

Equality & Diversity Annual Report

2021/22



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1. Introduction

Our Annual Equalities report provides an overview of how we are meeting the Equality Act 2010 and associated Public Sector Equality Duties (PSED).

The Equality Act 2010 and associated Public Sector Equality Duties (PSED) require the Council to have due regard to three areas in the way it works:

- To eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.
- To 'take forward (advance) equality of opportunity' between people who share a protected characteristic and people who don't.
- To 'foster good relations' between people who share a protected characteristic and people who do not share it.

As a Local Authority, we understand that it is imperative to assess the potential impacts on the range of external and internal activities on diverse groups of people across Barnsley. This involves looking at evidence, engaging and building relationships with all communities, employees, partnerships, customers, stakeholders, and service providers across the Borough. Our equality objectives demonstrate the Council's commitment to challenging inequality and promoting a fair and inclusive Barnsley.

We have based our equality objectives on five of the priorities and outcomes within our Council Plan 2021-24.

1. Healthy Barnsley: People live independently with good physical and mental health for as long as possible.
2. Learning Barnsley: Children and young people achieve the best outcomes through improved educational achievement and attainment.
3. Growing Barnsley: People have a welcoming, safe and enjoyable town centre and principal towns as destinations for work, shopping, leisure and culture.
4. Sustainable Barnsley: People live in great places, are recycling more and wasting less, feel connected and valued in their community.
5. Enabling Barnsley: We are a modern, inclusive, efficient, productive and high-performing council.

Progress against our priorities and outcomes is measured and monitored through our critical success factors which can be viewed via the new council performance dashboard. Which can be found [here](#)



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2. Service User Diversity Report

The service user diversity report provides a breakdown of the protected characteristics of the people who use our services (often referred to as equality monitoring data). The protected characteristics are: age, sex, disability, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, civil partnership and marriage. This report provides an update to the 2020/21 service user diversity report and includes information across our people-based services.

Why we are publishing this report ?

Annually collating and publishing information about our service users and workforce by protected characteristic is a legal requirement. Publishing equality information about our customers promotes transparency and allows the Council to demonstrate how it is meeting the aims of the general duty

How we collate equality monitoring data about service users and how we use equality monitoring data

When service users use Council services or take part in any engagement activity, they will often find an option to complete an equalities monitoring form. They are then asked to complete a number of questions about themselves. Gathering this information allows the Council to identify which communities or groups they might belong to. All information is confidential and the General Data Protection Regulations (GDPR) will apply.

Our equality monitoring data helps us to understand who is and isn't accessing our services and how well service users' needs are being supported by them. This enables the Council to plan, deliver and make improvements to our services so that they meet the needs of all the different communities living in Barnsley.

Gaps in data

We aim to gather service user information covering all the protected characteristics: age, sex, disability, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, civil partnership and marriage. We acknowledge that there are still gaps in information both by Service area and protected characteristic. We recognise that there are gaps across the protected characteristics of sexual orientation; religion and/or belief, and gender reassignment which are often considered to be sensitive. People can be reluctant to provide this information and therefore we have higher levels of "prefer not to say" against these characteristics.



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Key Findings and Improvement Actions

We know that we have significant gaps in the provision of equalities monitoring data, and we have already started to make some improvements, for example we are now collecting equality monitoring data for customer complaints and compliments. We have in the last 12 months implemented new systems for both Education and Children's Social care and this will allow us to strengthen the equality monitoring data and report on data not previously captured, for example ethnicity for children with an Education and Health Care Plan. We are also undertaking significant development work on our Adult Social Care system, which will also provide an opportunity to review equalities monitoring data. We will be looking to include a broader range of services in our 2022/23 report including Libraries, Public Health Nursing Service, Blue Badge Scheme.

We also know that we need to improve the quality of equality monitoring data both in terms of filling gaps and in the types of data we collect. We will ensure that our equalities monitoring guidance is fit for purpose and that we are collecting the very latest categories of data, for example most services do not collect data in respect of transgender and non-binary identifiers. We need to improve the collection of data on sexual orientation and religion and belief.

There is inconsistency across Council ICT systems in relation to the types of characteristics for which data is collected and the way that data is classified meaning it may be difficult for our employees to record the information that they capture about people using our services against the appropriate category. In some cases, we are able to configure systems ourselves or our software providers can make adjustments to systems. In others, changes may not be possible. It would be useful to undertake a systems audit over the next 12 months to ensure that where we can develop systems, this work is undertaken so that people's characteristics are appropriately recognised, classified and recorded.

We are in the process of updating our equality and diversity action plan and the following improvement actions will be monitored through this process.

- Action 1: Review and republish equalities monitoring guidance to ensure that we are capturing all appropriate characteristics.
- Action 2: Work with Services to ensure that we can capture appropriate equalities monitoring data across all services and improve recording.
- Action 3: Undertake a systems audit to ensure that system developments are made and we can ensure that people's characteristics are appropriately recognised, classified and recorded.



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Key Demographics from the 2021 Census for Barnsley

The census happens every 10 years and gives us a picture of all the people and households in England and Wales. Answers to census questions help organisations make decisions on planning and funding public services in our area, including transport, education and healthcare. The most recent Census data available is for 2021, when Census Day was on Sunday 21 March 2021.

- Barnsley has a population of 244,600
- 49% of residents are Male, and 51% are Female
- 97% of residents in Barnsley are White
- 3% of residents are BME
- 22% of residents are aged 19 and under
- 19% of residents are aged 65+
- 22% of residents have a disability or long term illness

Custom area profiles for all census data can be found here <https://www.ons.gov.uk/visualisations/customprofiles/draw/>



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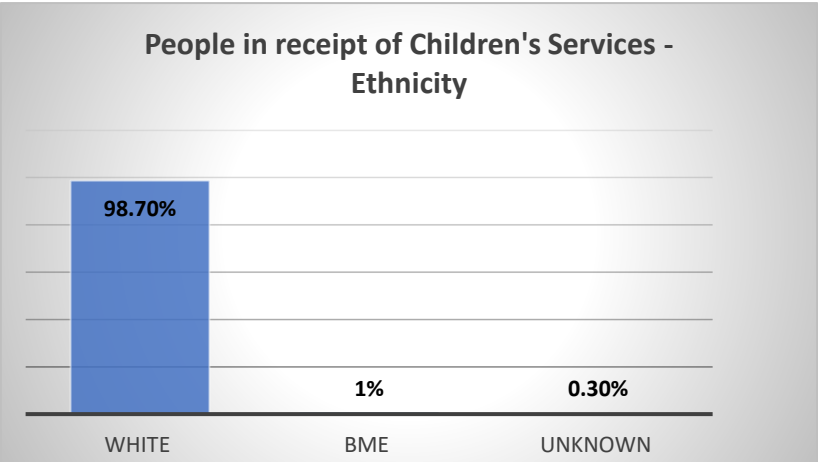
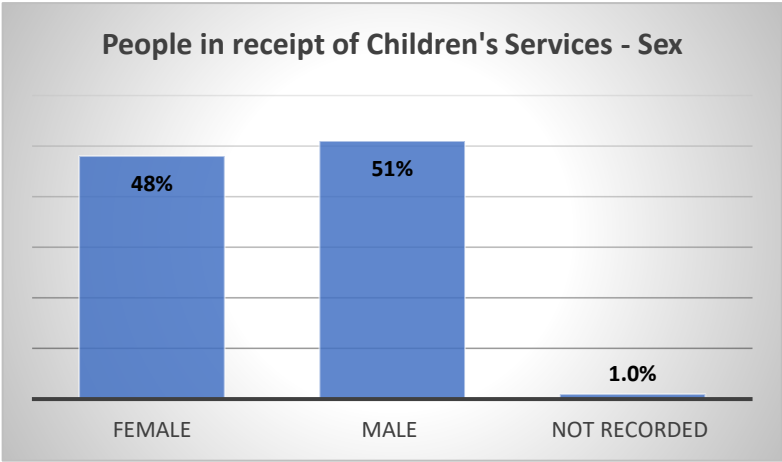
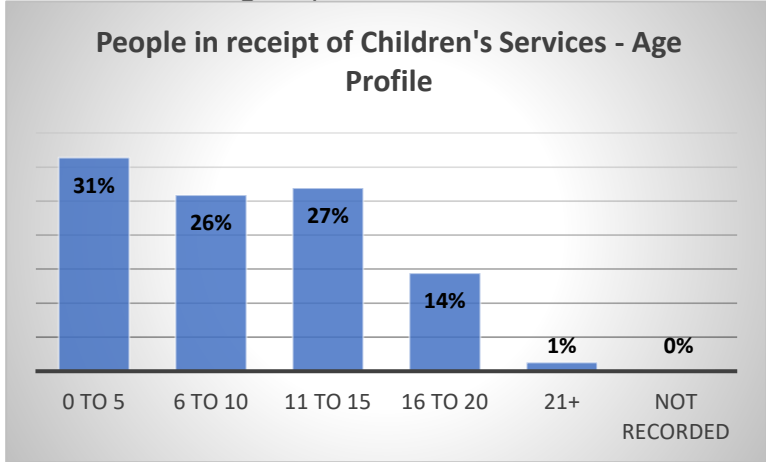


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Diversity data by Service

Children’s Social Care

This is based on Children and Young People with an allocated primary worker at any point in the year (2021/22). This includes those open for assessment, Disabled Children’s Team Tier 2 and Adoption support and care leavers, as well as those on a Child in need Child Protection or Looked After Child plan. We do not currently record non-binary and transgender categories for Children and Young People or sexual orientation.



What does the data tell us?

- As at March 2022, 1,654 Children and Young People were Children in Need, with 350 Looked After Children and 279 on a Child Protection Plan.
- 48% are female and 51% are male, showing that there are no significant differences in sex.
- 98.7% of children are white, and 1% are BME.
- Going forward, we need to begin to look at capturing additional categories of data for Children and Young People in respect of gender and sexual orientation.
- 13% of Children and young people in receipt of Children’s Social Care have a declared disability (595). We would expect this since there is a dedicated service for children with disabilities.



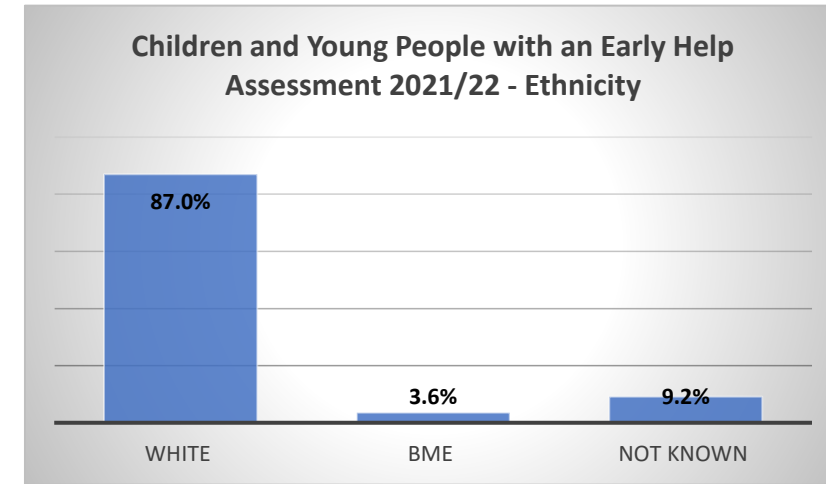
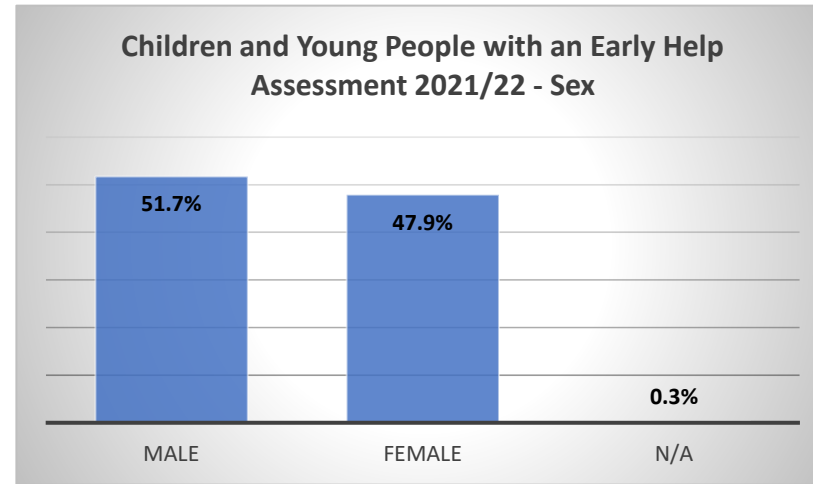
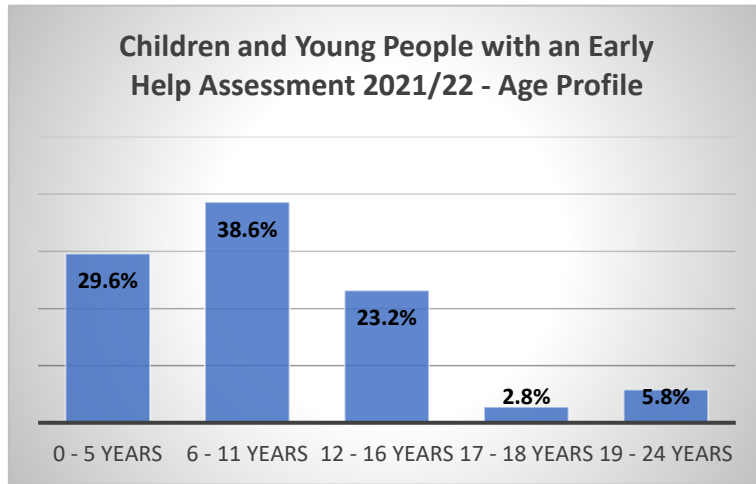
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Early Help

The data was collated for all 2,346 Children and Young People who had an Early Help Assessment (EHA) in the 2021/22 period.

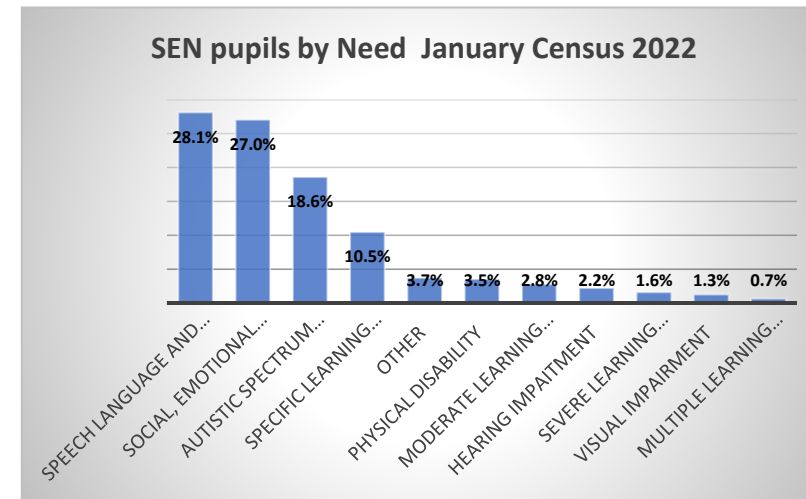
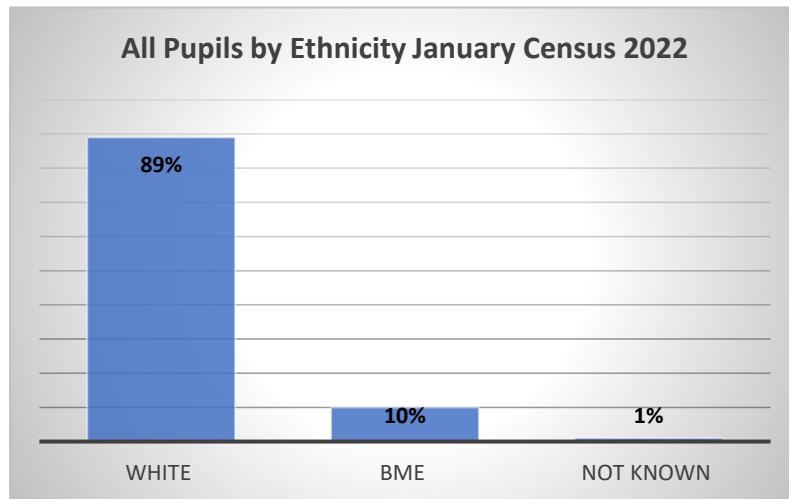
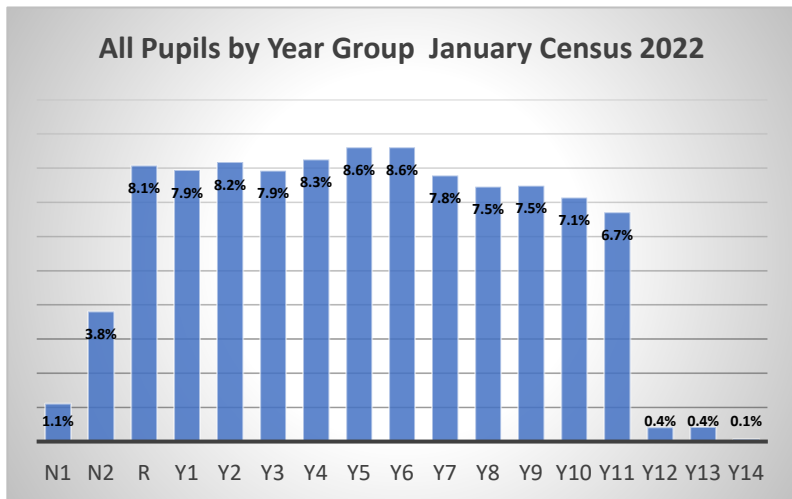


What does the data tell us?

- Nearly 70% of all Children and Young People undertaking an early help assessment in 2021/22 were aged between 0 and 11 years old.
- Slightly more males than females had an EHA in 2021/22, this is out of line with the Barnsley Profile. We do not currently collect information on transgender and non-binary characteristics in relation to children and young people, however we want to consider this as an improvement action.
- 3.6% of Children and Young People with an Early Help Assessment were BME, this is broadly in line with the BME Population for Barnsley.

Education – Schools

Information about Gender and Race is collected in the school census that takes place in January each year. The data below reflects the latest information available from the January 2022 school census when there were 35,125 students on roll.



What does the data tell us?

- Children in years 5 and 6 had the highest percentage of pupils, which may have an impact on secondary school intakes and class sizes.
- 51% of pupils on roll were male and 49% were female, this is broadly reflective of the Barnsley population.
- 10% of Barnsley pupils were BME, which is significantly higher than the Borough (3% BME).
- 28% of pupils were eligible for free school meals, we expect this to increase further with the cost of living pressures .
- 4,213 (15%) of pupils are registered as having Special Educational Needs, Speech Language and Communication Needs and Social Emotional Mental Health Needs are the top 2 SEN needs. 2,314 pupils were on an Education Health and Care Plan.
- 280 pupils were in alternative provision 80% of these were male and 20% were female, with 3.9% BME. The largest proportions were in KS3 and 4 (accounting for 62.4%) .
- For Suspensions & Exclusions – Mass shut downs due to the pandemic have impacted on this and numbers are too low to report due to suppression. We will report the Autumn 2022 data in the next update.



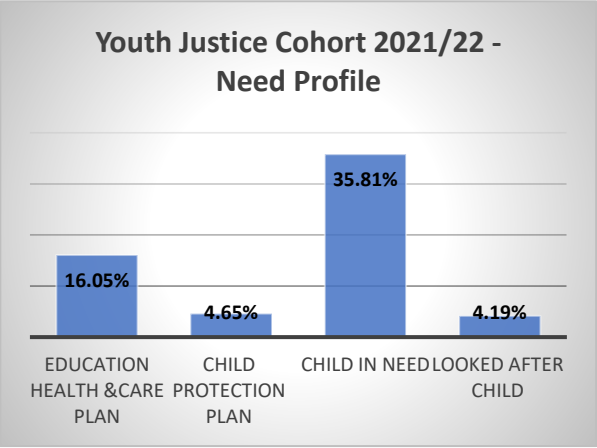
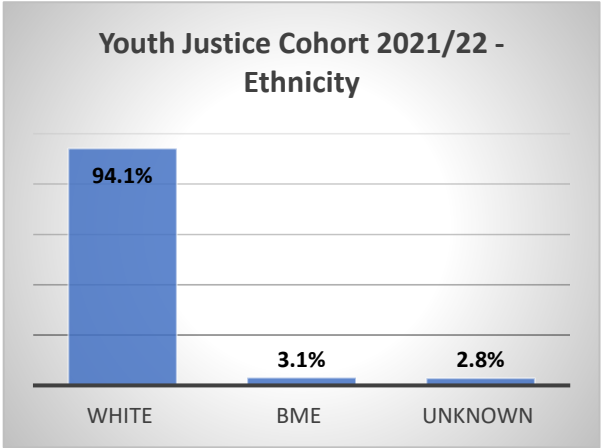
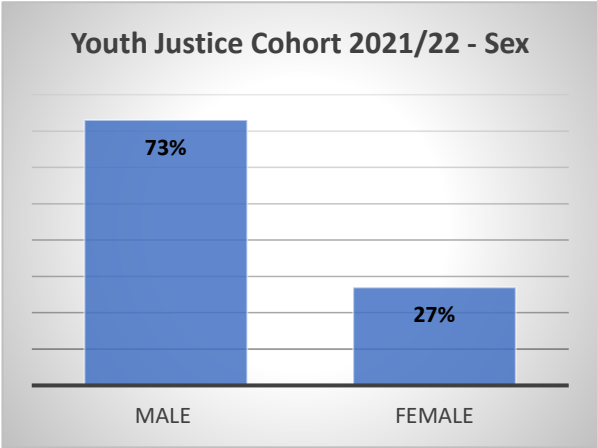
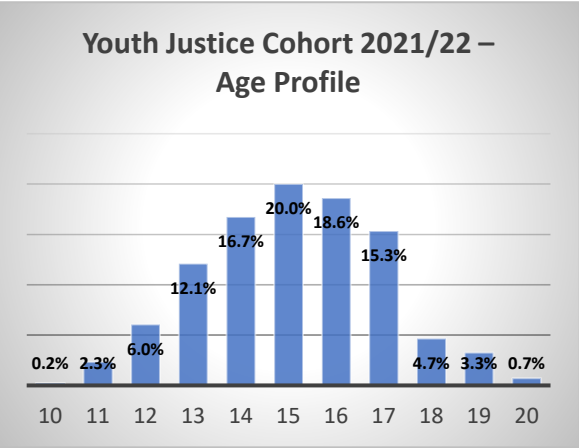
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Youth Justice

This cohort of 430 includes all young people who had an intervention with the Youth Justice Service during the 2021/22. Young people who had an outcome (whether it be court or out of court) between April 21 and March 22 are included.



What does the data tell us?

- 70.7% of young people in the Youth justice cohort for 2021/22 were aged between 14 and 17, the highest numbers in the cohort were aged 15 and 16.
- Males account for the majority of the cohort at 73%. This is in line with what we know nationally about males being over represented in the Criminal Justice System, and is out of line with our local profile (51% female, 49% male).
- 94.1% of the cohort were white, and 3.1% BME, which is in line with the BME population for Barnsley.
- 16% of young people in the cohort were on an Education Health and Care Plan, and therefore are considered to have Special Educational Needs or Disability (SEND), 35.8% are known to Children’s Social Care as a child in need. 4.6% have a Child Protection Plan and 4.2% are Looked after Children.
- We need to begin to look at capturing additional categories of data for Children and Young People in respect of gender and sexual orientation.



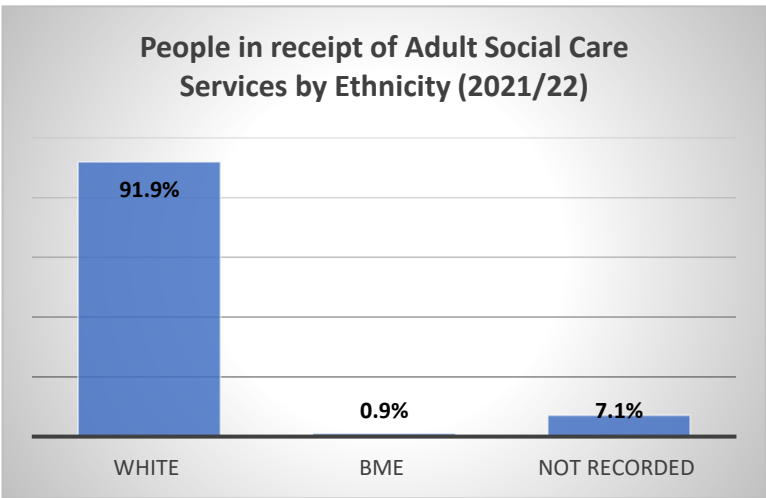
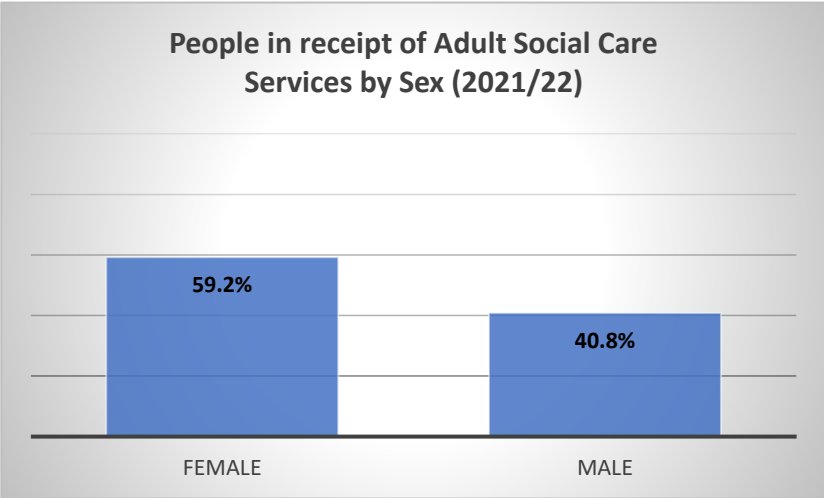
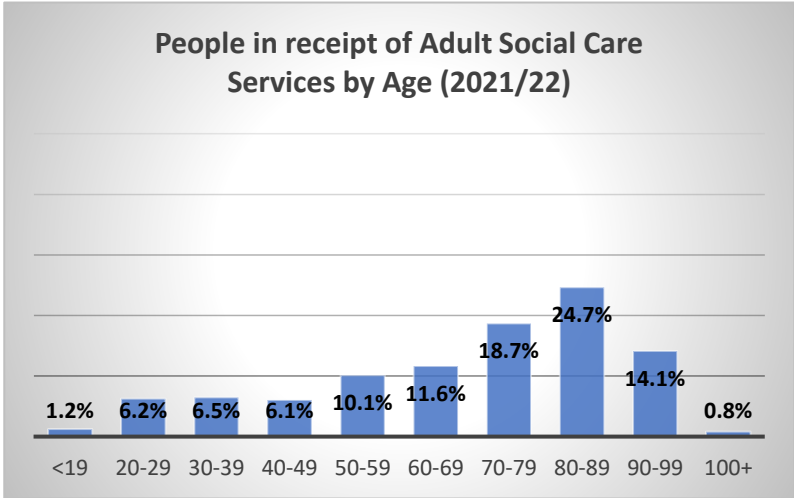
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Adult Social Care

In the 2021/22 period there were 4,760 adults in receipt of Adult Social Care in Barnsley.



What does the data tell us?

- The highest proportion of adults in receipt of service for 2021/22 were aged between 80 and 89 (24.7%), followed by people aged 70-79 (18.7%).
- Significantly more females than males were in receipt of service (59.2% v 40.8%). This does not align with the general population split in Barnsley (51% Female and 49% Male). To date we have not collected data in relation to transgender or non-binary individuals, which is an improvement action.
- 0.9% of adults in receipt of a service were BME, compared to 3% of the general population in Barnsley suggesting that they may be underrepresented in this cohort.
- We do collect data on religion and belief and sexual orientation. However, sexual orientation was not recorded in 67.4% of cases and religion and belief was not recorded in 41.5% of cases. This is a clear area for improvement.



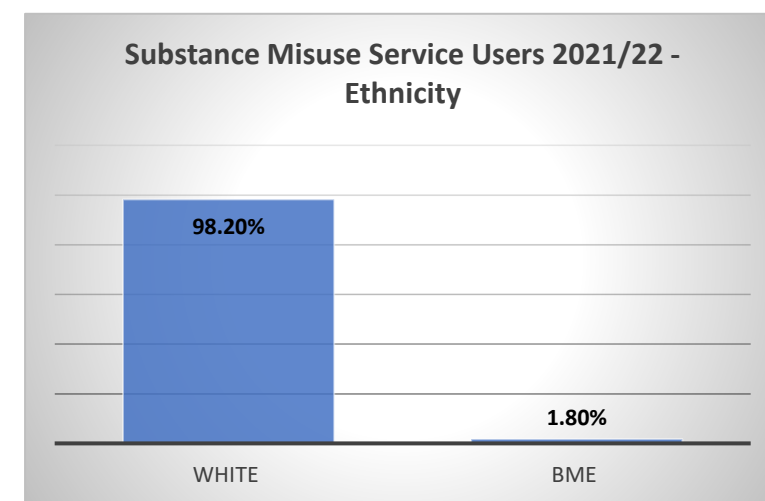
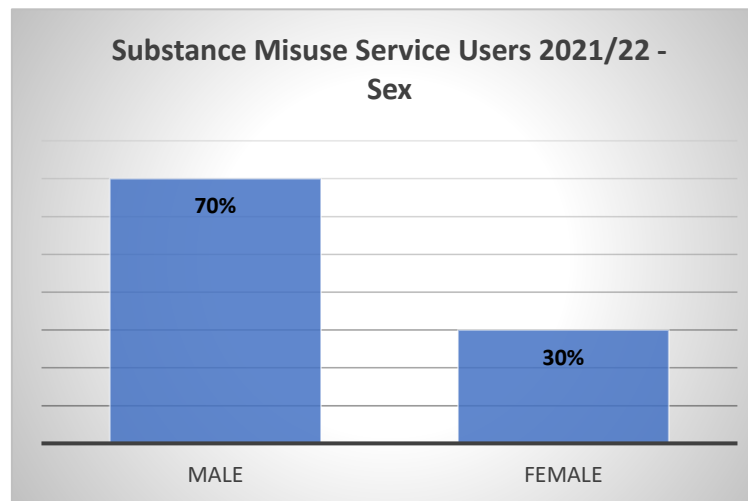
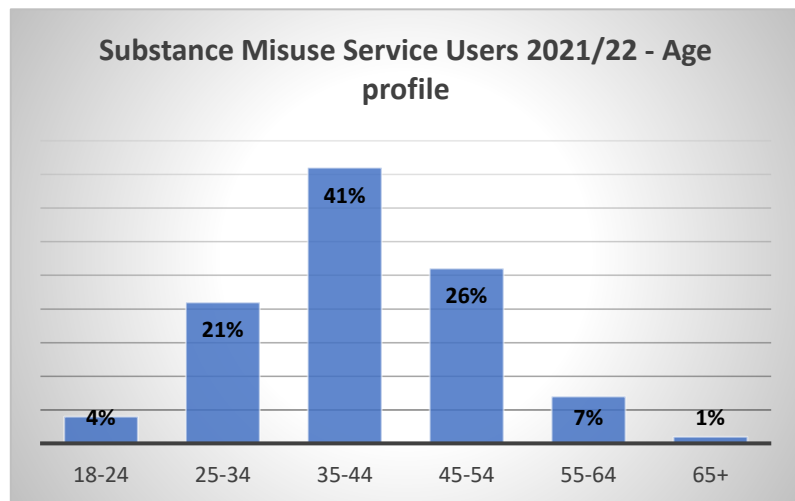
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Drug and Alcohol Treatment Services

Data was captured for all service users of our drug and alcohol treatment services in 2021/22. The equalities monitoring for this cohort is very robust, with very few “not known” categories.



What does the data tell us?

- The Substance Misuse Service is only available to residents aged over 18, as young people under the age of 18 years are seen by the Young Peoples' Substance Misuse Service. Barnsley figures appear to be similar to the national averages for all ages apart from 35-44, this age group appears to be slightly higher.
- The proportion of men accessing services is significantly higher than females (average 70/30 split). This appears to fit with national figures of women accessing treatment, but is not representative of the general gender demographic of Barnsley. As with other services we do not capture data around non – binary and Transgender.
- In 2021-22, individuals accessing treatment services were predominantly White British at 94%, which is significantly higher in comparison to national figures. The 2021-22 Barnsley Recovery Step figures show a total 1.3% of service users were classified as BME. This is still significantly lower than the general ethnicity breakdown of Barnsley residents.
- 33% of service users identified as having a disability in 2021-22. In comparison to national figures, Barnsley appears to consistently have a higher rate of service users who identify as disabled, this is higher than the rate of disability in Barnsley population in general.



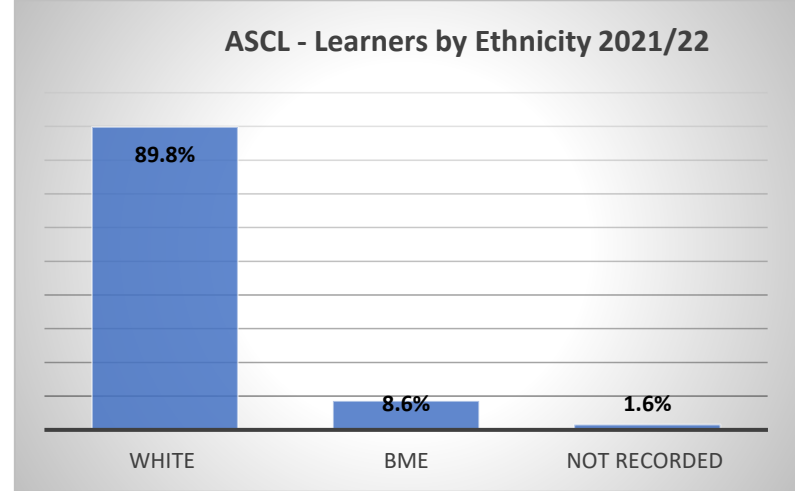
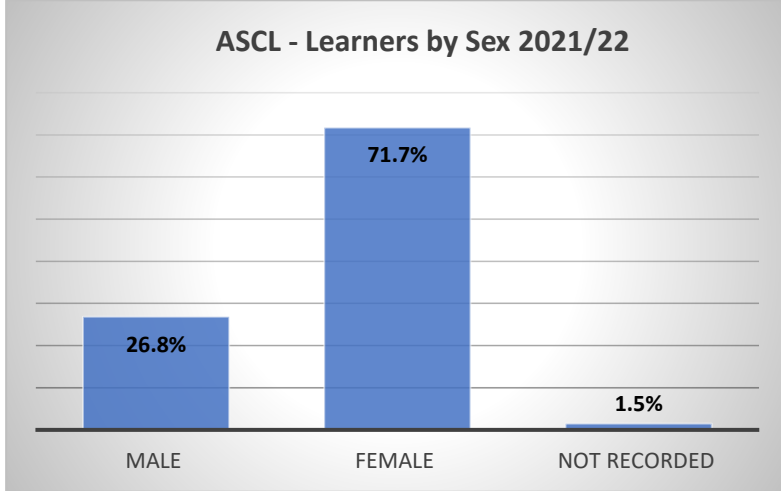
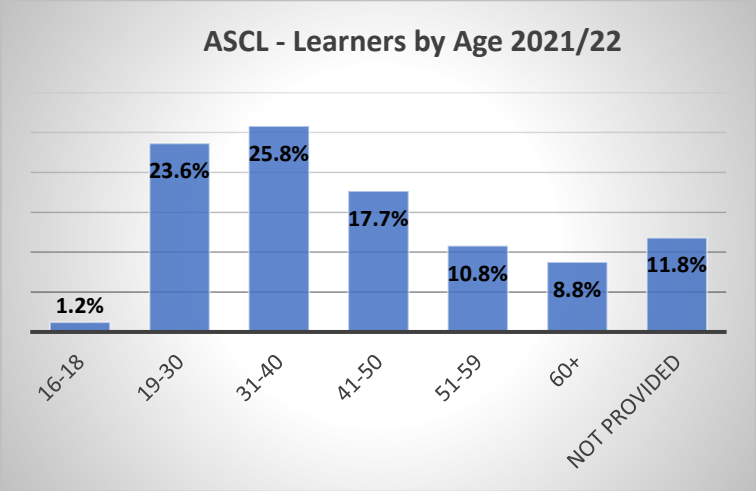
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Adult Skills and Community Learning (ASCL)

The data below represents the 1,573 learners working with ASCL during academic year 2021/22.



What does the data tell us?

- Almost half of learners were aged between 19 and 40 years.
- 71.7% of learners were female, this is significantly higher than the proportion of females in the general population of Barnsley (51%), suggesting that men are severely under represented in this cohort.
- 8.6% of learners were BME, again this is significantly higher than the General BME population in Barnsley (3%), suggesting that the service are recruiting more traditionally harder to reach groups.
- A significant proportion (47%) have a declared disability, again this is higher than the general population (22%) suggesting that people with higher support needs are accessing the service, which is positive.

3. Workforce Profile

We recently held an employee survey which asked for demographic information about our workforce. From a workforce number of 3,222 employees, we believe that this data currently gives us the most accurate demographic profile of our workforce.

We are in the process of updating our current HR management system. Employees will be able to access the system via self-service, providing the opportunity to keep their own personal data up-to-date which will help to improve the currency and quality of the data we capture and report on about our workforce.

We recognise that the data held in our current HR management system needs to be better and we have plans in place to improve this. We will collect data covering all the protected characteristics: age, sex, disability, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, civil partnership and marriage for existing employees through a one off data collection exercise and we will also ensure that we have mechanisms in place to capture this data for new starters.

We are in the process of updating our equality and diversity action plan and the following improvements actions will be monitored through this process.

- Action 1: Develop and launch new HR Management System with self serve capability to ensure maximum opportunity to capture equality monitoring data.
- Action 2: Undertake a one off data collection exercise to capture up to date and appropriate data about our employees ensuring employees are aware of why we are collecting it and some of the benefits to providing it (to reduce “prefer not to say”).
- Action 3: Ensure that improved systems are in place to capture this data for new starters in the organisation.
- Action 4: Further work to identify the reasons why employees might not disclose information about different characteristics.

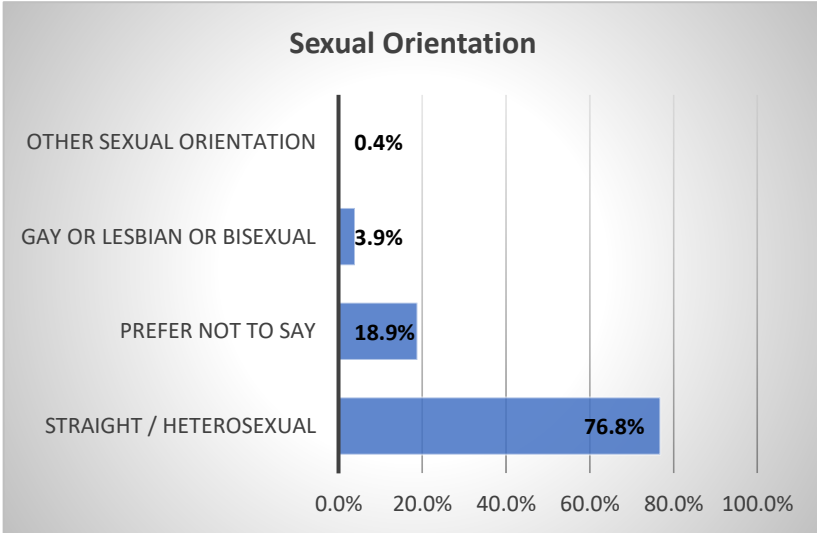
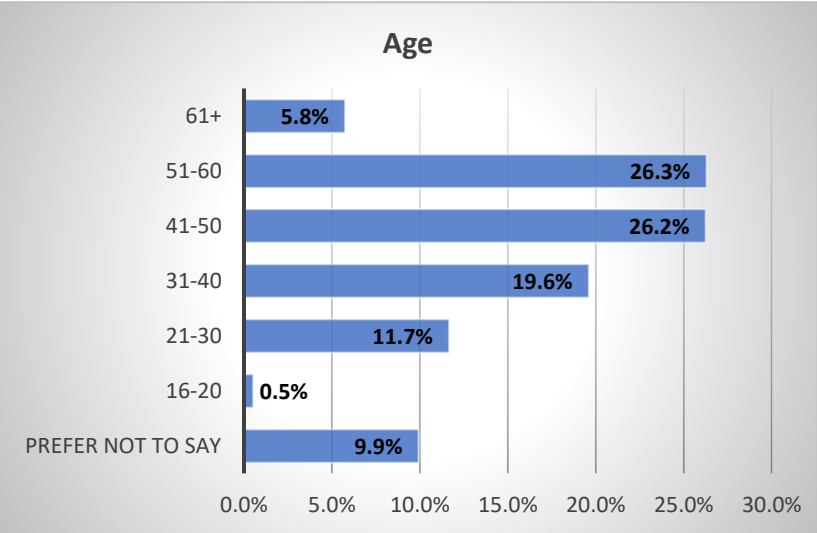
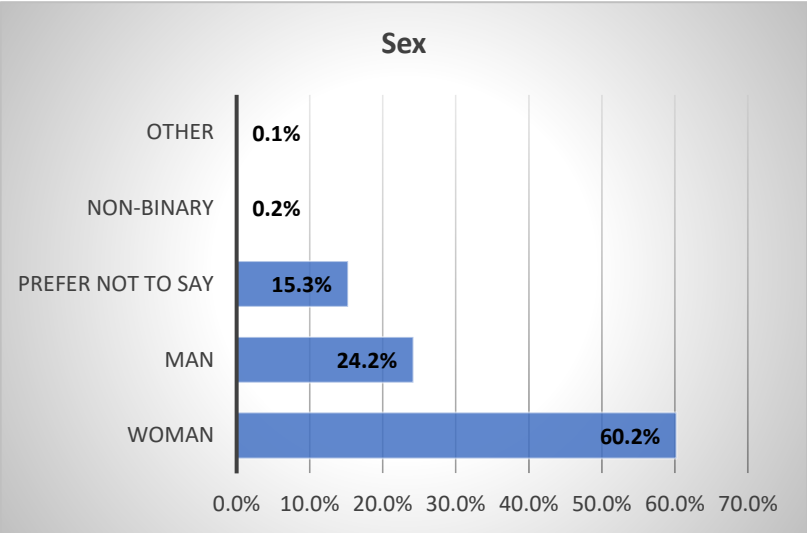


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Employees by Sex, Age and Sexual Orientation



What does the data tell us?

- 60.2% of all employees were female, this is significantly higher than the Barnsley total (51%). Further work is needed to establish the spread of males and females across service areas to understand how we can make those areas more representative.
- Over 50% of employees are aged between 40 and 60 years old. The highest proportion are between 51 and 60. We need to ensure that wellbeing interventions are tailored to this cohort and that succession plans are in place to ensure that we retain the knowledge within the organisation.
- 3.9% of employees identified as Gay, Lesbian or Bi-sexual with 0.4% identifying as other sexual orientation. Almost 19% opted not to say. This warrants further investigation to determine some of the barriers to declaration.

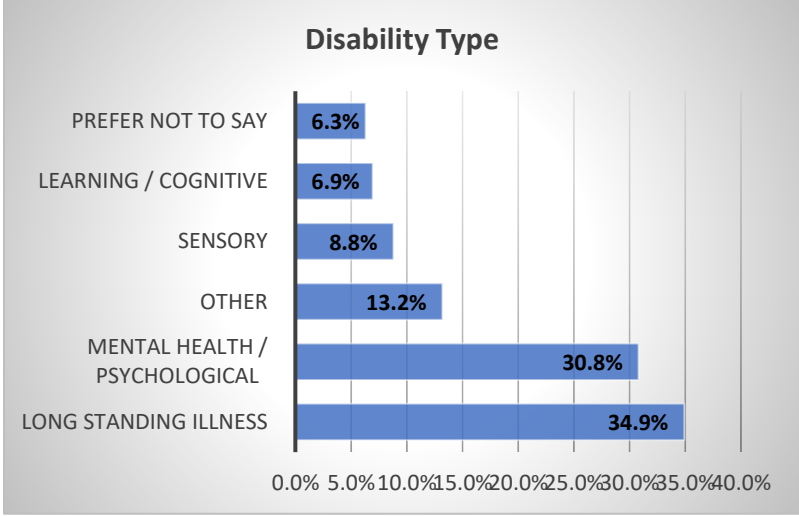
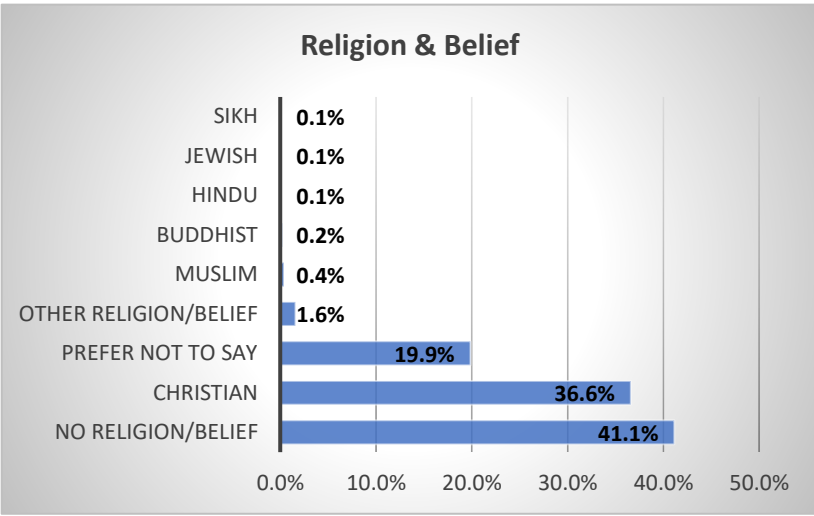
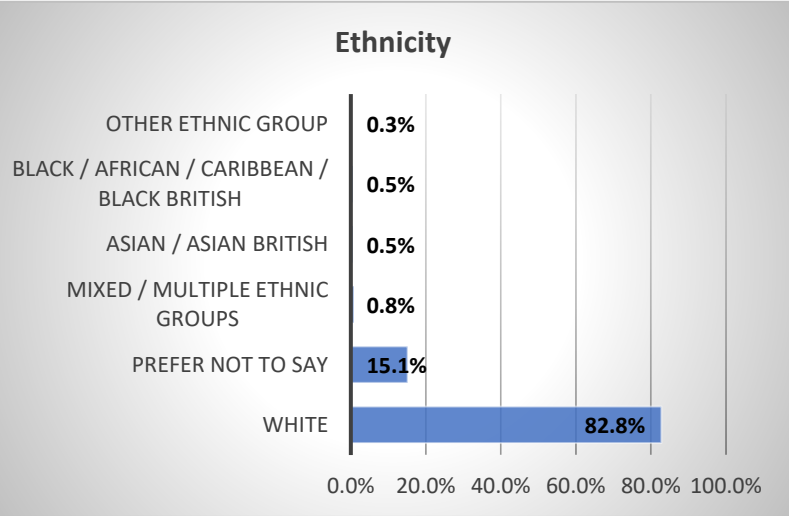


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Employees by Ethnicity, Religion and Belief and Disability



What does the data tell us?

- 82.8% of all employees are white, with 1.3% BME. These are both lower than the general population. However, it is important to note that 15% did not disclose their ethnicity, which requires further investigation.
- 41.1% of employees have no religion or belief, followed by 36.6% identifying as Christian. Again there was a high proportion (20%) who opted not to disclose.
- 8.3% declared that they have a disability. This is significantly lower than the Barnsley average of 22%. However, it is important to bear in mind that a proportion of the Borough wide total will not be able to work due to their disability therefore caution should be exercised when comparing. Again, non-disclosure rates were high at 15.1%.

Inclusivity

In the Employee Survey we asked questions designed to understand how inclusive we are as an organisation. Some of the key findings were:

- 78% of employees feel comfortable discussing their background, beliefs, and cultural experiences with their line manager / supervisor (6.8% disagree / strongly disagree).
- 84.5% of employees feel comfortable discussing their background, beliefs, and cultural experiences with their colleagues (6.1% disagree / strongly disagree).
- 88.1% of employees believe they have the skills and knowledge to consider competently equality, diversity and inclusion issues in their work.
- 84.5% of employees know how to report instances of harassment or discrimination and 72.6% believe that appropriate action will be taken if an instance of harassment or discrimination was reported, 8.3% do not.
- A number of themes emerged when we asked what we could do to improve inclusivity. The top three themes were improved training, development of employee networks and review of good practice recruitment processes, which will form part of our action plan.



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4. Progress against our Equality Objectives

Objective 1 Healthy Barnsley: People live independently with good physical and mental health for as long as possible.

Reablement

The Reablement service provides support to regain living skills, confidence and independence to live at home. They provide short-term support to enable people to complete day-to-day activities safely, allowing them to remain independent at home for longer. The number of people accessing reablement services has positively increased over the last year. 1,161 people have accessed reablement in 2021/22, this is an increase of 62.8% compared to the previous year and above the target of 1,000.

Take a seat Barnsley

Take a Seat Barnsley has been created in response to feedback from older people who expressed a wish for more seating to enable them to get out and about. The location, design and size of the seats vary across the borough. Some are outdoors, some urban, some rural, whilst others may be in shops or indoor areas. The aim is to encourage people to get out and about more by providing suitable stopping places to rest and socialise along the way. There are now 16 locations across the borough.

Trans Barnsley

The Suicide Innovation Fund has enabled the Recovery College to set-up a support group for people who identify as Trans, which aims to provide a safe and confidential space where trans people can receive the support they need to reduce the risk of suicidality or suicide ideation. The support available ranges from psychological support to advice on benefits, housing and employment and information relating to surgical and medical interventions. The project also provides support to family and friends.

Team Talk

The Suicide Innovation Fund has funded the 'Team Talk' initiative, run by Reds in the Community. This initiative provides a safe space for men to discuss a variety of topics with other men, informally, with the aim of improving their mental wellbeing. A total of 20 people have engaged with the project over a total of 44 sessions and an increased number of people reported a positive change in their mental wellbeing since engaging with the project.

Feeding Barnsley

Good Food Barnsley is a broad coalition between the private, public and 3rd sectors. It is a joined-up movement and partnership of fantastic minds and resources that work towards a shared vision of building a better Barnsley where everyone has the right to the food they need to thrive. It is a genuine partnership to promote healthy sustainable food, tackle food insecurity and diet-related ill health, educate, and build community food knowledge, skills, and resources and to demonstrate the positive impact this is having on increasing citizen independence in our communities.

Collaborative Cold Weather plan

Our Collaborative Cold weather group is supported by key agencies working across the borough to help reduce the impact of cold-related ill health and excess winter deaths. Together we have developed a plan which focuses on the main contributory factors.



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Objective 2 Learning Barnsley: Children and young people achieve the best outcomes through improved educational achievement and attainment.

Children and Young people with Special Educational Needs and Disabilities

Work has been undertaken with schools to ensure they are correctly identifying the level of Special Educational Needs and Disabilities (SEND) provision and support for children and young people at the earliest opportunity. As a result, Barnsley has positively increased the number of children and young people receiving SEN support to 10.9%.

Students with an Education Health and Care Plan made significant improvements in EYFS and are performing substantially higher than the national average. Pupils with SEND saw an improvement in Year one Phonics outcomes in 2022 compared to 2019 and outperformed this group nationally. The expected standard in reading, writing and maths at Key Stage two was equal to the national average in 2022. The attainment 8 score of pupils with SEND improved in comparison to 2019 and more CYP achieved a standard pass in English and maths.

Care Leavers in Education Employment or Training

68.2% of care leavers were in education, employment or training, around the time of their birthday. Although performance is slightly lower than 2020/21 (71.2%), it remains above target (65%), and significantly above both the national (52%) and statistical neighbour (50.1%) averages for 2020/21.

Apprenticeship Pay Gap

We have bridged the gap in pay for young people transferring to an apprenticeship from the Youth Employment Programme with the council. This decision, has allowed young people to progress onto an apprenticeship opportunity with the council at National Minimum Wage, the same rate of pay as they were receiving on the Youth Employment Programme. The current pay rate for new apprentices to the council is £6.56 per hour, reverting to the National Minimum Wage relative to age after 12 months. This is significantly above the minimum apprentice rate set by Government of £4.30 per hour. It is the intention to support all young people taking part in the Youth Employment Programme to move onto either paid employment or apprenticeships both internal and external from the council.

The Power of Learning on Mental Health

The Wellbeing Team within Adult Skills and Community Learning are working hard to support learners in developing improved wellbeing and mental health. Through creative activities including art, sugarcraft and sewing as well as positive thinking classes, learners develop new skills, become more active, connect with and support others and learn to pay attention to the present. Research and experience shows us this can have an amazing impact. In her recent feedback, one learner told us;

“If I can do it anyone can, from not seeing a future and wanting to end my life at worst, to feeling life has never been better this is who I am and what I want to do.”

The barriers created by mental ill health and wellbeing issues can have an enormous impact on our lives and now, more than ever before, we need to be supporting those in our community to find the strength to work towards overcoming them. Every step a learner takes makes a difference from growing the confidence to converse with others, to developing the motivation and resilience needed to move on to further learning or employment.



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Objective 3 Growing Barnsley: People have a welcoming, safe and enjoyable town centre and principal towns as destinations for work, shopping, leisure and culture.

Glassworks Development

The new Glass Works Square has significantly enhanced the accessibility and connectivity of Barnsley Town Centre. Footfall showed positive trends across 2021/22 with the annual target being achieved and surpassed, and the figure for June 2021 was the highest we've had for June in a number of years.

AccessAble

AccessAble Surveyors completed an annual review of Barnsley's access guides, creating 13 new guides in 2021-22 (264 total). These guides provide disabled people with details of what access is like in, and around, different venues and sites across the Borough and are available (free of charge) through the [website](#) or the AccessAble app.

Disability Equality forum

Barnsley's disability equality forums (['My Barnsley Too'](#) and ['Thursdays Voice'](#)) have moved their meetings to a venue in the town centre. This has had a positive impact on members as they have become more confident in visiting the town centre and now regularly visit the library or market kitchen cafes for lunch after the meetings.

Click & Collect Barnsley

Click & Collect Barnsley is a project aimed at encouraging the people and businesses of Barnsley to adapt and capitalise on people's changing retail habits. Refrigerated and ambient collection lockers have been installed in Barnsley Markets and collection hubs set up at libraries across the borough. Shoppers can order from independent retailers through the ShopAppy website – be it fresh meat and fish, vegetables, clothes, jewellery, artwork and much more, and collect their items at a time and location that's convenient to them.

BMBC Housing Acquisitions programme

Last financial year's acquisitions programme was hugely successful, with the £3M budget fully utilised acquiring 28 properties across of a range of property types in areas of housing need. A third of these were highly energy-efficient new-build homes. In addition to increasing the overall provision of affordable housing stock within the borough, one of the key objectives of the programme is to add properties for which there is a specific need not met by the existing stock profile.

Barneslai Homes has a particular demand for larger family homes, larger bungalows and properties which are suitable for adaptation. These property types featured in last year's acquisitions and will continue to be a key focus for this financial year.



My Barnsley Too
A Forum for Disability Equality



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Objective 4 Sustainable Barnsley: People live in great places, are recycling more and wasting less, feel connected and valued in their community.

Community Fridge

Mapplewell Village Hall saw the launch of an exciting new initiative, with Barnsley's first Community Fridge. which is a brilliant project centred around the reduction of food waste. has successfully re-distributed food to a diverse range of Barnsley's residents and diverted approximately 100kg of food from landfill per day since it opened.

Better Access for disabled residents to our Household Waste and Recycling Centres

We listened to feedback provided by disabled residents and changed our processes to allow the use of larger vehicles in our Household Waste and Recycling Centres. This positively increased access to recycling and household waste facilities for disabled residents as they often need larger vehicles to accommodate equipment.

Warm Homes Team

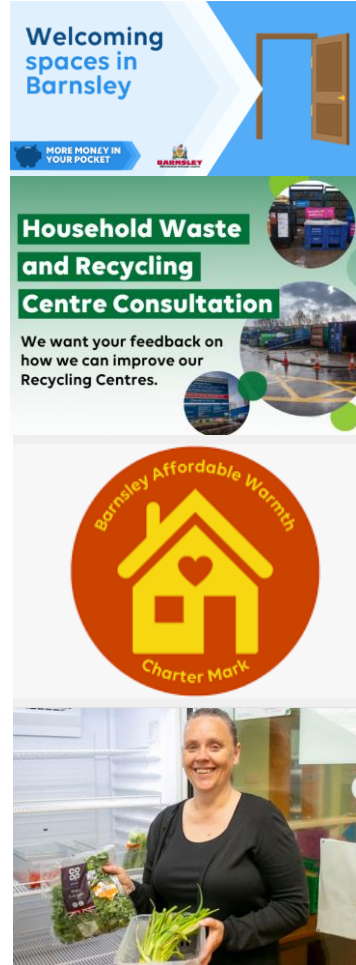
The Council has a Warm Homes Service which has been established to provide advice and assistance relating to warm homes, energy debt, home improvements and retrofit. The Council has been successful in its bids to the BEIS Local Authority Delivery (LAD) housing retrofit programmes and has, to date, secured over £7m to offer housing retrofit measures to improve the thermal and energy efficiency of homes in the private sector. This funding is targeted at households in fuel poverty (using BRE and other business intelligence data), taking a fabric first approach to adequately insulating homes and reducing energy usage and carbon emissions.

Recycling Campaign

An awareness raising campaign was developed to increase the recycling of pots tubs and trays. Pictures and imagery were used to increase the accessibility of this information for people who may face barriers to reading information in written English (including limited English speakers and some disabled people).

Welcoming Spaces

We have developed a network of Welcoming Spaces which will be available to people wishing to use them over the winter months, until 31 March 2023. We are using our own buildings, such as libraries, museums, family centres, and Berneslai Homes buildings to provide welcoming, warm, and inviting spaces for anyone who's feeling the cold. People can go there to get warm, stay warm and join in any of the regular activities or events which are being provided. It's also an opportunity to find out about other free resources, such as the Library Service's free e-books, e-magazines, online newspapers, and free internet and Wi-Fi, which will support families during the cost-of-living crisis.



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Enabling Barnsley: We are a modern, inclusive, efficient, productive and high-performing council.

Black History Month

We joined communities across the country, in celebrating Black History Month in October 2021. The theme - 'Proud to Be' - invited black people of all ages and backgrounds to share the history they are making in their own ways as well as the pride they have in their heritage and culture.

We brought Black History Month to Barnsley, kickstarting festivities with a range of online and in person celebrations. Some of these included a special tour of Experience Barnsley and a free screening of hidden figures at the lightbox (with special guest Bruce Dyer, a former Barnsley FC player)

LGBTQ+ History Month

In February 2022, we celebrated LGBTQ+ History Month by sharing a variety of content on social media, successfully increasing our reach (3%) and engagement (26%) on the previous year. We also published two articles internally to raise awareness amongst employees and promote our online equality, diversity and inclusion courses, including Trans Awareness.

Menopause

On 18 October, colleagues came together in support of Menopause Awareness Day. We used this week to educate everyone about the menopause and improve the often 'taboo' perception of the topic. We want to support all employees who may be affected by the menopause We have developed a short e-learning course covering what the menopause is, what symptoms women can experience, how these can be managed at work and what adjustments could be put in place. You can also hear some real menopause journeys. We strongly encourage anyone with a people management responsibility to undertake this course to educate themselves, to support their colleagues if they are going through the menopause.

People Strategy

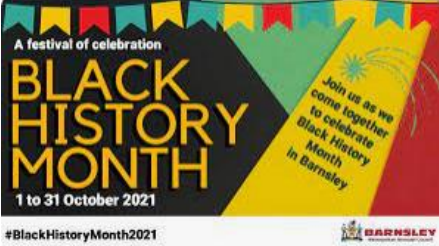
We developed a 'People Strategy' which focusses on supporting our employees to be the best they can be, making sure they have the support, opportunities and inclusive culture they need to thrive. The three key themes of the strategy are 'Effective leadership, values and culture', 'Maximising our capacity and capability' and 'Employee experience'.

Kickstart Scheme

The Kickstart Scheme provides funding to employers to create jobs for 16 to 24 year olds on Universal Credit. Since the Kickstart scheme began, the council have created 50 25 hours per week placements are funded through the Department for Work and Pensions and topped up by the council. We have already experienced the benefits of having enthusiastic young people in our services. Each of our Kickstart placements has been a valuable addition to the team, with some going on to be permanent team members. Kristopher Elsey said, "Courtney has settled in really well thanks to her work ethic and fantastic attitude. She has become a valued team member helping assist with day-to-day tasks. Courtney is a testament to the Kickstart programme, and I would not hesitate to take on anyone else from the programme in the future."

Translation & Interpretation Services

From 1 April 2021, AA Global became our sole provider for all translation and interpretation services. For the first time we have awarded the contract to a single company for all of our assignments to ensure the best service for our customers from one single source.



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