

Equality Objectives 2016 – 2020

Public Sector Duty	Eliminate discrimination, harassment and victimisation
What do we want to achieve?	<i>Ensure our staff have the skills, knowledge and awareness to be able to deliver services fairly and challenge unfair treatment or inappropriate behaviours</i>
Protected characteristics?	All
Why?	
<p>Hate Crime - 0.51/1000 population hate incident rate (3rd highest in county)</p> <ul style="list-style-type: none"> • 78% of Hate incidents are related to race/ethnicity. • Nationally, in 2014/15 there were 52,528 hate crimes recorded by the police, compared with 44,471 in 2013/14. These figures reflect an improvement in recording of these offences; however the actual estimated figure for hate crimes committed each year is 278,000. <p>Staff</p> <ul style="list-style-type: none"> • 91% of staff are aware of policies, however, they felt these are not well publicised or easy to find. • 35% of staff said that they would not know what to do if they wanted to make a complaint. • 66% of staff who had made a complaint about treatment that they had received felt that it had not been taken seriously and looked into properly • 19% of staff 'Prefer not to say' if they are disabled or not • Staff have requested more training and information. 	
What will we do?	
<ul style="list-style-type: none"> • All Staff undertake equalities and human rights training so awareness of equality issues and our policy are increased. • Campaign for staff to improve staff declaring against protected characteristics. • Policies to deal with bullying and whistleblowing are easy to find, accessible promoted, and understood by staff e.g. Updated Grievance Procedure includes the new Bullying and Harassment procedures, and managers have been trained. • Event run by the Youth Council focussing on 'Reducing Hate Crime'. 	
Who:	Performance; Human Resources; Partnerships
How will we measure success?	
<ul style="list-style-type: none"> • Hate crime incident rate reduced. • All staff completed @thema training on Equalities and Human Rights. • Number of awareness articles published in the intranet and number of times an article is read. • Increase in the percentage of staff declaring if they have a disability or not. • Decrease the number of staff who do not know how to make a complaint. • Increase satisfaction in how staff complaints are handled. 	
Links to Blaby Plan	<ul style="list-style-type: none"> • <i>People Strategy</i> • <i>Work with partners to keep the district safe.</i>

Public Sector Duty	Advance equality of opportunity																					
What do we want to achieve?	<i>Fair access to recruitment and opportunities</i>																					
Protected characteristics?	Disability, Age																					
Why?																						
<p>Just 3.5% of staff declare that they have a disability, but 19.5% 'Prefer not to say.'</p> <ul style="list-style-type: none"> <table border="1"> <thead> <tr> <th colspan="3">Recruitment</th> </tr> </thead> <tbody> <tr> <td>Gender</td> <td>Female</td> <td>56.7%</td> </tr> <tr> <td></td> <td>Male</td> <td>38.4%</td> </tr> <tr> <td></td> <td>Not known</td> <td>4.9%</td> </tr> <tr> <td>Disability</td> <td>No</td> <td>87.6%</td> </tr> <tr> <td></td> <td>Yes</td> <td>0.6%</td> </tr> <tr> <td></td> <td>Not know/blank</td> <td>11.9%</td> </tr> </tbody> </table> <p>Apprentices</p> <ul style="list-style-type: none"> Current number employed – 6 posts (4 employees and 2 vacancies) <p>Age 55-64 Benefits Claimants</p> <ul style="list-style-type: none"> Blaby District Population aged 55 to 64 makes up 20.3% of working age people (11,535). In April 16 17.9% (75) JSA claimants were aged 55 and over. However, in November 15 – 28% Claimants of all benefits were aged 55 and over (carers allowance, disability allowance, JSA etc) 		Recruitment			Gender	Female	56.7%		Male	38.4%		Not known	4.9%	Disability	No	87.6%		Yes	0.6%		Not know/blank	11.9%
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What will we do?																						
<ul style="list-style-type: none"> Improve data capture and analysis in relation to equalities monitoring. Encourage applications from more diverse groups of people, including improving advertising and our web site 'Jobs' pages. Work closely with Blaby Together, schools, colleges, universities and managers to encourage opportunities for apprenticeships and work experience. 																						
Who:	Performance; Human Resources; Partnerships																					
How will we measure success?																						
<ul style="list-style-type: none"> Increase applications from disabled people and men Decrease in number of people who 'prefer not to say' or leave blank when asked if they have a disability both from staff and job applicants. Increase apprenticeships and work placements offered by Blaby District Council. Measure satisfaction with apprenticeships and work placements – from Managers and work experience people and apprentices points of view. 																						
Links to Blaby Plan	<ul style="list-style-type: none"> <i>People Strategy</i> <i>Promote opportunities for children and young people to realise their potential and be 'work ready'.</i> 																					

Public Sector Duty	Advance equality of opportunity
What do we want to achieve?	<i>Ensure adequate access to services for all</i>
Protected characteristics?	All
Why?	
Residents: <ul style="list-style-type: none"> • Older people make up nearly 20% of our resident population; this is forecast to increase to almost 22% by 2021. • Nearly 16% of the working age population of the district is disabled or has a life limiting illness. • In the 2011 census, 11.5% of the population is from a minority ethnic background; this has doubled from 5.8% in 2001. • Only 49% of residents are satisfied with facilities for teenagers and young people. • Disabled residents are the least satisfied with our council services (77%) Staff: <ul style="list-style-type: none"> • Comments about the layout of the building and access to information. 	
What will we do?	
<ul style="list-style-type: none"> • Carry out an accessibility review of the offices and existing facilities. • Staff training e.g. how to use the hearing loop, dementia awareness etc • Review the Equality Impact Assessment process to include Human Rights, in order to ensure we are identifying and taking action against any bias in services, policies etc. 	
Who:	Performance; Assets; Human Resources; Assets
How will we measure success?	
<ul style="list-style-type: none"> • Increase the number of disabled people satisfied with council services • Increase the number of residents satisfied with facilities for teenagers and young people. • Continue to monitor satisfaction with Council Services and Complaints. 	
Links to Blaby Plan	<ul style="list-style-type: none"> • <i>Focus on and adapt to what matters to customers</i> • <i>Improve access to services and opportunities</i>

Public Sector Duty	Foster good relations between those who share relevant characteristics and those who do not
What do we want to achieve?	<i>Increase the opportunity for all Blaby district residents to fulfil their potential and participate</i>
Protected characteristics?	All
Why?	
<ul style="list-style-type: none"> • A drop of 5%, to 93%, of those residents that feel that people from different backgrounds get on well together. Lower satisfaction rates came from those who described themselves as from non Christian, ethnic minority and disabled backgrounds. • 64% of residents feel that they can influence local decision making. • Just 2 (5%) of Blaby District Councillors are aged under 30 years; only 31% are female; just 1 member, who declared their ethnicity, was from an ethnic minority background. • There are 27 people who volunteer to help maintain our green spaces. 	
What will we do?	
<ul style="list-style-type: none"> • Work with partners to increase volunteering, including staff volunteering scheme e.g. Community Transport. • Deliver more Community Schemes across the district e.g. Good Neighbour Schemes, Community Network forum etc • Support Parish councils through appropriate training, consultation and communication. • Encourage greater diversity of those wishing to represent local communities e.g. Youth Council, Agewise. 	
Who:	Performance; Human Resources; Democratic Services; Partnerships
How will we measure success?	
<ul style="list-style-type: none"> • Increase number of Good Neighbour Schemes • Increase the number of Green Space Volunteers and Staff Volunteers • Increase percentage of those residents that feel that people from different backgrounds get on well together. • Increase percentage of residents feel that they can influence local decision making 	
Links to Blaby Plan	<ul style="list-style-type: none"> • <i>Help people to help themselves</i> • <i>Increase volunteering within communities</i>

Public Sector Duty	N/A
What do we want to achieve?	<i>Support people in the community who are most in need</i>
Protected characteristics?	Disability; Age
Why?	
<ul style="list-style-type: none"> • Health Partnership priorities: Drugs, Alcohol and Smoking; Mental Health & Wellbeing; Obesity & Healthy Weight. <ul style="list-style-type: none"> ○ 25.6% of adults classed as obese vs 23% England. ○ 12.6/100000 suicides vs 8.8/100000 England. ○ 21.3% of adults smoke vs 18.4% England. ○ 1,321 of residents are living with Dementia. • 9.1% of all children in Blaby live in poverty. • In Blaby there are 2,324 lone parent households with dependent children. • 11% of local people are carers for others. The average for England is 10.2%. 1% of young people aged 15 or below have caring responsibilities, this rises to 5% in the age group 16-24. At 22% the 50-64 age group are the highest. • Nearly 16% of the working age population of the district is disabled or has a life limiting illness. • Older people make up nearly 20% of our resident population; this is forecast to increase to almost 22% by 2021. • Over 6,600 people in the district suffer from depression. • 28% of claimants of benefits in the district are aged 55 to 64. 	
What will we do?	
<ul style="list-style-type: none"> • Deliver campaigns and awareness on new areas of work such as Cyber Crime, Child Sexual Exploitation, Parking, Loneliness and Prevent. • Refresh the Vulnerability Action Plan. • Deliver the Health Improvement service including programmes such as Exercise Referral, A Place To Grow, Dementia Action Alliance and 'Keeping Well this Winter'. • Develop a core offer for Lightbulb project e.g. Disabled Facilities Grants (DFGs), Handyperson Services, Hospital Discharge etc. 	
Who:	Performance; Health Forum; Lightbulb; Community Services
How will we measure success?	
<ul style="list-style-type: none"> • Decrease in the percentage of adults classed as obese • Decrease in suicide rate • Decrease in the percentage of adults who smoke • Improved end to end times for DFGs 	
Links to Blaby Plan	<ul style="list-style-type: none"> • <i>Support facilities are available to identified groups of the community in most need</i> • <i>Reduce reliance on health services through targeted prevention and early intervention initiatives.</i>