Enquiry or area for consideration, as part of the Service and Financial Planning process, for budget reductions, changes in methods of service delivery or increased income generation.

LGBT:

Lesbian Gay Bisexual and Transgender

LSP, Local Strategic Partnership

A Local Strategic Partnership is a single non-statutory, multi-agency body, which matches local authority boundaries, and aims to bring together at a local level the different parts of the public, private, community and voluntary sectors. Local Strategic Partnerships are key to tackling deep seated, multi-faceted problems, requiring a range of responses from different bodies.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Minimum Council

The Minimum Council is a term used from 2010 by Barnsley Council to ascertain the absolute minimum level of spend, which is necessary for the Council to meet its statutory objectives, manage risk and provide the minimum level of public services necessary to keep the Borough running

NEET:

Young people aged 16-19 who are Not in Education Employment or Training.

One Barnsley:

One Barnsley is the Local Strategic Partnership for the borough of Barnsley. It is a single non-statutory, multi-agency body, which matches the local authority boundary and aims to bring together at a local level the different parts of the public, private, community and voluntary sectors.

PDR, Performance and Development Review

The Performance Development Review (PDR) is an opportunity to review employees' performance for the past year, identifying successes and problems, plan for the future,

taking into consideration the objectives of the service and to identify learning and development opportunities for the employee.

PiC, People in Control

A collection of changes to health & social care support to give more flexibility and to be more personal to the individual

Protected characteristics

The Equality Act 2010 covers exactly the same groups of individuals that were protected by the previous legislation. However, the headings of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity are now collectively referred to as 'protected characteristics'.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

SEN:

Special Educational Needs

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

SMT, Senior Management Team

The Senior Management Team is responsible for managing the activities of the Council and for advising Councillors on the potential implications of political decisions. Barnsley Council's SMT consists of the Chief Executive and 5 Executive Directors who are each responsible for specific areas of service delivery.

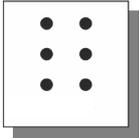
UIA, Universal Information and Advice project

A website dedicated to providing information & advice about health & social care to all residents of Barnsley, that is quick, easy to use, of high quality and in formats accessible to all.



How to find out more

This report tells you how the Council is promoting equality and diversity in Barnsley.



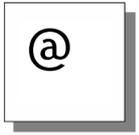
Braille



CD



Large Print



Email



Easy Read

If you would like this information in an accessible format then please contact Julian Horsler



Telephone:

01226 787638



Email:

julianhorsler@barnsley.gov.uk



Fax:

01226 775744

Raport ten mówi, jak dobrze Rady promowanie równości i różnorodności w Barnsley. Jeśli chcesz informacji w swoim własnym języku prosimy o kontakt Julian Horsler na 01226 787638

આ અહેવાલ તમને કહે છે, સાથે સાથે કેવી રીતે કાઉન્સિલ અને Barnsley માં સમાનતા વિવિધતા પ્રોત્સાહન આપે છે. જો તમે તમારી પોતાની ભાષામાં માહિતી 787638 01226 પર જુલિયન Horsler સંપર્ક કરો કરશે

В настоящем докладе рассказывается, как хорошо Совета поощрения равенства и разнообразия в Барнсли. Если вы информацию в вашем родном языке обращайтесь Джулиан Horsler на 01226 787638

这份报告会告诉你如何推动安理会在巴恩斯利的平等和多样性。

如果你会在你自己的语言信息，请联系01226787638朱利安Horsler

یہ رپورٹ آپ کو بتاتا ہے کس طرح کونسل Barnsley میں مساوات اور تنوع کو فروغ دینے. اگر آپ اپنی زبان میں معلومات جولين Horsler 01226 787638 پر رابطہ کریں گے