

St. Helens Council Equality Monitoring Report 2015/16

**Eliminating discrimination,
harassment and victimisation
Advancing equality of opportunity
Fostering good relations between
people within a diverse community**



**St. Helens
Council**

The logo for the Equality Framework for Local Government Achieving, consisting of three blue wavy lines above the text.

**EQUALITY
FRAMEWORK
FOR LOCAL
GOVERNMENT
ACHIEVING**

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INTRODUCTION

St. Helens Council publishes Service Equality Monitoring Reports annually. They provide the evidence required annually to demonstrate the Council is complying with the duties of the Equality Act 2010.

Equality Act 2010, General Duty

The General Public Sector Duty of the Equality Act 2010 requires public bodies, in the exercise of their functions and decisions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

This means that public bodies must use appropriate information and carry out sufficient analysis to assess the impact that their decisions, policies, service and contract delivery arrangements will have on people with characteristics protected under the Act. Public bodies must ensure that appropriate steps are taken to address or justify any adverse impact identified.

The Equality Act 2010 identifies nine protected characteristics. They are as follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (ethnicity)
- Religion
- Sex (gender)
- Sexual orientation

Comprehensive Equality Policy Objectives

St. Helens Council's Comprehensive Equality Policy Objectives are based on the general duty of the Equality Act 2010. They are:

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

In this way, actions that contribute to the achievement of Corporate Equality Objectives also provide the evidence required to demonstrate that St. Helens Council is meeting the General Equality Duty.

Equality Act 2010, Specific Duty 2011

The Specific Public Sector Equality Duty requires public bodies to set measurable equality objectives and to publish information about their performance on equality annually.

Measurable Equality Objectives

St. Helens Council has set three measurable equality objectives:

- To ensure Equality Impact Assessments inform 100% of Delegated Executive Decisions and Key Decisions.
- To maintain a 90% achievement rate in service equality access targets for protected characteristics.
- To publish information relating to employees and customers who share protected characteristics.

Publication of Information to Demonstrate Compliance

Since 2006, St. Helens Council has published Annual Equality Monitoring Reports. These reports contain sufficient information on impact assessment, equality monitoring and outcomes to demonstrate:

- (i) Compliance with the general equality duty across Council functions and decisions
- (ii) Progress against measurable equality objectives

Demonstrating compliance with the General Duty of the Equality Act 2010

Since 2003, St. Helens Council has demonstrated compliance with equality legislation by using the following three mechanisms to implement its equality objectives within its business and management processes.

1. Equality Impact Assessments - must be used to demonstrate that the Council has given "due regard" to the general equality duty within its decision-making, commissioning, employment, procurement and service delivery functions.
2. Equality Monitoring - equality profiles must be used appropriately within consultation, complaints and other monitoring process to demonstrate equality of opportunity in access, quality and outcome across service delivery and employment.
3. Procurement Equality Standard - must be used within the Council's procurement functions to ensure that contract bidders demonstrate that they give "due regard" to the general equality duty within their employment practices.

St. Helens Council uses training, corporate standards and one to one support to ensure that staff, management and elected members understand the Comprehensive Equality Policy and their responsibilities.

Areas covered with this report

The Annual Service Equality Monitoring Report is the publication in which St. Helens Council sets out how it complies across its functions with the general equality duty in the Equality Act 2010. It presents an analysis of the following areas:

- Service delivery and achievements
- Equality monitoring
- Equality impact assessments
- Employment equality performance
- Equality training
- Support for schools

SERVICE DELIVERY

St. Helens Council monitors the following elements of service delivery in order to demonstrate compliance with the General Duties of the Equality Act 2010.

- To ensure that services are physically accessible
- To ensure that service information is accessible to all
- To monitor service delivery, consultation and complaints to determine equality of access, quality and outcome.
- To ensure that staff have relevant training to meet the duties
- To publish the results

Access and Accessibility

The Corporate Customer Care Policy sets out the Council's approach to ensuring high quality, accessible, services that meet the needs and expectations of residents and service users. This policy outlines the key standards for customer contact and how they will be delivered.

Equality Access is taken into account in the Equality Impact Assessment process which looks at physical access, translation and interpretation etc. to ensure accessible services and information across the seven main equality strands (age, gender, gender reassignment, disability, ethnicity, sexual orientation and religion) and for other areas that are priorities for social inclusion, such as carers, lone parents and people disadvantaged by deprivation.

Actions to address any 'access' issues identified by Equality Impact Assessment are integrated into Annual Service Plans where they feed back into achieving the Corporate Equality Objectives.

The Council conducts Disability Access Audits of services for access improvements and reasonable adjustments to help meet the Disability requirements of the Equality Act 2010.

Physical Access and Accessible Information

- All Council access points are designed to ensure there are no barriers related to disability, age, or language. All staff will be trained and supported to recognise where additional support may be needed and be aware of resources available to provide this.
- Translation and Interpretation arrangements are in place, which cover the needs of Disabled people. These include British Sign Language, Picture Symbols, Large Print, Braille and Audio Tape.
- The Council's Small Venue Hire Guidance includes details of the accessibility of each venue for people with physical and sensory disabilities and restricted mobility.
- Buildings and facilities used in the consultation and scrutiny processes are chosen to meet the needs of all potential users.
- The Council's Contact Centre / One Stop Shop at Wesley House is fully accessible: disabled access, loop system, staff who can use British Sign Language, Minicom, fax, email, text, website and telephone.

Headline Events and Achievements

Dignity in Mental Health Day – October 2015

St. Helens Library hosted this World Mental Health Day Event on the 9th October to celebrate the creative ways that people with poor or good mental health challenge the stigma surrounding mental illness and promote dignity and respect. The event included “Dignity in Mental Health Open Mic Performances”, the “Lost Narratives” art installation, and mental health advice and information stalls

Start4life Breastfeeding Campaign – November 2015

St. Helens Council’s Healthy Living Team took part in the Start4Life campaign aimed at improving breastfeeding rates. Breastfeeding is clinically proven improve mother and baby’s health. Mother’s milk contains natural antibodies that help protect babies from illnesses, such as diarrhoea and chest and ear infections. It also contributes to a lifetime of good health - making children less likely to be overweight or obese or have type-2 diabetes. Breastfeeding lowers a mother’s risk of breast cancer and ovarian cancer, and burns about 500 calories a day. The campaign encourages more new mothers to breastfeed and to continue breastfeed for longer.

White Ribbon Day – November 2015

On the 25th November male employees from St Helens Council and partner agencies including Helena Partnerships and Merseyside Police swapped their shoes for stilettos and embarked on a walk around the town centre as part of the 'walk a mile in her shoes' event to mark White Ribbon Day. White Ribbon Day was set up by a group of men who wished to take a stance against violence towards women and the 'walk a mile in her shoes' event enables men to make a visible personal pledge never to commit, condone or remain silent about violence against women.

Multi-faith Lighting Ceremony – December 2015

St Helens Council’s Library Service hosted a multi-faith lighting ceremony on the 10th December, bringing together different faiths under the lights of the Christmas tree. The first of its kind in the borough, the event at Central Library hosted members of the Christian, Jewish and Muslim communities for an evening of song, prayer and celebration. The Jewish festival of Hanukkah was celebrated with Rabbi Abel lighting the Chanuki candle and leading the crowd in song. This was followed by a presentation from Basem Khalil, Consultant Paediatric Surgeon in the Royal Manchester Children’s Hospital, on Moses and Jesus in the Light of Revelations given to the Prophet Muhammad. The ceremony culminated with Reverend Martin Wood from Wesley Methodist Church giving a blessing followed by the lighting of the Christmas tree.

Royal National Institute for Blind People Partnership Agreement – January 2016

On the 1st January, St. Helens Library Services signed a partnership agreement with the RNIB Library to promote free access to the entire RNIB Library, audio and print content, through St. Helens Council Library Services. The RNIB Library is the largest of its kind in Europe, holding over 60,000 accessible items across its core collections: Talking Books, Braille, Giant Print and Music.

Holocaust Memorial Day – January 2016

St. Helens Council’s Holocaust Memorial Day Service was held on 27th January. The service included a dance performance by Carmel College students titled ‘Tik Vah’ – Hebrew for ‘Hope’ – pupils from local schools read readings and partook in the lighting of candles. Central Library presented the Champion of the Child exhibition, courtesy of the Jewish Museum, London paying homage to Janusk Korczak, the much loved Polish orphanage director and children’s author who repeatedly refused sanctuary to stay with the children, before being led to his death at Treblinka Extermination Camp.

St. Helens celebrates Chinese New Year – February 2016

Across St Helens on the 8th February, schools and libraries brought in the Chinese New Year with some great events. Many of the borough's libraries hosted Chinese-themed arts and crafts sessions focusing on monkeys – this being the Year of the Monkey – Chinese dragons and fireworks. At Chester Lane Library, customers were encouraged to discover their Chinese horoscope readings, while younger library-goers took part in a monkey-themed read and rhyme time. Throughout St. Helens, school pupils were given a taste of Chinese cuisine, with chicken chow mein for primaries, and an additional Chinese-style chicken and sweetcorn soup starter for secondaries.

'Be a Lover not a Fighter' anti-domestic abuse campaign – February 2016

On the 24th February, St Helens Council, Helena Homes and St. Helens R.L.F.C representatives show their support to the 'Be a Lover not a Fighter' anti-domestic abuse campaign which highlights the effect of witnessing Domestic Violence upon children. 90 percent of domestic abuse is witnessed by children. The short and long term impacts on the child are huge, influencing behaviour and affecting educational achievement as well as impairing physical and mental health, and increasing the risk of suicide and self-harm.

Council supports LGBT History Month – February 2016

St. Helens Council supported LGBT History Month, the national celebration and awareness campaign of lesbian, gay, bisexual and Trans people. The focus of the campaign – led by Schools OUT UK – was 'Religion, Belief and Philosophy', seeking to address issues experienced by the LGBT community arising from their various faiths and beliefs and those of others, and to celebrate the harmony that can be achieved. Central Library hosted an inspiring and inclusive play for families following LGBT History Month called 'Happily Ever After' designed to enable parents/carers to engage children in a positive conversation about same-sex relationships and equal marriage.

Travel Training Scheme for Disabled People – February 2016

This Travel Training Scheme is designed to enable people with a learning disability to use public transport independently. Feeling confident to use the train or the bus supports social inclusion and independent living. It opens up opportunities for disabled people to access education, training and employment opportunities.

Promoting Access for Disabled People to Leisure Services – March 2016

In March, St. Helens Council's Leisure Services highlighted the work they do to ensure equality of opportunity for disabled people to access leisure facilities. All Leisure service facilities are fully accessible to disabled people and include disabled parking bays, accessible signage, entrances and toilet facilities. Queens Park Health and Fitness Centre, Parr Swimming and Fitness Centre, and Sutton Leisure Centre meet 'Changing Places', Sport England's top specification for accessible changing facilities.

The Leisure Service provides opportunities for disabled children to participate in mainstream swimming lessons and access to one-to-one swimming lessons. The Golf Course provides accessible facilities and the Driving Range has automated tees, which are suitable for children with disabilities. Selwyn Jones Sports Centre and Queens Park Health and Fitness Centre provide a day club for adults with additional needs, which enables learning disabled people to participate in multiple activities, with the support of their carers if require. Carers who accompany children with special needs are given free access to services when they supporting the child to participate in activities.

EQUALITY MONITORING

Equality monitoring is used to demonstrate equality of opportunity. Equality of opportunity is defined in terms of achieving a proportionate level of employment or service level access, quality and outcome for different groups across the strands of age, gender, sexual orientation, disability, race and religion. It can be measured by monitoring service level access, satisfaction, complaints or outcomes:

- Equality of access – can I get in?
- Equality of quality – will I be respected as an individual?
- Equality of outcome – will the answer always be no?

The Council's Corporate Standard for Equality Monitoring ensures the same methods and definitions are being used by all Services when collecting equality information for use within performance and service level monitoring. Key to equality monitoring is the collection of service user equality profiles – age, disability, gender, race, sexual orientation and religion - and the analysis of results by equality profile to identify issues for particular groups.

Equality profiles are integrated within:

- Corporate Consultation Toolkit
- Complaints Process
- Contact Centre monitoring processes and Customer Satisfaction Survey
- Twice yearly Service level equality monitoring reports are produced

Service Level Equality Access Monitoring

The Council undertakes service level equality access monitoring to demonstrate that people have an equal opportunity to access services. Services define an appropriate equality profile of potential service users using census data or other demographic statistics. The equality profile covers relevant age, gender, disability, race, religion and sexual orientation percentages. Each service can then set realistic percentage targets for the proportion of service users they might expect to access their service. These are set for age, gender, race etc., based upon the percentage equality profile of their potential service users. Where the actual percentage equality profile of services users matches the targeted percentage profile, the service can reasonably demonstrate equal opportunity in its service access.

Service Level Equality Access Monitoring Report, March 2016

The following table shows the number of service level equality access targets set for the period October 2015 to March 2016. The targets are broken down into age, disability, race, gender, religion and sexual orientation (S.O.).

Corporate Results	Age	Disability	Race	Gender	Religion	S.O.	Total
Targets not met	0	1	1	0	1	0	3
Not met but improving	1	3	4	1	10	2	21
Targets Met	3	4	19	24	5	0	55
Targets Set	4	8	24	25	16	2	79

“Targets met” – the number of targets where the actual percentage of services users matched the target percentage

“Targets not met but improving” - the number of targets where the actual percentage of services users did not match the target percentage but the percentage access for the targeted group did increase.

“Targets not met” – the number of targets where the actual percentage of services users did not match the target percentage and the percentage access for the targeted group did not increase.

Service Level Equality Access Monitoring Results October 2015 to March 2016

In line with the Specific Public Sector Equality Duty of the Equality Act 2010, St. Helens Council has set the following Measurable Equality Objective in relation to Service Equality Access Monitoring:

Target: To maintain a 90% achievement rate in service equality access targets for protected characteristics.

In total, 79 “service equality access targets” were set across the Council.

70% (55) of the “service equality access targets” were met.

27% (21) of the “service equality access targets” was not met but protected characteristic representation did move towards the target percentage.

4% (3) of the “service equality access targets” were not met and protected characteristic representation did not move towards the target percentage.

Outcome: 96% (76) of service equality access targets were met or improved upon.

This achieves the Measurable Equality Objective target of 90%.

In same period in 2014-15, 92% service equality access targets were met or improved upon.

Service equality targets were not met in 3 service areas. Where this occurs Services must develop appropriate actions for improvement.

- The Black and minority ethnic representation within the Children’s Assessment Framework (eCAF Assessment) was 2.25%. This is below the lower acceptable percentage target band, which is set at 4%. The ‘Race Not Stated’ percentage was 48.6%, this percentage is high. This has been raised with the Assistant Director responsible for Children’s Social Care. Arrangements are being made for the Council’s Equalities Officer to deliver training with Staff in Children’s Social Care Services which will cover the importance of Equality Monitoring
- The “Child Protection” monitoring show the percentage of children where there was a safeguarding concern who were disabled was 6.47%. This percentage is increasing away from the upper acceptable target percentage for disabled children, which is set at 3%. This service manager has been asked to identify if there are any underlying issues which might explain the indicated over-representation of disabled children within safeguarding processes.
- The “Child Not Seen” monitoring recorded a continued under representation of children from other Religions at 0.27% this figure is lower than the lower acceptable percentage target band, which is set at 0.5%. This has been raised with the Assistant Director responsible for Children’s Social Care. Arrangements are being made for the Council’s Equalities Officer to deliver training with Staff in Children’s Social Care Services which will cover the importance of Equality Monitoring.

Complaints and Satisfaction

Peoples’ Service Department Complaints Report

The Peoples’ Service Department produces an Annual Complaint Report, which include a section on the equality analysis of complaints. The 2015-6 report showed no evidence to indicate that any complaints were linked directly or indirectly to the prohibited conduct of discrimination, harassment or victimisation.

IMPACT ASSESSMENTS

Impact Assessment of policies, decisions and service delivery arrangements

The Council's Corporate Standard for Community Impact Assessment is designed to ensure that the impact of council policy, decisions and service delivery arrangements upon the community is analysed in terms of the health, sustainability and equality impact. The tool is designed to support officers in identifying both the positive and negative impact of proposals.

In relation to Equality Impact, the tool and guidance is designed to support the Council in giving due regard to the General Duties of the Equality Act 2010, elimination of discrimination, harassment and victimisation; advancement of equality of opportunity; and the promotion of good relations between people who share protected characteristics and people who do not.

"Due regard" means a substantial, rigorous and open-minded consideration of the duty when developing or formulating policy, decisions, or service delivery arrangements (including contract specifications and funding agreement). "Due regard" requires analysis of relevant materials (including the outcomes of consultation and needs assessments).

The amount of 'due regard', i.e. the degree of consideration or attention demanded, will depend on the circumstances of the proposal. The greater the potential impact, the greater regard must be given. Due regard must therefore entail:

- The collection and consideration of data and information in relation to the people directly and indirectly affected by the decision, policy or proposal;
- Ensuring that the data and information are sufficient to enable the Council to assess whether the decision might amount to prohibited conduct, might impact on the promotion of equality of opportunity, or impact on the promotion of good relations, and;
- If there is an impact, proper appreciation of the extent, nature and duration of that impact.

Where a proposal has an adverse effect on, or disproportionately disadvantages people with protected characteristics, the duty requires the Council to take positive steps to mitigate or address that impact. This has to be done before the Council or responsible Members can make a decision or agree a proposal.

Cabinet Key Decisions

St. Helens Council Cabinet is the principal decision making body of the Council. It is made up of the Leader of the Council and nine Council Members. The Council's business is divided into nine portfolio areas. Cabinet Members are responsible for portfolio areas. This means they make the day-to-day decisions that affect their area of responsibility. Impact Assessments are used to inform Cabinet Key Decisions. Over the Council Year 2015/16 there were 12 Cabinet Key Decisions. The Equality Impact was considered for all.

Delegated Executive Decisions

Councillors delegate some decisions to the Council's Chief Officers, who are employees of the Council. Over the Council Year 2015/16 there were 241 Delegated Executive Decisions. The Equality Impact was considered for all decisions, and the Council's Equality Officer was consulted on each one.

Good Practice and Service Improvements from Equality Impact Assessment from October 2015 – March 2016 (This is not a complete or exhaustive list)

- The Council's Discretionary Welfare Assistance Scheme provides additional support to people on a low income who require goods and furniture to promote independent living or as a result of crisis or disaster. This includes consideration of support for people leaving care, people with specific health issues or people taking on additional caring responsibilities.
- The Council's Weight Management Service contract supports individuals and families to help them to become motivated to change and to instil long term habits to help with maintenance of weight loss. The service will have a direct impact on people who have characteristics protected by the equality Act 2010. It will reduce debilitating illnesses and conditions such as diabetes and impairments caused by heart attack and stroke. The contract includes specialist support for younger women, women who are pregnant, people with learning disability and older age groups. Reducing excess weight can extend life and more importantly improves wellbeing and good mental health, ensuring all people live life well.
- St. Helens Council Library Services refreshed its ICT provision, enabling the continued provision of free ICT access for library members in all Libraries in the Borough. St.Helens Council operates 13 libraries across the Borough and 96% of residents in St.Helens live within 2 miles of a library. Membership of libraries is free to all. This service has been vital for the integration of migrant communities; enabling them to maintain a link to family members in their country of origin, and also promote inclusion through the provision of translated information on access to employment, education, housing and health.
- St. Helens Council's "0-19 integrated Healthy Child Programme" helps to address health inequalities that exist within the community. The programme includes support for people with characteristics protected by the Equality Act 2010 such as young carers, teenage mothers, families where English is not their first language, and families who maybe in crisis for a variety of reasons including poor mental health, disability or substance misuse.
- St. Helens Council's Falls Prevention Service ensures older adults maintain a healthy active life and independent living through prevention of avoidable falls. The core function of the service is to visit those who have fallen in their home and undertake a multifactorial assessment. Advice is provided and onward referrals made where necessary for example, GP medicine review, eye tests, occupational therapists, physiotherapy, handyman service etc.
- The Council's Small Venue Meeting Room Hire Agreement includes the following information that support access for people who share protected characteristics under the Equality Act 2010.
 - Venue clearly identifiable from outside,
 - Number of designated disabled parking spaces
 - Wheel chair access to venue
 - Wheel chair access to room
 - Accessible (Disabled) Toilet
 - Wheel chair access to toilet
 - Baby changing facilities
 - Private area for breast feeding
 - Sound enhancement and induction loop systems (for the hard of hearing)
 - Portable loop system
 - Catering facilities with a selection of menus and vegetarian alternatives
 - Ability to cater for a variety of cultural and health requirements

ACCESS TO INFORMATION

Ensure that all sections of the community have access to information about all Council services and access to the service they require

The Council has a set of agreed Standards that cover Customer Access Points (Planning Reception, Wesley House Contact Centre etc.), e-government and website. These include response times for phone calls and emails and other correspondence, as well as a zero tolerance approach to discrimination and harassment of Council Staff

A Corporate Translation and Interpretation Service is in place and Council publications carry information on how to access translations to ensure all disabled groups and people with different language needs can access Council information.

Provision includes foreign language interpreting and translation, Braille translation, British Sign Language interpreting, audio transcription and large print translation.

Evidence of the removal of barriers, improvements in service accessibility and reasonable adjustments which have come about as a result of the Customer Service and Accessibility Policy, the Corporate Access to Services Strategy, Service Level Equality Monitoring and Equality Impact Assessment include:

- The Corporate Customer Services and Contact Centre is fully accessible: interpretation service, disabled access, public hate crime reporting centre, loop system, staff who can use British Sign Language, Minicom, fax, email, text, website and telephone
- The Council's Small Venue Hire Guidance includes details of the accessibility of each venue for people with physical and sensory disabilities and restricted mobility
- Buildings and facilities used in the consultation and scrutiny processes are chosen to meet the needs of all potential users
- The Council has portable loop systems available for meetings
- Translation and Interpretation Service is available to all department services (including foreign languages, British Sign Language and Braille)
- Information on how to access translation is included on Council publications
- The use of appropriate language and inclusive images in all departmental publications and service information leaflets
- The Council's website provides online service information and information in different community languages
- The Council uses various tools to make its website accessible to people with sensory and physical impairments

EQUALITY IN EMPLOYMENT

As a major employer and provider of services, St. Helens Council promotes equality of opportunity in recruitment and employment. The Council's policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of the characteristics protected by the Equality Act 2010: age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and sexual orientation, or is disadvantaged by conditions or requirements which cannot reasonably be shown to be justifiable.

St. Helens Council promotes a welcoming environment where individual dignity is respected. When necessary the Council will take action to ensure that unwanted behaviour linked to the protected characteristics of the Equality Act 2010 is challenged and where necessary sanctions are used to support the duty to eliminate discrimination, harassment and victimisation from the workplace.

The Council maintains a baby welcome policy, makes reasonable adjustments to remove barriers affecting disabled employees, has developed gender reassignment guidelines, and all reviews of employment policies and procedures are informed by equality impact assessments.

All disciplinary, disciplinary and capability cases are monitored to ensure that investigations and proceedings are free from any discriminatory practices.

The Council monitors the workforce to evidence that there is equality of opportunity in employment, and to identify and respond to issues that arise. We include a summary of the outcomes of monitoring below. Where an employee has been identified as being from a black or minority ethnic community or having a disability, as a result of monitoring the indicators, and leaves employment, their termination is investigated to ensure that it did not arise as a result of discrimination or discriminatory practice.

Employment Equality Monitoring Performance Indicators March 2016

All employment indicators are affected by (i) appointments, which are undertaken in accordance with fair and equitable practice, and (ii) terminations, which are largely beyond the Council's control and (iii) reduced recruitment due to the current financial climate.

Performance Indicator	Target	Outcome	Comment
Indicator - CS-04 - Percentage of top 5% of earners that are women	50.00%	56.61%	The 2016/17 target has remained at 50% to ensure that we have a gender representative workforce
Indicator - CS-05 - Percentage of top 5% of earners from black and minority ethnic communities.	1.50%	1.65%	The 2016/17 target has been adjusted to 1.60% to reflect the continuous improvement of this indicator.
Indicator - CS-06 - Percentage of the top paid 5% of staff who have a disability. (Excluding those in maintained schools).	2.10%	3.30%	The 2016/17 target has been adjusted to 3.1% to reflect the continuous improvement of this indicator.
Indicator - CS-07 - Percentage of staff declaring that they meet the Equality Act disability definition	2.35%	2.64%	The 2016/17 target has been adjusted to 2.55% to reflect the continuous improvement of this indicator
Indicator - CS-08 - Percentage of local authority employees from minority ethnic communities.	1.00%	0.98%	The 2016/17 target has remained at 1% to reflect the performance of this indicator

EQUALITY TRAINING

Arrangements for training staff – Training Strategy

Our Equalities and Diversity Training Strategy “Meeting the needs of the Community – Understanding and Managing/Valuing Diversity” has the following aims to ensure that:

1. Staff managing and delivering services are trained to provide an appropriate and informed response to all service users, in order to advance equality of opportunity and eliminate unlawful discrimination, harassment or victimisation.
2. Staff managing and delivering services are clear about their responsibilities to promote equality in accordance with Council Policy.
3. Managers have the knowledge and capacity to discharge the Council’s duties around equalities specifically the requirements to monitor service provision and take up, carry out impact assessments and report the outcomes of this work to be able to make appropriate changes to service provision.
4. Managers are equipped to manage a diverse workforce and implement the Council’s Equalities Policy and related Human Resource policies.
5. Staff have a clear understanding of the relationship between the various elements of equal opportunities legislation and their tasks and responsibilities.
6. Equality issues are fully understood and taken account of in the Council’s Human Resource policies in particular recruitment and selection practice and procedures, disciplinary, capability and grievance procedures and bullying and harassment.
7. All new staff joining the Council are provided with an understanding of the Council’s policies around equal opportunities and understand how these are translated into procedures and codes of practice

Delivery of the Strategy – key features

Corporate Training

The strategy has been delivered in a flexible, phased way. Training is designed and delivered for members and managers around their role and responsibilities. This uses very practical methodologies delivered in a workshop format to encourage discussion and challenge without condemning staff for displaying ignorance of these issues. Elected members receive briefings on the Equality Act 2010, Equality Impact Assessments and the nature of “due regard”. Staff induction includes a presentation by the Council’s Equality Officer to help staff understand the importance of equality and diversity within the Council.

Departmental Training

Departments, via their representatives on the Diversity Strategy Board determine specific equality training for individual services, aimed at ensuring training is relevant to the equality and cohesion duties that are appropriate for each service. Training in 2015-16 included:

- The Equality and Diversity Module of the Care Certificate training for staff working in social care – covering issues such challenging and reporting discrimination, harassment and victimisation, and promoting respect, inclusion and dignity.
- Staff working with Children and Young Peoples Services received Prevent Training from Merseyside Police which covered the risk of extremist radicalisation and know how to report any concerns they may have.

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- Equality training for Revenue and Benefits staff, including a focus on disability and the process for identifying and making reasonable adjustments to promote equality of opportunity in service access.

Examples of training modules that support staff working with vulnerable people, which are relevant to demonstrating “due regard” for people with protected characteristics, includes:

- Acquired Brain Injury - This course is mandatory for independent providers and staff within Peoples Services that work directly with people who have a brain injury.
- Alzheimer's Certificate - The programme is aimed at Care Workers, Domiciliary and Residential, Carers, Personal Assistants and anyone who cares for someone with Dementia.
- Dementia Awareness - mandatory for all staff within Adult Social Care and Health and independent providers who work with people with dementia. This course is also suitable for and relevant for all staff employed in a care setting.
- Deprivation Of Liberty Safeguards - understand the principles and application of the Mental Capacity Act and Deprivation of Liberty Safeguards.
- Dignity, Privacy and respect – for anyone new to working in a care setting and anyone who cares for someone who requires support. This is linked to the Care Certificate and includes the Common Core Principles of Dignity, valuing uniqueness, shaping care to support the individual, communicate in ways that are meaningful, respect how individuals may be affected when having personal care delivered, and recognise surroundings, possessions and environment are important to their sense of dignity. Promotes dignity through workplace cultures and challenges care that may reduce dignity of an individual. The Human Rights Act 1998, Mental Capacity Act 2005, The Equality Act 2010 and The Care Act 2014 are briefly explored during this course.
- Person Centred Thinking Skills and Approaches is for all staff who support people needing help with their care, including care workers, social workers independent providers and carers. It explores how to support people who receive care in taking control where able and supporting choice and inclusion and integration into the community and how to uphold their rights as an individual.
- Person Centred Support Planning for everyone who may be involved in producing an individual care plan with the person at the centre, co-production using internationally recognised tools.
- Space – a Service User Specific Programme for staff within the Supported Living Section of St. Helens Council who work with Adults with a learning disability or complex and challenging needs.

DUTIES FOR SCHOOLS

Educational Institutions

All the governing bodies of educational establishments maintained by the Local Education Authority (LEA) are subject to the following duties.

The Special Educational Needs And Disability Act 2001

The Special Educational Needs and Disability Act 2001 sets a duty on schools to plan to increase physical and curriculum access for disabled pupil.

Education Act 2002, Section 78

The curriculum for all maintained schools should promote the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and prepare pupils at the school for the opportunities, responsibilities and experiences of later life.

Education And Inspections Act 2006

The Education and Inspections Act 2006 inserted section 21(5) to the Education Act 2002 introducing a duty on the governing bodies of maintained schools to promote community cohesion from September 2007.

Equality Act 2010

The General Public Sector Duty of the Equality Act 2010 requires schools, in the exercise of their functions and decisions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

The Specific Public Sector Equality Duty requires schools to set measurable equality objectives and to publish information about their performance on equality.

- Publish sufficient information to demonstrate compliance with the general equality duty across its functions annually.
- Prepare and publish equality objectives to demonstrate how the general equality duty will be met.

COUNCIL SUPPORT TO SCHOOLS

During 2015-16 St. Helens Council has used the following methods to support schools in meeting their equality duties:

- The Inclusion Team support Additional and Special Educational Needs
- Governor and Head Teacher Training on Equality Duties
- Development of a new template School Equality Policy covering the changes to Special Educational Needs brought in by the Children and Families Act 2014
- Supporting schools in developing and implementing their Equality Policies
- Supporting Schools on Curriculum Assessments
- Supporting Schools in carrying out Equality Impact Assessments
- Guidance for schools on bullying and hate crime reporting
- Staff training on challenging inappropriate language
- The Council support Schools with improvements to the physical environment

PUBLISHING RESULTS

This document is published in line with the specific public sector duty under the Equality Act 2010 to publish information to demonstrate its compliance with the General Duty of the Equality Act 2010: to give due regard to eliminating unlawful discrimination, advancing equality of opportunity and fostering good community relations within decisions, policy and service delivery

St.Helens Council publishes the following information:

Annual Equality Monitoring Reports

The Council's decision-making processes are published upon the Council's website and include Equality Impact Assessments. These are available to anyone who requests them.

In line with normal requirements related to information for the public, information produced will be available in different formats on request (large print, translated, in Braille etc.).

Your views are important to us

Comments concerning this document or St. Helens Council's equality and diversity performance are very welcome.

You can send comments to us in the following ways

Email – contactcentre@sthelens.gov.uk

Phone - 01744 676 789

Or write to

Equalities Officer
Town Hall
Victoria Square
St. Helens
Merseyside
WA10 1HP