

**TO: EXECUTIVE MEMBER FOR COUNCIL STRATEGY AND COMMUNITY
COHESION
17TH JANUARY 2019**

**EQUALITY INFORMATION PUBLICATION 2017-18
Director of OD, Transformation and HR**

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 2017-18 attached at Annex one for publication on the council's website.

2 RECOMMENDATION

- 2.1 **To endorse the council's Equality Monitoring reports 2017-18, attached at Annex One and Two respectively, for publication on the council's website by the end of January 2019.**

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 2017-18 has also been produced and will be added once this has been approved by the council's Employment Committee on 13th February.

Services Equality Information Report 2016-17 – a review of progress

5.2 In the council's 2016-17 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 2017-18 to implement the recommendations in the 2016-17 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, it was noted that take up of services by older men (65+) in 2017-18 had risen more in line with general population and this was an improvement that may be due to work in public health and social prescription. However older women (65+) are still over represented and this may be because men aged 65+ have a lower propensity to contact social care than women of the same age.
- £53,120 was made available to address domestic abuse in 2017-18 - excluding funding for Domestic Abuse Perpetrator Service (DAPS). Two priority outcomes were agreed by the BFC Domestic Abuse Executive Group as part of the DA Strategy Action Plan:
 - Reduce the overall domestic abuse repeat rate as measured by TVP and MARAC (Multi Agency Risk Assessment Conference)
 - Reduce the % of DAPS clients reoffending*, who have completed the agreed work.

*Reoffending constitutes an alleged physical assault reported by any source (e.g. agency/self) to Children's Social Care / TVP / MASH etc.

- In Education the move away from A-E to grades 9-1 for GCSE in 2018 will make comparisons with previous years difficult.
- The attainment of children who attract additional pupil premium funding is analysed and plans are put in place to support vulnerable children. Maintaining high standards for all children remains a focus for Bracknell Forest along with improving the attainment of Pupil Premium children in particular and continuing to close the gap.
 - Outcomes for Pupil Premium pupils at Early Year Foundation Stage (EYFS) are improving and the gap has reduced from 22.3% in 2016 to 18.5% in 2017.

Unrestricted

- Outcomes for Pupil Premium pupils at Key Stage 1 were disappointing, and remain a key priority for 2017-2018.
 - Outcomes at Key Stage 2 for Pupil Premium pupils were significantly improved from 2016. The attainment of Pupil Premium pupils in reading increased significantly by 14.2% from 2016 to 2017 and the gap between these pupils and their peers narrowed by 10.7%, so that it is now broadly in line with the gap in the region. Attainment in reading was identified as a key priority for this vulnerable group, and this is where the greatest impact was seen.
 - The attainment of Pupil Premium pupils at Key Stage 4 has improved by 1.2% from 2016, and the gap between Pupil Premium pupils and their peers has remained broadly static. However the gap remains wider than that in the region as a whole and continues to be a key priority for 2018.
- In Community Learning the proportion of male learners increased by 2% compared with previous years. The focus on providing an accessible and inclusive service paid off with more unemployed jobseekers and more of those who declared a learning difficulty or disability registering in the year compared with previous years. The overall achievement rate continues to improve - achievement in 2017-18 increased to c.98%; a 3% increase on 2016/17 and a 5% increase from 2015/16. Levels of achievement by BME groups are above the average for the population as a whole.
 - Coral Reef's was closed until September 2017 and therefore survey data was taken from two leisure sites - Bracknell Leisure Centre 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 and 2017-18. Under the new contract with Everyone Active equalities data will still be collected as a condition of the contract and shared with the council for analysis annually.
 - 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 2017-18

- 5.3 The workforce equality information report for 2017-18 will be approved by the council's Employment Committee on 13th February for publication. The report will summarise all of the council's workforce equality information for 2017-18.

6 ADVICE RECEIVED FROM STATUTORY AND OTHER OFFICERS

Borough Solicitor

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6.1 The relevant legal issues are addressed within the report.

Director of Finance

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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