

**TO: EXECUTIVE MEMBER FOR COUNCIL STRATEGY AND COMMUNITY
COHESION**

4 OCTOBER 2018

**EQUALITY SCHEME 2017-20
IMPACT REPORT 2017-18
Director of OD, Transformation & HR**

1 PURPOSE OF REPORT

- 1.1 To approve for publication the Bracknell Forest “All of Us” Equality Scheme 2017-20 impact report and monitoring report 2017-18.

2 RECOMMENDATION

- 2.1 **That the Equality Scheme Impact Report 2017-18 and Monitoring Report 2017-18 attached at Annex A and Annex B respectively be approved for publication.**
- 2.2 **That progress in implementing the Council’s “All of Us” Equality Scheme 2017-20 is noted.**

3 REASONS FOR RECOMMENDATION

- 3.1 The Council is committed to reviewing its performance on implementing its Equality Scheme annually. This impact report highlights and reviews progress made implementing the first year of the scheme during 2017-18.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 The Council has a duty to advance equality of opportunity, eliminate discrimination, harassment and victimisation and foster good relations between people. The “All of Us” Equality Scheme has been developed to demonstrate how the Council is advancing equality.

5 SUPPORTING INFORMATION

Background

- 5.1 Bracknell Forest Council is required in the Equality Act 2010 public sector equality duty regulations to publish equality objectives. In order to meet these duties the Council developed a Single Equality Scheme in 2012, which replaced the existing three Disability, Race and Gender Equality Schemes and the Council’s ‘All of Us’ Community Cohesion Strategy; moving from having four action plans to one. The scheme which was published in April 2012 highlighted our equality objectives, including those to promote good community relations. Through the development of an action plan the Council ensured that the objectives are achievable, measurable and outcome focussed; particularly given the current financial climate and there being no additional resources to implement the Equality Scheme.

Equality Scheme 2017-20

- 5.2 The Bracknell Forest Equality Scheme 2017-20 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.
- 5.3 The Impact Report and Monitoring Report of the Action Plan, attached at Annex A and B respectively, summarise the actions we have taken to address our equality objectives and the impact we have made in 2017-18 and during the lifetime of the scheme. Much of this work has been carried out in partnership and we acknowledge how important working with our partners has been in addressing the objectives in the equality scheme.
- 5.4 The Council has been successful in implementing the strategy during its first year, working with our partners and achieved its aims. This is clear from the key performance measures against which the success of the strategy is being judged, namely:
- 3 of the 35 actions are already completed within the allocated timescale while 29 are in progress and ongoing as of April 2018.
 - There are only three actions which remain Amber (possibility of the action falling behind schedule).
- 5.6 Annex B details the progress to date on each action but a summary explanation of the background behind the amber actions are set out below:
- Analyse the staff survey results by protected characteristics and follow up on any areas of concern. Further follow up work is underway as some younger members of the workforce (aged 16-34) felt they had been discriminated against due to their age.
 - Ensure effective use of Pupil Premium grant to close gaps in attainment - work continues to improve results in this area.
 - Work with partners to coordinate opportunities for digital inclusion activities – this was difficult to progress during 2017-18 due to building works at Time Square.
- 5.7 The Council's performance is also measured through testing residents' perceptions and the findings of the 2017 Residents Survey should be noted:
- 96% of Bracknell Forest residents surveyed believe that people from different backgrounds get on well together in the borough, a significant improvement on the findings of the 2014 Residents' Survey which was 94%.
 - The majority of residents, 88%, felt there was little problem with people not treating each other with respect within their local area; a minority of residents, 12%, considered this to be a problem.

Conclusion

- 5.8 The Council has been very successful implementing the first year of 'All of Us 2017-20' as can be seen from the attached impact report highlighting successes. The Transformation Programme is ensuring that the needs of vulnerable people and families are prioritised when reviewing our services. We will seek to minimise the effect of the decisions we make about future service provision and consider all protected characteristics taking into account the Equality Act 2010. The council will publish an annual review on our progress in meeting these objectives. The equality objectives may be revised as a part of this annual review to take account of issues raised by the annual publication of our equality monitoring information. The council's Equality Sub Group will be responsible for overseeing the implementation of this equality scheme, reporting to the council's executive and the Community Cohesion and Engagement Partnership annually.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

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

Director: Finance

- 6.2 There are no additional financial implications arising from the recommendations in this report.

Equalities Impact Assessment

- 6.3 The Equality Scheme outlines how the Council will meet its legal duties to advance equality of opportunity, eliminate discrimination, harassment and victimisation and foster good relations.

Strategic Risk Management Issues

- 6.4 Failure to achieve the objectives of the scheme could risk legal challenge and reduce the levels of cohesion in the borough.

7 CONSULTATION

Principal Groups Consulted

- 7.1 The Council's Equalities Group

Method of Consultation

- 7.2 By email and in meetings

Representations Received

- 7.3 Included in this report

Background Papers

Annex A – 'All of Us' Equality Scheme Impact Report 2017-18

Annex B - 'All of Us' Equality Scheme 2017–2020 Action Plan Monitoring 2017-18

Contact for further information

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