

# “All of Us” in Bracknell Forest

## Equalities Monitoring - Services

**Annual Report  
2017-18**



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## Contents

1	Introduction.....	1
2	Updates since the 2016-17 equalities monitoring report .....	2
3	Conclusion.....	3
4	Council Performance Indicators Relating to Equalities.....	4

## Appendices: Service Level Reports

- A. Adult Social Care Equalities Monitoring Report
- B. Children's Social Care Equalities Monitoring Report
- C. Community Safety Equalities Monitoring Report
- D. Customer Services Equalities Monitoring Report
- E. Economic Development Equalities Monitoring Report
- F. Education Equalities Monitoring Report
- G. Housing Services and Benefits Equalities Monitoring Report
- H. Leisure Services Equalities Monitoring Report
- I. Library Services Equalities Monitoring Report
- J. Public Health Equalities Monitoring Report

Full reports on each of these services are also available using the following link:  
<https://www.bracknell-forest.gov.uk/council-and-democracy/equality-and-diversity/monitoring-equality>

# 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 2017-18 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](#).

## 2 Updates since the 2016-17 equalities monitoring report

Following the 2016-17 equalities monitoring report the following updates have been reported:

- 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.
  - 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.

### **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.

### **Bracknell Forest Council Equality Scheme 2017-20**

The [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	2013/14	2014/15	2015/16	2016/17	2017/18
OF1e	Adults with learning disabilities in employment (Quarterly)	17.4%	19.5%	16.9%	15.3%	13.8% <sup>1</sup>
NI155	Number of affordable homes delivered (gross) (Quarterly)	362	124	37	73	97 <sup>2</sup>
L030	Number of lifelines installed (Quarterly)	511	777	833	1176	1050
NI181	Time taken to process Housing Benefit or Council Tax Benefit new claims and change events (Quarterly)	8.0	4.0	4.0	3.2	4.0

<sup>1</sup>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.

<sup>2</sup>The target for 2017/18 was 98.

### *Children's Social Care*

Ind Ref	Short Description	2013/14	2014/15	2015/16	2016/17	2017/18
L161	Number of looked after children (Quarterly)	113	104	98	115	138
L287	Number of children in need supported under S17 of the Children Act (as at 31/03 in any given year)				645	743
L289	Average caseload per children's social worker (as at 31/03 in any given year)				18.0	17.2
L290	Rate of referral to children's social care				151.1	155.7
NI062	Stability of placements of looked after children - number of placements	13.3%	13.5%	17.3%	9.6%	13.8%
NI063	Stability of placements of looked after children - length of placement	51.6%	61.3%	63.0%	45.5%	56.0%
NI066	Looked after children cases which were reviewed within required timescales	96%	100%	100%	98%	94%
NI147	Care leavers in suitable accommodation (aged 19)	100.0%	84.6%	100%	96.9%	100%
NI148	Care leavers in suitable education, employment or training (aged 19)	56.3%	53.8%	57.1%	62.5%	69%

## 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	2013/14	2014/15	2015/16	2016/17	2017/18
L153	Looked after children reaching level 4 in English at Key Stage 2	50%	80%	85.7%	100%	50% <sup>1</sup>
L154	Looked after children reaching level 4 in Maths at Key Stage 2	50%	80%	60%	100%	75% <sup>1</sup>
L155	Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)	13%	33%	33%	33%	21%
NI 102.1	Achievement gap between pupils eligible for free school meals and their peers - Key Stage 2	20%	26%	22%	31%	24%
NI 102.2	Achievement gap between pupils eligible for free school meals and their peers - Key Stage 4	32%	32%	31%	26%	28%
NI 117	16 to 18 year olds who are not in education, training or employment (NEET)	4.2%	4.0%	4.0%	3.9%	3.2%

<sup>1</sup> L153 and L154 is a cohort of 4 pupils

## Leisure

Ind Ref	Short Description	2013/14	2014/15	2015/16	2016/17	2017/18
L020	Number of people enrolled in the Leisure Saver Scheme (Quarterly)	536	556	517	480	488

## Resources

Ind Ref	Short Description	2013/14	2014/15	2015/16	2016/17	2017/18
BV156	Percentage of buildings open to the public which are suitable for and accessible to disabled people (Annually) <sup>1</sup>	87.2%	91.9%	94.7%	94.7%	94.7%
L066	Top five percent earners - women (Annually)	39.8%	45.5%	50.0%	49.6%	53.2%
L067	Top five percent earners - minority ethnic communities (Annually) <sup>2</sup>	4.3%	1.56%	4.84%	8.4%	9.9%
L068	Top five percent earners - with disability (Annually) <sup>2</sup>	4.3%	3.1%	3.2%	6.7%	6.8%

Ind Ref	Short Description	2013/14	2014/15	2015/16	2016/17	2017/18
L070	Percentage of employees with a disability (Annually)	2.1%	2.0%	1.9%	2.2%	2.4%
L071	Percentage of black and ethnic minority employees (Annually)	5.1%	5.2%	5.8%	6.1%	7.3%
L072	Gender pay gap (Annually)	17.6%	19.7%	18.1%	16.3%	16.2%
NI001	Percentage of people who believe people from different backgrounds get on well together in their local area (Biennially – Residents Survey)	-	94%	-	96%	-
NI023	Perceptions that people in the area are <b>not</b> treating one another with respect and consideration (Biennially – Residents Survey)	-	13%	-	12%	-

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

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