

“All of Us” in Bracknell Forest

Equalities Monitoring - Services

Annual Report 2016-17



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Full reports on each of these services are also available using the following link:

LINK TO BE ADDED

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 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 [Equalities Monitoring - Workforce Annual Report 2016-17](#) which summarises the council's employment information.

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](#). **LINKS TO BE ADDED**

2 Actions since the 2015-16 equalities monitoring report

Following the 2015-16 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.
- 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
 - 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.

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.

Bracknell Forest Council Equality Scheme 2017-20

A new [Bracknell Forest Equality Scheme](#) has been developed for 2017-20 and sets out what the council intends to achieve in terms of advancing equality and diversity and includes the council's equality objectives. The equality scheme has been linked to the service planning process for 2017-18 to ensure that the implementation of the equality objectives will be integrated, wherever possible, into the mainstream delivery and monitoring of services across the council. Annual monitoring reports will be produced and published on the website so that the community can track our progress in implementing the scheme.

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	2012/13	2013/14	2014/15	2015/16	2016/17
OF1e	Adults with learning disabilities in employment (Quarterly)	16.9%	17.4%	19.5%	16.9%	15.3% ¹
NI155	Number of affordable homes delivered (gross) (Quarterly)	142	362	124	37	73 ²
L030	Number of lifelines installed (Quarterly)	521	511	777	833	1176
NI181	Time taken to process Housing Benefit or Council Tax Benefit new claims and change events (Quarterly)	5.0	8.0	4.0	4.0	3.2

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

² The target for 2016/17 was 55.

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

Ind Ref	Short Description	2012/13	2013/14	2014/15	2015/16	2016/17
L161	Number of looked after children (Quarterly)	103	113	104	98	115
L287	Number of children in need supported under S17 of the Children Act (as at 31/03 in any given year)					645
L289	Average caseload per children's social worker (as at 31/03 in any given year)					18.0
L290	Rate of referral to children's social care					151.1
NI062	Stability of placements of looked after children - number of placements	11.7%	13.3%	13.5%	17.3%	9.6%
NI063	Stability of placements of looked after children - length of placement	68.4%	51.6%	61.3%	63.0%	45.5%
NI066	Looked after children cases which were reviewed within required timescales	98%	96%	100%	100%	98%
NI147	Care leavers in suitable accommodation (aged 19)	100.0%	100.0%	84.6%	100%	96.9%
NI148	Care leavers in suitable education, employment or training (aged 19)	86%	56.3%	53.8%	57.1%	62.5%

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 2016 – July 2017.

Ind Ref	Short Description	2012/13	2013/14	2014/15	2015/16	2016/17
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% ¹
L155	Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)	7%	13%	33%	33%	33%
NI 102.1	Achievement gap between pupils eligible for free school meals and their peers - Key Stage 2	18%	20%	26%	22%	31% ²
NI 102.2	Achievement gap between pupils eligible for free school meals and their peers - Key Stage 4	32%	32%	32%	31%	26% ²
NI 117	16 to 18 year olds who are not in education, training or employment (NEET)	6.0%	4.2%	4.0%	4.0%	3.9%

¹ L153 and L154 is a cohort of only 2 pupils

Resources

Ind Ref	Short Description	2012/13	2013/14	2014/15	2015/16	2016/17
BV156	Percentage of buildings open to the public which are suitable for and accessible to disabled people (Annually) ¹	90.2%	87.2%	91.9%	94.7%	94.7%
L066	Top five percent earners - women (Annually)	39.04%	39.8%	45.47%	50.02%	49.62%
L067	Top five percent earners - minority ethnic communities (Annually) ²	3.00%	4.3%	1.56%	4.84%	8.4%
L068	Top five percent earners - with disability (Annually) ²	4.50%	4.3%	3.11%	3.22%	6.72%
L070	Percentage of employees with a disability (Annually)	1.42%	2.07%	1.96%	1.87%	2.2%
L071	Percentage of black and ethnic minority employees (Annually)	4.25%	5.08%	5.19%	5.76%	6.12%
L072	Gender pay gap (Annually)	18.38%	17.61%	19.70%	18.10%	16.26%

Ind Ref	Short Description	2012/13	2013/14	2014/15	2015/16	2016/17
NI001	Percentage of people who believe people from different backgrounds get on well together in their local area (Biennially)	87%	-	94%	-	96%
NI023	Perceptions that people in the area are not treating one another with respect and consideration (Biennially)	14%	-	13%	-	12%

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

² Introduction of Employee Self Service has meant employees can update their own records and this has led to an increase in actual numbers

Environment, Culture & Communities

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

¹ 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.

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