

Equality Scheme 2007/08 – 2010/11
Annual report 2008/09



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Foreword by Councillor Mike Freer, Leader of Barnet Council

This is Barnet Council's first Annual Report on our Equality Scheme 2007/08-2010/11. When we decided as a Council to publish a single Equality Scheme which harmonised our public duties yet remained true to our ambition of mainstreaming equalities, I was conscious of the ambitious task ahead!

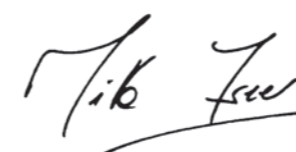
As a successful city-suburb reflecting London's diversity, we understand the evolving nature of our population, how this impacts on the way we deliver public services with our partners and our commitment as an employer to support our staff in delivering a range of complex services in a climate of change.

In 2006 we published dedicated schemes to promote race equality and disability equality. In 2007 we published a single Equality Scheme which illustrated our desire to promote equality in its widest sense. In 2008 we have agreed with our public sector partners to develop a partnership Equality Scheme. This means that all public service providers in the London Borough of Barnet will agree the equalities priorities for the borough based on conversations with their different users using the Local Area Agreement to deliver these priorities.

Barnet continues to be a high performing Council and our track record of success has been recognised in the Audit Commission's Corporate Assessment of the Council, praising our well-developed approach to diversity. However, we are not a complacent Council. Whilst our distinctive approach to mainstreaming equalities is being noticed by peer authorities and national agencies representing local government, what is more important to us is the experience and satisfaction of our residents and their relationship with public services.

I have continued my conversations with local residents, faith and business communities through my 'Leader Listens' programme to inform me of the needs and aspirations of our diverse communities and their desire to actively contribute to Barnet's success to be a desirable place.

This document is a summary of the commitments we made in the Equality Scheme, but it is also a reflection our evolving journey of how we want to make equalities integral to everything the Council does.



Councillor Mike Freer,
Leader of the Council



Introduction

This is Barnet Council's first Annual Report on our Equality Scheme 2007/08-2010/11.

It reflects on the targets and ambitions we set out last year and assesses our progress against them. The targets are set out in the Equality Delivery Plan which tested the impact of the corporate priorities on different sections of Barnet's diverse communities. Assessment of the Council's Race Equality Scheme and a profile of the Council's workforce are also included in the document. The document concludes with the Council's equalities priorities for the forthcoming year.

Better outcomes for Barnet's residents

Our Equality Scheme was ambitious. Eager to build on our success as a high performing local authority, we are confident in the knowledge that our diversity contributes significantly to Barnet's role as a successful city-suburb in London's competitive success.

The scheme was part of the Council's continued commitment to make equalities integral to everything we do and highlighted our challenge to maintain the best characteristics of a traditional suburb while benefiting from the vibrancy of new communities.

We are a three-star, high performing Council who was judged to have a well-developed approach to equalities and diversity in our 2006 Corporate Assessment. Our challenge is to extend our role as a community leader responsible for shaping Barnet's future.

Our residents' satisfaction of living in Barnet has consistently increased over time. This year 72 percent of our residents believe 'the Council is doing a good job'¹. Our key challenge has been to ensure that this satisfaction and sense of well-being is shared across all our communities living in one of the largest boroughs in the capital.

¹ Annual Resident's Attitude Survey 2007

Our commitment to Barnet residents

In our Equality Scheme we made the following commitments to Barnet residents:

- all residents, service users, service providers, employees and partners in the community have a responsibility to promote equalities and challenge discrimination and stereotyping
- all residents are able to participate in the life of the community and celebrate its diversity
- every resident and service user has equal access to high quality services that meet their needs. We recognise that there are some people who may need support in receiving this entitlement
- every resident, service user and employee is entitled to a safe environment free from discrimination and harassment

We believe we are meeting these commitments, but they have posed challenges to us.

Progress to date

Our Equality Scheme highlighted many areas that our residents believed needed to be improved to promote equality. Many of these could not be resolved quickly, but have created an opportunity to start conversations with different partners.

Promoting disability equality

In 2006/07, our disabled residents identified transport as an improvement priority to enhance their quality of life. We recognised this was an improvement we had to undertake with our transport partners. Subsequently a transport seminar has been organised for December 2008 through a sub-group of the Learning Disability Partnership Board with Transport for London and local partners including members of Barnet's disabled communities. The seminar aims to influence public transport policy, increase disabled people's awareness of public transport options, and increase disabled people's confidence to make greater uses of public transport. The Council with its partners is also committed to improving the employment opportunities for learning disabled people. Being able to travel independently and with confidence will encourage disabled people to make a commitment to accept paid employment opportunities. We believe that supporting disabled people in this practical way enables people to confront individual disadvantage and enhance their future life chances.

Promoting race equality

Our black and minority ethnic communities identified crime and safety issues as the most important priority to promote race equality (71 percent). Crime and safety issues are highlighted in the borough's Safer Communities Strategy. Annual reporting rates of race and faith hate crime have reduced reflecting a national trend. The publication of the borough's Strategic Assessment of Crime and Disorder for 2008/9 will analyse the crime statistics collated for the borough to identify trends in criminal activity and determine whether victims or perpetrators of crime are disproportionately represented by different communities in Barnet.

Promoting gender equality

The Council made a commitment to promote gender equality by proactively eliminating sex discrimination and harassment and promoting equality for women and men in the workforce.

Our Best Value Performance indicators reveal that we are in the top 25 percent of best performing London authorities in promoting gender equality. But, there is still a great deal of work to do to equalise working patterns between male and female staff working for the Council. This is being tackled through the Human Resources Business Strategy, which will include targets for re-dressing this imbalance in its delivery plan.

Tackling gender-based violence and domestic violence continues to be a priority for us. The establishment of the Barnet Domestic Violence Strategic Board in 2007 has focused on developing a multi agency approach to enhance the quality of women's safety and well-being.



Partnerships

Building on our role as a community leader, the Council has been instrumental in leading the development of the new Local Area Agreement. Entitled 'Driving Success, Tackling Disadvantage', the Agreement set out the locally agreed priorities which will support Barnet's success as a city-suburb. These shared priorities will form the delivery plan for a partnership Equality Scheme to be published in 08/09.

Our partnership work in other quarters continues to flourish, most notably with the Barnet Traveller Forum working with local travelling communities settled in Barnet; the Muslim Youth Engagement Steering Group has been recognised by Government Office for London for delivering innovative citizenship classes to local Muslim young people using Islamic sacred texts; Barnet schools have continued to reduce the gap of educational attainment between groups of young people by working with a variety of third sector partners.

Action planning and monitoring

Equalities performance is now monitored through the Council's existing performance management systems. The equality impact of key corporate priorities is tested using a range of performance monitoring tools including:

- Financial and Performance Review meetings
- performance against the Equality Standard for Local Government
- self-assessment against Barnet's Race Equality Scheme (as part of our statutory duty)
- measuring trends in resident satisfaction rates.

The Equality Delivery Plan in Appendix 1 challenges the organisation to test the impact of corporate priorities on Barnet's diverse communities. Aligned to the corporate priorities, the targets were identified by service performance lead officers who hypothesised that a target could have a differential impact on different communities. Analysis and segmentation of the data reveal an interesting picture

which can be counter-intuitive to current social policy thinking. For example, the Council's priority to 'reduce the percentage of people feeling unsafe or fairly unsafe when it is getting dark' revealed that 42 percent of women and 44 percent of residents over 60 feel more unsafe compared to men (26 percent) and under 60s (31 percent), but there was no significant difference for disabled communities. Whilst this analysis would initially appear reassuring it raises further questions about disabled communities and their participation in wider society which will be explored further within the authority.

Interestingly, the target to increase recycling and composting target in the 'Clean, Green and Safe' priority did not show a significant difference between communities based on equality groups. This information is now being compared to other data collected relating to the quantity and distribution of household waste to determine if there are other factors which influence people's recycling behaviour.

The summary of data breakdown is available in Appendix 1.

Equality Standard for Local Government

Barnet's distinctive approach to mainstreaming equalities is being noticed by peer authorities and the Improvement and Development Agency (IDeA). The Council has over the years been progressively meeting the Equality Standard for Local Government. We submitted our self-assessment evidence for Level 4 in June 2008 for validation by the Council's external auditors as part of our BVPI evidence trail and are still awaiting confirmation of the result.

Race Equality Scheme 2007/08

The Race Equality Scheme is the constituent part of the Best Value Performance Indicator 2b. Service delivery is measured against 19 sub-indicators which are inspected by the External Auditor. A summary sheet of performance to date can be seen in Appendix 2. The Council has steadily improved its performance against these targets.

Table 1 summarises the rate of progress

BV2(b)	2003/04	2004/05	2005/06	2006/07	2007/08
Percentage Score	52.63%	63.16%	68.42%	73.68%	84.21%
Raw score	11	12	13	14	16

The figure for 2007/08 of 84.21 percent places us in the top quartile for top English local authorities. The top quartile figure for London authorities remains at 89 percent.

Monitoring employment data

As part of our duties we have monitored our staff profile by race, disability and gender in the following areas:

- numbers in post
- grievances
- disciplinary
- staff leaving the authority.

Detailed breakdown of the data is contained in Appendix 3. Data relating to applications for employment, training and promotions and performance appraisals will be assessed as part of the HR Business Strategy and are not considered in this report.

Priorities for the year ahead

Corporate Equalities Policy

The Corporate Equalities and Diversity Group (E&D Group) agreed that the Council's current equalities policy (agreed by members in 2002) is no longer fit for purpose for the following reasons:

- the policy does not consider the obligations of the statutory public equalities duties
- the language of the policy does not reflect the aspirations and ambitions being articulated in the 'Future Shape of the Council' programme
- it does not comfortably support the Local Strategic Partnership's commitment to developing a partnership Equality Scheme
- a lack of confidence that the policy is robust enough to meet the challenge set out in the Comprehensive Area Assessment.

The new policy articulates the organisation's commitment towards equalities and its role in the future shape of the Council. It provides key messages to guide staff in becoming more equalities aware and enable every employee to 'think equalities' in their daily work.

The policy will be published in January 2009.

Partnership Equality Scheme

At Executive Directors' Group in April 2007, it was agreed the Council would lead a discussion with partners about developing a partnership Equality Scheme using the Council's one as a model.

The principles enshrined in the Council's Equalities Policy would preface a Partnership Equality Scheme which would be aligned to the Sustainable Community Strategy and delivered through the Local Area Agreement (LAA). The multi-agency project team of managers across the Council and partners with

a policy and/or performance remit established to co-ordinate the LAA will develop the Scheme, under the overall auspices of the Local Strategic Partnership.

Such a Scheme covers the work undertaken with partners and supports the commitment to continue to mainstream equalities. It is also in tune with Department of Communities and Local Government's recognition of the place-shaping and community leadership role of local authorities.

The Scheme will be published late 2009.

Equality Standards and Frameworks

Barnet's distinctive approach to mainstreaming equalities is being noticed by peer authorities and the IDeA. The Council has over the years, been progressively meeting the Equality Standard for Local Government. We are currently awaiting confirmation that we have been validated for Level Four by the Council's external auditors.

At present there are no plans to progress to Level 5

The IDeA is currently reviewing the role and function of the Standard in measuring equalities performance. The Council is awaiting the outcome of this review before deciding whether a self-assessment framework is relevant to Barnet's approach to equalities.

Corporate Equalities and Diversity Group

The Corporate Equalities and Diversity Group is a Council-wide officer group chaired by the Executive Director for Communities which acts as a knowledge and learning forum for the Council advising on equalities and diversity policy, best practice and community engagement. The group is supported by the Council's Directors' Group and each director continues to be personally responsible for the leadership and inspiration for equalities to be cascaded through their individual directorates.

Recent examples include the telephone diversity monitoring exercise undertaken by the Children Information Service, the development of the Equalities Template for the most recent F&PR sessions and the production of both the Interpreting and Translation Service and Diversity Monitoring Protocol. The group will continue to be instrumental in supporting the Council's approach to equalities.

Developing our workforce

Developing our workforce is a key priority for the Council as it moves towards a new future shape. We want to create workplaces of high productivity and skill, where people can flourish and maintain a healthy work-life balance reflecting the full talent and diversity of our communities. We want our staff to achieve their potential and understand their role in helping the Council meet its statutory equality duties. We expect all our staff to understand the Council's equalities values and apply them to their job roles.

It is not realistic to aim for a workforce that exactly mirrors local demographics, but data on our workforce is being used to enhance our understanding of our workforce distribution and to identify priority improvement initiatives to respond to our public duties. Data available reveals that current priorities are to address issues relating to women and disabled staff.

As part of our duties we have monitored our staff profile by race, disability and gender in the following areas:

- numbers in post
- grievances
- disciplinary
- staff leaving the authority

Barnet is in the top quartile for local authorities in England with 52 percent of women in the top 5 percent of earners and 9.71 percent of ethnic minorities in the top 5 percent of earners. However, the percentage of disabled employees declaring they have a disability is 1.46 percent compared to the top England quartile of 4.43 percent.

Appendix One Equality Delivery Plan

A bright future for children and young children																																																																	
Equality Priorities:																																																																	
Improve services for children with complex need																																																																	
Improve educational outcomes for children whose achievement is at risk																																																																	
Reduce the number of Looked After Children and improve the outcomes for those children that are Looked After																																																																	
Improve the post 16 education. Employment or training opportunities for vulnerable young children																																																																	
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period																																																												
Percentage of pupils with educational needs that achieve a level 1 qualification in English and maths at KS4	87%	Age Disability Ethnicity Gender	This target has been replaced with the new national indicators NI 104 and 105 which relate to SEN thresholds	Educational attainment of SEN pupils at KS4 increased through our Inclusion Strategy and the increased number of local placements	●																																																												
Increase the attainment of black pupils with GCSEs 5+ including maths and English Renamed: KS4 attainment for Black and Minority ethnic groups – achieving 5A*-C GCSEs in English and Maths	60.2% (provisional) Target for 2009/10 66%	Age Ethnicity Gender	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>no. in group</th> <th>Achieving 5+ A* to C Inc Eng & Maths</th> </tr> </thead> <tbody> <tr><td>All Pupils</td><td>2979</td><td>68%</td></tr> <tr><td>Asian or Asian British – Bangladeshi</td><td>22</td><td>77%</td></tr> <tr><td>Asian or Asian British – Indian</td><td>261</td><td>72%</td></tr> <tr><td>Asian or Asian British – any other Asian background</td><td>50</td><td>74%</td></tr> <tr><td>Asian or Asian British – Pakistani</td><td>45</td><td>78%</td></tr> <tr><td>Sri Lankan Tamil</td><td>29</td><td>76%</td></tr> <tr><td>Other Black African</td><td>126</td><td>66%</td></tr> <tr><td>Black or Black British – Caribbean</td><td>75</td><td>72%</td></tr> <tr><td>Ghanaian</td><td>22</td><td>68%</td></tr> <tr><td>Nigerian</td><td>40</td><td>63%</td></tr> <tr><td>Black or Black British – any other Black background</td><td>25</td><td>76%</td></tr> <tr><td>Somali</td><td>39</td><td>69%</td></tr> <tr><td>Chinese</td><td>59</td><td>75%</td></tr> <tr><td>Mixed – any other mixed background</td><td>77</td><td>69%</td></tr> <tr><td>Mixed – White and Asian</td><td>16</td><td>63%</td></tr> <tr><td>Mixed – White and Black African</td><td>15</td><td>73%</td></tr> <tr><td>Mixed – White and Black Caribbean</td><td>34</td><td>88%</td></tr> <tr><td>Information not obtained</td><td>352</td><td>68%</td></tr> <tr><td>Afghan</td><td>26</td><td>50%</td></tr> </tbody> </table>	Ethnicity	no. in group	Achieving 5+ A* to C Inc Eng & Maths	All Pupils	2979	68%	Asian or Asian British – Bangladeshi	22	77%	Asian or Asian British – Indian	261	72%	Asian or Asian British – any other Asian background	50	74%	Asian or Asian British – Pakistani	45	78%	Sri Lankan Tamil	29	76%	Other Black African	126	66%	Black or Black British – Caribbean	75	72%	Ghanaian	22	68%	Nigerian	40	63%	Black or Black British – any other Black background	25	76%	Somali	39	69%	Chinese	59	75%	Mixed – any other mixed background	77	69%	Mixed – White and Asian	16	63%	Mixed – White and Black African	15	73%	Mixed – White and Black Caribbean	34	88%	Information not obtained	352	68%	Afghan	26	50%	Data capture enabled us to focus on particular minority ethnic groups at risk of underachievement	●
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Percentage of young people not in education, training or employment that were Barnet school leavers with a special educational need	35% (2005/06) 20% (2006/07) Target for 2009/10 29%	Age Ethnicity Gender	The information for this target is not viable because of the small numbers involved.	Improving transition arrangements – highlighted in JAR																																											

A bright future for children and young children									
Measure	Baseline data – 2006/07	Diversity Strands	Data				Comments	Time period	
Of young people who have been looked after for at least 12 months, percentage achieved five or more GCSE's at grades A*-C (or equivalent) From academic year 07/08 new definition will measure: Of young people who have been looked after for at least 12 months, percentage achieved five or more GCSE's at grades A*-C (or equivalent) in Maths and English	24.3% (Ac Yr 2005/06) 20.7% (AC Yr 06/07) Baseline data for new measure 10.3% 2006/07 Target for 2009/10 16%	Age Ethnicity Gender	2006/07 figures – 20.7% success 21 males, 8 females				Our performance (20.7%) is double the national average for 2005/6. Other educational achievements of looked after children such as, 5+ A-G grades and no passes improved on 2005/6.	●	
			The number who obtained at least 5 GCSEs (or GNVQ equivalent (NOT NVQ) at grade A* to C						
			Male		Female				
			Ethnicity	Total	Achievement	Total			Achievement
			Black/Black British African	3	0	0			0
			Black/Black British Caribbean	1	0	0			0
			Black/Black British Other	1	0	0			0
			Mixed Other	1	0	1			0
			Mixed White and Black Caribbean	1	0	1			0
			Other Ethnic Group	3	1	1			0
			White British	7	3	4			1
			White Irish	4	0	1			1
Total	21	4	8	2					
20.7% (6)									
79.3% (23)									

Key: ● Significant difference ● No difference ● No data

Clean, Green Safe					
Equality Priorities:					
Improve customer satisfaction with street cleansing Increase understanding about our commitment to recycling Improving our transport infrastructure Work with partners to promote and improve community safety Reduce risk of domestic violence					
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period
Improve customer satisfaction with street cleaning (as measured by Resident Attitude Survey – RAS)	55% Target for 2009/10 65%	Age Disability Ethnicity Faith/belief Gender	Good to excellent ratings: 60% for 18 – 34 year olds 57% for 35 – 59 year olds. 48% for over 60 year olds. No significance for other strands	1. RAS data is segmented along diversity strands - satisfaction rates towards street cleaning differ between different communities 2. Work with older communities needs to be undertaken to increase their satisfaction with service.	●
Increase recycling and composting BV 82	27.4% Target for 2009/10 42%	Age Disability Ethnicity Faith/belief Gender	No significant differences found between any of the resident sub-groups.	1. Established targeted work with BME communities undertaken to raise awareness 2. Success measured through increased collection volumes 3. Target not appropriate for monitoring next year	●
Improve transport traffic flows and roads (with partners)	Deliver congestion indicators (new)	Age Disability Ethnicity Gender	To be confirmed	1. Target linked to National Indicator Set Target NI 167	●
% reduction in the number of people feeling unsafe or fairly unsafe when it is getting dark	32% Target for 2009/10 29%	Age Disability Ethnicity Faith/belief Gender	42% of females and 44 percent of residents over 60 years of age feel more unsafe after dark compared with 26% of males and 31% of 18 – 59 year olds. No significant differences picked up for disabled communities	1. New Safer Communities Strategy 2. Launch of accessible 3rd Party Reporting process for Learning Disabled people took place in the autumn of 2007. 3. The proportion of residents feeling 'unsafe' 'after dark' has declined from 42% in 2006 to 34% in 2007	●
Domestic Violence Number of targets listed in Equality Scheme	New LAA measure	Age Disability Ethnicity Faith/belief Gender	Domestic Violence Strategy being revised with a refreshed Implementation Plan which will be managed by the Domestic Violence Strategic Board.	As stated in the Equality Scheme 1. DV is mainstreamed into key agencies strategic plans, and there are nominated individuals with the responsibility of mainstreaming and prioritising DV within their respective services. 2. Managers know how to respond to employees who seek assistance and support, as survivors and understand their roles and responsibilities towards employees who perpetrate domestic violence 3. Services are able to support survivors with a quality and safe service from appropriately skilled and supervised staff 4. Increase reporting of DV offences, encourage victims to contact support agencies including the Police	●

Key: ● Significant difference ● No difference ● No data

Supporting the Vulnerable																																																																																																									
Equality Priorities:																																																																																																									
Maximise the independence of older people and those requiring care and support Increase affordable housing and provide real alternatives to homelessness To meet the 2025 vision for Barnet's diverse disabled community to have full opportunities and choices to improve their quality of life Meet the Decent Home Standards by 2010 Data on sexual orientation to be collected in the future																																																																																																									
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period																																																																																																				
Increase the number of adults receiving direct payments	267 (2005/06) Target for 2009/10 600	Age Disability Ethnicity Faith/belief Gender	Breakdown for baseline data: Based on 419 people at September 2007 At end of July 2008 490 adults were in receipt of direct payments. <table border="1"> <thead> <tr> <th colspan="2">Age</th> <th colspan="2">Faith/belief</th> </tr> <tr> <th></th> <th>%</th> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>18-64</td> <td>57.76</td> <td>Atheist</td> <td>0.00</td> </tr> <tr> <td>65-74</td> <td>11.43</td> <td>Bahai</td> <td>0.20</td> </tr> <tr> <td>75-84</td> <td>12.45</td> <td>Buddhist</td> <td>0.20</td> </tr> <tr> <td>85+</td> <td>18.37</td> <td>Christian</td> <td>17.96</td> </tr> <tr> <td></td> <td></td> <td>Church Of England</td> <td>4.29</td> </tr> <tr> <td></td> <td></td> <td>Greek Orthodox</td> <td>2.04</td> </tr> <tr> <td></td> <td></td> <td>Hindu</td> <td>7.96</td> </tr> <tr> <td></td> <td></td> <td>Humanist</td> <td>0.00</td> </tr> <tr> <td></td> <td></td> <td>Information Refused</td> <td>2.24</td> </tr> <tr> <td></td> <td></td> <td>Jain</td> <td>0.20</td> </tr> <tr> <td></td> <td></td> <td>Jehovah Witness</td> <td>0.82</td> </tr> <tr> <td></td> <td></td> <td>Jewish</td> <td>23.47</td> </tr> <tr> <td></td> <td></td> <td>Muslim</td> <td>10.61</td> </tr> <tr> <td></td> <td></td> <td>No Religion</td> <td>5.10</td> </tr> <tr> <td></td> <td></td> <td>Not Recorded</td> <td>17.35</td> </tr> <tr> <td></td> <td></td> <td>Pagan</td> <td>0.20</td> </tr> <tr> <td></td> <td></td> <td>Roman Catholic</td> <td>6.53</td> </tr> <tr> <td></td> <td></td> <td>Sikh</td> <td>0.61</td> </tr> <tr> <td></td> <td></td> <td>Other</td> <td>0.41</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <th colspan="2">Gender</th> </tr> <tr> <td></td> <td></td> <td>Female</td> <td>61.22</td> </tr> <tr> <td></td> <td></td> <td>Male</td> <td>38.57</td> </tr> </tbody> </table>	Age		Faith/belief			%		%	18-64	57.76	Atheist	0.00	65-74	11.43	Bahai	0.20	75-84	12.45	Buddhist	0.20	85+	18.37	Christian	17.96			Church Of England	4.29			Greek Orthodox	2.04			Hindu	7.96			Humanist	0.00			Information Refused	2.24			Jain	0.20			Jehovah Witness	0.82			Jewish	23.47			Muslim	10.61			No Religion	5.10			Not Recorded	17.35			Pagan	0.20			Roman Catholic	6.53			Sikh	0.61			Other	0.41							Gender				Female	61.22			Male	38.57	Higher presentation of Asian people as disabled – reflected in higher take-up of direct payments. 1. Need to undertake work with other communities. 2. Higher uptake amongst Jewish communities 3. Highest take up of 85+ in the country – indicating desire to embrace change 4. Big drive in Mental Health to increase direct payments. Increased from 5.6% to 16.73% 5. Asian component of BME increased from 14.17% to 17.35% 6. Important to note second table shows Younger Adults only by disability as PSI is not such a high figure overall as 42.25% of the total adults are above 65 years.	
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Key: ● Significant difference ● No difference ● No data

Supporting the Vulnerable																																														
Measure	Baseline data – 2006/07	Diversity Strands	Sources of data	Examples of Outcomes	Time period																																									
Increase take-up of housing options in the private sector.	519 Target for 2009/10 525	Age Disability Ethnicity Faith/belief Gender	Housing management system extract and PST ledger	Profile of applicants assisted through housing options and new start will reflect homelessness presentation statistics. Although need to recognise that some housing options may present greater challenge for people from some minority or disabled groups who have established support and community networks. Need to undertake further work with other communities to appraise of all options. 07/08 data shows a 2% reduction in disabled people housed through private sector schemes. No other significant changes in other equalities data.																																										
		PST Lettings 07/08: Age: 5% > 60 years (2% red) Disability: (wheelchair users – 0) <table border="1"> <thead> <tr> <th colspan="2">Ethnicity</th> <th colspan="2">Faith/belief</th> </tr> <tr> <th></th> <th>%</th> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>41</td> <td>Christian</td> <td>38.1</td> </tr> <tr> <td>Black</td> <td>22</td> <td>No religion</td> <td>23.8</td> </tr> <tr> <td>Other</td> <td>14</td> <td>Muslim</td> <td>12.2</td> </tr> <tr> <td>Asian</td> <td>13</td> <td>Other</td> <td>8.2</td> </tr> <tr> <td>Mixed</td> <td>8</td> <td>Hindu</td> <td>1.4</td> </tr> <tr> <td>No data</td> <td>3</td> <td>Jewish</td> <td>1.4</td> </tr> <tr> <td></td> <td></td> <td>Buddhist</td> <td>0.7</td> </tr> <tr> <td></td> <td></td> <td>No data</td> <td>14.3</td> </tr> </tbody> </table> Gender: female 73%, male 27%	Ethnicity		Faith/belief			%		%	White	41	Christian	38.1	Black	22	No religion	23.8	Other	14	Muslim	12.2	Asian	13	Other	8.2	Mixed	8	Hindu	1.4	No data	3	Jewish	1.4			Buddhist	0.7			No data	14.3				
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Increase the cases where housing advice prevented homelessness (BVPIL 213)	564 Target for 2009/10 600	Age Disability Ethnicity Faith/belief Gender	Housing management system Housing advice database	People from some minority ethnic groups are more likely to experience homelessness and cultural sensitivity in homelessness prevention and housing advice will be developed further. 2007/08 data shows a 2% reduction in older people assisted through housing advice however this reduction is in line with other homelessness and TA data. There has been an improvement in data collection and matching, not stated reducing by 33%. Data also now available on faith. There is an increase in the number of women assisted through the advice service however there are 500 records where gender data is missing.																																										
		Age: 3% (2% reduction) > 60 years Disability: 0.2% <table border="1"> <thead> <tr> <th colspan="2">Housing Advice Database March 08</th> </tr> <tr> <th colspan="2">Ethnicity:</th> </tr> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>48</td> </tr> <tr> <td>Black</td> <td>25</td> </tr> <tr> <td>Asian</td> <td>19</td> </tr> <tr> <td>Mixed</td> <td>3</td> </tr> <tr> <td>Other</td> <td>3</td> </tr> <tr> <td>Not stated</td> <td>2</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Housing Advice Database matched against Saffron March 08</th> </tr> <tr> <th colspan="2">Faith:</th> </tr> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>23</td> </tr> <tr> <td>Muslim</td> <td>13</td> </tr> <tr> <td>No religion</td> <td>11</td> </tr> <tr> <td>Other</td> <td>7</td> </tr> <tr> <td>Hindu</td> <td>2</td> </tr> <tr> <td>Jewish</td> <td>1</td> </tr> <tr> <td>Atheist</td> <td>1</td> </tr> <tr> <td>No Data</td> <td>43.7</td> </tr> </tbody> </table> Gender: male 32%, female 68% * based on 896 records	Housing Advice Database March 08		Ethnicity:			%	White	48	Black	25	Asian	19	Mixed	3	Other	3	Not stated	2	Total	100	Housing Advice Database matched against Saffron March 08		Faith:			%	Christian	23	Muslim	13	No religion	11	Other	7	Hindu	2	Jewish	1	Atheist	1	No Data	43.7		
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Key: ● Significant difference ● No difference ● No data

Supporting the Vulnerable						
Measure	Baseline data – 2006/07		Diversity Strands	Sources of data	Examples of Outcomes	Time period
Reduce the percent change in the average number of families in temporary accommodation (ta)	4.6% Target for 2009/10 0% 2489 (source APR Jul 08) 4.6% Target for 2009/10 2213 (source APR Jul 08)	Age: 4.7% > 60 years) source TA Mar 2008	Age Disability Ethnicity Faith/ belief Gender	Housing management system - New TA 2006/07 & 2007/08 (up to 30.9.07)	Greatest positive impact on minority ethnic communities as the reduction in use of temporary accommodation is achieved.	●
		Disability: 10% (homeless due to mental illness or disability plus homeless due to physical disability) source TA Mar 2008				
		Ethnicity: %				
		All TA Ethnic Origin 07/08				
		White	32			
		Black	28			
		Asian	15			
		Other	11			
		Mixed	6			
Reduce the number of temporary accommodation admissions	546 Target for 2009/10 500	Age: 2% > 60 years (reduction .6)	Age Disability Ethnicity Faith/ belief Gender	Housing management system - New TA 2006/07 & 2007/08 (up to 30.9.07)	Wherever possible TA will continue to be avoided for people with disabilities or vulnerable through age. Greatest positive impact on minority ethnic communities as the reduction in use of temporary accommodation is achieved. The data shows a small reduction in older people and disabled people going into TA. Improved collection and matching of ethnicity data explains the increases in the main ethnic categories which are consistent with homelessness and other housing data (see table below). The same applies to faith data where no data has reduced by 10%. There has been a reduction of 7% in the number of female residents housed in TA.	●
		Disability: 1.03% (14% homeless due to mental illness or disability plus homeless due to physical disability)				
		Ethnicity: %				
		New TA Ethnic Origin 07/08				
		White	42			
		Black	28			
		Asian	14			
		Other	6			
		Mixed	6			
		Not given/no data	6			
		Faith/belief: New TA Faith 07/08 %				
		Christian	31			
		Muslim	24			
		No religion	18			
		Other	9			
		Hindu	1			
		Atheist	1			
		Jewish	1			
		Agnostic	0.3			
		Sikh	0.3			
		No data	14.5			
		Gender: female 55%, male 45%				

Key: ● Significant difference ● No difference ● No data

A Successful Suburb					
Equality Priorities:					
Become the voice of the suburbs					
Deliver the Three Strands Approach of Protect, Enhance and Grow					
Deliver the Housing Growth in a sustainable way					
Create the conditions of a vibrant economy					
Improve transport infrastructure to maximise movement opportunities					
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period
Maintain the percent of residents satisfied with the area as a place to live (Collected through Annual Residents' Survey (ARS))	87% Target for 2009/10 TBC	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	88% Corporate Plan 2007/08 A Successful Suburb priority	The Delivery Plan for the Sustainable Community Strategy also contains NI 5 – overall/general satisfaction with the local area which will be used over the next 3 years. The baseline is yet to be set. No significant differences found between different communities.	●
Increase percent of residents who think that the Council is making the area a better place to live (ARS)	65% Target for 2009/10 68%	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	64% ARS. Figure has dipped slightly	Satisfaction of residents feeling Barnet is a good place to live is the same as the London-wide figure. There is no significant difference in perception amongst different communities	●

Key: ● Significant difference ● No difference ● No data

Strong and Healthy					
Equality Priorities:					
Provide opportunities for people to participate in civic affairs					
Build the role of members as champions of their communities					
Use customer data intelligently					
Work with Barnet Primary Care Trust to improve health of the local population					
Improve access to health services					
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period
Increase smoking quitters in the seven most deprived wards (PCT Target)	New Measure	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	Jan and Feb data – Colindale 389, Burnt Oak 215, West Hendon 91, Coppetts 101, East Finchley 77, Underhill 90, Woodhouse 69 Source: Corporate Plan 2007/08	Targets achieved, however Barnet PCT is currently unable to segment data to establish whether there are significant differences between communities	●
Develop 85 additional supported living units for people with severe and enduring mental health problems	New Measure	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	47 housed in a mix of independent housing and existing supported housing projects, with the six stickers on the BCCL schedule still in process.	Target not met Decision not to segment the data for 2007/08 as it is a new measure	●
Work with local business to implement the smoke free legislation	Policies and procedures in place Target 2007/08 March "008 – less than 1% compliance	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	100% compliance	We are still having to respond to occasional complaints about smoking, although it has not yet been necessary to resort to prosecution or fixed penalty notices. Some premises display no smoking signs that do not comply with the legal specification, and some smoking shelters do not meet the legal specification. However, a borough-wide survey of premises picked at random has shown 100% compliance with the smoking ban. Following the first year anniversary a light touch monitoring of compliance will be periodically undertaken – irrespective of equalities considerations.	●
Targets to reflect outcomes of the best value review of sport and physical activity	New target	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	100% compliance	A new action plan includes extending the delivery of sport and physical activity to particular under-represented groups including learning disabled people and women	●
Key: ● Significant difference ● No difference ● No data					

Strong and Healthy					
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period
Improve health outcomes or increase interventions in relation to alcohol misuse	New LAA target being agreed	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	Baseline to be set in 2008/09 as part of the Local Area Agreement and is part of the delivery plan for the Sustainable Community Strategy	The Alcohol Strategy Group reviewed it's action plan throughout 2007/08 and this included targets related to interventions related to alcohol misuse. Young People and Alcohol identified as a high priority from the Strategic Assessment and as a result a local target has been set. Alcohol activity plan will be updated inline with new alcohol strategy. Alcohol activity plan to link in with Community Safety Plan and LAA targets Example of activities: 2 pilot projects implemented providing preventative programmes to engage with those not in mainstream education alcohol test purchasing programme implemented and co-ordinated partnership enforcement programme Community Drug and Alcohol Outreach Team launched Drug and alcohol literature review undertaken	●
Improve health access through the Barnet, Enfield, Haringey Clinical Health Strategy	No data	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	No data Following a recommendation from the BEH Clinical Strategy Joint Overview and Scrutiny Committee it was agreed that a referral would be made to the Secretary of State for Health under the Health and Social Care Act 2001 provisions. The referral has successfully resulted in triggering a full review by the Independent Reconfiguration Panel IRP. The IRP will now undertake a series of evidence gathering sessions in addition to considering the reconfiguration proposals set forward by the joint PCTs. The final report of the IRP is to be submitted to the Secretary of State by 31st July.	Barnet PCT undertook an Equality Impact Assessment of the Strategy and found that no communities would be disadvantaged by the options proposed.	●
Key: ● Significant difference ● No difference ● No data					

Strong and Healthy					
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period
Reduce the perception of residents who believe the Council is doing too much to protect the rights of different people (Citizens' Panel)	24% New target 2007/08 22%	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	21% Corporate Plan 2007/08 Strong and Healthy Priority	A focus group was carried out with members of Barnet's Citizens' Panel who had believed this was the case. Facilitation revealed the response was made on the basis of perceptions on how residents' believed the Council was listening to them rather than the belief that it was displaying preferential treatment to different communities.	●
Residents Attitude Survey percent feeling the Council involves residents a great deal or somewhat	44% New target 2007/08 50%	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	44% Corporate Plan 2007/08 Strong and Healthy Priority	Feeling involved in decision making differs considerably across a number of demographic groups. Owner occupiers (39%), residents over 60 (37%), retired (36%) and disabled residents (31%) are all less likely to feel involved by the Council in decision making. In recent trend shows that BME residents tend to feel more involved (45%). Although the decrease in numbers of residents feeling involved is not statistically significant, it is clear that the Council's wide range of involvement mechanisms/groups/consultations have not had the desired impact. Further analysis is required to understand the underlying issues/drivers. In terms of future actions, the Council is putting together a Communications and Engagement Strategy – which will seek to widen the involvement of residents using technology	●
Improve equalities performance: Level of Equality Standard for Local Government	Level 3 New target for 2009/10 Level 5	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	Level 4 evidence submitted for validation by the Council's external auditors. Result to be received by end of August 2008.	The ESLG is to be replaced in 2009/10 by the proposed Equality Framework being developed by the IDeA.	●

Key: ● Significant difference ● No difference ● No data

More Choice, Better Value					
Equality Priorities					
To maintain better outcomes for the community through effective partnerships					
Maximise residents' satisfaction					
Support and enable the organisation and its staff to better meet the changing needs of the community					
Provide customers with choice of access to services and service information					
Measure	Baseline data – 2006/07	Diversity Strands	Data	Comments	Time period
*Delivery on HR strategy: Pay and grading	New Indicator	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	Target achieved. Corporate Plan 2007/08 More Choice, Better Value Priority	The review was completed in April 2007 and presented to Directors' Group for ratification in September 2007. A revised action plan was also agreed in March 2008. Of the 7 major issues identified, work is progressing on 4 with resolution anticipated by June 2008. The remaining 3 major issues and other issues identified in the action plan will be progressed during 2008/9.	●
*% of corporate customer services enquiries resolved and processed within the agreed timescales	New Indicator	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	No baseline set	No commentary	●
Better outcomes for the Community through effective partnerships	Deliver LAA: 65% achievement of stretch targets		Target missed	1. 54.1% of targets were met. A further 18.9% of targets were narrowly missed. Discussions have taken place with the LSP and new control measures put in place including the delivery of a biannual 'First Stat' style challenge event. 2. The LAA targets will form the delivery plan of the Partnership Equality Scheme which is currently being developed.	●
% increase in resident satisfaction with opportunities for democratic engagement	New Indicator 120 people attended Civic Network in January 2007	Age Disability Ethnicity Faith/belief Gender Sexual Orientation	Still in early stages of the process.	Civic Network meeting in December 2007 attended by 85 people. Resident Forum attendance in period (91 in total): Chipping Bt = 35; Finchley & GG = 18; Hendon = 38. In addition to the Civic Network there have been 4 Leader Listens sessions in quarter 3, attended in total by 84 residents. Attendance statistics are not disaggregated to ensure audiences reflect borough profile	●

Key: ● Significant difference ● No difference ● No data

Appendix Two Scoring of Barnet's Race Equality Scheme 2003 – 2008

Indicator	Description	Yes/No	Score				
			03/04	04/05	05/06	06/07	07/08
1.	Does the authority have a Race Equality Scheme	Yes					
			1	1	1	1	1
a.	The RES has a list of functions and policies that are relevant to the General Duty.	Yes	1	1	1	1	1
b.	The RES consists of a strategy, which addresses the general duty and each of the specific duties.	Yes	1	1	1	1	1
c.	The RES contains clear priorities, targets and outcomes in order to fulfil the general and specific duties	Yes	1	1	1	1	1
d.	The RES is supported by a timetabled, three- year action plan.	Yes	1	1	1	1	1
e.	The RES is clearly integrated in all corporate and service level plans and strategies.	Yes	1	1	1	1	1
f.	The RES has been clearly integrated in the procurement and partnership strategies and policies and best value reviews.	Yes	0	0	1	1	1
g.	The RES is actively communicated to members of the public and to staff	Yes	1	1	1	1	1
h.	The RES is reviewed regularly by the authority.	Yes	1	1	1	1	1
i.	The RES is owned by Council members and senior officers who share responsibility for ensuring outcomes and met and are involved in reviews of the scheme.	Yes	1	1	1	1	1
	Evidence of measurable improvements in respect of:						
j.	The representation in the workforce at all levels of the range of ethnic groups in the local area and relevant labour markets.	No	0	0	0	1	1
k.	Improving staff perceptions of equal opportunities for all ethnic groups and reducing differences.	Yes	0	1	1	1	1
l.	Widening the ethnic profile of service users having regard to need and relative to the local population.	No	0	0	0	0	1
m.	Improving satisfaction rates among service users of all ethnic groups and reducing any differences.	No	0	0	0	0	1
n.	Reducing number of complaints from service users of all ethnic groups and reducing any differences.	No	0	0	0	0	0
o.	Providing services that meet the needs of all ethnic groups in the communities the authority serves.	No	0	0	0	0	0
p.	Improving service outcomes for all ethnic groups and reducing any differences.	No	0	0	0	0	0
	Relates to other Best Value Performance Indicators (174/175)						
q.	Increasing confidence in reporting racial incidents	Yes	1	1	1	1	1
r.	Increasing satisfaction in the way racial incidents resulting in further action are handled.	Yes	1	1	1	1	1
	Total score		11	12	13	14	16
	% against target		57.89	63.16	68.42	73.68	84.21

Appendix Three Workforce analysis at 31/03/2008

Age group	Number	%
16-20	84	1
21-25	657	7.6
26-35	1874	21.6
36-45	2555	29.4
46-55	2380	27.4
56-59	684	7.9
60-64	361	4.2
65+	101	1.2
Overall Total:	8,696	100

Disability	Number	%
Disability	106	1.2
No disability/no form/no response on Disability	8,590	
Overall Total:	8,696	

Ethnicity	Number	%
Asian – Bangladeshi	34	0.5
Asian – Chinese	42	0.6
Asian – Indian	481	6.6
Asian – Pakistani	61	0.8
Asian – Other	147	2
Black – African	344	4.7
Black – Caribbean	224	3.1
Black – Other	37	0.5
Mixed – Asian and White	64	0.9
Mixed – Black African and White		0
Mixed – Black Caribbean and White		0
Mixed – Other	92	1.3
Other Ethnic Group	239	3.3
White – British	4,545	62.1
White – Greek Cypriot	151	2.1
White – Irish	276	3.8
White – Turkish Cypriot	43	0.6
White – Other	542	7.4
	7,322	100
No form/ no response on ethnicity	1,374	
Overall Total:	8,696	
Response rate on Ethnicity		84.2

Faith	Number	%
Agnostic	52	0.8

Faith	Number	%
Atheist	49	0.7
Baha'i		0
Buddhist	46	0.7
Christian	3,865	57
Hindu	396	5.8
Jain	50	0.7
Jewish	518	7.6
Muslim	259	3.8
Sikh	29	0.4
Other Faith	306	4.5
No Religion	1,206	17.8
	6,776	100
No form/no response on faith	1,920	
Overall Total:	8,696	
Response rate on Faith		77.9

Gender	Number	%
Female	6,593	75.8
Male	2,103	24.2
Overall Total:	8,696	100

Appendix Four Monitoring employment data

Grievances 2007/08

Count of personnel number	
Ethnic origin	Total
	5
Asian – Other	1
Black – African	10
Black – Other	1
Other Ethnic Group	1
White – British	12
White – Greek Cypriot	1
White – Other	2
White – Turkish Cypriot	1
Grand Total	34

Count of personnel number	
Gender Key	Total
Female	19
Male	15
Grand Total	34

Count of personnel number	
Disability	Total
	5
No	28
Yes	1
Grand Total	34

Disciplinarys 2007/08

Count of personnel number	
Ethnic origin	Total
	6
Asian – Indian	2
Asian – Other	3
Black – African	4
Black – Caribbean	3
Black – Other	1
Not Declared	1
Other Ethnic Group	4
White – British	18
White – Irish	1
White – Other	2
White – Turkish Cypriot	2
Grand Total	47

Count of personnel number	
Gender Key	Total
Female	13
Male	34
Grand Total	47

Count of personnel number	
Disability	Total
	4
No	42
Yes	1
Grand Total	47

Leavers 2007/08

Count of ethnic origin	
Ethnic origin	Total
	393
Asian – Bangladeshi	9
Asian – Pakistani	10
Asian – Chinese	7
Asian – Indian	85
Asian – Other	28
Black – African	88
Black – Caribbean	54
Black – Other	15
Mixed – Asian & White	10
Mixed – Other	27
Not Declared	149
Other Ethnic Group	45
White – British	882
White – Greek Cypriot	33
White – Irish	46
White – Other	133
White – Turkish Cypriot	10
Grand Total	2024

Count of personnel number	
Gender Key	Total
Female	1478
Male	546
Grand Total	2024

Count of personnel number	
Disability	Total
	256
No	1744
Yes	24
Grand Total	2024

