

Appendix 1: ANNUAL EQUALITIES REPORT 18/19

Contents:

- 1. Introduction and context**
- 2. Demographics of Barnet**
- 3. Our approach to equalities**
- 4. Progress in 2018/19**
- 5. Next steps for 2019/20**

1. Introduction and context

- 1.1 This report details how the council has implemented its equality duty and met our statutory responsibilities in 2018/19. 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 2019/20 with a set of cross-cutting development areas.
- 1.2 The 2010 Equality Act outlines the provisions of the general and specific Public-Sector Equality Duty (PSED) 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 In addition to assessing the impact of proposals on the nine protected characteristics, the council also assess the impact on certain other groups, whenever possible, 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 incomes, people from areas of deprivation and the unemployed.

2. Demographics of Barnet

- 2.1 Barnet Council uses demographic and equalities data to identify trends and barriers to help inform decision making and meet the SEO. This report uses evidence on demographic change in the borough taken from the recent 2018 update of the [Joint Strategic Needs Assessment \(JSNA\)](#). The JSNA contains a wide range of demographic data from national and local sources, and where possible, this has been benchmarked against regional and national data and put into time series so that the major trends in Barnet can be understood over time and compared. We also use evidence from other sources about

service users and their needs from consultation feedback and the individual EIAs carried out for budget saving / income generation proposals.

2.2 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. Key headlines include:

- For 2018, the population of Barnet is estimated to be 394,400, which is the largest of all the London boroughs. The borough's overall population is projected to increase by 6% by 2030, taking the number of residents to approximately 419,200.
- The number of people aged 65 and over is projected to increase by 33% between 2018 and 2030, compared with a 2% decrease in the 0-19 age group and a 4% increase for working age adults aged 16-64.
- The Barnet population is projected to become increasingly diverse, with the proportion of Black, Asian and Minority Ethnic (BAME) people in the borough population rising from 39.5% in 2018 to 42.3% in 2030.
- According to the 2011 census, by religion, Christianity is the largest faith in Barnet accounting for 41.2% of the total population. The next most common religions are Judaism (15.2%), Islam (10.3%), Hinduism (6.2%) and Buddhism (1.3%).
- Life expectancy in Barnet is better than London and England's average and women, in particular, have higher life expectancy than men locally. The life expectancy of people living in the most deprived areas of the borough are on average 7.4 years less for men and 7.8 years less for women than those in the least deprived areas.
- In 2018, there are an estimated 6,100 adults in the borough aged under 65 with learning disability and 1,176 older people (aged 65+) giving a total of 7,276 adults for Barnet
- As of 2018, there are an estimated 23,735 adults in Barnet with either a moderate or serious physical disability.
- Children and young people from minority ethnic groups account for 52% of this cohort's population
- The percentages of children and young people from minority ethnic groups who receive statutory social care services account for 61% of Children in Need cases, 56% of child protection cases and 60% of all Children in Care.
- The proportion of children and young people with English as an additional language across primary schools is 44% (the national average is 18%).

3. Our approach to equalities

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, Council staff 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 considerations into delivery plans 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. Our approach to meeting the Public Sector Equality Duty for staff has been under review during the past year and, following the return of Strategic HR from Capita to the Council, will be further developed going forward. Some of the changes to the Council's approach to workforce equalities are outlined below, including the establishment of the Equality, Diversity and Inclusion Working Group and the increased role and profile of the Barnet Equalities Allies.

- 3.2** Since August 2018 there have been a number of developments to the Council's approach to Equality, Diversity and Inclusion. The role of Equalities Lead was not replaced when the post holder retired in September 2018. Instead, Equalities, Diversity and Inclusion agenda has been integrated in all we do across the Council with a crucial co-ordination and supporting role provided by the Strategy and Engagement and HR teams. Senior Leadership was strengthened by identifying a sponsor role at CMT level.
- 3.3** The approach taken supports embedding equalities considerations in all council business and is strengthened by the recruitment of Equality Champions, the Equality Diversity and Inclusion Steering Group that was set up to develop and oversee 2019/20 EDI Action plan, the progress made by the Barnet Equality Allies, and the outcome of the internal audits into PSED and workforce equalities data to identify and strengthen areas for improvement.
- 3.4 Strategic Equalities Objective (SEO)**
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. The SEO was updated in 2018 and forms part of the Corporate Plan, Barnet 2024. The plan outlines how we will work together with residents and businesses to achieve the following outcomes for the borough:
- A pleasant and well-maintained borough that we protect and invest in
 - Our residents live happy healthy and independent lives with the most vulnerable protected
 - Safe and strong communities where people get along well
- 3.5** The council formally monitors progress against the SEO through a set of indicators within the Policy and Resources delivery plan. These are:
- Improve the reporting and recording of protected characteristics to achieve a more comprehensive profile of the workforce
 - Ensure relevant policies and programmes that go to Committee identify equality related impacts and demonstrate how these impacts will be mitigated
 - Work in partnership with the voluntary, community and faith sector and the Barnet Multi Faith Forum to bring communities together and celebrate diversity and foster community cohesion
- 3.6** This is reported to committee on a quarterly basis through the council's performance framework. In addition to this, performance against the SEO is also reported on through this report on an annual basis, which gives further detail to how the council has approached its statutory responsibilities under The Equality Act 2010 and PSED.
- 3.7 Equalities Impact Assessments**
All council programmes should include an assessment of the potential equalities impact for employees, service users, and residents. It is the responsibility of service areas to conduct Equalities Impact Assessments (EIA) on their programmes and projects. These should ensure that any impact on people with protected characteristics is considered, and wherever possible should be mitigated. The analysis must be brought to the attention of decision makers and taken into account at each relevant stage of decision making. Templates and supporting documents for completing Equalities Impact Assessments are included in the Project Management Toolkit.
- 3.8 Annual Business Planning Process**
Equalities considerations are embedded into Council decision making processes and the annual business planning process. We are reviewing how to further strengthen this process. Proposed 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 implementation. In addition to producing EIAs for individual budget proposals, the Cumulative Equalities Impact Analysis (CEIA) 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.

3.9 The Cumulative Equalities Impact Analysis (CEIA) is published each year alongside the budget and includes evidence about service users and their needs, any relevant consultation feedback and a summary of all the individual EIAs carried out for the budget savings proposals. The 2018/19 CEIA can be found at the following link:

<https://barnet.moderngov.co.uk/documents/s44932/Appendix%20I%20-%20Corporate%20Equalities%20Impact%20Analysis%20CEIA.pdf>

Published in March 2018, the 2018/19 CEIA shows that the budget proposals for that year would result in some positive benefits for Barnet residents and businesses including those with protected characteristics. However, the following minimal negative impacts were noted:

- Continuing minimal negative impact from Library services for young people under 16, pregnant women and people with disabilities during unsupervised hours of opening and toilet closure during that time. This to be monitored as the proposals are implemented.
- Broader socio-economic trends indicate a continuing minimum negative impact for disadvantaged groups in low pay, including some of the protected characteristics.
- Government policy has resulted in people on in-work and out of work benefits seeing those benefits frozen for four years until 2020.
- The impact of any increase in Council Tax is likely to impact disproportionately on those with low income, those in debt and those in receipt of council tax benefit including lone parents.

3.10 Mitigations for any specific impacts are set out in the relevant EIAs. Other mitigations to equalities impacts listed in the CEIA are:

- Promoting the benefits of work and encouraging people to remain and return to work; especially the longer term unemployed.
- Supporting people into employment through 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.
- 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 that young people (and other residents from 16) have access to training opportunities.
- The CEIA also takes account of state Pension increase of 3.0% in April 2018 and increases in pension credit which are a useful source of support to older residents.

3.11 The CEIA for the budget proposals for 2019/20 showed three EIAs with a negative impact and two where the impact is negative/unknown. The full report can be found at:

<http://barnet.moderngov.co.uk/documents/s51235/Appendix%20J%20Cumulative%20Equalities%20Impact%20Analysis%20CEIA.pdf>

3.12 Overall it was identified that there may be a cumulative negative impact on residents with disabilities, on those within certain age groups and on individuals depending on their marital status. In addition to those with protected characteristics, the following groups may be negatively impacted by the 19/20 budget: carers, people on a low income, those unemployed and young people who are NEET. Mitigations for each of these impacts are outlined in the CEIA, for example:

- Undertaking full consultation on care packages to ensure these are led by a thorough assessment of need.
- Researching best practice before implementing environmental changes

3.13 Consultation and Engagement

Barnet Council takes an active approach in consulting and engaging with residents and businesses when we are making changes to the way in which we deliver services, or when we want to seek views on the councils' plans and priorities. Over the past year we conducted over 60 consultations. All consultations are published on our [Engage Barnet](#) micro site.

Guidance on equalities has been incorporated into our consultation and engagement toolkit, to ensure that consultations are accessible and inclusive to different groups. Paper copies and alternative formats of consultations are also made available on request to ensure residents who do not have access to the internet or have different requirements can take part in our consultations. All consultations/questionnaires also include demographic questions, and where the consultation is statutory or part of an EIA we will collect data on the protected characteristics. The results are analysed and incorporated into the results of the consultation, to help us to understand how views may differ between consultees and to identify if there are any negative impacts by the proposals for the protected characteristics. Service leads can then use this information to help shape the way in which services are designed and delivered.

With regard to consultation and engagement on workforce matters the council has an embedded approach to consulting and engaging with recognised staff representatives on all workforce matters. The council further recognises the role of groups such as the Equalities Allies in providing insight to planned changes that impact on the workforce, for example HR policies. A further example of the council's approach to engaging with specific groups is in relation to the council's move to its new offices in Colindale, where a network of change champions, including disabilities champions has been instrumental in the engagement process and informing management actions.

3.14 Equalities Champions

At the end of August 2018 Directors were asked to nominate members of their teams to become Equalities Champions. The purpose of this role is to provide peer-to-peer support to colleagues who are developing EIAs or dealing with complaints that have an equalities element. In September 2018, two half days of training were provided to these individuals to support them in this role.

3.15 One of the requests from champions was to introduce an Equalities Champions Network that would meet on a quarterly basis. This would allow Champions to feedback and share their experiences. The Equalities Champions Network met for the first time in November 2018. Some of the points raised included a request for greater clarity over the role of a champion and how they are nominated; and a need for further training in the theoretical and legal context to the Public Sector Equality Duty and the EIA process. A review of the Equalities Champions Programme is planned for 2019/20 and training providers have now been shortlisted.

3.16 Barnet Equalities Allies

Barnet Equalities Allies (BEA) are a group of staff who are passionate about championing equality in the workplace. BEA work to raise awareness of EDI at a senior and strategic level, start more discussions about important topics, and trigger effective action going forward. The group also recognise and celebrate the diverse identities and cultures within our organisation.

In 2018/19, following the departure of the Council's Equalities Strategic Lead, BEA refreshed and restructured the group; developing a Terms of Reference, Annual Work Plan and Events Schedule to formalise and define BEA's purpose and objectives. Two key achievements of 2018/19 were the co-planning and delivery of an equalities focused Leadership Conference in December 2018, which featured external speakers from pay gap reporting software firm, Gap Square, and the GLA. During the event, BEA facilitated a staff workshop on Unconscious Bias which received very positive feedback from attendees. A further key achievement was highlighting and driving the need for an equalities action plan to the Council Management Team, and being core contributors to the plan.

In 2019/20, the group will focus on increasing their membership, delivering key learning events and highlighting and removing structural barriers to fairness and equality within the Council.

3.17 Equalities, Diversity and Inclusion Steering Group

The Equalities, Diversity and Inclusion Steering Group (EDISG) held its first meeting on 28 January 2018 and is chaired by the Director of Public Health, who is also CMT Equalities and Diversity Lead. The purpose of the EDISG is to bring together the different elements of the council that play a role in supporting its equality duty and to proactively champion equality and diversity both internally and within our communities. The first priority of the group was to establish co-ordination across the council on equalities and diversity and to produce a joint action plan. This plan (included as Appendix) has replaced the former EDI Action Plan and is based on a nationally recognised framework and best practice.

3.18 Internal Audit Report (PSED)

In January 2019, a final Internal Audit Report on the Council's ability to deliver against the Public Sector Equalities Act Duty (PSED) was produced. The audit looked at whether monitoring processes are sufficiently robust to allow the Council to assess whether it is meeting the requirements of the PSED, and ensure that:

- Progress against Strategic Equality Objective (SEO) indicators is accurately reported through the Annual Equalities report
- There is ongoing monitoring of equalities indicators outside the annual reporting cycle and issues are appropriately escalated when they are identified
- EIAs are carried out for all programmes within the Council and form a mandatory tool within the Project Management Toolkit
- Equality Impact Assessments are carried out for all changes to corporate policy.

3.19 There were a number of areas of good practice identified in the audit, particularly in relation to work being carried out around community cohesion, the embedding of equalities considerations into project and programme planning, and the quality of narrative reporting around equalities. However, it also found that the previous Strategic Equality Objective was not measurable, and plans to support the council's duties following the retirement of the Equalities Lead were not sufficiently detailed at that stage. These points have already been addressed. The audit also recommended that the current Equalities Policy be updated and this will be carried out in 2019.

3.20 Internal Audit Report (workforce equalities data)

In November 2018, a separate audit was undertaken into how equalities data is gathered, processed and reported by the council. This audit looked at whether:

- Published equalities data is accurate, and appropriately reviewed and authorised prior to publication.
- Data analysis carried out over equalities data is meaningful and informs ongoing strategy.

The audit made four recommendations; two rated as high risk, and two as low risk. The report can be found here: <https://employeeportal.lbbarnet.local/dam/documents/departments-and-services/central->

- 3.21 The first of the high-risk findings concerned the reporting of equalities analysis of the annual performance review process. This is conducted in order to assess whether any staff members with protected characteristics have been adversely affected in the review process. The audit found a number of issues with how this had been conducted and these have been addressed by HR.
- 3.22 Further data quality issues were identified with the reporting of workforce statistics in Annual Equalities Reports. In future this will include details of any investigations into discrepancies between staff demographics and the surrounding borough, as well as the results of these. The audit also identified a need for clarity over who is responsible for monitoring staff equalities data. A procedure has since been agreed and responsible officers nominated.

4. Progress in 2018/19

4.1 Strengthening internal processes

As part of the council's change to working practices in alignment with the move to Colindale, the council has had the opportunity to review flexible working arrangements and make reasonable adjustments to the working environment. These include improvements to technology and facilities that enable access by staff with particular physical needs and mobility issues, as well as better supporting remote access. Equalities, diversity and inclusion have been key considerations throughout the TW3 process. This flexible working may help to support our employees who have caring responsibilities as it gives them the option of being able to work from home more frequently, or at other touch down points across the borough, with less of a focus on the traditional office based working.

Equalities for staff

- 4.12 Through our Employer Supported Volunteering Scheme (ESV), we are encouraging staff to get more involved in the Borough through volunteering in the community. The scheme was promoted in June 2018 during Small Charities Week. The scheme provides an opportunity for staff to achieve a greater understanding of our local communities, increases opportunities for team working and better working relationships with colleagues. A further relaunch in 2019 offers extended options for accessing ESV, including the chance for staff to offer pro-bono support to organisations using their professional skills.
- 4.13 The Council has continued to invest in improving the Council's learning and development offer with a range of skills development opportunities available to all staff. The Council now includes a mandatory EDI induction module for all new staff and managers; a new EDI, Bullying and Harassment training course is being rolled out for all staff from May 2019. The Council run bi-annual conferences for senior managers and as part of reinvigorating the Council's approach to EDI the most recent conference in December 2018 was focused in its entirety on EDI and unconscious bias, supported by the BEA.
- 4.14 In March 2018 the Council published its Gender Pay statistics which showed that on average, female staff earned more than male staff (see Appendix Two). The Council has invested in specialist software to enhance its analytical capability for pay gap reporting following internal audit review that identified flaws in the previous analysis. The revised approach also introduces more detailed quality assurance on the analysis and the Council is now in the process of using the new approach to analyse the ethnicity pay gap as well as the gender pay gap for its workforce. The Council's gender pay gap is a matter of public record in line with statutory requirements, once completed the Council's ethnicity pay gap will also be published and any resulting actions incorporated into the Equalities Action Plan.

- 4.15 The annual Our Stars Staff Awards ceremony is an opportunity for the council to recognise and reward the contribution of our staff. The annual recognition awards process has been in place for several years and includes the Council's values as award categories, recognising those staff who have gone above and beyond to the benefit of residents and colleagues.
- 4.16 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. The next survey will be conducted in 2019. We will analyse the results of this and involve staff in addressing any areas for improvement. The results of the staff survey alongside a staff survey action plan will be published on the intranet.
- 4.17 Following the return of the Strategic HR function to the council, a review of equalities data and equalities data analysis is planned. One issue already identified is the lack of data available for analysis where staff prefer not to declare a protected characteristic. For example, 29.95% of council staff prefer not to declare their sexual orientation compared to 8.4% on average across London.
- 4.18 All review of HR policies is planned and all policies will be subject to equalities impact assessment and relevant groups will be consulted during the policy development stage e.g. BEA.
- 4.19 We continue to assess the equality impacts on staff of our proposals to modernise services and transformation projects through Equalities Impact Assessments (EIAs).
- 4.20 Updated staff demographic data is included at Appendix Two to this report.

4.2 Expanding the Communities Together Network

Barnet is continually building stronger community partnership links through the refreshed Community Participation Action Plan and the Communities Together Network (CTN). The CTN is co-facilitated by Barnet Council and Inclusion Barnet, one of our key strategic Voluntary Community and Faith Sector (VCFS) partners. CTN is the operational networking and information sharing forum to support Barnet's diverse communities. The CTN helps foster community cohesion and enables organisations to take on more responsibility for their local areas to deliver better outcomes for residents and service users. Over the course of the year, it has increased its membership from 250 to over 700 bringing together the VCFS with public sector partners. The CTN enables a dialogue where the council can consult and seek input into decisions such as the refresh of the Community Participation Action Plan, and is a key way in which the council supports fostering good relations between different groups within the community.

4.3 Barnet Multi Faith Forum (BMFF)

The BMFF is the council's strategic partner for faith organisations within Barnet. The group is a voluntary organisation that meets on a regular basis to address issues with regards to promoting understanding between religious groups within Barnet and to challenge discrimination concerning age, disability, race, religion and sexual orientation. They support social action projects designed to enhance the environment and living conditions of all in the Borough. Examples of events and activities the forum have been involved in over the past year include:

- Interfaith Tree Planting - On 22 March 2019, BMFF facilitated and supported an event that promoted relations between different faiths and backgrounds after the Christchurch terror attacks. The event called on faith organisations to celebrate unity.
- Patient Journeys – the BMFF participated and promoted a conference 'Supporting Transitions', that aims to prevent re-admission through advocacy support to older people who are being discharged from hospital. BMFF were acting as representatives from the local diverse faith communities.
- Hate Crime Awareness Week – During this week BMFF worked with faith communities to ensure they were aware of mechanisms of how to report hate crime. They placed stalls outside Middlesex University and North Finchley Mosque following an attack at a Mosque in the neighbouring borough.

4.4 Barnet Islamic Centre Forum

In 2018 a forum of Muslim organisations was brought together in partnership with Barnet Police as a way to effectively communicate with the diverse communities that belong to the Muslim faith. The formation of the group has meant better communication links between these communities, the council and the police. With a rise in anti muslim hate crime, this forum has proved to be an effective way to relay helpful information when incidents occur that affect this community. Two meetings have been facilitated so far, with over 12 organisations attending. The agendas have included presentations on hate crime reporting, and police safety policies. The network has also provided a chance for the various Islamic centres to work with each other to help build stronger relations and support. Barnet intends to share this model with other London councils.

4.5 Children's and Family Services

Since the last Children and Young People's plan the council has worked towards the vision of creating a Family Friendly Barnet, enabling opportunities for Barnet's children and young people to achieve their best. Barnet's Family Services is improving with significant change being made to ensure the practice is of a high standard and the needs of children are well served. Complimenting this work, the council's Resident, Engaged, Achieving Children Hub (REACH) team is achieving success with young people benefiting from a coordinated response to meet sometimes very complex needs

Barnet monitors the educational outcomes and progress of all pupils, including specific groups where attainment is lower. 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.

4.6 A series of programmes for children and young people designed to promote mental health awareness have been launched. The council has developed and rolled out delivery plans for schools as part of our Resilient Schools Programme, which covers support for pupils, staff curriculum development, digital resilience and several other key strands developed through research.

4.7 Voice of the Child

The Youth Assembly is a public-debating body made up of young people who work, live or study in the borough. Members raise motions that are both relevant to Barnet and important to them, and then have the opportunity to debate or vote on those motions. The Assembly, now in its third year, has had 39 members signed up in 2018/19.

4.8 The UK Youth Parliament (UKYP) candidate and election campaigns were promoted to our Children in Care through the Children in Care Council and Onwards & Upwards Team. We had two Children in Care Council members attend our information evening, however unfortunately decided not to go forward as candidates due to other commitments. A member of the Children in Care Council attended the UKYP weekend residential as a Youth Representative with the British Youth Council and hundreds of their peers in April 2018, where they commenced their 'Youth Leadership Programme'. The learning from the weekend has supported the young person to take on the role of leading the Children in Care Council.

4.9 Support for children in care and care leavers through Live Unlimited

As part of our commitment to give every child the best start in life, the council set up Live Unlimited, a charity for children and young people in our care and care leavers. Launched in February 2018, Live

Unlimited provides support, encouragement and inspiration to Barnet's 310 looked after children and 273 care leavers. The charity complements the extensive support the council provides to every looked after child, and funds the sort of additional activities which families might provide for their children outside of school hours, such as music or sport lessons, trips and expeditions.

- 4.10 The Imagination Trust was the first scheme run by Live Unlimited. It gives Barnet's looked after children and care leavers the opportunity to apply for grants between £25 and £250 to encourage them to explore a passion or interest. The current scheme is 'Driving Ahead', which provides 30 hours free driving lessons for 12 individuals through a partnership with the AA Driving School.

4.11 Support for older and vulnerable residents

Silver Week was held 1-7 October 2018 to provide a diverse range of adults aged 55 and over with the opportunity to attend prevention awareness activities and events. The week encouraged residents to try new activities, develop healthy lifestyle choices and have access to health and wellbeing information. Funded by Public Health and working in partnership with our voluntary community sector partners, the council hosted over 80 activities and events throughout the borough. In addition, 167 Health and Wellbeing consultations were carried out including Diabetes screening and 22 Hearing screening sessions. Over 1,277 people participated, including over 300 at the afternoon tea from a diverse range of communities. Silver Week 2018 even involved the Nepalese Community for the first time.

4.12 Argenti care technology

Adult Services have been working with Argenti care technology partnership to enable vulnerable people in the London Borough of Barnet to live more independent lives using technology. It provides various technology that lets residents live more safely and independently in their own home. Social care professionals refer people to the service, and Argenti then recommend the technology they would most benefit from and install it in their home. Some of the functions include reminding people to take medication, providing call buttons to alert carers in emergencies and GPS sensors that tell friends or family if people unintentionally wander too far from home. Over 4,000 people in Barnet now have technology as part of their care, which has generated a saving of £900,000 in the project's first year.

Argenti are also training social care professionals to recognise opportunities where technology would support someone's independence. That training is strengthened through a partnership with the Centre of Excellence for Technology Enhanced Care at Barnet and Southgate College. The college has a state of the art 'living lab' – a replica flat with integrated digital technology.

Launch of Fit and Active Barnet (FAB)

- 4.13 The council continues to work with Better (GLL) to deliver an innovative leisure contract that promotes a whole systems approach, delivering a range of services that meet the diverse needs of Barnet residents. Examples over the previous year include (but are not limited to):

- The launch of Fit and Active Barnet (FAB); a campaign that encourages and inspires residents to include more physical activity into their day. The campaign represented a diverse range of residents to reflect the population, including age, race and disability.
- As of April 2019, 20,825 residents had registered for a FAB card offering a number of physical activity benefits and discounts
- Barnet's commitment to registered carers, looked after children, and care leavers provides them with enhanced benefits to the FAB Card including free swimming at anytime
- Delivery of specialist health programmes that include children's weight management, adult weight management and a cancer rehabilitation scheme
- Delivery of community based sessions that seek to challenge barriers to participation, making physical activity accessible to all residents. Delivery is targeted at low participation groups and families with a focus on areas of deprivation, BAME, women and girls, disabled and older residents (55+)

- Gender specific sessions at leisure centres ensuring that the diversity of cultures in the borough are supported to remain physically active
- Better staff have received a range of training to ensure diverse needs of our residents can be met including; disability awareness, dementia friends and mental health awareness. Each leisure centre has a nominated Dementia Champion and have pledged to a Mental Health Charter

4.13 **Weight Management programmes**

People from certain ethnic communities, those with learning disabilities and older population are at increased risk of increased weight and consequently diabetes. Therefore, it was important to consider the unique needs of these groups when refreshing the weight management care pathways during the 2018/19 financial year. Through focus groups and events (supported by VCFS organisations and faith groups including MENCAP, Greek Cypriot Brotherhood and Finchley Mosque), in addition to national care guidance, new pathways were developed that reflected these needs. For example, adults from Black and Minority Ethnic groups (BAME) can now be referred onto weight management services with a BMI of 27.5 rather than 30, providing the population cohort most vulnerable to diabetes with earlier access to support services. We are continuing to explore alternative programme offers for children and young people with Special Educational Needs and Disabilities (SEND) and adults with learning disabilities to ensure weight management services can maximise benefits for these groups too.

5. **Next steps for 19/20**

5.13 The council will continue to develop its approach to equalities, and meeting the Public-Sector Equality Duty, by delivering services and the council's priorities in a proportionate way which relates to the needs of our workforce, residents and businesses in the borough. A proposed Equalities, Diversity and Inclusion Action Plan for the council for 2019/20 is attached at Appendix 4 to this report.

5.14 Key elements of the EDI Action Plan for 2019/20 are:

- **Leadership and management** – Corporate Management Team (CMT) members will include an objective on Equality, Diversity and Inclusion in their objectives for 2019/20. It is envisaged that 'golden thread' will filter down the whole organisation.
- **Together We Are Barnet campaign** – focused on celebrating Barnet's diverse communities. The campaign includes inspiring stories of the rich mix of people who call our borough home, highlighting some of our many groups, sports teams and local projects, as well as individuals, who contribute to our community. This campaign is a joint initiative of Barnet council working in partnership with CCG, Saracens Rugby Club, West London Alliance, Inclusion Barnet, Groundwork, Federation of Small Businesses, Argent, Middlesex University, DWP, Barnet and Southgate College and Brent Cross Shopping Centre.
- **Further internal review** – we will continue to look at our internal processes, with a particular focus on the 'Equalities Champions' model. We plan to strengthen this by gaining more involvement across the council, and by having a more formal support mechanism in place which will include the development of an online space to share best practice.
- **Equalities training** – this will be commissioned and rolled out to Equalities Champions, Members and Strategy Team officers to ensure each are equipped with the right level of knowledge to be able to carry out their duties. Training will also be offered to other officers to support them in developing the skills to carry out EIAs effectively and at the right stage of developing proposals. The council's

corporate Equalities training offer will be monitored and evaluated, and new modules introduced in line with the Equalities Action Plan.

- **Refresh of key information** – we will work to refresh some of our key EDI documents including the Equalities Policy and our guidance material on EIAs and the PSED. For workforce data, a campaign of data refresh and update is being planned.
- **Stonewall Index** – the Equalities, Diversity and Inclusion Steering Group have proposed that the council applies of inclusion on the Stonewall Workplace Equality Index. This is a comprehensive framework for self-assessment of EDI in our employment practices.