

Individual Decision

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

Thursday 17 September 2015

Ref:	Title	Portfolio Member	Page No.
ID3027	West Berkshire Council Equality Policy and Equality Objectives	Councillor Marcus Franks	3 - 32



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Individual Executive Member Decision

Title of Report:	West Berkshire Council Equality Policy and Equality Objectives
Report to be considered by:	Individual Executive Member Decision
Date on which Decision is to be taken:	17 September 2015
Forward Plan Ref:	ID3027

Purpose of Report: To agree the refresh of the Council's Equality Policy and Equality Objectives for 2015-16

Recommended Action: That the refreshed Equality Policy and Equality Objectives are agreed

Reason for decision to be taken: The Equality Policy sets out the Council's vision and commitment to equality of opportunity and respect for diversity. The Equality Objectives set out how the council proposes to further the aims of the General Equality Duty

Other options considered: N/A

Key background documentation: Equality Act 2010

Portfolio Member Details	
Name & Telephone No.:	Councillor Marcus Franks - Tel 01635 841552
E-mail Address:	mfranks@westberks.gov.uk
Date Portfolio Member agreed report:	17 August 2015

Contact Officer Details	
Name:	Rachel Craggs
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Implications

Policy:	Introduces a refreshed policy and equality objectives
Financial:	None
Personnel:	The Equality Policy details the responsibilities of staff, Members and contractors under the Equality Act.
Legal/Procurement:	None
Property:	None
Risk Management:	None
Corporate Board's Recommendation:	N/A

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 checked="" type="checkbox"/>	<input type="checkbox"/>
• Is it a major policy, significantly affecting how functions are delivered?		<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Will the policy have a significant impact on how other organisations operate in terms of equality?		<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 http://intranet/EqIA			<input checked="" type="checkbox"/>
Not relevant to equality			<input type="checkbox"/>

Consultation Responses

Members:

Leader of Council: To be consulted once draft report has been agreed by Portfolio Holder

Overview & Scrutiny Management Commission Chairman: To be consulted once draft report has been agreed by Portfolio Holder

Ward Members:

Ward Members will be consulted as part of the draft decision.

Opposition Spokesperson: To be consulted once draft report has been agreed by Portfolio Holder

Local Stakeholders: Disability External Scrutiny Board

Officers Consulted: Corporate Including Everyone Board & Corporate Management Team

Trade Union: To be consulted once draft report has been agreed by

Portfolio Holder

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. Background

- 1.1 The Public Sector Equality Duty, which is section 149 of the Equality Act 2010, requires public bodies to consider the needs of different groups of individuals when carrying out their day to day work. It further requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.
- 1.2 In order to support this, West Berkshire Council developed an Equality Policy in July 2012. This provided a high level statement of our expectations and responsibilities in relation to equality and diversity. This policy is now due to be refreshed and this has provided an opportunity for some amendments.

2. Equality Policy Refresh

- 2.1 The refreshed policy is attached at Appendix A and includes the following changes:

- (1) Purpose

The purpose of the policy has been extended in section 1.1 from a commitment to equality to include equality of opportunity and respect for diversity in respect of the Council's role as a provider of services and employer.

Sections 1.3-1.4 have also been inserted, which set out the overall aims of the policy and areas in which these aims will be achieved.

- (2) Applicability

The applicability of the policy has been extended to include the services provided to local residents and visitors in section 2.1.1.

- (3) Policy

Section 3.4, which sets out how the Council will meet the aims, has been extended to include:

- (a) Placing residents and service users at the heart of policies and strategies (section 3.4.3).
- (b) Having due regard to the need to consider people from all communities in the formation of our policies and services. This includes promoting equality and good relations between people who share a relevant protected characteristic and people who do not (section 3.4.4).
- (c) Engaging with and listening to all sections of the community in identifying needs and in decisions on the way services are designed, planned and delivered (section 3.4.5).

- (d) Ensuring that members and staff at every level of the organisation understand what equality in service provision means, and apply it in their roles (section 3.4.6).

(4) Roles and Responsibilities

Responsibility for the implementation of the policy has been extended in section 4 from the Including Everyone Board and employees to specifically make reference to:

- (a) Members of the Council (section 4.1)
- (b) Chief Executive (section section 4.2)
- (c) All Corporate Directors and Heads of Service. They also have responsibility for allocating resources to ensure delivery of the equality objectives. (section 4.3).
- (d) All Managers (section 4.4).
- (e) Contractors, partners, suppliers and volunteers (section 4.6).

3. Equality Objectives 2015-16

3.1 Whilst the Equality Policy sets out the Council's expectations and responsibilities in relation to equality and diversity, the Council also has a requirement to publish Equality Objectives. This is set out in regulations known as the Specific Duties that came into force in September 2011 and are designed to support the Public Sector Equality Duty, mentioned in 1.1 above. The specific duties require public bodies to:

- (1) Publish information to show their compliance with the Equality Duty, at least annually;
- (2) Set and publish one or more equality objectives, at least every four years.

3.2 A report on progress with the Equality Objectives is published on the Council's website by 31 January each year, as required under the Equalities legislation. A copy of the report published in January 2015, entitled 'Equalities Objectives and Activities 2014-15' is attached at Appendix B.

4. Proposals

4.1 The proposed Equality Objectives have been drawn from the West Berkshire Council Strategies for 2014-15 and 2015-19. There are four objectives, which have been discussed and agreed with the Portfolio Holder and the Corporate Including Everyone Board.

4.2 The objectives are as follows:-

- (1) Ensure our workforce is reflective of our communities.
- (2) Endeavour to minimise discrimination, harassment and victimisation and advance equality of opportunity for employees and all members of our communities.

- (3) Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people.
 - (4) Close the educational attainment gap for vulnerable pupils.
- 4.3 Further information on the proposed Equality Objectives for 2015-16, including the performance measures is included at Appendix C.

5. Equality Impact Assessment (EqIA) Outcomes

- 5.1 The refreshed Equality Policy is intended to improve equality outcomes for all protected groups and no detrimental impacts have been identified (see attached EqIA at Appendix D).
- 5.2 As the Equality Objectives have been drawn from the 2014-18 and 2015-19 Council Strategies, they have already been subject to consultation as part of this process. In addition, consultation has been undertaken with the Corporate Including Everyone Board, Disability External Scrutiny Board and the Portfolio Holder, who have agreed the proposals. The Equality Objectives are intended to improve equality outcomes for all protected groups and no detrimental impacts have been identified (see attached EqIA at Appendix E.)

6. Conclusion

- 6.1 That the refreshed Equality Policy and Equality Objectives for 2015-16 are approved and adopted. These will then be published on the Council's website and the Equality Objectives will be monitored on a quarterly basis, with progress overseen by the Including Everyone Board.

Appendices

Appendix A – West Berkshire Council Equality Policy 2015

Appendix B – Equality Objectives and Activities 2014-15

Appendix C – Equality Objectives 2015-16

Appendix D – Equality Policy Impact Assessment

Appendix E – Equality Objectives Impact Assessment

Appendix A

Equality Policy

Document Control

Document Ref:		Date Created:	April 2015
Version:	1.0	Date Modified:	
Revision due	July 2018		
Author:	Rachel Craggs	Sign & Date:	
Owning Service	Strategic Support		
Equality Impact Assessment: (EIA)	Date undertaken:		
	Issues (if any):		
Chief Executive	Sign & Date:		
Corporate Director (Community Services)	Sign & Date:		
Corporate Director (Children & Young People)	Sign & Date:		
Corporate Director (Environment)	Sign & Date:		

Change History

Version	Date	Description	Change ID
1			
2			
3			



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1. Purpose

- 1.1 The purpose of this Policy is to set out West Berkshire Council's vision and commitment to equality of opportunity and respect for diversity. This is in relation to our role as a provider of quality services to the people who live, work and visit West Berkshire, as a significant employer in the local economy and in our community leadership role.
- 1.2 This Policy provides a broad statement of the Council's expectations and responsibilities in relation to equality, and is a reflection of our requirements under current equalities legislation.
- 1.3 The overall aims of this Policy are to:-
- Eliminate unlawful discrimination;
 - Promote equality of opportunity;
 - Promote equality of access;
 - Demonstrate that we value diversity; and
 - Promote good relations between diverse communities.
- 1.4 These aims will be achieved by promoting and demonstrating fairness and equality of opportunity in:
- 1.4.1 The provision of services, which relates to:
- Access to services;
 - Treatment while accessing and receiving services;
 - Equal quality of service offered;
 - Outcomes for all service users.
- 1.4.2 The employment of staff, which relates to:
- Fair Access to jobs;
 - Fair treatment in employment;
 - Fair access to training and development opportunities.
 - The right of every employee:-
 - Not to be discriminated against, harassed, victimised or bullied;
 - Not to discriminate, harass, victimise or bully another employee;
 - To make a complaint when they feel they have been unfairly treated, harassed or bullied and to have their complaints acted upon;
 - To challenge and bring discriminator acts and behaviour to the attention of an appropriate person for action;
 - To be respected and valued for who they are and for what they contribute.
- 1.4.3 Promote equality and diversity through community leadership including procurement and commissioning systems and processes that are:
- Fair
 - Accessible to all
 - Transparent
 - Consistent with our public sector equality duty.
- 1.4.4 Achieving progress against our equality objectives, which are based around addressing any inequality in the:

- Provision of services.
- Employment of staff.
- Procurement and commissioning processes.

2. Applicability

2.1 This Policy applies to:

2.1.1 Services provided to local residents and visitors to West Berkshire and all those who use council services.

2.1.2 All non-school based employees working for the Council, including those working from home or at non-Council locations. Policies relating to school based employees are the responsibility of the Governing Body and will have been put in place accordingly.

2.1.3 Other persons including elected members, consultants, agency staff, contractor and contractors' staff working for the Council, and external organisations working with the Council, whilst engaged on Council business

2.2 It is the responsibility of each employee and other persons mentioned in Section 2.1 to familiarise themselves with and adhere to this Policy.

2.3 This Policy has undergone internal and external consultation including with Heads of Service and trade unions and has been ratified by the Executive Member for Equalities.

3. Policy

3.1 West Berkshire Council recognises that the needs of our service users and employees are diverse and that we must consider these differences when developing our activities. We understand that one size does not fit all, and we strive to develop services and practices that will be suitable for all.

3.2 We are committed to ensuring that equality and diversity lie at the heart of our services and employment practices and will work to remove the barriers that limit access and opportunity. We welcome and embrace the strength and resilience that diversity brings to the district.

3.3 We endeavour to treat our service users, employees, and contractors with respect and dignity and according to the framework set out in legislation. We recognise that there are groups and individuals in society who are disadvantaged and discriminated against. We will ensure that no one is treated less fairly on the grounds of age, disability, gender, gender identity, marriage/civil partnership, pregnancy/maternity, race, religion/ belief, sexual orientation, or on any other grounds, as set out in legislation, which cannot be justified.

3.4 In order to meet our aims, West Berkshire Council will:

3.4.1 Ensure a continuing strategic lead for equalities supported by appropriate policies and guidance;

- 3.4.2 Have regard to our obligations under relevant legislation, particularly the Equality Act 2010;
- 3.4.3 Place residents and service users at the heart of policies and strategies in all our activities
- 3.4.4 In the formation of our policies and services, have due regard to the need to consider people from all communities and promote equality and good relations between people who share a relevant protected characteristic and people who do not share it;
- 3.4.5 Engage with and listen to all sections of the community in identifying needs and in decisions on the way services are designed, planned and delivered;
- 3.4.6 Ensure that Members and staff at every level of the organisation understand what equality in service provision means and apply it in their roles;
- 3.4.7 Promote an environment free from discrimination, victimisation, bullying and harassment, and tackle behaviour in contravention of this;
- 3.4.8 Recognise and value the differences and individual contributions that people make.

4. Roles and Responsibilities

- 4.1 The Members of Council accept that they are accountable to all sections of West Berkshire's population for delivering equality of opportunity in all its activities. As decision makers they are responsible for discharging the Council's Public Sector Equalities Duty.
- 4.2 The Chief Executive is responsible for providing leadership in the implementation of this Policy and for ensuring that service planning and performance management systems incorporate specific equality objectives in terms of service delivery and employment.
- 4.3 All Corporate Directors and Heads of Service are responsible for implementing the Policy in their service areas, allocating specific resources to ensure the delivery of equality objectives.
- 4.4 All Managers are responsible for implementing the Policy and for addressing equalities issues in the business planning and performance management arrangements for their area of activity. They are also responsible for ensuring their staff act in accordance with the provision of this Policy, providing all necessary support and direction for their staff. In addition, when working with Volunteers, Managers are responsible for ensuring they are aware of the requirement to comply with the Policy and that they take action if it becomes evident that they are not complying.
- 4.5 All employees are responsible for ensuring that they play their part in implementing this Policy, taking into consideration the impact on service users, and consulting effectively with them when designing new policies or services. They are also responsible for treating customers and colleagues fairly and with respect and

promoting equality of opportunity within the Council, and externally with Customers, Communities and Partners.

- 4.6 The Council will promote its shared principles around equality and diversity when working with Contractors, Suppliers and Partners. This is to ensure they are clear about their obligations to provide services that are free from discrimination, harassment and victimisation. The Council will routinely check their policies to ensure they comply and they will take action if it becomes evident that they are not complying. However, its Contractors, Suppliers and Partners will remain accountable for their own practice.
- 4.7 The Including Everyone Board is responsible for (should there be a separate point detailing the responsibilities of the Equality & Diversity Policy Officer?):
- Being aware of new legislation, new national initiatives together with any policy changes and sharing these with the colleagues in the Council;
 - Prioritising equality activity and focus in light of internal and external drivers, reprioritising when necessary;
 - Reviewing corporate progress against West Berkshire Council's equality objectives;
 - Holding directorates to account for completion of allocated activity;
 - Consulting with and seeking feedback from relevant local groups on the Council's approach to equality;
 - Providing a forum for the discussion of activity and sharing information and good practice between directorates.

5. Failure to comply with the Equality Policy

- 5.1 Any cases of harassment, discrimination, bullying or victimisation will be taken very seriously by the Council.
- 5.2 Job applicants and service users who feel they have been subject to unfair discrimination can make a complaint under the Council's Complaints Procedure. This can be located on the West Berkshire Council website under the following link <http://info.westberks.gov.uk/index.aspx?articleid=27928>.
- 5.3 Employees who feel they have been subject to unfair discrimination can raise the issue informally with their line manager, or formally under the terms of the Council's Grievance Procedure.
- 5.4 Employees who are alleged to have committed an act of unfair discrimination or harassment may be liable to disciplinary action in accordance with the Council's Disciplinary Procedure.
- 5.5 Any individual or organisation working for the Council who commits an act of unjustified or unlawful discrimination, or allows discrimination to occur without taking appropriate action, may have their contract terminated.
- 5.6 Anyone to whom this Policy applies, who commits an act of unjustified or unlawful discrimination, or allows discrimination to occur without taking appropriate action, may be liable to a claim being brought against them by the victim in the Tribunal and/or Civil Court.

6. Review

- 6.1 This Policy will be reviewed to respond to any changes at least every 3 years.
- 6.2 The Including Everyone Board is responsible for reviewing and maintaining this Policy.

7. Further Documentation

- 7.1 Equality Act (2010)
- 7.2 Non-statutory guidance on the Equality Duty (Equality and Human Rights Commission)
- 7.3 Equality Impact Assessment Guidance (West Berkshire Council)
- 7.4 Equality Objectives 2015-19 (West Berkshire Council)
- 7.5 Equality in Employment Policy (West Berkshire Council)
- 7.6 Consultation Policy (West Berkshire Council)

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Equalities Objectives and Activities 2014 – 15

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 2014-18, 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 2014
1	Continue implementation of personalised budgets for young people with disabilities.	The number of families currently engaged in the West Berkshire Personalised Budgets Pilot is 9 compared to 6 at this time last year. The target is to engage 10 families by the end of the year.	
2	Deliver effective transport solutions across the district	Deliver master plan for Theale station improvements to include new ticketing, new car parking and new disabled access bridge by 31 March 2016	Parts of this project are already complete – e.g. new ticket office, new pedestrian entrance (although these elements have not yet been brought into use), other elements will be delivered by end of March 2015 (new waiting shelters, cycle parking) and the disabled access bridge has slipped and will be complete in Summer 2015 (this is out of our control as being delivered by FGW and there have been some unforeseen issues).
		Develop a Planning Policy Parking Strategy for the District by 31 March 2016	This has been out to consultation and is on track.
		Increase number of bus stops having improved passenger facilities by 70.	At the end of September, 56 further bus stops have improved passenger facilities.
3	Challenge and support schools where outcomes for	Children's Centres, including those lead and managed by two nursery schools maintained by the Local Authority, identify and support children aged 0-5 years and their families and offer early intervention programmes to improve outcomes.	

	pupils need improvement and focus early years support on children and families who are most vulnerable.	Increase the proportion of children eligible for Free School Meals (ever6) who achieve 5+A*-C grades at GCSE (incl English and Maths)	The gap between FSM6 students and others has reduced in West Berkshire by 2.6 percentage points, whereas it has actually increased nationally by 1.1 percentage points. Six schools decreased the gap in 2014 from the prior year, and for 4 schools the gap increased. The free school meals “ever6” cohort was 291 students out of 1919.
4	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	70% of employees have undertaken equalities training within the last 3 years. This remains stable when compared to the previous year’s level of 69%.
		Proportion of members trained / refreshed in equality training	19% of Members undertook equalities training during the last 3 years, a reduction from 31% in 2013/14. Member training is arranged every 3 years with the last session held in June 2014.
		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 reviewed and amended in 2014. 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.

		<p>Publish equality data on the equalities web pages covering the impact of the Council's policies and services on an annual basis.</p>	<p>The Council provides information relating to employees in its Annual Employee Report. Information relating to 2011/12 can be found at: http://info.westberks.gov.uk/CHttpHandler.ashx?id=34897 The Council maintains a range of research, information and data relating to the residents of West Berkshire. This can be located at: http://info.westberks.gov.uk/index.aspx?articleid=27922 Equality Impact Assessments, where applicable, are published alongside the relevant report on the Council's Committee web pages at: http://decisionmaking.westberks.gov.uk/uuCoverPage.aspx?bcr=1</p>
5	Ensure that our workforce is reflective of our communities	Any approved recommended actions from the annual employment report be actioned within 12 months.	The annual employment report 2012/13 was reviewed by the Corporate Including Everyone Board. No actions were recommended to be followed up, however information would continue to be monitored.

6	<p>Continue to focus on recruitment of additional local carers with a particular emphasis on adopters and foster care for children with complex needs.</p>	<p>During the year 2014/15 there has been a complete update of the fostering and adoption recruitment pages on the main West Berkshire website in alignment with the website upgrade in April/May of the year. This focussed on giving easy access to online information and enquiry resources across all platforms including PCs, tablet computers and mobile phones, underpinned by radio, press and internet advertising to drive traffic to the resources.</p> <p>Adoption enquiries in particular responded well to this update with enquiries well beyond those required for West Berkshires needs now in training and approval process.</p> <p>Fostering enquires, under pressure from increased competitive activity in the region, have responded well after a slower start to the new resources and with a totally revamped information, training and approval process are now specifically targeted at recruiting carers for children and young people with all ranges of needs, including specialist provisions. In particular regular monthly daytime information sessions (shortly to include additional evening sessions) and quarterly three day preparation groups allow a clear roadmap for potential carers to map their follow up interests against. This programme will also include the launch of an Intensive fostering resource in 2015 aimed at the needs of particularly challenging children and young people under an 'invest to save' initiative. Focussed primarily on placing in West Berkshire children and young people placed outside of the local area, at present, in residential or specialist placements the scheme will bring the benefits of remaining in their home locality to children and young people previously unable to do so.</p>
7	<p>Influence, commission and provide adult and community learning opportunities that provide for the most vulnerable, and the wider adult population.</p>	<p>The Community Learning Team commission and fund learning opportunities for both vulnerable groups, as identified in the Council Plan and the Community Learning Plan, and the wider adult community.</p>

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West Berkshire Council Equality Objectives 2015-19

<p>Equality Duties:</p> <p>(i) Eliminate unlawful discrimination, harassment & victimisation</p> <p>(ii) Promote equality of opportunity</p> <p>(iii) Foster good relations between people who do and do not share a protected characteristic</p>	<p>Equality Objective 1: Ensure our workforce is reflective of our communities (from Council Strategy 2014/15)</p>
	<p>Performance Measures:</p> <p>(i) On an annual basis, review percentage of council staff with protected characteristics compared to census data.</p> <p>(ii) Produce a breakdown of responses for the protected characteristics within the employee attitude survey 2015/16 to see if any specific areas requiring action are highlighted.</p> <p>(iii) Produce data showing representation of protected characteristics in more senior roles within the council.</p>
	<p>Equality Objective 2: Endeavour to minimise discrimination, harassment and victimisation and advance equality of opportunity for employees and all members of our communities (from Council Strategy 2014/15)</p>
	<p>Performance Measures:</p> <p>(i) Document the number of employees and Members who have taken part in mandatory equality and diversity training at least every 3 years.</p> <p>(ii) Report performance data on council employees' positive and negative experiences relating to discrimination, harassment and victimisation.</p> <p>(iii) Report proportion of Stage 1 Equality Impact Assessments undertaken for all new and revised policies/ services entered into the executive cycle in order to check whether there will be any potential adverse impacts on people with protected characteristics.</p> <p>(iv) Report percentage of external contractors for contracts over £100,000 whose compliance with the council's Equality Policy has been reviewed on an annual basis.</p>
	<p>Equality Objective 3: Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people (from Council Strategy 2015/19)</p>
<p>Performance Measures:</p> <p>(i) Number of volunteers obtained through the village agents' volunteer scheme, focusing on, targeting rural areas and adult social care users.</p>	

Appendix C

	<p>(ii) Number of vulnerable people accessing the council’s adult and children’s services. (iii) Number of voluntary sector partners engaged in community building activity. (iv) <i>Number of volunteers who have received restorative practice training.</i> (v) <i>Number of communities involved in the Building Community Together who have developed their action plans.</i> Performance measures (iv) and (v) added following consultation with the IEB</p>
<p>Equality Objective 4: Close the education attainment gap for vulnerable pupils</p>	
<p>Performance Measures (taken from the Council Strategy 2015/19): (i) Size of the educational attainment gap. (ii) Year 1 Phonics: Proportion of pupils eligible for free school meals achieving expected level in Phonics decoding. (iii) KS4: Proportion of children eligible for free school meals who achieve 5+ A*-C grades at GCSE inc English & Maths.</p>	

E&D/2012 onwards/Performance/2015-16/WBC EOs 2015 revised without narrative

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	West Berkshire Council Equality Policy
Version and release date of item (if applicable):	Version 2.0 – August 2015
Owner of item being assessed:	Rachel Craggs
Name of assessor:	Rachel Craggs
Date of assessment:	17 August 2015

1 What are the main aims of the item?

(What does the item try to achieve?)

The policy sets out the Council's expectations in relation to equality, and the responsibilities of those working in the Council's name.

2 What research are you undertaking to inform this assessment?

(for example, who, how and when will you consult? What existing information is available either internally or externally? Are there complaints, comments received that will inform this assessment? Are there any local groups you can talk to? Etc)

Use this space to set out your activity.

The Disability Equality Scrutiny Board were specifically consulted, however the requirements of the policy are such that no one from any of the protected groups is expected to be detrimentally affected.

3 What are the results of your research?

Note which groups may be affected by the item, consider how they may be affected and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to
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Appendix D

		support this.
Further Comments relating to the item:		
The policy provides a positive step for all protected characteristics by clearly setting out expectations for behaviours and responsibilities in a single document. No negative effects were identified.		

4 What actions will be taken to address any negative effects?			
Action	Owner	By When?	Outcome

5 What was the final outcome and why was this agreed? <i>(Was the item adjusted, rewritten or unchanged? Refer to page 15 of Meeting the Equality Duty in Policy and Decision Making for more information.)</i> The policy was unchanged.
--

6 What arrangements have you put in place to monitor the impact of this decision? The Policy will be monitored by the Including Everyone Board
--

7 What date is the Equality Impact Assessment due for Review? 24/6/18

Signed: Rachel Craggs

Date: 17/8/15

Please now forward this completed template to the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template

Name of item being assessed:	Equality Objectives 2015-16
Version and release date of item (if applicable):	August 2015
Owner of item being assessed:	Rachel Craggs
Name of assessor:	Rachel Craggs
Date of assessment:	17 August 2015

1 What are the main aims of the item?

(What does the item try to achieve?)

The public sector Equality Duty is supported by specific duties, which require public bodies to set and publish one or more equality objectives at least every four years. As in previous years, the proposed objectives have been taken from the Council Strategy, with five of them coming from the current Strategy and one from last year's.

The purpose of the objectives is to help the Council to achieve the following:

- i. Eliminate unlawful discrimination, harassment and victimisation.
- ii. Promote equality of opportunity.
- iii. Foster good relation between people who do and do not share a protected characteristic.

As a result, the following objectives have been selected:-

- i. Ensure our workforce is reflective of our communities.
- ii. Endeavour to minimise unlawful discrimination, harassment and victimisation and advance quality of opportunity for employees and all members of the community.
- iii. Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people.
- iv. Close the education attainment gap for vulnerable pupils.

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<p>2 What are the results of your research?</p> <p>Note which groups may be affected by the item; consider how they may be affected and what sources of information have been used to determine this.</p> <p>(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)</p>		
Group Affected	What might be the effect?	Information to support this.
<p>Age, disability, gender re-assignment, maternity / pregnancy, marriage / civil partnership, race, religion/ belief, sex, sex orientation,</p>	<p>Equality Objective 1: Ensure our workforce is reflective of our communities</p> <p>Equality Objective 2: Endeavour to minimise unlawful discrimination, harassment and victimisation and advance quality of opportunity for employees and all members of our communities</p> <p>Staff employed by the Council will include people with all of the protected characteristics and it is therefore important that they have a supportive working environment, which will enable them to be more productive.</p> <p>It is crucial that people from the protected groups are represented within the Council’s workforce so that there is a broader range of talent, which is better able to represent the community that it serves and understand their needs. This will ensure the Council develops policies and services that meet the needs of the protected groups and does not discriminate against them. It will also help ensure that equality impact assessments are undertaken as standard practice.</p>	<p>As this objective was included in the Council Strategy 2014-18, consultation will have taken place with staff as part of this process.</p>

	<p>If more staff and Elected Members undertake the equality training, it will help to eliminate discrimination amongst the work force and promote equality of opportunity. This may in time lead to a more equitable balance amongst Members and senior management in relation to the protected characteristics.</p>	
<p>Disability, age, race, gender re-assignment, religion/belief and sex orientation</p>	<p>Equality Objective 3: Implement new ways of working to develop communities to be more resilient in meeting the needs of vulnerable people</p> <p>All West Berkshire residents can play a part in helping the community to be more resilient, including people from a lower socioeconomic group and those from all the protected groups. This links to the Equality Duty to foster good relations between people who do and do not share a protected characteristic as it will help to develop a better understanding between people of their strengths and needs.</p> <p>If communities are more resilient in meeting the needs of vulnerable people, this will have a positive effect on many aspects of life including employment, crime and health and wellbeing.</p> <p>It will help protect vulnerable people from becoming victims of crime and improve their health. This is because communities will be more willing to help those such as the elderly or those with learning or physical disabilities.</p> <p>It may also enable vulnerable people and people from the protected groups to feel more confident about playing a part in public life and so strengthening</p>	<p>As this objective is included in the Council Strategy 2015-19, extensive consultation has taken place as part of this process.</p>

	<p>their local community, which will also help to eliminate discrimination and harassment.</p>	
<p>Age</p>	<p>Equality Objective 4: To close the education attainment gap</p> <p>This will benefit children from lower socioeconomic backgrounds, experiencing economic inequality, who may be vulnerable for a variety of reasons such as being in local authority care, living in poor quality housing, unhealthy diet and possibly inadequate parenting skills. It may also include children from a number of the protected groups who could be vulnerable because of their disability, race, religion or belief. By improving their chances of achieving a good standard of education, it could also improve their life chances and help to prevent them from becoming a victim/perpetrator of crime or involved in risky behaviours such as alcohol consumption, illicit drug use etc.</p> <p>This objective will therefore help to eliminate unlawful discrimination, harassment and victimisation and promote equality of opportunity.</p>	<p>As this objective is included in the Council Strategy 2015-19, extensive consultation has taken place as part of this process.</p> <p>For children growing up in poverty, the impact of poverty on their chances of educational and life success is profound. Studies have shown that family income and status are by far the most significant indicators of success in the school system (Mongon and Chapman 2008; Strand 2008).</p> <p>Data on GCSE attainment shows that children from low-income backgrounds are half as likely to get five good grades at GCSE as their classmates. As these children pass into adulthood, they are more likely to leave school at 16, more likely to become 'NEET' (not in education, employment or training) and less than half as likely to go on to higher education (Mongon and Chapman 2008; Strand 2008).</p>
<p>Further Comments relating to the item:</p>		
<p>The proposed equality objectives provide a positive step for all protected characteristics as they set out the work the Council will be undertaking to improve their life chances. This will have beneficial effects on people from all the protected groups and no negative effects were identified.</p>		

3 What actions will be taken to address any negative effects?

Action	Owner	By When?	Outcome

4 What was the final outcome and why was this agreed?

(Was the item adjusted, rewritten or unchanged? Refer to page 15 of *Meeting the Equality Duty in Policy and Decision Making* for more information.)

5 What arrangements have you put in place to monitor the impact of this decision?

Progress with the Equality Objectives will be monitored quarterly by the Including Everyone Board and a progress report will be published on the Council's website in January 2016.

6 What date is the Equality Impact Assessment due for Review?

April 2016

Signed: Rachel Craggs

Date: 17/8/15

Appendices:

(list all documents that have supported this EqIA)

Equality Objectives 2015-16
Council Strategy 2015-19

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