

# “All of Us” in Bracknell Forest

## Equalities Monitoring - Services

**Annual Report  
2015-16**



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Full reports on each of these services are also available using the following link:  
<http://www.bracknell-forest.gov.uk/equalityinformationdataandresearch>

# 1 Introduction

Bracknell Forest is a thriving, welcoming and inclusive community and the council works closely with partners to support and engage our different communities, groups and organisations. The council is committed to ensuring that no one is left behind, isolated or disadvantaged and to ensuring that Bracknell Forest is a borough of opportunity for everyone.

The aim of equalities monitoring is to indicate the extent to which the council provides a fair and equal service to all residents.

The Equality Act 2010's [Public Sector Equality Duty](#) outlines the specific duties that the council is required to meet to demonstrate its compliance with its equality duties. The council must publish equality information annually and publish equality objectives every four years.

The [Equality Act 2010](#) places a legal duty on Bracknell Forest Council to have due regard in all its activities to:

- Eliminating unfair discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relationships between people

The duty applies across the nine 'protected characteristics' covered by the Act:

- age
- sex
- race
- sexual orientation
- disability
- religion or belief
- gender reassignment
- pregnancy and maternity
- marriage and civil partnerships

With regard to marriage and civil partnerships, the council is only required to ensure it eliminates discrimination, harassment and victimisation on these grounds.

This monitoring report and the individual service reports should be read alongside the [2015-16 Equalities Workforce monitoring report](#) which summarises the council's employment information. *(Link to 2015/16 monitoring report to be included above)*

To assess whether Bracknell Forest Council's services are fulfilling the three equality duties, information on access, outcomes/ performance and satisfaction has been analysed for these [service areas](#).

## **2 Actions since the 2014-15 equalities monitoring report**

Following the 2014-15 equalities monitoring report the following actions and improvements have been implemented:

- 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 re-opened 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.

## **3 Conclusion**

Bracknell Forest Council is committed to providing excellent customer service and providing fair and appropriate access to services that are tailored to meet the individual needs of the residents and diverse communities living in Bracknell Forest.

This report and the associated service area reports show that Bracknell Forest Council is making good progress in meeting the three Public Sector duties in the Equality Act 2010 to eliminate discrimination, victimisation and harassment, advance equality of opportunity and foster good relations between people.

The [‘All of Us’ Equality Scheme](#) developed in 2012 was due to be updated and replaced in April 2016. However, following the May 2015 local elections, the council’s new administration developed and approved a new [Council Plan](#) which came into effect in November 2016. It was therefore agreed to extend the life of this Scheme until April 2017. The Council Plan includes a commitment to review all council services over the next four years and a new narrative which underlines the council’s commitment to reducing inequalities.

The “All of Us” Equality Scheme will continue to be monitored for 2016-17 and a new scheme developed for 2017-20 in line with the Council Plan to ensure it remains effective in reducing inequalities in the borough.

## 4 Council Performance Indicators Relating to Equalities

Note: Where indicators are quarterly the Q4 figure has been used

### **Adult Social Care Health & Housing**

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
OF1c.1	Proportion of social care clients receiving Self Directed Support	85%	97.6%	98%	99.9%	100%
NI135	Carers receiving needs assessment or review and a specific carer's service, or advice and information (Quarterly)	35.9%	45.2%	36.9%	40.4%	38.0%
OF1g	Adults with learning disabilities in settled accommodation (Quarterly)	85.2%	86.8%	87.3%	88.1%	89.6%
OF1e	Adults with learning disabilities in employment (Quarterly)	14.8%	16.9%	17.4%	19.5%	16.9% <sup>1</sup>
NI155	Number of affordable homes delivered (gross) (Quarterly)	77	142	362	124	37 <sup>2</sup>
L030	Number of lifelines installed (Quarterly)	601	521	511	777	833
NI181	Time taken to process Housing Benefit or Council Tax Benefit new claims and change events (Quarterly)	6.1	5.0	8.0	4.0	4.0

<sup>1</sup> Very small swings in data have an exaggerated effect on this indicators and the numbers of people with learning disabilities are relatively low in absolute terms.

<sup>2</sup> The target for 2015/16 was 16 as funding for affordable homes has been reduced by central Government.

### **Children, Young People & Learning – Children's Social Care**

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
L188	Percentage of single assessment for children's social care carried out within 45 working days (Annually)	N/A	N/A	93.5%	95.9%	94.4%
L161	Number of looked after children (Quarterly)	100	103	113	104	98
NI062	Stability of placements of looked after children - number of placements	10.0%	11.7%	13.3%	13.5%	17.3%
NI063	Stability of placements of looked after children - length of placement	76.2%	68.4%	51.6%	61.3%	63.0%
NI066	Looked after children cases which were reviewed within required timescales	100.0%	98%	96%	100%	100%
L189	Percentage of referrals to children's social care going on to single assessments (Annually)	N/A	N/A	84.3%	92.8%	86.2%
NI147	Care leavers in suitable accommodation (aged 19)	89.5%	100.0%	100.0%	84.6%	100%

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
NI148	Care leavers in suitable education, employment or training (aged 19)	57.9%	86%	56.3%	53.8%	57.1%

### **Children, Young People & Learning - Education**

Note: Data is collected at the end of each academic year and therefore refers to the academic year i.e. September 2015 – July 2016.

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
L153	Looked after children reaching level 4 in English at Key Stage 2	0%	50%	80%	85.7%	100%
L154	Looked after children reaching level 4 in Maths at Key Stage 2	0%	50%	80%	60%	100% <sup>1</sup>
L155	Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)	0%	7%	13%	33%	33.3%
NI 102.1	Achievement gap between pupils eligible for free school meals and their peers - Key Stage 2	18%	20%	26%	22%	31% <sup>2</sup>
NI 102.2	Achievement gap between pupils eligible for free school meals and their peers - Key Stage 4	32%	32%	32%	31%	26% <sup>2</sup>
NI 117	16 to 18 year olds who are not in education, training or employment (NEET)	5.6%	6.0%	4.2%	4.0%	4.0%

<sup>1</sup> L153 and L154 is a cohort of only 2 pupils.

<sup>2</sup> Underachievement of pupils on free school meals is a key issue nationally, but particularly in the SE region which has the biggest gaps. Performance measures have changed, making comparisons with previous years invalid, but the gap remains a significant concern. 2016 results at KS4 demonstrate a slight narrowing, but overall this remains a high priority.

### **Corporate Services**

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
BV156	Percentage of buildings open to the public which are suitable for and accessible to disabled people (Annually) <sup>1</sup>	83%	90.2%	87.2%	91.9%	94.7%
L066	Top five percent earners - women (Annually) <sup>2</sup>	35.6%	39.04%	39.8%	45.47%	50.02%
L067	Top five percent earners - minority ethnic communities (Annually)	4.64%	3.00%	4.3%	1.56%	4.84%
L068	Top five percent earners - with disability (Annually)	4.64%	4.50%	4.3%	3.11%	3.22% <sup>3</sup>
L070	Percentage of employees with a disability	1.55%	1.42%	2.07%	1.96%	1.87% <sup>4</sup>

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
	(Annually)					
L071	Percentage of black and ethnic minority employees (Annually)	3.89%	4.25%	5.08%	5.19%	5.76%
L072	Gender pay gap (Annually)	18.25%	18.38%	17.61%	19.70%	18.10%
NI001	Percentage of people who believe people from different backgrounds get on well together in their local area (Biennially)	-	87%	-	94%	-
NI023	Perceptions that people in the area are <b>not</b> treating one another with respect and consideration (Biennially)	-	14%	-	13%	-

<sup>1</sup> Car parks have been included in this calculation from 2013/14

<sup>2</sup> This relates to a small number therefore one full time person represents 1.44% in this group and so makes a significant difference to the data.

<sup>3</sup> Same number of employees as last year but cohort in top 5% has decreased slightly.

<sup>4</sup> This has reduced slightly as a higher number of staff have declared they have a disability (from 69 to 71).

### ***Environment, Culture & Communities***

Ind Ref	Short Description	2011/12	2012/13	2013/14	2014/15	2015/16
L020	Number of people enrolled in the Leisure Saver Scheme (Quarterly)	501	569	536	556	517
L019	Number of items borrowed from library service	582,416	501,917	509,095	478,871	496,212 <sup>1</sup>
L151	Number of visits to libraries	424,260	380,926	289,944	351,558	328,237 <sup>2</sup>

<sup>1</sup> Increase due to more books in people's homes and the opportunity for them to renew online when they receive an email to reminding them to.

<sup>2</sup> The town centre development continues to have an impact on Bracknell library in terms of location and access which has contributed to declining numbers.