

MEETING:	Cabinet
DATE:	Wednesday, 11 July 2018
TIME:	10.00 am
VENUE:	Reception Room, Barnsley Town Hall

AGENDA

1. Declaration of pecuniary and non-pecuniary interests
2. Leader - Call-in of Cabinet decisions

Minutes

3. Minutes of the previous meeting held on 2nd July 2018 (Cab.11.7.2018/3)
(Pages 3 - 4)

Items for Noting

4. Decisions of Cabinet Spokespersons (Cab.11.7.2018/4)

Petitions

5. Petitions received under Standing Order 44 (Cab.11.7.2018/5)

Items for Decision/Recommendation to Council

Chair of the Overview and Scrutiny Committee

6. Overview and Scrutiny Committee Work Programme 2018/19 (Cab.11.7.2018/6)
(Pages 5 - 10)

Cabinet Spokesperson Without Portfolio

7. Registration of Members Interests/Code of Conduct – Response to Audit Report
(Cab.11.7.2018/7) (Pages 11 - 26)

RECOMMENDATION TO FULL COUNCIL ON 26TH JULY, 2018

Core Services Spokesperson

8. Equality Diversity and Inclusion Strategy 2018-20 (Cab.11.7.2018/8)
(Pages 27 - 64)
9. Exclusion of Public and Press
It is likely that the public and press will be excluded from this meeting during consideration of the items so marked because of the likely disclosure of exempt information as defined by the specific paragraphs of Part I of Schedule 12A of the Local Government Act 1972 as amended, subject to the public interest test.

Place Spokesperson

10. Acquisition of the Core Building, County Way, Barnsley (Cab.11.7.2018/10)
(Pages 65 - 76)

Reason restricted:

Paragraph (3) Information relating to the financial or business affairs of any particular person (including the authority holding that information)

To: Chair and Members of Cabinet:-

Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Gardiner, Howard, Miller and Platts

Cabinet Support Members:

Councillors Franklin, Frost, Daniel Griffin, Pourali, Saunders and Tattersall

Chair of Overview and Scrutiny Committee
Chair of Audit Committee

Diana Terris, Chief Executive
Rachel Dickinson, Executive Director People
Matt Gladstone, Executive Director Place
Wendy Lowder, Executive Director Communities
Julia Burrows, Director Public Health
Andrew Frosdick, Executive Director Core Services
Alison Brown, Service Director Human Resources and Business Support
Michael Potter, Service Director Business Improvement and Communications
Neil Copley, Service Director Finance
Katie Rogers, Communications and Marketing Business Partner
Anna Marshall, Scrutiny Officer
Ian Turner, Service Director, Council Governance
Chris Braithwaite, Senior Council Governance Officer

Corporate Communications and Marketing

Please contact Ian Turner on email governance@barnsley.gov.uk

Tuesday, 3 July 2018



MEETING:	Cabinet
DATE:	Monday, 2 July 2018
TIME:	10.00 am
VENUE:	Reception Room, Barnsley Town Hall

MINUTES

Present Councillors Houghton CBE (Chair), Andrews BEM, Bruff, Cheetham, Franklin, Howard, Miller and Platts

Members in Attendance: Councillors Frost, Pourali, Saunders and Tattersall

30. Declaration of pecuniary and non-pecuniary interests

Councillor Roya Pourali declared a non-pecuniary interest in Minute 35 (Council Nominations to the Berneslai Homes Board) as a current Member of the Berneslai Homes Board and as an applicant to the vacancies to the Board.

31. Leader - Call-in of Cabinet decisions

The Leader reported that no decisions from the previous meeting held on 13th June, 2018 had been called in.

32. Minutes of the previous meeting held on 13th June 2018 (Cab.2.7.18/3)

The minutes of the meeting held on 13th June, 2018 were taken as read and signed by the Chair as a correct record.

33. Decisions of Cabinet Spokespersons (Cab.2.7.18/4)

The Record of Decisions taken by Cabinet Spokespersons under delegated powers during the weeks ending 8th and 15th June, 2018 were noted.

34. Petitions received under Standing Order 44 (Cab.2.7.18/5)

It was reported that no petitions had been received under Standing Order 44.

Cabinet Spokesperson without Portfolio

35. Council Nominations To The Berneslai Homes Board (Cab.2.7.2018/6)

RECOMMENDED TO FULL COUNCIL ON 26TH JULY, 2018 that approval be given for the nomination of Councillors Coates and Pourali to the Berneslai Homes Board.

Core Services Spokesperson

36. Barnsley Council Annual Customer Feedback Report - Complaints, Compliments and Comments - April 2017 to March 2018 (Cab.2.7.2018/7)

RESOLVED that the Annual Customer Feedback Report for Complaints, Compliments and Comments for the period April 2017 to March 2018, as detailed in the report now submitted, be noted.

37. Pay Award for JNC Officers/Chief Executives (Cab.2.7.2018/8)

RESOLVED:-

- (i) that approval be given to implement the recently agreed National Joint Council (NJC) Pay Award to employees on Joint Negotiating Committee (JNC) for Chief Officers/Chief Executives terms and conditions with effect from 1st April, 2018 to 31st March, 2020, as set out in the report submitted; and
- (ii) that approval be given to harmonise the JNC Chief Officers/Chief Executives future pay awards with those agreed by the National Joint Council (NJC).

38. 6 Monthly Analysis Of Selective Voluntary Early Retirement And Voluntary Severance - October 2017 to March 2018 (Cab.2.7.2018/9)

RESOLVED that the Selective Voluntary Early Retirement and Voluntary Severances which have taken place in the period October 2017 to March 2018, as detailed in the report now submitted, be noted.

.....
Chair

BARNSELY METROPOLITAN BOROUGH COUNCIL (BMBC)

This matter is not a Key Decision within the Council's definition and has not been included in the relevant Forward Plan.

Report of the Executive Director Core Services

PROPOSED SCRUTINY WORK PROGRAMME FOR THE 2018/19 MUNICIPAL YEAR

1. Purpose of report

- 1.1 To outline the proposed work programme for 2018/19 for the Overview and Scrutiny Committee (OSC) and its 3 Task and Finish Groups (TFGs).

2. Recommendations

- 2.1 **That Cabinet note the proposed Scrutiny Work Programme for 2018/19 as outlined in section 5 of this report, whilst acknowledging that this is subject to change should any urgent issues arise.**

3. Introduction

- 3.1 Scrutiny was introduced in the Local Government Act 2000 (following the abolition of the old committee structure) as a means to hold the new council cabinets to account for its decisions. Since then, subsequent acts of parliament have bolstered Scrutiny by extending its remit (and its statutory responsibilities) beyond the council to the work of partner organisations as well. Much of this legislation was consolidated in the Localism Act 2011. This includes Overview and Scrutiny having a specific role in exercising the Authority's powers in relation to the scrutiny of health services and the crime and disorder partnership in the Borough.
- 3.2 In the current climate, the need for sound effective decision making has never been more important. Elected members who sit on Barnsley's scrutiny committees have a vital role to play as 'scrutineers', providing a valid mechanism of challenge to performance, monitoring decision making and to ensure value for money is delivered.
- 3.3 Barnsley Council's Scrutiny arrangements incorporate an OSC which continues to maintain a specific safeguarding workstream; as well as 3 Member-led TFGs which carry out in-depth investigations. The OSC and its TFGs are responsible for not only holding the Council to account but also for scrutinising the performance of both the Council and its partners and whether they are delivering the intended outcomes or not.
- 3.4 Area Councils have also had an increasing performance monitoring role. This has been done through performance monitoring the services and contracts that are commissioned by the Area Councils. Area Councils can undertake local investigations and invite internal and external services to discuss any concerns. The Area Councils can also feed any areas of concern and recommendations to the OSC and its TFGs. The OSC Chair meets with the Area Council Chairs periodically to liaise regarding topics on the OSC work programme and ensure any relevant concerns are raised.

4. Consideration of alternative approaches

- 4.1 The topics proposed in section 5 of this report are a reflection of input into the work programme from a variety of sources and stakeholders to identify the key issues requiring scrutiny during the 2018/19 municipal year, including a specific workshop for OSC Members. It is important to note however that the programme may be updated on an ongoing basis.

5. Proposal and justification

- 5.1 It is important that the Scrutiny work programme is developed to ensure effective scrutiny of local services to help improve outcomes for our communities. Forward planning is undertaken to identify key issues which require scrutiny during each municipal year, as well as allowing for the work programme to be reactive and evolve should issues require scrutiny at short-notice. Therefore it is important to note that the proposals below remain subject to change and each suggested investigation will need to be scoped in more detail.
- 5.2 Given that all Elected Members have a responsibility to protect the most vulnerable in Barnsley communities, including their specific role as Corporate Parents to Looked After Children; the Chair has written to all non-Cabinet Members to invite them to the OSC meeting on 11th September 2018. At this meeting, the OSC will consider both the Barnsley Safeguarding Adults Board (BSAB) and Barnsley Safeguarding Children Board (BSCB) Annual Reports from 2017/18. This will provide both OSC and non-OSC members an opportunity to provide a 'critical friend' challenge to those organisations who lead on this work in Barnsley communities.
- 5.3 The table below shows the proposed work programme for the OSC:

Meeting Date	Topics
2018/19 Municipal Year	
Tues 5 th June 2018 1pm	<ol style="list-style-type: none"> 1. Waste Services Review – (Q4 Corporate Plan Performance Report 2017/18) 2. Scrutiny Work Programme 2018-19
Tues 19 th June 2018 2pm (safeguarding topic focus)	<ol style="list-style-type: none"> 1. Children's Social Care - ILACS Self-Assessment 2. Private Member Briefing - Children's Social Care
Tues 10 th July 2018 2pm	<ol style="list-style-type: none"> 1. Norfolk Property Services (NPS) Barnsley Review
Tues 11 th Sept 2018 1pm (safeguarding topic focus) All (non-Cabinet) Member Scrutiny	<ol style="list-style-type: none"> 1. Barnsley Safeguarding Adults Board Annual Report 2017-18 2. Barnsley Safeguarding Children Board Annual Report 2017-18 3. Private Member Briefing - Children's Social Care
Tues 9 th Oct 2018 2pm	<ol style="list-style-type: none"> 1. Highways Services Review 2. ? Q1 Corporate Plan Performance Report 2018/19
Tues 30 th Oct 2018 2pm (safeguarding topic focus)	<ol style="list-style-type: none"> 1. CAMHS (Child and Adolescent Mental Health Services) (12 months on) 2. Corporate Parenting Panel Annual Report 2017-18 3. Private Member Briefing - Children's Social Care

Tues 27 th Nov 2018 2pm	1. Provisional Education Outcomes across the Borough 2018 including vulnerable groups 2. ? Q2 Corporate Plan Performance Report 2018/19
Tues 8 th Jan 2019 2pm (safeguarding topic focus)	1. Neglect Strategy Progress (launched July 17) 2. Private Member Briefing - Children's Social Care
Tues 29 th Jan 2019 2pm	1. Integrated/Accountable Care System Progress
Tues 26 th Feb 2019 2pm (safeguarding topic focus)	1. Domestic Abuse Services 2. Private Member Briefing - Children's Social Care
Tues 26 th March 2019 2pm	1. Flooding Strategy (Cabinet Nov17) 16 months on (including implementation of recommendations from the OSC TFG in 2016/17) 2. ? Q3 Corporate Plan Performance Report 2018/19 3. Scrutiny TFG Reports 2018/19 – for information
Tues 30 th April 2019 2pm (safeguarding topic focus)	1. Adult Social Care Local Account 2017/18 2. Private Member Briefing - Children's Social Care
2019/20 Municipal Year	
Tues 28 th May 2019 2pm	1. ? Q4 Corporate Plan Performance Report 2018/19 2. Scrutiny Work Programme 2019-20

5.4 The table below shows the proposed topics for the TFGs:

TFG	Topics
TFG 1	Adult Mental Health Services
TFG 2	Substance Misuse
TFG 3	Social Housing

5.5 To advise the OSC and its TFGs with their investigations, as per Cabinet agreement (Cab.27.7.16/6), on occasion 'Expert Participants' have been invited to contribute to meetings. This is to be able to both advise Members as well as ask questions of their own to witnesses in relation to topics where they have particular expertise, either by profession or service user experience. The committee therefore plans to continue this practice as appropriate on an ongoing basis.

6. **Implications for local people / service users**

6.1 By undertaking scrutiny of the topics in the work programme, this will contribute to the continued improvement of services for local people / service users.

7. **Financial implications**

7.1 There are no specific financial implications arising from this report, however recommendations could be made by the OSC/TFGs as part of their investigations which would require assessment of financial implications by the appropriate services responding which may be the Council or partnership agencies.

8. **Employee implications**

8.1 There are no specific employee implications arising from this report, however recommendations could be made by the OSC/TFGs as part of their investigations which would require assessment of employee implications by the appropriate services responding which may be the Council or partnership agencies.

9. Communications implications

- 9.1 It is noted that the work of Scrutiny keeps under review the performance of the Council and other relevant organisations in providing services to Barnsley communities. Proactive communication about these services and activities takes place on a regular, planned basis as part of the communication strategy for each directorate of the Council and on occasion will be requested to be undertaken by other relevant organisations. In addition, the Communications Team promotes publication of the papers and attendance at the meeting via social media channels.

10. Consultations

- 10.1 Consultation has taken place with Councillor Jeff Ennis OSC Chair, Members of the OSC, The Leader of the Council and the Council's Senior Management Team.

11. The Corporate Plan and the Council's Performance Management Framework

- 11.1 The work of Scrutiny contributes to the achievement of and improvement in services in relation to a number of outcomes identified in the Council's Corporate Plan Performance Report. The OSC work programme is scheduled around the quarterly performance reports which enable the Scrutiny work programme to be reactive to issues requiring consideration.

12. Tackling health inequalities

- 12.1 Tackling health inequalities and ensuring the wellbeing and safeguarding of our adults and children continues to be a priority for the Council and its partners. The work of Scrutiny contributes to this work in highlighting issues and ensuring appropriate plans are in place to address them.

13. Risk management and health and safety issues

- 13.1 The Council's Scrutiny arrangements form an important part of the overall governance and internal control framework. The appetite of the Council to have meaningful and constructive scrutiny of its decisions makes a significant contribution to the transparency and accountability of Council activities.
- 13.2 The development of an agreed work-programme provides a great deal of focus and control to risks currently logged in the risk register for Business Unit 15, such as risk 3450 ('Failure to advise, support and coordinate the statutory Scrutiny functions for the Council').
- 13.3 Furthermore, an effective Scrutiny function provides a great deal of control when considering other risks within the Council's risk profile. This will be considered further as officers are asked to update their own service and operational risks as part of the established Risk Management framework.
- 13.4 The flexibility built into the work programme (see section 11) provides a robust mitigation in the event of new or emerging issues requiring Scrutiny attention during 2018/19.

14. Promoting equality, diversity, and social inclusion

- 14.1 The Equality Act 2010 requires public authorities to pay due regard to the impact of their services, policies, functions and decisions on diverse groups (called “people with protected characteristics” in the Act). For Scrutiny this means ensuring that as part of their investigations they consider how the services or policies affect people from these groups, and ideally ensuring that people with direct experience have an opportunity to have their voices heard. Scrutiny should also seek to understand what steps services have taken to proactively assess the likely equality impact of their service design and delivery and how they have sought to monitor the actual impact once implemented. Each item of the work programme 2018/19 will therefore be assessed for potential equality impact and key lines of enquiry proposed.
- 14.2 By using ‘Expert Participants’ (see paragraph 5.5) the committee will be able to utilise a range of representatives to ensure appropriate challenge to services which will include those from minority groups. This work will require the engagement of the Equality and Inclusion Team and will be coordinated with the Network of Equality Forums, as well as exploring the options for other expert participants from within the community, when appropriate.

15. Reduction of crime and disorder

- 15.1 As part of Scrutiny’s role in performance management and service improvement, work is specifically undertaken in relation to the reduction of crime and disorder through the consideration of particular services and work with partners. During 2018/19, it is proposed that the OSC will specifically consider community safety services both as part of their investigation into Domestic Abuse as well as Substance Misuse.

16. Background papers

- Council’s Forward Plan of Key Decisions 25th May 2018:
<http://barnsleymbc.moderngov.co.uk/mgListPlanItems.aspx?PlanId=162&RP=135>
- Review of the Overview and Scrutiny Committee Safeguarding Workstream Cabinet Report 15th May 2017:
<http://barnsleymbc.moderngov.co.uk/documents/s19783/Review%20of%20the%20Overview%20and%20Scrutiny%20Committee%20Safeguarding%20Workstream.pdf>

Officer Contact: Anna Marshall Date: 26th June 2018

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BARNSELEY METROPOLITAN BOROUGH COUNCIL

REPORT OF THE EXECUTIVE DIRECTOR CORE SERVICES

REGISTRATIONS OF MEMBERS INTERESTS/CODE OF CONDUCT – RESPONSE TO AUDIT REPORT

1. INTRODUCTION

- 1.1 An Internal Audit Review of the arrangements for the Registration of Member and Officer Interests was undertaken during the Summer/Autumn 2017. This report proposes revisions to the Member Code of Conduct and the associated for the Registration of Members' Interests in response to the review.

2. RECOMMENDATIONS

- 2.1 **That the recommendations arising from the Internal Audit review of the Registration of Member Interests be noted;**
- 2.2 **That the revised Member Code of Conduct, amended in the light of the review as outlined in section 4 of the report and attached at Appendix 1, be approved;**
- 2.3 **That forms for the Registration of Gifts and Hospitality and for the Declaration of Relationships, as set out at Appendices 2 and 3 respectively, be approved.**

3. BACKGROUND

- 3.1 The Ethical Standards arrangements for Members changed significantly as a result of the requirements of the Localism Act 2011. This places a duty on Councils to promote and maintain high standards of conduct. Councils are also required to establish a Code of Conduct setting out behaviours expected of Members to meet these standards, in line with Nolan principles. The Act maintains the requirement for Members to complete Registration of Interests. Councils can determine what interests should be registered, subject to the inclusion of "disclosable pecuniary interests" defined in the Act. The Act also introduced a new system for the investigation of complaints made against Members said to have broken the Code of Conduct. This Council adopted a new Code of Conduct and other arrangements at its meeting on 5th July 2012.
- 2.2 On 4th June 2015, the Council approved an update to the Code of Conduct, to incorporate the Vision for Future Council, together with associated Values and Behaviours. The Vision, Values and Behaviours were established to guide programmes of development for both Elected Members and staff, and detailing them in the Member Code of Conduct completed this link.

2.3 During Summer / Autumn 2017, an Internal Audit review of the Registration of Interests process was undertaken as part of the agreed 2017/8 work programme. The scope of the review was to provide assurance that the current arrangements for the declaration and recording of interests, gifts and hospitality amongst Members and employees was robust and operating in accordance with an approved policy/procedure. The conclusion of the Audit in respect of Members processes was generally positive, although with 10 recommendations for consideration, four of which related to Members. Some of these are in the nature of process issues, but a number merit consideration by Elected Members before they are implemented.

3. RECOMMENDATIONS OF THE AUDIT REVIEW AND PROPOSED RESPONSES

3.1 The Audit concluded that the process for Members to complete and update their Registration of Interest form was generally well observed by Members. It was noted that some Registrations of Interests had not been updated for over a year, although it was acknowledged that there was no obligation under the Localism Act 2011 to do so unless there were any changes. However, Members are reminded of the need to review their Registration at least annually, and the Audit report recommends that this review requirement should be formally reflected in an updated Code of Conduct. It is proposed to amend the Code of Conduct in line with this recommendation.

3.2 The Audit review specifically considered issues that arose from the Casey Review of Rotherham MBC, where Members had failed to record employment as Hackney Carriage/Private Hire Drivers or a position as a School Governor. The Review concluded that there were no issues in relation to Hackney Carriage/Private Hire Driver employment being recorded on the forms of Barnsley Councillors. However, 7 out of 9 Members had not recorded their School Governor appointment on Section 2 of the Registration form. It is therefore proposed to make specific reference to the need to include School Governor appointments on the form, also asking Members to ensure that the correct name for the school is used.

3.3 As part of the Annual Statement of Accounts process, Elected Members are requested to complete a related party transactions questionnaire. In brief, this requires Members to identify any contractual relationship with the Council, any monies owed to them by the Council or any monies they owed to the Council for the financial year in question. The Audit has identified the need to secure a better response rate to this questionnaire by highlighting its importance to Members and by the Service Director Finance working more closely with Members Services to encourage a better response. These arrangements were implemented for the questionnaire relating to the year 2017/8, and the signs are that a better return will be achieved as a result.

3.4 Arrangements are in hand for Elected Members to notify the Monitoring Officer of any gifts or hospitality they have received valued in excess of £100. The Audit review identified that there is no standard form which Elected Members are required to complete to give this notification and it is recommended that a form similar to that used by Officers for this purpose be adopted. The Audit report also recommends that items notified be collated into a Register, which could then be made public. Finally, the Audit report also notes that the amount for Officers is currently £10 (proposed to increase to £25), and recommends that a similar common amount

should be established for Elected Members. It is proposed to adopt these recommendations.

3.5 The Audit report also noted that a number of issues were incorporated into the Officer Code of Conduct that did not appear in that for Members and suggested that consideration should be given to these being included. These are:-

- Declaration of Relationships – Whilst the Registration of Interest form identifies the need for Members to record disclosable pecuniary interests of their spouse, it makes no reference to the declaration of relationships with named Members or Officers. This is a feature of the Officer Code of Conduct, and is intended to prevent collusion and/or provide transparency in the way that businesses are undertaken. The Audit report recommended that consideration be given to adopting similar requirement for Elected Members. It is proposed to adopt this recommendation, with the information not made public, but be available internally to senior officers, in line with arrangements for staff.
- Drugs and alcohol – A zero tolerance policy in respect of the consumption of alcohol and drugs during the working day has recently been introduced for employees, including when flexed out and likely to return to work. The only exception for alcohol is in respect of attendance at social functions associated with work, where employees are expected to show responsible behaviour. Failure to observe the policy is a disciplinary matter for staff. The application of the policy to Members is not straightforward, as arguably they are always “on duty” and there are different processes to deal with any reputational issues associated with irresponsible consumption of alcohol. It is therefore proposed that the Member Code of Conduct, be revised requiring Members to have due regard to the Policy and to behave responsibly in alcohol consumption.
- Smoking/vaping at work – Since July 2007, employees, Members or members of the public have not been permitted to smoke in or in the immediate vicinity of the entrance to any Council workplace or in Council vehicles. This was extended in November 2013 to include vaping. This has recently been updated to require staff to take steps so that they are not identified as a Council employee when on smoking/vaping breaks, as well as more accurately recording these breaks. This is to deal with any potential reputational issues regarding the promotion of “stop smoking” messages by the Council. Again, the position is slightly different for Members, so it is proposed to revise the Member Code of Conduct, requiring Members to have due regard to the Policy in relation to the reputational aspects.

4. CONCLUSION

4.1 The proposed revisions arising from the Audit report are incorporated into the updated Member Code of Conduct attached at Appendix 1. The proposed forms to record Gifts and Hospitality and Declarations of Relationships are attached at Appendix 2 and Appendix 3 respectively. Members are requested to approve the report to give effect to these revisions.

5. FINANCIAL AND EMPLOYEE IMPLICATIONS

- 5.1 There are no financial or employee implications arising directly from this report. There will be some revisions to the arrangements for dealing with the Registration of Interests, but this should not have a significant impact on workload or costs.

6. LIST OF APPENDICES

- Appendix 1: Proposed revised Members Code of Conduct
- Appendix 2: Proposed form for Registration of Gifts and Hospitality
- Appendix 3: Proposed form for Declaration of Relationships

7. BACKGROUND PAPERS

- Current Members Code of Conduct
- Internal Audit Final Report

If you would like to inspect background papers for this report, please email governance@barnsley.gov.uk so that appropriate arrangements can be made

Officer Contact: Ian Turner

Date: 16 April 2018

BARNSELY METROPOLITAN BOROUGH COUNCIL

MEMBERS CODE OF CONDUCT

This Code applies to you as a Member or Co-opted Member of Barnsley Metropolitan Borough Council when you act in your role as a member or as a member of any other body to which you have been appointed by the Council, and it is your responsibility to comply with the provisions of this Code.

- “Meeting“ means any meeting of the Council, its Cabinet or any Scrutiny Committee, Regulatory Board, or Panel;
- “Pecuniary interest“ means any interest which affects your financial position whether favourably or adversely;
- “Non-pecuniary interest“ means any interest which affects your personal wellbeing.

IN EITHER CASE this also includes the position or wellbeing if affected to the best of your knowledge of:

- Any body of which you are a member or in a position of general control or management;
- A member of your family or any other person with whom you are closely acquainted;
- Any person or body who employs or has appointed you or such persons, any firm in which you or they are a partner, or any company of which you or they are directors;
- Any person or body in whom you or such persons have a beneficial interest in a class of securities exceeding the nominal value of £25,000.

a) General Conduct

As a Member or Co-opted Member of Barnsley Metropolitan Borough Council you are committed to behave in a manner which is consistent with the following principles:-

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership by example.

You should conduct yourself in a manner which is consistent with the Council’s duty to promote and maintain high standards of conduct of Members.

You must act only in the public interest and should never improperly confer an advantage or disadvantage on any person or act to gain financial or other material benefits for yourself, your family, or those with whom you are closely associated.

You should treat others with respect.

You should make all decisions on merit and be as open as possible about your decisions, and should be prepared to give proper reasons for those decisions.

You must not place yourself under a financial or other obligation to any outside individuals or organisations that might seek to influence you in the performance of your official duties.

When using or authorising the use by others of the resources of the Council you must ensure that those resources are not used improperly for political purposes and you must have regard to any Code of Publicity made under the Local Government Act 1986.

You should not disclose information given to you in confidence by anyone or information which you reasonably believe or ought reasonably to be aware is of a confidential nature:

- **UNLESS** you have the consent of the person authorised to give it or you are required by law to do so or the disclosure is reasonable and in the public interest.
- **AND** you have consulted the Executive Director Core Services prior to its release.

b) Vision and Values – Members Responsibilities and Behaviours

The Council has developed a new vision and values as part of its work on Future Council. The vision is supported by a set of values that have been developed to drive change and improvement to achieve the Council's future priorities and outcomes.

The Council's new vision:

'Working Together for a brighter future, a better Barnsley'.

The core values developed are:

1. **Working Together** – we work as one to do the best that we can for our customers and our communities.
2. **Honesty** – we are open, honest, true to our word, reliable and fair.
3. **Excellence** – we are committed to quality and value for money and believe only our best is good enough.
4. **Pride** – we are proud of what we do to make Barnsley a better place.

A set of defined behaviours for elected members (see Appendix 1) have been developed in line with the Council's core vision and values and in accordance with the principles outlined in the Members Code of Conduct which governs the behaviours of members.

These behaviours clearly outline what is expected from you in performing your duties whether in official meetings or in less formal settings when working with partners, the community and officers.

c) Dignity at Work

The Council is committed to creating and maintaining a positive working environment where all elected members and employees are treated with dignity, respect and are free from any form of harassment, bullying and victimisation.

The Dignity at Work Policy sets out guiding principles of workplace behaviour which applies to elected members and employees.

If you would like further information on this policy, please click on the link below:-

[Dignity at Work Policy](#)

d) Code of Conduct for Employees

The 'Code of Conduct for Employees' is aimed at ensuring that all employees are aware of the standards of behaviour expected of them by the Council.

The Code covers the protocols for relations between elected members and employees, as well as the expected professional standards of behaviour between them.

If you would like further information on this policy, please click on the link below:-

[Code of Conduct for Employees](#)

e) Smoking and Drugs & Alcohol Policies

The Council has established a policy for employees relating to smoking at work and in public, having regard to legal position and the role of the Council in promoting healthy lifestyles. In particular, people are expected to remove items that identify them as Council employees.

The Council has also established a policy for employees to put in place a safe and healthy working environment to ensure that employees are fit to carry out their duties safely and effectively in a working environment which is free from alcohol and drugs misuse. It operates a zero tolerance policy in respect to consumption of alcohol and drugs during the working day.

Members are in a different contractual position to employees and these policies cannot be applied to them directly. However, Members should consider the potential for reputational damage to themselves and the Council if seen smoking in public or under the influence of excessive alcohol or drugs when on Council business. Members are therefore expected to have due regard to these policies when on Council business.

If you would like further information on these policies, please click on the links below:-

[Smoking](#)

f) Disclosure of Interests and Participation

If you have any pecuniary or non-pecuniary interest in any matter at any meeting of the Authority or any meeting with officers at which you are present you must disclose that interest and give sufficient details of it so that the nature of your interest is clearly understood.

Unless a dispensation has been granted you should not take part in or vote on any item of business at any meeting of the Authority where your interest is a “disclosable pecuniary interest” which you are required to register in accordance with regulations made by the Secretary of State as listed in Schedule 1 to this Code, and you should withdraw from the meeting during the consideration of that item.

g) Registration of Interests

You must within 28 days of taking office as a Member or Co-opted Member notify the Executive Director Core Services for entry on the Council’s Register of Members’ Interests any “disclosable pecuniary interest” as defined in regulations made by the Secretary of State, as listed in Schedule 1 to this Code, where that interest is yours, that of your spouse or civil partner, or that of somebody with whom you are living as husband and wife or as if you were civil partners. Your interests and those of your spouse / partner are subject to inspection by the public and will be published on the Council’s website.

In addition you must, within the same time periods, notify the Executive Director Core Services of any pecuniary or non-pecuniary interest which the Council has decided should be included in the Register of Members’ Interests as listed in Schedule 2 to this Code.

You must also notify the Executive Director Core Services within 28 days of any such interest arising for the first time. In addition, you must review your Register of Interests at least every 12 months, on the receipt of a request to do so from the Monitoring Officer or his staff.

You must register with the Executive Director Core Services within 28 days of receipt details of any gifts or hospitality which you have accepted as a member from any person or body other than the Authority, the value of which exceeds £25, using the form available from Members’ Services. This information is subject to inspection by the public and will be published on the Council’s website.

h) Declaration of Relationships

In order to demonstrate transparency in the way that the business of the Council is conducted and to avoid collusion, Members must complete a Declaration of Relationship form within 28 days of taking office. This will identify any close personal or family relationships that the Member has with any other Members or Officers of the Council. The form will be made available internally to senior officers, in line with arrangements for employees. Forms for this purpose are available from Members’ Services.

Schedule 1 – “Disclosable Pecuniary Interests”

a) Employment, office, trade, profession or vocation

- Any employment, office, trade, profession, or vocation carried on for profit or gain.

b) Sponsorship

- Any payment or provision of any other financial benefit (other than from the relevant authority) made or provided within the relevant period in respect of any expenses incurred by the member in carrying out duties as a member, or towards the election expenses of the member.
- This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992(a).

c) Contracts

- Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the relevant authority:-
 - (a) under which goods or services are to be provided or works are to be executed; and
 - (b) which has not been fully discharged.

d) Land

- Any beneficial interest in land which is within the area of the relevant authority. This includes your home.

e) Licences

- Any licence (alone or jointly with others) to occupy land in the area of the relevant authority for a month or longer.

f) Corporate Tenancies

- Any tenancy where (to the member's knowledge):-
 - (a) the landlord is the relevant authority; and
 - (b) the tenant is a body in which the relevant person has a beneficial interest.

g) Securities

Any beneficial interest in securities of a body where:-

- a) that body (to the member's knowledge) has a place of business or land in the area of the relevant authority; and

- (b) either -
- (i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or
 - (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of that total issued share capital of that class.

Schedule 2 - Other Interests required to be registered

Membership of any Body:-

- to which you are appointed or nominated by the Authority.
- or exercising functions of a public nature, including membership of a School Governing Body.
- or dedicated to charitable purposes.
- or one of whose principal purposes includes the influence of public opinion or policy (including any political party and trade union).
- Membership of a private club or society.
- Membership of any organisation which promotes secrecy amongst its membership.

Arrangements for handling ethical standards complaints by Barnsley MBC

The Executive Director Core Services as Monitoring Officer should initially consider any complaint received and determine whether the complaint warrants any specific consideration by members. This will allow trivial or vexatious complaints to be filtered out at an early stage.

The Executive Director Core Services shall consult the Independent Person as appropriate. Where it is considered that the complaint warrants further consideration by members the Executive Director Core Services shall arrange for an officer or some other person if appropriate to carry out a further investigation and to produce a report of their findings.

The Executive Director Core Services shall inform the member who is the subject of the complaint of the nature of the complaint and that it is subject to investigation. That report shall be considered by a Panel of three members selected from the membership of the Appeals and Awards Regulatory Board by the Executive Director Core Services in consultation with the Chair of the Board.

The Panel shall contain a majority of members who are not members of any Political Group on which the elected member who is the subject of the complaint is represented.

In the event that the complaint relates to a Parish Councillor, a Parish Council representative appointed by the Council shall be invited to attend the Panel on an advisory basis but such representative shall not be entitled to vote.

The Panel shall consider the report and consider whether any further action is appropriate.

In the event that it is considered that further action may be appropriate the Panel shall arrange to hold a hearing at which the elected member who is the subject of the complaint shall be entitled to be present and to be heard.

The views of Independent Person required to be appointed under section 28 of the Localism Act 2011 shall be sought as appropriate and where sought shall be taken into account before any decision is taken by the Panel with regard to the allegation.

In the event that the allegation is upheld the Panel shall either:-

- Determine that no further action be taken.
- Recommend to the Council any further appropriate action be taken in accordance with the general powers available to the Authority.

The Executive Director Core Services shall inform the member of the outcome of the complaint.

Our Values and Behaviours

Our Values:



We're a Team

We all work together towards the same goal – to make Barnsley a better place for the people who live, work and visit here



We're Honest

We always say what we mean. Most of all we're reliable, fair and true



We'll be Excellent

We work really hard to provide the best quality and value for money for the people of Barnsley. Only our best is good enough



We're Proud

We're dedicated to making Barnsley a better place. We take pride in our work

Elected Members' Pledge - As elected members we will:

Work collaboratively to build strong working relationships to ensure effective and efficient services are provided to the people of Barnsley.

Engage constructively with others, respecting different points of view, adapting our own approach to achieve consensus and agreement.

Build good relationships with other colleagues and officers by working collaboratively to achieve shared goals and priorities.

Working proactively to create partnerships with different sections and groups in the community in order to ensure their involvement in decision making and planning.

Communicate honestly and openly, constructively challenging and offering different perspectives for different and improved ways of working.

Be honest, trustworthy and reliable, taking responsibility and accountability for our own actions and decisions.

Encourage trust and understanding between individuals and groups by mediating fairly and constructively by representing all sections of the community.

Be aware of the effects of our own behaviour and actions on others and make reasonable and manageable demands to ensure co-operation and involvement.

Promote an effective working environment with colleagues, officers, partner organisations and members of the public and be flexible in providing solutions to deliver improvements and resolve issues.

Drive continuous improvement by taking ownership and responsibility to improve the way things are done, supporting, motivating and empowering others to achieve their full potential.

Actively engage and encourage the community to participate in the services they receive, to help the Council improve the quality of its services and make best use of its resources.

Acts as a critical friend by identifying opportunities for scrutiny inside and outside the Council and by providing constructive challenge and feedback to ensure delivery of high performing, quality services.

Consistently articulate and actively model the Council's core values, demonstrating through example, the pride in being an elected member and representing the interests of Barnsley's communities.

Act as an ambassador and advocate of the Council, building a culture that delivers the best results for Barnsley and its communities.

Drive forward community participation to create stronger more resilient communities who collectively are committed to improving their local area and the town of Barnsley.

Empower communities to be proud of their areas and to help them shape local services to meet the need of the area.



MEMBERS' CODE OF CONDUCT

REGISTRATION OF RECEIPT OF GIFT OR HOSPITALITY

Member

Date received

Details of gift or hospitality received, including estimated value, if known

Details of donor, including name of individual and, if on behalf of company, nature of business

Further information

Signed

Date:

To be completed by Executive Director Core Services or representative:

Signed

Date:

NOTES

A member must notify the Executive Director Core Services any gift or hospitality they have accepted with a value of £25 or more within 28 days of the receipt of the gift or hospitality. Failure to do so would be a breach of the Code of Conduct.

Members may indicate in the "Further Information" section any action taken in respect of the gift or hospitality received.

A copy of all forms must be forwarded to the Executive Director Core Services, Barnsley Metropolitan Borough Council, Town Hall, Barnsley, S70 2TA.

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MEMBERS' CODE OF CONDUCT

NOTIFICATION TO MONITORING OFFICER OF RELATIONSHIP WITH MEMBERS OR OFFICERS OF BARNSELEY MBC

I, *(full name)*

a Member of Barnsley Metropolitan Borough Council

GIVE NOTICE of the following relationships with Members or officers of the Council:

Name of relation	Business Unit (for officers)	Nature of Relationship

Signed:

Date:

ADDITIONAL NOTES

A member must within 28 days of becoming aware of any relationship provide written notification to the Authority's Monitoring Officer. Failure to do so would be a breach of the Code of Conduct. "Relationship" is interpreted to be a close relative, defined as a spouse, parent, sibling, son, daughter or common law partner.

A copy of all forms must be forwarded to the Monitoring Officer, Barnsley Metropolitan Borough Council, Town Hall, Barnsley, S70 2TA.

RECEIVED

Signed:

Date:

Monitoring Officer of Barnsley Metropolitan Borough Council

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BARNSELY METROPOLITAN BOROUGH COUNCIL

This matter is a Key Decision within the Council's definition and has been included in the relevant Forward Plan.

REPORT OF SERVICE DIRECTOR, BUSINESS IMPROVEMENT AND COMMUNICATIONS TO CABINET 11TH JULY 2018

Equality Diversity and Inclusion Strategy 2018-20

1. PURPOSE OF REPORT

- 1.1 This report proposes an Equality Diversity and Inclusion Strategy for the Council and highlights the key issues for the consideration of Cabinet.

2. RECOMMENDATIONS

It is recommended that:

- 2.1 **Cabinet approve the Council's proposed Equality Diversity and Inclusion Strategy.**
- 2.2 **The ten Equality Outcomes are implemented to ensure the Strategy makes a positive contribution towards the Council's Corporate Priorities.**
- 2.3 **Annual progress reports are provided to Cabinet to ensure that effective progress is being made.**

3. INTRODUCTION

- 3.1 The Council introduced its first Equality Scheme in 2009, followed by two revisions in 2012 and 2015, the last of which has now come to an end. The implementation of the Schemes resulted in the Council making significant improvements to the way it embedded equality and diversity into its day to day activities, its service delivery and planning and performance management processes. More importantly over the life time of the three Schemes the Council made important improvements to its services to help challenge and reduce inequality for local people.
- 3.2 However the legislative, policy and financial context within which our work on equality must be developed and implemented has changed markedly in recent years. A new Strategy therefore needs to be cognisant of these changes, of the Council's revised Corporate Priorities and of the objectives and principles outlined in the One Council Strategy.

4. PURPOSE OF THE EQUALITY SCHEME

- 4.1 The Equality, Diversity and Inclusion Strategy details how the Council will put its Equality and Diversity Policy into practice and to meet our Public Sector Equality Duty.

4.2 The Council recognises that all individuals have fundamental human rights and welcomes the diversity of the community living, working and learning in the Borough. As a service provider, community leader and major employer the Council is committed to promoting equality and tackling social exclusion and, as such, will integrate equality into all its activities, having due regard to the need to:

- Eliminate unlawful discrimination;
- Promote equality of opportunity; and
- Promote good relations between all groups irrespective of their disability, race, sex, religion or belief, sexual orientation, trans gender status, age or marital status.

4.3 These are the three aims associated with the Public Sector Equality Duty and the equality priorities and objectives outlined in this Strategy will enable us to make progress on each of these aims.

4.4 The Strategy:

- Develops a new approach to implementing the equality outcomes and objectives, embedding these within mainstream performance activity, giving responsibility for oversight of implementation to key boards;
- Identifies those areas that we consider priorities for addressing (where the greatest inequalities exist that we can have a positive impact upon); and
- Describes how we will make sure we deliver on our plans to promote equality and meet our objectives.

5. EQUALITY OUTCOMES AND PRIORITIES

5.1 The Strategy details the equality outcomes and objectives that the Council will work towards over the two-year lifetime of the Strategy. It also lists some of the key actions it will take to achieve significant progress towards each objective.

5.2 Community Equality Outcomes

The first half of these outcomes and objectives are those that will promote equality, diversity and inclusion in the community. These are:

5.3 A Town Centre that is accessible, safe and welcoming to all.

- An accessible built environment and public spaces
- Innovative support to enable people to access shops and leisure
- A safe, inclusive and welcoming town centre
- Improved access to all principal town centres in the borough.

5.4 Accessible and inclusive services that don't leave people behind.

- Services understand customers' individual access needs.
- Services are better prepared to meet customers' access needs.
- Simple, accessible and easy to follow content on the Council's website.
- Provide interpretation and translation services when people need them.

5.5 Barnsley's diverse communities and their contributions are celebrated.

- Diverse festivals and events involve local people and challenge stereotypes.

- Love Where You Live involves and celebrates all communities.
- Diverse community groups' events and activities are promoted to wider community.
- Remove barriers to volunteering for new arrivals.

- 5.6 Reducing negative experiences, impacts and perceptions of migration.
- Challenge prejudicial beliefs and actions that underpin community tensions.
 - Reducing the impact of migration in local neighbourhoods.
 - Increase provision of suitable English Language learning activities for new arrivals.
 - Prevent radicalisation and violent extremism.

- 5.7 Young people with additional needs achieve better outcomes.
- Help to make independent living an achievable goal for all disabled young people.
 - Ensure young people receive the help and support they need to overcome inequality.

5.8 **One Council Equality Outcomes**

If we are to promote equality in the community, as outlined above, then we must make sure Barnsley Council embeds these principles in its own policies, culture and working practices. The Strategy therefore also outlines a number of outcomes that seek to embed equality into everything we do when recruiting and developing employees, when making decisions and when planning services. These are:

- 5.9 All employees feel safe, valued and supported.
- Develop employee diversity networks, increasing engagement activity.
 - Workforce Mobilisation responds to the needs of all employees.
 - Reduce the gender pay gap
 - Promote equality, dignity and respect at work.
 - Give due regard to the equality impact of our HR policies and practice.
- 5.10 Diverse workforce that better reflects the community it serves.
- Positive action to support greater diversity in the workforce.
 - Remove barriers to employment for new arrivals.
 - Improve workforce diversity data.
- 5.11 A flexible workforce with the skills and commitment to meet diverse needs of a diverse community.
- Improve equality and inclusion on-line training offer.
 - Improved training for elected members.
 - Improve advice and guidance for managers and employees.
 - Enable more frequent and better discussions of equality and inclusion objectives in PDRs.
- 5.12 Equality and inclusion is at the heart of everything we do.
- A decision-making process that gives due regard to the impacts on diverse groups.

- All core strategies to articulate and embed equality objectives.
- Consider equality objectives and potential impacts in procurement projects.

- 5.13 Better engagement with diverse communities to help improve services.
- More independent equality forums with a stronger voice.
 - Equality forums more integrated into mainstream community engagement activity.
 - Improve accessibility and inclusivity of mainstream engagement activity.

7. LOCAL AREA IMPLICATIONS

- 7.1 The actions associated with the equality outcomes will help to support the development of the Local Area Plans and build on communities' abilities to be more involved and promote independence.

8. COMPATIBILITY WITH EUROPEAN CONVENTION ON HUMAN RIGHTS

- 8.1 The recommendations in the report do not interfere with the Convention Rights and are in accordance with the Human Rights Act 1998.

9. PROMOTING EQUALITY AND DIVERSITY AND SOCIAL INCLUSION

- 9.1 The purpose of the Equality, Diversity and Inclusion Strategy is to promote equality and challenge discrimination in the fields of employment and service delivery and to ensure the Local Authority meets its obligations under equalities legislation.

10. REDUCTION OF CRIME AND DISORDER

- 10.1 Whilst this report is focused on promoting equality and as such will help reduce social inequalities which are recognised as a contributing factor towards crime, this is not its prime purpose, and nor is there anything further that could be included in this report to reduce crime.

- 10.2 The report does include reference to hate crimes and makes it a priority to challenge and prevent these.

11. CONSERVATION OF BIODIVERSITY

- 11.1 There are no implications for biodiversity within the report.

12. RISK ASSESSMENT ISSUES INCLUDING HEALTH AND SAFETY

- 12.1 Implementing the Equality, Diversity and Inclusion Strategy will assist the Council to meet its obligations under relevant equalities legislation (as detailed within the Strategy).

- 12.2 There are no Health and Safety implications associated with the report.

- 12.3 There is a reputational risk for the Council if it fails to deliver improvements on the Equality Outcomes and Objectives highlighted in the Strategy.

13. FINANCIAL IMPLICATIONS

13.1 There are no direct financial implications arising out of this report or the adoption of the proposed Equality, Diversity and Inclusion Strategy (2018-20).

14. EMPLOYEE IMPLICATIONS

14.1 The Strategy includes reference to the need to further improve workforce diversity, a long-standing commitment of the Council that is well embedded within the existing Workforce Development Strategy.

15. LIST OF APPENDICES

15.1 Appendix 1: Equality, Diversity and Inclusion Strategy 2018-20.

Officer Contact:

Julian Horsler
Equality and Inclusion Manager
Business Improvement and Communications

Telephone:

787638

Date:

11th July 2018

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Equality, Diversity & Inclusion Strategy

July 2018 – June 2020



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Introduction

Equality and Diversity for the Benefit All Residents

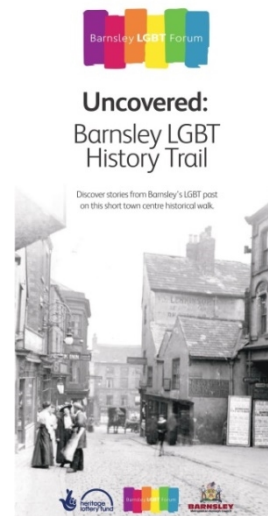
Welcome to Barnsley Council’s Equality, Diversity and Inclusion Strategy 2018-2020. We are confident it will build on the progress made over the previous years and help to further embed Equality, Diversity and Inclusion in everything we do, to help make Barnsley a better place for everyone.

We are committed to helping Barnsley become a more prosperous and vibrant place, making the most of the energy and hard work of our residents. We know however that we can only do this if we also help to remove the barriers some people face to achieving their potential and working with others. Inequality and discrimination hold us all back.

This strategy also builds on the excellent work that is already taking place in the community to promote equality, diversity and inclusion. The progress made over the past few years to promote equality and diversity in our community has been a true partnership between the Council, other agencies such as the Police and Berneslai Homes, but most importantly, with local residents and volunteers.

Celebrating Diversity

Every year communities come together to celebrate the contribution made to life in Barnsley with festivals and events such as LGBT Pride and Destination Barnsley Festivals. They work closely with the community to ensure these festivals are a success.



1 Barnsley History Trail; commemorating 50 years since the decriminalisation of homosexuality for men over 21.



2 Map showing the home towns of people attending the Destination Barnsley International Festival 2017.

We will work with the community and all our major venues and attractions to host a festival in 2020 to celebrate the contribution that disabled people make to life in Barnsley. This borough-wide, week-long, arts, culture and sport festival will be the first festival of its kind anywhere in Britain.

Working with the Community

With our key partners we have helped to develop and support a network of equality forums which have continued to grow and be our critical-friends. On issues as varied as customer services, health, transport, education, culture and leisure, these forums have not only challenged us to provide services that better meet their needs but also helped us to find the right solutions.

There are many other groups, organisations and individuals doing great work to help new arrivals access services and integrate into the local community – conversation classes, community libraries and support groups. We will continue to work with all these groups to help promote equality and diversity in Barnsley.



3 Refugee Council, Barnsley Council and Berneslai Homes with new arrivals, enjoying the start of the World Cup 2018.

Designing in Access and Inclusion

We are rebuilding Barnsley Town centre. By the time we are finished we think it will be the most accessible and welcoming market town for disabled people anywhere in Britain. We are working with local disabled people every step of the way through the design and build process for the new Glassworks, Library@theLightbox, the new bridge over the railway and the public realm.



4 “Library @ the Lightbox”: highest disability access standards designed to be an integral part of the building from day one.

But access and inclusion is about much more than bricks and mortar – it is also about having the right services and support in place. We have worked with Age Concern to launch the Access Barnsley service, with Disabled Go to host disability access guides to over 1000 venues on-line, and promoted initiatives such as Safe Places, Dementia Friendly and the Breastfeeding Welcome scheme.

Digital Services for All

As we improve our customer service and move into the digital age we are enabling customers to access our services online, 24/7 from the comfort of their own homes. We are also trying to ensure no one is left behind because they have no internet access or can’t use our website. We have already put in place video interpreting services for Deaf people and Easy Read information for people with learning difficulties for example. However, we have much more to do and this strategy outlines how we hope to get there.



5 Working with the Deaf Forum to produce a video to explain Council Tax

A Diverse Council for a Diverse Community

We also have a responsibility to ensure that we have a workforce that reflects and has the skills to meet the needs of the diverse local community. This means, for example, we need to recruit more disabled people and further reduce our gender pay gap. Working with and listening to our diverse employees and communities will help us find the right solutions.

We will also make sure that we consider the impact that our services and policies have on diverse communities when we make decisions, involving and listening to the views of the community too.

As the Leader and Chief Executive of the Council we will make sure that the Council puts equality, diversity and inclusion at the heart of everything we do.



Sir Stephen Houghton
Leader



Diana Terris
Chief Executive

The Public Sector Equality Duty

The Equality Act 2010 was introduced to consolidate and strengthen all previous anti-discrimination legislation affecting the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race - this includes ethnic or national origins, colour or nationality
- religion or belief - this includes lack of belief
- sex
- sexual orientation.

The Act creates a Public Sector Equality Duty which requires public bodies to consider the needs of all individuals in their day to day work - in shaping policy, in delivering services and in relation to their own employees. By understanding how their activities can impact on different people, public bodies are better placed to deliver efficient, effective and inclusive services.

The Public Sector Equality Duty requires public bodies, in the exercise of all their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act,
- advance equality of opportunity between people who share a protected characteristic and those who do not,
- foster good relations between people who share a protected characteristic and those who do not.

The Public Sector Equality Duty is supported by specific duties, which require public bodies, including local authorities, to:

- publish relevant, proportionate information demonstrating their compliance with the Equality Duty, at least annually,
- set themselves specific, measurable equality objectives and review these at least every four years.

The development, adoption and implementation of this Strategy will ensure that we fulfil these duties and support our determination to be recognised as a model of excellent practice in equality, diversity and inclusion.

Our Corporate Priorities

This EDI strategy supports our Corporate Plan (2018-2020) priorities and helps us to ensure the benefits of these will accrue to all sections of the community:

- thriving and vibrant economy
- people achieving their potential
- strong and resilient communities

We believe that a more equal, diverse and inclusive Barnsley will be more successful and prosperous for everyone and create a fairer society where everyone in Barnsley can achieve their potential. Our Strategy will therefore focus on a number of priority areas where we believe we can make a difference to equality, diversity and inclusion and in so doing contribute to building a stronger Barnsley.

We also know that we have to make changes to ourselves if we are to help challenge inequalities in the community. We need to have a workforce that better reflects the diversity of the local community and that has the skills and knowledge needed to better meet the diverse needs of that community. We must make sure that whenever we plan changes to services and make decisions for the future that we listen to local people and seek to reduce inequalities and strengthen the links between people from different backgrounds.

Leaders at Every Level

We have invested in developing leaders at every level of our organisation, supporting this with a comprehensive training and development programme for managers and future leaders. The programme has ensured that delivering equality, diversity and inclusion are at the heart of what it means to be an effective leader and manager.

This Strategy, building on the achievements of our three previous Equality Schemes (2009 to 2018), is now taking a fresh approach. Whilst the Strategy will still ultimately be overseen by Cabinet and the Senior Management Team we have asked that our key boards take a lead in implementing equality and diversity – and they have developed the objectives and actions outlined in this strategy and will oversee their implementation and performance between now and June 2020.

Promoting Equality, Diversity and Inclusion in the Community

The Strategy seeks to promote equality and fairness in the community – we have identified a range of outcomes that are our long-term aims for promoting equality, diversity and inclusion when delivering services and supporting our communities. These are:

1. A Town Centre that is accessible, safe and welcoming to all.
2. Accessible and inclusive services that don't leave people behind
3. Barnsley's diverse communities and their contributions are celebrated
4. Reducing negative experiences, impacts and perceptions of migration
5. Young people with additional needs achieve better outcomes

For each of these we have identified a number of specific objectives and actions for those areas where we believe we can make significant progress towards these outcomes over the next two years.

Inclusive towns

We are redeveloping Barnsley town centre so it is fit for the 21st century and provides an attractive, safe and welcoming place for everyone. We will do this because it is the right thing to do for Barnsley people who have the right to expect equal access and opportunities, but also because it will help build a stronger economy for us all.

We will make sure the new town centre is the most accessible market town in the region and in the country, meeting the needs of disabled people with all types of impairments and conditions.

We will harness both the community spirit of local people and the opportunities presented by digital services to deliver innovative new services to support access and inclusion to the town centre, its facilities and events.

We also want to diversify the town centre offer, to provide more choice to visitors whether they be shopping, have an evening out or visiting the town for its leisure and cultural attractions. By so doing we think we can draw on the entrepreneurial energy of Barnsley's increasingly diverse communities, starting and growing a new variety of food, retail and leisure businesses.

But we also want to ensure that all our principal towns across the borough can be just as accessible and welcoming to disabled people, their families and friends.

The **Town Centre Board** will oversee this work and make sure we deliver on our commitments to access and inclusion in the town

centre. The **Principal Towns Board** will make sure the access initiatives are rolled out to our other main towns and shopping areas.



A Town Centre that is accessible, safe and welcoming to all	
Objective	An accessible built environment and public spaces
Actions	<ul style="list-style-type: none"> • Develop access standards for new town centre buildings and facilities to help meet the needs of all types of disability including autism, learning disability, sensory impairment, mental health and dementia • Involve local disabled people in the design of new buildings and public spaces
Objective	Innovative support to enable people to access shops and leisure
Actions	<ul style="list-style-type: none"> • Develop offer of support to access the town centre to a wider range of impairment groups - from scooter hire to access mapping and shopping buddies • Explore how digital services can be harnessed to improve access to the town centre • Raise awareness of access support services in the town centre with disabled shoppers and visitors, their family and friends
Objective	A safe, inclusive and welcoming town centre
Actions	<ul style="list-style-type: none"> • Work towards Purple Flag status by developing a safer evening and night time economy • Work with local diverse communities to make sure the Library@theLightbox is a successful hub for all communities in Barnsley • Work with new and prospective start-ups to help encourage a more diverse range of food, retail and leisure offers

Objective	Improved access to all principal town centres in the borough.
Actions	<ul style="list-style-type: none"> • Encourage local disabled people to become involved in identifying and designing access improvements • Ensure disability access improvements are integrated within improvement schemes • Extend coverage of access support schemes such as Disabled Go and Safe Places within Principal Towns

Digital services – accessible services

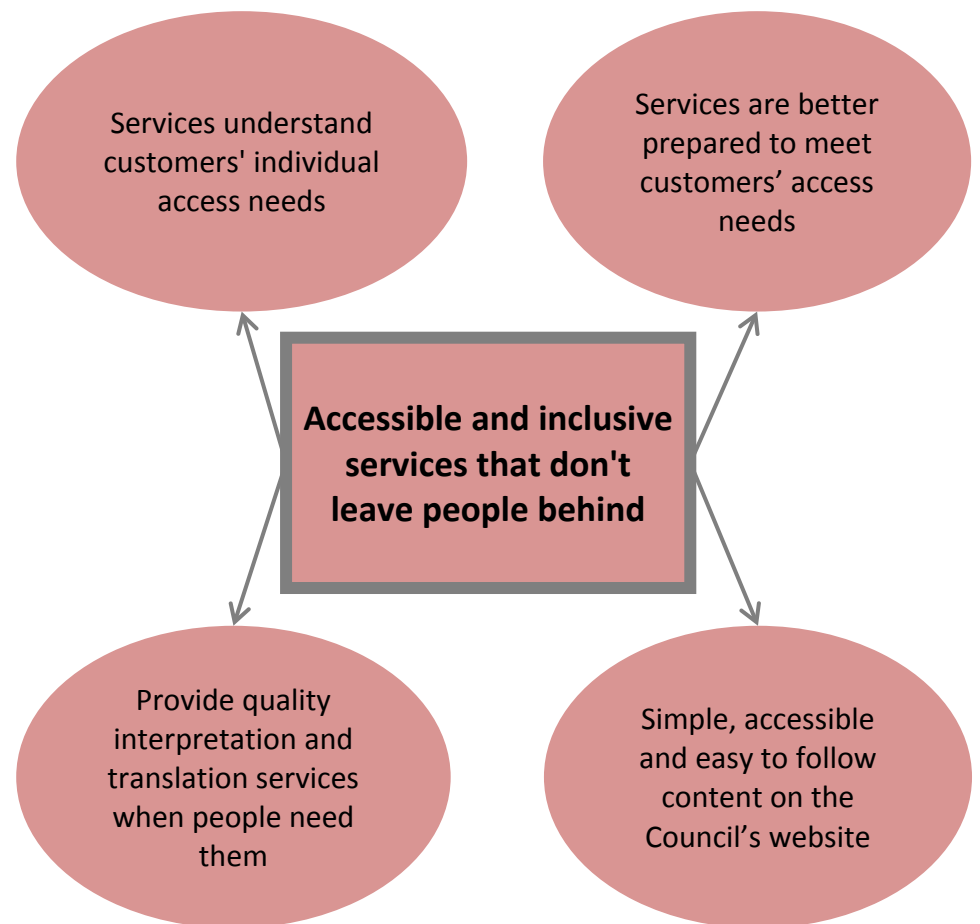
As technology develops and customers tell us they expect more services to be easily accessed on-line, our services are becoming increasingly digital. Not only does this enable us to offer new innovative services but also to deliver these in faster and more cost-effective ways. For some disabled and older customers this may mean they can access more and more services from the comfort of their own home, at a time of their choosing.

However we know that for some other people accessing services on-line can be a major problem – maybe because they are not on-line, because they are disabled or they have limited English. So we will make sure we ask our customers if they face any of these barriers when accessing our services and discuss with them how we can make sure the services most important to them are accessible and inclusive.

This means providing relevant information in Easy Read and in British Sign Language, providing interpretation over the telephone or by video link, and making our on-line forms as easy to use as possible.

We will keep working with our customers who experience these barriers to accessing services by asking them to help test out our new digital services to make sure we make these as easy to use as possible.

The **Digital Leadership Team** will make sure we develop our digital services without leaving people behind.



Accessible and inclusive services that don't leave people behind	
Objective	Services understand customers' individual access needs
Actions	<ul style="list-style-type: none"> • Identify and meet individual customer access needs • More Council services provide more accessible service options for disabled customers • Develop ability for customers to tell us about their access needs on-line
Objective	Services are better prepared to meet customers' access needs
Actions	<ul style="list-style-type: none"> • Roll-out Minimum Access Standards across the council • Ensure services, when going digital, don't leave customers behind • Provide ongoing support and guidance for services to improve accessible communication
Objective	Simple, accessible and easy to follow content on the Council's website
Actions	<ul style="list-style-type: none"> • Consider how to involve customers in the development and review of our web content • Improve employees' understanding of how to develop easy to use web content

Objective	Provide interpretation and translation services when people need them
Actions	<ul style="list-style-type: none"> • Review interpretation contracts to ensure that the council services can meet the language needs of customers • Review and update training for employees on Accessible Communication • Increase awareness of the availability of translation and interpretation services with employees and the community

Celebrating everyone's contribution

Barnsley is made up of people from a huge variety of backgrounds and cultures, men and women, gay and straight, disabled and able-bodied, young and old. Everyone makes a contribution to making Barnsley such a great place to live, work and visit and we think this should be celebrated.

That is why we support and work with the community to plan festivals such as LGBT Pride, Destination Barnsley and International Women's Day. We are currently planning a major disability festival for 2020 which will celebrate the contribution disabled people, their families and friends make to life in Barnsley and change how people think about disability.

We will remove barriers to volunteering so new arrivals can get even more involved in our local neighbourhoods and communities.

By working alongside each other, celebrating everyone's contribution and bringing different communities together we can build stronger, safer and healthier communities for all.

The **Stronger Communities Partnership** will oversee this area of work.



Barnsley's diverse communities and their contributions are celebrated	
Objective	Diverse festivals and events involve local people and challenge stereotypes
Actions	<ul style="list-style-type: none"> • Support equality forums to host a range of festivals and events to help celebrate diverse communities and cultures • Support promotion of festivals to increase attendance by wider community • Develop, plan and deliver a Disability Festival for Barnsley in 2020
Objective	Love Where You Live involves and celebrates all communities
Actions	<ul style="list-style-type: none"> • Help promote Love Where You Live to all diverse communities to encourage volunteering • Celebrate volunteering within diverse communities under the Love Where You Live brand
Objective	Diverse community groups' events and activities are promoted to wider community
Actions	<ul style="list-style-type: none"> • Work with local diverse communities to make sure the Library@theLightbox is a successful hub for all communities in Barnsley • Work with diverse communities to promote their events and festivals to wider community eg Eid, Diwali, Deaf Awareness

	Week, LGBT History Month etc.
Objective	Remove barriers to volunteering for new arrivals
Actions	<ul style="list-style-type: none"> • Review the Council's volunteering policy and initiatives to enable greater participation by new arrivals • Work with community and voluntary sector partners to help support new arrivals to take-up volunteering opportunities • Highlight the contribution made by new arrivals to the borough through volunteering

Reducing the impact of migration

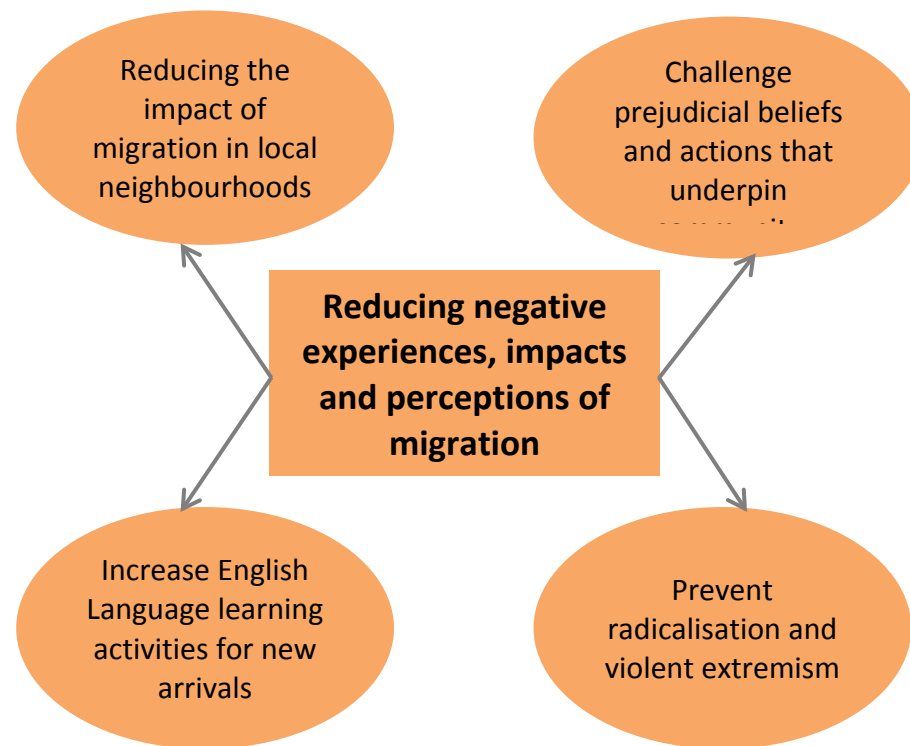
New arrivals to the borough bring their skills, expertise and energy to the local community, culture and economy. However, we also recognise that the arrival of new people into a community can have an impact on residents and local services either because they do not understand local customs or practices, or because they cannot access important services due to lack of knowledge or communication barriers. If not addressed properly this can cause tensions between different sections of the community and in local neighbourhoods.

We are working to minimise any impact of migration and strengthen links between communities by increasing the provision of English language classes and ensuring new arrivals are aware of local laws and customs.

Barnsley has successfully secured 'Controlling Migration' funding which we are using to identify and intervene when waste, recycling and housing concerns associated with new arrivals are identified in local neighbourhoods.

We will also continue to prioritise challenging hate crime and preventing radicalisation and violent extremism to protect our communities.

The **Safer Barnsley Board, Tolerance and Respect Sub-Group** will ensure this work is implemented and the objectives met.



Reduce negative experiences, impacts and perceptions of migration	
Objective	Challenge prejudicial beliefs and actions that underpin community tensions.
Actions	<ul style="list-style-type: none"> • Plan and organise activities for Hate Crime Awareness Week that involve children and young people. • Develop a community tension early warning system and coordinate interventions as appropriate. • To develop a communications strategy on Hate and Harassment that is specific to Barnsley. • Develop a library of training resources for all stake-holders to use with their employees and volunteers. • To work with educational establishments to improve reporting of prejudice-related incidents.
Objective	Reducing the impact of migration in local neighbourhoods.
Actions	<ul style="list-style-type: none"> • Utilise Controlling Migration Fund to identify and intervene when waste, recycling and housing concerns associated with new arrivals are identified in local neighbourhoods.
Objective	Increase provision of suitable English Language learning activities for new arrivals
Actions	<ul style="list-style-type: none"> • Work with Migration Yorkshire to maintain an up to date and widely used list of language learning resources classes, and activities in Barnsley. • Devise a programme of support for the development of new classes and activities for new arrivals - eg provide

	<p>small grants and facilitate volunteering by residents.</p> <ul style="list-style-type: none"> • Facilitate more Council employees volunteering with language learning.
Objective	Prevent radicalisation and violent extremism
Actions	<ul style="list-style-type: none"> • Provide outreach, training and education for community groups and organisations to support capacity and resilience for challenging violent extremism and the narratives that underpin them. • To draw on regional resources to develop projects in local communities, to challenge attitudes to difference and to develop a counter-narrative to extreme views. • Develop a community cohesion development framework so services can identify the contribution they make towards community cohesion and potential areas for improvement

Young people with additional needs and vulnerable adults achieve better outcomes

Young people with additional needs face barriers to living independently, often due to the skills, confidence and experience they have been able to develop when young, and the barriers they face accessing the appropriate services and support when adults. Whilst there is also considerable work taking place to support young people with additional needs as they transition to adulthood and independence, we will take further steps to support their first steps towards independent living, utilising the networks and experience of those disabled people who have successfully made the same journey.

Other young people face inequalities during their primary and secondary school years. Some find they are subject to prejudiced-based bullying or harassment due to their ethnicity, sex, gender identity, sexual orientation or disability. Young people addressing their trans identity need understanding and support.

The **Children and Young People's Trust Executive Group** will be invited to oversee this outcome via the **Special Educational Needs and Disability (SEND) Strategy Group** and incorporation of the objectives within the **Children and Young People Plan** (to be refreshed in summer / autumn 2018).

Employment is an important element to developing independence. Quality work supports health and wellbeing, reduces poverty. Still too many vulnerable adults face difficulties in gaining and sustaining work. **The Local Integration Board** will lead work to co-ordinate support for

vulnerable adults to access employment, reporting to the Early Help (Adults) Board and be supported by **the More and Better Jobs Taskforce**.



Young people with additional needs achieve better outcomes	
Objective	Help to make independent living an achievable goal for all disabled young people.
Actions	<ul style="list-style-type: none"> • Involve more SEND young people in community disability activities and projects. • Involve more SEND young people in activities and groups, to help influence the service design and decision-making. • Link young people with those who have made successful transition to independent living.
Objective	Ensure young people receive the help and support they need to overcome inequality
Actions	<ul style="list-style-type: none"> • Engage with young people to develop ways to challenge prejudicial bullying and hate. • Develop a toolkit to encourage trans-positive approaches to supporting young people.

Vulnerable Adults with additional needs achieve better outcomes	
Objective	Support and enable vulnerable groups to access, secure and sustain employment
Actions	<ul style="list-style-type: none"> • Integrate support services so that vulnerable adults are enabled to gain and sustain employment. • Develop employment support pilot in Barnsley to support vulnerable adults with multiple barriers. • Develop and implement a supported employment programme for vulnerable adults with multiple barriers.
Objective	Tackle negative and limiting perceptions of vulnerable adults with additional needs
Actions	<ul style="list-style-type: none"> • Support services, local partners and businesses to open up employment opportunities for vulnerable adults which supports their ongoing independence.

If we are to promote Equality, Diversity and Inclusion in the community, as outlined above, then we must make sure Barnsley Council embeds these principles in its own policies, culture and working practices. The Strategy therefore also outlines a number of outcomes that seek to embed equality into everything we do when recruiting and developing employees, when making decisions and when planning services. These are:

1. All employees feel safe, valued and supported.
2. Diverse workforce that better reflects the community it serves.
3. A flexible workforce with the skills and commitment to meet diverse needs of a diverse community.
4. Equality and inclusion is at the heart of everything we do.
5. Better engagement with diverse communities to help improve services.

For each of these we have identified a number of specific objectives and actions for those areas where we believe we can make significant progress towards these outcomes over the next two years.

The actions associated with these outcomes and objectives will be overseen by the **Organisation Improvement Board**.

All employees feel safe, valued and supported

To enable our employees to give their best we need a working culture and practices that help them to feel safe, valued and supported. The

employee survey undertaken in 2017 demonstrated that as an employer we are generally doing well:

- 86% of employees responded that they are always treated with dignity and respect by their line manager and colleagues.

- 79% of employees consider Barnsley Council to be an equal opportunities employer.
- 77% considered equality and diversity to be an important part of their job
- 67% consider the Council to put equality and diversity at the heart of everything it does
- 87% responded that they have the skills and knowledge to handle equality and diversity issues in the workplace.

However, we want to keep improving and listening to our employees. That is why we have relaunched our employee diversity networks to enable employees to discuss and raise issues that may be of concern to them, and to assist us when developing policies such as implementing digitalisation in the workplace.

We have for many years implemented Equal Pay in our pay and reward policies. Nonetheless we know that more needs to be done if we are to reduce the average pay gap between men and women who work for the council (the 'Gender Pay Gap'). We have a comprehensive action plan to investigate the causes of the Gender Pay Gap and to challenge any inequalities that may be identified.

We will also make sure we consider the impact of all our Human Resources policies and procedures on diverse groups of employees whenever these are introduced or reviewed.



All employees feel safe, valued and supported	
Objective	Develop employee diversity networks, increasing engagement activity.
Actions	<ul style="list-style-type: none"> • Develop and promote employee diversity networks. • Encourage employees to take a lead with these networks and generate discussion topics and feedback to inform

	policy.
Objective	Workforce Mobilisation responds to the needs of all employees.
Actions	<ul style="list-style-type: none"> • Review IT projects to ensure needs of disabled employees are addressed. • Review Supporting Disabled Employees at Work Policy in light of Workforce Mobilisation.
Objective	Reduce the gender pay gap
Actions	<ul style="list-style-type: none"> • Undertake annual Gender Pay Gap analysis and identify actions. • Investigate causes of gender imbalances in different grade posts. • Undertake disability and ethnicity pay gap reviews.
Objective	Promote equality, dignity and respect at work.
Actions	<ul style="list-style-type: none"> • Review Dignity at Work policy and amend if necessary. • Promote Gender Identity Guidance with managers and employees. • Continue to roll out the Barnsley Leadership Programme to all managers.
Objective	Give due regard to the equality impact of our HR policies

	and practice.
Actions	<ul style="list-style-type: none"> • Use employee survey to identify any significant differences in experiences and develop appropriate responses. • Undertake EIA process for all HR policy reviews.

Diverse workforce that better reflects the community it serves

We believe that a diverse workforce will be better able to meet the needs of a diverse community because collectively they will have the skills and understanding necessary to provide flexible service more suited to the circumstances and requirements of the community.

The greatest challenges we face to having a diverse workforce are in the number of disabled people and the number of people from black and minority ethnic (BME) communities that we employ, both of whom are currently significantly under-represented in the workforce.

To achieve this we will:

- Utilise positive action, such as job carving* and disability as a lived experience requirement in job profiles to address the under-representation of disabled employees.
- Identify and try to remove barriers faced by BME people, especially new arrival workers from abroad, when applying for jobs with the Council.

*Job Carving is a way of tailoring job opportunities to meet the needs of disabled candidates. It involves 'carving' out from a range of different job roles those tasks that best suit their capabilities and that do not require higher levels of professional skills to complete.



Diverse workforce that better reflects the community it serves

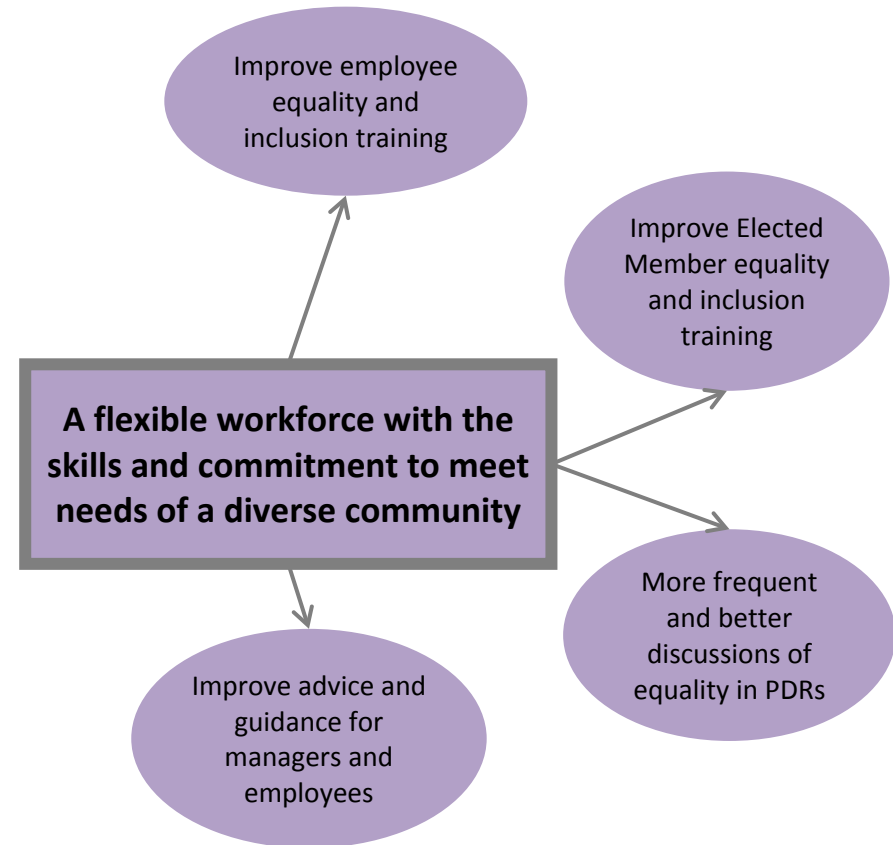
Objective	Positive action to support greater diversity in the workforce.
Actions	<ul style="list-style-type: none"> • Pilot and, if successful, implement 'disability as lived experience' in relevant job profiles and a job carving programme. • Identify initiatives to recruit apprentices into non-gender-stereotypical occupations.
Objective	Remove barriers to employment for new arrivals.
Actions	<ul style="list-style-type: none"> • Help signpost people to appropriate support for fluency requirements and converting qualifications. • Outreach with community to raise awareness and understanding of British public sector recruitment process and to promote Barnsley Council as an employer of choice. • Engage with the community, job applicants, and employees to better understand the barriers experienced.
Objective	Improve workforce diversity data
Actions	<ul style="list-style-type: none"> • Enable employees to maintain / update their diversity data. • Enable recruitment system to upload diversity data directly into employee records for successful candidates.

A flexible workforce with the skills and commitment to meet needs of a diverse community

All customers have different preferences and requirements when using our services, and those with protected characteristics are no exception. The only difference is that their requirements can often determine whether or not they are able to receive the service at all – for example because they are deaf and need a BSL interpreter or they have a learning disability and need information in Easy Read. Others may require the service to be provided in different ways which meets their circumstances – for example people who are new arrivals may not know what services exist or how to apply for them.

To meet these different requirements better in the future we need to have a flexible and skilled workforce. In recent years we have improved the equality and diversity training offered to employees and we have also seen a big increase in the number of employees who have completed one or more of the training courses on offer.

- 87% of employees who responded to a survey last year said that they have the skills and knowledge to handle equality and diversity issues in the workplace.
- Over 2,000 on-line Equality and Diversity courses have been completed by employees in the last 3 years.



A flexible workforce with the skills and commitment to meet diverse needs of a diverse community	
Objective	Improve equality and inclusion on-line training offer.
Actions	<ul style="list-style-type: none"> • Review and update POD training courses and employee induction • Develop new courses for Equality Impact Assessment process. • Promote greater completion of POD courses.
Objective	Improved training for elected members
Actions	<ul style="list-style-type: none"> • Review and update training offer for Elected Members. • Review and update Elected Member induction to ensure equality and inclusion is embedded.
Objective	Improve advice and guidance for managers and employees
Actions	<ul style="list-style-type: none"> • Review and update intranet resources to support implementation of manager's equality and inclusion responsibilities. • Improve business partner support provided to service managers.
Objective	Enable more frequent and better discussions of equality and inclusion objectives in PDRs
Actions	<ul style="list-style-type: none"> • Develop self-assessment tool for employees to inform their PDR.

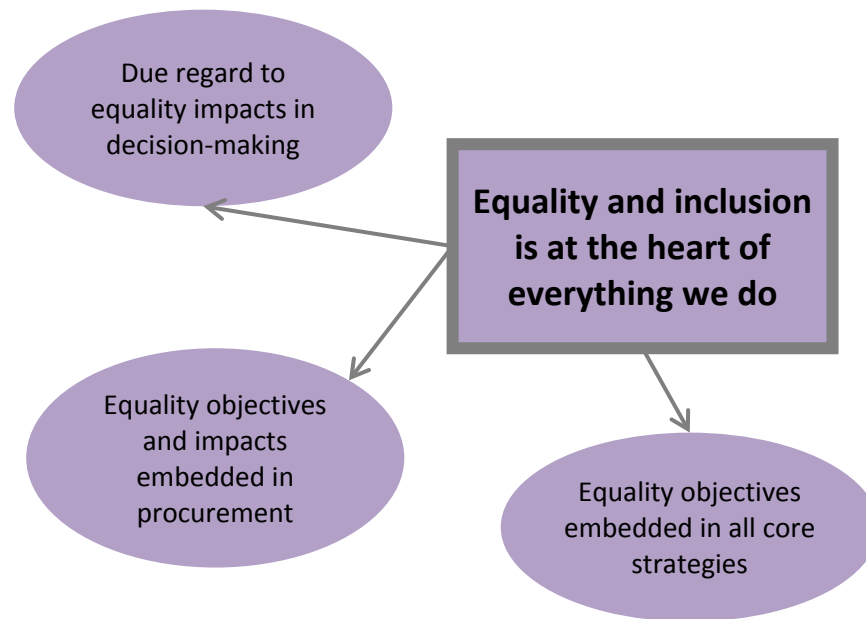
Equality and inclusion is at the heart of everything we do

To truly be an equal, diverse and inclusive locality leader, provider and commissioner of services, and employer, we must make sure that these principles underpin everything we do and all of our decision-making. That means that every time we plan a new service, develop a new policy or strategy, or make a decision about a contract or budget efficiency saving that we fully understand the impact this will have on diverse sections of the community.

We also have a Public Sector Equality Duty to be able demonstrate to the community how we have considered the impacts of our decisions and what the outcome of these considerations has been.

We have made significant improvements in how well we do this: 82% of cabinet reports now include a clear and robust summary of the equality implications (where there are any) of the decision Cabinet are being asked to approve.

Over the next two years we will continue this improvement and ensure that our procurement process and the development of core strategies similarly embed clear equality, diversity and inclusion objectives.



Equality and inclusion is at the heart of everything we do	
Objective	A decision-making process that gives due regard to the impacts on diverse groups
Actions	<ul style="list-style-type: none"> • All cabinet reports include a summary of the main equality impacts. • Review project management guidance to assess effectiveness at embedding Equality Impact Assessment process.
Objective	All core strategies to articulate and embed equality objectives.
Actions	<ul style="list-style-type: none"> • Support relevant boards to develop clear equality objectives and measures that address inequalities in the local community or within the workforce.
Objective	Consider equality objectives and potential impacts in procurement projects.
Actions	<ul style="list-style-type: none"> • Undertake review of procurement process to assess effectiveness of embedded Equality Impact Assessment process.

Better engagement with diverse communities to help improve services

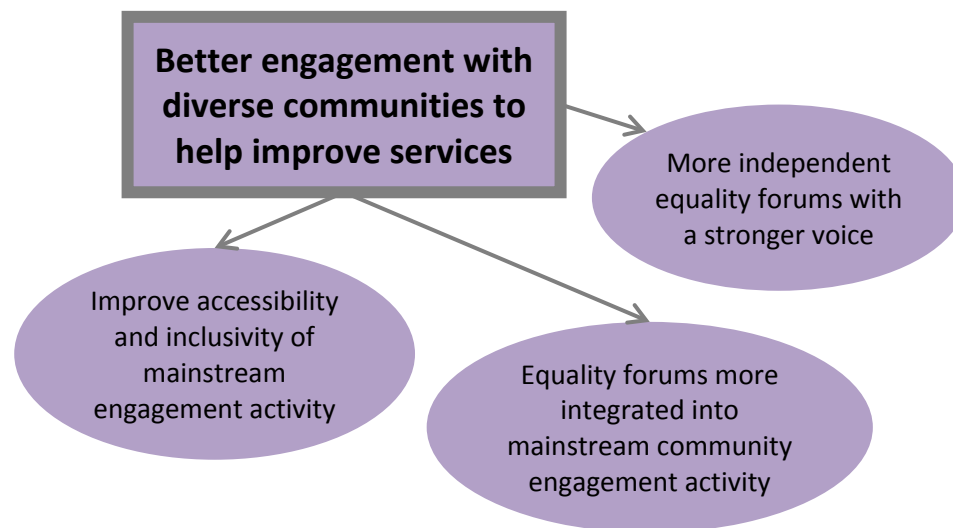
The network of equality forums that we and our key partners Barnsley Homes, SY Police, SY Fire and Rescue, Barnsley Hospital and Barnsley College, continue to encourage and support the development of an effective and collective voice for diverse communities. They work with us and other local service providers and commissioners constructively to make sure that services understand and meet the needs of Barnsley's diverse communities.

Some of these forums are facilitated by support services contracted by the Council:

- Barnsley Together Forum for race Equality – supported by Voluntary Action Barnsley
- My Barnsley Too Disability Forum – supported by Cloverleaf Advocacy
- Barnsley Deaf Community Forum – supported by Leeds Involving People

Others such as the LGBT Forum and the Gender Equality Forum operate independently without the need for direct support.

We will continue to work with these forums and find more effective ways for them to influence service design and delivery. We will also work with partners and support services to ensure that over time they are more self-supporting and independent, and can integrate further with mainstream community engagement activity.



Better engagement with diverse communities to help improve services	
Objective	More independent equality forums with a stronger voice
Actions	<ul style="list-style-type: none"> • Support forums to need less support and to identify alternative funding • Develop Elected Member forum champions to ensure forums are engaged with and receive feedback • Regular engagement activity reports to the Stronger Communities Partnership Activity Groups as appropriate
Objective	Equality forums more integrated into mainstream community engagement activity
Actions	<ul style="list-style-type: none"> • Review equality forums and how they integrate with service user / carer engagement • Review equality forums and how they integrate with partnership / stakeholder engagement activity
Objective	Improve accessibility and inclusivity of mainstream engagement activity
Actions	<ul style="list-style-type: none"> • Develop guidance to ensure equality questions are asked consistently and appropriately • Support implementation of SmartSurvey to ensure it is accessible and inclusive. • Support services to increase response rate to surveys from diverse communities

How we will know if we are making a difference

The following performance indicators will be used to help us know whether we are making progress with our equality outcomes and objectives. Performance will be reported to the relevant boards and steering groups (as outlined in the relevant sections above) every 6 months.

Every year we will also publish an annual report on our website outlining our progress.

Community Equality Objectives

A Town Centre that is accessible, safe and welcoming to all

Measure	April 2018	Target
New buildings and venues in the town centre that meet agreed access standards.	New measure	To increase
Number of shoppers and visitors registered with the Access Barnsley service.	New measure	To increase
Number of Safe Places in Principal Towns.	8	24
Number of Disabled Go listings in Principal Towns.	New measure	To increase
Number of hate incidents reported in town centre	New measure	No target

Accessible and inclusive services that don't leave people behind

Measure	April 2018	Target
Number of customer accounts with identified communication access needs.	17	50
Number of services involved in ConnectAbility project.	1	5
Number of services meeting the relevant Minimum Access Standard.	2	10
Number of contacts using VRS and VRI.	25	50
Number of Accessible Communication POD course completions.	213	400

Barnsley's diverse communities and their contributions are celebrated

Measure	April 2018	Target
New arrivals supported into volunteering through the Council's Volunteering Policy.	0	To increase

Reduce negative experiences, impacts and perceptions of migration

Measure	April 2018	Target
Number of potential community tensions identified and reported	New measure	No target

Number of educational establishments that routinely report prejudice-related incidents of bullying and hate incidents	New measure	To increase
Number of hate and harassment incidents reported by young people (under 25 years)	New measure	No target
Number of waste, recycling and housing issues reported in areas with higher levels of inward migration	New measure	To reduce
Number of people in previous month who have engaged with English Language learning activities	New measure	To increase
Number of people in previous year who have passed English Language (as secondary language) qualifications	New measure	To increase
Number of Employee Supported Volunteering days used for English Language learning activities	0	To increase

Support young people with additional needs to achieve better outcomes

Measure	April 2018	Target
Number of schools adopting trans toolkit	0	To increase

One Council Equality Objectives

All employees feel safe, valued and supported

Measure	April 2018	Target
Number of discussion contributions on diversity networks in previous year.	0	To increase
Number of disabled employees for whom IT adjustments have been made	New measure	To increase
Mean Gender Pay Gap.	8.1%	To reduce
Median Gender Pay Gap.	12.4%	To reduce
Proportion of HR policy reviews that include robust EIA process.	New measure	To increase
Proportion of employees always treated with dignity and respect by line manager / supervisor	86.3%	90%
Proportion of employees always treated with dignity and respect by colleagues	86.5%	90%

Diverse workforce that better reflects the community it serves

Measure	April 2018	Target
Number of disabled people successfully recruited using job carving or disability as	0	20

lived experience		
Proportion of shortlisted applications received from BME applicants	30%	41%
Proportion of successful applications from BME applicants	5%	11%
Number of recruitment enquiries generated at jobs and skills fairs	No data	To increase
Proportion of employees for whom we hold disability data	47%	80%
Proportion of employees for whom we hold ethnicity data	61%	80%
Percentage of employees who are disabled	6.3%	8%
Percentage of employees who are BME	2.2%	3%

A flexible workforce with the skills and commitment to meet needs of a diverse community

Measure	April 2018	Target
Equality and Inclusion POD course completion rate in previous 3 years	0.62	0.75
Manager satisfaction-rate with business partner support	No data	To increase
Number of completions of PDR self-	No data	To increase

assessment tool.		
Number of Elected Members completing training courses	To enter	To increase

Equality and inclusion is at the heart of everything we do

Measure	April 2018	Target
Percentage of cabinet reports that include a robust equality impact assessment.	81.60%	90%
Percentage of Core Strategies that include equality objectives and measures.	No data	To increase

Better engagement with diverse communities to help improve services

Measure	April 2018	Target
Number of Council services participating in equality forum engagement activities.	New measure	To increase
Number of engagement activities undertaken with equality forums (Council and partners).	48	50
Average percentage of responses to public surveys from disabled people	New measure	24%
Average percentage of responses to public surveys from BME people	New measure	5%

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