

	<p>Policy and Resources Committee</p> <p>27 June 2017</p>
<p style="text-align: right;">Title</p>	<p>Annual Equalities Report 2016/17</p>
<p style="text-align: right;">Report of</p>	<p>Assistant Chief Executive</p>
<p style="text-align: right;">Wards</p>	<p>All</p>
<p style="text-align: right;">Status</p>	<p>Public</p>
<p style="text-align: right;">Enclosures</p>	<p>Annex One: Annual Equalities Report 2016/17</p>
<p style="text-align: right;">Urgent</p>	<p>No</p>
<p style="text-align: right;">Key</p>	<p>No</p>
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<p>Summary</p> <p>This report seeks approval for the Council’s Equalities Report for the financial year 2016-17 which demonstrates how the Council complies with the Public Sector Equality Duty. The publication of the Annual Equalities Report (AER) forms part of that process.</p> <p>This is the fourth AER produced by Barnet Council since the 2010 Equality Act. This AER looks back over the previous financial year and details how the Council has approached its statutory responsibilities under The Equality Act and the Public Sector Equality Duty; our approach to implementing our equalities policy; and our progress against our Strategic Equalities Objective, which is set out in Barnet’s Corporate Plan. The AER also proposes a number of priorities for further work in the Equalities Action Plan 2017/18.</p>	

Recommendations
<p>1. That the Committee approve the Annual Equalities Report 2016/17 for publication on the council website.</p>

1. WHY THIS REPORT IS NEEDED AND REASONS FOR RECOMMENDATIONS

- 1.1 The Council's Strategic Equalities Objective (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 tax payer. The Corporate Plan states that these objectives will be reflected in the actions the Council takes to deliver the Corporate Plan. In order to transparently monitor performance against the SEO, an Annual Equalities Report is produced by the Council and published on the Council website.

2. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 2.1 No alternative reporting option is required.

3. POST DECISION IMPLEMENTATION

- 3.1 Once the Annual Equalities Report has been considered and approved by Policy and Resources Committee, it will be published on the equality pages of the Council's website. The priority actions identified in the Equalities Action Plan for the financial year 2017/18, set out in the report, will be implemented.

4. IMPLICATIONS OF DECISION

4.1 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 4.1.1 There are no resource implications in this proposal.

4.2 Legal and Constitutional References

- 4.2.1 Council Constitution, Responsibility for Functions – Annex A, sets out the terms of reference of the Policy and Resources Committee, including 'To be responsible for the overall strategic direction of the Council including the following specific functions/activities: Equalities, Diversity and Community Cohesion'.

- 4.2.2 The Council has statutory obligations under the Equality Act 2010 - and in particular s149 which sets out the Public Sector Equality Duty (PSED) - which came into force on 5 April 2011.

4.2.3 General Public Sector Equality Duty

The Public Sector Equality Duty ('PSED') consists of a general duty, with three main aims. The general duty requires public bodies 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; and
- Foster good relations between people from different groups.

4.2.4 Obligations to Publish Information and Set objectives.

By virtue of the Equality Act 2010 (Specific Duties) Regulations 2011, SI 2011/2260 the Council is required to publish information to demonstrate its compliance with the public sector equality duty. The information must include information relating to persons who share a protected characteristic, who are its employees or who are affected by the Council's policies or practices. Publication is required annually. This information is set out in the Annual Equalities Report 2015/16. The Council is also required to set and publish equality objectives, at least every 4 years.

4.2.5 Protected Characteristics

The 2010 Equality Act identifies the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

It also covers marriage and civil partnership with regard to eliminating discrimination. In addition to assessing the impact of proposals on the nine 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.

4.3 Risk Management

4.3.1 The Council's approach to equalities is designed to mainstream equalities into council activities and decision making. Progress will be monitored against with the Council's Strategic Equalities Objective, to mitigate against a range of equalities risks, and to ensure that the Council meets its statutory obligations under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

- 4.3.2 The Council, and all organisations acting on its behalf, must ensure that it meets its legal obligations to pay due regard to equalities. Barnet is a commissioning council, providing services through a mixed economy of private, public and community organisations to secure the best value for our residents. The Council's 2014 Equalities Policy outlines how the Council works with partners to ensure that our obligations under the Equality Act 2010 are understood and implemented.
- 4.3.3 We work in partnership with organisations that have processes in place to meet their obligations under the Equality Act 2010. Equalities impact assessments are required as part of contractual agreements. Our Equalities Lead supports officers from across the council to ensure that equalities considerations are embedded into the decisions the council and partners make, and into business and financial planning processes.
- 4.3.4 The Independent Government Review into PSED (September 2013) recommended that public sector bodies should take a proportionate approach to the requirement to pay due regard to equalities and not seek to 'gold plate'. It also recommended that the PSED should be further reviewed, suggesting in three years' time (September 2016). No further information is available about any proposed review of the PSED.

4.4 Equalities and Diversity

- 4.4.1 The legal requirements of the 2010 Equality Act are outlined at paragraphs 4.2.2 – 4.2.5 above and describe the requirement for public bodies to pay due regard to equalities.
- 4.4.2 This Annual Equalities Report responds to the requirement to publish information to show compliance with the Equality Duty at least annually.

4.5 Corporate Priorities and Performance

- 4.5.1 The Council's Strategic Equalities Objective (SEO) forms part of the Corporate Plan 2016 -2020. It is that citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer. The Corporate Plan states that this objective will be reflected in the actions the Council takes to deliver the Corporate Plan. In order to transparently monitor performance against the SEO, an Annual Equalities Report is publicly reported to Council. The report details how the Council has approached its statutory responsibilities under The Equality Act 2010 and Public Sector Equality Duty, (further detail is outlined at Appendix 2).

4.6 Consultation and Engagement

- 4.6.1 It is not considered necessary to consult on the Annual Equalities Report. The Annual Equalities Report will be published on the Council's website.

5. BACKGROUND PAPERS

- 5.1 At the meeting on 28th June 2016 Policy and Resources Committee approved the 2015/16 Annual Equalities Report for publication on the council website (<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=692&MId=8728&Ver=4>).
- 5.2 At the meeting on 21 January 2014, full Council took note of the adoption of Barnet Council's revised Equalities Policy which is published here: https://www.barnet.gov.uk/dam/jcr:45f49f6e-2d2f-4d0c-a35f-bd9a200def51/008627_Equalities_A4_Booklet_digital_.pdf (<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=162&MId=7515&Ver=4>)
- 5.4 At the meeting on 24 June 2013, Cabinet Resources Committee approved the performance measures for monitoring progress against the council's Strategic Equality Objective, as set out in the Corporate Plan and required by the PSED. The Committee agreed that an Annual Equalities Report should be published as part of the Council's approach to reporting progress against the Strategic Equality Objective. (<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=151&MId=7457&Ver=4>)

Annex One:

London Borough of Barnet Equalities Annual Report 2016/17

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1. Introduction, policy and legal obligations
2. Our approach to equalities
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4. Strategic Equalities Objective
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1. Introduction, policy and legal obligations

1.1 The Council's Strategic Equalities Objective (SEO) forms part of the Corporate Plan 2016 -2020. It is that citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer. The Corporate Plan states that this objective will be reflected in the actions the Council takes to deliver the Corporate Plan. In order to transparently monitor performance against the SEO, an Annual Equalities Report is publicly reported to Council.

1.2 This is the fourth Annual Equalities Report (AER) that Barnet Council has produced since The Equality Act 2010. It details how the Council has implemented its equalities policies for staff and residents and met our statutory responsibilities. The report outlines our progress against the Strategic Equalities Objective and how the Council takes account of equalities in decision making and. More information is available on the equality pages on our [website:https://www.barnet.gov.uk/citizen-home/council-and-democracy/policy-and-performance/equality-and-diversity.html](https://www.barnet.gov.uk/citizen-home/council-and-democracy/policy-and-performance/equality-and-diversity.html)

Barnet continues to grow and be diverse

1.3 Barnet Council uses demographic and equalities data to identify trends and barriers and to take action to make reasonable adjustments. A full Equalities and Cohesion Data Summary was updated in January 2016 and is published on the equality page of the council's website <https://www.barnet.gov.uk/dam/jcr:926a6a16-9a19-4cae-b689-40ada234bb0f/Equalities%20and%20Cohesion%20data%20summary.pdf>

1.4 This highlights that Barnet is now the most populous London Borough with a growing number of children, young and older people from our diverse communities as well as new residents, especially in the Regeneration areas in the West of the Borough. Barnet's population is projected to become proportionally older because the over 65's age group is growing at a faster rate than the 0-15 and 16-64 age bands. Barnet is becoming increasingly diverse and the borough's white population is projected to reduce by 3% to 58% by 2021 with a corresponding 3% increase in ethnic minority groups. Barnet reflects the major religious groups in the UK and is home to the largest Jewish population in the UK who make up 15% of Barnet Residents and 0.5 % of the population of England and Wales (Census 2011).

Meeting our responsibility to be fair in business planning

1.5 Each year, as part of the annual business planning and budget setting process, Barnet publishes a Cumulative Equalities Impact Analysis (CEIA) on the anticipated impact of budget savings proposals on the nine characteristics protected under the

Equality Act 2010 and other groups who may be considered disadvantaged and/or vulnerable (see Appendix 2). This includes carers, unemployed people, families on low wage, and people with a particular disability such as a learning disability or a mental health condition which might mean that our proposals will impact more heavily on them.

1.6 The 17/18 cumulative EIA used evidence about service users and their needs, took account of consultation feedback and the EIAs carried out for the individual proposals. It underlined that, as the council continues to take some difficult decisions relating to local service, we identify and endeavour to mitigate wherever possible, any negative impacts for the protected characteristics and other vulnerable groups

1.7 The CEIA shows that our savings proposals will result in many positive benefits for Barnet residents and businesses including the protected characteristics and other groups who may be disadvantaged. Each year, as theme committees work more strategically, in an inclusive and holistic manner, the CEIA shows relatively more positive impacts and relatively fewer negative impacts. However the following negative impacts have been noted:

- The Adults Social Care Fairer Contributions policy will impact on older residents. The mitigation is that an affordability assessment will be carried out in each case.
- People with mental health issues, older people, people in receipt of social care benefit, carers and some people with disabilities including learning difficulties will be affected by service changes to mental health support, floating support and grant funding changes to community providers. Mitigations include a changed service delivery model and sustained communication with service users and service provider organisations.
- Government policy has impacted on people in receipt of in work and out of work benefits seeing those benefits frozen for four years until 2020.
- The anticipated impact of the increase in council tax increase is likely to impact disproportionately on those with low income.
- The Libraries EIA, showing minimum negative impact, continues to be monitored and updated as proposals are implemented. The Council is committed to keeping all libraries open and is investing significantly to ensure that they are technology enabled to enhance the number of hours that residents can access the service. The links between social and economic disadvantage, community resilience and cohesion are increasingly prevalent. The Casey Review touches on the need for more community integration and since 2013 Barnet has adopted a strategic approach aimed at achieving the Strategic Equalities Objective through providing fair life chances for all. This is designed to allow everyone to share the benefits of growth and be involved in keeping Barnet a great place to live work and study.

1.8 Barnet Council recognise that equality cannot be viewed in isolation. Providing the best start in life for children and supporting people into employment is a priority for the Council and has resulted in such initiatives as the Welfare Reform Task Force, which has brought together the council's housing officers, Jobcentre staff and health advisers into a single team to work with those impacted by Welfare Reform. This integrated team has engaged with 96% of residents affected by the Benefit Cap and helped over a third of them into work.

1.9 Barnet is also working with the Greater London Authority and other London Boroughs in the West London Alliance to lead on the London devolution deal on skills to develop a strategic vision for skills needed in the capital and to ensure to ensure

that young people (and other residents from 16 years) can acquire the skills to compete in the London labour market.

2. Our approach to equalities

2.1 Since 2012 the Council has adopted a consistent and proportionate approach to meeting the Public Sector Equality Duty to take account of equalities considerations in delivering services and the Council's priorities so that the needs of residents and businesses in the borough are met. The Council continues to:

Mainstream equality considerations into policy, strategy and decision making

2.2 Equalities Impact Assessments (EIAs) are a requirement in the Council. With support from the Council's Equalities and Diversity Lead, officers develop robust EIAs and mitigation plans, which take into consideration the results of consultations (where relevant). These EIAs are provided and published for each theme committee, ensuring that committees have access to the analysis before decisions are made. Management agreements with our delivery units make a number of commitments and reflect the importance of equalities and how the commissioning plans will be achieved in practice. Performance indicators have been set for each delivery unit to measure progress against these commitments and have been published for each delivery unit.

Identify Equality Champions

2.3 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 lead Officer for Equalities and Community Cohesion is Stephen Evans (Assistant Chief Executive).

Promote inclusion in our approach to consultation, community participation and engagement

2.4 Guidance on equalities has been incorporated into our consultation and engagement toolkits, to ensure that consultations are accessible and inclusive to different groups including hard to hear voices. Barnet is building strong community links and partnerships through our Community Participation Strategy and the Communities Together Network (CTN), which aims to foster excellent community relationships and community spirit. CTN is co-facilitated by Barnet Council and CommUNITY Barnet and brings the voluntary, faith and community sector with public sector partners to share information and build an understanding of what really matters to Barnet's communities. CTN is a strategic forum where the Council and other public sector partners can consult and seek input into some of the major decisions which impact on the borough for example, the Libraries Strategy and the Adults Alternative Delivery Model consultations attended CTN. CTN will continue as a networking and information sharing forum to support Barnet's diverse communities to feel informed, included and safe, to promote community cohesion and to foster the potential for people to take on more responsibility for their local areas and deliver better outcomes for residents and communities in the years ahead. Barnet has also adopted the Covenant on Faith Action which recognises the faith community as an equal and valued community partner to secure good outcomes for Barnet residents and promote community cohesion and the peaceful co-existence of the borough's diverse community and faith groups. The covenant is implemented by working in partnership with the Barnet Multi Faith Forum (BMFF) and enhances the role of BMFF as our local strategic partner on faith.

Use evidence and data

2.5 Barnet uses demographic information to understand differences in our communities, tailor services to need and work with local people and groups to develop community based services which deliver better outcomes. We monitor the diversity of our service users and use evidence to support the delivery of needs led, appropriate and accessible services which reflect the diversity of need at different stages in people's lives. Demographic information about the diversity of our service users, equalities and community cohesion can be found at <https://www.barnet.gov.uk/citizen-home/council-and-democracy/policy-and-performance/equality-and-diversity.html>

Make difficult decisions transparently and fairly

2.6 Equalities considerations are embedded into Council decision making processes and fully integrated into our annual business planning process, with support provided by our Equalities Lead. Changes to policies and services are analysed to assess the potential equalities impacts and risks and mitigate them wherever possible. This information is provided to decision makers within an EIA, which provides decision makers with information on the full impact before a decision is made. In addition to producing EIA for individual budget proposals, the Cumulative EIA explores the cumulative impact of Barnet Council's budget proposals on protected groups within the borough. This is provided and published alongside each year's budget proposals.

Use our purchasing power to promote equalities

2.7 Barnet recognises that it can promote equality and diversity through its supply chain. Barnet is a commissioning council, providing services through a mixed economy of private, public and community organisations to secure the best value for our residents. The Council's 2014 Equalities Policy outlines how the Council works with partners to ensure that our obligations under the Equality Act 2010 are understood and implemented. The Council, and all organisations acting on its behalf, must ensure that they meet the legal obligations to pay due regard to equalities. Barnet Council also values diversity through broadening its supply chain. We do this by providing procurement training to local SME and VCS organisations.

3. Putting policy into practice – case studies from across the organisation

3.1 This section reports on actions taken throughout the organisation to put our equalities policy into practice.

Excellent Schools

3.2 Barnet's Children and Young People's Plan (2016-2020) sets out Education and Skills aims as follows:

- ensure children have access to high quality education at good or outstanding schools
- focus on closing the attainment gap at schools
- promote opportunities for young people to help others through volunteering schemes
- develop programmes to reduce the number of young people not in education, employment and support (NEETs)
- link education funding more closely to need through pupil premium

3.3 The school census (2016) indicates that 48.7% of Barnet's primary school population have English as an additional language, which has steadily increased each year from 2007/08. There are around 180 languages, other than English, spoken as a first language by primary school pupils. Polish and Romanian are the

most common languages spoken after English with 1330 and 852 pupils respectively. In Barnet's secondary-aged population, 38.8% of the pupil population have English as an additional language which has remained fairly stable for the past 5 years: there are around 135 languages spoken other than English. Polish and Gujarati are the most common languages spoken after English with 432 and 430 pupils respectively.

3.4 Barnet's Education Strategy 2013-2016 set an objective for all schools to be judged to be good or outstanding by Ofsted. In January 2017, 94% of Barnet's primary schools and 92% of Barnet's secondary schools were rated by Ofsted as good or outstanding which is above the national and London average and an increase from last year. The Education Strategy also sets an objective for the attainment of children in Barnet's primary and secondary schools to be within the top 10% nationally. In 2016, the attainment of KS2 pupils is in the top 10% of LAs for Reading and Grammar Punctuation and Spelling, with progress in Reading in the top 10%. Attainment and Progress in Maths was just outside the top 10% (ranked 17th out of 152 LAs). In 2016 the attainment and progress of KS4 pupils (provisional data) is in the top 10% of LAs. A new Education strategy for 2017-2020 is under development.

3.5 Barnet monitors the educational outcomes and progress of all pupils, including specific groups (e.g. black and minority ethnic pupils, pupils on free school meals, looked after children). Barnet's School Improvement Team monitors and challenges the performance of schools, and provides regular meetings to communicate education updates and priorities and disseminate good practice. Effective monitoring and challenge from the LA influences decisions on how schools spend their Pupil Premium, additional funding allocated specifically for raising the educational achievement of disadvantaged pupils. Barnet is proud that the educational attainment of most pupil groups is significantly above the national average at the end of both primary and secondary school.

Involving children and young people in Council strategy

3.6 Barnet is committed to the rights of children and young people and taking into account the voice of the wide and diverse representation of children and young people in the borough, including looked after children, young carers who might be supporting a parent or sibling and children with disabilities. In 2017 Barnet is working in partnership with the global children's charity, UNICEF, in order to embed children's rights approaches across the borough. The Council aim to ensure that young service users have a say in commissioning and reviewing services and decisions which affect their lives. As part of our commitment we have made sure that children, young people and families have the opportunity to participate in developing the Children and Young People plan 2016-2020 covering service provision for children and young people aged 0- 19. We have 6 different Youth Voice Forums to enable children's voices to inform, influence, co-produce and review services. These include Barnet Youth Board, UK Youth Parliament, Youth Assembly, our SEND Youth Voice Forum, Young Commissioners and our Children in Care Council.

3.7 The Children and Young People's Plan 2016 - 2020 outlines our ambition for Barnet to be the most 'Family Friendly' borough in London by 2020 - where children, young people and their families are safe, healthy, resilient, knowledgeable, responsible, informed and listened to. The focus on Family Friendly Barnet has been developed and shaped by children and families and partners from different sectors across the borough. In November 2015, children, young people and voluntary sector organisations came along to Barnet Youth Convention to help us to identify key

priorities, to inform a draft vision, outcomes and objectives for the Plan, ensuring these are right for Barnet.

3.8 Children and young people give feedback on a range of the council's key service areas through the Resident's perception survey. We are also seeking feedback from Barnet's Youth Parliament members about mental health issues affecting children and young people, child poverty, and through our Corporate Parenting pledge to reflect the needs and aspirations of looked after children and care leavers. We are committed to ongoing consultation and engagement activity with children and young people with recent consultation activity upon Child and Adolescent Mental Health Service transformation and 0 – 19 service reviews engaging with hundreds of children and young people across the borough.

SHAPE'ing the future for young people in Burnt Oak and Colindale.

3.9 The SHAPE programme is an innovative project that strives to improve the life chances of young people through the power of sport. Working with young people aged 14 – 19 in Burnt Oak and Colindale, the project delivers multi-sports sessions on the doorsteps of these communities which are fun and accessible. The sessions offered through the programme are shaped via the 'Youth Voice' and are highly effective at engaging young people to create an 'active habit for life'. In addition to increasing participation in sport and physical activity, young people are supported to achieve wider society outcomes including access to training and diversion from crime and anti-social behaviour. This is achieved by working collaboratively with the Youth & Family Support Service and other key partners to ensure a seamless pathway and support for young people. See Appendix Four for more detail of the programme and a case study.

Support for older and vulnerable residents

3.10 The over 65's age group in Barnet is growing at a faster rate than other age groups. As people are living longer, a key Corporate Plan objective is to invest in early intervention and prevention so that residents are enabled to live independently in the community for as long as possible. Support has been targeted to older residents, to keep well and stay in their own homes as long as possible and for people with physical, learning disabilities and carers. The Council:

- Contributes to the Ageing Well programme which brings together health and social care agencies to work together with local residents in the community so that people can exercise choice and reduce social isolation.
- Funds a number of services to help people with learning disabilities and mental health issues get and keep a job. In 2016 our Mencap Bright Futures service has helped 33 people with learning disabilities and autism get a job and our contract with Twinning's has supported 45 people with complex mental health issues to enter the workplace and keep their job. In 2017 Barnet will commission a range of person-centred day opportunity and employment support services to reflect the needs and aspirations of Barnet's working age adult social care clients and support their progress to greater independence and employment.
- Has committed that 10% of all the new council homes built will be fully wheelchair accessible - a total of 32 units over the next three years. These units will help make sure that older people and people with disabilities can have their own homes and remain independent rather than go into residential care.

- Has taken steps to make sure that older people including those with dementia, and people with learning disabilities do not have to go into residential care because of a lack of alternative accommodation. The council has invested £15million into building 53 new extra care units. The Council is working closely with The Barnet Group and Re to identify sites where we can build more extra care units over the next four years.
- Has launched The Barnet Dementia Hub in Hendon May 2017, working with The Alzheimer's Association and in partnership with The Salvation Army. This provides a 'Day Experience' service - a range of activities; cognitive, physical and social for people with dementia in a safe and welcoming environment with trained staff and volunteers. Individuals will be encouraged and supported to maintain their skills and remain a part of their communities. The Day Experience offer is also being run in half day slots at different venues across the borough.
- In 2016/17 a number of organisations in Barnet have signed up to form a Dementia Action Alliance (DAA), to support Barnet to become a dementia friendly borough (DFB) by 2019.
- Understands that keeping carers well and supporting them to stay in work helps those they care for to stay at home for longer. In 2016-2017 we commissioned a new integrated service for carers and young carers support service. We delivered monthly training to Adults and Communities staff regarding carers assessments, eligibility, support planning and support available for carers in the borough. We have developed and implemented a new service within Adults and Communities working with adults with dementia and their carers to help improve their health and wellbeing, maximize their independence and help sustain carers in their caring role. We have commissioned an umbrella membership with the Employers for Carers Scheme. We have worked with partners in our community to develop our carers support offer to help embed carer friendly communities and ensure that more activities and support is available for carers e.g. dementia friendly swimming sessions developed.

Has implemented a strengths-based approach to social care which focusses on an individual's strengths and aims to prevent, reduce or delay an adults social care and health needs from developing or escalating. . Care Space Hubs, located at the Independent Living Centre in Colindale and the Anne Owen Centre in East Finchley, is another way the Council is working differently to enable stronger links with local communities and service users to have better access to community resources. A range of innovative new care and support services have been commissioned working in partnership with the voluntary sector. These include the supported employment offer which supports people moving into work with job searches. A new Personal Assistants (PAs) service, delivered by Your Choice Barnet, and the Shared Lives service, delivered in partnership with LB Harrow to help older residents to stay in their own homes.

4. Equalities for staff

4.1 Demographic change and change in the way we do business has also meant changes for staff in how we work and organisational culture. By working as a Commissioning Council, we have developed a range of different service delivery models to achieve different outcomes.

4.2 The Council published a new staff Equalities Policy in August 2015 to focus on the individual, to recruit, identify, develop, retain and reward talent in the organisation

and acknowledge, accept and accommodate difference so that staff give their best. . We have adopted refreshed organisation values, which are outlined below:

- **We embrace innovation and change:** We continually ask what we can do better, or differently; we encourage creativity and value ideas; and we will celebrate our success and learn from mistakes.
- **We value diversity:** We value different perspectives, individuality and treat everyone with respect; and we will always strive to ensure the organisation embraces the richness of our community.
- **We work together:** We actively listen, respond, collaborate and share ideas, to achieve the best outcomes with residents, businesses and colleagues.
- **We can be trusted:** We are open, honest, act with integrity and are dependable.
- **We care:** We care about Barnet, its people and businesses and those we work with.

4.3 Following the launch of our Employer Volunteering Scheme, we are encouraging staff to get more involved in the Borough through volunteering in the community. The Ready2Volunteer scheme is an opportunity for staff to achieve a greater understanding of our local communities, increases opportunities for team working and better working relationships with colleagues, increases levels of engagement with Barnet as an employer and allows individuals to develop additional skills.

4.4 The Leadership, Management and Evolving manager development programmes give staff the opportunity to learn and develop new skills and we have embedded Fair treatment for all through the Councils approach to pay and rewards and employee benefits package which gives staff more choice. The annual Our Stars Staff Awards ceremony is an opportunity for the council to recognise and reward the contribution of our staff. In addition significant investment has been made to improving the Councils learning and development offer with a range of skills development opportunities available to all staff.

4.5 The Council undertakes an all staff survey on a bi-annual basis together with regular pulse surveys each year to gain staff views and feedback on their experience of management, supervision, working conditions and training. We will analyse the results of this year's staff survey and involve staff in addressing any areas for improvement. The results of the staff survey alongside a staff survey action plan are published on the staff intranet.

4.6 Our Smarter Working policies outline how the Council wants to work , with facilities and working practices which will improve organisation efficiency and flexibility and give staff flexibility in balancing work and life responsibilities. There are three key things that our Smarter Working plan focuses on improving:

- **People** - engaging and investing in our people;
- **Accommodation** - better use of workplaces; and
- **Technology** - ICT designed for the needs of employees.

4.7 We continue to assess the equality impacts on staff of our proposals for Alternative Delivery Models and transformation projects. Updated staff data is included at Appendix 3 to this report.

5. Monitoring Progress with our Strategic Equalities Objective

5.1 The SEO is set out at Section One of this report. The Council monitors progress against the SEO through a basket of indicators selected from the Corporate Plan. We use information about staff, residents and service users to monitor our progress and we break that information down by protected characteristics wherever possible. 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 health inequalities in the borough.

Resident Satisfaction Rates

5.2 The Residents' Perception Survey measures levels of residents agreeing that people from different backgrounds get along well together. These figures have remained consistently high for the past four years (84% from 2012 – 2015, and 85% in 2016). The latest figures for this measure (Autumn 2016) show a slight decrease to 81% of residents agreeing that people from different backgrounds get along well together. The next update of this measure will be provided by the spring 2017 Residents' Perception Survey.

Health: JSNA

5.3 Barnet's Joint Strategic Needs Assessment (JSNA) is the evidence base for understanding current and future population-level need in Barnet. [1] It has been designed to inform joined-up, evidence-based decision making and commissioning by the council, Barnet CCG, the Barnet Health and Wellbeing Board, voluntary groups, and providers.

5.4 Health and Wellbeing inequalities^[2] can pinpoint those places where there is the greatest disparity between those who feel satisfied with their lives and those who do not. Wellbeing inequality helps understand the wellbeing of the whole population more broadly, it help us see how wellbeing is distributed across our borough. Barnet is amongst the most equal local authority areas in the country, ranked 10th out of 203. Life expectancy can also show the gap in health between populations. Figures from PHE indicate that the gap in life expectancy between the most affluent and most deprived defiles ranges from 5 to 7 years.

5.5 It is possible to view the life expectancy gap by cause of death.

[3] For both males and females, circulatory disease (including heart disease and stroke) and cancer . Whilst men have slightly higher rates of respiratory disease, women in Barnet are affected by mental and behavioural factors such as dementia and Alzheimer's.

5.6 Currently the Barnet smoking cessation services are under review and digital health services are under development across London. Locally our services will focus on those suffering greatest inequalities, including people with mental health conditions.

[2] <https://whatworkswellbeing.org/wellbeing-inequality-what-works/>

[3] PHE Segment tool

5.7 The borough will tackle health inequalities and aims to reduce differences in life expectancy and differences in the prevalence of stroke, dementia and Coronary Heart disease in the borough. There are many ways to reduce health inequalities. Key to this is successful early intervention and prevention, including routine screening for cancer and hypertension. We will make sure that our Mental Health services fit the bill for Adults and Children and Young people. The JSNA represents a significant contribution to meeting the requirement that Council Committees should be mindful of fairness and in particular, of disadvantaged communities when making their recommendations on savings proposals.

Employment

5.8 The table below shows employment rates within Barnet, compared against London and Great Britain averages. Against both comparators, Barnet has a lower employment rate of 70%, compared to 74.0% for London and 74.0% for Great Britain.

Of people employed, Barnet has a much higher rate of self-employed workers (15.4%) compared to London (13.4%) and Great Britain (10.6%). This implies a strong entrepreneurial flair within the Borough.

Employment Rates for 16-64 Year Olds, (Barnet, London and National), Oct 2015 – Sep 2016

	Barnet (No.)	Barnet (%)	London (%)	Great Britain (%)
In Employment	182,000	70.0	73.8	74.0
Employees	138,800	54.1	60.0	63.1
Self Employed	41,900	15.4	13.4	10.6

Source: ONS Annual Population Survey

Unemployment

5.9 Following the recession, unemployment rates within Barnet increased from 5.0% in 2008 to 9.3% in 2012

[1]. However, in the period Jan 2016 – Dec 2016 unemployment levels have reduced to a rate of 3.6%.

5.10 The proportion of people claiming out of work benefits has decreased and there has also been a slight decrease in the number of residents claiming Employment Support Allowance 4.2% of all residents (a sickness related benefit) with fewer people claiming JSA which now accounts for 1.0% of residents in Barnet. 6.0% of Barnet residents claim main out of work benefits in comparison with a London figure of 7.3%. Burnt Oak (1,500), Colindale (1,375) and Child's Hill (1,350) have the largest amount of benefit claimants, whereas Garden Suburb (400), Totteridge (485) and Finchley Church End (575) have the smallest.

5.11 There have been improvements in employment opportunities for young people and only 2.0% are not in employment education and training. This is well below the London figure of 3.1% and the lo

[1] ONS Labour Market Profile – based on 16-64 age group

west of all Barnet's statistical neighbours.

6. Our Future Plans

6.1 A proposed Equalities Action Plan for the Council for 2017/18 is attached at Appendix 1.

Appendix One

Equalities Action Plan 2017/18

Equalities Action Plan 2017/18	Lead	Timescale
Mainstream equalities into the business of the organisation		
Monitor existing commitments to incorporate equalities considerations into strategies and decision-making, ensuring due regard is given to the needs of different groups	Assistant Chief Executive Commissioning Directors (CDs) Legal and Assurance supported by Equalities Lead Strategy Unit(EL)	On-going
Review and monitor integration of equalities into our corporate assurance processes	Corporate Risk Manager (CRM)	On-going 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 Director and Assistant Chief Executive	On-going
Leading on the integration of equalities into our corporate management structures	Assistant Chief Executive CDs EL	On-going
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	EL	Annually

Equalities Action Plan 2017/18	Lead	Timescale
Council's website		
Monitor progress against the Council's Strategic Equalities Objective and identify any emerging issues shown by the data	EL and Business Intelligence (BI)	Annually
Incorporate equality considerations into the business planning process		
Review the current integration of equalities into the business planning process and implement any steps needed to improve this	EL with Community Engagement and Participation strategic Lead(CPESL) Legal CDs Corporate Finance and Delivery Units (DUs)	July 2016
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.	EL	February 2017
Resources, support and capacity-building		
Produce up-to-date guidance and support, and training (including e-learning) available to officers across the Council and, where possible, external partners.	EL Legal Services HR/Programmes & Resources	On-going
Maintain a resource of completed Equality Impact Assessments to make sure best practice is shared across Delivery Units	EL and DUs with Commissioning leads	On-going

Equalities Action Plan 2017/18	Lead	Timescale
Develop the Council's capacity to build equalities considerations into the work of all Barnet services	EL CPESL HR Programmes and Resources Team	On-going
Promote community cohesion and resilience		
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)	ELO	On-going.
Support development of a Communities Strategy to include how the Council works with the community to meet the PREVENT duty and make relevant links with the work of the Communities Together Network.	EL working with Strategic Lead, Community Safety and Emergency Planning	On-going
Lead a programme of events which promote community cohesion and good relations between different groups, including -Faith Festival, and International Women's Day.	EL Strategic Partners Head of Communities and Libraries Children's Service Governance Internal Comms/Mayor's Office	on-going
Policy and horizon-scanning		
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).	EL, CPESL and Legal	On-going
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.	EL, Legal and HR	September

Equalities Action Plan 2017/18	Lead	Timescale
Support a robust and representative corporate consultation and engagement function		
Work with the Council's Local Voluntary and Community Sector (VCS) through CTN and community participation lead to engage with hard to reach groups and communities and understand any key equalities issues.	EL working CPESL, CTN, Communications and consultation.	On-going
Support the development of CTN as the strategic VCS forum to address sector-wide issues and help to develop a programme of engagement with the local VCS	EL working CPESL	On-going
Use the Communities Together Network where appropriate to support relevant corporate consultation and engagement	EL	On-going
Ensure equalities considerations are taken into account in the Council's Partnership Boards	EL with HWBSL and partnership officers	On-going

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 Three - Barnet Council Equalities Data

Data Sources

Staff data LBB Human Resources HR Core April 2016

Barnet Citizen Data Census 2011 (and updated by the GLA's 2015 Round Population Projections (Borough Preferred))

The following tables summarise the data updated in June 2017 on the make-up of Barnet staff in relation to the protected characteristics. Comparative data is also included on the borough of Barnet overall – taken as percentage of working age population (16-64 years old). 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 2015 Round Population Projections (Borough Preferred)). The data suggests that in comparison with Barnet population:

Gender make up of staff

- Women are over represented in Council employment at 59% in comparison with 41% of men.

Table One: Ethnicity of staff

- White groups appear to represent a lower percentage of the staff cohort than the overall trend in the borough (55% of staff compared to 64% of the Barnet population)

Ethnic Group	% in Council	% in Barnet Population
Black African	7.0%	5.4%
Other Asian	1.0%	7.9%
Black Other	2.0%	2.7%
White	55.0%	64.1%
Bangladeshi	1.0%	0.6%
Black Caribbean	7.0%	1.3%
Chinese	0.0%	2.3%
Indian	6.0%	7.8%
Pakistani	1.0%	1.5%
Not declared/Blank/Not assigned	16.0%	2.1%
Other	N/A	6.3%

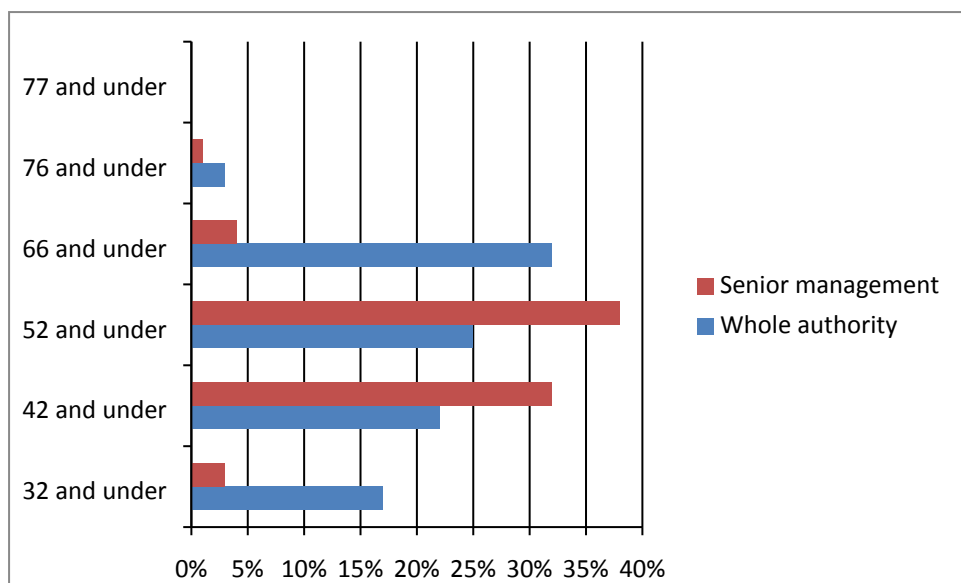
Table Two: Sexual orientation of staff

- The lack of reliable data on sexual orientation of UK population makes it difficult to make meaningful comparisons. In the staff survey follow up we will explore any issues in the discrepancy between Barnet and the London average for those who prefer not to disclose their sexual orientation.

Grouping	Heterosexual	Bisexual	Lesbian or gay		Prefer not to say
London Average	89.0%	0.7%	3.8%		8.4%
Total Council	67.0%	1.0%	2.0%		15.0%

Table Four: Age of staff

It is not possible to compare Barnet population by age with council staff by age as the age breakdowns for the Barnet population are not comparable with those used in the staff data. Barnet Council staff by age across the total staff population and the senior management team.



Base: 2017 survey of staff. 1665 total population of Barnet Council staff and 77 members of senior management.

Table Five: Staff with disabilities

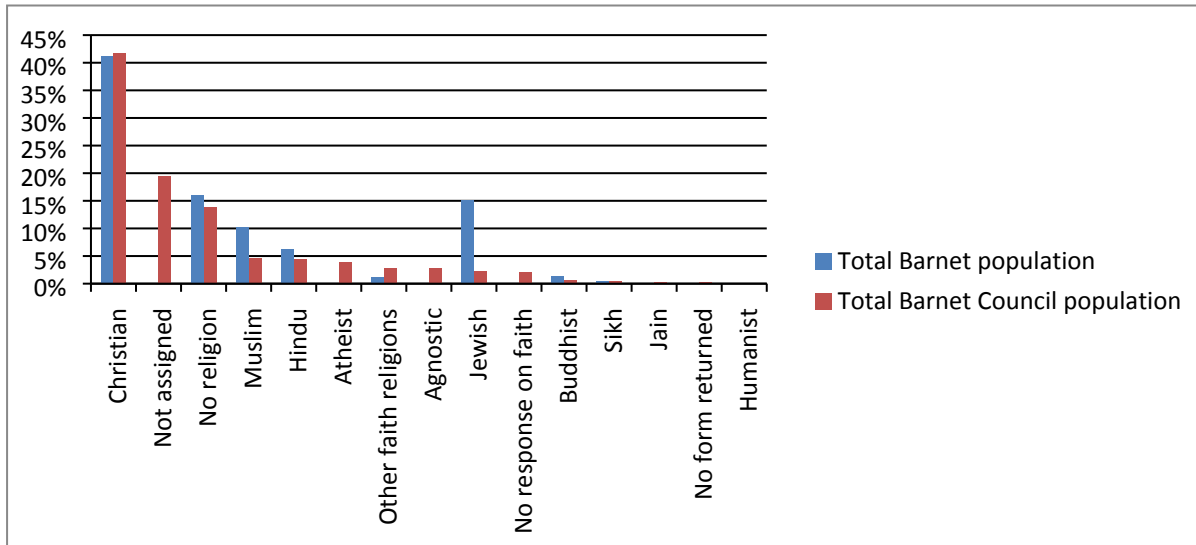
- The disability profile of Barnet employees is less than the disabled population in Barnet.
- Following the staff survey we will explore any issues in the discrepancy between Barnet staff and Barnet population.

Delivery Unit	Percentage Declared Disability
Barnet Population % People whose Day-to-day activities are limited a lot	6.0%
Total Council Staff	3.0%

Six: Religion/Belief of staff

- Religion of staff varies from the diversity of religious groups in Barnet in terms of an under representation of Jewish and Muslim employees

Barnet Council staff and total Barnet population by faith and belief



Base: 1665 of Barnet Council staff captured in 2017 survey of staff and Barnet population captured by 2011 census data. Not assigned, Atheist, Agnostic, No response on faith, No form returned were not put to total Barnet population.

Appendix Four The SHAPE Programme

The SHAPE programme is a three year project (2014 – 2017) made possible through financial contributions from Sport England and Barnet & Harrow Public Health. In-kind contribution is also provided by Saracens Sport Foundation, Middlesex University, and Barnet FC.

The vibrant and varied programme of activities delivered via the project has positively engaged in excess of 1,500 young people with 54% of participants from BME backgrounds. Over 50 young people have also been supported to achieve Go Lead (sports leader), Basketball Activator, Junior Football Leader and First Aid qualifications, and continue to receive support from the team to identify volunteering opportunities. These courses have helped to build confidence and give the young people a positive pathway through sports leadership, inspiring them to pursue careers they may not have seen to be achievable when first engaging with them.

Rick (19) was introduced to the project via the Youth & Family Support Service as a vulnerable young person who would benefit from being engaged in the programme. Living on the Grahame Park estate, Rick, along with many of the young people in the area, found himself slipping in to a life that would limit his future prospects and opportunities.

His passion and enthusiasm soon led to his selection to attend a Go Lead course which enabled Rick to develop his skills and confidence as a leader. Rick's personality and motivation shone throughout the course and the excellent feedback passed onto his youth workers helped boost his confidence. The relationship with Rick has gone from strength to subsequently completing a First Aid qualification. Rick is currently completing a Level 2 Gym Instructor course with Middlesex University. His longer term ambition is to seek employment at a local gym and work towards becoming a personal trainer, which the team are supporting him to achieve.