



Annual Report

# Equalities

2015/16

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# 1. Introduction, policy and legal obligations

1.1 The Council’s Strategic Equalities Objective (SEO) is that citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer. The Corporate Plan states that this objective will be reflected in the actions the Council takes to deliver the Corporate Plan. In order to transparently monitor performance against the SEO, an Annual Equalities Report is publicly reported to Council.

1.2 This is the third Annual Equalities Report (AER) that Barnet Council has produced since The Equality Act 2010. This report details how the Council has implemented its equalities policies for staff and residents and met our statutory responsibilities. This includes how the Council takes account of equalities in decision making and our progress against the Strategic Equalities Objective. More information is available on the equality pages on our **website**.

## Barnet continues to grow and be diverse

1.3 Barnet Council collects, analyses and shares equalities data to identify trends and barriers and to take action to make reasonable adjustments. A full Equalities and Cohesion Data Summary was updated in January 2016 and is published on the equality page of the council’s **website**

1.4 The key finding from the Equalities and Cohesion Data Summary is that Barnet is now the most populous London Borough. Barnet has a growing number of children, young and older people from our diverse communities as well as new residents, especially in the Regeneration areas in the West of the Borough.

1.5 Barnet’s population is projected to become proportionally older because the over 65’s age group is growing at a faster rate than the 0-15 and 16-64 age bands. Barnet is becoming increasingly diverse and the borough’s white population is projected to reduce by 3% to 58% by 2021 with a corresponding 3% increase in ethnic

minority groups. Barnet reflects the major religious groups in the UK and is home to the largest Jewish population in the UK who make up 15% of Barnet Residents and 0.5 % of the population of England and Wales (Census 2011).

## Meeting our responsibility to be fair in business planning

1.6 Each year, as part of the annual business planning and budget setting process, Barnet publishes a Cumulative Equalities Impact Analysis (CEIA) on the impact of budget savings proposals on the nine characteristics protected under the Equality Act 2010 and other groups who may be considered disadvantaged and/or vulnerable. This includes carers, unemployed people, families on low wage, and people with a particular disability such as a learning disability or a mental health condition which might mean that our proposals will impact more heavily on them.

1.7 The 16/17 cumulative EIA used evidence about service users and their needs and took account of consultation feedback

and the EIAs carried out for the individual proposals. It underlined that, as the council takes some difficult decisions relating to local services, we identify and mitigate negative impacts for the protected characteristics and wherever possible, other vulnerable groups.

- 1.8 The cumulative EIA for 16/17 budget savings proposals showed relatively few negative impacts and suggested that two proposals in the budget – for home meals for older residents and Review of Library services – could negatively affect older people, Jewish and other ethnic minority groups, children and young people, people with disabilities and women through pregnancy and maternity.
- 1.9 Mitigations for home meals include discussing the change with individual service users, exploring alternative provision from other community sources and clarifying where there is a statutory responsibility to continue to offer support. For libraries, the Libraries Project Team will continue to keep the equalities impact on protected groups under review as the proposals develop.

1.10 Other saving proposals identified positive impacts for the protected characteristics - for older people, children and young people, carers, people with physical disabilities, learning disabilities and mental health issues, people of different races, religion and belief, women through pregnancy and maternity and vulnerable people. More information can be found in the full report, which is available **here**.

1.11 The cumulative EIA also took note of a report from The Equality and Human Rights Commission which found that the young had the “worst economic prospects for generations” and that those aged 16 to 24 were more likely than all other adult age groups to be living in poverty with worsened prospects for young people in the UK over the past five years on relation income and employment, access to decent housing and better paid jobs, and faced deepening poverty.

1.12 Barnet Council recognise that equality cannot be viewed in isolation. Supporting people into employment is a priority for the Council and has resulted in such initiatives as the Welfare Reform Task Force, which has brought together the

council’s housing officers, Jobcentre staff and health advisers into a single team to work with those impacted by Welfare Reform. This integrated team has engaged with 96% of residents affected by the Benefit Cap and helped over a third of them into work.

- 1.13 Barnet is also working with the Greater London Authority and other London Boroughs in the West London Alliance to lead on the London devolution deal on skills to develop a strategic vision for skills needed in the capital and to ensure to ensure that young people (and other residents from 16 years) can acquire the skills to compete in the London labour market.

## 2. Our approach to equalities

2.1 The Council has continued to implement its approach to equalities and meeting the Public Sector Equality Duty in delivering services and the Council's priorities.

The Council continues to:

### Mainstream equality considerations into decision making

2.2 Equalities Impact Assessments (EIAs) are key to informing activities across the council. With support from the council's Equalities and Diversity Officer, officers develop robust EIAs and mitigation plans, which take into consideration the results of consultations (where relevant). These EIAs are provided and published in the Commissioning Plan for each Theme Committee, ensuring that Committees have access to the analysis before decisions are made.

2.3 Management Agreements with our Delivery Units have a number of commitments and reflect the importance of equalities and how the Commissioning Plans will be achieved in practice. Performance indicators have been set for each Delivery

Unit to measure progress against these commitments and have been published for each Delivery Unit.

### Identify Equality Champions

2.4 Our Lead Member for Equalities is Cllr Richard Cornelius, Chair of Policy and Resources Committee and Leader of the Council. Our Lead Member for Community Cohesion is Cllr Longstaff, Chairman of the Community Leadership Committee. Our Lead Officer for Equalities and Community Cohesion is Stephen Evans (Interim Chief Operating Officer).

### Promoting inclusion in our approach to consultation and community engagement

2.5 Guidance on equalities has been incorporated into our consultation and engagement toolkit, to ensure that consultations are accessible and inclusive to different groups.

2.6 Barnet is building strong community links and partnerships through our Community Participation Strategy and the Communities

Together Network (CTN), which aims to foster excellent community relationships and community spirit. CTN is co-facilitated by Barnet Council and CommUNITY Barnet and brings together the voluntary, faith and community sector with public sector partners to share information and build an understanding of what really matters to Barnet's communities. CTN is a strategic forum where the Council and other public sector partners can consult and seek input into some of the major decisions which impact on the borough. For example, the June 2016 meeting officers leading on the Libraries Strategy and the Adults Alternative Delivery Model consultations will attend CTN.

2.7 CTN will continue as a networking and information sharing forum to support Barnet's diverse communities to feel informed, included and safe, to promote community cohesion and to foster the potential for people to take on more responsibility for their local areas and deliver better outcomes for residents and communities in the years ahead.

2.8 In addition to working with communities through the CTN, in September 2015 Barnet adopted the Covenant on Faith Action. The Covenant recognises the faith community as an equal and valued community partner to secure good outcomes for Barnet residents and promote community cohesion and the peaceful co-existence of the borough's diverse community and faith groups. The process was facilitated by the Barnet Multi-Faith Forum (BMFF) and enhances the role of BMFF as a local strategic partner, which has led to greater partnership working in areas such as consultation and engagement.

### Use evidence and data

2.9 Barnet uses demographic information to understand differences in our communities, tailor services to need and work with local people and groups to develop community based services which deliver better outcomes. We use evidence to support the delivery of needs led, appropriate and accessible services which reflect the diversity of need at different stages in people's lives.

2.10 Demographic information about equalities and community cohesion can be found **here**.

### Make difficult decisions transparently and fairly

2.11 Equalities considerations are embedded into the decisions the council makes and fully integrated into our annual business planning process, with support provided by our Equalities and Diversity Officer. Changes to policies and services are analysed to assess the potential equalities impacts and risks and mitigate them wherever possible. This information is provided to decision makers within an EIA, which provides decision makers with information on the full impact before a decision is made.

2.12 In addition to producing EIA for individual budget proposals, the Cumulative EIA explores the cumulative impact of Barnet Council's budget proposals on protected groups within the borough. This is provided and published alongside each year's budget proposals.

### Use our purchasing power to promote equalities

2.13 Barnet recognises that it can promote equality and diversity through its supply chain. We work in partnership with organisations that have processes in place to meet their obligations under the Equality Act 2010. The Council, and all organisations acting on its behalf, must ensure that it meets its legal obligations to pay due regard to equalities. Barnet is a commissioning council, providing services through a mixed economy of private, public and community organisations to secure the best value for our residents. The Council's 2014 Equalities Policy outlines how the Council works with partners to ensure that our obligations under the Equality Act 2010 are understood and implemented.

2.14 In addition to working with partners who have process to meet the obligations under the Equality Act 2010, Barnet Council can value diversity broadening its supply chain. We do this by providing procurement training to local SME and VCS organisation.

### 3. Putting policy into practice – case studies from across the organisation

3.1 This section reports on actions taken throughout the organisation to put our equalities policy into practice.

#### Excellent schools

3.2 Barnet's vision is to improve education outcomes and create better life chances for all children and young people in the borough, providing the best possible start in life. As of May 27th 2016, 93% of Barnet's primary schools and 84% of our secondary schools are rated by Ofsted as good or outstanding. Barnet has set an ambition to be in the top 10% of local authorities for educational attainment and is ranked 5th nationally (out of 152 LAs) when it comes to exam success at Key Stage 4. 2015 GCSE results show that 70% of Year 11 pupils in Barnet obtained 5 GCSEs including English and maths, compared to the national average of 56%.

3.3 The school census (2016) indicates that 52% of Barnet's primary school population have English as an additional language.

There are around 180 languages, other than English, spoken as the first language by primary school pupils. This has been increasing year on year and is likely to continue. The language with the highest number of primary school speakers (other than English) is Polish with 1,487 pupils speaking this language, the next highest is Arabic spoken by 916 pupils. In Barnet's secondary schools, 42% of the pupil population have English as an additional language: there are around 135 languages spoken other than English. The language other than English spoken by most secondary school pupils is Polish, spoken by 432 pupils.

3.4 Barnet monitors the attendance and educational attainment and achievement of all pupils, including specific groups (e.g. Black and ethnic minority pupils, pupils on free school meals, looked after pupils etc.). Barnet schools' performance and good practice is communicated through termly briefings with primary and secondary Head teachers.

The School Improvement Team provide monitoring and challenge to schools with a specific focus on narrowing the gap between vulnerable pupils and all pupils. This support informs schools' decisions about how to spend their pupil premium funding (additional funding allocated specifically for raising the achievement of disadvantaged pupils). Barnet is proud that the educational attainment of disadvantaged pupils is above the national average for disadvantaged pupils by the end of primary and secondary stages.

## Involving children and young people in developing The Children and Young People Plan 2016–2020

- 3.5 Barnet is committed to the rights of children and young people and taking into account the voice of the wide and diverse representation of children and young people in the borough, including looked after children, young carers who might be supporting a parent or sibling and children with disabilities. We aim to ensure that young service users have a say in commissioning and reviewing services and decisions which affect their lives. As part of our commitment we have made sure that children, young people and families have the opportunity to participate in developing the Children and Young People plan 2016–2020 covering service provision for children and young people aged 0–19.
- 3.6 The plan outlines our ambition for Barnet to be the most ‘Family Friendly’ borough in London by 2020 – where children, young people and their families are safe, healthy, resilient, knowledgeable, responsible, informed and listened to. The focus on Family Friendly Barnet has

been developed and shaped by children and families and partners from different sectors across the borough. In November 2015, children, young people and voluntary sector organisations came along to Barnet Youth Convention to help us to identify key priorities, to inform a draft vision, outcomes and objectives for the Plan, ensuring these are right for Barnet.

- 3.7 For the first time children and young people will give feedback on a range of the council’s key service areas through the Resident’s perception survey. We are also seeking feedback from Barnet’s Youth Parliament members about Mental Health issues affecting children and young people, child poverty, and through our Corporate Parenting pledge to reflect the needs and aspirations of looked after children and care leavers.

## Support for older and vulnerable residents

- 3.8 The population data shows that Barnet’s population is projected to become proportionally older because the over 65’s age group is growing at a faster rate than other age groups. As people are living longer a key Corporate Plan objective is to promote choice and independence so that residents are enabled to live independently in the community for as long as possible. Support has been targeted to older residents, to keep well and stay in their own homes as long as possible and for people with physical, learning disabilities and carers. The Council:
- Contributes to the Ageing Well programme which brings together health and social care agencies to work together with local residents in the community so that people can exercise choice and reduce social isolation.
  - Funds a number of services to help people with learning disabilities and mental health issues get and keep a job. Our Mencap bright Futures service has helped 243

people with learning disabilities and autism grow their confidence and skills ready to get a job.

Our contract with Twinning’s supports people with complex mental health issues to enter the workplace and keep their job – in 2015/16 50 people got jobs through this service.

- Has committed that 10% of all the new council homes built will be fully wheelchair accessible - a total of 32 units over the next three years. These units will help make sure that older people and people with disabilities can have their own homes and remain independent rather than go into residential care. We also expect all of our developers to provide 10% accessible housing (suitable for wheelchair users) so older people can choose different types of accommodation as their health changes.
- Has taken steps to make sure that older people and people with learning disabilities do not have to go into residential care because of a lack of alternative accommodation. The

council has invested £15million into building 50 new extra care units. These units will allow older people with dementia to live independently and manage their condition. The Council is committed to continue to invest capital funds in these types of schemes and we are working closely with The Barnet Group and Re to identify sites where we can build more extra care units over the next four years.

- Will increase our spending next year on adapting people’s homes so they can return home rather than go into residential care after a period in hospital. In 2015–2016 we spent £1.8 million on adaptations and in 2016–2017 we will increase this to £1.97 million.
- Understands that keeping carers well and supporting them to stay in work helps those they care for to stay at home for longer. In 2016–2017 we will take forward a programme of work to support carers to have a career and be a carer. This will include the council becoming a

carer friendly employer. We are also implementing a new scheme to provide carers of individuals with dementia with additional help and support.

## The future of Barnet’s park and open spaces

- 3.9 Parks and Green Spaces are often referred to as ‘a jewel in our crown’. They are an important aspect of what makes Barnet the right place to live and enjoyed by many of our residents. We want to make sure that all our residents can enjoy the benefits of what parks have to offer to promote health and wellbeing and reduce social isolation.
- 3.10 From January to March 2016 we consulted with residents on our parks and green spaces strategy. Views were sought from a range of residents (including children and young people) and businesses to make sure that our parks and green spaces continue to be enjoyed by all sectors of the community. The consultation gathered ideas to support on the design of green spaces which optimise use and value for different sectors of the community.

3.11 The consultation revealed that some residents don't feel comfortable, or are afraid of sharing open spaces with dogs; for example people with learning disabilities highlighted that a pet free area would make it easier for them to enjoy our parks. As a result, in the current design for Silkstream and Montrose park redevelopment, (in Burnt Oak and Colindale wards) a proposal to set aside an orchard area and designate it a tranquil and dog free area is under consideration.

### Transforming the service for people with learning disabilities 0–25

3.12 We know from our work with children and young people with disabilities that the transition from Children's to Adult services can be a stressful time for families. At Barnet, we have reviewed how we support young people with profound disabilities and developed a new 0 – 25 disability service to provide a better experience, so that service users get the best possible start in education social care and health and to smooth the transition into Adulthood.

3.13 The design of the new service was co-designed with parents and carers. The new service is now working together closely with service providers, education and health so that people can maintain their ties with friends, family and local services in the borough and are supported to study, work and continue to live as independently as possible into adulthood. As well as reducing expenditure on costly residential care, often provided many miles from people's home, this approach also improves outcomes for families, reducing social isolation and promotes choice and independent living for young people with disabilities to live in the local community wherever possible.

3.14 In the past, Local Authorities, Jobcentre Plus, Employment Support providers, and the local voluntary and community sector have generally operated in silos to help people into work. While this has produced some positive outcomes – with overall unemployment falling in West London – there remain pockets of disadvantage where communities are missing out.

3.15 Barnet is piloting a multi-agency 'Jobs Team' to support unemployed residents in Burnt Oak – where joblessness is higher than the borough average – into work. The model brings together the council, Jobcentre, voluntary sector, Public Health and housing providers in a joint team called BOOST based in Burnt Oak. BOOST works intensively with all out of work residents – providing direct support and signposting to wider community provision. The team wrap seamless support around the individual rather than requiring residents to navigate their way around numerous agencies and processes. The objective is to narrow the economic gap between Burnt Oak and the borough average and to increase incomes and wellbeing in the local areas. Between May 2015 and February 2016 the project supported over 400 people from Burnt Oak and supported over 160 into work.

3.16 Find BOOST on social media here: **@boostburntoak** or on **Facebook**

### 3.17 What People have said about BOOST:

Duncan Selbie, Chief Executive, Public Health England – “I thoroughly enjoyed visiting the Burnt Oak Opportunity Support Team (BOOST) and Loveburntoak. As many increasingly find the digital age an efficient way of navigating help and support, for the more vulnerable we need to go towards them with a fully integrated and joined up offer. That is exactly what BOOST delivers with every agency coming together in one place and case working together to help people back into work and to stay there.”

Troy Henshall, Chief Executive, Barnet Homes – “I have been amazed by the positive impact BOOST has had on the community in just six short months and am proud that Barnet Homes is one the partners involved in this success.”

### Equalities for staff

3.18 Demographic change and change in the way we do business has also meant changes for staff in how we work and organisational culture. By working as a Commissioning Council, we have developed a range of different service delivery models to achieve different outcomes. For example, our multi-agency BOOST team which is described above.

3.19 The council published a new staff Equalities Policy in August 2015 to focus on the individual, to recruit, identify, develop, retain and reward talent in the organisation and acknowledge, accept and accommodate difference so that staff give their best. The principles that drive our Corporate and HR strategy are using data, promoting choice and inclusion, smarter working and flexibility, valuing, respecting and responding to difference and being family friendly.

3.20 Whilst change is inevitable, what should act as a constant over the coming years are our organisational values. We have adopted refreshed values, which are outlines below:

- We embrace innovation and change: We continually ask what we can do better, or differently; we encourage creativity and value ideas; and we will celebrate our success and learn from mistakes.
- We value diversity: We value different perspectives, individuality and treat everyone with respect; and we will always strive to ensure the organisation embraces the richness of our community.
- We work together: We actively listen, respond, collaborate and share ideas, to achieve the best outcomes with residents, businesses and colleagues.
- We can be trusted: We are open, honest, act with integrity and are dependable.
- We care: We care about Barnet, its people and businesses and those we work with.

3.21 Following the launch of our Employer Volunteering Scheme, we are encouraging staff to get more involved in the Borough through volunteering in the community. The Ready2Volunteer scheme is an

opportunity for staff to achieve a greater understanding of our local communities, increases opportunities for team working and better working relationships with colleagues, increases levels of engagement with Barnet as an employer and allows individuals to develop additional skills.

3.22 The Management Academy gives staff the opportunity to learn and develop new skills and we have embedded Fair treatment for all through Unified reward and cafeteria style benefits which gives staff more choice. The annual Our Stars Staff Awards ceremony is an opportunity for the council to recognise and reward the contribution of our staff.

3.23 Smarter Working is the council's plan for the way we want to work in Barnet, with facilities and working practices which help us do our jobs effectively. Our Smarter Working policies will improve organisation efficiency and flexibility and give staff flexibility in balancing work and life responsibilities. There are three key things that our Smarter Working plan focuses on improving:

- People – engaging and investing in our people

- Accommodation – better use of workplaces
- Technology – ICT designed for the needs of employees.

3.24 As we change our service delivery models we continue to assess the equality impacts on staff of our proposals for Alternative Delivery Models and transformation projects. Updated staff data is included at Appendix 3 to this report.

## 4. Our strategic equalities objective

4.1 Our Strategic Equalities Objective (SEO) “Citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the taxpayer” is set out in The Corporate Plan 2015 – 2020. The Corporate Plan details how we will meet the Public Sector Equality Duty in delivering services and the Council’s priorities.

4.2 The Council monitors progress against the SEO through a basket of indicators selected from the Corporate Plan. In assessing progress against the SEO we use the information we hold about staff, residents and service users to monitor our progress and we break that information down by protected characteristics wherever possible. We consider service user satisfaction rates in relation to services such as waste and recycling; parks and green spaces; attainment rates for all Barnet’s young people, including children in care; a focus on housing and employment for vulnerable groups such as people with learning disabilities and people with

mental health issues. We also look at Residents’ Perception Survey measures relating to community cohesion; and life expectancy rates in the borough.

### Resident satisfaction rates

4.3 Preliminary analysis from the Residents’ Perception Survey (RPS) Spring 2016 shows that satisfaction with Barnet remains high – 89% of residents are satisfied with their local area as a place to live (1 percentage point improvement from Spring 2015). This is 6 percentage points above the national average.

4.4 Feeling safe and included are important features of a cohesive community and RPS data suggests that the majority of people in Barnet feel safe in their local area:

- 94% of residents reported that they feel safe in their local community during the day (Spring 2015 most recent data); and
- 73% of residents feel safe in their local area after dark (Spring 2016

– an improvement of 2 percentage points from 71% in Spring 2015).

4.5 We are proud of our cohesive communities. A large majority (85%) of residents agree that people from different backgrounds get on well together in Barnet (an improvement of one percentage point from 84% in Spring 2015). 81% of residents feel there is not a problem or not a very big problem with people not treating each other with respect and consideration (an improvement of 2 percentage points from 79% in Spring 2015).

4.6 As more data becomes available we will look at how this varies across different wards.

## Health

- 4.7 Life expectancy is a good measure of the overall health of a population. People in Barnet continue to enjoy a better health experience than the national average and this is reflected in their life expectancy. In Barnet, as in the rest of the country, women have a higher average life expectancy than men, 84.8 years and 81.7 years respectively. However the life expectancy of men has increased at a higher rate than for women, reducing the life expectancy gap between genders from 5.1 years to 3 years.
- 4.8 Although borough average life expectancies are high, this masks inequalities between different areas of Barnet. Burnt Oak has the lowest life expectancy from birth, 79.0 years; which is 4.2 years behind the Barnet average and 8.1 years behind Garden Suburb, which has the highest average life expectancy of 87.1 years. Burnt Oak and Coppets have the lowest life expectancy from age 65, 18 years. This is 3.4 years below the Barnet average of 21.4 years and 6.3 years below Edgware, which has the highest age of 24.3 years.

- 4.9 The Council has joined up its thinking with partners on Health and Wellbeing to produce a Joint Strategic Needs Assessment (JSNA). The JSNA will act as a tool to help Borough partners come together to share expertise and resources to improve the prospects of people living in Barnet. It aims to promote better outcomes for the rich diversity of all Barnet citizens by informing the approach to identify need, promoting inclusion and addressing social isolation. It will also ensure that every penny of public money is used as efficiently as possible and with maximum positive impact by having a shared understanding of the size and nature of Barnet's residents in one place that focuses on:
- the needs of the population, irrespective of organisational or service boundaries
  - areas of common interest
  - reducing demand for public resources.

## Employment

- 4.10 The borough will tackle health inequalities and aims to reduce differences in life expectancy and differences in the prevalence of stroke, dementia and Coronary Heart disease in the borough. We will make sure that our Mental Health services fit the bill for Adults and Children and Young people. The JSNA represents a significant contribution to meeting the requirement that Council Committees should be mindful of fairness and in particular, of disadvantaged communities when making their recommendations on savings proposals.
- 4.11 Unemployment following the recession, unemployment rates within Barnet increased from 5.0% in 2008 to 9.3% in 2011 – 12. However, in the period Jan – Dec 2015 unemployment levels have reduced to a rate of 5.8%.

- 4.12 The proportion of people claiming out of work benefits has remained fairly static and there has been a recent drop in the number of residents claiming Employment Support Allowance – a sickness related benefit – 4.3% of all residents. Fewer people are claiming Job Seekers Allowance (JSA) which now accounts for 1.2% of residents in Barnet. Colindale (315), Child's Hill (295), Burnt Oak (260), and have the largest number of JSA benefit claimants, whereas Totteridge (80), High Barnet (95) and Garden Suburb (100) have the smallest.
- 4.13 8.4% of Barnet residents claim main out of work benefits in comparison with a London figure of 10.4%. There have been improvements in employment opportunities for young people and only 2.0% are not in employment education and training (Jan 2016). This is below the London figure of 3.2% and the lowest of all Barnet's statistical neighbours.

## 5. Our future plans

5.1 An Equalities Action Plan for the Council is attached to this report at Appendix One. This outlines the proposed actions, the responsibilities, and the resources and support we will develop in order to continue:

- mainstreaming equalities into the business of the organisation
- incorporating equality considerations into the business planning process
- promoting community cohesion and resilience through the Community Participation Strategy
- supporting a robust and representative corporate consultation function, and
- monitoring our progress and celebrating our successes.

## 6. Appendix 1

| Equalities Action Plan 2016/17   | Lead  | Timescale                                       |
|--|---|---|
| <b>Mainstream equalities into the business of the organisation</b>   |   |   |
| Monitor existing commitments to incorporate equalities considerations into strategies and decision-making, ensuring due regard is given to the needs of different groups   | Director for Strategy, Communication and Customer Services (DSCC)<br><br>Commissioning Directors (CDs)<br><br>Legal and Assurance supported by Commissioning and Equalities Policy Officer (CEPO) | On-going  |
| Review and monitor integration of equalities into our corporate assurance processes  | Corporate Risk Manager (CRM)  | On-going<br>Annual Assurance report in November |
| Monitor integration of equalities considerations into the work of the Council's commercial partners including compliance with relevant contract clauses  | Commercial Director and Deputy Chief Operating Officer (DCOO)   | On-going  |
| Leading on the integration of equalities into our corporate management structures  | DSCC, CDs, CEPO   | On-going  |
| Produce an annual Equalities Report setting out the Council's commitment and activities relating to equalities and analysing key equality issues, trends and priorities, and publish this on the Council's website | CEPO  | Annually  |
| Monitor progress against the Council's Strategic Equalities Objective and identify any emerging issues shown by the data   | CEPO and Business Intelligence (BI)   | Annually  |

| Equalities Action Plan 2016/17   | Lead   | Timescale     |
|--|--|---------------|
| <b>Incorporate equality considerations into the business planning process</b>  |  |               |
| Review the current integration of equalities into the business planning process and implement any steps needed to improve this   | CEPO with Community Engagement and Participation strategic Lead(CPESL)<br><br>Legal<br><br>CDs<br><br>Corporate Finance and Delivery Units (DUs) | July 2016     |
| Develop analysis of the cumulative impact on specific groups (particularly protected characteristics) of decisions taken to set the Council's budget for 2016–17, and publish this with the 2016-17 budget report. | CEPO with BI and DUs   | February 2017 |
| <b>Resources, support and capacity-building</b>  |  |               |
| Produce up-to-date guidance and support, and training (including e-learning) available to officers across the Council and, where possible, external partners.  | CEPO<br><br>DCOO and CCSD for external partners<br><br>Legal Services<br><br>HR/Programmes & Resources   | On-going      |
| Maintain a resource of completed Equality Impact Assessments to make sure best practice is shared across Delivery Units  | CEPO and DUs with Commissioning leads  | On-going      |
| Develop the Council's capacity to build equalities considerations into the work of all Barnet services   | CEPO ,CPESL, HR, Programmes and Resources Team   | On-going      |

| Equalities Action Plan 2016/17  | Lead  | Timescale      |
|---|---|----------------|
| <b>Promote community cohesion and resilience</b>  |   |                |
| Support and administer the Communities Together Network to promote community wellbeing and encourage safe and cohesive communities (facilitating three meetings a year; developing and delivering a forward plan)   | CEPO  | On-going.      |
| Support development of a local action plan to meet the Council's PREVENT duty and make relevant links with the work of the Communities Together Network.  | CEPO working with Strategic Lead, Community Safety and Emergency Planning   | On-going       |
| Lead a programme of events which promote community cohesion and good relations between different groups, including the Barnet Multi-Faith Festival, and International Women's Day.                                  | CEPO, Strategic Partners, Head of Communities and Libraries Children's Service, Governance, Internal Comms/Mayor's Office | On-going       |
| <b>Policy and horizon-scanning</b>  |   |                |
| Maintain a horizon-scanning process to identify any relevant policy developments, their impact, and any response needed (such as the upcoming reviews of the Human Rights Act and the Public Sector Equality Duty). | CEPO, CPESL and Legal   | On-going       |
| Carry out an annual review of the Council's Equalities Policy to ensure it remains up to date and accessible internally and externally via intranet and internet pages.   | CEPO, Legal and HR  | September 2016 |
| <b>Support a robust and representative corporate consultation and engagement function</b>   |   |                |
| Work with the Council's Local Voluntary and Community Sector (VCS) through CTN and community participation lead to engage with hard to reach groups and communities and understand any key equalities issues.       | CEPO working CPESL, CTN, Communications and consultation.   | On-going       |
| Support the development of CTN as the strategic VCS forum to address sector-wide issues and help to develop a programme of engagement with the local VCS  | CEPO working CPESL  | On-going       |
| Use the Communities Together Network where appropriate to support relevant corporate consultation and engagement  | CEPO  | On-going       |
| Ensure equalities considerations are taken into account in the Council's Partnership Boards   | CEPO with HWBSL and partnership officers  | On-going       |

## 7. Appendix 2

The 2010 Equality Act outlines the provisions of the general and specific Public Sector Equality Duties and requires Barnet to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups;
- foster good relations between people from different groups
- set and publish equality objectives, at least every four years
- publish information to show their compliance with the Equality Duty, at least annually. The information published must include information relating to employees (for public bodies with 150 or more employees) and information relating to people who are affected by the public body's policies and practices.

This places a legal obligation on the Council to pay due regard to equalities. We do this by assessing the impact of our actions on different groups in Barnet including those

identified in equality legislation as protected characteristics, namely: age, disability, gender, gender reassignment marriage, civil partnership, pregnancy, maternity, sexual orientation, religion or belief.

### Fairness Agenda

At their first meeting on June 10 2014 Members of the Policy and Resources Committee discussed the concept of fairness and how Council Committees should be mindful of fairness and in particular, of disadvantaged communities when making their recommendations on savings proposals. Therefore, in addition to assessing the impact of proposals on the 9 protected characteristics, the Council also tries to assess the impact on certain other groups who may be considered disadvantaged and/or vulnerable. These additional groups include people with learning disabilities, people with mental health issues, carers (including young carers), people on low income, people from areas of deprivation and the unemployed.

## 8. Appendix 3 - Barnet Council equalities data

### Data sources

Staff data LBB Human Resources HR Core April 2016

Barnet Citizen data Census 2011 (and updated by the GLA's 2015 Round Population Projections (Borough Preferred))

The following tables summarise the data updated in April 2016 on the make-up of Barnet staff in relation to the protected characteristics. This is broken down by Delivery Unit where possible. Staff were asked to give information about their equality characteristics as part of an online survey in early 2015 with a 72% response rate from staff working directly for the council, and 60% for staff working in schools. Comparative data is also included on the borough of Barnet overall – taken as percentage of working age population (16-64 years old). It compares the percentage of each group represented in the Council with the information we hold about the make-up of Barnet citizens from the Census 2011 (and updated by the GLA's 2015 Round Population Projections (Borough Preferred)). The data suggests that in comparison with Barnet population:

Table one: Gender make up of staff

Women are over represented in Council employment at 59% in comparison with 51.2%

| Delivery Unit        | Female | Male  |
|----------------------|--------|-------|
| Adults & Communities | 76.8%  | 23.2% |
| Commissioning Group  | 52.1%  | 47.9% |
| Education & Skills   | 62.5%  | 37.5% |
| Family Services      | 81.8%  | 18.1% |
| Streetscene          | 21.5%  | 78.5% |
| Total Council        | 59.0%  | 41.0% |
| Barnet Population    | 51.2%  | 48.8% |
| Schools              | 90.8%  | 8.5%  |

Table two: Ethnicity of staff

White groups appear to represent a lower percentage of the staff cohort than the overall trend in the borough (57% compared to 64%)

| Ethnic Group      | % in Council | % in Barnet Population |
|-------------------|--------------|------------------------|
| Other Asian       | 1.0%         | 7.9%                   |
| Black Other       | 1.6%         | 2.7%                   |
| White             | 56.9%        | 64.1%                  |
| Bangladeshi       | 1.0%         | 0.6%                   |
| Black Caribbean   | 6.2%         | 1.3%                   |
| Chinese           | 0.5%         | 2.3%                   |
| Indian            | 6.3%         | 7.8%                   |
| Pakistani         | 0.8%         | 1.5%                   |
| Prefer not to say | 15.9%        | 2.1%                   |
| Other             | N/A          | 6.3%                   |

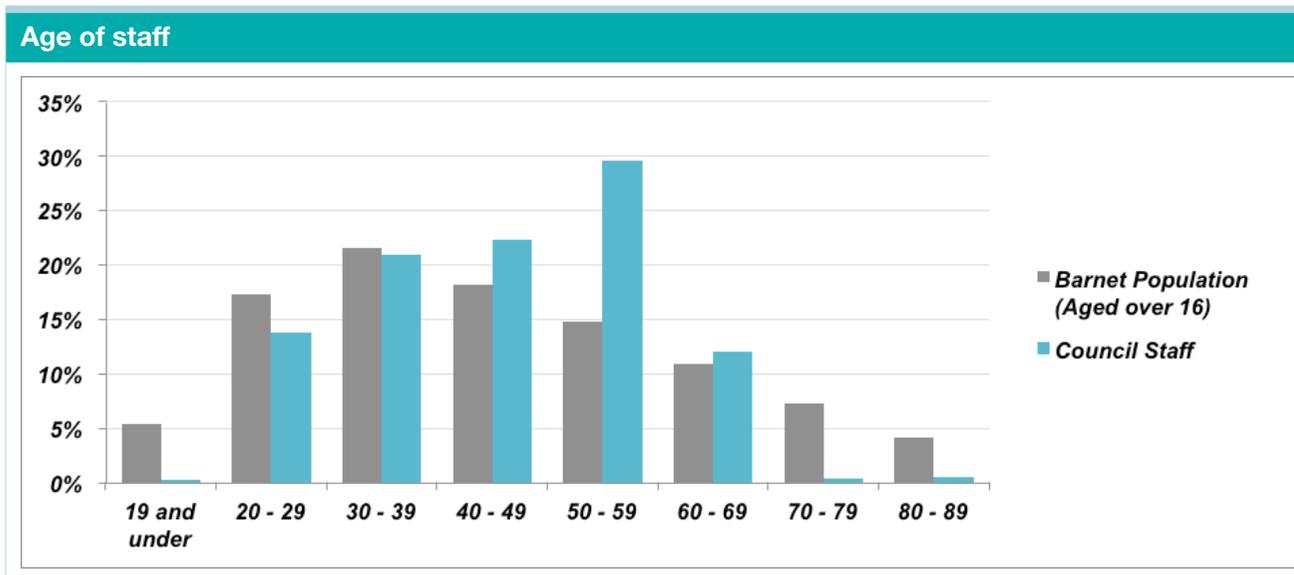
**Table three: Sexual orientation of staff**

The lack of reliable data on sexual orientation of UK population makes it difficult to make meaningful comparisons)

| Grouping          | London Average | Total Council |
|-------------------|----------------|---------------|
| Heterosexual      | 89%            | 64.9%         |
| Bisexual          | 0.7%           | 0.6%          |
| Gay               | 1.9%           | 1.0%          |
| Lesbian           | 1.9%           | 0.9           |
| Prefer not to say | 8.4%           | 32.5%         |

**Table four: Age of staff**

Age ground under 39 are underrepresented in council employment



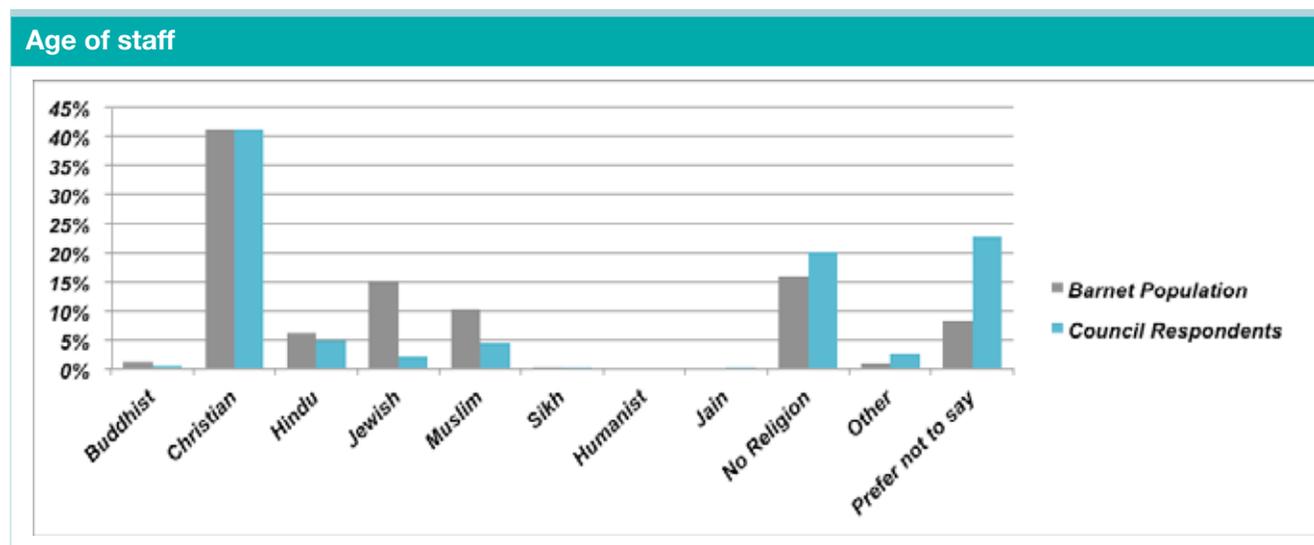
### Table five: Staff with disabilities

The disability profile of Barnet employees approximately matches Barnet population

| Delivery Unit   | Percentage Declared Disability |
|---|--------------------------------|
| Barnet Population, % People whose Day-to-day activities are limited a lot | 6.0%                           |
| Total Council Staff   | 5.8%                           |

### Table six: Religion/Belief of staff

Religion of staff varies from the diversity of religious groups in Barnet in terms of an under representation of Jewish and Muslim employees



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