

**TO: EXECUTIVE MEMBER FOR COUNCIL STRATEGY AND COMMUNITY
COHESION
26TH JANUARY 2017**

**EQUALITY INFORMATION PUBLICATION 2015-16
Director of Corporate Services**

1 PURPOSE OF REPORT

- 1.1 To brief the Executive Member for Council Strategy and Community Cohesion on the council's equality monitoring information reports for 2015-16 attached at Annex one and two for publication.

2 RECOMMENDATION

- 2.1 **To endorse the council's Equality Monitoring reports 2015-16, attached at Annex One and Two respectively, for publication on the council's website by the end of January 2017.**

3 REASONS FOR RECOMMENDATIONS

- 3.1 The Equality Act 2010 (Specific Duties) Regulations 2011 outline the specific duties that the council are required to meet to demonstrate its compliance with its equality duties to have due regard to:
- Eliminating discrimination, harassment and victimisation
 - Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not
 - Fostering good relations between those with a relevant protected characteristic and those who do not.

These duties include publishing equality information annually by the end of January each year.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 None.

5 SUPPORTING INFORMATION

- 5.1 To assess whether Bracknell Forest Council's services are fulfilling the three equality duties, information on access, outcomes/ performance, and satisfaction have been analysed and reports produced for the following services:
- Adult Social Care
 - Housing Services and Housing Benefits
 - Children's Social Care
 - Community Safety
 - Customer Services
 - Economic Development
 - Education

- Leisure Services
- Library Services
- Public Health

These service equality reports, which have been approved for publication by the relevant Directorate Management Teams, have been used to produce a council wide services equality information report which is attached at Annex One. A workforce monitoring report for 2015-16 has also been produced and is attached at Annex Two.

Services Equality Information Report 2014-15 – a review of progress

5.2 In the council's 2014-15 services equalities monitoring report a number of recommendations were included to improve the council's ability to demonstrate it is meeting the aims of the equality duty across all service areas. Below is a summary of the work done in 2015-16 to implement the recommendations in the 2014-15 report.

- In most cases monitoring has been undertaken and analysed under the protected groups of age, race, sex, religion and disability. When sufficient data for analysis is available for the other protected groups in the Equality Act 2010, these will also be included.
- The Customer Services Satisfaction Survey was modified to try and capture more detailed information about the channels used to contact the council. Moving forwards opportunities to encourage a larger response to the survey will be considered through further linkage of the survey to the various communications received from customers.
- It was noted in 2014-15 that men aged 65 or over are under represented accessing Adult Social Care services or receiving support when compared against the Bracknell Forest older population. In 2015-6 a greater proportion of men aged 65 or over received services than in the previous year which brings them more in line with the population. This figure will continue to be monitored.
- There are approximately 2500 pupils in receipt of Pupil Premium attending Bracknell Forest schools and the additional funding they bring into the borough is in the region of £3+m. The gap between their achievement and the achievement of other pupils is closing and this is a priority area for the Learning and Achievement branch of the Children, Young People and Learning Directorate. A detailed strategy includes actions such as strengthening school leadership and governance as well as a range of activity which is specifically related to use of the grant.
- Coral Reef is now closed until 2017 to enable significant improvement works to be undertaken. These works will predominately involve the replacement of the main pool hall roof, flume tower and flumes. As part of the preparation for reopening, staff will be given a wide range of training which will include elements specifically related to customer service and equalities. When Coral Reef has reopened in 2017 a more in-depth survey will be planned to see if there are still issues with poor satisfaction from a minority of older, disabled and BME customers. If that continues to be the case an action plan will then be developed to follow up any issues.

- Public Health - detailed information on access, outcomes/ performance and satisfaction has been analysed for this service area and a full report is now available.

Workforce Equality Information Report 2015-16

- 5.3 The workforce equality information report for 2015-16 attached at Annex Two has already been approved by the council's Employment Committee for publication. The report summarises all of the council's workforce equality information for 2015-16.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

- 6.1 The relevant legal issues are addressed within the report.

Borough Treasurer

- 6.2 Nothing to add to the report.

Equalities Impact Assessment

- 6.3 The analysis of this equality information and delivering on any subsequent identified actions, ensure that the council is meeting its public sector equality duty.

Strategic Risk Management Issues

- 6.4 Effective equality monitoring reduces the risk of non-compliance with the council's equality duties.

7 CONSULTATION

Principal Groups Consulted

- 7.1 The council's Equality Group

Method of Consultation

- 7.2 By email and in meetings.

Representations Received

- 7.3 Incorporated into this report.

Background Papers

N/A

Contact for further information

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