

EQUALITY SCHEME III 2015-18

Annual Report July 2016 to July 2017



we're supporting



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Glossary of Acronyms

BT	Barnsley Together (Forum for Race Equality)
BBO	Building Better Opportunities
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
GEF	Gender Equality Forum
GLD	Good Level of Development
HR	Human Resources
LGBT	Lesbian, Gay, Bisexual and Transgender
MAS	Minimum Access Standard
MBT	My Barnsley Too (Disability Forum)
NEET	Not in Education, Employment, or Training
SEND	Special Education Needs and/or Disabilities
TESOL	Teaching English as a Second or Other Language
VAB	Voluntary Action Barnsley

Glossary of Terms

Accessible Information Standard (AIS)

The AIS is a national standard implemented for health and social care which requires the access and communication needs of service users and carers to be appropriately assessed, recorded, shared and met in all customer interactions. The AIS specifically focuses on access and communication needs related to disability.

ConnectAbility

The ConnectAbility project seeks to improve the accessibility of council services for those people who face significant barriers to accessing services online. This approach considers the provision of information in different formats (e.g. Braille, Easy Read) and the use of different communication mechanisms (e.g. SMS, Video Relay Interpreting).

Deaf

The term Deaf refers to people whose first language is British Sign Language and who are part of the Deaf community and culture. Most Deaf people were born Deaf and may have very limited English, which is a second language. The Deaf community often refer to themselves as a cultural and linguistic minority rather than as having a disability.

People who were brought up with English and lost their hearing later in life are referred to as Hard of Hearing or Deafened.

DisabledGo

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

Diverse Groups / Communities

This refers to those sections of the local community who share a "Protected characteristic" – for example, women, LGBT people, disabled people, etc.

Due Regard

The Equality Act 2010 requires public authorities, such as the Council, to give due regard to the impact of its functions, activities and decisions on diverse groups. We do this by undertaking an Equality Impact Assessment (EIA).

Protected Characteristic

The Equality Act 2010 offers protection from discrimination for people who share a protected characteristic – which can be their gender, ethnicity, disability, age, sexual orientation, transgender, religion, pregnancy, or marital status.

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.

Safe Places

A Safe Place is a shop, business, café or organisation that is there to help you if you are feeling lost, confused, scared, worried or vulnerable when out and about. The scheme is for anyone who may feel vulnerable when out and about including people with learning difficulties, autism, Asperger's, dementia, mental health problems, people experiencing domestic violence etc.

Self-Serve

Self-service refers to encouraging customers to complete their interactions and transactions with the council using the online self-service functions (requiring minimal human intervention). This requires the council to have a variety or menu of online facilities, e-forms and portals available to enable customers to interact with the council independently over the internet – at a time which best suits them. This would reduce the need for customer interactions that are face to face or over the telephone. This can make accessing services easier for some disabled people however for others it can increase barriers (for those who find using computers difficult).

Summary of Achievements and Challenges

Progress and Achievements

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

- The Council has developed a pilot project called “ConnectAbility” to enable people with communication disabilities to contact the Council more easily. This pilot will begin by developing more accessible communication channels with Deaf people (such as BSL Video Relay and text messaging services) and greater support to access services on-line, initially for Council Tax and Council Tax Support. The learning from this pilot will then be used to enable more customers to self-serve and manage their Council business independently.
- The Council has successfully applied for a Home Office grant to help support the integration of new arrivals to the borough. The funding will be used to deliver a project focused on targeting poor-quality private rented accommodation, used mainly by new arrivals; to tackle rogue landlords and potential exploitation and to improve the physical environment for all residents.
- We have improved the process for embedding equality impact assessments into project planning, budget efficiencies, strategies and policies – now over 80% of these are considered to have a robust EIA process, reported to Cabinet.
- A “Purple Ribbon” campaign to raise awareness of Hate Crime involved over 1000 people, mainly children and young people, discussing hate crime in school or college and writing messages of support and solidarity for victims. Young people are a key group where we know levels of reporting of hate crime and harassment is particularly low.
- The Council and the equality forums have continued to widen their reach and involvement, working with other groups and forums such as Wednesday Voice, Dementia

Action Alliance, Red Cross and the conversation classes to ensure the widest possible engagement with diverse communities and those who experience the greatest barriers to equal outcomes. For example a TESOL class have begun a series of visits to key attractions and amenities in Barnsley, providing feedback on how these could be more accessible and inclusive to new arrivals and attracting new visitors and audiences in the process.

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. The activities over the past 12 months have also been defined by the increased joint-working and cooperation between the forums. Some notable landmarks over the last year include:

- All five partners continue to jointly contribute towards the funding and coordination of support and engagement activity with the network of equality forums.
- The Barnsley LGBT Forum organised and hosted a month-long, multi-event festival during February 2017 to celebrate the 50th anniversary of the decriminalisation of homosexuality in England and Wales. The festival attracted visitors and contributors from across the region to join the activities and festivities, culminating in the “Pop Goes the Festival” event at Elsecar Heritage Centre.
- The Better Barnsley programme and the Purple Flag initiative (to promote a safe and inclusive evening and night-time economy) have both benefited from the participation of the equality forums in the “In Town” Group. This group enables relevant officers to consult with diverse communities in an engaging and inclusive way. For example the group undertook a visit to the temporary markets giving valuable feedback on how welcoming, accessible and inclusive they were for diverse groups and suggested improvements that could be built into the planning for the Glassworks development.
- The Council hosted, with a wide range of partners and employers (public, private and voluntary sector), two Jobs and Skills events for diverse communities in Barnsley. These enabled people to find out about how to

apply for jobs, training and apprenticeships, with advice and guidance available on overcoming the barriers they can sometimes face. The success and learning from these events have encouraged those involved to plan a further Jobs and Skills Diversity Event later this year.

- In the autumn the equality forums came together to present to health commissioners and providers the findings of their discussions and research into the experiences of diverse groups when accessing health services in Barnsley. This led to a report, published jointly with Healthwatch Barnsley, with specific recommendations for improving health equality in Barnsley.
- In June, My Barnsley Too hosted a mini-festival at the Metrodome, called the Barnsley Fest-Able. Over 120 disabled people attended to have a go at a wide variety of artistic, cultural and sporting activities – Zumba, bowling, drumming, comedy, drama, arts etc. The Forum now plans to go on and build an annual disability festival in Barnsley that is at the heart of the borough’s cultural programme.

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 quality of diversity data we hold for our employees is poor. We only know whether about half of all staff are disabled or not, about two thirds regarding their ethnicity and only one quarter for their sexual orientation. This means we cannot be confident whether or not our efforts to improve workforce diversity are proving effective or not. We will therefore be planning improvements to our employee database so we can keep this information confidentially and up to date for all employees.
- Barnsley has seen significant increases in the number of reported hate crimes and incidents over the last year. There was a marked increase after the result of the vote to leave the EU, and may have also been affected following recent terrorist attacks in London and Manchester. We are currently

updating the Hate and Harassment Strategy and will work with the local community to see what else can be done to protect local people from hate crime and to encourage reporting.

- Further work is needed to ensure there are continued good relations between different communities in Barnsley. We have seen an increased number of new arrivals to the borough, mainly migrant workers from Eastern Europe, who make a significant contribution to the local economy, to local community groups and community life. Most new arrivals also work really hard to learn English, fitting in language and conversation classes alongside their shift-work and caring responsibilities for example. Nonetheless we are aware that new arrivals can have an impact on local services and differences in culture, and the lack of knowledge about local procedures and customs can cause conflict with other local residents. We will continue to help new arrivals to understand local rules and customs and to integrate into their local community.
- 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 service 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 need to 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.

Developing a Vibrant Town Centre

Safe Places



The Safe Place Scheme has been relaunched and promoted. New venues are being recruited to join the scheme and previous venues given refresher training.

More people with learning difficulties, autism and mental health conditions are learning about, and joining, the scheme. In July over 30 users of the scheme joined a treasure hunt around the town centre so they could become more familiar with the venues and the staff working in them.

A new Steering Group has been established and an Improvement Plan agreed to make the scheme more effective.

Over the next year we will increase the number of Safe Places in towns and villages across the borough and continue to promote use of the scheme to new groups such as people with dementia and victims of domestic violence.

- ↑ There are currently 220 registered users of the Safe Place scheme. This is up from 191 users in 2016.
- ↓ There are currently 32 Safe Places in Barnsley. This is down from 67 in 2016, largely due to ensuring that venues meet a set of minimum requirements before they can continue to be included in the scheme. We anticipate this figure to increase over the next few months as venues are helped to meet these new criteria.

 You can find a [full list of the venues](#) here.

Breast-Feeding Welcome



The Breast-Feeding Welcome Here scheme has been launched and is being widely supported by shops, services and businesses in the town.

To be part of the Scheme businesses and venues must be able to demonstrate that they provide a welcoming and supporting atmosphere for breastfeeding families.

↑ There are currently 58 Breast-feeding Friendly venues in Barnsley. This is up from 41 venues in 2016.

 You can find a [full list of the venues](#) here.

Purple Flag



Purple Flag is an accreditation for town and city centres that meet or surpass the standards of excellence in managing the evening and night time economy. It includes a comprehensive set of standards, management processes and good practice examples designed to help transform with a research, training and development programme, improving town and city centres.

We are working with the Equality Forums to ensure that we can achieve the Purple Flag status for the town centre, and as a result ensure it is a safe, welcoming, inclusive and accessible place for all Barnsley's diverse communities to visit.

The forums are now working with the project group to plan further assessments of the town centre and to ensure schemes such as Best Bar None meet the needs of all diverse communities.

Email EqualityandDiversity@barnsley.gov.uk to request a copy of the Markets report.

Pride Over Prejudice Festival



The Barnsley LGBT Forum, with the Council and other partners, formed the “POP Steering group” in order to plan, coordinate and deliver an LGBT festival as part of the celebrations to commemorate the 50th anniversary of the decriminalisation of homosexuality.

The festival took place in February 2017, during LGBT History month, and involved a wide range of events and activities including:

- Barnsley’s LGBT History Research project (“Uncovered: Barnsley’s LGBT Past”). The findings of the research will now be transformed into a guided walking tour, for the anniversary event. The research material will also provide some educational material, to be used in schools.
- Film Festival weekend, showing films such as “Pride” and “Victim”.
- Workshops on domestic abuse, sexual violence and healthy relationships,
- A substance misuse in the LGBT community workshop,
- A Rocky Horror Sing-a-long
- The POP Bake off! at Barnsley College.
- Slice of Life – A discussion on the subject of being disabled and LGBT in partnership with the MBT forum and the Twice Proud group.

- Love is Love Mural Project (produced with Creative Recovery). The piece is over 5 canvasses and it reflects the thoughts and feelings of a variety of LGBT people in Barnsley, taking a look back in time and bringing it up to the present day.
- A photographer was commissioned to capture the festival “in the moment”, 50 photographs from the photographers reel which was displayed at the 50th Anniversary event in July, enabling viewers to get a feel of the festival and reflecting the different faces of Barnsley’s LGBT community.
- A film project that documented some of the focus of the festival, the reason as to why this festival was taking place, offering further interviews and details of some of the major projects and activities that happened in February 2017.
- The ‘POP Goes the Festival’ event at Elsecar Heritage Centre attracted a diverse range of people to listen to music, browse the stalls, take part in activities such as arts and circus skills and watch a fire-performance.
- ✓ The POP Festival involved 24 events and activities in February 2017.
- ✓ Posts on the POP Festival Facebook page reached 13,797 people, receiving 233 likes, 12 comments and 186 shares.

My Barnsley Too “Fest-Able”



The My Barnsley Too Forum hosted a mini-festival in June, called the Barnsley Fest-Able, at the Metrodome. Over 120 disabled people attended to have a go at a wide variety of artistic, cultural and sporting activities – Zumba, bowling, drumming, comedy, drama, arts etc.

At the event many people volunteered to help develop a much bigger disability festival in Barnsley, possibly one that takes place every year

and one that is part of the mainstream cultural programme for the Borough. Discussions are underway to look into how this could be supported and involve the maximum number of disabled people, their families, friends and supporters.

- ✓ The Fest-Able attracted over 120 disabled people of all ages, plus their families and supporters.

Conversation Class Visits

The Council has supported a local English class (TESOL UK) for new arrivals to visit local attractions to seek feedback on their accessibility and inclusivity for those who have limited spoken English.

The group have so far visited the market, the Cooper Gallery, Cannon Hall and Elsecar. They have provided valuable feedback that could help these venues attract new audiences and customers. We will continue working with the Conversation Class and other groups to improve the Visitor Economy.

- ✉ Email EqualityandDiversity@barnsley.gov.uk to request a copy of the feedback reports.

Disabled Go Website



The Disabled Go website provides access reviews of over 1,000 venues in Barnsley. These were refreshed in April 2017 to make sure they were up to date and reflect the building work that has been taking place in the town centre and elsewhere.

Over the last year the Council has worked to promote the scheme to local disabled people which has resulted in much greater awareness and usage of the access guides.

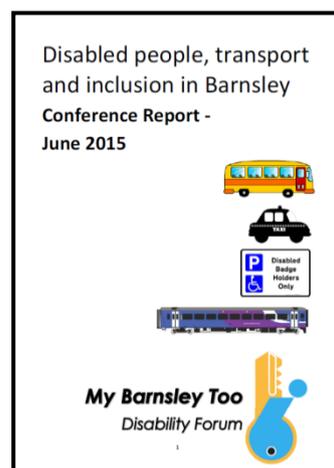
We have also checked how many are in different towns and villages and will look to extend coverage in these areas in the future. We also

want to ensure that all key tourist attractions and Safe Places are covered by the scheme.

- ↑ In 2016 there were 12,569 page views of the Disabled Go access guides in Barnsley, compared to 6,004 views in 2015.

- ✉ Visit www.disabledgo.org to search for access guides to venues in Barnsley.

Access to Transport



The My Barnsley Too Forum has continued to promote equal access to transport. This has included:

- Continuing to raise awareness of the barriers disabled people face when using public transport in Barnsley.
- Meeting with Taxi Licensing and taxi drivers to discuss the problems disabled people have experienced using taxis and private hire vehicles.
- Taxi Licensing have worked with the MBT Forum to raise awareness with disability groups of how to book Safe Taxis and to warn about the dangers of illegal taxis.
- Meeting with SYPTE to discuss problems disabled passengers have faced at the Transport Interchange.
- Meeting with Northern Rail to raise concerns about the potential removal of guards from trains and the impact this could have on disabled rail passengers.

Increase skills to get more people working

More and Better Jobs



The Council, with its partners has developed an “Employment and Skills Strategy: More and Better Jobs” (2016 - 2021). The strategy aims to “To embed a shared ambition, not just for any jobs, but for better jobs that grow Barnsley’s businesses in the long term.” It has 4 priorities:

1. To raise the ambition of Barnsley business, institutions, people and communities.
2. To improve education, employability and work-readiness.
3. To improve routes into work.
4. To enhance business skills and progression within the workplace.

It aims to do this by:

- Ensuring that local people have the skills and aptitudes that will allow them to work and progress.
- Working with businesses to ensure that they have access to the skills they need in order to compete and grow.

Some people face significant barriers to employment and skills. The strategy will ensure that the needs of these groups are fully incorporated:

- Disabled people

- People with long term health conditions
- People recovering from mental health problems
- BME people, including refugees and new arrivals to the Borough
- Young people leaving care

The More and Better Jobs Task Force steers the strategy. It is private sector led, enabling the Council to strengthen its relationships with private sector employers and promote stronger engagement.

The Task Force is promoting the Employer Pledge which will enable local employers to provide offers to help people get ready for work, get into work and get on in work.

It has also brought together stakeholders with employers to agree a set of 10 key work readiness competencies needed by business and which can be incorporated into employability support and learning for both young people and adults.

 [View the More and Better Jobs Strategy here.](#)

Better support and opportunities for young disabled people and care leavers

We participate and lead a variety of projects to open up a range of opportunities for young disabled people and care leavers in the local area and within our workforce.

Within the Sheffield City Region the Council is helping support vulnerable people into employment in Barnsley. These include:

Work and Health Programme:

This focuses on claimants with health conditions, disabilities and those who have been unemployed for 2 years or more and it starts in November 2017. However this new programme has a greatly reduced capacity than its predecessor and so there is a need for additional and complementary interventions.

Employment Support:

This pilot supports claimants at risk of long term unemployment with complex barriers and multiple needs, and features a key worker model of support, offering holistic support continually motivating and progressing claimants, supporting employer relationships and labour market relationships.

Health Led Employment Led Trial:

The trial focuses on supporting people with muscular skeletal disorders and/or mild to moderate mental health conditions to stay in employment or gain employment.

Building Better Opportunities:

This is a person-centred employment project targeting people who are inactive in the labour market, including people with physical and mental health conditions, learning disabilities and complex needs. The project is being hosted by the Recovery College and went live in March 2017.

In 2017/18 we will ensure that the coordination of these projects is overseen by the Stronger Communities Partnership and fully integrated into the Early Help Strategy work.

Other initiatives local to Barnsley include:

Pathways to Success:

The continued implementation of the 'Pathways to Success' approach has helped to support young people to develop their employability and transferable skills. It includes supported placements, Council-wide traineeships, increases to the apprenticeship programme and development of undergraduate placements and graduate internships. It establishes specific support for vulnerable young people such as people with SEND, Care Leavers and Looked After Children. All Council Business Units are encouraged to engage with the programme by offering suitable opportunities for young people.

Supported Internship Strategy:

Additionally, we coordinate the borough's 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.

✓ We currently have 27 opportunities offered

by 9 different employers across the borough with around 66.67% of the opportunities being filled.

Enterprise Adviser Network:

The network sees local business leaders volunteer one day a month to support schools to develop their careers, information, advice and guidance by enhancing employer engagement in students' education. For both Barnsley's special schools the Enterprise Advisers have been drawn from the employers engaged in the Supported Internship Strategy, ensuring a clear pathway for SEND learners into the programme.

Corporate Apprenticeship Scheme:

The implementation of apprenticeship reforms from April 2017 will result in an increase in the number of apprenticeships. We will continue to ensure that 10% of these new apprenticeships are taken by disabled people and care leavers. These will offer a broader range of sectors in which care leavers and disabled young people can gain skills, experience and qualifications.

- ✓ In 2016/17 we created and filled 2 supported apprenticeship opportunities for disabled young people, plus one in each of our main supply chain partners Berneslai Homes, NPS and NORSE.
- ✓ The Corporate Apprenticeship Scheme also contains five ring fenced opportunities for young people in care or care leavers, all of which were filled during 2016/17

Traineeships:

Current traineeship placements are offered to young people from external providers, although a model has been established to deliver traineeships by the Council's Adult Skills and Community Learning aimed at vulnerable young people such as those in care, care leavers, youth offenders and NEETs.

- ✓ The Council commits to 10% of Council apprenticeships to be taken by disabled people and care leavers. Currently 3 of the 32 places are filled by Care leavers and 3 by disabled people / educational need.
- ✓ Barnsley Council offered 3 traineeships to young people, 2 of which led to progression to an apprenticeship and 1 is ongoing.

More BME, disabled and 'non-gender-typical' apprentices.



The Targeted Youth Support service is delivered from the Better Barnsley shop which includes a vacancy board, an ongoing provider presence and targeted advice. This prominent central presence allows impartial advice and guidance to be delivered including opportunities for non-gender-typical occupations, BME apprentices and more disabled people.

Following the success of the Jobs and Skills Fairs in 2016, we are planning with other employers and training providers to hold another Jobs and Skills Fair on 7th December which will target all diverse groups.

- ✓ 22 different employers and training providers who attend diversity Jobs and Skills Fairs in 2016/17
- ✓ 150 members of the public attended diversity Jobs and Skills Fairs in 2016/17
- ✓ 50% of members of public who attended diversity Jobs and Skills Fairs found the events "very useful" and a further 29% found them "Fairly Useful".

Every Child Attends a Good School

Good and outstanding provision for EAL learners

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.

Following an Ofsted evaluation of EAL provision, during 2015, an EAL Action Plan has formed 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. During 2016/17 a growing number of primary and secondary schools have taken up use of the resources and capacity provided through the Queen's Road Primary Academy and Horizon Community college, as part of the initiative.

From 2016/17, Ethnic Minority Pupil Provision will be a funding factor in the Barnsley Schools Block Funding Formula, as recommended by the Barnsley Schools Forum.

The latest validated education outcomes for 2016 show a consistent improvement in the attainment of EAL pupils across the key stages of the National Curriculum.

Early Years Foundation Stage:

- ↑ The % of EAL pupils demonstrating a good level of development improved from 39.7% in 2015 to 52.3% in 2016.
- ↑ The gap in attainment between EAL pupils and their peers has closed from 24% in 2015 to 15% last year.

Key Stage 1

- ↑ The % of EAL pupils achieving the expected standard in phonic knowledge at the end of Year 1 improved from 61.1% (2015) to 70.3% (2016).
- ↑ The gap between EAL pupils and their peers reduced from 12.6% (2015) to 6.3% (2016).

- ★ However, more needs to be done to tackle the gap in expected standards between EAL pupils and non EAL pupils, relating to Reading, Writing and Mathematics, at the end of Year 2 (36% compared to 60%).

Key Stage 2

- ★ The % of EAL pupils achieving the expected standard in Reading, Writing and Mathematics was 38.7% in 2016 compared to 52.9% among non-EAL pupils.
- ★ Remedial activity, including intervention will focus on improvement of reading standards across all categories of pupils.

Key Stage 4

- ↑ In 2015, the percentage of EAL pupils achieving 5 GCSEs at Grade A*-C (including English & Maths) was 52.6% compared to 49.5% of non EAL pupils. Whilst the EAL percentage rose to 53.5% during 2016, the percentage of non-EAL pupils leapt to 54.7%. However, the outlook for EAL pupil achievement at this Key Stage remains positive.

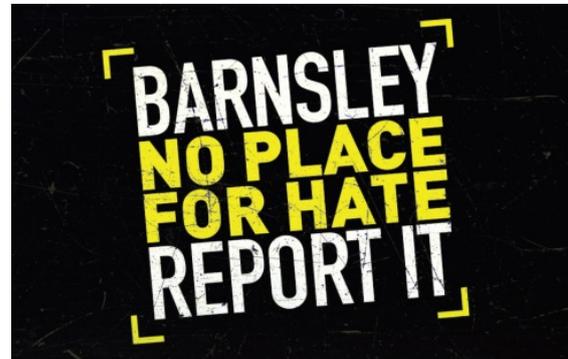
Engaging EAL learners' families in school life

There has continued to be ongoing dialogue with the Barnsley Together Forum for Race Equality. This has included a co-operation agreement that addresses the following issues:

- Parents access to ESOL provision and opportunities to become community governors in school and academy governing bodies.
- Helping monitor the number and achievement of (a) migrant families with children and (b) unaccompanied asylum seeking children, arriving and settling in Barnsley.
- How to report racial harassment and racial bullying in schools, which could impact on attendance.
- Provision for translating documents.
- School places and other services for supporting EAL families with children.

Children and Adults are Safe from Harm

Increased reporting of hate and harassment incidents



The local approach to tackling hate and harassment is now within the remit of the Community Tolerance & Respect sub-group of the Safer Barnsley Partnership. A revised Community Challenge Board will scrutinise information from this sub-group.

A new delivery plan and performance management framework has been developed, which will enable regular monitoring of progress, and hold all contributing partners to account. Task & Finish Groups will examine specific issues.

A number of training and awareness sessions have been held, covering migration, Prevent and hate crime reporting, including some specific ones delivered for the Adult Social Care and Culture & Museums services. Migration Yorkshire helped to deliver one of these training sessions.

Over the last year the number of reported incidents of race hate crime has increased significantly. Although this increase may in part be due to increased awareness and rates of reporting it is felt that this is, at least in part, an indication of a real increase in racist attacks and abuse. This increase in reported incidents began after the Brexit vote in June 2016.

As part of the national Hate Crime Awareness Week in October 2016 the Council, in partnership with SY Police, ran a Purple Ribbon campaign whereby members of the community wrote their messages of support for the victims of hate crime and tied these to a tree with a purple ribbon. Over one thousand messages of support, the vast majority of which were contributed by children

and young people through schools and colleges in Barnsley.

The LGBT Forum continued working with schools in partnership with, Barnsley Council and Stonewall on reducing homophobic, bi-phobic and transphobic bullying in schools.

The LGBT Forum, in partnership with Fostering Barnsley and Unison, tackled the subject of LGBT families as part of the International Day Against Homophobia, Biphobia and Transphobia. This event was held in the Town Centre and offered information and advice to LGBT families, particularly around fostering and adoption as well as raising awareness of the 50th Anniversary event.

The Gender Equality Forum were involved in a "Strength in Diversity" event as part of International Women's Day, hosted by an organisation called Tapepuka. The focus of the event was to give people a space to share stories, to raise awareness of different kinds of organisations and support services available in the local community, to build confidence in the attendees to make contact with these services, and to help people to make more community connections. The GEF were represented on the day and GEF co-Chair delivered a presentation to the attendees.

-  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

March 2016 saw the publication of the Government Strategy "Ending Violence Against Women And Girls". This enabled the development of a domestic violence service specification in preparation to go out to tender for a whole new system. The new service was implemented in April 2017.

The aims of the service are:

- A reduced number of people who experience sexual and domestic violence.
- People and families achieve enduring recovery from sexual and domestic violence.
- Empower children and young people to assert the inappropriateness of sexual and domestic violence and other precursor behaviours.
- Local communities will support people and families who experience sexual and domestic violence.
- Local communities will be empowered to confront the behavior that harbours perpetrators of sexual and domestic violence.
- Encourage and support victims to take the court pathway to completion.
- Increase successful prosecutions of those perpetrators of sexual and domestic violence.

Elements of provision under the new service include early intervention and education, primary care and identifying potential harm, and safeguarding. There will be a whole family approach, incorporating support for young people who either experience or observe sexual and domestic violence; and also support for elderly people suffering abuse.

Specialist provision will be available, including support for people with substance misuse and multiple and complex needs. Positive support networks will be in place to support therapeutic and long term recovery.

Local Safeguarding Boards provide a robust training programme available for local workforces, to ensure awareness is raised about the complexity of domestic and sexual violence, coercion and control.

People Volunteering and

Contributing - Engaged Citizens

More community projects to encourage community cohesion and equality

There has been a continuation of the recorded number of Ward Alliance funded projects which promote equality and inclusion, this work will continue over the next 12 months with an aim to ensure that case studies are also collected to demonstrate the impact of such projects.

In the next 12 months there will be a focus on increasing the number of crowd funding applications from diverse groups.

In the next 12 months work will continue to better equip Elected Members for having difficult conversations in the community, particularly focusing on cohesion issues.

 The following performance measures will be used to assess the progress the Council is making in 2017/18:

Percentage of new projects or project reviews undertaken with an Equality Impact Assessment included as part of the decision making process.

Increased representation of diverse groups in the decision-making process

The Scrutiny function in Barnsley has begun to make use of expert witnesses in the last 12 months, with the aim to involve representatives of the various equality forums and other diverse groups in this role as the initiative develops.

Elected members are asking more questions in relation to diverse communities on the scrutiny panel, however it is acknowledged that this doesn't replace the lived experience of community members and so expert witnesses will also continue to be utilised in 2017-18.

In order to strengthen the use of expert witnesses, particularly from diverse communities, the scrutiny work plan will continue to be shared

with the Equality and Inclusion service. Officers supporting both the Equality Forums and Scrutiny function will meet on a quarterly basis to identify where this engagement will be appropriate and subsequently Equality Forum delegates will be invited to act as expert witnesses at the relevant meetings and on relevant task and finish groups. The use of engagement activity or local research reports will be also be used for this purpose.

Increased electoral registration and voting amongst diverse groups

Electoral registration among diverse groups has increased and electoral registration among all groups in the borough is at its highest ever. However, some of the planned targeted activity among diverse groups has not been able to occur due to the unexpected snap general election.

The public awareness strategy is reviewed annually to ensure that the access needs of different sections of the community will need to be taken into account within this review. The EIA, with support of the Equality and Inclusion service, should further support the understanding of the barriers to be considered – and the mitigating actions required.

The team have also outlined that they intend to make use of better local data in 2017, giving them a clearer idea of the demographics of those people who registered to vote and where they maybe need to undertake some future targeting.

 In December 2016*; 75% of 16-24 year olds, 87.5% of BME people, 98% of older people were on the electoral register. In the same time period disabled people were 10% less likely to be registered than those who do not identify as a disabled person.

 *These figures are identified by comparing current numbers registered against the numbers identified in the census from each group in 2011. It is acknowledged there are limitations to using the 2011 census data as we know that this doesn't offer the most accurate and up to date population data. The elections team will work to improve this data in 2017-18.

People Volunteering and Contributing - Active Citizens

Diversity in volunteering

The way in which volunteer demographic information is collected has been revised, supporting better information gathering. A better understanding of the volunteer demographic profile, including diversity profile, will help to identify any gaps or particular areas of concern in 2017-18.

In the next 12 months the Volunteering and Engagement Team and the Love Where You Live campaign, will proactively advertise volunteering opportunities to the Equality Forums and other local community groups to encourage wider participation. Its success will be monitored so further targeting can be planned if needed.

As part of a review of the “volunteer journey” in partnership with the VAB, an analysis of volunteer demographics will be undertaken to better understand where participation is proportionately lower. This will then enable further targeted work to be undertaken, with these sections of the community, to ensure there is equal access to volunteering opportunities and to address any potential barriers.



The following performance measures will be used to assess the progress the Council is making on volunteering in 2017/18:

- Number of volunteers who are disabled
- Number of volunteers who are BME
- Number of volunteers who are LGBT
- Number of volunteers who are aged under 25, 25 to 64, and 65 and over.

Helping new arrivals to settle and integrate

Following the development of plans to help new arrivals to settle, integrate and contribute to the community, additional funding has been sourced by the council and partners to allow targeted projects to be delivered.

English language tuition, formal and informal is now being successfully delivered in more venues

across the borough, including in workplace premises.

The council officer and elected member cohesion roles continue to enhance our understanding of the issues facing new arrivals and resident communities and properly address these issues.

Support and advice for those most affected by welfare reform

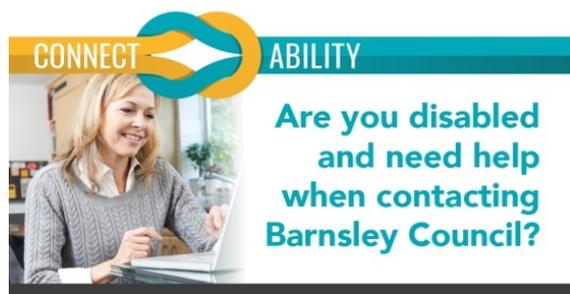
A review of Barnsley’s welfare advice services took place during 2015/16. In 2017/18, commissioners will continue to monitor performance in terms of the commissioned services ability to uphold their contractual obligations, and ensuring that service delivery is able to meet local need, as commissioned.

There will remain to be some Area Councils who have independent contracts to provide welfare advice services, based on local area priorities and identified need. This will potentially mean that there are some gaps in provision and access to information and advice in some areas in the borough.

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, this service was built into the current contract specification to ensure that this provision is not an additional ask but is embedded into service delivery.

Customers can contact us easily

Meeting customers' access needs



The ConnectAbility project will initially be piloted within Council Tax, who are looking to produce an accessible offer for the Deaf community. This offer includes the availability of a BSL video relay service, a text message facility and a BSL video. Individual ConnectAbility assessments will be undertaken later in 2017/18 in order to plan to meet additional access and communication needs.

The Minimum Access Standards (MAS) and the Accessible Information Standards are being used to help develop the ConnectAbility project. These will help to identify the service priority and in building a robust assessment process.

The MAS will also continue to be developed in 2017, with a further emphasis on enabling departments to be able to self-assess, creating a sustainable and accessible tool to be used across the organisation.

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 was 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.

- ✓ Council Tax have produced a BSL Video in partnership with the Deaf Forum. This will now be embedded onto the Council's

website and promoted to the Deaf community.

 The following performance measures will be used to assess the progress the ConnectAbility pilot is making in 2017/18:

Number of services that meet the Minimum Access Standard. Target = 4.

Number of disabled customers who have their communication barriers assessed and planned. Target = 30.

Clear Vision and Values

A workforce with the skills and confidence to implement equality and inclusion



In 2017 Barnsley Council achieved Investors in People Gold which emphasised that diversity and differences amongst the workforce are valued and recognise that Equality and Diversity is promoted across the whole organisation.

We continue to provide on-line training resources on equality and inclusion for our workforce and we have significantly increased the proportion of the workforce who have undertaken this training within the previous 3 years.

A new Trans Awareness course has been developed and is available for employees on BOLD. This course aims to ensure that the organisation has an inclusive workplace for Trans people, giving employees and managers a better understanding of the complexities of gender identity, a better awareness of trans issues and an understanding of how these may feature in the workplace.

Courses are available on the following topics:

- Equality and Inclusion
- Dignity at Work
- Accessible Communication
- Transgender Awareness

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.

↑ The number of Equality and Diversity related course completions has more than doubled from 47 course completions per hundred employees in April 2017, up from 20 in 2016.

This equates to the completion of 182 accessible communication, 582 dignity at work and 701 Equality and Diversity courses.

✓ Achieved Investors in People Gold – Equality and Diversity is promoted across the organisation.

A leadership team with the skills and confidence to promote equality and inclusion.

In 2017 Barnsley Council achieved Investors in People Gold which highlighted that the council offers a fair process and equality of opportunity in relation to development and recruitment, recognising that people have different needs whilst arranging appropriate and fair access. Strategies are in place to promote Equalities and Diversity and are linked to the overall business strategy.

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.

Over the last year significant improvements have been made to the involvement of Elected Members with the work of the Equality Forums. An All Members Briefing Session was held to

inform members of the Forums' work and priorities, regular emails keep members up to date with forthcoming events, and members are increasingly engaged through social media.

Training and briefing sessions for Elected Members delivered during 2016/17 have included topics such as the Public Sector Equality Duty and Community Cohesion and Migration.

The Council will this year identify an Elected Member to be champion for each Equality Forum. Their role involves making effective links with forum delegates, to offer advice and support as required.

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:

- Organising visits by forums to key venues and attractions and acting on the feedback.
 - Liaising with forums to develop projects and initiatives such as the Museums Service (Hear My Voice), with Cultural Services to develop a proposal for a Disability Festival and Customer Services to improve access to services with the ConnectAbility pilot.
 - The Service Director Education, Early Start And Prevention 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.
- ✓ In 2016/17 there were 14 community engagement activities undertaken with the Equality Forums.
- ✓ Achieved Investors in People Gold – Equality and Diversity are promoted and linked to overall business strategy.

A Flexible and Diverse Workforce

A workforce that reflects the diversity of the local population



The Council achieved Disability Confident status in 2016. By being part of the scheme we are helping to:

- challenge attitudes towards disability
- increase understanding of disability
- remove barriers to disabled people and those with long-term health conditions
- ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations

By being Disability Confident we are recognised as going the extra mile to make sure disabled people get a fair chance by

- getting the right people for our business
- keeping and developing our people

We undertake a regular review of our workforce diversity and assessment of our recruitment and selection process. This has led to the following key findings:

- ↑ In April 2017 2.3% of the workforce are BME. This is up from 1.9% in April 2016.
- ↓ In April 2017 3.0% of the workforce are disabled. This is down from 3.2% in April 2016.

We are aware however that our workforce database does not currently enable us to automatically update the diversity records for new starters and, as a result, there is an increasing number of employees for whom we do not know whether they are BME or disabled. We

will therefore work during 2017/18 to find a cost-effective solution to this problem.

- ↓ We hold no disability data for 48.5% of the workforce.
- ↓ We hold ethnicity profile data for 32.2% of the workforce.

We will investigate ways we can encourage people from diverse groups to apply for vacancies and apprenticeships with the Council, and look at ways we can enable them to do this more successfully than in the past.

We will, for example, host a Diversity Jobs and Skills Fair in collaboration with our partners and other employers and training providers in Barnsley. This will seek to build on the success of similar events held in 2016/17 for BME people and disabled people.

- ✓ 22 employers and training providers attended the diversity Jobs and Skills Fairs in 2016/17.
- ✓ 150 members of public attended the diversity Jobs and Skills Fairs in 2016/17.
- ✓ 50% of members of public who attended the diversity Jobs and Skills Fairs found the events “very useful”.

All Human Resource policies when being drafted or reviewed are assessed for their equality impact.

The Council has continued to undertake a robust annual Equal Pay Audit.

This year we will focus efforts on:

- Helping people from diverse communities to understand the application process and how to find out about our vacancies.
- Considering how initiatives such as Supported Internships, Supported Apprenticeships, Job Carving and Disability as Lived Experience can support improved employment opportunities for disabled people.
- Reviewing whether there are any ways our recruitment process could be more accessible to diverse groups.

Making Equality Mainstream

Giving 'due regard' to equality when taking decisions

The Equality Act 2010 requires public authorities, such as the Council, to give due regard to the impact of its functions, activities and decisions on diverse groups. We do this by undertaking an Equality Impact Assessment (EIA).

The Equality and Inclusion service provides support to business units and management teams to ensure that all decisions about future service design and delivery, policies and procedures have fully given due regard to the equality implications and taken mitigating action where necessary.

To do this we forward plan with services to prioritise those decisions which could have the greatest impact on diverse communities so we can plan for full assessments of the potential equality impacts to take place, and to involve the community in helping to assess the impacts where appropriate.

The result is that more cabinet reports are reporting robustly on the equality implications but this is still too low.



81% of Cabinet reports included a robust assessment of potential equality impacts. This is up from 75% in 2016/17.