**B&NES Council – Equality Objectives 2015-2016 – Annual Review**

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| **Eliminate unlawful discrimination, harassment & victimisation and other conduct prohibited by the Act:**Ensuring that equality monitoring data and all other types of data collected is used to inform and influence the delivery of fair services to all, and fair employment practices  |
| **Objective/outcome** | **Actions** | **Review June 2016** |
| To identify and tackle any areas of disadvantage or inequality for service users | * Revise and re-publicise EqIA toolkit, guidance and equality mapping pages
* Work with local services to gather qualitative equality data and intelligence to add to our community profile enabling more targeted services.
 | * The EqIA template was updated in 2015 and again in 2016. The Guidance document was updated in 2016.
* An intensive programme of Equality Impact Assessments was carried out in the Autumn/Winter of 2015, with a focus on proposals for efficiency savings put forward by each of the three directorates. The possible impacts were highlighted and provided to elected members to inform their decision making.
* Local organisations funded through the Community Empowerment Fund have been able to highlight a number of areas for possible improvement through their research. The research findings have been publicised through the research and intelligence web pages and through various meetings and subgroups.
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| To improve outcomes and satisfaction levels for service users, including those who are vulnerable and marginalised | * Capture protected characteristic information at service level where appropriate,
* 6 monthly review of service level and corporate customer satisfaction surveys.
* Equality case studies and best practice examples to be publicised through all appropriate channels training in order to build confidence among staff, councillors and the public
 | * The Equalities Monitoring Guidelines have been reviewed to ensure data about gender identity and transgender status are captured in an appropriate way (with support from Gendered Intelligence).
* The above guidelines are also being reviewed to reflect the changes introduced by the ONS in respect of ethnicity (whereby Chinese now falls under an overall heading of ‘Asian or Asian British’ rather than ‘Any other ethnic group’.
* The 2015 Voicebox survey results indicate that local residents are 10% more satisfied with how the Council runs things compared with in 2011. However, although younger people (18-34 years) are the most satisfied with the area as a place to live, they are the least satisfied with the way the Council runs things.  The 2015 results also suggest that lower income households experience the lowest levels of satisfaction with both the area and the Council.
* Equality case studies have been widely publicised through Corporate Induction, Customer service equalities training and through the public website. New case studies to be requested.
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| To provide services that meet the needs of our diverse local communities. | * Ensure Equality Impact Assessment results are built into decisions relating to all aspects of service planning, delivery and review.
* Re - publicise equality mapping pages, adding in the JSNA pages and the EqIA training available through ET
* EqIA Quality Control group to meet quarterly to sample EqIAs to check they are robust
 | * An intensive programme of Equality Impact Assessments was carried out in the Autumn/Winter of 2015, with a focus on proposals for efficiency savings put forward by each of the three directorates. The possible impacts were highlighted and provided to elected members to inform their decision making.
* Equality mapping pages have been widely publicised through training and the programme of EIAs.
* The Independent Equalities Advisory Group has replaced the EQIA quality control group. The role of the IEAG is also to provide feedback to teams on service redesign and equality impact assessments. The group has often acted as a consultative forum as part of an EIA process.
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| To ensure that harassment and bullying at work is dealt with effectively and more staff say that they are treated with dignity & respect | * Ensure that the Grievance/ Harassment & Bullying policy are publicised
* Ensure managers and staff are familiar with the policy and standards of behaviour.
* Regularly review Harassment & Bullying data
 | * The H&B Policy was reviewed in October 2015.
* The Grievance procedure and H&B policy are publicised to all staff during the induction period. There is a specific focus on creating a safe and equal working environment for staff in the *Equalities for Team and Service* Managers course.
* Specific training ‘*H&B – No Place for it in my team!*’ is part of the Corporate Training programme
* The emphasis within the H&B process is on finding an informal resolution wherever possible – and HR staff have been trained in mediation techniques.
* Data from the iTrent system is now being made available in respect of employee profile data.
* Training is currently being commissioned for elected members to ensure they are able to carry out their roles in a way that promotes equality and tackles discrimination.
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| Demonstrate that we are operating fair employment practices that meet the requirements of legislation and our workforce reflects the local community at all levels. | * Publish employment data on protected characteristics
* Set up regular workforce data reporting, analysing the results.
* Set actions and positive action strategies to address any adverse trends identified.
 | * There has been a gap in employee profile data during the move from Resourcelink to iTrent. However, data is now beginning to come through and has been shared across the staff workers groups as an initial action.
* Positive Action initiatives, such as Project Search, have led to employment outcomes (many within B&NES Council) for a number of young people over the past three years since the programme started.
* The Council has taken part in the ‘Two Ticks’ programme in order to become a disability friendly employer. The HR team are now exploring the steps we need to take to sign up for ‘Disability confident’ which has replaced it.
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| **Advance equality of opportunity between people who share a characteristic and those who don’t:**Addressing inequality and narrowing the gap between all groups, improving access to services and outcomes by vulnerable people.  |
| To ensure our services, strategies, decisions and commissioning activities are informed by intelligence about our communities and their changing needs. | * Maintain a comprehensive and up to date information base about our community’s needs
* Disaggregate and analyse data by protected characteristics and apply the information to decision making, commissioning and delivery of services
* Train commissioners to raise awareness of their equality responsibilities (and the EqIA process), using the Equality Act 2010 as a driver
 | * The research and Intelligence web pages contain a comprehensive range of data and intelligence about the local community across the nine protected characteristics.
* The Research & Intelligence Team have created Data is disaggregated – see mapping
* Equalities training includes commissioning guidance.
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| To be more timely in our engagement with community groups and to improve our feedback to them. | * Develop comprehensive list of equality VCS organisations and make available on the internal web system and public website.
* Update e-consult web pages to ensure consultations are logged and results published
 | * There is an up to date list maintained on the public website
* The ‘Results and outcomes’ section on the public web pages gives consultees the opportunity to check results.
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| Encourage young people in schools and other settings to take a lead on promoting equality by setting up an E Team | * Over 40 E Teams (Equalities Teams) are now in operation in primary, secondary and special schools and other settings. Good practice has been shared between E Teams through [E Team web pages](http://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/e-teams) and also through cluster events which have been recently hosted by St Keyna and Longvernal primary schools.
 | * An E Team cluster event for secondary schools is set for 13th Oct 2016. The event is particularly targeting schools that don’t yet have an E Team. The cluster event is being led by Chew Valley School Equalities Team, and will have input from Black Families Education Support Group and the Child and Adolescent Mental Health service users.
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| Tackle homophobic, bi-phobic and transphobic bullying in schools | * For the past three years B&NES Council has entered Stonewall’s Education Equality Index (achieving best new entry in 2013; number 5 in 2014; 1st place 2015 and 2nd place in 2016.
 | * A meetings is scheduled to take place between Stonewall and the Council’s Challenging Homophobia. Biphobia and Transphobia steering group at the end of September. This meeting will provide feedback on how our overall performance (138/140) can be improved upon for next year.
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| **Foster good relations between people who share a characteristic and those who don’t:**Recognising and celebrating the growing diverse communities of Bath & North East Somerset |
| To work jointly with our partners to identify and celebrate our diverse communities, and to promote positive attitudes toward difference | * Work with VCS partners to hold community events to promoting increased awareness of equality & diversity issues. Use these to share information and ideas across the 9 protected characteristics. The Council hosts and/or helps to organise a number of initiatives throughout the year to mark special events such as
* Holocaust Memorial day in January;
* LGBT history month in February;
* International Day Against Homophobia, Biphobia &
* Transphobia in May;
* Black History month in October,
 | * The Mayor of Bath is planning to host an event for Transgender Day of Remembrance (20th November 2016). Discussions are underway with Rebecca Root (Transgender Actress, BBC hit series ‘Boy Meets Girl’) and there is the possibility the event will coincide with the results of a poster competition for local schools to design a gender neutral poster sign.
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