

Policy and Resources Committee

11 December 2018

Title	Annual Equalities Report 2017/18
Report of	Chairman of Policy and Resources Committee
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix One: Annual Equalities Report 2017/18 Appendix Two: Barnet Council Equalities Data Appendix Three: Equalities Action Plan 2018/19 Appendix Four: Progress on Action Plan 2017/18
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Summary

This report seeks approval for the Council's Annual Equalities Report for the financial year 2017-18 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.

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 2018/19 (Appendix One).

Officers Recommendations

- 1. That the Committee approve the Annual Equalities Report 2017/18 for publication on the council website.**

1. WHY THIS REPORT IS NEEDED

- 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 current Corporate Plan 2015 -2020 (as amended in 2017/18) states that this objective will be reflected in the actions the Council takes to deliver the Corporate Plan.

2. REASONS FOR RECOMMENDATIONS

- 2.1 In order to transparently monitor performance against the SEO, an Annual Equalities Report is produced by the Council and published on the Council website.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 There are no alternative reporting options considered.

4. POST DECISION IMPLEMENTATION

- 4.1 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 2018/19, set out in the report, will be implemented.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 For the reporting period of 2017/18, the Council's Strategic Equalities Objective (SEO) was 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. 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 One to this report).

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

5.2.1 There are no resource implications in this proposal.

5.3 Social Value

5.3.1 The Public Services (Social Value) Act 2012 requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

5.4 Legal and Constitutional References

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

5.4.2 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.

5.4.3 Obligations to Publish Information and Set objectives.

By the Equality Act 2010 (Specific Duties and Public Authorities) Regulations, SI 2011/ 353 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 each Annual Equalities Report published since 2014. Under the same regulations the Council is also required to set and publish equality objectives to comply with the public sector equality duty, at least every 4 years.

5.4.4 Protected Characteristics

The 2010 Equality Act identifies the following protected characteristics:

- age
- disability

- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

5.4.5 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.

5.5 Risk Management

5.5.1 The Council's approach to equalities is designed to value and respond to the diversity of Barnet residents and 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 and Public Authorities) Regulations 2017.

5.5.2 The Council, and all organisations acting on its behalf, must ensure that it meets its legal obligations to pay due regard to equalities. Barnet provides 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.

5.5.3 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. In 2017/18 our Equalities Lead supported 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.

5.5.4 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.

5.6 Equalities and Diversity

5.6.1 The legal requirements of the 2010 Equality Act are outlined above and describe the requirement for public bodies to pay due regard to equalities.

5.6.1 This Annual Equalities Report responds to the requirement to publish information to show compliance with the Equality Duty at least annually.

5.7 Corporate Parenting

5.7.1 In line with Children and Social Work Act 2017, the council has a duty to consider Corporate Parenting Principles in decision-making across the council. Age is a protected characteristic and Barnet's approach to Equalities is to ensure that the most vulnerable are protected.

5.8 Consultation and Engagement

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

5.8 Insight

5.8.1 This report demonstrates how Equality and Diversity Data is used by the council to meet its PSED.

6. BACKGROUND PAPERS

6.1 June 2017 Policy and Resource Committee: Annual Equalities Report 2016/17

<https://barnet.moderngov.co.uk/documents/s40460/Annual%20Equalities%20Report%202016-17.pdf> .

6.2 June 2016 Policy and Resource Committee: Annual Equalities Report 2015/16

<https://barnet.moderngov.co.uk/documents/s32732/Annual%20Equalities%20Report%20201516.pdf> .

6.3 January 2015 Full Council: Adoption of Equalities Policy

https://www.barnet.gov.uk/dam/jcr:45f49f6e-2d2f-4d0c-a35f-bd9a200def51/008627_Equalities_A4_Booklet_digital_.pdf

6.4 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.

APPENDIX ONE

London Borough of Barnet Equalities Annual Report 2017/18

Contents

- 1. Introduction, policy and legal obligations**
- 2. Corporate Plan 2015 – 2020 (as amended in 2017/18) and Strategic Equalities Objective**
- 3. Our approach to equalities**
- 4. Case studies: Putting policy into practice**
- 5. The way forward**

1. Introduction and context

- 1.1 This report details how the council has implemented its equalities policies and met our statutory responsibilities. The report outlines our progress against the Strategic Equalities Objective (SEO) and how the Council takes account of equalities in decision making. The report also includes an Action Plan for 2018/19.
- 1.2 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.
- 1.3 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.
- 1.4 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, 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.

The demographic evidence we used and what it shows

Barnet continues to grow and diversify

- 1.5 Barnet Council uses demographic and equalities data to identify trends and barriers and to take action to achieve the SEO. This report uses evidence on demographic change in the borough taken from the recent 2017 update of the [Joint Strategic Needs Assessment \(JSNA\)](#). The JSNA contains a wide range of data from national and local sources, and where possible, this has been benchmarked against other areas and put into time series so that the major trends in Barnet can be understood over time and compared. The JSNA data highlights continuing and increasing pressure and demand for council services especially for children and older people, as the borough continues to grow, change and become increasingly diverse in race, ethnicity and religion due to natural growth, regeneration and migration. We also use evidence from other sources about service users and their needs from consultation feedback and the individual EIAs carried out for the budget savings proposals.

Key Facts (JSNA 2017 data refresh)

- Barnet is the largest Borough in London by population and is continuing to grow. The most recent population projections estimate Barnet population to reach 389,400 at the end of 2017. The borough's overall population is projected to increase by approximately 19% between 2017 and 2032, taking the number of residents to 462,300. The highest rates of population growth are forecast to occur around the planned development works in the west of the Borough, with over 121% growth in Golders Green and 115% in Colindale between 2017 and 2032.
- Barnet's population is diverse and is projected to become increasingly diverse. The overall Black, Asian and Minority Ethnic (BAME) population is projected to increase from 39% to 44% of the total Barnet population by 2020. One of the key challenges will be meeting the diverse needs of these growing communities. Colindale, Burnt Oak and West Hendon have increasingly diverse populations that are more than 50% Black, Asian and Minority Ethnic (BAME).
- Barnet is now forecast to have the largest number of children of any London borough by 2020. Over 52% of all 0-4 year olds in Barnet are forecast to be from a Black, Asian or Minority ethnic background in 2017 and this is estimated to continue to increase.
- The over-65 population is forecast to grow three times faster than the growth in the 0-15 and 16-64 age groups and the overall

population between 2017 and 2032. East Barnet, Finchley Church End, Garden Suburb and High Barnet are projected to experience higher levels of growth in the proportion of the population aged 65 and over, as the number of residents aged 65 and over will grow between 2017–2032 to account for over a quarter (25%) of each total ward population. The number of people aged 65 and over is projected to increase by 47% by 2032.

- The evidence shows increasing demand for our services from a large, growing and increasingly diverse proportion of elderly residents – 14.2% of Barnet’s population are over 65, compared to the 13.1% of the population of outer London. Furthermore, Barnet has a higher proportion of people aged 85 and over (3.1%) compared to Outer London (1.8%) and the UK (2.3%). Between 2017 and 2032 the numbers of older people (over 65) in Barnet are predicted to grow at three times the rate of the rest of the population and older people will account for 25% of population in each ward. It is estimated that over 4,000 people in Barnet are living with dementia and even greater numbers of families and friends are adversely impacted by the condition.
- Compared to other boroughs, Barnet has a high proportion of care homes. There are 85 residential and 21 nursing homes in Barnet registered with the Care Quality Commission. In total, these homes provide approximately 2,800 beds for a range of older people and younger people with disabilities.
- West of the Borough has the highest concentration of more deprived areas LSOAs, with the highest levels of deprivation in Burnt Oak, Colindale, Childs Hill and West Hendon. The most deprived areas in the borough are situated in the LSOAs which contain Grahame Park and West Hendon estate, in Colindale. These are in the 10% most deprived LSOAs in England and 5% for London.
- The life expectancy of individuals living in the most deprived areas of the borough are on average 7.3 years less for men and 5.0 years less for women. By ward, Burnt Oak has the lowest average life expectancy from birth, at 79.2 years. It also has the lowest life expectancy from 65 years and over, at 18.2 years, closely followed by Coppets at 18.4 years.
- According to the 2011 census, by religion, Christianity remains the largest faith in Barnet accounting for 41.2% of the total population. The next most common religions are Judaism (15.2%) and Islam (10.3%).
- Driven by regeneration within the Borough, some areas will get younger, bucking the trend of an ageing population, bringing different health and wellbeing needs.

- Barnet is ranked 10th and 2nd out of all London boroughs in relation to 'life-satisfaction' and 'worthwhileness' wellbeing scores in 2014/15; both indicators have positively increased since 2013/14.
- Barnet is an attractive place for international migrants, with the Greater London Authority (GLA) estimating net international migration into the borough to have exceeded 51,000 between 2004 and 2015.
- At the last census (2011), 32,256 Barnet residents classified themselves as carers. On average carers are more likely to report having poor health (5.2%) than non-carers (4.2%), especially among carers who deliver in excess of 50 hours of care per week.

2. Corporate Plan 2015 - 2020 (as amended in 2018/19) and Strategic Equalities Objective

- 2.1 Council's Strategic Equalities Objective (SEO) forms part of the Corporate Plan 2015-2020 (as amended in 2018/19). 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. To transparently monitor performance against the SEO, an Annual Equalities Report is publicly reported to Council through Policy and Resources Committee.
- 2.2 The Council's Corporate Plan 2015 – 2020 (as amended in 2018/19) outlines how we will work together with residents and businesses to the following values and to achieve the following outcomes for the Borough:
- Successful places
 - Great Outcomes
 - Quality Services
 - Resilient Communities
- 2.3 The Corporate Plan and Strategic Equalities Objective (SEO) are fundamental to the Council's approach to fairness. They ensure that the Borough priorities reflect the diversity of need in Barnet and are addressed in a mainstreamed and holistic way. As discussed in Section 5 of this report, the Corporate Plan - including the SEO - will be updated in 2018 and adopted by full Council in March 2019.

Monitoring Progress with our Strategic Equalities Objective (SEO)

- 2.4 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.

2.5 Barnet [Residents' Perception Survey](#), Autumn 2017 shows that:

- Satisfaction with Barnet remains high and in line with national and London averages. 85% of residents are satisfied with their local area as a place to live and 65% are satisfied with the way things are run in Barnet.
- 75% of respondents agree that Barnet is a family friendly borough.
- Community cohesion is increasing with:
 - 84% of residents agreeing that people from different backgrounds get on well together in the borough;
 - 76% of residents feel there is not a problem or not a very big problem with people not treating each other with respect and consideration; and,
 - 75% of residents report feeling they belong to their neighbourhood.
- Overall there have been some health improvements in Barnet. Most notably child health outcomes outperform the London average and death amongst those less than 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 (JSNA and Public Health England, Segment Tool 2015)
- 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)
- The average household income data for Barnet is £690 pw. This is higher than the London rate of £654.60 pw
- Average incomes in Barnet are increasing at a higher rate than across both London and Great Britain. (+15.6% in Barnet; +6.7% in London; +8.7% in Great Britain (2012 to 2017)
- However, this growth is driven predominantly by more affluent wards, with wage growth in other areas stagnating and even falling in real terms, resulting in higher income inequality between different areas of the borough

- CACI Pay check 2017 data suggests that in 2017 around 23.0% of Barnet households are living in poverty; lower than the London figure (27.0%) and higher than the Great Britain (21.0%) rate. In comparison to other London Boroughs, Barnet has the eleventh lowest rate of households living below the poverty threshold.
- Some of the most deprived areas of the borough (such as Burnt Oak and Colindale) exhibit much higher rates of household earning below the poverty threshold (42% and 40% respectively), than other areas of the borough (such as Garden Suburb and Finchley Church End, 14% and 18% respectively).

Unemployment

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

[1]. However, in the period Jan 2017 – Dec 2017 unemployment levels have reduced to a ra

2.7 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 (ESA). 4.1% of all residents claim ESA (a sickness related benefit) with fewer people claiming JSA which now accounts for 1.0% of residents in Barnet. 5.9% of Barnet residents claim main out of work benefits in comparison with a London figure of 7.2%. Burnt Oak (215), Colindale (290) and Child's Hill (285) have the largest amount of benefit claimants, whereas (Hale (115) and High Barnet (110), Garden Suburb (115), Totteridge (95) and Finchley Church End (135) have the smallest. All data on income and employment has been sourced from the CACI 2017, NOMIS and Local Government NEET figures.

Employment

2.8 The table below shows employment rates within Barnet, compared against London and Great Britain averages. Barnet is broadly in line with both comparators however the borough has a slightly lower rate than Great Britain but a slightly higher rate than London.

2.9 Of people employed, Barnet has a much higher rate of self-employed workers (16.6%) compared to London (13.5%) and Great Britain (10.6%). This implies a strong entrepreneurial flair within the Borough.

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

Table One: Employment Rates for 16-64 Year Olds, (Barnet, London and National), Jan 2017 – Dec 2017

	Barnet (No.)	Barnet (%)	London (%)	Great Britain (%)
In Employment	198,100	74.9	74.0	75.9
Employees	151,600	58.1	60.1	64.0
Self Employed	45,700	16.6	13.5	10.6

Source: ONS Annual Population Survey

- 2.10 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.
- 2.11 There have been improvements in employment opportunities for young people and only 2.0% are not in employment, education and training (NEET). This is well below the London figure of 3.1% and the lowest of all Barnet’s neighbours.
- 2.12 All data on income and employment has been sourced from the CACI 2017, NOMIS and Local Government NEET figures.

3. Our approach to Equalities and Valuing Diversity

- 3.1 Since 2012 the Council has adopted a consistent and proportionate approach to meeting the Public Sector Equality Duty so that we pay due regard to equalities as we respond to the needs of residents and businesses in the borough. We take account of equalities considerations in delivering services and in establishing the Council’s priorities and the Council incorporates equalities into the Council’s commissioning priorities and work plans. This includes addressing dementia, mental health and safeguarding issues for vulnerable adults and young people; promoting independent living; helping people to support each other and keep well for as long as possible in the community; reducing, delaying and avoiding reliance on statutory services for as long as possible; building individual, family and community resilience; sharing the benefits of growth and regeneration and supporting people into employment.

In 2017/18 the council continued to:

Mainstream equality considerations into policy, strategy and decision making

- 3.2 Equalities Impact Assessments (EIAs) are a requirement in the Council. With support from the council's Equalities Lead, officers developed 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.

Meet our responsibility to be fair in business planning

- 3.3 In the annual business planning and budget setting process, Barnet looks at 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.
- 3.4 A Cumulative Equalities Impact Analysis (CEIA) has been published each year with the draft budget for the last 5 years. It has included evidence about service users and their needs, consultation feedback and the individual EIAs carried out for the budget savings proposals.
- 3.5 The 2017/18 CEIA 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.
- 3.6 The CEIA for the budget proposals for 2017/18 showed only one EIA with a negative impact. The Libraries EIA continues to show minimum negative impact for young people under 16, pregnant women and people with disabilities during unsupervised hours of opening and toilet closure during that time. This will continue to be monitored as the proposals are implemented.
- 3.7 As in previous years the CEIA recognises that protected characteristics cannot be viewed in isolation from broader socio-economic trends which can bring additional sources of disadvantage. The CEIA outlines that 23% of households in Barnet are living in poverty; 25% of employed residents in Barnet are low-paid. Full details of the CEIA can be found at Appendix I to the Business Planning paper presented to Policy and Resources Committee in February 2018

Identify Equality Leads

- 3.8 For this reporting period, our lead Member for Equalities was Cllr Richard Cornelius, Chairman of Policy and Resources Committee and Leader of the Council. Our lead Member for Community Cohesion was Cllr Longstaff, Chairman of the Community Leadership and Libraries Committee. Our lead Officer for Equalities and Community Cohesion was the Assistant Chief Executive.

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

- 3.9 Guidance on equalities has been incorporated into our consultation and engagement toolkit, 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, one of our key strategic VCS partners.

- 3.10 CTN is a strategic 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. It brings together the voluntary, faith and community sectors with public sector partners to share information and build an understanding of what really matters to Barnet's communities. CTN enables a dialogue 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, Welfare Reform and Dementia.
- 3.11 Barnet work closely with Barnet Multi Faith Forum (BMFF), our strategic partner for faith, through the Covenant on Faith Action, which recognises the faith community as an equal and valued community partner. We work with BMFF to secure good outcomes for Barnet residents, promote community cohesion and the peaceful co-existence of the borough's diverse community and faith groups.

Use evidence and data

- 3.12 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.

Make difficult decisions transparently and fairly

- 3.13 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, with information on the full impact before any decision is made. In addition to producing EIAs 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. <https://barnet.moderngov.co.uk/documents/s44942/Business%20Planning%202018-2020.pdf>

Use our purchasing power to promote equalities

- 3.14 Barnet recognises that it can promote equality and diversity through its supply chain. Barnet provides 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 Small and Medium size enterprises (SME) and Voluntary, Charity Sector VCS organisations.

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

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

Children's and Family Services

- 4.2 Barnet is now forecast to have the largest number of children of any London borough by 2020. The Council's vision, set out in the [Children and Young People's Plan 2016 -2020](#), is to make Barnet the most family friendly borough by 2020 through a resilience-based approach and giving children the best start in life to ensure that all children thrive and achieve their potential. The Council aim to ensure that children and young people in Barnet generally do well and have:

- Good health outcomes overall
- Access to good and outstanding schools
- Good education performance and high achievement across all key stages of education
- Low rates of offending

- 4.3 A corporate wide priority for Barnet is to implement our Children's service improvement plan so that the Council provides the right help at the right time to children and young people to:

- improve outcomes for vulnerable children;
- deliver good and outstanding services that give every child the best start in life; and,
- keep children and young people safe

- 4.4 Our family friendly vision is to put children and families at the heart of everything we do. We have started a three-year partnership with UNICEF to support all our children to be safe, happy and resilient. We have strengthened our approach and services for children with special educational needs and disability to foster resilience and independence for young people with complex needs. We will continue to develop our work to involve young people in decision making and to make Barnet the most family friendly Borough by 2020.

Live Unlimited

4.4 As part of our commitment to give every child the best start in life, the Council set up the charity Live Unlimited for children and young people in our care and care leavers. The charity will support our looked after children to achieve the best possible life chances and lead happy and fulfilling lives. Barnet is currently home to 539 looked after children and care leavers. While many looked after children thrive in their new environment, the evidence shows that, in comparison with children living with their birth families, looked after children and young people tend to have poorer life chances and outcomes. For example, they may:

- do less well in school
- struggle with independent living
- be vulnerable to mental health issues
- be vulnerable to sexual exploitation
- have more experience of the criminal justice system
- be over represented in the Borough figures for young people not in employment, education and training and have fewer employment opportunities

4.5 The Imagination Trust is the first scheme run by the charity Live Unlimited. It gives Barnet's looked after children and care leavers the opportunity to apply for small grants to pursue their own interests and passions. More information can be found at there is more info on the website: <http://www.liveunlimited.org.uk/>

Excellent Schools

4.6 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

4.7 The school census (2017) indicates that 51.2% of Barnet's primary school population have English as an additional language, which has steadily increased each year from 2007/08. The Census shows that 182 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 1499 and 1184 pupils respectively.

4.8 In Barnet's secondary school -aged population, 38.2% of the pupil population have English as an additional language which has remained stable for the past 5 years: students speak 135 languages spoken other than English. Polish and Tamil are the most common languages spoken after English with 477 and 382 pupils respectively.

- 4.9 Barnet's Education Strategy 2017-2020 set an objective for all schools to be judged to be good or outstanding by Ofsted. In April 2018, 94.3% of Barnet's primary schools and 95.5% of Barnet's secondary schools are rated by Ofsted as good or outstanding which is above the national and London average and an increase from last year.
- 4.10 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 2017, the attainment of KS2 pupils is in the top 10% of LAs for Reading and Grammar, Punctuation and Spelling, with progress in Reading and Maths in the top 10%. Attainment for Maths was just outside the top 10% (ranked 16th out of 152 LAs). In 2017 the attainment and progress of KS4 pupils is in the top 10% of LAs, Barnet was ranked the 3rd Local Authority in the country for Progress 8 Score.
- 4.11 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 and looked after pupils). Barnet's School Improvement Team monitor and challenge the performance of schools and provides regular meetings to communicate education updates and priorities and disseminate good practice. Effective monitoring and challenge from the Local Authority influences decisions on how schools spend their Pupil Premium, which is 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

- 4.12 Since 2017 Barnet has worked in partnership with the global children's charity, [UNICEF](#), to embed children's rights approaches across the borough. 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.
- 4.13 The Council aim to ensure that young service users have a say in commissioning, reviewing services and decisions which affect their lives. As part of our commitment we provided the opportunity for children, young people and families to participate in developing the Children and Young People plan 2016-2020, covering service provision for children and young people aged 0- 19. The Council supports 6 different Youth Voice Forums to enable children's voices to inform, influence, co-produce and review services. They are the Barnet Youth Board, UK Youth Parliament, Youth Assembly, our SEND Youth Voice Forum, Young Commissioners and our Children in Care Council.

Promoting health, wellbeing and resilience of our residents in the Sports and Physical Activity Project (SPA) and Greenspaces Projects

Sport and Physical Activity Project

- 4.14 The Council is working with Greenwich Leisure Ltd (GLL) in an innovative new leisure contract to support a family friendly approach to health improvements and develop leisure services which tackle unhealthy lifestyles, including children's weight. The aim is to offer a cost-effective approach to physical activity and create opportunities that promote wellbeing for the rich diversity of Barnet residents.
- 4.15 A range of new benefits includes the introduction of healthy catering and vending, implementation of the London Living Wage at Barnet Leisure centres, opportunities for volunteering and a commitment to develop the workforce. The following are included amongst the new services for residents:
- A free Barnet residents' card, which provides all Barnet residents with up to 30 per cent discount on all activities and 50 per cent discount for those eligible for concessionary prices.
 - Free general swimming to children under eight years of age who live in Barnet.
 - A new borough-wide Physical Activity Referral Scheme which creates a pathway for exercise referral, diabetes and falls prevention.
 - Delivery of specialist health programmes that include children's weight management, adult weight management and a cancer rehabilitation scheme.
 - Creation of 'health hubs' at each facility to deliver health checks and advice for residents.
 - Barnet Carers Pass which is a free concessionary membership for registered carers, young carers, care leavers and looked after children (includes free swimming).
 - GLL Community Programme that delivers activities in a variety of local settings through working with care homes, women's groups, social clubs, religious organisations and schools.
 - GLL Activate Healthy Lifestyle Schools Programme that engages with a targeted number of schools per annum linked to Change for Life Clubs.
- 4.16 In addition, the council is investing in centre improvements including a new day nursery and all-weather pitch at Burnt Oak Leisure Centre, a face lift for the health and fitness offer at Hendon Leisure Centre, Finchley Lido Leisure Centre and Burnt Oak Leisure Centre. The council has also invested over £41million to build two new leisure centres at Barnet Copthall and New Barnet.

Greenspaces Projects

- 4.17 The Council Greenspaces team have worked to involve residents to ensure that our greenspaces reflect the needs of all our communities and can be enjoyed by everyone. Construction tenders for major improvements at Montrose Recreation Ground and Silkstream Park, are now being finalised. In establishing the design, the project team organised:
- Individual meetings with stakeholder groups
 - Weekend exhibition in the parks with tea and drinks
 - Evening exhibition to include residents not available in the day

- Social media communication through Facebook/twitter
- An Email newsletter to local groups.

4.18 Barnet is also planning significant community consultation in developing master plans for specific sites and a wider vision for our sites and the individual components to be developed within them. The creation of a Sports Hub at Copthall Recreation Ground and improvements to open spaces in Mill Hill have taken on board resident and user views including the provision of non-sports facilities to ensure appeal to the wider community. We will be seeking views on the creation of Sports Hubs at West Hendon Recreation Ground and Barnet Playing Fields.

Support for older and vulnerable residents

4.19 We want our residents to have more control over how they live their lives, with increased resilience and independence. Our corporate priority is to implement strength based practice and to focus on the adult's life including social factors such as friends, family, employment, interests and hobbies.

4.20 The proportion of people with learning disabilities (PWLD) in Barnet is under 0.5% of the overall Barnet population; however over 11% of Adult Social Care service users are PWLD. A 14% growth in the number of residents with moderate to severe learning disabilities is projected over the next decade. Evidence from Public Health England and the Department of Work and Pensions shows that participation in employment and engagement with the local community improve health outcomes and reduce stigma for individuals with learning disabilities. National research also shows the importance of having services that support people with learning disabilities to have a good and meaningful life – through access to activities and services such as education, employment, social and sports/leisure and support to maintain good relationships.

4.21 In 17/18 the council has:

- Recommissioned its Early Intervention and Prevention employment and support service for people with learning disabilities and autism. The service provides employment support; problem solving; community activities and training and awareness raising sessions to ensure local services are accessible and can provide a good service to people with learning disabilities. The service is available for all adults with a learning disability or autism spectrum condition (both Care Act eligible and non Care Act eligible). In 2017 the service supported 31 people with learning disabilities and/or autism spectrum conditions in to employment.
- Launched a new health action plan called 'My Health Matters Book'. A health action plan is a document which says what a person's health needs are and how to help them stay healthy. It is recommended that everyone with a learning disability has a health action plan in place. The book was created by the Council's learning disability service with support from Mencap and people who use services with the aim that

everyone with a learning disability in Barnet will have a My Health Matters Book.

- Restructured mental health services to make them more accessible for people with mental health needs, by working in conjunction with Barnet Clinical Commissioning Group, Barnet Enfield and Haringey Mental Health Trust, the voluntary sector and increasing the enablement service. We have employed 2 people with lived experience of mental health.
- Recommissioned neighbourhood services for older people. The new services will achieve better outcomes for more people from a greater number of locations. These services enable people to remain connected to their communities, reduce isolation and increase health and fitness.
- Refocussed services to ensure the deliver support for people with dual sensory impairment.

Equalities for staff

4.22 Demographic change and change in the way we do business through the development of a range of different service delivery models to achieve different outcomes has also meant changes for staff in how we work and organisational culture. The Council's Equalities Policy focuses 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. The Council's organisation values were adopted as part of the Corporate Plan 2015 -2020 and were refreshed in late 2016. They 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.

4.23 The council has set up a forum for staff of all backgrounds to have a voice about equality, inclusion and diversity. The Equalities Allies are a group of staff who are passionate about championing equality in the workplace. The group recognises and celebrates the diverse cultures in our organisation through a programme of staff events throughout the year.

- 4.24 Through 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.
- 4.25 The Council has invested in improving the Council's learning and development offer with a range of skills development opportunities available to all staff. For example, the evolving manager development programme gives staff the opportunity to learn and develop new skills.
- 4.26 We have embedded fair treatment for all through the Council's approach to pay and rewards and employee benefits package which gives staff more choice. Pay progression decisions are monitored to ensure equality issues are considered at each stage of the process to avoid any unconscious bias.
- 4.27 In 2018 the Council published its Gender Pay statistics which showed that on average female staff earned more than male staff. The Council also committed to undertake a full equal pay audit in 2018 which will include comparisons on all the protected characteristics.
- 4.28 The annual Our Stars Staff Awards ceremony is an opportunity for the council to recognise and reward the contribution of our staff.
- 4.29 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 intranet.
- 4.30 Through the Way We Work programme we are modernising and consolidating our office space, empowering staff to choose when, where and how they work so that we can deliver the best possible services and outcomes for our residents and customers in Barnet. Staff will be moving out of offices in North London Business Park and Barnet House to a new, purpose built office in Colindale and a number of touchdown points and locality hubs across the borough.
- 4.31 We continue to assess the equality impacts on staff of our proposals to modernise services and transformation projects. Updated staff data is included at Appendix Two to this report.

5. Next steps

- 5.1 The Council will continue to develop its approach to equalities and meeting the Public Sector Equality Duty in delivering services and the Council's priorities in a proportionate way which relates to the needs of residents and

businesses in the borough. A proposed Equalities Action Plan for the Council for 2018/19 is attached at Appendix Three to this report.

5.2 Key elements of the Equalities Action Plan for 2018/19 are:

- A review of the Equalities Audit report and its implications
- Further development of the council's approach to Equalities as the Equality Lead retires and a new peer to peer support function is launched
- An update to the Strategic Equalities Objective and performance measurement as part of the business planning process and update of the Corporate Plan

APPENDIX TWO - Barnet Council Equalities Data

Data Sources

Staff data LBB Human Resources HR Core April 2018

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 April 2018 on the make-up of Barnet staff in relation to the protected characteristics. This is broken down by Delivery Unit where possible. Staff were asked to give information about their equality characteristics as part of an online survey in early 2015 with a 72% response rate from staff working directly for the council, and 60% for staff working in schools. 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 residents 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:

1. Gender make up of staff

Table One shows that women are the majority of Council staff at 59% in comparison with 51.2% in the Barnet Population. There has been a very slight increase in the number of males 41.67%(2018) compared to 41% in 2016. The more significant change has been the increase of women in schools from 90.8% in 2016 to 92.7% in 2018.

Table One: Gender make up of staff

Delivery Unit	Female	Male
Adults & Communities	77.02%	22.98%
Commissioning Group	52.97%	47.03%
Education & Skills	61.3%	38.7%
Family Services	79.3%	20.7%
Streetscene	22.22%	77.78%
Total Council	58.33%	41.67%
Schools	92.7%	7.3%
Barnet Population	51.2%	48.8%

2. Ethnicity of staff

Table Two shows in alphabetical order the ethnic groups employed in Barnet in comparison with their overall representation in the Barnet population. There are fewer white employees in comparison with their overall representation in the borough (54% compared to 64%). This is also true for Chinese (0.42%), Other Asian (1.38%) and Pakistani (0.84%).

Table Two: Ethnicity of staff

Ethnic Group	%in Council employment	% in Barnet Population
Bangladeshi	1.32%	0.6%
Black African	7.78%	5.4%
Black Caribbean	8.13%	1.3%
Black Other	3.47%	2.7%
Chinese	0.42%	2.3%
Indian	5.86%	7.8%
Other Asian	1.38%	7.9%
Other	1.5%	6.3%
Pakistani	0.84%	1.5%
Prefer not to say	15.73%	2.1%
White	53.59%	64.1%

3. Sexual orientation of staff

The lack of reliable data on sexual orientation of the UK population makes it difficult to make meaningful comparisons with staff data. 28.23% of Barnet staff prefer not to disclose their sexual orientation in comparison with a London average figure of 8.4%. In the staff survey follow up we will explore this discrepancy between Barnet and the London average for those who prefer not to disclose their sexual orientation.

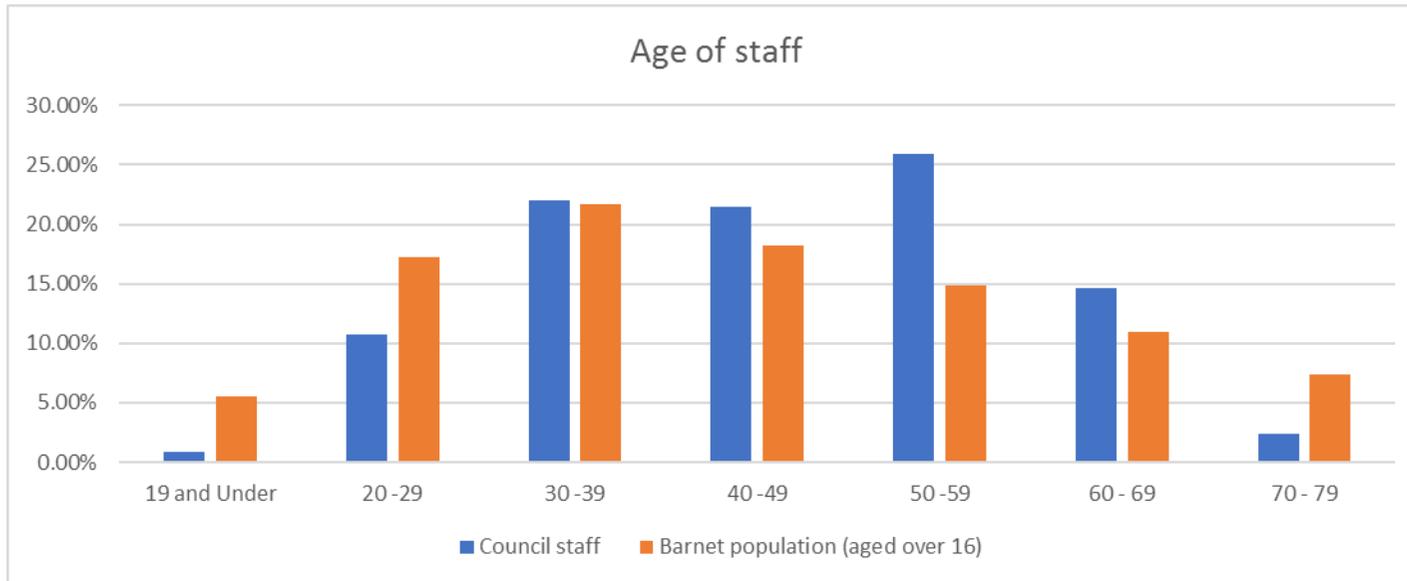
Table Three: Sexual orientation of Staff

Grouping	Heterosexual	Bisexual	Gay	Lesbian	Prefer not to say
London Average	89.0%	0.7%	1.9%	1.9%	8.4%
Total Council	69.14%	0.9%	0.96%	0.78%	28.23%

4. Age of staff

Table Four below shows there are fewer staff in age groups 19 and under and 20-29 than in comparison with their overall representation in the borough. Staff aged 50 – 59 make up 25.92% of employees in comparison with 14.82% of the Barnet population.

Table Four Age of staff



5. Staff with disabilities

Table Five below suggests that the disability profile of Barnet employees is less than the representation of People with Disabilities living in Barnet.

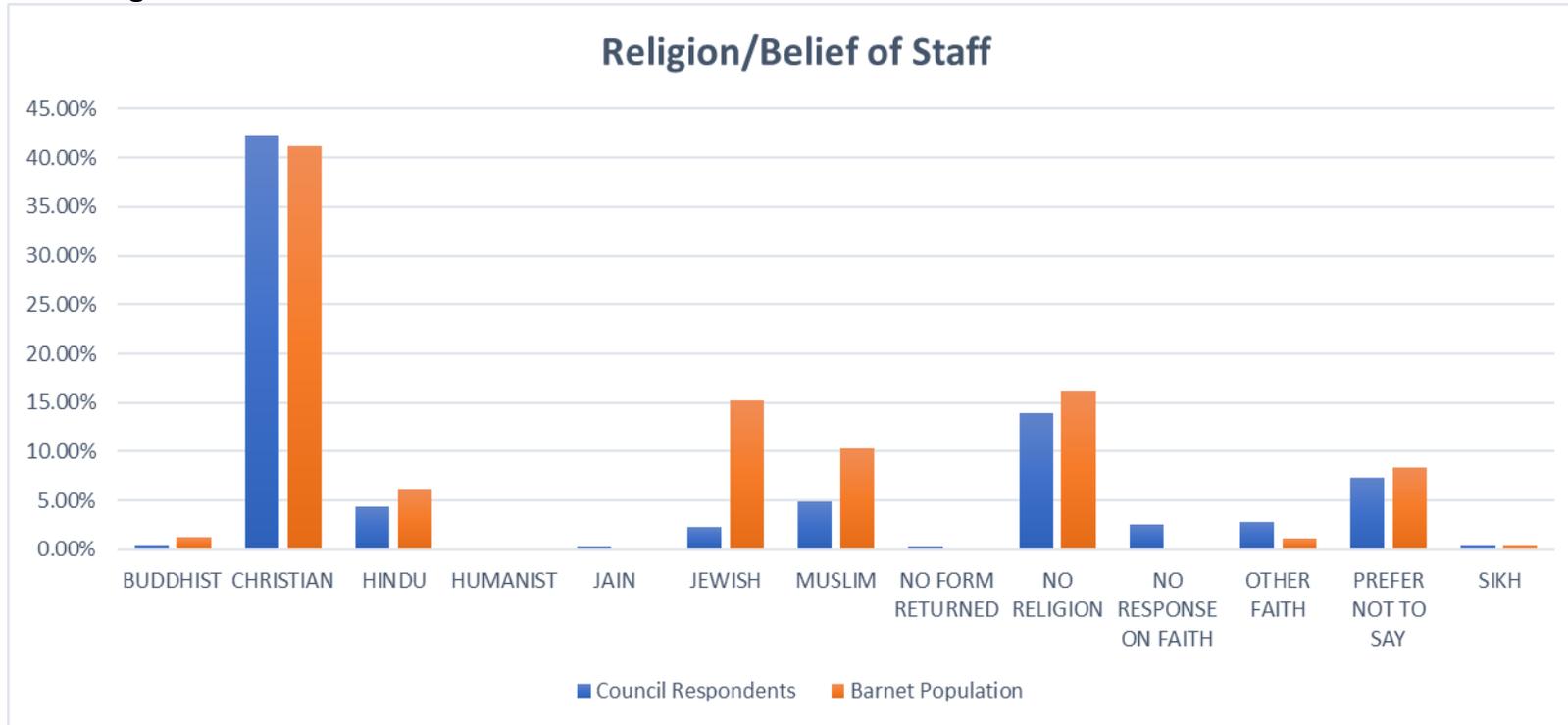
Table Five: Staff with Disabilities

Delivery Unit	Percentage Declared Disability
Barnet Population % People whose Day-to-day activities are limited a lot	6.0%
Total Council Staff	4.8%

6. Religion/Belief of staff

Table Six below shows that there are fewer Jewish and Muslim employees than in comparison with their overall representation in the borough.

Table Six: Religion/Belief of Staff



APPENDIX THREE: Equalities Action Plan 2018/19

Equalities Action Plan 2018/19	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	Deputy Chief Executive Strategic Directors Legal and Governance	On-going via EIAs
Leading on the development and implementation of a fully mainstreamed approach to Equalities within the council following the departure of the Equalities Lead.	Deputy Chief Executive Strategic Directors Strategy Unit	September 2018 onwards
Set-up and develop a network of Equalities Champions to provide peer to peer equalities support across the council.	Strategy Unit Equalities Champions	September 2018
Hold quarterly Equalities Champions Network meeting to monitor the effectiveness and gather feedback on the new approach	Strategy Unit Equalities Champions	Quarterly from September 2018
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	Strategy Unit	To be published in June 2019
Monitor progress against the council's Strategic Equalities Objective and identify any emerging issues shown by the data	Strategy Unit	To be published in June 2019

Equalities Action Plan 2018/19	Lead	Timescale
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, as laid out in the Internal Audit Report	Strategy Unit Legal Services Strategic Directors Corporate Finance and Delivery Units (DUs)	January 2019
Develop analysis of the cumulative impact on specific groups (particularly protected characteristics) of decisions taken to set the Council's budget for 2019-20, and publish this with the 2019-20 budget report.	Strategy Unit	February 2019
An update to the Strategic Equalities Objective and performance measurement as part of the business planning process and update of the Corporate Plan	Strategy Unit Strategic Directors	November 2018- March 2019
Resources, support and capacity-building		
Maintain guidance and support on equalities,	Strategy Unit Legal Services Programmes and Performance Team	On-going
Promote community cohesion and resilience		
Support the Communities Together Network to promote community wellbeing and encourage safe and cohesive communities (facilitating	Strategy Unit	On-going.

Equalities Action Plan 2018/19	Lead	Timescale
three meetings a year; developing and delivering a forward plan)		
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).	Strategy Unit	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.	Strategy Unit	December 2018
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.	Strategy Unit Communications	On-going
Use the Communities Together Network where appropriate to support relevant corporate consultation and engagement	Communications Strategy Unit	On-going

APPENDIX FOUR: Progress on Action Plan 2017/18

Action	Progress as of March 2018
Monitor existing commitments to incorporate equalities considerations into strategies and decision-making, ensuring due regard is given to the needs of different groups	On-going via EIAs
Review and monitor integration of equalities into our corporate assurance processes	The Equalities Lead attended the Risk Network meeting to advise and support risk managers on how to incorporate equalities into their assurance processes
Monitor integration of equalities considerations into the work of the Council's commercial partners including compliance with relevant contract clauses	On-going by the Commercial Team
Leading on the integration of equalities into our corporate management structures	On-going support via the Equalities Lead to train lead officers on their equalities duties
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	This report is the Annual Equalities report for 2017/18
Develop analysis of the cumulative impact on specific groups (particularly protected characteristics) of decisions taken to set the Council's budget for 2017-18, and publish this with the 2017-18 budget report.	A Cumulative Equalities Impact Assessment was published in February 2018
Produce up-to-date guidance and support, and training (including e-learning) available to officers across the Council and, where possible, external partners.	Guidance documents and support have been made available on the Intranet and 121 training and support provided to lead officers.
Maintain a resource of completed Equality Impact Assessments to make sure best practice is	Completed EIAs are published and are available to support the development of new

shared across Delivery Units	EIAs
Develop the Council's capacity to build equalities considerations into the work of all Barnet services	Guidance documents and support have been made available on the Intranet and 121 training and support provided to lead officers.
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)	Three public meeting and steering group meeting took place over 2017/18
Lead a programme of events which promote community cohesion and good relations between different groups, including -Faith Festival, and International Women's Day.	The Equality Lead worked with the Equalities Allies on a series of successful events included Black History Month, inter-faith Festival and International Women's Day.
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).	This was an ongoing piece of work by the Equality Lead and included attendance at the London Equalities Network
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.	An annual review took place in August 2017
Work with the Council's Local Voluntary, Community and Faith Sector (VCFS) through CTN and work with the Community Participation Lead to engage with hard to reach groups and communities and understand any key equalities issues.	The Equalities Lead attended all CTN meetings.
Use the Communities Together Network where appropriate to support relevant corporate consultation and engagement	The Equalities Lead ensured that consultation and engagement activities were highlighted via the CTN membership