



“All of Us” in Bracknell Forest

Equalities Monitoring Annual Summary Report 2021-22



February 2023

Contents

1	Introduction.....	1
2	Bracknell Forest Council Equality Scheme 2022-25	2
3	Equality Highlights 2021-22.....	2
	3.1 Inclusive in what we do	2
	3.2 Accessable for all	3
	3.3 Accountable and Fair	4
	3.4 A diverse and inclusive workforce	5
4	Conclusion.....	5
5	Council performance measures	6

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. Early Help Equalities Monitoring Report
- F. Education Equalities Monitoring Report
- G. Housing Equalities Monitoring Report
- H. Leisure Services Equality Monitoring Report
- I. Library Services Equalities Monitoring Report
- J. Public Health Equalities Monitoring Report
- K. Welfare Services 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 the borough of opportunity and a place where diversity and cultural heritage are recognised as a strength. The council is committed to ensuring that no one is left behind, isolated or disadvantaged and in continuing to work with our vibrant communities. We work closely with our partners to support and engage the borough's increasingly diverse communities and organisations ensuring that everyone feels included, connected and able to contribute.

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' (detailed below) covered by the Act - with regard to marriage and civil partnerships, the council is only required to ensure it eliminates discrimination, harassment and victimisation on these grounds.

The council also considers how its services and policies may impact on other groups including for example people with caring responsibilities, people facing financial hardship and the military and veteran community.



2 Bracknell Forest Council Equality Scheme 2022-25

Bracknell Forest Council's Equality Scheme (2022-2025) sets out our commitment for progressing equity and inclusion within Bracknell Forest. The scheme describes how equity, diversity and inclusion are essential to the way we operate as a community leader, a service provider and an employer and is integral to everything we do. It sets out clearly the priorities for our borough whether it is in how we work with our residents, in the services we provide or through the recruitment of our workforce.

The equality scheme is linked to the service planning process to ensure that the implementation of the equality objectives is integrated wherever possible into the mainstream delivery and monitoring of services across the council.

Our equality objectives are:

- 1) Inclusive in all we do
- 2) Accessible for all
- 3) Accountable and Fair
- 4) Diverse and inclusive workforce
- 5) Recovering from the Covid-19 pandemic

This report and the individual service reports should be read alongside the Equalities Monitoring - Workforce Annual Report 2021-22 which summarises the council's employment information.

3 Equality highlights 2021-22

The following are examples of work done in 2021-22 in meeting the objectives of the scheme.

3.1 Inclusive in all we do

- The Early Help Youth Team responded to the voice of young people establishing a new LGBTQIA+ youth group, taking a co-production approach and extended its reach in the community.
- Council funding was prioritised for disabled access works needed by disabled children, young people, and adults in schools. Examples of access works included:
 - installation of a lift
 - provision of ramped access
 - fitting automatic door opening devices.
- Children's Social Care developed services for Unaccompanied and Asylum-Seeking children ensuring staff were appropriately trained to work with Black and Global Majority Children (often referred to as BAME within council terminology).
- The Prevent lead and Community Safety Team are active members of the BFC Community Cohesion Engagement Partnership, BF Faith and Belief Forum and TVP Independent Advisory Group.
- The Young Carers team worked with families, schools, and other networks supporting young people. A new young carers group (age appropriate) was established at the Braccan Walk Town Centre Youth Hub

- Everyone Active recruited an Active Communities Manager increasing activity levels in disadvantaged and underserved communities and introducing new programmes to address health inequalities through physical activity
- A sustained reduction in the number of persons sleeping rough and households in temporary accommodation in the borough was achieved
- Libraries transactions were higher than in previous years due to the significant role played in developing children's literacy, supporting people with mental health issues, those seeking employment and people enduring financial hardship
- Welfare Services provided emergency support to vulnerable households in need with additional support via the household support fund. New LIFT software helped reach individuals who faced disadvantage due to race, age, or ethnicity.
- The Community Learning Service reached a significant percentage of the Bracknell Forest population who had declared a learning difficulty or disability.

3.2 Accessible for all

- The Public Health Social Prescribing team referred clients with depression to the Library Service to take part in the programme activity
- The Library Service collaborated with Steppingstones Recovery College offering taster sessions, access to support and advice if undergoing mental, physical or emotional challenges
- Children's Social Care consulted with service users to better understand the barriers to inclusion to build dialogue with groups of parents and children and care leavers improving pathways for feedback, digital access and accessibility.
- Commissioning embedded equality in all procurement processes for care and support services, promoted diversity throughout contractual working ensuring community needs were reflected in service design, delivery and review
- Housing Services developed a new fully wheelchair accessible emergency temporary accommodation unit
- Working with school leaders, the Standards and Effectiveness team analysed key pupil groups data ensuring provision met the needs of all pupils. This included the promotion of equality of opportunity, deepening of pupils' understanding of the fundamental British values of mutual respect and tolerance
- The Bracknell Forest Domestic Abuse Strategy 2022-24 was developed with an equalities screening completed to review the potential impact of the strategy on different groups of our community
- Public Health campaigns and services were promoted through online platforms such as Facebook, Twitter, Instagram, and our Public Health Portal and Thrive! Websites to have a wider community reach.

3.3 Accountable and fair

- Council service providers were held accountable for fulfilling their own equal opportunity obligations as employers and service providers in respect of equality when carrying out work for the council
- The Community Cohesion and Engagement Partnership met regularly to address community cohesion and inclusion issues.
- Children's Social Care undertook targeted audits of recording tools, forms, and templates to further embed the "identity first" approach, in relation to protected characteristics groups.

- Adult Social Care Urgent Community Response teams supported vulnerable people reluctant to engage with hospitals/GPs to access health services
- The Community Safety team monitored and reviewed all hate crime weekly to identify trends, repeat victims/perpetrators, hot spots and the appropriateness of response
- The Customers Services team measured satisfaction level responses for gender, age, race, disability, religion/belief, sexual orientation. Overall satisfaction remained high (71%) with no major differences relating to protected groups.
- The Early Help Service's quality assurance framework 'Learning Together, Growing Together' included equality and diversity to build a more coherent picture whether the service was equitable
- Weekly contact with school leaders monitored attendance of vulnerable pupils identifying priority schools and support need resulting in increased attendance
- Equality Impacts Assessments were undertaken for all major decisions where there are significant changes to or a new policy or service(s), budget proposals that could have disproportionate or different impacts on individuals or protected groups
- Open+ technology extend library opening times and access across the service. 13% of library volunteers were from ethnically diverse backgrounds, 4% had special needs and 1% registered disabled
- The Public Health team delivered 'Making Every Contact Counts' training to support frontline staff to deliver interventions for residents who may need lifestyle and non-medical support

3.4 Diverse and Inclusive workforce

We are committed to developing an inclusive and people focussed culture where diversity is valued and celebrated. Our values of being inclusive, ambitious and always learning ensures that everyone is treated fairly and with dignity and respect. The progress made includes:

- A review of HR policies and processes to ensure no bias and zero tolerance on discrimination
- Publication of the Equality and Dignity at Work Policy
- Our values and behaviours were reviewed with 'Inclusive' being selected as one of three values.
- Equalities Allies in place from across all council directorates who regularly meet to share learning
- Inclusive conversations training rolled out to managers and offered to front line staff.

3.5 Recovering from the Covid-19 pandemic

- Throughout the period covered by this report, some service delivery was affected by the Covid-19 pandemic and reported in quarterly service reports and the council plan overview report
- All council services prioritised new objectives to reflect the different environment and to align with corporate recovery and renewal planning. These priorities

reflect the commitment made by the council in its recovery and renewal principles

- The council's recovery grant awarded £210k grant funding to local charities helping the community recover from the impact of COVID-19.

4 Conclusion

This report and the associated service area reports show that Bracknell Forest Council made good progress in meeting the Public Sector Equality duties to eliminate discrimination, victimisation and harassment, advance equality of opportunity and foster good relations between people in 2021-22 although more clearly remains to be done and we are not complacent. The progress made in achieving council performance measures relating to equalities is summarised below.

Council Performance measures relating to Equalities

Actions	Status	% Complete
1.02.17 Deliver the Digital and ICT Strategy	Green	50%
2.01.02 Develop affordable Housing Supply Supplementary Planning Document	Amber	20%
2.02.03 Develop an Arts, Heritage and Culture Strategy	Amber	20%
2.04.02 Support the Economic Skills and Development Partnership	Green	100%
2.04.03 Support for Local Economy	Green	75%
2.06.01 Business Liaison Programme	Amber	50%
2.07.05 Highway improvements for sustainable travel	Green	75%
3.03.01 Economic Skills and Development Partnership: Education Sub-group	Green	75%
3.05.02 Effectively use the apprenticeship levy	Green	70%
3.07.01 Support care leavers to access education, training or employment	Green	75%
3.08.01 Establish a culture of high expectations for all children	Green	75%
4.01.01 Increase participation in sports, leisure and cultural activities for all residents	Amber	60%
4.01.02 Implement and monitor the key actions set out in the Health and Wellbeing Strategy	Green	80%
4.01.04 Develop a cross-council financial hardship action plan	Green	90%
4.01.05 Community Development for Health Inequalities	Amber	25%
4.01.07 Develop People Strategy	Green	50%
4.04.02 Monitor take-up and impact of new Housing Assistance Policy	Amber	80%
4.05.02 Deliver the new Health and Community Hub at Binfield	Green	80%
4.08.03 Funding for Adolescents Work	Green	95%
4.09.04 New Health and Care Service at Heathlands	Red	85%
4.10.01 Promotion of volunteering for grounds maintenance at the Cemetery & Crematorium	Green	66%
4.10.03 Social prescribing and primary prevention programmes	Green	85%
4.12.03 Promoting Active Travel	Green	75%
4.13.01 Coordinate and lead on the work of the Bracknell Forest Civilian Military Partnership	Green	50%
4.13.03 Support the development of a Berkshire Civilian Military Partnership	Green	60%
5.06.07 Improve energy efficiency for low income households	Green	75%
5.07.03 Promote bus travel	Green	75%
6.02.02 Cultural offer available through libraries	Green	85%
6.02.03 Develop the offer in Libraries to support the Adults and Children's agendas	Green	85%
6.03.02 Addressing Hate Crime	Green	75%
6.07.01 Owned and leased properties for Homelessness	Green	65%
6.10.02 Cultural Festival	Green	50%
6.10.04 Community groups supporting the half marathon	Green	60%
6.10.07 Cultural events in Bracknell Town Centre	Green	40%
7.014 Consultation on major changes to services	Green	75%
7.017 All of Us Equality Scheme Monitoring	Green	60%
7.019 Community Cohesion and Engagement Partnership	Green	75%
7.021 Celebrate the diversity of the workforce	Green	50%
7.022 Training and development on equality and diversity	Green	70%
7.025 Prevent Action Plan and Equality Scheme	Green	75%

7.102 – Member's Equalities Working Group	Green	95%
7.108 3 Conversations Model	Green	25%
7.203 Develop a co-production strategy and framework	Green	40%
7.209 DWP Employment Partnership	Amber	75%

Red	1
Amber	7
Green	36
Total Actions	44

Performance indicators

Measure	Actual	Target	Status
L404 Number of children and young people visits to leisure facilities managed by Everyone Active	89,065	110,200	Amber
L405 Number of older people visits to leisure facilities managed by Everyone Active	17,348	48,412	Red
L406 Number of visits to libraries	200,223	87,500	Green
L422 Number of educational events held in libraries	360	200	Green
L436 Number of visits by customers with a disability to leisure facilities managed Everyone Active	665	26,600	Red
L402 % of care leavers aged 19-21 years who are NEET	35%	25%	Amber
L260 % of staff satisfied in their current job	-	-	Monitoring Only
L393 Number of entry level apprentice's council wide	-	-	Monitoring Only
L067 % of BME staff in top five percent of staff earners	-	-	Monitoring Only
L068 % of disabled staff in top five percent staff earners	-	-	Monitoring Only
L070 % of employees with a disability	-	-	Monitoring Only
L071 % of black and ethnic minority employees	-	-	Monitoring Only

L072 Gender pay gap	-	-	Monitoring Only
L268 % of working age people who are unemployed	2.90%	-	Monitoring Only
L269 % of working age population in employment	79.70%	-	Monitoring Only

Red	2
Amber	2
Green	2
Monitoring Only	9
Total Indicators	15

