



Annual Report

June 2016



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Glossary of Acronyms and Terms

BME	Black and Minority Ethnic.
BOLD	Barnsley On-line Learning and Development.
BSL	British Sign Language.
EAL	English as an Additional Language.
EHC	Education, Health and Care Plan.
EIA	Equality Impact Assessment.
ELG	Early Learning Goal
ESOL	English for Speakers of Other Languages.
GLD	Good Level of Development
HR	Human Resources.
LGBT	Lesbian, Gay, Bisexual and Transgender.
NEET	Not in Education, Employment, or Training

[Purple Flag Scheme](#)

Purple Flag is an accreditation process similar to the Green Flag award for parks and the Blue Flag for beaches. It leads to Purple Flag status for town and city centres that meet or surpass the standards of excellence in managing the evening and night time economy.

[DisabledGo](#)

The DisabledGo website provides detailed online access guides to over 1,000 places that disabled people visit regularly in Barnsley.

Summary of Achievements and Challenges

Progress and Achievements

The first year of the new Equality Scheme has focused on ensuring relevant Council services develop appropriate action plans to achieve the various objectives outlined in the Scheme. These are now all in place and progress is reported regularly to directorate management teams.

In the second year of the Scheme we would now expect to see significant progress being made with the action plans and these having an impact on the outcomes and measures outlined for each.

The Equality Forums have continued to provide invaluable support to the Council in its work to deliver the equality priorities and objectives described in the Scheme. Some notable landmarks over the last year include:

- Five major partners agreed to jointly contribute towards the funding and coordination of support and engagement activity with the network of equality forums.
- The Gender Equality Forum held a **Reclaim the Night** march in December. This involved a diverse group of people (women and men) raising awareness of sexual harassment and how to report it, supporting our Hate and Harassment Strategy objectives.
- The My Barnsley Too Disability Forum held a **"Tarn Takeover Day"** to celebrate the International Day of Disabled People and to enable local disabled people to find out and have their say about the ongoing developments in the town centre. The day involved a large number of disabled people with a wide variety of different impairments and provided valuable feedback for those involved in work to improve access and inclusion in the town centre.
- In March the Council organised an event with the Deaf Forum and Healthwatch to discuss with Deaf people their experiences of accessing social care and equipment services. This has led to several good ideas about improving customer access but possibly most importantly has resulted in a number of Deaf

people volunteering to be trained in care work (which is now underway).

- The Barnsley Together Forum for Race Equality has made effective links with new arrivals to the borough and encouraged them to become involved in the forum and to engage with local services. This has led to a wide range of issues being identified such as the problems faced by people with language needs accessing GP services and understanding their housing options.

The implementation of the Scheme has resulted in the development of innovations to help the Council achieve its equality objectives:

- To make services more accessible and inclusive a BSL video has been produced to help Deaf people understand how to recycle their waste which will hopefully be repeated in other service areas such as social care.
- To help ensure the town centre becomes a vibrant welcoming place for everyone, the My Barnsley Too forum prepared a comprehensive report on the barriers faced by disabled people using public transport in Barnsley. A coordinated response is being developed across different Council services and relevant issues being raised with neighbouring authorities to discuss within the Sheffield City Region.
- A new approach has also been developed to the challenge faced by the increase in new arrivals to the borough. This identifies the need to support the integration of new arrivals, to build cohesion and to reduce community tensions, primarily through working closely with these communities in local areas.

Key Challenges

Despite these achievements there are a number of significant challenges the Council faces if it is to achieve its equality objectives. These include:

- The increase in new arrivals has both positive and negative impacts on the local area. It boosts the local economy, provides much needed skills and energy to the local labour market and increases the potential for business start-ups. However new arrivals can also create pressure on local communities

and services which can in turn develop tensions in local areas and neighbourhoods. These tensions must be reduced by promoting integration and support services for the affected communities. The positives need to be maximised by ensuring the new arrivals can contribute fully to the local economy and cultural life.

- The Council continues its efforts over the next four years to develop its vision for Future Council, which will mean new ways of working and delivering services that encourage independence and can be delivered in more innovative and cost-effective ways. Plans and proposals to remodel services must be developed with due consideration given to the potential impact on diverse communities. The Equality and Inclusion function will provide support to Business Units as they develop these plans to ensure the “equality impact” is given due consideration whilst ensuring the process for doing so is timely and proportionate to the risks involved. Decision-makers at all levels will make sure they approve the plans only if the relevant equality impacts have been embedded and explained.
- The ongoing efforts to promote channel shift (ie encouraging customers to “self-serve” via the website for example rather than visiting an office to seek help from a Council officer) require the promotion of digital inclusion and an associated reduction in access of face to face and telephone services. However whilst this channel shift can have very positive impacts on some diverse communities, in others it can lead to greater social exclusion and create barriers to accessing key public services. Care needs to be taken when implementing plans for channel shift so those most in need of support from public services are not left behind in the process.

Priorities for the Year Ahead

As well as the challenges we face to achieve our objectives outlined above we will, over the year ahead, be focusing on the following priorities:

- The monitoring of the Council’s workforce diversity indicates that the Council is becoming less diverse – with fewer disabled

and fewer BME employees. We need to redouble our efforts to understand why this is happening and how it can be improved in the years ahead.

- The equality forums continue to develop and grow. However their potential is limited by the lack of commitment and funding beyond the next 12 months. This year has seen a number of partners reduce their financial contributions which will have an associated impact on the forums themselves and the engagement activity being carried out. There is a strong need for a longer term funding relationship to be developed between the partner agencies and the equality forums.
- The growing awareness and understanding of transgender issues means that customers and employees will be more willing to declare their trans status and expect higher levels of service and support as a result. We need to prepare for this by ensuring the trans community in Barnsley can engage effectively with services and by developing a suitable Gender Identity policy and employee development /awareness programme.
- 2017 marks the 50th anniversary of the decriminalisation of homosexuality. The last 50 years has seen a huge shift in attitudes towards the LGBT community but there is still inequality and discrimination which needs to be challenged. The anniversary offers a unique opportunity to reflect on the progress made as well as continuing to make the case for a society free from homophobia and transphobia – hence our plans for the **Pride Over Prejudice** festival. This also offers the opportunity to encourage new visitors and audiences to the town centre. ([See page 5 for more details](#)).
- As the number of new arrivals in the borough has increased so has the number of requests for interpretation and translation services. The current contract and booking processes were agreed at a time when the Council was larger and the demand significantly lower. The contract for these services needs to be retendered so it better meets the needs of both customers and services, whilst maximising its cost-effectiveness.

THRIVING & VIBRANT ECONOMY

Developing a Vibrant Town Centre

Safe Places, Dementia-Friendly and Breast-Feeding Welcome Here Places.

- The Safe Places Scheme has been relaunched and promoted. New venues are being recruited to join the scheme and previous venues given refresher training. You can find a [full list of the venues](#) here. More people with learning difficulties, autism and mental health conditions are learning about, and joining, the scheme.
- The Breast-Feeding Welcome Here scheme has been launched and is being widely supported by shops, services and businesses in the town. You can find a [full list of the venues](#) here.

- 14 venues and 80 people have joined the Safe Places Scheme.
- 41 venues have joined the Breast-Feeding Welcome Here scheme.

A Safe and Welcoming Town Centre

- Plans are well underway for a major festival in Barnsley to celebrate the 50th anniversary of the decriminalisation of homosexuality. Working closely with cultural services, key venues and the Barnsley LGBT Forum the **Pride Over Prejudice** festival will be held in February 2017 to coincide with LGBT History Month and aims to help make the town a focal point for LGBT culture in the region, attracting new visitors and audiences to the town.
- The Barnsley Gender Equality Forum hosted the first ever **Reclaim the Night** march in Barnsley in December 2015. It was attended by a diverse group of people to raise awareness of sexual harassment and the support that is available.

- £5,000 of the Council's Community Equality Grants earmarked for community projects taking part in the **Pride Over Prejudice** festival.

Disabled Go

- The contract with Disabled Go has been extended for another three years.
- Over 1,000 venues in Barnsley Town Centre, as well as other towns and villages in the borough will be included in the access reviews to take place this summer. These access details will be published on a searchable website so disabled shoppers and visitors (along with their friends and families) will be able to plan their activities to meet their access needs.
- A particular emphasis will be given to cultural venues (by ensuring these have the most comprehensive access reviews) and those venues that are taking part in the Safe Places Scheme for example.

- 1,712 visitors to Barnsley's Disabled Go webpages in 12 months.
- Barnsley Crematorium (196), Cannon Hall (106) and Dial-A-Ride (101) were the venues with the highest number of unique visitors.

Better Barnsley for all

- Barnsley residents have been actively involved in the planning and development of the town centre and the new library. This has included groups of disabled and Deaf people who have been given tours of the ongoing work in the town at various stages of its development to allow the opportunity to make suggestions and recommendations and to identify any concerns at an early stage.
- Barnsley Council is working to achieve Purple Flag status for the town centre which will support this priority to make a safer, welcoming and more inclusive town for all, especially in the evening and night-time.

- Over 50 disabled people attended the Tarn Takeover Day in the Better Barnsley venue to find out about and comment on plans for the town centre redevelopment.

Access to Transport

- The findings of the My Barnsley Too Disability Forum’s investigation into public transport accessibility in Barnsley were reported to the Senior Management Team and services have since been looking at ways the issues and concerns raised can be addressed.
- Next steps will include a meeting between the forum and taxi companies, a visit by the forum to raise concerns about parking at the hospital, and discussions with Sheffield City Region about access to bus services.

- Disabled people enabled to challenge taxi companies about extra charges for wheelchair users.

Increase skills to get more people working

Better support for young disabled people and care leavers

- The ‘**Pathways to Success**’ approach has been endorsed and is now being implemented. This promotes the continued development of Council opportunities for young people including those who are disabled or looked after.
- The Council has created two **supported apprenticeship opportunities** for young people with learning difficulties and/or disabilities to help them gain paid work. These are due to be filled by September 2016.
- The **Corporate Apprenticeship Scheme** contains five ring fenced opportunities for young people in care or care leavers.
- ‘**Pathways to Success**’ requires all Business Units to engage with the range of placement opportunities to offer young people (including disabled young people up to 25 years) support in the development of employability and transferable skills through engagement / employability programmes, traineeships, apprenticeships and graduate/undergraduate opportunities.
- The Council coordinates the Supported Internship Strategy aimed at young people aged

16 to 24 who have a statement of Special Educational Needs, a Learning Difficulty Assessment, or an EHC plan, who want to move into employment and need extra support to do so. The aim is to identify 18 Supported Internship opportunities by September 2016.

- 6 Supported Internships committed for 2016 by Council (and providers: NORSE, Berneslai Homes and NPS).
- The Council has created two Supported Apprenticeships for disabled young people and five ring-fenced apprenticeships for care leavers

More employment and training opportunities for disabled people and care leavers

- Commitment for 10% of Council apprenticeships to be taken by disabled people and care leavers is being met (6 of the 59 placements filled by care leavers, with further work underway to identify disabled apprentices).
- The implementation of apprenticeship reforms by April 2017 will result in an increase in the number of apprenticeships. Further consideration required on the promotion of Council apprenticeships to maintain the 10% commitment.
- Barnsley Council offered three traineeships to young people, one which led to progression to a Council apprenticeship and two which are ongoing.
- Current traineeship placements are offered to young people from external providers, although a model has been established to deliver traineeships by Barnsley Council Adult Skills and Community Learning aimed at vulnerable young people (such as those in care, care leavers, youth offenders and those Not in Employment Education or Training (NEET)).

- Three traineeships offered to young people, one progressing to apprenticeship.
- 10% of Council apprentices are care leavers or disabled people.

More diverse apprenticeships in Barnsley –

with more non-gender-typical occupations, BME apprentices and disabled people.

- Targeted Youth Support service delivered from the Better Barnsley shop includes a vacancy board, an ongoing provider presence and targeted advice. Prominent central presence allows impartial advice and guidance to be delivered including opportunities for non-gender-typical occupations, BME apprentices and more disabled people.
- Jobs and Skills Fairs are planned to promote apprenticeships, training courses, business start-up advice and recruitment processes to diverse groups including disabled people, BME people and Deaf people.
- A similar event in March 2017 will focus on encouraging young people to consider non-gender-typical career choices.

Key public sector employers, training and business providers and community groups will all be participating in the Jobs and Skills Fairs.



Every Child Attends a Good School

Good and outstanding provision for EAL learners in all schools across the borough

- The Barnsley Alliance Board has developed a risk assessment, self evaluation and peer review framework for school and academy governing bodies aimed at improving their capacity to challenge and hold to account school leaders for their school's performance on the attainment of vulnerable groups of pupils, including the issue of EAL pupil provision and progress.
- The EAL Action Plan forms part of the work programme for the Alliance Board's 'Closing the Gap' sub group, together with the continuing development of the Barnsley 'Champion Schools' initiative.
- In the future, Ethnic Minority Pupil Provision will be a funding factor in the Barnsley Schools Block Funding Formula, as recommended by the Barnsley Schools Forum.
- The implications of the Education White Paper (2016) and Education For All Bill on the role of local authorities in ensuring school improvement, are being monitored and implications for EAL pupils will be considered.

Ethnic Minority Pupil Provision to be funding factor for Barnsley Schools.

Effective strategies to engage the families of EAL learners in the life of the borough's schools and in particular the schools attended by their children.

- Ongoing dialogue with the Barnsley Together Forum for Race Equality. This has included agreeing a shared action plan that addresses the following issues:

- Parents access to ESOL provision.
- Helping monitor the number and achievement of migrant families with children, arriving and settling in Barnsley.
- How to report racial harassment and racial bullying in schools.
- Provision for translating documents.
- School places and other services for supporting EAL families with children

- Guidance booklet for parents of children with EAL produced and distributed in liaison with Barnsley Together.

Children and Adults are Safe from Harm

Increased reporting of hate and harassment incidents in Barnsley.

- The Hate and Harassment Partnership has continued to promote awareness and understanding of hate crime (through training and promotional activity) and has ensured reports are dealt with quickly and effectively.
- This has resulted in more reports coming through the website, a reduction in the number of repeat victims, and more cases being referred to Victim Support.
- Over the next few months the Hate and Harassment Partnership will be transforming into the Cohesion Partnership with an extended remit to ensure the successful integration of new arrivals to the borough. The challenge will be to ensure that work to reduce hate and harassment continues to be prioritised and progressed.
- Multi agency safeguarding training provided by the Barnsley Local Safeguarding Children Board (LSCB) includes raising awareness of the Barnsley Harassment and Hate Crime Strategy, how parents/children can report racially aggravated incidents and how to prevent it.

- Average number of repeat victims has fallen from 9 per month to 7 per month.

- Number of reports made via website up from 11 in 2014 to 25 in 2015.
- Continued very low reporting rate by young people.

Increased understanding and awareness of domestic violence and its impact on victims and their families.

- In 2015 South Yorkshire Police created a Safeguarding Adults Team (including an additional detective inspector) whose remit includes tackling domestic violence, through early intervention and targeted support as part of the borough's new Multi Agency Safeguarding Hub.
- Training has been provided to front line staff as part of the Street Skills Training Programme.
- The National College of Policing is also developing an authorised Code of Professional Practice concerning all aspects of public protection (including tackling domestic violence). This is to be rolled out during 2016/17.

Increased awareness of sexual harassment and willingness to report incidents.

- Both the Adults and Children Local Safeguarding Boards work closely with the Council's Regulatory and Licensing Services to raise awareness and to ensure organisations and other settings where sexual exploitation or harassment may potentially occur (including public transport) are aware of their responsibilities in preventing and reporting such crime.
- The outcomes of the recent Drew Report will help towards ensuring South Yorkshire Police continue to improve public trust so that anyone subjected to or at risk of such harassment can come forward in confidence and report any incidents with the knowledge that the Police will take it seriously and properly investigate any allegations, leading to a conviction where required.

STRONG & RESILIENT COMMUNITIES

People Volunteering and Contributing - *Engaged Citizens*

Increased engagement and representation of Equality Forums on Ward Alliances and Neighbourhood Networks

- The Central Area Team engaged with members of the Barnsley Together Forum to identify opportunities for engagement or involvement at either an Area or Ward level.
- In the next 12 months we will ensure that diverse communities are more aware of the work of the Ward Alliances and can make effective links to support local projects.

- An increased proportion of Ward Alliance members that are BME (from 2% in 2015 to 6% in 2016), disabled people (from 10% to 15%) and under 30 years (from 10% to 20%).

More community projects which encourage community cohesion, equality and diversity.

- Work has begun with the Area Teams to better understand how they can incorporate Equality and Inclusion into their decision making processes at both a Ward and Area Council level.
- Equality and Inclusion Training was delivered to the Stronger Community Team (at their development day), focusing on understanding equalities and how they can embed this into their work for example through a proportionate Equality Impact Assessment (EIA) process.
- The Area teams have begun to record the number of Ward Alliance funded projects that promote equality and inclusion. This is to be supported by the Equality and Inclusion Team in their Business Partner role.

- EIA process that fits requirements of Area Council commissioning and procurement processes has been agreed and will be implemented during 2016/17.

Increased representation of diverse groups in the decision-making process.

- Due to the varying nature of the Scrutiny function in Barnsley the decision has been taken to make use of expert witnesses rather than co-optees.
- The scrutiny workplan has been shared with the Equality and Inclusion Team and Equality Forum delegates will be invited to act as expert witnesses at the relevant meetings and on relevant task and finish groups.

Increased electoral registration and voting amongst diverse groups.

- The Barnsley Together Forum, Gender Equality Forum and My Barnsley Too have held events to promote wider electoral registration and to provide information about the available support. Details of how to register, the electoral process and the benefits of being on the electoral register were discussed at the events.
- The Barnsley Together Forum noted that there is a need for more and clearer information in community languages about how to register and eligibility to vote in certain elections.
- The Gender Equality Forum agreed that helping women to have a voice in the electoral process would be a priority for 2016/17.

People Volunteering and Contributing - *Active Citizens*

People are inspired to volunteer and actively contribute to their communities, reflecting the diversity of the borough.

- The Ward Alliance grant application forms have been revised to enable a more robust application process and monitoring of applicant diversity. This should enable them to assess

whether projects and local decisions reflect the diversity of the borough.

Helping New Arrivals to Settle and Integrate

- The Council has been developing, with partners, a plan to help new arrivals (and especially asylum seekers and refugees) to settle, integrate and contribute successfully to the community.
- There are more conversation classes and clubs being held, both council-led and voluntary sector-led and these are, increasingly, being held in different venues across the borough, rather than solely in the town centre.
- The Council has created a new role to visit and liaise with new arrivals to provide advice and information to new arrivals and to develop practical solutions to facilitate living and working in Barnsley.
- One of our elected members has taken on the role of Cohesion Champion and visits communities across the borough to meet new and long-standing residents to better understand community tensions and how these can be addressed.

To ensure the people who are most affected by welfare reform are given the necessary support and advice.

- A review of welfare advice services in Barnsley took place during 2015/16, incorporating a full equality impact assessment to inform the development of the new service specification.
- Some Area Councils are also commissioning independent welfare advice services, based on locally identified needs.

□ The EIA for the Welfare Review identified a number of issues including the risks associated with the potential cessation of the Deaf Advice Service. In order to mitigate any disproportionate impact on the Deaf community funding has been secured for a further 12 months to enable the continuation of this service, whilst alternative funding is sourced.

Customers can contact us easily

More Information in Easy Read and BSL Video

- Our aim is to make more information and advice available in BSL and Easy Read formats on the Council's website and for the relevant audiences to be aware of and confident in accessing this.
- The Waste Management Team, in consultation with the Deaf Forum, developed two videos for the Council's website. One video was produced in British Sign Language (BSL) and the other is in English to help people with learning difficulties or limited literacy. These show what to put in each bin, the waste collection process and the importance of recycling.
- The Council, in partnership with Healthwatch Barnsley and the Deaf Forum, hosted a "Social Care and Equipment" event to discuss the barriers Deaf people experience when accessing adult social care services or to seek advice about equipment and adaptations. The event used a mixture of interactive BSL performances and BSL interpretation to ensure the event would be accessible and inclusive. Over 30 Deaf people attended and gave their views and concerns to service commissioners. An action plan to improve access is now being developed as a result of the event.

□ The two Waste Management videos are now available to view on the Council's website. Other key services have been identified and asked to scope out the possibility of producing explanatory videos.

Meeting Customers' Access Needs

- Our objective is to help all managers and staff of front-line services to be fully aware of different communication needs, how to recognise these and how to ensure we communicate effectively with all customers.
- The Equality and Inclusion BOLD courses, including accessible communications, have been promoted via DMTs – this has been a

particular focus within the Communities Directorate and the Customer Services function.

- Cross departmental work has been undertaken following the identification of additional points of contact required at the Civic. As a result a triage and direct line contact approach has been adopted, which will be used when people cannot access the Benefits and Taxation service in any other way.

- A triage and direct line contact approach for people who need to access Benefits and Taxation Service has been implemented at the Civic Hall. This helps ensure that people in vulnerable situations can receive the support and advice they need.
- 48% of the Communities Directorate employees (including Customer Services) have completed at least one equality and inclusion on-line training course.

Minimum Access Standards

- The Council has developed a suite of Minimum Access Standards (MAS). When implemented these should improve access to Council services for those with significant disability and language access needs, with the most important services providing the highest levels of access.
- Two service areas agreed to pilot the standards and their feedback has informed the further development of the standards.

ONE COUNCIL

Clear Vision and Values *Understanding Equality & Inclusion*

A workforce with the skills, knowledge and confidence to implement the Council's equality commitment, policy and priorities into everyday working practice.

- The on-line training provision for employees and members has been extended to cover Dignity at Work, Equality and Diversity, and Accessible Communication.
- There has been a significant increase in the number of employees completing one or more of these on-line training courses. Next year the emphasis will be on the development of training courses for the Equality Impact Assessment process and to update the current course content.
- Training and briefing sessions for Elected Members delivered during 2015/16 has included topics such as the Public Sector Equality Duty and Community Cohesion and Migration.

- 665 employees have now completed an equality-related course on Bold (20.6%)
- 83% of employees believe they have the skills and knowledge required to implement equality at work.

A Flexible and Diverse Workforce

An improved and more equal experience for employees working for the Council.

- All Human Resource policies when being drafted or reviewed are assessed for their equality impact. Key policies reviewed this year have included Employee Benefits and Market Supplements.

- The EIA process for HR policies has itself been reviewed and updated to ensure it is simple and easy to use.

More equal pay distribution for all sections of the workforce.

- The Council has continued to undertake a robust annual Equal Pay Audit.
- This year we will consider how this can be better coordinated with the workforce diversity monitoring, enabling us to better identify any potential issues or trends.
- The Council continues to have a higher proportion of women in lower grade posts than it does higher grade posts although this disparity has been reducing, albeit slowly.
- There are no disabled employees amongst those on the highest grades.
- Work will focus this year on seeking to understand the causes of these disparities in pay distribution.

A genuine equal opportunities employer where we recruit the best candidate for the job regardless of their diversity.

- A comprehensive review of the recruitment and selection process as it impacts on under-represented groups is currently underway. So far this has indicated that disabled and BME candidates (specifically those identifying as Asian or Black/African) are less likely to be successful but it is unclear why this is the case.
- A series of jobs and skills fairs are being planned to promote the Council as an employer of choice to diverse communities and to identify any barriers in the selection process that some groups may experience.

- Women now comprise 43.3% of those on the highest grades (12 to 17)
- Disabled people comprise 0% of those on the highest grades (12 to 17).
- The proportion of the workforce that are disabled and BME continues to be significantly lower than in the local population and the proportion is either falling or remaining the same.

- Disabled people and some BME groups are significantly less successful in the recruitment and selection process.

**Leadership At Every Level
In The Council and The Community**

Improved skills and confidence of the Council’s leadership to promote equality and diversity and to challenge prejudice in the community.

- The Council’s Leadership Programme embedded the principles of equality and inclusion in the course design and significant focus was given to the importance of these for effective leadership.
- A number of leadership projects initiated as a result of the Programme are equality-related such as those focusing on customer access, employment of disabled people and community safety in the town centre.
- The Leadership Programme will continue to embed equality and inclusion over the next year as it rolls out to wider groups of managers and employees.
- Senior managers have increasingly been involved in the work of the Equality Forums, gaining a better understanding of the issues and barriers that forum members can face. Examples include:

- The Tarn Takeover Day involved the Service Director for Economic Regeneration and the Disability Forum meeting to discuss planned improvements to the town centre.
- The Service Director for Education meets regularly with the Race Equality Forum to address the needs of children with English as an additional language.
- Senior managers and commissioners met with the Deaf community to discuss their experience trying to access social care assessments and services.

- The Council has identified an Elected Member to be champion for Community Cohesion. Her role involves making effective links with new arrivals to the borough and ensuring they can engage with local services and communities.

A leadership team able to shape the culture and relationships of the Council to promote equality and diversity as a fundamental part of the organisational DNA.

- A comprehensive review of the training provided for elected members on equality and inclusion related issues is underway. This will be completed in time for the 2016/17 Member Development programme.
- A priority for 2016/17 will be to have an open and honest dialogue about the changing ethnic diversity of Barnsley and to identify the challenges and opportunities this presents to Future Council.

A culture where harassment, prejudice, stereo-typing and ignorance are challenged.

- Whilst the proportion of employees reporting that they have been harassed or bullied in the last 12 months has fallen this remains too high at 8%.
- Disabled employees report significantly higher rates of bullying and harassment.
- There are still very few formal reports of harassment or bullying recorded. More needs to be done to encourage reporting and effective recording of incidents.
- The Dignity at Work training course on Bold has been developed but only a small number of employees have completed it.

- 18% of disabled employees feel they have been bullied or harassed at work in the previous 12 months.
- 183 employees have completed the Dignity at Work course on BOLD.
- 267 managers have completed or begun the Leadership Programme.

Effective Delivery
Making Equality Mainstream

Leaders within the organisation take decisions with due regard to the impact those decisions will have on equality and diversity both within the organisation and in the local community.

- The Equality and Inclusion function has developed its new “Business Partner” role over the last year. It has provided support to business units and management teams to identify the forthcoming projects and decisions that may have significant equality implications to ensure a robust EIA is embedded into the process and informs the final decision and service.
- The result is that more cabinet reports are reporting robustly on the equality implications but this is still too low.
- Equality performance reporting has been embedded within mainstream performance management frameworks to ensure it is afforded appropriate consideration and is seen as an inherent and critical element of excellent performance.

- The majority (61.5%) of reports considered by Cabinet are now assessed as having had a robust Equality Impact Assessment.

Barnsley Reach Network of Equality Forums

Barnsley Reach

- The Barnsley Reach Partnership has been operating since May 2015. The partners are Barnsley Council, Barnsley Hospital, Barnsley College, Berneslai Homes, SY Police and SY Fire and Rescue. Each partner contributes towards the cost of the support services that ensure the forums can function effectively and reach out to and involve wider members of the community.
- All partners have agreed to continue funding the equality forums for 2016/17 although some contributions have reduced. As a result the support services will continue into 2016/17 but due to the funding reductions the partnership will have to identify which aspects of the forums' work (or a forum itself) will have to cease.
- The longer term challenge is to continue to make savings to the cost of the support services over the next 3 years. The intention is to do this through supporting the forums to become more independent and self-sustaining, and by ensuring there is more secure (albeit reduced) funding over this period to enable more effective planning for forum development.
- The three support services for the Equality Forums are:
 - 360 Engagement (Barnsley Together, Gender Equality Forum, and LGBT Forum),
 - Cloverleaf (My Barnsley Too), and
 - Leeds Involving People (Deaf Forum).

- All partners have agreed to continue funding the forum support services for 2016/17.

Barnsley Together – A Forum for Race Equality

- The forum has held several well-attended events in the last year and has been especially effective at reaching out to new arrivals to the borough. They have engaged with a wide range of services and issues:

- Helping health services to understand the barriers faced by new arrivals
- Electoral services, registering to vote.
- Female Genital Mutilation.
- How to report domestic violence and support services available.
- Advising on the support provided to pupils with English as an additional language.

- This forum has taken significant steps to becoming more self-sustaining and independent during the last 12 months. It has elected a management committee, including key officer positions, and is seeking to establish a bank account.
- The Forum is now working with the Barnsley Reach Partnership to host a BME Jobs and Skills Fair where people from BME groups will be able to come and discuss the problems they face when applying for work and find out about the requirements of local employers and how to apply for jobs or training opportunities.

- Over 100 BME people, including many asylum seekers and refugees, attended a meeting in the town hall to discuss the problems they face accessing health services and finding suitable housing.

My Barnsley Too (Disability Equality Forum)

- The My Barnsley Too Forum has held a major consultation exercise on the accessibility of the public transport system in Barnsley. Over 50 disabled people with a wide variety of impairments attended a consultation event and recommended a wide range of improvements. These are now being presented to various providers and commissioners and responses are being sought.
- The forum also held a Tarn Takeover Day to celebrate the International Day of Disabled People on 3rd December 2015. The event involved guided walkabouts of the town centre developments, a relaunch of the Safe Places scheme, information about Disabled Go, Travel Training and a range of other support services.
- The Forum also made a number of successful access review visits to key local venues including Cannon Hall, branches of national

banks, and the Cooper Gallery. The visits provided advice on access improvements and gave feedback on recent changes.

- The forum now has a well functioning steering group with members of the forum taking on roles such as chair, coordinating social media, and volunteering for access visits for example.

□ The forum met with taxi drivers in May 2016 to discuss how they could improve their service for disabled passengers and in particular to end the practice of charging wheelchair users more for the same journey.

Barnsley Deaf Forum

- The Deaf Forum has established a very successful Deaf Club which meets on Friday evenings and gives the forum the opportunity to discuss issues with a wider cross-section of the local Deaf community. A range of services have visited the Deaf Club to consult on their services, including:
 - Barnsley Hospital
 - Berneslai Homes,
 - Barnsley Council Customer Services
 - SY Police
- The forum have worked closely with the Council and Leeds Involving People to develop a video in BSL which explains to deaf people how to sort their rubbish into the different bins and bags so they can be recycled. The video is a pilot to see if similar videos will improve access to Council services for Deaf people. It was launched on the website in May 2016.
- The Deaf Social Care and Equipment event was jointly hosted by the Council, Healthwatch and the Deaf Forum. As well as providing useful insight into the experience of Deaf people accessing services the event also led to three Deaf people volunteering to become trained in care work which could lead to them becoming either volunteer or professional carers.

Barnsley LGBT Forum

- The Forum delivered their 6th Pride event in September 2015. The event was held in conjunction with a number of local venues and

had a range of stalls, acts and activities to engage people throughout the day. The event was well attended by members of the community. It was also supported by delegates from other forums (as volunteers) as well as being supported by other partner organisations.

- The Forum has begun to plan for the 50th Anniversary of the Decriminalisation of Homosexuality (July 2017). The Forum is planning to celebrate Barnsley's LGBT history in a month long festival in February and will be undertaking a project in 2017 to be unveiled as part of the anniversary celebrations.
- The LGBT Forum held a successful consultation event at the Cooper Art Gallery. The forum were consulted both on the new exhibition space as well as making use of the learning center to gather ideas for the 50th Anniversary celebrations.
- The LGBT Forum are continuing to work with schools, Barnsley Council and Stonewall on reducing homophobic, bi-phobic and transphobic bullying in schools and will be looking at how this work can continue in 2016-17.
- Key challenges for the forum will be to continue to effectively involve wider sections of the LGBT community in engagement activity, influencing the design of local services. Delivering the Pride Over Prejudice Festival will require the active involvement of many more volunteers from the community if it is to be a success.

Gender Equality Forum

- The Gender Equality Forum delivered their first Reclaim the Night event in 2015. The Forum undertook a variety of awareness raising activities in the run up to the event, such as being part of the Mayor's Parade, Pride, attending the University open day and having a stall in the College. The Forum also made some key links with other services such as the B-Chilled Project which promotes staying safe on nights out as part of this work.
- The Forum also delivered a successful event as part of International Women's Day with approximately 60-70 people in attendance. There were a number of key topics covered and consulted on during the day, such as domestic abuse and sexual violence, women in politics,

electoral registration and voting as well as a screening of the film “Suffragette”.

- During the International Women’s Day event the Forum voted on their priorities for the next 12 months. The outcome of this was a decision to further focus on sexual harassment and sexual violence, jobs and careers and women’s voices.

Faith in Barnsley Forum

- The Faith in Barnsley Forum trialed with its members a community discussion technique (delivered by the Who Is Your Neighbour project) and recommended the Council adopt this for its Community Cohesion work. The technique is a tried and tested method of reducing community tensions and increasing links and understanding between new arrivals and longer term residents in a local community.

Equality Scheme III - Performance Measures



Measure	April 2015	April 2016	April 2017	April 2018	Direction of Travel	Comments
Number of organisations participating in the Safe Places Scheme	0	14			↑	This figure represents the number of venues recruited since the launch. All previous venues have had to be revisited, hence the return of 0 for 2015.
Number of organisations participating in the Breast-Feeding Friendly Scheme	0	41			↑	
Number of unique visitors to Disabled Go Barnsley access guides in 12 month period.	N/A	1,712			↔	This is a new measure which will reported annually.
Number of Barnsley Council apprentices who are disabled people / SEND.	0	2			↑	The Council has created two Supported Apprenticeships for disabled young people.
Number of Barnsley Council apprentices who are care leavers.	5	5			↔	The Council has maintained five ring-fenced apprenticeships for care leavers.
Number of apprentices in Barnsley 16–25 with SEND	New	Target to increase				The data for these measures has yet to be reported.
Number of apprentices in Barnsley who are Looked after Children age 16–21	New	Target to increase				
Number of trainees in Barnsley 16–25 with SEND	New	Target to increase				
Number of trainees in Barnsley who are Looked after Children age 16–21	New	Target to increase				
Employment rate of people with SEND	4.7%	Target to increase				
Measure	2014	2015	2016	2017	Direction of Travel	Comments
Hate and harassment incidents in the Town Centre.	48	44			↓	No preferred direction of travel set – as very dependent upon awareness and confidence in reporting process.

Measure	2014	2015	2016	2017	Direction of Travel	Comments
Difference between attainment of EAL pupils in Barnsley and nationally:						<p>In order for any child to achieve a Good Level of Development GLD, they have to achieve the Early Learning Goal (ELG) in 12 of the 17 ELGs. Included in the 12 ELGs are 3 aspects in Communication & Language and 2 aspects of Literacy, which have to be assessed and achieved in English, where as all other ELGs can be assessed in home language. This can be a barrier for EAL children achieving GLD, all other vulnerable groups have seen an improvement in the % of children achieving GLD.</p> <p>As the EAL population increases in Barnsley there is a need to upskill the workforce and support the workforce in terms of making assessments in home language, currently we have little direct support for children with EAL and for practitioners making assessments.</p> <p>When children join EYFS at 4 yrs they are often in the very early stages of learning English, as are their parents, this has an impact on achievements in communication and language and literacy, both of which have a negative impact on the % of children achieving GLD.</p> <p>The figure is for the period before awareness raising activity began (eg Reclaim the Night). No preferred direction of travel set – as very dependent upon awareness and confidence in reporting process.</p>
Early Years	-9%	-19%			↑	
Key Stage 1 (Reading L2B+)	-13%	-4%			↓	
Key Stage 1 (Writing L2B+)	-14%	-4%			↓	
Key Stage 1 (Maths L2B+)	-12%	-2%			↓	
Key Stage 2 (Reading, Writing, Maths L4+)	-10%	-8%			↓	
Key Stage 4 (5A*-C incl Eng and Maths)	-17%	-4%			↓	
Number of reported incidents of Sexual Harassment.	3	4			↑	
Measure	2014	2015	2016	2017	Direction of Travel	Comments
Number of repeat victims of domestic abuse	2252	2171			↓	3.6% reduction on previous year.
Number of reported domestic abuse incidents that involve children.	N/A	108			↔	This is a new measure.



Measure	2014	2015	2016	2017	Direction of Travel	Comments
% of Ward Alliance members that are BME	2%	6%			↑	This is above the target of 4%
% of Ward Alliance members that are Disabled	10%	15%			↑	This meets the target of 15%
% of Ward Alliance members that are under 30	10%	20%			↑	This is above the target of 15%
% of <i>Love Where You Live</i> volunteers who are BME	12%	10%			↓	This measure has fallen slightly but still remains above the % of BME people in the local population.
% of <i>Love Where You Live</i> volunteers who are Disabled	N/A	15%			↑	This is a new measure.
% of <i>Love Where You Live</i> volunteers who are under 30	N/A	30%			↑	This is a new measure.
Number of services that meet Minimum Access Standards	0	2			↑	
Number of Council webpages with BSL and Easy Read content	0	2			↑	



Measure	2014	2015	2016	2017	Direction of Travel	Comments
Number of P&DRs where equality and diversity training needs identified.	N/A	141			↔	This is a new measure.
Number of employees and elected members who have completed equality training packages.	155	665			↑	
Measure	2014	2015	2016	2017	Direction of Travel	Comments
% of employee survey respondents who consider:						
Equality to be an important part of their job.	73%	74%	-		↑	This can only be measured every two years. The change in this measure is not significant.
They have the necessary skills and abilities to implement equality and diversity in their job.	82%	83%	-		↑	This can only be measured every two years. The change in this measure is not significant.
The Council to be an equal opportunities employer.	76%	75%	-		↓	This can only be measured every two years. The change in this measure is not significant.
The Council puts equality and diversity at the heart of everything it does.	N/A	59%	-		↔	This can only be measured every two years. It is noticeably lower than the previous three measures however.
They have experienced bullying or harassment in the previous 12 months.	24%	18%			↓	This can only be measured every two years.
Percentage of employees on grades 1 to 3 who are female.	75.9%	68.8%			↓	This reduction appears to be due to more women leaving the workforce than rather than a greater percentage of men joining the workforce.
Percentage of employees on grades 12 to 17 who are female.	43.9%	43.3%			↓	The change in this measure is negligible.
The success rate of disabled applicants.	2.1%	13.0%*			↔	* The measure has been redefined in 2016 to more accurately reflect the number of submitted applications and hence the two years are not directly comparable. Non-disabled applicant success rate = 14.2%
The success rate of BME applicants.	2.2%	7.3%*			↔	* The measure was redefined in 2016 to more accurately reflect the number of submitted applications and hence the

						two years are not directly comparable. White UK applicant success rate = 14.4%
Percentage of Cabinet reports, where appropriate, that have incorporated a “good” or “adequate” equality analysis.	46.0%	61.5%			↑	Although an improvement this figure falls short of the target of 85%.