

# Equalities Information and Objectives

January 2015 (updated April 2015)



Equality matters

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## Executive Summary

Publishing Equalities Information and setting Equalities Objectives is integral to the business of Wiltshire Council in it being able to successfully achieve the Council's Vision ('Creating stronger and more resilient communities') and its strategic priorities as set in the Wiltshire Council's Business Plan. It also forms part of Wiltshire Council's demonstration of compliance with the Public Sector Equality Duty (PSED) as part of the Equality Act (2010)

The overall aim of this document is to give a high level picture of how the Council is tackling inequality and what improvements it needs to make

The analysis and information within this document is drawn from a range of resources:

- From data we hold about our customers (anonymised)
- Local published reports (e.g. Strategies, Committee Papers)
- From local, regional and national research which helps inform the Council's strategies, policies including our Business Plan

More detailed information is presented in the 'Equalities Information Table' with hyperlinks and documents based around seven themes. This can be found within this document as Appendix 1 but can also be viewed separately on the Council's website

Wiltshire Council set its own organisational Equality Objectives in 2013 to improve its performance against the PSED (following publishing objectives as part of a wider Public Sector Equality and Action Plan in 2012).

Wiltshire Council's original objectives can be found within this report (Appendix 2) which includes a progress report upon these objectives (Appendix 3).

The Council will publish progress on its organisational equality objectives on a yearly basis. The responsibility for monitoring progress will lie with Wiltshire Council's Corporate Office (team) working closely with internal staff members (including Staff Forum representatives and HR) through the Corporate Equality and Diversity Steering Group and with our external voluntary sector partners

The Council is currently undergoing a review of their Equality Objectives to ensure they are relevant, suitable, comprehensive and achievable. This review incorporates views from the representatives above as well as members of the voluntary and community sector. Views were sought from 'I am Wiltshire' community consultation event 2015 as well as via online consultation portal. The outcome of this review will be used to shape the current Equality Objectives and will be published upon completion.

As a result of the Equality and Human Rights Commission 2012 Report 'Publishing equality information: Commitment, engagement and transparency' we have included information in this report which outlines the Council's plans to:

- Identify gaps in our information and any plans to fill these gaps
- Consider how Wiltshire Council's performance compares with other local authorities. This means identifying where we have not collected, used or published equality information and other local authorities have done so
- Engage more with staff and service users about the usefulness of our published equality information and where any improvements can be made

## **Introduction to the legislation**

This document is Wiltshire Council's demonstration of its legal compliance against the Public Sector Equality Duty (PSED) which is part of the Equality Act (2010). Equality and inclusion underpins all of the Council's business and is integral to the Council's Business Plan - its Vision, Priorities and Outcomes

### **The Equality Act:**

The Equality Act came into effect on 1 October 2010. It brought together many different bits of equality legislation and created a single Act. The Act contains three General Duties which are to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between people

The Act protects people from discrimination on the basis of 'protected characteristics' in the receipt of services and in employment. These are: age, disability; gender reassignment; pregnancy and maternity; marriage and civil partnership, race, ethnic or national origin; religion or belief; sex (female/male) and sexual orientation. Carers of someone with a disability are also protected by the Act

### **The Public Sector Equality Duty:**

On 5 April 2011, a new Public Sector Equality Duty was introduced as part of the Equality Act. There are two 'Specific Duties' that are part of the PSED legal requirements.

The first requirement (starting 31<sup>st</sup> January 2012 for most public bodies, 6<sup>th</sup> April 2012 for schools) is to publish on an annual basis, relevant, proportionate information:

- relating to employees who share protected characteristics (for public bodies with 150 or more employees); and
- relating to people who are affected by the public body's policies and practices who share protected characteristics (for example, service users)

The second requirement is to public bodies to prepare and publish one or more specific and measurable equality objectives which will help them to further the three General Duties. These have to be reviewed and re-published every four years and this requirement started on the 6<sup>th</sup> April 2012

## Who we serve – a summary of information by protected characteristic group<sup>1</sup>

Wiltshire Council is a unitary authority created in 2009 from the former County Council and four district councils. The Council delivers over 300 services across 20 Community Areas and with 5,270 employees (excluding schools)

Wiltshire has a total population of 471,000 persons, making it the fifth largest authority in the South West. Over the period Census 2001 to Census 2011, Wiltshire's population growth was 8.8%, higher than England's at 7.9% and higher still than the South West's growth at 7.3%.

The percentages of **men and women** in Wiltshire are roughly equal (49.2% and 50.8%) although more women feature in the older (85+) age ranges (see below)

**Age:** The Census 2011 estimates show that compared to averages in the South West and England, Wiltshire has a higher percentage (18.0%) of its total population under the age of 15 years. It also shows that, compared to England, Wiltshire has a relatively high percentage of its total population at retirement age and above (21.5%), although slightly less than the South West average (23.1%). The combination of these two facts means that Wiltshire has a relatively low percentage of its population at working age (60.4%). As the ratio increases there is an increased pressure on the economically active part of the population to maintain the welfare of the economically dependent and an increasing pressure on public sector resources to care for Wiltshire's older population in the future.

Wiltshire's population is set to increase by just over 10.4%. The fastest population increase has been, and will continue to be, in the number of people aged 85 years and over. There are currently more than twice as many females as males in this population group.

Those providing **unpaid care** constitute just over 10% of the general population. The ratio of women to men providing unpaid care is approximately 3:2 with 5% of carers reporting that they, themselves are in 'bad or very bad health' (there is little % difference in 'bad/very bad' health status between men and women). 5.9% of carers are from a BME (including White Other and Gypsy Travellers) background

**Ethnicity:** The majority of the usual resident population in Wiltshire (93.4%) reported their ethnic group as White (this is considerably higher than the England and Wales figure of

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<sup>1</sup> All data, unless quoted otherwise, taken from analysis of the Census 2011

80.5%). However, the 'White' population percentage has fallen since the 2001 Census from 96.2% indicating that Wiltshire has become more diverse

'Any Other White' was the second highest group with 12,108 people (2.57%); the nature of Wiltshire's minority ethnic population has changed from a largely Asian or Asian British grouping since 2001 to an Eastern European grouping where Polish migrants feature prominently

The number of those classifying themselves as from a 'mixed' background increased by just over 0.5% from 2001-2011 with the Black African population growing significantly over this period also. There is a long history of some minority communities in Wiltshire – for example, Polish in Westbury, Moroccan in Trowbridge and Gypsy Traveller communities in the South of the county. We also know that 2.5% of those aged 3 and over do not have English as a first language (see Schools Equality Information Report for further breakdown of languages spoken)

There are 75,000 people in Wiltshire who are limited in daily activities because of a **health problem or disability** with 6.7% saying they were limited 'a lot' and 9.3% 'a little'. These figures are below the England and South West averages. The Tidworth Community Area has the lowest percentage of people whose activities were limited either 'a lot' or 'a little' and Mere has the highest (some of this can be correlated with age profiles for each of these areas with Tidworth having a younger population and Mere's age profile being older)

Data around **sexual orientation** (heterosexual, lesbian, gay, bisexual) and **gender reassignment** was not collected as part of the Census 2011. However, there are a number of national pieces of research which can help Wiltshire understand potential population statistics:

- The Integrated Household Survey<sup>2</sup> data collected from January 2012 – December 2012 indicated that 1.1% of those that were surveyed identified themselves as Gay or Lesbian with 0.4% as Bisexual
- GIRES (the Gender Identity Research and Education Society) puts the number of people living with some form of 'gender variance' in the UK as approximately 1%<sup>3</sup>

If applied to the general population figures for Wiltshire, this would mean that just over 5000 people would identify themselves as Gay or Lesbian with nearly 2000 identifying as Bisexual and 4,700 as Trans (across a wide spectrum of gender variance). The workforce report

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<sup>2</sup> <http://www.ons.gov.uk/ons/rel/integrated-household-survey/integrated-household-survey/january-to-december-2012/stb-integrated-household-survey-january-to-december-2012.html#tab-Sexual-identity>

<sup>3</sup> <http://www.gires.org.uk/prevalence.php>

(Appendix 2) also extrapolates these national figures for estimating numbers of staff who could be Lesbian, Gay, Bisexual or Trans

**Religion and belief:** The predominant religion in Wiltshire is Christian (64%) followed by 'Other religions' (0.5%) and Muslim (0.4%). There are active Muslim community groups and religious bases in Trowbridge and Salisbury

**Marriage and Civil Partnership:** A very small percentage (0.1%) of those 16 years and over in Wiltshire are in a civil partnership. 43% of those aged 16 years and over are married which is slightly higher than the South West and England averages

**Military** personnel constitute around 3.5% of the total population and the total number of military personnel and their dependants is estimated to be around 30,000 (6.4%). There is a strong link between population concentrations of Ghurka (Nepalese) and Black African-Caribbean and the military bases in Wiltshire. Wiltshire has the highest concentration of Polynesian residents outside of London and again, this is linked to Wiltshire's military presence. There will also be an increase in military personnel as a result of the Army rebasing programme which is likely to result in circa 650 troops in 2016 with a larger increase of in 2018 resulting in approximately 7600 additional personnel.

**Deprivation:** Whilst Wiltshire is generally less deprived than England as a whole, the county has seen an increase in relative deprivation and in 2010, for the first time, had one Lower Super Output Area (LSOA) in the 10% most deprived in England: Salisbury St Martin - central

**For further information,** please see: <http://www.intelligencenetwork.org.uk/> in particular Wiltshire's Joint Strategic Assessment which brings together key evidence and analysis by theme and the Equality in Wiltshire sections of the Intelligence website



## Our organisational approach to delivering equality

Equality and inclusion is an integral part to the delivery of Wiltshire Council's Business Plan 2012-2017. Embedding equality and inclusion throughout the Council's business is critical to achieving the overall vision: "Creating stronger and more resilient communities" and is clearly set out in Outcome 4: "Wiltshire has inclusive communities where everyone can achieve their potential". Equality and diversity feature strongly in the principles identified in Wiltshire Council's Business Plan. Our principles include:

- "We put outcomes for people and places first";
- "We develop a new relationship between public services and communities";
- "We design all our services with residents and communities"; and
- "Our services work well, are joined up and easy to access"

Wiltshire Council's 2015/2016 service planning process has allowed each service area to restate its priorities and assess upcoming changes that will have an impact on what is delivered including changes to legislation and policy that have an impact on specific groups

Service plans are reviewed centrally to ensure that all Business Plan Outcomes are covered by the Council's planned activity. Service Plans enable the cascade of the Business Plan outcomes throughout the Council and provide a cascade of these priorities into team and individual plans, providing the "golden thread" for our activities

Measuring success is about how the Council knows that it is performing well and moving in the right direction in order to achieve the vision to create stronger and more resilient communities. To measure our success a small selection of relevant performance measures have been selected to measure delivery of each outcome and the Business Plan overall. A subset of these measures is made available on Wiltshire Council's Citizens' Dashboard

The external pressures that will have an impact on future demand, identified during the service planning process, will be reviewed while preparing the Council's budget for the following year in order that the Council can plan to minimise the impact of required savings on vulnerable groups

Complementary to this is the Council's Behaviours Framework. This Behaviours Framework underpins the Principles set out within the Business Plan which guides the way we go about carrying out our business. This is a set of positive behaviours which applies to

all employees and describes how staff are expected to carry out their work for Wiltshire Council. The Behaviours Framework is embedded throughout the organisation – from job descriptions, during recruitment and interview, appraisal stages, performance management and links are made with corporate learning and development opportunities. Explicit to the Framework is 'Trust and Respect' which articulates the need to '...promote the values of diversity'

The Public Sector Equality Duty requires the Council and organisations carrying out services on our behalf (e.g. our contractors and our delivery partners) to have to consider the needs of individuals in their day to day work. The way that Wiltshire Council demonstrates this is by carrying out **Equality Impact Assessments** (EIAs) on all policy decisions, projects and other proposals. EIAs are public documents and can be found on our website. You will also find the outcomes from EIAs within all our Committee papers to enable our Elected Councillors understand the impacts of decisions we make on different groups

### **Engagement with communities and staff:**

There are various routes in which the Council engages and listens to communities. Some of these ways include (not an exhaustive list):

- 18 Area Boards with devolved funding to support local initiatives
- Wiltshire Learning Disability Partnership Board
- Local Youth Networks (LYNS) supported by their own Community Youth Officer
- Development of Campuses and specific consultation carried out with particular community groups in their design
- I am Wiltshire event in which voluntary and community members, Wiltshire Council members and staff (including staff forum members) were invited to attend to comment on Wiltshire Council's current equality objectives.

In addition to this, we also commission some specific support services for those identified at risk or vulnerable. For example, the BME Carers Project and Carers Support Wiltshire, Wiltshire Parent Carer Council, Age UK, Homeless programmes via Alabare Christian Care Centres, Memory cafes with the Alzheimers Society, social clubs for those with a sight impairment, learning disabilities, mental health etc. Core funding is also granted to DEVELOP which acts as a single point of contact for information and support for the wider voluntary and community sector

Internally, Wiltshire Council has four Staff Forums representing some of the protected characteristic groups. These are for BME, disabled staff, those with a caring responsibility and a LGB & T Forum whose membership is extended to those working in any public sector organisation across Wiltshire and Swindon. Regular consultation, engagement takes place with the Forums and they are all supported by the Corporate Office (team)

### Partnership working:

Wiltshire Council is part of the wider Public Sector Lead Officers Group. This group is chaired by Swindon Borough Council and consists of all the key public sector equality officers across Wiltshire including Wiltshire Fire and Rescue Service. A Human Rights Charter has been developed which articulates the shared principles of working between the public sector in Wiltshire (and including Swindon Borough Council). Its primary aim is to support the meeting of the PSED and to increase partnership working in order to improve a more consistent approach to equality by sharing information and resources.

Wiltshire Council is also a proactive member of the South West Equalities Network (of Local Authorities) and provides a 'deputy-chairing' role. There is a clear focus amongst practitioners within the southwest to share information and to draw upon professional expertise nationally and locally to improve working practices. Information around performance against the PSED is shared regionally to support individual organisational improvements.



### I am Wiltshire event 2015: community consultation on Wiltshire Council Equality Objectives

**Some specific examples of activities which show how we have paid due regard to the PSED**

Area	Description	Which protected characteristic is this work focused upon?	Eliminating Discrimination	Advancing equality	Fostering good relations
Wiltshire Voices	A series of short films providing an insight into the lives and experiences of communities with a protected characteristic and beyond have been completed. The films were then used to inform strategy development including the ' <u>Before I forget</u> ' campaign.	All	✓	✓	✓
Human Resources	<p>Internal specific Task and Finish Groups with Staff Forums and HR: based on concerns and issues raised at the BME, Carers, LGBT and Disability Forums, specific task and finish work has looked at improving:</p> <ul style="list-style-type: none"> <li>- Evacuation (Fire/Bomb) procedures for those with a mobility impairment</li> <li>- Consistency of the application of HR policies for staff (e.g. Carers Leave, Flexible working)</li> <li>- Improving the content around our promotion of equality on the Recruitment and Careers webpages</li> </ul>	<p>Race</p> <p>Disability</p> <p>Sexual orientation</p> <p>Carers*</p>	✓	✓	

Area	Description	Which protected characteristic is this work focused upon?	Eliminating Discrimination	Advancing equality	Fostering good relations
	<p>- Reasonable adjustment survey</p> <p>Under 25s workforce work (positive action):</p> <ul style="list-style-type: none"> <li>• Supported internships for disabled young people (18- 24 year olds)</li> <li>• Apprentices</li> <li>• Traineeships</li> <li>• National graduate development programme</li> <li>• Wiltshire graduate development programme</li> <li>• Volunteers</li> <li>• Coaching</li> <li>• Internal GROW events to encourage careers with Wiltshire</li> </ul>	Age (younger)		✓	
Libraries	Recognising the increase in the Polish population in Trowbridge and Melksham and providing 'Rhyme Time' (aimed at Polish customers using Polish members of staff).	Race	✓	✓	✓

Area	Description	Which protected characteristic is this work focused upon?	Eliminating Discrimination	Advancing equality	Fostering good relations
Public Health	A 'staying safe' 8 week project was launched in January 2014 in Ludgershall and Perham Down to equip young people with the knowledge and information to enable them to make better choices, increase self-esteem and healthier lifestyle choices.	Age (younger)		✓	
Economic Development	Wiltshire Council are supporting the <u>Army service leavers</u> and their dependants to offer support and guidance to those thinking of starting a business, business start-ups, and existing small businesses.  Four new enterprise centres will be opening this year.	Military*	✓	✓	✓
Voluntary and Community Sector Infrastructure support	Through the funding awarded to Develop in 2014, a <u>report</u> featuring an equalities toolkit has been produced to help support the VCS sector.	All		✓	

Area	Description	Which protected characteristic is this work focused upon?	Eliminating Discrimination	Advancing equality	Fostering good relations
Area Board/Joint Strategic Assessment events	From February to April 2014 a series of 'What Matters to You' events have run at all 18 Area Boards. These have included a diverse range of people in the community area to explore the issues within each Community Area Joint Strategic Assessment (JSA). The events involved participants designing priorities and actions as a result of the intelligence gained from the JSA to improve their local area and tackle local issues	All	✓	✓	✓

\*Carers and the military are protected under the Equality Act by 'association' and/or 'perception' but are not a protected characteristic in their own right

## **Our approach to publishing our equality information:**

We have deliberately decided not to publish lots of statistics, facts and figures. Our approach is to provide links wherever possible to reports and summaries of data and in particular, to show how data and information has been used in the decisions we made or when we have designed or planned services for a range of diverse groups (e.g. disabled people, Black and Minority Ethnic people, older and younger people etc).

We have themed our information against seven areas which are based on some research done in 2009 by the Equality and Human Rights Commission. This was called the Equality Measurement Framework and included 'ten dimensions of equality'<sup>4</sup>.

- Health
- Hate crime, domestic and sexual violence, physical safety
- Education and learning
- Standard of living
- Employment and volunteering
- Participation, influence and voice
- General evidence bases

Based on the Equality and Human Rights Commission Report 'Publishing equality information: Commitment, engagement and transparency' which monitored the performance of public sector bodies in complying with the Public Sector Equality Duty during 2012, this report now includes recommendations for further improvement in Wiltshire Council's collection and analysis of equality data. These are to:

- Identify gaps in our information and any plans to fill these gaps
- Consider how Wiltshire Council's performance compares with other local authorities. This means identifying where we have not collected, used or published equality information and other local authorities have done so
- Engage more with staff and service users about the usefulness of our published equality information and where any improvements can be made



## **The benefits from publishing this information:**

Wiltshire Council recognises that the publication of equality information goes beyond just being compliant with the Law.

It helps the Council to:

- Confirm the variety of data and information we do hold
- Identify how this information is being used to make decisions or plan services
- Identify how this information is being used to address disadvantage or inequality in life chances or outcomes
- Identify the gaps in information we hold and whether we need to plan to fill those gaps in order to be better informed in our decision making
- Become more transparent and accessible with our information
- Feed into the setting of one or more organisational Equality Objectives and to provide data to monitor progress against the Objectives

## **The gaps in our knowledge and plans for improvement:**

Our **data analysis** on protected characteristic groups (where data exists) is a strength of Wiltshire Council with a Diverse Communities (BME) Report (2013) using the latest Census 2011 data, a number of Public Health documents and a specific commissioned piece of work carried out in 2011 called the 'State of Equalities in Wiltshire' published to name a few. All these documents can be found in one place on the Wiltshire Intelligence Network website. Furthermore, detailed Census 2011 reports and local area Joint Strategic Assessments are available for each of the 20 Community Areas in Wiltshire. These compare local area data with that of the southwest and England. These are used in the work of the 18 Area Boards and a series of 'What Matters to You' workshops that were held in early 2014 to identify priorities in each Area. These are involved a wide range of stakeholder groups, including those from the 'equalities' VCS

However, the way in which we **engage with community groups**, the co-ordination of the more 'softer', qualitative information and the use of feedback into service improvement is an area that needs strengthening. This is not an easy task given the size of Wiltshire Council, the rurality of the county and the weak or non-existent VCS infrastructure for some protected characteristic areas. For example, a VCS mapping report commissioned by Wiltshire Council and delivered by DEVELOP late 2013 shows that there are very few infrastructure organisations representing the protected characteristics of sexual orientation or gender reassignment (the LGB & T areas) and BME. This makes engaging with those community groups and individuals harder and is an area of work that needs to be explored over 2015 and captured as part of the Equality Impact Assessment process for the VCS Funding Review being undertaken by the Council over 2014/2015

During 2014, a review of youth services took place which resulted in youth services being delivered in a community-led model. Together with this and the development of the

campuses model these more localised activities will enable greater understanding in the local communities.

**Internal workforce monitoring:** Although the Council captures data on their staff by race, disability and sex (male/female) and the number of 'unknowns' (those not reporting or missing data) for race and disability is comparatively low when set alongside other neighbouring local authority areas. This makes it difficult to comprehensively analyse workforce monitoring data and understand where there may be particular 'hotspots' for LGB and Trans staff, those with a Caring responsibility, and those from different religious/belief backgrounds. Work is underway to engage with the software provider about ways in which extra equalities monitoring categories can be added to the system. A planned communications campaign and targeted work will need to be done post implementation to encourage staff to declare this extra sensitive information whilst also at the same time, providing an opportunity to promote and raise awareness amongst all staff why having this information is important to the Council's core business.

During 2013 the Council became a **Stonewall Diversity Champion**. The Council decided to be part of this programme to understand the improvements the Council needs to make around LGB equality in the workplace through its application to Stonewall's Workforce Equality Index. Through working with Stonewall to explore how we can address some of the improvement areas, the Council has moved up "30 ranks" in its 2015 score since 2014. This is additionally significant considering there was a 10% (approximate) increase in applications in 2015.

Furthermore, work has already been started through the planned expansion of our workforce monitoring (detailed in [Appendix 3](#)) and through the creation and development of an LGB & T Public Sector Staff Forum.

## **Our approach to setting our Equality Objectives**

Although Wiltshire Council set its individual Equality Objectives in 2012 which were developed through consultation with the community and with key council staff, Councillors and members of the council's Staff Forums, work is now being carried out to strengthen these objectives.

## **The benefits from publishing equality objectives:**

The purpose of setting specific, measurable equality objectives is to help Wiltshire Council to better perform the general equality duty and help us focus attention on the priority equality issues within the Council in order to deliver improvements in policy making, service delivery and employment, including resource allocation.

## **Comparing our performance:**

Plans are in place at a regional level to look at how Wiltshire Council's performance compares with other local authorities through Wiltshire Council's participation in the South West (local authority) Equalities Network. It was previously indicated that the knowledge around the protected characteristics of sexual orientation and gender reassignment/transgender is poorer than many of the other protected characteristics. Regional research provided by The Intercom Trust and The Diversity Trust helped to fill

these gaps. It is planned that this year to explore knowledge gaps in information relating to black and minority ethnic communities and disability.

This work at a regional level with other Councils will help share best practice and knowledge to improve Wiltshire Council's own performance.

### **What happens next?**

This report will be widely circulated internally and externally with partners, particularly those within the 'equalities' voluntary and community sector.

### **Further information available to you:**

For the table showing the published information only.

For an Easy Read version of the information above.

To view specific equalities information about our workforce only

National Guidance available on the Equality and Human Rights Commission (EHRC) website

Equality Act guidance from the Government Equalities Office

The Equality and Human Rights plans for monitoring and enforcing the Public Sector Equality Duty

Publishing equality information: commitment, engagement and transparency (EHRC publication)

Wiltshire Council's Equality of Opportunity Policy

### **Contact details:**

The Equalities Team  
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County Hall  
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Trowbridge  
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[www.wiltshire.gov.uk](http://www.wiltshire.gov.uk)

0300 456 0100

## Appendix 1

### Equalities Information Table January 2015

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
<b>Health</b>	<p><u>"Kick it Out" anti discrimination campaign</u></p>	<p><u>Health and Wellbeing Theme Joint Strategic Assessment (JSA) Evidence Base</u></p> <p><u>Wiltshire Health Profile 2013</u></p> <p><u>Director of Public Health Annual Report 2012-2013</u></p> <p><u>Wiltshire Child</u></p>	<p><u>The Legacy for Wiltshire Initiative</u></p>	<p>Men's health work in the Westbury Community Area (see the <u>Community JSA</u> )</p> <p><u>Health and Wellbeing Strategy 2013</u></p> <p>'Blue Bus' MMR vaccinations on Gypsy Traveller sites</p> <p><u>Health Improvement Partnership Awards 2013</u></p>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
		<u>Poverty Needs Assessment 2010</u>  <u>Drugs Needs Assessment 2012/13</u>  <u>Wiltshire's public health annual report 2013/14</u>  Community Health Trainer report 2015 (available early 2015)  <u>Disability Sports</u>		<u>Help to live at Home</u>  <u>Library Memory Groups (dementia)</u>  <u>Vision Ahead Project</u>  <u>Wiltshire Autism Self-Assessment</u>  <u>Wiltshire Autism Strategy</u>  <u>Wiltshire Voices: Stroke, Dementia in particular but health runs through all films</u>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
		<u>Programme</u>  <u>Wiltshire Mental Health and Wellbeing draft strategy 2014 - 2021</u>		<u>Wiltshire Carers Strategy</u>  Health & Wellbeing sessions for tenants with mental health support needs  <u>2014 Health fairs across the County including Corsham Slipper exchange programme for the elderly</u>  <u>Targeted sporting activities including Doorstep Sports Clubs</u> and  Disabled sports and leisure taster day

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
				<u>Health Trainers</u>  <u>Concessionary schemes to access leisure services</u>  <u>“Before I forget” Dementia Campaign</u>
<b>Hate Crime, Domestic and Sexual Violence, Physical Safety</b>	<u>Swindon and Wiltshire Domestic Abuse Reduction Strategy 2013 - 2014</u>  <u>Wiltshire Community Safety Strategic Assessment</u>		<u>Safe Places Scheme</u>	<u>Wiltshire Community Safety Partnership Strategic Assessment</u>  <u>Safe Places Scheme</u>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
				<p><u>Wiltshire Voices</u></p> <p>The Wiltshire Domestic Abuse Conference</p> <p>Community First Aid training schemes in South West Wiltshire</p>
<b>Education and learning</b>		<p><u>Children, Young People, Education and Skills JSA Theme</u></p> <p>See the separate <u>equalities information report</u></p>		<p><u>SEEME Project</u> (supported by Wiltshire Council)</p> <p>Libraries:</p> <p><u>Home Service and</u></p>



	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
		<p><u>based on schools and achievement data</u></p> <p><u>Libraries Customer Satisfaction Performance Reports</u></p>		<p><u>Mobile library provision</u></p> <p>Assisted Readers</p> <p>Rhyme Time in Trowbridge and Melksham Libraries (aimed at Polish customers using Polish members of staff)</p> <p>Bookstart packs including books in alternative languages</p> <p><u>Multi-sensory story packs</u></p> <p>Summer reading projects</p> <p><u>Carers concessions</u></p> <p><u>Books in alternative formats</u></p> <p>Black History Month displays and <u>recommended reading lists</u></p>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
<b>Standard of living</b>		<u>Wiltshire Strategic Economic Assessment</u>  <u>Wiltshire Money map of financial exclusion</u>  <u>Planning and Housing JSA Theme</u>  <u>Wiltshire Core Strategy Topic Paper: Gypsy and</u>		<u>Wiltshire Assembly June 2012</u>  <u>Wiltshire Money</u>  CAB advisors for Wiltshire Housing tenants  Money Matters course for Wiltshire Housing tenants  <u>Wiltshire Voices</u> – particularly ' <u>Living on the Friary</u> ', Boaters and

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
		<u>Travellers</u>  <u>Wiltshire Council Homeless Strategy</u>  <u>New Allocation Policy 2015</u>		Gypsy/Travellers Films  <u>Help to Live at Home</u>  Improvements at Council owned Gypsy Traveller sites started 2012  Gypsy, Traveller, Boat Dweller and Showmen Health Needs Assessment  <u>Gypsy Roma Traveller Project 2013 Committee report</u>  <u>Extra care housing</u>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
<b>Employment and Volunteering</b>		<p><u>Wiltshire Strategic Economic Assessment</u></p> <p>Wiltshire Council's <u>workforce monitoring report</u> and accompanying Staffing Policy Committee paper</p> <p><u>Wiltshire Education, Employment and Skills Strategy 2014-2020</u></p>	<p><u>Directory of Services for Polish migrant workers</u></p>	<p>Wiltshire Council's People Strategy</p> <p><u>Volunteering Policy</u></p> <p><u>Wiltshire Employment Support Team</u></p> <p><u>Human Resources Equality Impact Assessments</u></p> <p>EU/Council Projects: <u>Project IMPRESS</u> Flexible Support Fund and <u>Wiltshire Skills 4 Success</u>, <u>Wiltshire Business Support Service</u>, Wiltshire Work grant 2011, Future Jobs Fund, Skills for growth</p>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
				Economic themed Area Boards
<b>Participation, influence and voice</b>		<p>Wiltshire Council's Staff survey 2012/2013 (internal document only)</p> <p><u>'What Matters to You' surveys</u></p> <p>Wiltshire Council LGBT , Carers, BME and Disability <u>Employees Forums</u></p>	<p>Sponsorship of Swindon and Wiltshire Pride Festival 2013/ 2014 and engagement carried out as part of the festival around adoption and fostering</p> <p>Older peoples forum in community areas</p> <p><u>Local Youth</u></p>	<p><u>Employee Forums for LGBT Carers, BME and Disabled Employees</u></p> <p><u>Community Area Boards</u></p> <p><u>Wiltshire Voices</u></p> <p>Community Area 'What Matters to You' events 2014 to define priorities for each of the 20 Community Areas within Wiltshire (see <u>community areas</u> for details)</p>

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
		<u>Learning Disability Partnership Board</u>  <u>Our Community Matters website</u>	<u>Networks</u>	<u>Have your Say</u>  <u>People's Voice (Wiltshire's Citizen Panel)</u>  Local Housing panels / Older People's Panels  Mental Health Service User group (FOTP)
<b>General Evidence</b>	<u>Equality Impact Assessments</u>			

	Equality Information against The General Duties			How are we using this information to reduce inequality?
	Eliminating Discrimination and Harassment/unwanted treatment	Promoting equality of opportunity & reducing inequality	Fostering Good Relations between people	
<b>Themes</b>				
<b>Bases</b>	<p><u>Equalities research</u> carried out by Wiltshire Council on the Wiltshire Intelligence Network</p> <p><u>Community Area profiles</u></p> <p><u>Community Area Joint Strategic Assessments</u></p>			

## Appendix 2

<b>Wiltshire Council's Equality Objectives 2014 - 2016</b>			
<b>The Objective</b>	<b>What are we trying to achieve?</b>	<b>Outcomes</b>	<b>The links to Wiltshire Council's Business Plan</b>
<p><b>OBJECTIVE 1:</b></p> <p>Improve the reporting of the protected characteristics of disability and ethnicity within our workforce profile statistics</p>	<p>A more robust workforce profile which informs our People Strategy and supports the Council in meeting the Public Sector Equality Duty</p>	<p>Reduction in the number of 'unknowns' for Ethnicity and Disability within the workforce profile statistics</p> <p>Improve our understanding about the Council's workforce to deliver improved outcomes for our customers</p>	<p>Outcome 4:</p> <p>Wiltshire has inclusive communities where everyone can achieve their potential</p> <p>Priority 12:</p> <p>We will develop the knowledge, skills, behaviours and leadership of our workforce, managers and councillors.</p>
<p><b>OBJECTIVE 2:</b></p> <p>Increase the number of under 25 year olds within the Council's workforce</p>	<p>A more representative workforce which supports our succession planning</p>	<p>Numbers of apprenticeships, traineeships, volunteers and work experience students increases</p> <p>Create a better awareness how this age group is represented within the council</p> <p>Improve our understanding about the Council's workforce to deliver improved</p>	<p>Outcome 1:</p> <p>Wiltshire has a thriving and growing local economy</p> <p>Priority 12:</p> <p>We will develop the knowledge, skills, behaviours and leadership of our workforce, managers and councillors.</p>



**Wiltshire Council's Equality Objectives 2014 - 2016**

The Objective	What are we trying to achieve?	Outcomes	The links to Wiltshire Council's Business Plan
		outcomes for our customers	
<p><b>OBJECTIVE 3:</b></p> <p>Reduce the percentage of disabled staff who report that they have experienced bullying and harassment</p>	<p>Improvement in the perceptions and experiences of disabled staff around bullying and harassment, ensuring views are sought, listened to and acted upon</p>	<p>A reduction in the percentage of disabled staff saying that they have been a victim of bullying or harassment in the workplace in the Staff Survey 2014</p> <p>A reduction in the gap between disabled staff and non-disabled staff saying that they have been a victim of bullying and/or harassment</p> <p>A greater awareness amongst managers of managing and responding to incidents of bullying and/or harassment in the workplace</p>	<p>Outcome 4:</p> <p>Wiltshire has inclusive communities where everyone can achieve their potential.</p>

**Wiltshire Council's Equality Objectives 2014 - 2016**

The Objective	What are we trying to achieve?	Outcomes	The links to Wiltshire Council's Business Plan
		<p>Improve our understanding about the Council's workforce to deliver improved outcomes for our customers</p>	
<p><b>OBJECTIVE 4:</b></p> <p>Increase the range of protected characteristics captured about the workforce, particularly for Sexual Orientation, Gender Reassignment, Carers, and Religion and Belief (*subject to level of financial resources needed to make the changes within the Council's software)</p>	<p>A more comprehensive workforce profile which will support the Council's equality analysis of its workforce by the nine protected characteristics (and in turn, support compliance to the Public Sector Equality Duty)</p>	<p>The quality of the equality analysis of Wiltshire Council's workforce by all nine protected characteristics improves</p> <p>Improve our understanding about the Council's workforce to deliver improved outcomes for our customers</p>	<p>This links to the overall vision of creating stronger and more resilient communities by ensuring the council has good representation of the community in the workforce.</p> <p>Outcome 4:</p> <p>Wiltshire has inclusive communities where everyone can achieve their potential</p> <p>Priority 12:</p> <p>We will develop the knowledge, skills, behaviours and leadership of our workforce, managers and councillors.</p>

**Wiltshire Council's Equality Objectives 2014 - 2016**

The Objective	What are we trying to achieve?	Outcomes	The links to Wiltshire Council's Business Plan
<p><b>OBJECTIVE 5:</b></p> <p>Implement improvements needed in relation to the Stonewall Workplace Equality Index results</p>	<p>Secure a higher place in Stonewall's Workplace Equality Index for 2015/16 (contributing to the Council's submission to Stonewall's Education Index) and improve Lesbian, Gay, Bisexual and Trans (LGB &amp; T) workplace equality longer-term</p>	<p>LGB &amp;T staff feel more supported, recognised and the Council is seen as an 'employer of choice' by the LGB &amp;T community (this has knock-on beneficial effects for other protected characteristics)</p>	<p>Outcome 4: Wiltshire has inclusive communities where everyone can achieve their potential</p> <p>Priority 12:</p> <p>We will develop the knowledge, skills, behaviours and leadership of our workforce, managers and councillors.</p>
<p><b>OBJECTIVE 6:</b></p> <p>Help develop an equalities voluntary sector infrastructure, specifically in respect of Lesbian, Gay, Bisexual, BME and Trans communities.</p>	<p>A strong and sustainable equalities voluntary and community sector able to support and represent the interests of equalities communities in Wiltshire.</p>	<p>More inclusive communities where everyone can achieve their potential.</p>	<p>Outcome 4: Wiltshire has inclusive communities where everyone can achieve their potential</p>

**Wiltshire Council's Equality Objectives 2014 - 2016**

The Objective	What are we trying to achieve?	Outcomes	The links to Wiltshire Council's Business Plan
<p><b>OBJECTIVE 7:</b></p> <p>Establish Equality Network Clusters in the four geographical areas in Wiltshire to work with Community Area Boards to ensure that locally delivered services meet the demands of the whole community</p>	<p>A greater voice and influence for those less likely to be heard within the work of Wiltshire Council (and other statutory partners)</p>	<p>People from protected characteristic groups feel more able to influence decisions in their local area</p> <p>Improved equality networks in Wiltshire</p>	<p>Outcome 2: People in Wiltshire work together to solve problems locally and participate in decisions that affect them</p>

### Appendix 3

Wiltshire Council's Equality Objectives 2015 Update	
The Objective	2015 Update
<p><b>OBJECTIVE 1:</b></p> <p>Improve the reporting of the protected characteristics of disability and ethnicity within our workforce profile statistics</p>	<p>Action to decrease the 'not knowns' in the workforce monitoring report will be linked to improving reporting system and increasing the amount of information we collect on the protected characteristics of staff (objective 4)</p> <p>Currently the unknowns have decreased;<sup>5</sup></p> <p>Ethnic origin</p> <p>16.01%(2013) 15.43%(2014)</p> <p>Disability</p> <p>28.86%(2013) 27.09%(2014)</p> <p>Work is currently being undertaken to encourage staff to declare a disability on the updated staff monitoring questionnaire.</p>

<sup>5</sup> Council staff overall staff numbers reduced from 5273 (2013) to 4913 (2014). There were 1013 leavers – proportionately bigger impact on those with a disability under as people elected to go on voluntary redundancy

BME	2.01% (2013)	2.16% (2014)
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Disability	2.77% (2013)	2.65% (2014)
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<b>Wiltshire Council's Equality Objectives 2015 Update</b>	
<b>The Objective</b>	<b>2015 Update</b>
<p><b>OBJECTIVE 2:</b></p> <p>Increase the number of under 25 year olds within the Council's workforce</p>	<p>There has been an increase in numbers of under 25's from 6.24% in 2013 to 7.71% in 2014.</p> <p>This has been achieved through:</p> <ul style="list-style-type: none"> <li>• Supported internships for disabled young people (18- 24 year olds)</li> <li>• Apprentices</li> <li>• Traineeships</li> <li>• National graduate development programme</li> <li>• Wiltshire graduate development programme</li> <li>• Volunteers</li> <li>• Coaching</li> <li>• Internal GROW events to encourage careers with Wiltshire</li> </ul> <p>We are continuing to raise the awareness of this issue internally.</p>
<p><b>OBJECTIVE 3:</b></p> <p>Reduce the percentage of disabled staff who report that they</p>	<p>2014 staff survey was completed by 60% of Wiltshire Council's workforce. Overall 91% reported that they had not experienced bullying or harassment at work. 100 staff stated they had a disability of which 22% reported experiencing bullying and</p>

<b>Wiltshire Council's Equality Objectives 2015 Update</b>	
<b>The Objective</b>	<b>2015 Update</b>
have experienced bullying and harassment	<p>harassment. Six members of staff reported this being due to their disability.</p> <p>It is not possible to report a direct comparison to last year's survey due to a slight change in questions asked.<sup>6</sup></p> <p>Bullying and harassment has been discussed at the Staff Disability Forum and as a result, Wiltshire Council's Dignity at work policy will be reviewed.</p> <p>In 2014, dignity at work and grievance workshops were ran for managers to raise awareness.</p> <p>Improvements in our understanding about the Council's workforce updates can be found under objective 4.</p>
<p><b>OBJECTIVE 4:</b></p> <p>Increase the range of protected characteristics captured about the workforce, particularly for Sexual Orientation, Gender Reassignment, Carers, and Religion and Belief (*subject to level of financial resources needed to make the changes within the Council's software)</p>	<p>Work is in progress examining how we can expand and store the data we keep on protected characteristics on SAP (HR employee data system).</p> <p>Outstanding issues are being looked into to establish if SAP systems can achieve the level of confidentiality required.</p> <p>A questionnaire has been designed to disseminate to staff to start the information</p>

<sup>6</sup> 2012 survey overall 78% had not experienced bullying or harassment 9% stated they had but 12% were neutral. Question was not totally clear it was at work. 16.8% of those who had declared a disability felt that they had experienced bullying or harassment. This was an 8.7% difference compared to other groups.

<b>Wiltshire Council's Equality Objectives 2015 Update</b>	
<b>The Objective</b>	<b>2015 Update</b>
	collecting process which is being planned to occur imminently.
<p><b>OBJECTIVE 5:</b></p> <p>Implement improvements needed in relation to the Stonewall Workplace Equality Index results</p>	<p>Wiltshire Council has implemented a number of the improvement measures outlined by Stonewall last year including: encouraging <u>role models</u> to come forward, improving wording on HR policies and improving input in to learning and development. A new learning management system (LMS) is in the process of being tested to improve staff e-learning, expected to go live in April 2015.</p>
<p><b>OBJECTIVE 6:</b></p> <p>Help develop an equalities voluntary sector infrastructure, specifically in respect of Lesbian, Gay, Bisexual, BME and Trans communities.</p>	<p>Wiltshire Council has been working with The Intercom Trust to signpost staff and community members to sources of support.</p> <p>Work is currently being undertaken to strengthen and grow the Public Sector LGB&amp;T forum and the staff BME forum.</p>
<p><b>OBJECTIVE 7:</b></p> <p>Establish Equality Network Clusters in the four geographical areas in Wiltshire to work with Community Area Boards to ensure that locally delivered services meet the demands of the whole community</p>	<p>Cluster events were held in 2014 to bring the community together. It was decided that the clusters did not meet the desired outcomes. Work is currently being undertaken to establish the best model of engaging with local communities to provide services that best meet their needs.</p>