

# London Borough of Barnet Equalities Annual Report 2014/15

## Contents

1. Foreword
2. Introduction, policy and legal obligations
3. Our approach to equalities
4. Case studies: Putting policy into practice
5. Strategic Equalities Objective
6. The way forward

Appendix One: Equalities Action Plan 2015/16

Appendix Two: the Council's duties under the Equality Act 2010

Appendix Three: Barnet Council Staff and Schools' Staff Equality Data

## 1. Foreword

### Barnet's strong communities

I am proud that diversity and cohesion are strengths in Barnet and our communities get on well together and remain cohesive, particularly at a time when the borough is growing and changing.

By the end of 2015, Barnet is forecast to be the most populous London borough. We are a diverse borough, where a high proportion of people live in households with others from different backgrounds and speaking different languages. The latest [Residents' Perception Survey](#) shows that satisfaction with Barnet as a place remains high, with 88% of residents satisfied with their local area as a place to live. This is 6 percentage points above the national average and comes at a time when local government has faced some significant challenges. Resident satisfaction in Barnet more generally – in relation to a range of local services and to the Council's own performance – has remained high over the past 5 years, which I am, of course, very pleased about. Community cohesion is also increasing, with 84% of residents agreeing that people from different backgrounds get on well together in the borough and nearly 80% of residents agreeing that people in Barnet treat each other with respect and consideration.

### The commissioning model

The Council has adopted a commissioning model to deliver its services. This enables us to take account of our different communities and reflect the needs of all our residents to deliver good outcomes and fair life chances for all. By using data and developing a new model for community involvement which works with, and builds closer links between, all our communities, we can deliver efficient and value for money services which are tailored to need and reflect the aspirations of all our residents.

### Looking to the future

The Council's vision and strategy for the next 5 years is set out in a [new Corporate Plan for 2015–2020](#) and we are implementing a new Community Participation Strategy, which is intended to enable residents to get more involved in local priorities. The Council has adopted a number of core values which underpin all its activities

and services to help us to make hard decisions and build on our success. We will strive to make Barnet a place of opportunity where the benefits of regeneration, growth and employment opportunities are shared; where responsibility is shared fairly; where the concept of fairness, in particular for vulnerable people and disadvantaged communities, is taken into account when the Council makes its recommendations on savings proposals, and where people are helped to help themselves, recognising that prevention is better than cure, and where services are delivered efficiently to get value for the taxpayer.

This means taking into account the impact of policy proposals on the nine characteristics protected under the Equality Act 2010 and other groups (see Section 3, vi) and Appendix 2) who may be considered disadvantaged and/or vulnerable.

The Council will continue to invest in the issues our residents care about, and maintain Barnet's excellent reputation – for our green spaces; schools that give children the best start in life; support for business, and help for people to find jobs and enjoy the benefits of work and growth. We will continue to develop our partnership working as we deliver joined up services with our Borough partners. We will enable greater community participation and resilience, and make the most of our community assets for the benefit of all our residents and communities.

**Councillor Richard Cornelius**  
**Chair of Policy and Resources Committee**

## **2. Introduction, policy and legal obligations**

This is the second Annual Equalities Report produced by Barnet Council under the 2010 Equality Act, and it is part of our approach to strengthening how we take account of equalities in our decision making. The report details how the Council has approached its statutory responsibilities under The Equality Act 2010 and Public Sector Equality Duty, (PSED – further detail outlined at Appendix 2); our approach to implementing our equalities policy; and our progress against the Strategic Equalities Objective, which is linked to Barnet's [Corporate Plan](#). More information is available on the equality pages on our [website](#).

The overriding challenge for Barnet is to deliver quality services in a fair way at a time of continuing financial challenge, and to incorporate the principles of equality into everything the Council does. This will enable the Council to demonstrate that financial decisions are made in a fair, transparent and accountable way which balances the needs and rights of all Barnet citizens and different groups in the borough.

## **3. Our approach to equalities**

In the past year the Council has continued to develop its approach to equalities and meet the Public Sector Equality Duty in delivering services and the Council's priorities, as follows:

### **i) Mainstreaming equality considerations into decision making**

In June 2014, the Council moved to a Committee system of governance, with elected Councillors taking decisions through a range of cross-party Committees. These Committees have responsibility for the entire range of statutory duties, service areas and policy responsibilities relating to the Council. We have published priorities, including equality considerations, in the Commissioning Plan for each Theme Committee.

Management Agreements setting out how the Commissioning Plans will be achieved in practice have been published for each Delivery Unit, and these have a number of commitments which reflect the importance of equalities. Performance indicators have been set for each Delivery Unit to measure progress against these commitments.

### **ii) Reaffirming our Equality Champions**

Our Lead Member for Equalities is Cllr Richard Cornelius, Chair of Policy and Resources Committee and Leader of the Council. Our Lead Member for Community Cohesion is Cllr Longstaff, Chairman of the Community Leadership Committee. Our Officer lead for Equalities and Community Cohesion is Kate Kennally (Strategic Director for Commissioning).

### **iii) Promoting inclusion in our approach to consultation and engagement**

We have incorporated equalities guidance into our consultation and engagement toolkit, to ensure that consultations are accessible and inclusive to different groups.

We have worked with the Communities Together Network, which brings together representatives of local groups in order to promote community resilience and cohesion, to get information out about the Council's priorities and strategies and improve both the reach of, and feedback on, important Barnet consultations. The network ensures members aware of Council and other consultations and gives them the opportunity to feed into decisions about strategic change, spending priorities and how services are delivered in the borough. Its [annual report](#) was presented to the Council's Community Leadership Committee on 24 June 2015.

#### **iv) Using evidence and data**

Barnet is using demographic information to understand difference in our communities, tailor services to need and work with local people and groups to develop community based services which deliver better outcomes.

#### **v) Fair decision-making**

Our approach to equalities is embedded into the decisions we make as an organisation and fully integrated into our annual business planning process. Changes to policies and services are analysed in order to assess the potential equalities impacts and risks before final decisions are taken.

#### **vi) Business planning**

Barnet published a [Cumulative Equalities Impact Analysis](#) for its proposed budget for 2015/16, together with initial assessments for each of the Medium Term Financial Strategy proposals set out in the Corporate Plan 2015 -2020. This also took account of the Council's wish to promote fairness (see Appendix 2 for more information about this) and identified some negative impacts for the following proposals by protected groups:

- SEN Transport proposals for children and young people with disabilities;
- Council tax support proposals for some children and families (particularly large families) and lone parents, people with disabilities and mental health conditions, women as single parents, pregnancy and maternity, Unemployed people and those with a low income;
- Floating support proposals for older people, people with disabilities and mental health conditions, pregnancy and maternity and race and ethnicity.

The Cumulative EIA process enables the Council to identify any negative impact on particular groups as well as measures to mitigate this where necessary. In this case, there were also positive impacts on the same groups in relation to other proposals, and mitigating actions were identified under the individual service EIAs where negative impacts were identified.

#### **vii) Procurement**

We have used our purchasing power to promote the importance of valuing diversity in the supply chain, and underlined this in Delivery Unit Market Position Statements and our procurement policies and processes.

#### **viii) Measuring our progress through our Strategic Equalities Objective**

The Corporate Plan 2015 – 2020 sets out how we will meet the Public Sector Equality Duty in delivering services and the Council's priorities and how this is reflected in our Strategic Equalities Objective (SEO). Our SEO is that *"Citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the taxpayer."*

The Council will monitor progress against the SEO through a basket of indicators selected from the Corporate Plan Technical Appendix. We use the information we hold about residents and service users to break this down by protected characteristics wherever possible.

Information about these indicators and staff data is given at section 5 of this report.

#### **4. Putting policy into practice – case studies from across the organisation**

##### **i) Health and Wellbeing Board: Joined-up action and thinking with our strategic partners, to deliver better health outcomes for residents**

Our aim is to ensure that Barnet remains one of the best places in the country for children to grow up, where adults are given the opportunity to live well, age well and stay well and where people feel safe. Through the Health and Wellbeing Board (HWB), we work with our partners to ensure that the Borough public health grant is used for the benefit of the whole community and delivers efficient, value for money, local services.

We know that Barnet's residents live longer and are in better health than in many parts of London and England. But there are also worrying health trends in the borough, a number of which are connected to lifestyle choices made by individuals, such as whether they smoke, take regular exercise, eat healthily, or misuse alcohol or drugs. HWB has developed a Joint Strategic Needs Assessment (JSNA). This is evidence driven and uses demographic data about the makeup of the borough to make sure that those local services are tailored and respond to residents' differences and needs, are culturally sensitive, respond to the demographic diversity of the Borough, and address health inequalities and social disadvantage.

The Health and Well-Being Board has used data as part of our commitment to improve services for particular groups of people over the past year by:

- Identifying the need for a local Dementia Manifesto – to highlight specific areas for improvement including increasing the diagnosis rate, making all hospitals and communities dementia friendly and involving carers in commissioning, design and development of services.
- Working with Healthwatch, our voluntary and community sector partner and service user champion, to monitor and provide feedback to improve the quality of services for example, on meals in hospitals, the hospital discharge process.
- Reviewing our progress against the seven commitments of the Disabled Children's Charter, which the Board signed up to in November 2013.

## **ii) Involving Residents in better health outcomes for Barnet Residents – the Sports and Physical Activity (SPA) Review**

This is an example of how we are working with our commercial partner Capita, as part of the Customer and Support Group, to improve the health and wellbeing of residents, re-provide two ageing leisure facilities and tailor them to the diverse needs of our residents, and ensure that the new leisure management contract will promote good public health outcomes.

The SPA project is adopting an evidence based approach to ensure all new facilities are accessible to as many community groups in Barnet as possible. The Council has sought the active involvement of all our citizens in the initial consultation, focused on future shape of leisure services in Barnet. We have organised focus groups, workshops, telephone surveys and an online questionnaire. We followed up with events targeted at people with learning disabilities and tried to involve people from different religions and cultures to gather their different perspectives so that these can be incorporated into the design of facilities and changing rooms, and we are keen to explore access support needs for people with physical disabilities, for example, so they can enter and exit the pool independently and with dignity.

More work is planned, including 12 drop-in sessions open to the public and a further 9 focus groups, embracing all sectors of the community. The aim is to capture the views of older and younger users, women (including those who are pregnant and on maternity leave), people with sensory impairments, physical disabilities, and from areas of high deprivation in the borough together with residents from different ethnic, religious and cultural groups. This will allow the Council to provide attractive, accessible services which are tailored to needs and used by all our residents.

## **iii) Promoting the participation of people with disabilities in voting and elections**

It is an important human right that citizens can exercise their democratic right to vote and Barnet's elections team have worked hard to provide equal access to prospective voters with a range of disabilities to ensure that they are aware of the options available to them to register and to vote.

In September 2014, supported by Barnet Mencap and making use of easy read materials, the elections manager ran a workshop for approximately 40 Barnet residents with learning disabilities to encourage them to register to vote and to attend the polling station in person. The workshop explained the voter registration process, voting rules and different ways people can vote (postal, proxy and in person) and why voting is important. The group were familiar with the political parties, the leaders of the main parties and the political differences between them. The list of issues which this group of voters identified as important for them to live independent lives with confidence appeared similar to those for other and non-disabled residents - including health, support to find jobs, housing, cost of living, wages, public transport, education, libraries, community safety, benefit and taxation rates, support for carers and the environment.

The interactive session took a straightforward and practical approach to demonstrate a polling station, voting process, polling booth and ballot box so that participants had the experience of voting. Only 10 members of the group (around 25%) said they had

voted. Others cited a lack of knowledge about the different ways (postal, proxy and in person), unfamiliarity with voting logistics and sources of support for voting, e.g. extended polling station opening hours and Barnet's commitment to provide a polling station within walking distance. There was also a concern that the rules for registration would be complicated and a lack of knowledge that the Presiding Officer at the polling station could help them to cast their vote or that they could bring a companion to help them.

Feedback showed that the workshop and easy read guide had increased the knowledge, awareness and confidence of most participants, who indicated that they would register to vote and planned to vote in the recent general election. The workshop also identified a concern that voters with learning disabilities may not be treated well in the polling station and the elections team therefore took action to address this preconception in training for polling station staff to promote a better understanding of disability and improved customer service for people with disabilities.

In preparation for the General Election, every polling station took account of wheelchair access requirements which also made it easier for parents to vote with small children in prams and pushchairs. All polling station staff were trained in the use of a tactile voting device to support voters with visual impairments which was on display at every polling station and improved the independence and secrecy of the voting process for people with impaired vision. The availability of a loop system to support users of hearing aids was also fully communicated at stations where this was available.

#### **iv) Welfare Reform Task Force**

A wide range of welfare reforms have been implemented by the Government in order to encourage people to gain employment and limit the amount of benefit for different groups. These include the introduction of an overall cap on benefits (the "benefit cap"). The Council's cumulative equalities impact analysis (see Section 3 vi) of this report) identified that some children and families do less well and need targeted help to help them help themselves into employment and ensure they don't miss out on growth and development in Barnet. The Task Force is one example of how we support people to overcome barriers and enter employment.

Since 2013, the Council has been working with staff from Barnet Homes, Capita, and Jobcentre Plus to provide advice and support to families affected by the benefit cap and those who are looking to find work. We know that people who have mental health problems are more likely to be out of work, and people who are employed are likely to have better mental health than those who are unemployed. The evidence also showed that women with children, the vast majority of whom are single mothers, are more likely to be impacted by welfare reform proposals and Barnet has therefore focused on their health and wellbeing, and childcare support.

Over the last 18 months the Task Force has been boosted by Future Path, a public health funded scheme providing coaching for those with mental health needs to help them back into work. In the first 12 months of the project, the service successfully helped 66 people into work. Residents are referred to Future Path by Jobcentre Plus for extra motivational and psychological support in finding a job, as well as help in CV and job searching skills. The Task Force provides support so that people understand what childcare entitlement and opportunities are available to them and with access to

discretionary funds to help with the initial costs of getting into work. The Task Force is based in Barnet House and has successfully engaged with 96% of people impacted by the Benefit Cap and helped 35 per cent into work, as well as supporting those who want to move house to do so. Here's one mum's story:

"My life has really changed with the support of Future Path – It boosted my confidence, knowing that they believed in me. They helped me to get my apprenticeship and when I began working full time in September 2014, they helped me to apply for working tax credits and to the Crisis Fund for childcare support during the first month. I love my job and I am enjoying the opportunities that work has given me. I'm better off in work and I've moved from temporary accommodation to a lovely house. Future Path gave me the type of support that I hadn't had before and I'm proud of my achievements."

#### **v) Improved website and online services to provide choice, control, independence and flexibility for our customers**

Working with Capita through the Customer and Support Group (CSG), and with the engagement of our residents, the Council has recently improved online access to information about the Borough and our services. We want to reduce costs, improve customer satisfaction and be more effective in meeting needs without negatively impacting the customer experience. The website aims to maximise the number of customers using online services and to provide support to those needing support to get online.

A significant proportion of customers within Barnet (82%) are "connected" and willing to use online services, a large proportion of our residents (61%) would expect to contact and do business with the Council online and a further 21% regularly use the internet.

Customers and their carers now have additional choice and flexibility about how they contact the Council -in person or online. Our new website and online system – My Account – mean that information about Council services is fully available online and it is now possible for residents to review their account and make Council service transactions 24/7 and on 365 days of the year. Each account is personal to each resident and tailors service-related information and communications to their needs.

Overall, the changes aim to support all our customers to use the online services, independently or with support, providing advocacy and support for those who need it and retaining an option for those who require or prefer more traditional methods of communication. We have engaged specifically with customers through co-design activities, including customers with learning disabilities and their carers, used customer insight and adopted best practice design standards to ensure the website is fully accessible to all our customers including people with disabilities, for example, sight and hearing impairments and learning disabilities and we have user tested the site with residents with disabilities.

The Council has set up an advocacy service to identify and support customers who need additional help in accessing services so that those who meet the criteria are provided with support to undertake online transactions. The improvements to the Council website should enhance the service for all and offer specific advocacy support for customers with disabilities.



## **vi) Involving carers in commissioning, design and development of services**

We are committed to ensuring that we identify and recognise carers as expert partners and support and value them in the vital role that they play in maintaining health and wellbeing in Barnet. More than 5000 carers are registered with the borough's lead provider for carers support services. In preparation for implementation of the Care Act we made a number of changes to ensure that carers feel more supported and have access to good information and advice. As part of this work we established a Carers' Care Act Working Group to consider key changes arising from the Act, how we could improve information and advice for carers and improve our carers support offer.

Currently we are working to ensure that we provide more holistic support to carers of all ages within the borough through better access to universal support, increasing awareness of carers and young carers, tailoring support to individual needs and considering the needs of the whole family wherever possible. The outputs of this work will be realised in the coming year. As one frontline carer put it, "I have found it hugely encouraging for my views and experiences to be heard, acknowledged and incorporated into the delivery of practical solutions that I believe will help both current and future carers".

This approach has brought into focus the needs of young carers who can often remain hidden from services but may be caring for a parent or sibling with physical or mental health problems, substance misuse issues or a learning difficulty or sensory impairment. For young carers, it is particularly important that we equip them to cope and prevent them from caring inappropriately as this can cause young carers to miss out on school, have an effect on their GCSE grades and increase the likelihood of them becoming a young person not in education employment or training – NEET.

We are working with Family Services to procure new support services for carers and young carers jointly and will shortly be publishing a joint carers and young carers strategy for the Council.

## **5. Strategic Equalities Objective**

We use the information we hold about staff, residents and service users to monitor our progress against the Strategic Equalities Objective (SEO) and make an annual report as required by the Public Sector Equalities Duty (see Appendix Two); we break that information down by protected characteristics wherever possible.

In assessing our progress against the SEO, we consider service user satisfaction rates in relation to services such as waste and recycling; parks and green spaces; attainment rates for all Barnet's young people, including children in care; a focus on housing and employment for vulnerable groups such as people with learning disabilities and people with mental health issues. We also look at Residents' Perception Survey measures relating to community cohesion; and life expectancy rates in the borough.

- Satisfaction with Barnet remains high - 88% of residents are satisfied with their local area as a place to live. This is 6 percentage points above the national average. (Autumn 2014 Residents' Perception Survey)

- Community cohesion is increasing with 84% of residents agreeing that people from different backgrounds get on well together in the borough. (Autumn 2014 Residents' Perception Survey)
- 7.2% of Barnet residents claim key out-of-work benefits in comparison with a London figure of 9.1%. There have been improvements in employment opportunities for young people and only 2.3% are not in employment education and training. This is the fourth lowest figure in the country and well below the London figure of 3.8%. (NOMIS)
- In Barnet, life expectancy at birth in females (85.0 years) is higher than males (81.9) and overall life expectancy for both male and female population in Barnet is higher than the average for England (male =79.4, female =83.1). (Public Health England, Segment Tool 2015). Overall there have been some health improvements in Barnet - most notably child health outcomes outperform the London average and death amongst those under 65 years old from cardiovascular disease continues to fall. However life expectancy is only slightly increasing with a slight decrease in the gap in life expectancy between the richest and the poorest.
- Borough performance on Lifetime Homes has improved since October 1st 2013, the launch date of Re, who deliver the Council's development services. There has been an improvement in the number of wheelchair accessible homes and those meeting the lifetime homes standard. 82% of new homes approved in 2013/14 will deliver Lifetime Homes standards compared with 65% in 2012/13. Wheelchair accessible homes were 7.5% of new homes approved. Re is also focusing on equal opportunities and has undertaken an equalities impact assessment in the review of the Housing Strategy following changes in housing legislation and welfare reforms.

In addition, Barnet has recently worked with staff to update the personal data we hold about them and a summary of this is attached at Appendix 3 of this report. As outlined in the Equalities Action Plan at Appendix 1 of this report, we will use this data as part of our work with Human Resources to further develop our capacity to take equalities into account in our work with staff.

## **6. Our Future Plans**

An Equalities Action Plan for the Council is attached to this report at Appendix One. This outlines the proposed actions, the responsibilities, and the resources and support we will develop in order to continue:

- mainstreaming equalities into the business of the organisation
- incorporating equality considerations into the business planning process
- promoting community cohesion and resilience
- supporting a robust and representative corporate consultation and engagement function, and
- monitoring our progress and celebrating our successes.

## Appendix One

### Equalities Action Plan 2015/16

Equalities Action Plan 2015/16	Lead	Timescale
<b>Mainstream equalities into the business of the organisation</b>		
Monitor existing commitments to incorporate equalities considerations into strategies and decision-making, ensuring due regard is given to the needs of different groups	Strategic Director Commissioning (SDC)  Commissioning Directors (CDs)  Legal and Assurance supported by Commissioning and Equalities Policy Officer (CEPO)	Ongoing
Review and monitor integration of equalities into our corporate assurance processes	Corporate Risk Manager (CRM)	Ongoing Annual Assurance report in November
Monitor integration of equalities considerations into the work of the Council's commercial partners including compliance with relevant contract clauses	Commercial and Customer Services Director (CCSD) Deputy Chief	Ongoing

Equalities Action Plan 2015/16	Lead	Timescale
	Operating Officer (DCOO)	
Review the integration of equalities into our new corporate management structures	SDC  CDs  CEPO	July 2015
Produce an annual Equalities Report setting out the Council's commitment and activities relating to equalities and analysing key equality issues, trends and priorities, and publish this on the Council's website	CEPO	Annually in June
Monitor progress against the Council's Strategic Equalities Objective and identify any emerging issues shown by the data	CEPO and Business Intelligence (BI)	Annually in June
<b>Incorporate equality considerations into the business planning process</b>		
Review the current integration of equalities into the business planning process and implement any steps needed to improve this	CEPO with Community Engagement, Participation & Strategy Lead (CEPSL)  Legal  CDs  Corporate Finance	July 2015

Equalities Action Plan 2015/16	Lead	Timescale
	Delivery Units (DUs)	
Develop analysis of the cumulative impact on specific groups (particularly protected characteristics) of decisions taken to set the Council's budget for 2016-17, and publish this with the 2016-17 budget report.	CEPO with BI and DUs	February 2016
<b>Resources, support and capacity-building</b>		
Make up-to-date guidance and support, and training (including e-learning) available to officers across the Council and, where possible, external partners.	CEPO DCOO and CCSD for external partners Legal Services HR/Programmes & Resources	August – November 2015
Create a resource of completed Equality Impact Assessments to make sure best practice is shared across Delivery Units	CEPO and DUs with Commissioning Leads	September 2015
Develop the Council's capacity to build equalities considerations into the work of the HR service	CEPO CEPSL HR	July 2015

Equalities Action Plan 2015/16	Lead	Timescale
	Programmes and Resources Team	
<b>Promote community cohesion and resilience</b>		
Support and administer the Communities Together Network to promote community wellbeing and encourage safe and cohesive communities (facilitating three meetings a year; developing and delivering a forward plan)	CEPO	Ongoing. Forward Plan June 2015
Support development of a local action plan to meet the Council's PREVENT duty and make relevant links with the work of the Communities Together Network.	CEPO working with Strategic Lead, Community Safety and Emergency Planning	Ongoing
Manage a programme of events which promote community cohesion and good relations between different groups, including Peace One Day, the Barnet Multi-Faith Festival, and International Women's Day.	CEPO Strategic Partners Head of Communities and Libraries, Family Services Governance Internal Comms/Mayor's Office	September 2015 and ongoing

Equalities Action Plan 2015/16	Lead	Timescale
<b>Policy and horizon-scanning</b>		
Maintain a horizon-scanning process to identify any relevant policy developments, their impact, and any response needed (such as the upcoming reviews of the Human Rights Act and the Public Sector Equality Duty).	CEPO, CEPSL and Legal	Ongoing
Carry out an annual review of the Council's Equalities Policy to ensure it remains up to date and accessible internally and externally via intranet and internet pages.	CEPO, Legal and HR	September 2015
<b>Support a robust and representative corporate consultation and engagement function</b>		
Work with the Council's Local Voluntary and Community Sector (VCS) Infrastructure Organisation (CommUNITY Barnet) and the wider VCS to engage with hard to reach groups and communities and understand any key equalities issues.	CEPO with CTN, Communications and Consultation, Health and Wellbeing Lead (HWBL)	Ongoing
Support the development of a strategic VCS forum to address sector-wide issues and help to develop a programme of engagement with the local VCS	CEPO with CEPSL	Ongoing
Use the Communities Together Network where appropriate to support relevant corporate consultation and engagement	CEPO	Ongoing
Ensure equalities considerations are taken into account in the review of the Council's Partnership Boards	CEPO with HWBL and Partnerships Officer, Adults & Communities	June 2015

## **Appendix Two**

The 2010 Equality Act outlines the provisions of the general and specific Public Sector Equality Duties and requires Barnet to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people from different groups;
- Foster good relations between people from different groups;
- Set and publish equality objectives, at least every four years; and
- Publish information to show their compliance with the Equality Duty, at least annually. The information published must include information relating to employees (for public bodies with 150 or more employees) and information relating to people who are affected by the public body's policies and practices.

This places a legal obligation on the Council to pay due regard to equalities. We do this by assessing the impact of our actions on different groups in Barnet including those identified in equality legislation as protected characteristics, namely: age, disability, gender, gender reassignment marriage, civil partnership, pregnancy, maternity, sexual orientation, religion or belief.

### **Fairness Agenda**

At their first meeting on June 10 2014 Members of the Policy and Resources Committee discussed the concept of fairness and how Council Committees should be mindful of fairness and in particular, of disadvantaged communities when making their recommendations on savings proposals. Therefore, in addition to assessing the impact of proposals on the 9 protected characteristics, the Council also tries to assess the impact on certain other groups who may be considered disadvantaged and/or vulnerable. These additional groups include people with learning disabilities, people with mental health issues, carers (including young carers), people on low income, people from areas of deprivation and the unemployed.



### Appendix 3 - Barnet Council and School Staff Equalities Data

The following tables summarise the data collected from staff in early 2015 on the make-up of Barnet staff in relation to the protected characteristics. The response rate to the request for updating personal data was 72% for staff working directly for Barnet Council, and 60% for staff working in schools. It has not been possible to identify a comparative source of data to benchmark staff response rates to diversity monitoring questionnaires elsewhere in the public sector. However, desk research on response rates within other public sector organisations show rates of between 34% and 55%, which suggests that Barnet's response rates compare favourably within the sector. The equalities data is broken down by Delivery Unit where possible. It compares the percentage of each group represented in the Council with the information we hold about the make-up of Barnet citizens from the Census 2011 (and updated by the GLA's population projections for 2014). Staff were asked to give information about their equality characteristics as part of an online survey in early 2015.

The information separates Council and school employees, reflecting the fact that school staff are employed by the governing body of the school rather than being directly part of the Council's workforce.

**Table One: Gender make up of staff**

Delivery Unit	Respondents		
	Female	Male	Not Declared
<i>Barnet population</i>	51.1%	48.9%	-
Adults & Communities	76.9%	22.0%	1.1%
Commissioning Group	53.8%	44.4%	1.7%
Education & Skills	90.6%	8.6%	0.7%
Family Services	76.8%	20.2%	3.0%
Streetscene	22.4%	74.0%	3.5%
<b>Total Council</b>	<b>68.0%</b>	<b>29.8%</b>	<b>2.2%</b>
Schools	90.8%	8.5%	0.7%

**Table Two: Ethnicity of staff**

Ethnic Group	% in Council	% in Barnet Population
Black African	6.4%	5.4%
Other Asian	2.5%	7.9%
Black Other	2.2%	2.7%
White	71.0%	64.1%
Bangladeshi	0.9%	0.6%
Black Caribbean	3.0%	1.3%
Chinese	0.9%	2.3%
Indian	8.3%	7.8%
Pakistani	1.2%	1.5%
Prefer not to say	3.6%	2.1%
Other	N/A	6.3%

**Table Three: Age of staff**

<b>Age of staff</b>	<b>19 and under</b>	<b>20 - 29</b>	<b>30 - 39</b>	<b>40 - 49</b>	<b>50 - 59</b>	<b>60+</b>
<i>Barnet Population</i>	5.5%	18.0%	20.8%	17.9%	14.6%	23.3%
Adults & Communities	0.0%	5.6%	18.6%	25.4%	36.2%	14.1%
Commissioning Group	0.0%	11.2%	30.2%	30.2%	22.4%	6.0%
Education & Skills	0.4%	5.1%	11.8%	31.6%	35.3%	15.8%
Family Services	2.6%	9.9%	20.3%	27.0%	30.5%	9.7%
Streetscene	0.0%	6.8%	19.7%	23.7%	34.9%	14.9%
<b>Total Council</b>	<b>0.9%</b>	<b>7.7%</b>	<b>19.5%</b>	<b>27.2%</b>	<b>32.7%</b>	<b>11.9%</b>
Schools	0.4%	11.2%	21.0%	29.4%	27.5%	10.5%

**Table Four: Staff with disabilities**

<b>Delivery Unit</b>	<b>Percentage Declared Disability</b>
<i>% of Barnet population whose Day-to-day activities are limited a lot</i>	6.0%
Adults & Communities	7.7%
Commissioning Group	5.1%
Education & Skills	6.5%
Family Services	6.3%
Streetscene	6.3%
<b>Total Council Staff</b>	<b>6.6%</b>
Total Schools Staff	5.0%

**Table Five: Religion/Belief of staff**

Religion / Belief	As Percentage of Respondents	As Percentage of Council Staff	Barnet Population	Variance
Humanist	0.4%	0.2%	Not known	-
Jain	0.8%	0.5%	Not known	-
Buddhist	0.5%	0.3%	1.3%	-0.8%
Christian	45.2%	26.5%	41.2%	4.0%
Hindu	6.1%	3.6%	6.2%	0.0%
Jewish	4.5%	2.6%	15.2%	-10.7%
Muslim	6.2%	3.6%	10.3%	-4.1%
No Religion	19.6%	11.5%	16.1%	3.5%
Other, please specify	4.3%	2.5%	1.1%	3.3%
Prefer not to say	11.7%	6.9%	8.4%	3.3%
Sikh	0.7%	0.4%	0.4%	0.3%

**Table Six: Staff with child caring responsibilities**

Children under 18	Total
<i>% of Barnet population with children under 18</i>	39.7%
Council staff with no child caring responsibility	1646
Prefer not to say	113
Council staff with child caring responsibility	1157
<b>Grand Total</b>	<b>2916</b>

**Table Seven: Staff who are adult carers**

<b>Carer Adult</b>	<b>Total</b>
<i>Barnet population (% providing unpaid care)</i>	9.1%
Council staff with no adult caring responsibility	2556
Prefer not to say	204
Council staff with adult caring responsibility	156
<b>Grand Total</b>	<b>2916</b>
% Council staff with adult caring responsibility	5.3%

**Table Eight: Sexual orientation of staff**

<b>Delivery Unit</b>	<b>Heterosexual</b>	<b>Bisexual</b>	<b>Gay</b>	<b>Lesbian</b>	<b>Prefer not to say</b>
Adults & Communities	84.1%	0.5%	2.7%	2.2%	10.4%
Commissioning Group	82.9%	0.0%	2.6%	4.3%	10.3%
Education & Skills	73.0%	1.4%	0.7%	0.4%	24.5%
Family Services	79.4%	0.7%	0.7%	0.9%	18.3%
Streetscene	79.5%	1.2%	0.4%	0.4%	18.5%
<b>Total Council</b>	<b>78.6%</b>	<b>0.9%</b>	<b>1.2%</b>	<b>1.1%</b>	<b>18.3%</b>
Total Schools	83.3%	1.1%	0.5%	0.4%	14.8%