

Individual Decision

The attached report will be taken as an
Individual Portfolio Member Decision on:

Thursday, 23 January, 2014

Ref:	Title	Portfolio Member	Page No.
ID2652	Equality Objectives Annual Report - January 2014	Councillor Graham Pask	1 - 18



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Individual Executive Member Decision

Title of Report:	Equality Objectives Annual Report - January 2014
Report to be considered by:	Individual Executive Member Decision
Date on which Decision is to be taken:	23 January 2014
Forward Plan Ref:	ID2652

Purpose of Report: To set out the detail of the annual equalities report, required to be published in January 2014.

Recommended Action: To approve for publication the attached annual equalities report.

Reason for decision to be taken: Publication of this report in January each year is required by the Equality Act 2010.

Other options considered: None

Key background documentation: Equality Act 2010

Portfolio Member Details	
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Contact Officer Details	
Name:	Elaine Walker
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Implications

Policy:	None
Financial:	None
Personnel:	None
Legal/Procurement:	Publishing our equality objectives and our progress against them will fulfil our legal requirement to make this information public on an annual basis each January.
Property:	None
Risk Management:	None

Is this item relevant to equality?	Please tick relevant boxes	Yes	No
Does the policy affect service users, employees or the wider community and:			
• Is it likely to affect people with particular protected characteristics differently?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Is it a major policy, significantly affecting how functions are delivered?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Will the policy have a significant impact on how other organisations operate in terms of equality?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Does the policy relate to functions that engagement has identified as being important to people with particular protected characteristics?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Does the policy relate to an area with known inequalities?		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Outcome (Where one or more 'Yes' boxes are ticked, the item is relevant to equality)			
Relevant to equality - Complete an EIA available at www.westberks.gov.uk/eia		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Not relevant to equality		<input checked="" type="checkbox"/>	<input type="checkbox"/>

Consultation Responses

Members:

Leader of Council: Councillor Gordon Lundie

Overview & Scrutiny Management Commission Chairman: Councillor Brian Bedwell

Ward Members: n/a

Opposition Spokesperson: Councillor Gwen Mason responded: It is very good to see the significant increase in number of carers' that has been identified and the increase in young people using the Castlegate respite facility. Do we know if Equality training for the 31% still to receive training has been organised and if there is a department where it is difficult to deliver the training?

Local Stakeholders:

Officers Consulted: Corporate Board

Trade Union:

Is this item subject to call-in?	Yes: <input checked="" type="checkbox"/>	No: <input type="checkbox"/>
If not subject to call-in please put a cross in the appropriate box:		
The item is due to be referred to Council for final approval	<input type="checkbox"/>	
Delays in implementation could have serious financial implications for the Council	<input type="checkbox"/>	
Delays in implementation could compromise the Council's position	<input type="checkbox"/>	
Considered or reviewed by Overview and Scrutiny Management Commission or associated Task Groups within preceding six months	<input type="checkbox"/>	
Item is Urgent Key Decision	<input type="checkbox"/>	
Report is to note only	<input type="checkbox"/>	

Supporting Information

1. Introduction

- 1.1 The Equality Act 2010 set out a number of general and specific duties required to be undertaken by public authorities. Included in the specific duties was a requirement to prepare a number of specific and measurable equality objectives, and publish an update on progress against these annually each January.
- 1.2 In 2012 the Including Everyone Group agreed a set of objectives that were drawn directly from the Council Strategy 2012-16. Following the refresh of the Council Strategy in 2013, the objectives were reviewed and minor changes applied to maintain consistency with the strategy and to remove completed actions. The amendments are set out in Appendix A.
- 1.3 Under each objective are a number of measurable activities and all are linked directly to the Council's performance measurement framework.
- 1.4 The Equalities Annual Report (shown at Appendix B) provides a brief update on our progress against each activity and is proposed for publication on the Council's website in January 2014 following agreement by Individual Decision.

2. Equalities Impact Assessment Outcomes

- 2.1 This report, whilst pertaining to equalities within the Council, presents a summary of information gathered by different areas within the Council. Any pieces of work being reported on would be subject to their own individual assessment.

3. Recommendations

- 3.1 That the attached report for publication in January 2014.

Appendices

Appendix A – Summary of amendments to the 2012/13 objectives
Appendix B – Equalities Annual Report

Objectives 2012/13

Ref	Objectives	Activities
1	Extend the range of community-based support services for disabled children, and introduce personal budgets to ensure that services are tailored to individual need	To maintain the number of children accessing Short Breaks To maintain the number of overnight care provided to disabled young people To increase the number of children engaged in West Berks Personalised Budgets Pilot
2	Focus care and support services on more targeted interventions, in particular addressing the needs of those most vulnerable in our communities	Maintain the percentage of vulnerable people maintaining independent living through the provision of a housing related support service Re-commissioned floating support service for Older People to be in place by 31/12/12 Increase capacity to provide support to victims of domestic abuse to 36 by 31/12/12 through the new floating support service Increase the number of referrals into Safeguarding Adults regarding individuals not already known to the Council through publicity
3	Assist people to understand for themselves - and make decisions about - the cost of their care and support.	Maintain percentage of financial assessments completed within 3 weeks of referral to the Welfare Benefits Team Maintain 80% of benefits assessments completed within 3 weeks of referral from Children's Services
4	Support carers in the looking after of relatives or friends through our carers' strategy: strengthening and improving our awareness of carers' needs to commission appropriate support.	Increase the number of carers receiving a service Baseline the overall satisfaction of Carers with Social Services
5	Reduce the emphasis on traditional day centres and develop alternatives for vulnerable people	Maintain number of providers offering community based day opportunities in West Berkshire.

Objectives 2013/14

Ref	Objectives	Activities
1	Pilot personal budgets for disabled children to ensure that services are tailored to individual needs	To maintain the number of children accessing Short Breaks To maintain the number of nights of overnight care provided to disabled young people To increase the number of families engaged in West Berks Personalised Budgets Pilot
2	Focus care and support services on more targeted interventions, in particular addressing the needs of those most vulnerable in our communities	Maintain the percentage of vulnerable people maintaining independent living through the provision of a housing related support service
3	Support carers to continue caring through increasing the numbers of carers identified, carers assessments, support services, self help groups, carers breaks.	Increase the number of identified carers receiving help or support from the Council Baseline the number of carers identified and provided with advice, information and support through the new Berkshire Carers Service by 31/03/2014

6	Deliver effective transport solutions for all by increasing choice and minimising congestion	Improve access to two further rail stations by 31 March 2013
		Develop a Planning Policy Parking Strategy for the District by 31 March 2016.

4	Deliver effective transport solutions for all by increasing choice and minimising congestion	Consult on and adopt a new Local Road Safety Strategy for West Berkshire by 31st March 2014 (this strategy supports the delivery of the LTP 2011 – 2026)
		Develop a Planning Policy Parking Strategy for the District by 31 March 2016.

7	Improve the health and well being of the adult population of West Berkshire through tackling inequalities in health (Health and Well-Being Board)	Inequality outcomes to be developed through the Health and Well-Being Board
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6	Improve the health and well being of the adult population of West Berkshire through tackling inequalities in health (Health and Well-Being Board)	Preventative Public Health outcomes to be developed through the Health and Well-Being Board
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8	Develop school buildings to meet demand and create the best possible learning environments within available resources.	Undertake 10 capital projects across West Berkshire schools.
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9	Being open and transparent in the way we do business (as part of FAGG programme)	Complete full Equality Impact Assessments on all relevant budget proposals for the 2013-14 revenue budget
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10	Ensuring that we eliminate discrimination, harassment and victimisation and advance equality of opportunity for all members of our communities	Establish a Corporate Equalities Group with a remit to ...
		Develop a set of council-wide equality activities to support the furtherance of the council's equality objectives
		Ensure that all employees have taken part in mandatory equalities training at least every 3 years
		Proportion of members trained / refreshed in equality training
		Ensure all new and revised policies entered into the executive cycle have been subject to a impact assessment establishing any potential adverse impact on people with protected characteristics

8	Endeavour to minimise discrimination, harassment and victimisation and advance equality of opportunity for employees and all members of our communities	Ensure that all employees have taken part in mandatory equalities training at least every 3 years
		Proportion of members trained / refreshed in equality training
		Ensure all new and revised policies entered into the executive cycle have been subject to a impact assessment establishing any potential adverse impact on people with protected characteristics
		Ensure that the Council's procurement processes require any third parties which exercise functions on its behalf comply with the Equalities Duty
		Publish equality data on the equalities web pages covering the impact of the Council's policies and services on an annual basis.

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Publish equality data on the equalities web pages covering the impact of the Council's policies and services on an annual basis.

11	Explore the different ways in which we can work more closely with our partners in the voluntary and community sector, parish councils and other community groups;	Closer working outcomes to be developed through Community Involvement Working Group
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7	Explore the different ways in which we can work more closely with our partners in the voluntary and community sector, parish councils and other community groups;	Closer working outcomes to be developed through Community Involvement Board
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12	Ensure that our workforce is reflective of our communities	Any approved recommended actions from the annual employment report be actioned within 12 months.
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9	Ensure that our workforce is reflective of our communities	Any approved recommended actions from the annual employment report be actioned within 12 months.
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5	Challenge and support schools where outcomes for pupils need improvement and focus early years support on children and families who are most vulnerable.	Narrowing the achievement gap between SEN / non SEN scoring level 4 or above in English and Maths at the end of KS 2 Increase the proportion of children eligible for Free School Meals who achieve 5+A*-C grades at GCSE (incl English and Maths)
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Equalities Objectives and Activities 2013 – 14

Introduction

Following the introduction to the Equality Act 2010, public authorities are required to comply with the general equality duty and specific equality duties as set out below:

General Duty

In the exercise of our functions, West Berkshire Council must 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.

Specific Duties

In summary, the Council are required to:

- 1.** Publish information to demonstrate our compliance with the general equality duty. This needs to be done annually in January each year. This information must include information relating to people who share a protected characteristic who are employees or others affected by our policies and practices. (Employee information is published in the Annual Employee Report. Details of where this can be found are included below.)
- 2.** We must prepare and publish one or more objectives that act to further any of the aims of the general equality duty. This must be done at least every four years, beginning in 2012. The objectives must be specific and measurable.

The Council's equality objectives were drawn directly from the West Berkshire Council Strategy 2012-16 as updated in 2013, where equality is core to the way in which we plan and deliver our services.

The following table sets out the Council's equality objectives and supporting activities, and provides a summary of our progress over the last year.

	Objectives	Activities	Progress at November 2013
1	Pilot personal budgets for disabled children to ensure that services are tailored to individual needs	To maintain the number of children accessing Short Breaks	613 children and young people have been in receipt of short break care, across a range of activities, between July and September 2013, compared with 511 the previous quarter.
To maintain the number of nights of overnight care provided to disabled young people		178 nights of overnight care were provided to disabled young people between July and September 2013, compared to 55 the previous quarter.	
To increase the number of families engaged in West Berks Personalised Budgets Pilot		The number of families currently engaged in the West Berkshire Personalised Budgets Pilot is 6. The target is to engage 10 families by the end of the year.	
2	Focus care and support services on more targeted interventions, in particular addressing the needs of those most vulnerable in our communities	Maintain the percentage of vulnerable people maintaining independent living through the provision of a housing related support service	99.6% of vulnerable people have maintained independent living (596 out of 597 people). This has remained consistent in the first two quarters of this year.

	Objectives	Activities	Progress at November 2013
3	Support carers to continue caring through increasing the numbers of carers identified, carers assessments, support services, self help groups, carers breaks.	Increase the number of identified carers receiving help or support from the Council	<p>Q1 = 251 Q2 = 655 (target by year end 700)</p> <p>A temporary dedicated carers support worker has been employed by Oxfordshire and Newbury Crossroads who works in the Physical Disability Team to identify new carers and review known carers. This has led to a significant level of new carers identified and appropriately supported.</p> <p>Carers assessments are also offered as part of the service user assessment.</p>
		Baseline the number of carers identified and provided with advice, information and support through the new Berkshire Carers Service by 31/03/2014	A target was agreed of 375 new carers to be identified within a year in West Berkshire by year end. 187 new carers are expected to be identified in the next quarter and 188 in the final quarter based on current data.

	Objectives	Activities	Progress at November 2013
4	Deliver effective transport solutions for all by increasing choice and minimising congestion	Consult on and adopt a new Local Road Safety Strategy for West Berkshire by 31st March 2014 (this strategy supports the delivery of the LTP 2011 – 2026)	<p>The main Road Safety policy within the Local Transport Plan was subject to an Equalities Impact Assessment. Age and Disability are relevant areas for this piece of work.</p> <p>The assessment stated that <i>'This policy seeks the creation of a safer environment for all users. It covers all aspects of the Council's wide-ranging road safety activities including highway safety schemes, enforcement of speed restrictions, and road safety training, education, and publicity. The policy provides for vulnerable user groups, including older people, younger people, and disabled people.'</i></p> <p>Through the full Road Safety Strategy further details of this work are provided.</p> <p>The draft strategy was consulted on during September / October 2013 and the new strategy should be approved by the end of March 2014.</p>
		Develop a Planning Policy Parking Strategy for the District by 31 March 2016.	The development of this strategy is on track to be delivered by 2016. Currently consideration is being given to parking standards for new developments and this includes the provision of adequate disabled spaces.

Objectives**Activities****Progress at November 2013**

5	Challenge and support schools where outcomes for pupils need improvement and focus early years support on children and families who are most vulnerable.	Narrowing the achievement gap between SEN / non SEN scoring level 4 or above in English and Maths at the end of KS 2	<p>There is no longer a measure for English and Maths combined. The new measure is for Reading, Writing and Maths at level 4 or above.</p> <p>The gap between SEN and non SEN is 57.1% which is greater than the national gap by 4 percentage points.</p> <p>The SEN cohort is 353 pupils with SEN needs ranging from school action to those with a statement.</p>
		Increase the proportion of children eligible for Free School Meals who achieve 5+A*-C grades at GCSE (incl English and Maths)	<p>There has been a small reduction for West Berkshire across 10 secondary schools.</p> <ul style="list-style-type: none"> • 4 schools achieved an increase, 2 of which were significant increases. • 5 schools reduced the gap, with 2 showing significant reductions; • 1 school stayed the same; <p>The Free School Meals cohort was 298 students out of a cohort of 2009.</p>

	Objectives	Activities	Progress at November 2013
6	Improve the health and well being of the adult population of West Berkshire through tackling inequalities in health (Health and Well-Being Board)	Preventative Public Health outcomes to be developed through the Health and Well-Being Board	<p>The Health and Wellbeing Strategy was published in May 2013 and it sets out how the West Berkshire Health and Wellbeing Board are working collectively to address inequalities in health. Public Health and other West Berkshire Council departments and the third sector are working towards the following strategic objectives that were developed collaboratively by all those involved:</p> <ol style="list-style-type: none"> 1. Reducing childhood obesity in primary school children 2. Supporting those over 40 years old to change life style behaviours detrimental to health and wellbeing 3. Promoting independence and supporting older people to manage their long term conditions 4. Giving every child and young person the best start in life 5. Supporting a vibrant district <p>An Action Plan for the Public Health team has been developed and a Public Health Integration Programme Board has been established.</p>

	Objectives	Activities	Progress at November 2013
7	Explore the different ways in which we can work more closely with our partners in the voluntary and community sector, parish councils and other community groups;	Closer working outcomes to be developed through Community Involvement Board	<p>We support the community and voluntary sector to deliver projects through parish planning and via the support contract we have with the Community Council for Berkshire (CCB).</p> <p>The new Localism Act provisions will ensure there is greater consideration of contracts which can be delivered by the voluntary sector.</p> <p>We also work closely with Empowering West Berkshire, who are developing a quality mark for the voluntary sector to ensure best practice and the adherence to safe standards in West Berkshire.</p> <p>Within the Council, community engagement and partnership working is regularly monitored through the Community Involvement Programme Board</p>
8	Endeavour to minimise discrimination, harassment and victimisation and advance equality of opportunity for employees and all members of our communities	<p>Ensure that all employees have taken part in mandatory equalities training at least every 3 years</p> <p>Proportion of members trained / refreshed in equality training</p>	<p>69% of West Berkshire Council employees were up to date with equalities training compared to 55% a year ago.</p> <p>31% of Members have completed equalities training within the last three years. Member training is arranged every three years with the next session due in June 2014.</p>

Objectives**Activities****Progress at November 2013**

Ensure all new and revised policies entered into the executive cycle have been subject to a impact assessment establishing any potential adverse impact on people with protected characteristics

The Equality Impact Assessment process was amended in 2013 with the intention of simplifying the process for Officers. The decision making process requires equality to be considered and reports will be returned to Officers if it is considered that this has not occurred.

Ensure that the Council's procurement processes require any third parties which exercise functions on its behalf comply with the Equalities Duty

The council's Procurement Board have agreed that individual service areas will monitor how the contractors that they employ comply with equality requirements.

Publish equality data on the equalities web pages covering the impact of the Council's policies and services on an annual basis.

The Council provides information relating to employees in its Annual Employee Report. Information relating to 2011/12 can be found at:

<http://www.westberks.gov.uk/CHttpHandler.ashx?id=34452>

The Council maintains a range of research, information and data relating to the residents of West Berkshire. This can be located at:

<http://www.westberks.gov.uk/index.aspx?articleid=22320>

Equality Impact Assessments, where applicable, are published alongside the relevant report on the Council's Committee web pages at:

<http://www.westberks.gov.uk/index.aspx?articleid=20398>

	Objectives	Activities	Progress at November 2013
9	Ensure that our workforce is reflective of our communities	Any approved recommended actions from the annual employment report be actioned within 12 months.	The recommendation, 'to review the proportions of male/female staff at senior management level' was undertaken during 2013. See below.

Male / Female Staff Split

A review of the 2011/12 annual employment report by the Including Everyone Group recognised that whilst three quarters of the Council's total work force are female, just one fifth of senior managers are female. Although this is a pattern that is not unusual within local authorities, it is a significant difference that the Including Everyone Board agreed merited further consideration.

Directorate groups each discussed this finding with reference to their own work areas, considering whether any practices existed that might affect women's ability to be promoted when compared to men.

A number of barriers were identified that might impact on the chances of women being promoted into senior roles, but none were considered to be within the control of the Council. For example the CIEG considered the impact of the traditional view of male and female roles within the family:

- Many stereotypes are learned early in life and might have influenced the educational choices that men and women made, and which now might limit, or otherwise affect, their career choices. This was considered particularly relevant in areas such as Highways, Transport and Planning.
- The increase in flexibility of working, in recognition of the differing needs of people, has resulted in almost half of all women now working part time, compared to just 16% of men. Again, this might be rooted in the perceived traditional roles of men and women learned at an early age. As, by far the majority of all part time roles are at less senior levels, this is likely to have impacted on the ability of women to progress.

To counter this, the Council are able to offer a number of development opportunities to women and to men, aimed at enabling a transition to management for those who are interested:

- Perspectives: an in-house development programme for those wishing to move into management;
- Institute of leadership and Management (ILM) programmes: for those in management or those aspiring to management positions;
- The Springboard programme: an international programme designed to enable women to develop themselves both personally and professionally.

Anecdotal evidence suggests that there are no Council made barriers to promotion for women, and that the greatest effect is from the number of women putting themselves forward for promotion. In addition there is a very low turnover of staff at management level limiting opportunities for anyone to progress.

No areas for activity were identified as a result of this review, however it is an area that will continue to be monitored through the annual employment report, and equality impact assessments. No action is proposed at this time.