

**TO: EXECUTIVE MEMBER FOR COUNCIL STRATEGY AND COMMUNITY
COHESION
24TH JANUARY 2018**

**EQUALITY INFORMATION PUBLICATION 2016-17
Director of Resources**

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 2016-17 attached at Annex one and two for publication.

2 RECOMMENDATION

- 2.1 **To endorse the council's Equality Monitoring reports 2016-17, attached at Annex One and Two respectively, for publication on the council's website by the end of January 2018.**

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 2016-17 has also been produced and is attached at Annex Two.

Services Equality Information Report 2015-16 – a review of progress

5.2 In the council's 2015-16 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 2016-17 to implement the recommendations in the 2015-16 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.
- In Adult Social Care, a greater proportion of men aged 65 or over received services in the past year than in 2014-15 and 2015-16 which brings this more in line with the population. This figure will continue to be monitored.
- £100k was made available to address domestic abuse in 2015-16. The intention was to achieve 3 targets agreed by the Bracknell Forest Domestic Abuse Forum (DAF):
 - Reduce the number of reported criminal offences committed by the Domestic Abuse Service Co-ordination (DASC) cohorts.
 - Reduce the number of children on Child Protection Plans (CPPs) where domestic abuse (DA) is a factor and the perpetrator has participated in the Domestic Abuse Perpetrator Service (DAPS) programme. The number of children on Child Protection Plans has gone down due to earlier intervention. In 2016-17 20 children were removed from Child Protection Plans where the father has worked with Domestic Abuse Perpetrator Service (DAPS).
 - Achieve the detection rate for domestic abuse assaults with injury. Although this has gone up to 20.7% in 2016-17 (from 18.7% in previous year) this rate is lower than any other area in the Thames Valley.
- There are approximately 2500 pupils in receipt of Pupil Premium (PP) 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 those of other pupils is closing, but the pace of change needs to be accelerated. This is a priority area for the Learning and Achievement branch and as a result of concerns in 2015-16, a plan was put in place for 2016-17:
 - PP Network Meetings for school leaders
 - Priority schools identified, and the council commissioned external PP reviews in nine priority primary schools
 - Primary schools attended a conference in July to hear from national leaders about successful approaches to closing the gap

Unrestricted

- PP outcomes are challenged at termly attached adviser visits to schools, as are key indicators for categorising schools according to the School Improvement Strategy.
- Due to Coral Reef's closure during 2016-17 customer views were sought from a range of leisure facilities. Data in the Leisure services report was sourced from Bracknell Leisure Centre, Downshire Golf Complex and The Look Out Discovery Centre. It is therefore difficult to compare data from previous years due to the different mix of venues being surveyed in 2016-17.
- A public library user survey was not carried out in 2015-16. However, as part of the Library Service's Transformation Review programme, the public were able to take part in two separate consultation surveys about future service provision. The review has included consultation with all members of the community, including children and young people. They also had the opportunity to attend 8 public consultation meetings. As a result of the feedback received, the Library Service is actively recruiting volunteers from all sectors of the community to assist with service delivery, and will be extending opening hours through self-service technology and technology enabled-opening.
- The variety of functions and the broad influence of public health mean that many functions are delivered in partnership with other agencies and sectors as well as through services commissioned by the Public Health team. Definitions of good outcomes for local people differ depending on the purpose of the commissioned service. Services are commissioned based on evidence of need and can be universal and/or targeted. The public health report identifies some gaps in the data available and work will continue with commissioned services to make progress year on year to fill the gaps in data identified.

Workforce Equality Information Report 2016-17

- 5.3 The workforce equality information report for 2016-17 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 2016-17.
- 5.4 It is noted that targets for the top 5% of the workforce were lower than actual levels of achievement in 2016-17. This is due to analysis of KPIs not being available when setting targets. For 2018-19 targets this will be aligned more with the outturn figures.

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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