

ANNUAL EQUALITY REPORT

2021-22



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FOREWORD

2021-22 has been a significant year for our work to bridge inequality gaps and advance equality of opportunity for all. Strategically, we have set our priorities in partnership with communities and stakeholders, and we have a clear and practical approach for the implementation of actions to address inequalities across South Gloucestershire. Our focus is on taking actions that will make a real difference to all our communities 'on the ground'. We will continue this work moving forwards and it will certainly grow and develop to become a driver for cross-partner and system-wide working in order that we maximise the benefits of our work.



The year has also seen a number of 'firsts'. We have published our first Race Equality in South Gloucestershire Report, our first Armed Forces Covenant Report, we were one of the first Local Authorities to deliver Covid-19 vaccination events which were specifically targeted at diverse communities. Following our focus on taking actions, we commissioned South Gloucestershire Equalities Voice to support the identification of efficient and effective actions that will deliver against our Council Plan commitment to "close the inequality gap". We held the first major event to support and engage with the Deaf Community, and working together through the South Gloucestershire Partnership, we have for the first time established an Inequalities Group focussing on tackling inequalities through close partnership working. The latest Ofsted figures continue to show an increase of both Primary and Secondary schools within South Gloucestershire rated as good or outstanding. Over the last five years we have moved from 35% Good or Outstanding schools as judged by Ofsted at Secondary and Post 16 to 65%, an increase of 30%. As of 31st March 2022; 31,353 (78%) pupils attend a good or outstanding South Glos School, this has increased by 4,957 pupils from 2017.

We recognise the scale and complexity of the challenges we face globally, nationally and locally. At the same time, however, our strategy and structures as a Local Authority provide a solid foundation from which we will meet these challenges head on, ensuring that equality of opportunity is central to all of our work and the benefits of and to our strong and diverse communities in South Gloucestershire are maximised.

This Annual Report presents details of our key work across 2021-22. If you would like to find out more about this work, or have feedback, please do contact me at any time. I look forward to continuing to present our work via our Annual Equality Reports each year moving forwards.



Councillor Franklin Owusu-Antwi
Cabinet Member for Public Health and Equality of Opportunity

EQUALITY OF OPPORTUNITY IN SOUTH GLOUCESTERSHIRE

In South Gloucestershire, we welcome everybody; we value diversity; our aim is to ensure that everyone, regardless of any factor such as protected characteristics, socio-economic status or where in the district they live, is treated with dignity and respect, and that opportunities are afforded to all.

Our emphasis is on equality of opportunity. This means we work to ensure that all persons with all characteristics experience opportunity to reach their full potential and to access and achieve good outcomes from the services we provide.

Our work spans across every single resident - every person, all protected characteristics and regardless of their socio-economic status/income or where in the district they may live. Our Council Plan 2020 – 24, makes a major commitment to reducing the inequality gap through all of our activity and our Annual Equality Reports seek to provide clear information on our progress against this commitment.

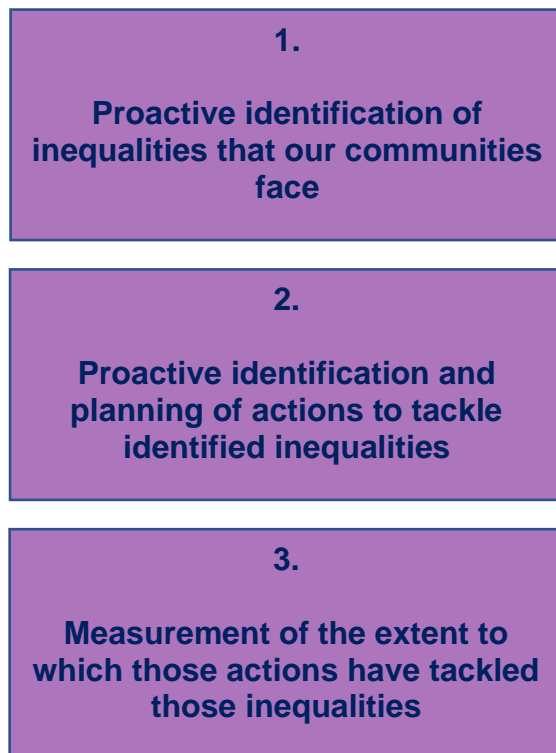
Priorities for the advancement of equality of opportunity

Through our public consultation work, our ongoing engagement with South Gloucestershire Equalities Voice (our equalities partner organisations) and the Council Plan, a number of priority areas have been established as shown below. Details of our work, progress and continuing actions to reduce inequality and improve equality in these priority areas is shown in the individual topic analysis reports shown in Appendix 1 of this Report.

Priorities
1. Tackling inequalities in respect of educational attainment and experience.
2. Tackling Hate Crime.
3. Tackling inequalities across employment opportunities.
4. Tackling inequalities within and related to poverty and financial hardship.
5. Tackling housing inequalities.
6. Tackling inequalities in access, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.
7. Tackling inequalities in experience of positive mental health.
8. Tackling health inequalities.
9. Tackling inequalities arising in large council service areas of Adult and Children's Social Care.
10. Tackling inequalities as part of work to address the Climate Emergency

Strategy for delivering against our Priorities

During the year, the strategy for tackling inequalities was confirmed. This is a 3-step strategy which is both clear and practical:



In putting this strategy into practice, we have revised our **Equality Impact Assessment and Analysis (EqIAA) process** to specifically include socio-economic groups/income, geography and the Armed Forces Community. Our EqIAA work is key to the identification of inequalities and the development of work to address them. To further embed our approach, we will launch an **Inequalities Dashboard** during 2022-23 which will not only support the delivery of our 3-point strategy and our EqIAA work, but will also provide a suite of information that will strengthen our partnership work across the district in order to maximise impact for all residents.

South Gloucestershire Equalities Voice partners were commissioned to provide support to council managers in identifying the most efficient and effective actions to tackle inequalities across Council activity. During the year, the following areas were supported:

1. Covid-19 vaccination uptake
2. Adult Social Care services
3. Supported Living Services
4. Resettlement Support for Refugees
5. Children's Social Care services
6. Green Infrastructure
7. Domestic Violence and Abuse
8. Housing Strategy
9. All Age Learning Disabilities Strategy

Examples of the practical implementation of our Strategy include:

- Our Equality in **Education** work is clear on the issues contributing to disparities in relation to pupil attainment and pupil wellbeing, and has established a cross-party Equality in Education Taskforce responsible for having oversight on the delivery of a significant action plan and the measurement of the reduction of inequalities in these areas.
- Through its research and engagement work, our **Streetcare** service has identified accessibility to public transport as a key area to be addressed and delivered a comprehensive audit of all 1,637 bus stops in South Gloucestershire during 2021-22. As a result a programme of delivering bus stop upgrades has commenced which will continue into 2022-23 with the aim of enhancing accessibility for all.
- The Energy Efficiency Programme developed by our **Climate and Nature Emergency** team which ensures that schools repairs programmes are not simply reactive and that a long-term low carbon and nature recovery plan is in place has identified and prioritised primary and special schools for its first stages of implementation to ensure that schools are heated and cooled suitably for younger children who are more impacted by extremes of temperature.
- Our work to support our significant armed forces and veterans population has seen the establishment of an officer **Armed Forces Covenant** Officer Group and recognises key areas of Health, Education, Housing and Employment as areas of focus. The South Gloucestershire Veteran's Support Service has been established and work delivered is described in the council's first [Armed Forces Covenant Annual Report](#).
- Works to deliver **high streets** improvements has identified accessibility as key in the advancement of equality of opportunity. Work to engage with residents on these matters is ongoing and will be reported on in detail within our next Annual Report. However, the work is already showing many successes in terms of enhancing accessibility to high streets, which in turn, supports the local economy through ensuring that all communities are able to enjoy good levels of accessibility.
- A new **Housing Strategy** will be consulted upon during 2022-23 and has already identified key issues to be addressed, with actions being prioritised for delivery.
- Our work in relation to **financial security** has identified those disproportionately in need of support and through our grants process, monitoring conducted demonstrates the delivery of successes in delivering support to those most in need.

These examples are explained in detail within our individual topic reports shown in Appendix 1 of this Report which comprises a full suite of reports against our 10 priority areas.

Race Equality in South Gloucestershire

In April 2021, The Commission on Race and Ethnic Disparities published a [report](#), the purpose of which “is to lay the ground for a country built on the full participation and trust of all communities”.

The report sets out a suite of recommendations which work to forward 4 overarching aims:

1. *to build trust between different communities and the institutions that serve them.*
2. *to promote greater fairness to improve opportunities and outcomes for individuals and communities.*
3. *to create agency so individuals can take greater control of the decisions that impact their lives.*
4. *to achieve genuine inclusivity to ensure all groups feel a part of UK society.*

Work conducted in South Gloucestershire during the year has contributed to furthering these aims. The council works closely with the [South Gloucestershire Race Equality Network](#) (SGREN) and during the year, the following key work was delivered.

In the first two months of 2021, the council ran a survey of residents from minority ethnic groups in order to closely understand issues and priorities. This was the most highly responded to survey of its kind in South Gloucestershire. The top 5 priorities reported by survey respondents were:

1. **Tackling racism and discrimination**
2. **Improving educational outcomes**
3. **Improving health and wellbeing outcomes**
4. **Tackling and building a better future post Covid-19**
5. **Improving services to support vulnerable children**

A report detailing the survey findings along with key actions being taken to address the issues reported is available in the [Race Equality in South Gloucestershire](#) report.



In partnership with the **South Gloucestershire Race Equality Network**, the following events took place:

Connecting Communities online event in March 2021



Race Equality in Education online event in June 2021



Equality Impact Assessment and Analysis (EqIAA)

The council's refreshed approach to EqIAAs has **continued to be embedded** across all teams of the council along with training and workshops for staff.

The [council's EqIAA accompanying its annual budget setting process](#) now contains 9 years of information in one place, enabling trends to be analysed and assessed with efficiency and effectiveness.

South Gloucestershire Business Show

As part of the **South Gloucestershire Business Show**, the council ran a workshop for businesses focussed on Equality, Diversity and Inclusion. This workshop was well attended, receiving positive feedback. It is intended that this approach will continue annually in order that businesses across the area gain support and information as part of the Show.



Training for Staff

A newly **refreshed suite of equalities E-Learning** has been produced and is to be launched in 2022/23. This training covers:

- Induction Training
- Awareness Training
- Training in respect of Specific Topics
- Department / Division targeted training
- Specific sessions for service areas
- Managers Training
- Councillor Training
- Leadership Training

Work to support the Deaf Community

Working with Gloucestershire Deaf Association, the council has gained insights into the particular needs and issues arising, especially over the pandemic, for the **Deaf Community in South Gloucestershire**. The council has set up an account with SignLive to make contacting the council easier for residents who are BSL users and in addition is able to efficiently provide BSL interpreters and other equipment for people who have a hearing impairment to ensure fair and equal access to services.

A wellbeing event for the Deaf Community is scheduled to take place in May 2022 and details of further work communicated in the next Annual Equality Report.



Armed Forces Covenant

The council runs the Armed Forces Covenant Working Group in South Gloucestershire, is a member of Forces Connect South West. Internally, South Gloucestershire Council set up its own Armed Forces Covenant Officer Group bringing together the areas of **education, public health, housing and employment** in order to ensure effective delivery of the Covenant. The Group runs a webpage as part of the main South Gloucestershire Council [website](#) where a wide range of information is available.

The Council also funded the **Veteran Support Service** (VSS). Assistplus and Soldiers', Sailors', and Airforce Families Association (SSAFA) Bristol and South Gloucestershire were jointly



commissioned to work in partnership to provide an all-encompassing service.

The council has published its first [Armed Forces Covenant Annual Report](#).

Bristol, North Somerset and South Gloucestershire (BNSSG) Healthier Together Partnership

The council has been an active partner in the Equality, Diversity and Inclusion multi-agency partnership focussed on EDI in recruitment and retention. A project plan was developed and initiatives launched and implemented. The council played a key role in **delivering Equality Impact Assessment training across partners**.

Welcoming new residents and communities

We have welcomed refugees in South Gloucestershire and we support people to learn English so that integration into the community is assisted and opportunity for individuals to gain employment, succeed in education etc. is significantly enhanced.

Community Cohesion

Our consultation work shows that the proportion of residents thinking there is a problem in their local area with people not treating each other with respect and consideration was 1%. This is a 1 percentage point improvement from the previous year, and there was also a 3 percentage point increase in those who thought it wasn't a problem at all.

South Gloucestershire Partnership

The South Gloucestershire Partnership is the local strategic partnership for South Gloucestershire and was formed in June 2002 to develop and monitor the Sustainable Community Strategy.

Members are drawn from organisations such as voluntary and community groups, local businesses, the council and other public agencies.

During the year, an Inequalities Sub-Group was formed and plans to take a system-wide approach to tackling barriers to participation in STEM and 'green skills' opportunities which is particularly relevant given the predictions for growth in this sector.

SOUTH GLOUCESTERSHIRE EQUALITIES VOICE

[South Gloucestershire Equalities Voice](#) continued to be funded during the year. The partnership leads the work of the South Gloucestershire Equalities Forum and during 2021/22 met on four occasions.

The group has made significant contributions to the development of the [Council Plan](#) which identifies “Reducing the Inequality Gap” as a cross-cutting theme across all identified priority areas of work.

The group also received funding for work specifically focussed on developing actions to reduce inequality gaps, working closely with Council managers on the following topics:

1. Covid-19 vaccination uptake
2. Adult Social Care services
3. Supported Living Services
4. Resettlement Support for Refugees
5. Children’s Social Care services
6. Green Infrastructure
7. Domestic Violence and Abuse
8. Housing Strategy
9. All Age Learning Disabilities Strategy

Member organisations continued to work with the council’s Education, Learning and Skills Team contributing to the cross-party Equality in Education Steering Group and the established Taskforces for Race Equality in Education, LGBTQ+ Equality in Education and SEN & Disability Equality in Education. Each Taskforce includes representation from the Partners Group and the purpose of each is to drive improvements in pupil experience and attainment across the school system in South Gloucestershire. More information on this equality in education initiative is included in the Education topic report in Appendix 1 of this report.

Member organisations of South Gloucestershire Equality Voice include:

The [South Gloucestershire Race Equality Network \(SGREN\)](#) meets regularly to discuss topics affecting minority ethnic communities in the district and advise statutory bodies of their findings, issues arising and recommendations for actions to address them.



South Gloucestershire Council supports [South Gloucestershire Disability Equality Network \(SG DEN\)](#), which is a group of disabled people and organisations representing disabled people in the district. SG DEN is a valuable source of advice to the Council on how best to serve disabled residents and an influential voice for the disabled community.

There is a [Learning Difficulties Partnership Board](#) which acts as a voice for people with learning disabilities and to bring issues to the attention of statutory organisations. The Board also manages the [Learning Difficulties Development Fund \(LDDF\)](#).

The council works with the South Gloucestershire Over 50s Forum and Age UK South Gloucestershire to hear the voices of older people in the district and take action to meet identified needs.



Religion or Belief

A [Faith Forum](#) was held in 2021 which saw more than 50 people representing different religions come together to discuss and share learning about how to support people as we continue the road map out of Covid restrictions.

Sexual Orientation

The council supports an area wide [LGBTQ+ Network](#) which acts as a voice LGBTQ+ communities and to bring issues to the attention of statutory organisations.

SOUTH GLOUCESTERSHIRE EQUALITIES FORUM

The Council is very aware that its work on equalities cannot stand in isolation from the actions of others working in this field, locally and nationally. Much of the information presented in this report links to, and involves, the work of other groups and individuals operating in South Gloucestershire. A key part of this network is the [South Gloucestershire Equalities Forum](#), which brings together organisations and individuals living and working in South Gloucestershire to work to create a place where people and communities are able to live without fear or experience of discrimination. The Forum seeks to make progress towards achieving this vision through four areas of work:

1. **Challenging discrimination** – by challenging discrimination where we see it we will give confidence to people from equality communities and help make them aware of the legal protection which exists for them.
2. **Education** – by helping to dispel the myths around equality communities we will help people respect individuals, whatever their background, and value living in a community of people from different cultures and experiences.
3. **Legal framework** – working within the legal framework which imposes a duty on public organisations to promote equality of opportunity we will share lessons learned within our member organisations and encourage all to adopt best practice.
4. **Promoting community cohesion** – by encouraging activities to bring people together in communities we will help give communities a stronger sense of empowerment and help people from different backgrounds work together and ensure that new people moving into the area are welcomed.

The Forum's membership includes:

- | | |
|--|---|
| • Avon and Somerset Constabulary | • Age UK South Gloucestershire |
| • Avon Fire and Rescue Service | • CVS South Gloucestershire |
| • Bristol, North Somerset and South Gloucestershire Clinical Commissioning Group | • Southern Brooks Community Partnerships |
| • North Bristol NHS Trust | • South Gloucestershire Disability Equality Network |
| • Bromford Housing Association | • South Gloucestershire LGBTQ+ Network |
| • South Gloucestershire Council | • South Gloucestershire Over 50s Forum |
| | • South Gloucestershire Race Equality Network |
| | • The Diversity Trust |

During 2021/22, the Forum met on 4 occasions, covering topics including:

- South Gloucestershire Dementia Action Alliance
- South Gloucestershire Handyvan Service
- One You South Gloucestershire
- VitaMinds
- Joint Health and Wellbeing Strategy
- Young Ambassadors
- South Gloucestershire Youth Board

ACHIEVEMENTS AGAINST OUR EQUALITY PLAN DURING 2021/22

Our five key objectives are set out in our [Equality Plan](#), and have been defined as a result of consultation, data and information analysis and ongoing engagement with partners and residents. The five objectives are set out in the table below with an indication of overall progress using the following key:

Our Equality Plan will be refreshed during 2023/24.

Key:

✓	Overall positive progress has been made.
-	Overall progress remains the same as indicated in our previous Annual Equality Report.
x	Overall progress has reduced in comparison to our previous Annual Equality Report.

Details of progress against each objective are shown below the table.

Objective		Feedback on Progress
Objective 1: To ensure a consistent approach to managing equalities.	✓	The framework for managing equality was further refined to address the standard and consistency of Equality Assessments (EqIAAs) as part of the decision-making process. A Strategic Inequalities Board was established and has oversight of work to reduce the inequality gap.
Objective 2: To ensure fair treatment for all by Council services	✓ x	The proportion of residents feeling they were discriminated against rose in the areas of 'Age', 'Pregnancy and Maternity' and 'Marriage and Civil Partnership'. There was no change in respect of the areas of 'Gender Reassignment' and 'Religion or Belief'. In respect of all other protected characteristics, the proportion of residents feeling they were discriminated against fell slightly.
Objective 3: To reduce any gaps in service use and take-up.	✓ x	This Annual Report provides information on the performance of council services in 2021/22 and also of progress against actions which were set for the year. Of the 11 service areas where there was a visible change in 2021/22, the gap was closed in 4 but widened in 7.
Objective 4: To continuously improve equality of opportunity for our employees and job applicants	✓ x	A comprehensive Workforce Equality Plan was launched during the year including an ambition statement covering: "We are committed to improving diversity and reducing inequalities for everyone. We want our culture to promote an inclusive and supportive workplace that enables us to deliver better services". The Annual Equality in Employment Report provides comprehensive detail.
Objective 5: To advance equality of opportunity and foster good relations between different people.	✓	Two measures are used to monitor the results of our work for this objective. There was an improvement in one and a deterioration in the other.

OBJECTIVE 1: ENSURING A CONSISTENT APPROACH TO MANAGING EQUALITIES.

The standard and consistency of Equality Assessments (EqIAAs) as part of the decision-making process, continues to improve compared to previous years.

During the year, a Strategic Inequalities Board was established and directly contributes to work to reduce the inequality gap.

OBJECTIVE 2: ENSURING FAIR TREATMENT FOR ALL BY COUNCIL SERVICES

This indicator is monitored through a Viewpoint Panel survey. 812 members of the Panel answered this question, and the full results are presented below.

The proportion of residents feeling they were discriminated against remained constant compared to the previous year. The numbers involved for individual protected characteristics are so small that it is inappropriate to draw conclusions from individual changes.

Protected characteristic	% 2019	% 2020	% 2021	% 2022	Change 2021-2022
Not discriminated against	93%	94%	91%	91%	0%
Believe discriminated against on basis of: Age	4%	3%	3%	5%	+2%
Believe discriminated against on basis of: Disability	1%	2%	2%	1%	-1%
Believe discriminated against on basis of: Gender reassignment	0%	0%	0%	0%	-
Believe discriminated against on basis of: Pregnancy and maternity	2%	0	1%	4%	+3%
Believe discriminated against on basis of: Marital or civil partnership status	1%	0%	0%	3%	+3%
Believe discriminated against on basis of: Ethnicity	0%	1%	2%	0%	-2%
Believe discriminated against on basis of: Gender	1%	1%	2%	0%	-2%
Religion or belief	0%	1%	0%	0%	-
Believe discriminated against on basis of: Sexual orientation	0%	0%	1%	0%	-1%
Believe discriminated against on basis of: Any other equalities issue	2%	2%	3%	2%	-1%

Comments made related to discrimination are shown in Appendix 2 of this report.

OBJECTIVE 3: TO REDUCE ANY GAPS IN SERVICE USE AND TAKE-UP.

Overall, the Council is showing some improvements in delivering against actions that have been set to improve service performance in delivering against these objectives. This Annual Report provides information on the performance of council departments in 2021/22 and also of progress against actions which were set for the year - the information is shown in Appendix 1.

Key points emerging include:

- Covid-19 has had a negative impact on the mental health of many children and young people and in particular, members of the LBTGQ+ community with the online pupil survey highlighting significant concerns about the impact on girls.
- BNSSG overall assessments in the evaluation of Covid Vaccination uptake show a mixed picture with some groups having a higher than average uptake and others lower.
- Waste Management and Parks & Open Spaces continue to be the two areas of work with the highest levels of satisfaction across residents.
- There has been a 7% decrease in overall satisfaction with Adult Social Care services and a 5% decrease in satisfaction with services for physically disabled and people with learning disabilities.
- There have been increases in satisfaction levels with Children's Social Services by both disabled people and people from minority ethnic groups.
- End Child Poverty calculated that within South Gloucestershire, numbers of children living in poverty have risen from 12% in May 2019 to 20% in 2020/2021. Rises are particularly evident across children with disabilities and children from many minority ethnic groups who are also significantly over-represented in Household Support Fund applications.
- Older and disabled people continue to report significantly lower levels of support than average for the use of digital technologies and online services.
- Recorded hate crimes in South Gloucestershire continued to rise, increasing by 26% when compared to the previous year.
- People disproportionately over-represented in relation to affordable housing need include women, disabled people, people aged 25-44 and people from many minority ethnic groups as well as LGBTQ+ groups.
- Satisfaction with local bus services continues to be lower than average for younger and disabled people.

OBJECTIVE 4: TO CONTINUOUSLY IMPROVE EQUALITY OF OPPORTUNITY FOR OUR EMPLOYEES AND JOB APPLICANTS

Analysis against this objective is assessed via our annual [Equalities in Employment Report](#). This information enables us to check our performance as an employer in relation to all diverse employee groups.

Key points arising from the data this year include:

- In terms of gender and age, the council has remained consistent with last year with no significant change. Most employees fall within the 50-59 age group (30.25%), despite only 17% of the wider South Gloucestershire population falling into this age group. 69% of staff in post at the council in 2021/22 were female.
- For all other protected characteristics, the level of equality data has improved. This is a combination of more new starters recording their ethnicity status than ever and a higher voluntary turnover rate in the "not known" category.
- The council continues to see a high voluntary turnover rate in the 20-29 age group, which increased by +14.49% (from 32 voluntary leavers in 2020/21 to 72 in 2021/22). The number of leavers in CAH in the 20-29 age group for the 2021/22 year was particularly high (34 leavers).
- There has been a substantial increase in staff declaring themselves as having "no religion/belief" from 30.97% in 2020/21 to 35.12% in 2021/22.
- In terms of gender and ethnicity, the council has improved its representation in the CE & Chief Officers & Senior Management grade group compared to previous years. 55.17% of staff in post in this grade group were female in 2021/22 compared to 51.72% in 2020/21. 17.24% of staff in this grade group declared that they were from a minority ethnic group in 2021/22 compared to 13.79% in 2020/21.

SOUTH GLOUCESTESHIRE COUNCIL STAFF EQUALITY GROUPS

The council has worked to continue supporting staff groups and four groups are in place as follows:

1. The Disabled Employees Group
2. The LGBTQ+ Staff Network
3. The BME Staff Network
4. The Women's Staff Network

The established 'Champions' approach for each group where a director of the council links closely with the group to support work and opportunities, and promotes the work of the group across the council remains in place. The 'Champions' are:-

- The Disabled Employees Group – Champion, Chief Executive
- The LGBTQ+ Staff Network – Champion, Director of Environment and Community Services
- The BME Staff Network – Champion, Director of Children, Adults and Health
- The Women's Staff Network, Champion, Director of Resources and Business Change

During the year, the groups have come together jointly to support the council's HR division to implement a 'Workforce Equality Plan'.

Individually, the groups have delivered work as follows:

The LGBTQ+ Staff Network

- The group has provided ongoing valuable peer support and this will continue.
- LGBTQ+ History Month was celebrated in February 2022 to engage staff and to raise awareness. A range of activities were held:
- Intranet articles launched across the council;
- Online session open to all staff were held entitled *Pride & Progress* and included practical ideas on the development and creation of an inclusive culture.
- The council's e-module – "[LGBTQ+ Matters](#)" was promoted across the organisation.
- Regular attendance at Bristol Pride was cancelled due to the event not taking place in 2020 or 2021, however, plans to attend in 2022 are in place.
- The group continues to be represented at the South Gloucestershire LGBT+ Network.
- The group gained agreement that gender neutral toilets will be installed at the council's main offices.
- The group is represented at the Equality, Diversity and Action Team (EDAT) meetings and updates provided.



The Disabled Employees Group

- The group has provided ongoing valuable peer support and this will continue.
- Regular attendance of ITD Service Desk manager for ongoing support and consultation and ITD nominated an IT Officer to be the main point of contact for disabled employees. Group members involved in testing new IT call logging system.
- Promotion of the group resulted in new members joining.
- The group is represented at the Equality, Diversity and Action Team (EDAT) meetings.
- Chair and Vice Chair attended New Ways of Working project meetings
- Reasonable adjustment toolkit for managers: consulted on content and case studies provided by some DEG members.
- Request to update all accessible toilet signs accepted and actioned.
- Consultation on return to office working plans. Property Services consulted with DEG on new ways of working project.
- Building user groups update from Chair and Vice Chair.
- Consulted on the understanding bias training course.
- Survey carried out to collect feedback on how disabled employees were affected during the pandemic.
- Awareness raised primarily through guest speakers for International Day of Disabled People on 3 December 2021.
- Contributed to the promotion of neurodiversity training.
- Awareness raised about world autism awareness week.
- DEG invited to take part in consultation for learning disabilities strategy.
- Chair of the DEG gave a presentation at the Leadership Forum.
- Need for peer support increased.
- Feedback to HR management team about inadequate experiences of recruitment and selection, particularly around processes not being followed that would pick up disability-related adjustments.
- Learning and Development team consulted with the DEG on guidance for trainers on delivering accessible training.
- Autism awareness training promoted through the DEG network.
- Presentation on staff wellbeing and views gathered from the DEG on wellbeing issues and priorities.
- Collaboration with the Neurodiverse Staff Group.
- Consulted on support for disabled staff during heatwaves.

The BME Staff Network

- The group has provided ongoing valuable peer support and this will continue.
- Black History Month was celebrated in 2021 to engage staff and to raise awareness. A range of activities have been held:
 - Intranet articles launched across the council;
 - A series of Black History 'lunchtime talks' were commissioned by the group and these took place for staff throughout October 2021.
- The group is represented at the Equality, Diversity and Action Team (EDAT) meetings and updates provided.
- The Group supported the council's publication of the [Race Equality in South Gloucestershire](#) report.



The Women's Staff Network

The network has continued to grow its membership and to provide peer support to colleagues. 74 members had signed up to the group in February 22. Members appointed a vice-chair to assist with promoting the network's purpose.

Meetings continue to be held bi-monthly, online, and we have welcomed guest speakers at meetings to share their experiences, inspirations and challenges. We continue to experiment with different meeting days and times to ensure that staff can aim to participate, regardless of their working pattern.

The Chair has participated in quarterly meetings of the Equality and Diversity Action Team to present progress reports and share understanding with representatives of senior management and the other staff equalities groups.

Our work on menopause awareness in the workplace continues as a key priority. The WSN celebrated World Menopause Day 2021 by commissioning a 'Manager's menopause awareness webinar', facilitated by external partners, Talking Menopause. The recording of the webinar features on the internal WSN intranet page for access by all staff, along with links to other resources. The network has continued to lobby for better resources on the corporate HR pages.

An informal online drop-in event was also hosted to allow staff to talk about and share their experiences of menopause in a supportive environment. This initiative was well received and has continued under the name MenoMingle.

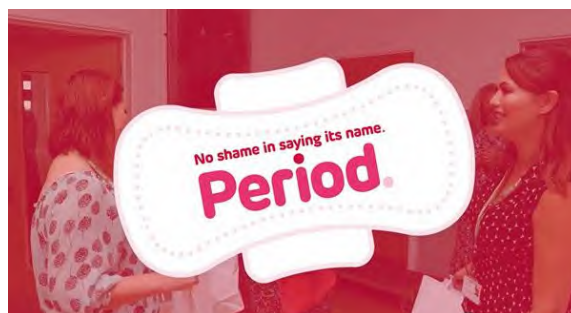
In recognising the issue of the gender pay gap nationally, the network invited the Head of HR to our November meeting to talk about the 'SGC Gender Pay Gap report'.

International Women's Day, 08 March 2022 focussed on the theme, #breakthebias. A programme of events was arranged to support the broad topic including:

- Standing in your personal power: a webinar led by guest speaker Julia Pennington, founder and managing director of Dignifi.
- Wisdom for Working Mums: a webinar led by guest speaker Nicky Lowe, blogger and podcaster. Nicky spoke about motherhood bias and how to manage your work-life blend without getting exhausted
- Informal meeting for members of WSN, led by the Chair, to chat, find out more about the network and celebrate achievements
- Two webinars on having confident conversations led by trainer Debra Parsons
- Wellbeing movement session led by Emily Doe
- Online exhibition about the inspiring women of South Glos

Our more recent initiative is a campaign that led on from a proposal by one of our members that sanitary products be available free of charge for people who need access to them in an emergency. This led to constructive networking with colleagues from Public Health and Strategic Communications on a Period positivity project, building on concerns about equality and the rising cost of living.

To highlight period positivity and reduce the stigma around menstruation, the WSN supported a campaign in local primary and secondary schools by delivering free sanitary products, posters and details of central government support for education settings.



This was well received by attendees of the Head Teachers Conference in May 2022, and we will continue to work on further phases of the project through 2022/23.

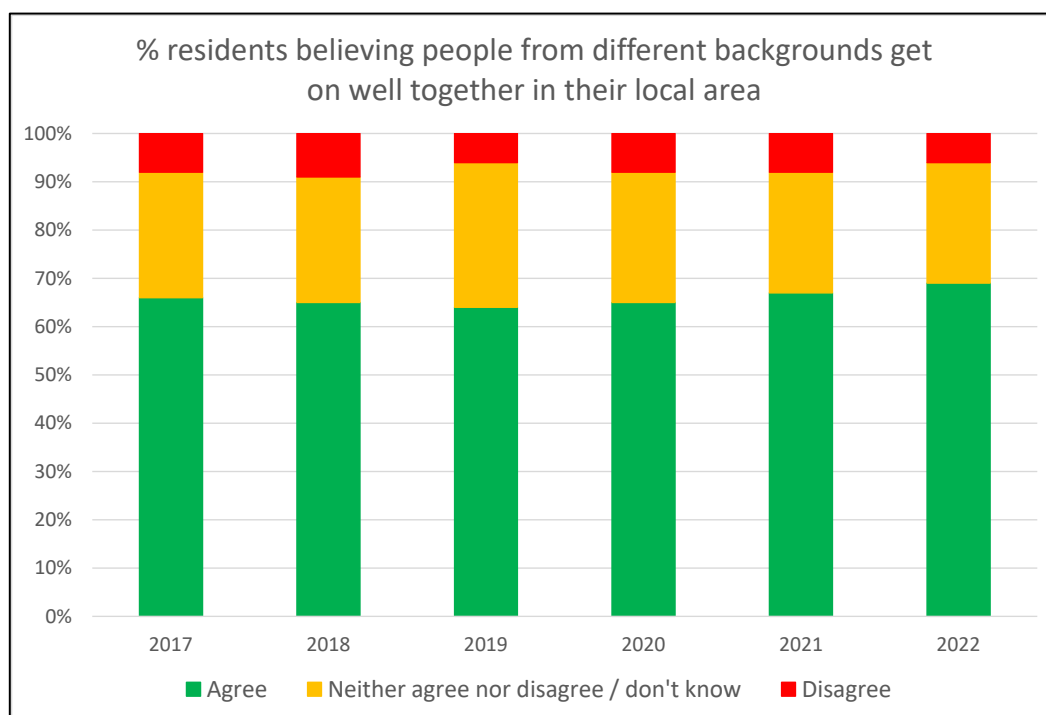
OBJECTIVE 5: TO ADVANCE EQUALITY OF OPPORTUNITY AND FOSTER GOOD RELATIONS BETWEEN DIFFERENT PEOPLE

Each year the Council surveys residents in order to assess their views of equality in the district. This has been done using the same methodology for the past 10 years and thus enables trends to be proven.

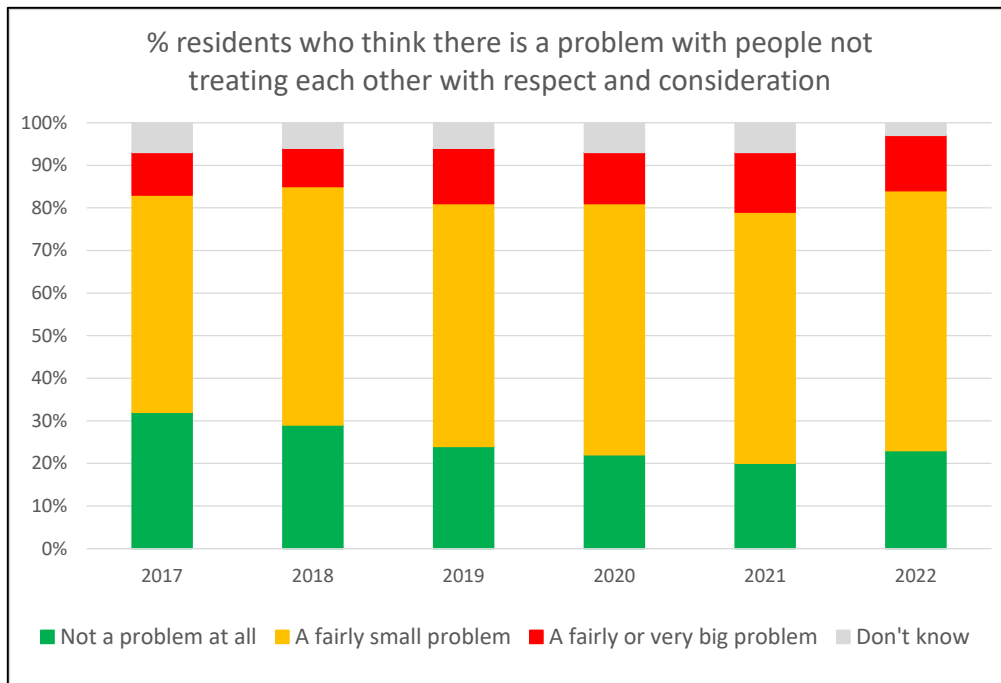
The survey was sent to all 2,351 members of South Gloucestershire Council's Viewpoint panel either by email (84%) or by post (16%). 880 completed surveys were received giving a response rate of 37%.

The panel aims to be as representative of the population of South Gloucestershire as possible and any over- or under-representations with regards to certain demographics are balanced by weighting the data to match the proportions present in the population. Quantitative data has been weighted according to population information taken from the 2011 Census (Office for National Statistics). The results are weighted by gender, ethnicity (white and minority ethnic groups), age (16-34, 35-44, 45-64, 65+) and location (priority neighbourhood and rest of the district).

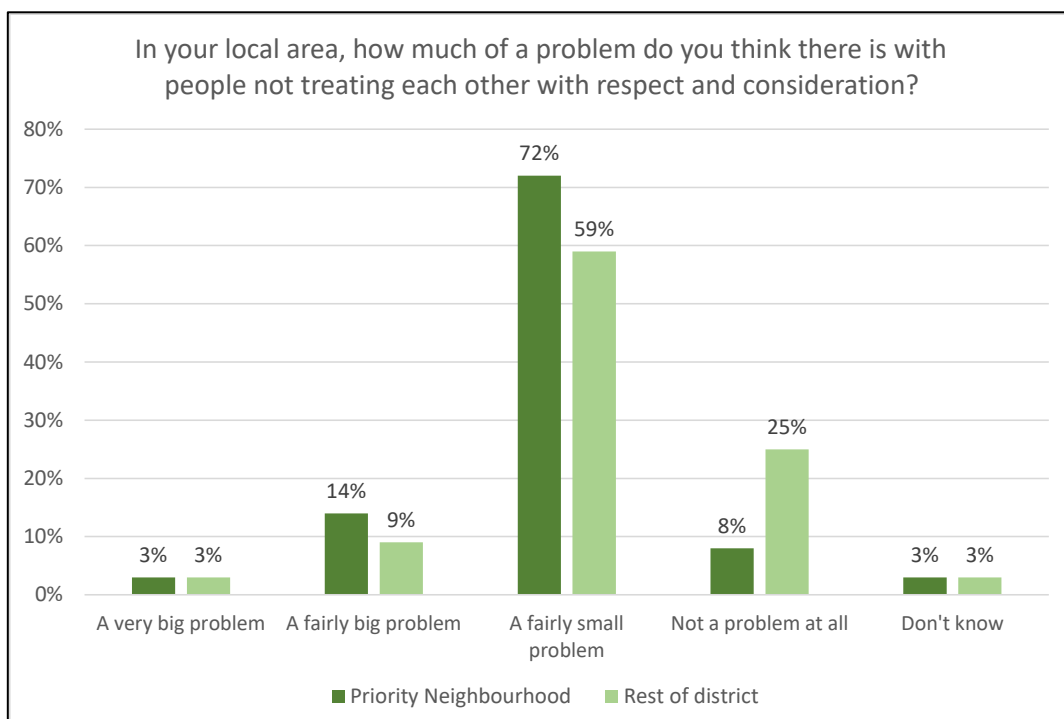
The proportion of residents who feel their area is a place where people from different backgrounds can get on well together increased slightly to 69% from 67%, although fewer people strongly agreed (9% compared to 16% the previous year). The Covid-19 pandemic is likely to have had an impact on the previous years' results, and the proportion of people who strongly agreed in 2022 (9%) is similar to the proportion seen in 2020 before lockdown occurred (11%).



The proportion of residents thinking there is a problem in their local area with people not treating each other with respect and consideration was 13%. This is a 1 percentage point improvement from the previous year, and there was also a 3-percentage point increase in those who thought it wasn't a problem at all. There were some differences in perception between different types of respondent, however, with disabled respondents in particular feeling that there was a very big problem with respect.



There was variation in perception depending on where respondents lived. Respondents from a priority neighbourhood generally thought respect and consideration were more of a problem than the rest of the district, and were significantly less likely to see people treating each other with respect and consideration as 'not a problem at all.'



EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EQIAA)

The Council operates a comprehensive approach to Equality Impact Assessment and Analysis (EqIAA). The Council has in place a comprehensive Equality Impact Assessment Toolkit which guides staff on the process of conducting these important reviews. The Toolkit is available via the public website.

All changes in services, for example, changes as a result of transformation projects, are subject to Equality Impact Assessment and Analysis.

All councillors have undergone mandatory equalities training which included EqIAAs and taking account of this information when making decisions over changes to services.

Equality Impact Assessment and Analysis (EqIAA) is about finding out whether any of our activities have a differential impact on different groups of people. It is about analysing our actions/activities in relation to equality and measuring progress. In 2021/22 we rolled out an internal dashboard linked to our EqIAA activity to enable us to track progress, actions taken to address inequality and measure progress on a corporate level. In 2022/23, we will further refine this approach with the creation of a comprehensive Inequalities Dashboard.

Available Equality Impact Assessments

EqIAAs are available on the Council's website <http://www.southglos.gov.uk/jobs-and-careers/equal-opportunities-information/equality-impact-assessment-and-analysis/>. This list is continuously updated.

All EqIAAs are available upon request from equalities@southglos.gov.uk

PRIORITY AREAS

Through our public consultation work, our ongoing engagement with South Gloucestershire Equalities Voice – our equalities partner organisations; and the Council Plan – a number of priority areas have been established. Details of our work, progress and continuing actions to improve equality in these priority areas is shown below in the individual topic analysis reports shown in Appendix 1.

Priority	Linked Topic Analysis report (shown below this table)
Tackling inequalities in respect of educational attainment and experience.	1, Educational Attainment
Tackling Hate Crime.	14, Hate Crime
Tackling inequalities across employment opportunities.	3, Management Representation 4, Staff Representation
Tackling inequalities within and related to poverty and financial hardship.	9, Child Poverty 10, Financial Security 18, Economic Standing
Tackling housing inequalities.	16, Access to Housing
Tackling inequalities in access, especially in terms of digital inclusion, transport, the built and natural environment and to the wider economy.	5, Waste Management 6, Parks & Open Spaces 12, Digital Inclusion 17, Access to Transport Services
Tackling inequalities in experience of positive mental health.	15, Mental health
Tackling health inequalities.	2, Covid infection and vaccination
Tackling inequalities arising in large council service areas of Adult and Children's Social Care.	7, Adult Social Care 8, Children's Social Care 13, Supporting people with Learning Disabilities
Tackling inequalities as part of work to address the climate Emergency	11, Climate Emergency

APPENDIX 1

KEY TOPIC ANALYSIS

The following table lists all 18 topic analysis reports for ease of reference.

Report 1	Educational Attainment
Report 2	Covid infection and vaccination
Report 3	Management Representation
Report 4	Staff Representation
Report 5	Waste Management
Report 6	Parks & Open Spaces
Report 7	Adult Social Care
Report 8	Children's Social Care
Report 9	Child Poverty
Report 10	Financial Security
Report 11	Climate Emergency
Report 12	Digital Inclusion
Report 13	Supporting people with Learning Disabilities
Report 14	Hate Crime
Report 15	Mental health
Report 16	Access to Housing
Report 17	Access to Transport Services
Report 18	Economic Standing

KEY TOPIC ANALYSIS

1. Topic: Educational Attainment

Period 2021/22

Perceptions

With the re-opening of schools in June 2020 following lockdown in March 2020 in response to the Covid-19 pandemic, the Council introduced a new Recovery and Innovation Fund for 2021/22 to support recovery across the local education system. This would enable a programme of activity across the education system to address the impact of the learning opportunities lost due to Covid.

It was clear that local intelligence told us that specific groups had been impacted more than others by the pandemic and therefore, in addition to a universal additional offer for all children and young people, the programme was designed to provide additional focus and support targeted activity for the more disadvantaged groups.

The Equality in Education Steering Group was established to enable an overview of the impact of this targeted approach and to ensure a focus is maintained in addressing long standing inequalities across the system, which were at risk of worsening through the pandemic.

Engagement with local community groups has ensured awareness of this approach and that the council is committed to addressing inequalities through commencement of funded activity.

The most recent feedback from the community highlights that the community are feeling positive about the approach and recognises the council commitment to addressing inequalities – as stated in the council Plan and as evidenced through the investment.

Data

The Initiative was only launched in 2021/2022 and therefore has not yet had any impact on educational attainment. However, the strategy for children and young people with disabilities which was launched in 2018/2019 and the programme of activity to improve local arrangements for SEND has had a positive impact. This was recognised in the Revisit by Ofsted/CQC in 2020 and further progress has been made since then. Despite lockdown, educational outcome data (unvalidated) for 2021/2022 shows that there has been a narrowing of the gap in outcomes for children and young people with special educational needs and disabilities.

However, the picture is mixed for children and young people from the other protected characteristics which does not show improvement and emphasises the importance of the planned targeted approach over the next 3 years.

Progress

The latest Ofsted figures continue to show an increase of both Primary and Secondary schools within South Gloucestershire rated as good or outstanding. Over the last five years we have moved from 35% Good or Outstanding schools as judged by Ofsted at Secondary and Post 16 to 65%, an increase of 30%.

As of 31st March 2022:-

- 31,353 (78%) pupils attend a good or outstanding South Glos School, this has increased by 4,957 pupils from 2017.
- 82% of schools in South Glos are rated by Ofsted as good or outstanding;
- 84% of (19,376) primary and 70% of (11,421) secondary pupils attend a good or outstanding Ofsted rated South Glos school.
- 85% of (79) primary schools and 65% of (11) secondary schools in South Glos are rated good or outstanding.

Success is evident in relation to children and young people with special educational needs and/or disabilities and this is recognised by Ofsted/CQC through the Revisit of local arrangements and individual school inspections; and DfE monitoring meetings although it also true that further work is still required to improve education outcomes across all key stages across the local education system as a whole.

Significant work in relation to promoting inclusion has been underway in the primary phase in particular across the system, however there is significant work to do in relation to specific minority ethnic groups including Gypsy/Roma Travellers, and boys from African and Caribbean heritage and Dual Heritage across all key stages.

Covid-19 has had a negative impact on the mental health of many children and young people and in particular, members of the LGBTQ+ community with the online pupil survey highlighting significant concerns about the impact on girls. This will undoubtedly have an impact on educational attainment and additional support is required to mitigate for the risk of the gap in educational attainment widening for these young people.

Actions planned

A programme of activity to be maintained over the next 3 years including a targeted approach for specific groups – improving mental health for all children and young people with additional support for LGBTQ+ pupils; development in the curriculum offer for specific groups of children and young people from minority ethnic groups; improved attendance of vulnerable children and young people with a specific focus on Gypsy Roma Traveller children and young people and those with special educational needs and disabilities.

2. Topic: Covid-19 and Vaccinations

Period 2021/22

Background

The Prime Minister announced the national 'Living with COVID-19' strategy on Monday 21 February 2022. The management of Covid-19 has now changed from legally mandated restrictions to individual responsibility. In the biggest shift announced, there is no longer a legal requirement to self-isolate following a positive Covid-19 test. Anyone who tests positive for Covid-19 is advised to stay at home, where possible and avoid contact with other people. Free provision of lateral flow (rapid) tests and symptomatic PCR tests ended for the public on Friday 1 April 2022.

We have developed a local 'Living with Covid-19' framework which sets out our plans to prevent, protect, treat and respond to Covid-19 over the coming year. As the national 'Living with COVID-19' report states clearly, the future of Covid-19 is uncertain and we need to be agile enough to respond to a variety of potential scenarios and developments, whilst at the same time welcoming the move away from emergency measures. Living with Covid - National Framework published 21-2-2022

Our Community Engagement and Insights Team has brought evidence together from primary and secondary sources and from local observations collected through local community groups, trusted voices, and community leaders to understand:

- The impact of and local concerns about Covid-19
- The wider impact of Covid-19 on the health and well being of our population

We have engaged with our local communities during the Covid restrictions through our trusted voices and community leaders, obtaining local insights and providing them with information to support their communities using a 'make every contact count' (MECC) approach. We are now moving into a programme of Covid recovery and looking to see how we can support Communities to recover from the impact of Covid. It is important that this process is Community Led. This partnership working results in a greater sense of community ownership and improved uptake of services as they are tailored to the aspirations of the community.

The overarching community feedback in relation to the impacts of the pandemic have been periodically collated within our South Gloucestershire Covid Community pulse survey with the last one undertaken in October 2021 when government Covid-19 restrictions were still in place. The survey identified a number of key areas:

- Face coverings and general hand hygiene were being adopted but only a quarter of people were opening windows when meeting inside. Following this insight, we have worked closely with our comms team to ensure the messages on Infection Prevention Management are clear and consistent with colleagues in the ICS Team.
- Less than half of the people surveyed were comfortable with meeting inside or using public transport. This insight has been shared with the wider Council to establish how we can get people back to using public transport. Understanding that not everyone has access to a car.
- Personal concern about catching Covid had increased from the previous February survey undertaken.
- Having a Covid vaccination had made people feel more comfortable about meeting up with family and friends.
- Parents were generally happy for their child to receive the Covid vaccination. However, there were some concerns on the side effects and lack of testing data.
- Financial pressures had increased on individuals with a quarter struggling to manage household budgets particularly under 35's (48%) and households with children (35%).

- More people (50%) were finding it hard to self-isolate than at the beginning of the year in 2021. The biggest impact being seen in the under 35's where 61% responded with a difficulty to isolate. The impact on their mental health was the main reason.

Intelligence gathered from local engagement, coupled with data analysis from our Epidemiological team, enables effective evidence-based targeting of interventions and communications campaigns and greater understanding of local concerns.

Since the introduction of the Covid vaccination programme in December 2020 we have been working closely with our NHS partners who run the vaccination programme locally to ensure equitable uptake amongst the population. We have engaged with the BNSSG Maximising Uptake group, which consists of a series of task and finish groups working to ensure that communities who are known to have lower uptake, have access to trusted and reliable sources of information and access to vaccination clinics. These sub-groups are focussed on communities such as minority ethnic populations, Gypsies, Roma and Travellers and those who may face access issues which covers a range of people including people with disabilities and older people. We have also independently developed and monitored our own data and insights and developed our own communications and worked with our local Primary Care Networks to put on clinics, where we feel there are groups for whom need is not being met.

Data

COVID-19 has and continues to affect the population of South Gloucestershire in a wide range of ways. We know from our previous work on inequalities that outcomes can be very mixed across the South Gloucestershire area, and top-level indicators showing general affluence can hide deprivation and hardship.

There is growing evidence and concern that certain populations across all geographies are being disproportionately affected by Covid-19, and that increases in inequalities may result in new vulnerabilities or need.

Inequalities insights work conducted locally during the main response phase of the pandemic yielded the following:

TESTING – Targeted community testing increasingly focused on groups affected by health inequalities. The Covid-19 testing “pink van” targeted areas of socio-economic deprivation, occupations with high exposure risk, minority ethnic groups, people with disabilities or impairments, young people aged 16-29, students, and locations of high COVID-19 prevalence. For example, during February and March 2022, numbers of test kits distributed were estimated as follows:

Number of people contacted each month	February 2022	March 2022
Areas of socio-economic deprivation	3372	2081
Occupations with high exposure risk	4496	2775
Minority ethnic groups	803	495
People with disabilities or impairments	962	595
Young people age 16-29	2890	1784
Students	1927	1188
Locations of high COVID-19 prevalence	1607	991

TOTAL	16057	9909
<p>Living with Covid removes the testing data that has at points been useful in determining both uptake of testing and also positivity rates/incidence. We now must use more vague tools such as the Office for National Statistics Infection Survey to estimate local incidence of Covid.</p> <p><i>CONTACT TRACING</i> – (taken from Evaluation of the South Gloucestershire local authority Covid-19 contact tracing team Jan-July2021). Ethnicity and gender details were largely missing data. Missing ethnicity data was 84% and 91% of cases for each data period (Jan-Mar, Apr-July) respectively, and gender data was missing for 40% and 55% of cases. This totals to 1,262 cases with no ethnicity details, and 642 cases with no gender details. This is not uncommon within NHS services, but it is an area of concern. This evaluation cannot provide any knowledge towards understanding health inequalities in these two important areas and is a substantial limitation.</p> <p>Younger age groups were harder to contact, particularly 20–29 year-olds, similarly 70+ age groups had a lower level of call completion. Main reasons were missing contact details. Those cases from the most deprived South Glos quintile (quintile 1) were least likely to engage or be contactable, but the local team did well with quintile 2 (31% as an added value service, and 91% during the enhanced process).</p> <p>From available support needs data (April-July 2021), out of 472 residents contacted, 192 required direct financial aid during self-isolation (41%), and further signposting to One Stop Shops was made in 26% of cases. There was high demand for help and support.</p> <p>Living with Covid removes the contact tracing data that has at points been useful in determining the geographic location and associations with deprived areas and other risk factors. We now must use more vague tools such as the ONS Infection Survey to estimate local incidence of Covid, but this will not provide breakdowns within local authority area to allow exploring factors such as areas of deprivation.</p> <p><i>VACCINATION UPTAKE</i> – An early evaluation of the Covid-19 Maximising Uptake programme found the following: The COVID-19 vaccination programme in Bristol, North Somerset and South Gloucestershire (BNSSG) had equity at the core of the strategy from the planning stages. It aimed to leave no-one behind, particularly those at higher risk of severe illness and death from COVID-19. The programme combined strategic oversight with operational groups, and structures to provide governance within this. National evidence on COVID-19 risk, and population factors affecting vaccination uptake was combined with BNSSG population health data on influenza vaccination uptake to identify the following priority groups for maximising uptake work: Group 1: People with experience of homelessness; Group 2: Non-English first language speaking, minority ethnic groups, refugees, asylum seekers – particularly focussed on Bristol Inner City (BIC) Primary Care Network (PCN); Group 3: Those living a distance from a vaccination centre/rural communities/deprived populations/Gypsy, Roma, Traveller/Boating community; Group 4: Hospital patients; Group 5: Those who may struggle to access vaccination centres – people with Learning Disabilities, Serious Mental Illness, Drug & Alcohol dependence, physical disabilities including visual and sensory impairment.</p> <p>BNSSG overall assessments in the evaluation showed a mixed picture.</p> <p>Compelling data is presented for group 5 (see inclusions above and in the table below).</p>		

Priority Sub-Group	Number in the sub-group	Vaccination uptake (to 17 th May 2021)	Relevant factors identified to explain uptake
Learning* disabilities	5,244 people	87.6% (above BNSSG average)	Involvement of carers Predominantly physical access issues – keen to be vaccinated
Physical disabilities*	7,093 people	90.3% (above BNSSG average)	Housebound visits
Physical and sensory impairment*	79,072 people	92.3% (above BNSSG average)	Already well engaged with community support services (including GP)
Severe Mental Illness*	8,991 people	80.7% (below BNSSG average)	Non-responsive to multiple services or healthcare offers
Drug and Alcohol Dependence*	13,336 people	76.5% (below BNSSG average)	Competing priorities vs vaccination

Residents with severe mental illness and those who have issues with drug/alcohol dependence appear much less likely to receive vaccinations than other residents, assuming this pattern is seen across the three Local Authority's covered.

Vaccine uptake of people from all minority ethnic groups combined in South Gloucestershire is slightly above the national average.

MORTALITY – unfortunately there is not sufficient granularity on the mortality data currently to look at demographic or other factors defining health inequalities to explore associations with Covid-19 mortality.

LONG COVID – now a recognised syndrome with wide ranging presentations, duration and severity, predominantly characterised by symptoms of fatigue, brain fog and breathlessness. 1.3m (2.4%) of the UK are currently experiencing self-reported long Covid (>12 weeks), 1.8m currently experiencing self-reported long Covid (>4 weeks). This translates to roughly 6,500 in locality (2.4% of the population of the South Gloucestershire).

Risk factors: 35-49 years; People living in deprived areas; Female; Working in teaching & education; People with another activity-limiting condition; Working in Health & Social Care.

301 referrals to the long Covid assessment service from South Gloucestershire GP surgeries in 2021: 26% of all the referrals to the service in year.

Progress

With Covid restrictions lifted and the Governments 'Living with Covid' document published we are moving into a Covid recovery stage.

Over the past two years decisions have been made at speed and actions executed to respond to the Covid-19 pandemic. Working with our partners in UKHSA, we have investigated, managed, and contained outbreaks. Supporting settings with advice, guidance, and outbreak management meetings.

We have assisted our Commissioning Teams with outbreaks in Care Settings, understanding the pressures in the wider system of bed spaces in hospitals and access to Pathway 3 beds, these

are for people being discharged from hospital who are likely to require 24 hour bedded care on an ongoing basis

We have worked closely with Education settings, helping to manage outbreaks, understand government guidance and where possible ensured that schools stayed open, enabling access to education for all children in our communities.

We are working with NHS Clinical Commissioning Groups as part of a system led approach the Local Authority and its partners have effectively supported the roll out of the Covid Vaccination programme at pace. We continue to be part of the maximising access programme, ensuring the Local Authority insights, intelligence and knowledge steers the vaccination programme, using our communication tools and resources to ensure our residents are aware of the vaccination sites.

We have worked with NHS partners to put in place action plans to address communities and demographic groups of lower take up, utilising mobile delivery models, targeted comms and trusted voices via community leaders to engage harder to reach groups.

Actions planned

1. Engaging with the wider Council Covid recovery plan. Working with our priority neighbourhoods, community engagement forums, early help community networks and partnership working in general to understand the community and residents needs following Covid.
2. Relaunching Thrive at Work in partnership with WECA. This is an offer for businesses, both employers and employees to engage in conversations and workshops about their physical and mental health.
3. Using the Family Resilience Forums to work with parents and children in early years and early years practitioners. Building their mental health resilience which following our Covid intelligence and insights are a group that we know have been greatly impacted by Covid.
4. We have been engaging with Voluntary sector groups via a programme entitled, 'Community Brightside'. This has provided Voluntary Group Leaders with information on Covid, Mental Health, Climate Change (the impact of disposable masks and plastic tests), Communication skills and information about ongoing Infection Prevention management.
5. Using, 'Make Every Contact Count' (MECC) approach to behaviour change. This utilises the interactions that organisations and people have to encourage changes in behaviour that will have a positive effect on the health and well-being of individuals, communities and populations
6. Working with our Gypsy, Roma and Traveller communities. Our outreach teams have been discussing financial security and engaging in mental health conversations.
7. Continued work with the BNSSG vaccination programme to support Covid programme roll out; and where gaps are identified, helping to increase uptake via comms and community engagement.
8. Continue to utilise trusted voices, engagement and insights gathered from the community to inform ongoing service delivery e.g. focus on mental health, financial impacts from Covid.

3. Topic: Management Representation

Period 2021/22

Perceptions

This topic relates to the council's workforce to improve diversity within the council's senior management. The council's [Annual Equality in Employment Report](#) provides data about our workforce against protected characteristics. The council also publishes a [Gender Pay Gap report](#), the latest report is for the date of 31 March 2021.

The breakdown of data by grade for age, gender, disability, religion, sexual orientation and ethnicity is in this report.

The data indicates that the workforce becomes less diverse at more senior grades. Although the latest data shows that this is starting to improve. Appropriate benchmarks need to be established to enable progress to be measured.

Data

The council's [Annual Equality in Employment Report](#) shows a grade analysis against protected characteristic at Section 11.

The key findings of the report relevant to management representation are:

- The gender distribution within departments and council wide remains consistent with previous years. The gender split between male and female headcount remains approximately 70% female and 30% male.
- Females are under-represented at the Chief Executive (CE) & Senior Managers (55%) and HAY03-A (61%) grades given that they account for 69% of the overall workforce. One study found that 39% of all senior positions in local government were held by women, which would suggest the council compares well on this measure. However, more complete benchmark data is needed to ensure consistent comparisons across all protected characteristics.
- There is a wider age range in lower graded posts compared to higher graded posts.
- There does not appear to be a correlation between sexual orientation/religious belief and grade (seniority)
- The percentage of employees that state they are disabled at the more operational grades are over-represented compared to the higher grades (4.35% of staff in post in the HAY10-14 grade are disabled compared to 2.44% of staff in the HAY03-A grade group and 3.45% in the CE & Chief Officers & Senior Management grade group). Barriers to progression need to be explored.
- People from minority ethnic groups have better representation in the CE & Chief Officer & Senior Management grade group (17.24% of staff in post) compared to the overall workforce (9.59% of staff in post). Wider benchmarking found that only 6% of top senior management roles were held by employees who are in minority ethnic groups.

Progress

The 20-21 Annual Equality in Employment report set the base data for measurement of diversity by grade. The 21-22 report shows an improvement in management diversity in all protected characteristics compared with the 20-21 report.

The council has run a number of targeted programmes to encourage progression of staff from minority ethnic groups and female progression, for example, the Stepping Up programme as well as the Springboard Women in Leadership Programme. There is further work to be done to support diversity at senior levels within the organisation which will be address within the Workforce Equality Action Plan 22-24.

Actions planned

The council published its Workforce Equality Action Plan 2022-24. The action plan is in delivery and each quarter the L&D Manager meets with the staff equality groups to report progress. A member of the council's HR team is undertaking research as part of ongoing CPD to underpin the council's approach to improving diversity and this will directly impact on actions within our workforce equality action plan currently in development.

4. Topic: Staff Representation

Period 2021-22

Perceptions

This topic relates to the council's workforce diversity. The council's [Annual Equality in Employment Report](#) provides data about our workforce against protected characteristics. The council also publishes a Gender Pay Gap report, the latest report is for the date of 31 March 2021.

Key points from the executive summary of the Annual report are:

- The gender distribution within departments and council wide remains consistent with previous years. The gender split between male and female headcount remains approximately 70% female and 30% male. There is a continuing trend in 2021/22 with an increasing number of women when compared to previous years occupying full-time posts within the council. The reason for this needs to be explored.
- The age profile of the council has remained consistent with minimal changes across all age groups. The biggest age group is 50-59 (30.3% of the workforce).
- The council workforce broadly reflects the South Gloucestershire demographic in terms of ethnicity with minority ethnic groups accounting for 9.2% of the workforce (compared to 8.1% of the South Gloucestershire population as a whole from 2011 census data).
- The percentage of staff who have disclosed their data for all equalities groups increased this year in all areas. This is due to a combination of more new starters recording their protected characteristics than ever and a higher voluntary turnover rate in the "not known" category. Despite this small improvement, data completeness remains a challenge to enable better analysis and insight to support equality priorities/plans. This is particularly true for the Gender Reassignment, Sexual Orientation, Disability and Religion/Belief protected characteristics.
- The council becomes less diverse against some protected characteristics in the higher grade groups (i.e. with seniority).

Data

The structural differences in the council's workforce is explained within the council's Gender. The council's [Equality in Employment annual report 21-22](#) sets out an analysis of the council's workforce by protected characteristic and provides comparison benchmarks where these are available.

Progress

The council's Gender Pay gap has seen a gradual reduction over the last few years.

Trend data narrative for the workforce where available is set out in the Employment report.

Actions planned

The council published its Workforce Equality Action Plan 2022-24. The action plan is in delivery and each quarter the L&D Manager meets with the staff equality groups to report progress.

5. Topic: Waste Management

Period 2021/22

Perception measures

The following table shows satisfaction levels amongst residents in relation to 'waste and recycling services':

Waste and recycling services

Waste and Recycling Services																											
	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	BAME	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
2014/15	70%	73%	69%			67%	70%	76%	52%	73%	72%	59%															
2015/16	64%	62%	66%			62%	60%	71%	59%	66%	65%	63%															
2016/17	69%	72%	67%			63%	72%	72%	68%	69%	71%	66%															
2017/18	69%	73%	67%			69%	68%	72%	61%	71%	71%	70%															
2018/19	70%	75%	66%			65%	65%	73%	64%	72%	72%	65%															
2019/20	71%	74%	69%			76%	67%	79%	70%	72%	72%	63%	83%	73%	90%	56%	73%	90%	73%	67%	73%	63%	33%	50%	0%	82%	73%
2020/21	77%	80%	76%	85%	71%		74%	81%	74%	79%	78%	80%	71%	64%	67%	86%	79%	50%	79%	60%	81%	78%	50%	80%	-	67%	77%
2021/22	80%	85%	76%			75%	75%	86%	79%	80%	81%	62%	82%			79%	100%	81%	80%	82%	100%	100%	67%	-	67%	78%	
2022/23	77%	81%	75%			72%	72%	78%	76%	78%	78%	65%	79%			79%	-	78%	100%	80%	-	0%	67%	-	83%	76%	

Data

There are no significant trends in terms of satisfaction with services. Waste and recycling services, along with Parks and Open Spaces, are the two areas rated with the highest satisfaction levels and are only service areas to rate at over 70% satisfaction

Progress

We have faced delays in progressing scheduled work with Warmley Park school due to COVID restrictions being in place. However, since restrictions have eased, we have made progress with the school and will complete this work this year.

Actions planned

We have met with the Head Teacher of Warmley Park School and pupil representatives from the school council and agreed the school will produce videos to help our residents understand the kerbside recycling scheme including food. Dates have been agreed for members of the Waste Team to work with the pupils on social media, video content and to produce literature to help all residents access and understand our services. This work will take place in the 2022/23 school year.

We continue to offer an assisted collection service to residents that require a collection from within their property boundary and is a well-received service.

6. Topic: Green Infrastructure & Nature Recovery, including parks and open spaces

Period 2021/22

Perceptions

The [South Gloucestershire GI Strategy](#) 2021 was adopted in December 2021 and was informed by extensive engagement with equality and diversity groups and a public consultation as summarised in the [Green Infrastructure Strategy 2021 Equality Impact Assessment.pdf \(southglos.gov.uk\)](#). The Equality Impact Assessment and analysis (EqIAA) included a review of the reach of this engagement and consultation to identify the voices of people with protected and other characteristics which were missing to inform priorities for further engagement work, and this included residents from minority ethnic groups and young people.

It was also noted, through analysis of the GI Strategy engagement and consultation undertaken and wider council consultation including the annual Budget Survey 2021 and StreetCare survey, that satisfaction levels for public open spaces was lowest among residents from minority ethnic groups highlighting the need for further engagement with residents from minority ethnic groups.

Comments in the GI Strategy consultation and surveys including Annual Parks Visitor Surveys in 2021 also recorded specific accessibility requests, concerns and recommendations which would improve resident satisfaction levels and perception regarding seating, toilets and changing places facilities which have been followed up in 2022.

The Council Budget 2022-23 and Savings Plan Consultation Output Report states that 'the highest levels of Net Satisfaction are for parks and open spaces (67% Net Satisfaction, up 3 percentage points on last year),' Whilst this is a positive reflection of the management of our parks and open spaces and increased use and valuing of these spaces during the pandemic, 41 out of 279 budget survey respondent comments highlighted 'neglected green spaces and fly tipping' as priorities for action.

95% of survey respondents indicated that they use parks and open spaces, however survey respondents were not fully representative of the population of South Gloucestershire and we know from the findings of the GI Strategy consultation and engagement that access to and participation in parks and green spaces is poor for people with protected characteristics particularly people from minority ethnic groups.

Data

The engagement findings and consultation undertaken to prepare the [South Gloucestershire GI Strategy](#) 2021, and evidence nationally highlights self-reported outcomes indicating positive links between access to green space and nature and good health and the important role of access to green space and environmental quality as a wider determinant of health and to reduce the inequality gap. National data and research published by British Medical Journal and Friends of the Earth regarding access to private green space during Covid has highlighted increasing use of green space and also significant inequalities of use between people with different characteristics.

Locally around 1 in 10 people do not have access to a private or shared garden, and residents from minority ethnic groups are statistically least likely to have access to a garden, and people in rural areas less likely to have access to public open space.

In addition to residents from minority ethnic groups having lowest access to private or shared green space and poorest levels of satisfaction in green spaces locally, data from annual park visitor surveys also indicates that levels of participation and visits (service take up) is also disproportionately low.

Addressing inequalities of participation and satisfaction in green spaces is an area of work and policy being championed by the West of England Nature Partnership Health and Nature Strategy Group as set out in the [A Strategy for Nature and Health in the West of England -](#)

[WENP](#) and through the regional 'Healthier with Nature' green social prescribing project being delivered by BNSSG. SGC is actively involved in both of these regional initiatives.

Progress

Work has only been in progress for 6 months following adoption of the GI & NR strategy. The focus in this time has been on the areas where we do not have sufficient data to know what the satisfaction and outcomes gaps are.

28 contact points for missing voices were identified and approached, of which 10 responded.

These "active" contacts include the following voices:

- Youth
- Young adult, including care leavers
- LGBTQ+
- Black and Asian groups
- Religious
- Physically disabled
- Learning disabled
- Low vision & deaf/deafened/heard of hearing
- Carers
- Young carers

Further engagement with these contact points is being progressed including development of workshop material to facilitate further discussions, a survey to further understand barriers and solutions and attendance at engagement events including Bristol Pride.

Actions planned

- A survey to further understand barriers and solutions for circulation to the 10 contact points for 'missing voices' identified.
- Short term plan is to develop workshops for discussions with groups (group led) to understand the different experiences of local public open spaces and provide recommendations.
- The results will be used to identify common needs and any conflicting priorities across multiple equalities characteristics and consider how these can be directly addressed or can inform good design for Public Open Spaces.
- The intention is to develop shared standards for new installations and major refurbishments which will improve the experiences of all users, and benefit disadvantaged users the most.
- Installation of Changing Places facilities following the external funding secured by the council.
- Continue engagement with stakeholders including equality and diversity groups to inform design and engagement in the restoration of Kingswood Park for the bid being prepared to the National Lottery Heritage Fund.
- Progress proposals for 'navi lens' navigation to be set up at Grimsbury Community Farm and to scope suitability for other sites in South Gloucestershire
- Prepare a public facing map of parks and green spaces with information to assist residents in finding local green spaces which meet their needs.

An outline of further actions is shown in the

[Green Infrastructure Strategy 2021 Equality Impact Assessment.pdf \(southglos.gov.uk\)](#)

And the

[South Gloucestershire Green Infrastructure and Nature Recovery Action Plan V2 18 November 2021.pdf \(southglos.gov.uk\)](#)

7. Topic: Adult Social Care

Period 2021/22

Data

Data on satisfaction with Adult Social Care services taken from the Equalities Impact assessment supporting the Council revenue budget and capital programme 2022

Care for older people – satisfaction levels reported

Care for Older people - Satisfaction levels reported																											
	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
2014/15	31%	32%	32%			22%	26%	39%	26%	32%	32%	43%															
2015/16	9%	11%	8%			5%	7%	15%	19%	8%	9%	14%															
2016/17	9%	10%	7%			4%	10%	13%	15%	7%	8%	10%															
2017/18	9%	8%	10%			4%	5%	14%	20%	8%	9%	7%															
2018/19	12%	11%	11%			7%	9%	14%	22%	10%	12%	10%															
2019/20	7%	6%	8%			17%	8%	12%	11%	6%	7%	6%	11%	3%	0%	11%	7%	0%	7%	0%	11%	13%	0%	0%	0%	18%	4%
2020/21	34%	39%	30%	40%	22%		24%	42%	49%	29%	35%	31%	25%	0%	0%	55%	37%	0%	34%	0%	45%	0%	0%	0%		33%	21%
2021/22	35%	36%	36%			13%	32%	42%	37%	34%	37%	18%	55%			35%	0%	36%	100%	42%	0%	0%	0%	0%	50%	25%	
2022/23	28%	30%	28%			17%	23%	32%	35%	26%	29%	26%	29%			27%	-	29%	0%	33%	-	10%	0%	-	25%	21%	

The data shows a 7% decrease in overall satisfaction with Adult Social Care services, this may reflect the impact of covid, where some services such as day care were not able to operate. Recovery from covid and workforce challenges have meant that in spite of an increase in provision overall, there has been an increase in waiting times for some services. Satisfaction of services is higher for older adults.

Care for physically disabled and those with learning difficulties – satisfaction reported

	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
2014/15	31%	31%	31%			28%	29%	35%	29%	31%	34%	14%															
2015/16	7%	8%	6%			5%	6%	10%	16%	6%	7%	3%															
2016/17	6%	7%	5%			3%	7%	5%	18%	4%	5%	9%															
2017/18	7%	6%	7%			4%	4%	9%	18%	5%	6%	8%															
2018/19	8%	6%	8%			9%	7%	7%	17%	6%	8%	8%															
2019/20	6%	5%	6%			18%	5%	7%	16%	4%	6%	5%	3%	0%	0%	15%	6%	0%	5%	0%	7%	13%	0%	0%	0%	12%	5%
2020/21	25%	30%	21%	40%	19%		21%	29%	48%	18%	26%	19%	25%	0%	33%	38%	28%	0%	27%	0%	34%	0%	33%	0%		0%	20%
2021/22	27%	29%	27%			19%	27%	31%	38%	27%	27%	18%	45%				28%	0%	29%	0%	33%	0%	0%	0%	0%	75%	22%
2022/23	22%	20%	21%			21%	17%	24%	35%	17%	21%	14%	18%				22%	-	22%	0%	26%	-	100%	0%	-	0%	18%

Overall satisfaction of adult social care services for physically disabled and those with disabilities has fallen by 5% this may reflect the impact of covid, where some services such as day care were not able to operate. Recovery from covid and workforce challenges have meant that in spite of an increase in provision overall, there has been an increase in waiting times for some services.

People in receipt of Adult Social Care services

The tables below compare the numbers in receipt of an adult social care service by protected characteristic category from Adult Social Care Equalities report 2020/ 2021 with South Gloucestershire population census data 2011. There has been no change in the profile of people who use adult social care services from last year's data.

Gender

	% in receipt of ASC service	% of pop		% in receipt of ASC service	% of pop
Male	41%	49.5%	Female	59%	50.5%

Data shows higher % of women is receipt of adult social care services that proportion of population which reflects that on average women live longer and are more likely to be carers.

Age

	% in receipt of ASC service	% of pop		% in receipt of ASC service	% of pop
16 - 64	20%	76.1%	65 +	80%	23.8%

Data shows the majority of services users are over 65 years. The 18.68% of service users under 65 reflects the census data that 15.6 % of population report that they are limited in day-to-day activity to some extent.

Ethnicity

	White British	White Other	Black	Asian	Dual Heritage	Total
Home Care * (no.) & %	94.9%	2.2%	0.88%	1.39%	0.54%	100%
Population % 2011 census data)	91.2%	3.1%	1%	2.4%	1.4%	100%

Home Care has been selected as an example of Adult Social Care services. This pattern is mirrored across other adult social care services. The data suggests that all proportionally access to adult social care services aligns with South Gloucestershire ethnicity profile.

Progress

- **Capturing equalities data** - Adult Social Care has implemented a new client record system, recording of equalities information has been created as a mandatory step. This has reduced the level of unrecorded equalities data and will enable the service to more accurately understand service inputs and outcomes for those in receipt of adult social care services, which will inform how the service operates. Workshops have been held with practitioners to remind people of the criticality in recording equalities data and provided guidance on how to have request information and to include enquiry of impact of protected characteristics on an individual's experience and eligible care and support needs.
- The Care Act requires the service to put the individual at the centre of practice. This ethos is central to the strength based **Three Conversation** approach to practice adopted by Adult Social Care Services. The aim is for timely, proportionate and person-centred interventions addressing eligible

needs in a way that best suits the individual. Effective adoption of this approach requires inequalities and disadvantage to be recognised and addressed in any resulting interventions.

- **Equalities Impact Assessments** – have been completed for the following areas: Adult Social Care, Assistive Technology, Discharge to Assess, Mental Health and Safeguarding. These are reviewed annually. Key Performance Indicators have been adopted to provide the greatest insight into the impact of the service and outcomes for individuals. The EQIAs and KPIs will be reviewed to ensure they also align with the Care Quality Commission Assurance framework, due to be implemented April 2023.
- **Service User feedback** –The Care Forum have been commissioned to undertake an independent exercise to speak to a sample of people who have recently been in receipt of adult care services to share their experiences. The service has made use of a short term funded post to co-ordinate and promote the collation feedback from services users. Outputs from these initiatives will be shared in future reports.

Actions planned

The focus for Adult Social Care is to support the Council Plan Priorities for maintaining independence and prevention. 'Keeping people safe and well in the community'

The service is aware of the need to ensure understanding of whether services are accessible in an equitable way and meet the needs to all of the residents of South Gloucestershire. To do so, the service needs to further develop recording and reporting to fully understand the impact of services, understand any gaps in access or outcome by category group to put in place interventions address any inequalities identified.

The council wide EqIAA data indicates that residents from minority ethnic groups, younger adults and those of a non-Christian religion are less satisfied with adult social care services. The data also indicates that residents from minority ethnic groups are proportionally more likely to be subject of a mental health act assessment and /or be detained under the mental health act.

Adult Social Care Assurance – the incoming framework introduces service standard criteria. The framework is rooted in the experience of people who use services and their outcomes. The requirements for assurance will ensure the service has robust data and processes in place to evidence experience and outcomes. Public Health population health data will be used to inform at a local level, local needs and specific interventions to address. The service EqIAAs, and KPIs will be reviewed to ensure the service has identified the measures that provide greatest insight.

Listening to those who use our services and to our communities – the service will continue to embed the regular and robust collation of feedback from people who use services. In addition, the service will work closely with colleagues in Partnerships and Commissioning to develop community networks and improve dialogue between service and community to inform service developments.

Equalities considerations evidenced in practice - the service continues to provide a range of accessible learning and development across all role groups to ensure that person centred practice rooted in human rights is at the centre of practice. This includes continuing professional development, case audits, supervision, peer reflections, guidance, sharing best practice.

8. Topic: Children's Social Care

Period 2021/22

Perception measures

Residents of South Gloucestershire are asked on an annual basis to feedback their satisfaction levels with Children's Social Services. Reported satisfaction levels are shown in the following table:

Children's social services – percentage stating satisfaction

	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh
2014/15	31%	37%	22%			32%	28%	34%	15%	34%	33%	33%													
2015/16	4%	4%	4%			5%	4%	3%	5%	4%	4%	9%													
2016/17	3%	4%	3%			2%	4%	4%	3%	3%	5%	3%													
2017/18	3%	3%	3%			4%	2%	3%	6%	2%	2%	5%													
2018/19	4%	3%	4%			5%	6%	10%	9%	3%	4%	2%													
2019/20	5%	5%	5%			19%	3%	4%	11%	4%	4%	15%	3%	0%	0%	4%	4%	0%	4%	0%	6%	25%	0%	0%	0%
2020/21	13%	11%	15%	56%	8%		13%	12%	17%	12%	11%	21%	13%	14%	33%	0%	13%	0%	14%	0%	11%	0%	0%	0%	
2021/22	14%	16%	14%			27%	17%	9%	13%	15%	15%	6%	14%				15%	0%	15%	0%	16%	0%	0%	0%	0%
2022/23	16%	11%	17%			19%	17%	15%	21%	14%	15%	26%	6%				15%	-	16%	0%	19%	-	100%	100%	-

The data shows that younger people in particular show a consistently higher level of satisfaction with services than average. This is a positive point as 'younger people' are the key customers of services. In the last year, the satisfaction levels of disabled people and people from minority ethnic groups appear to have increased. The Integrated Children's Services division has produced a comprehensive Equality Plan focussing on addressing disparities and this is explained below.

Data

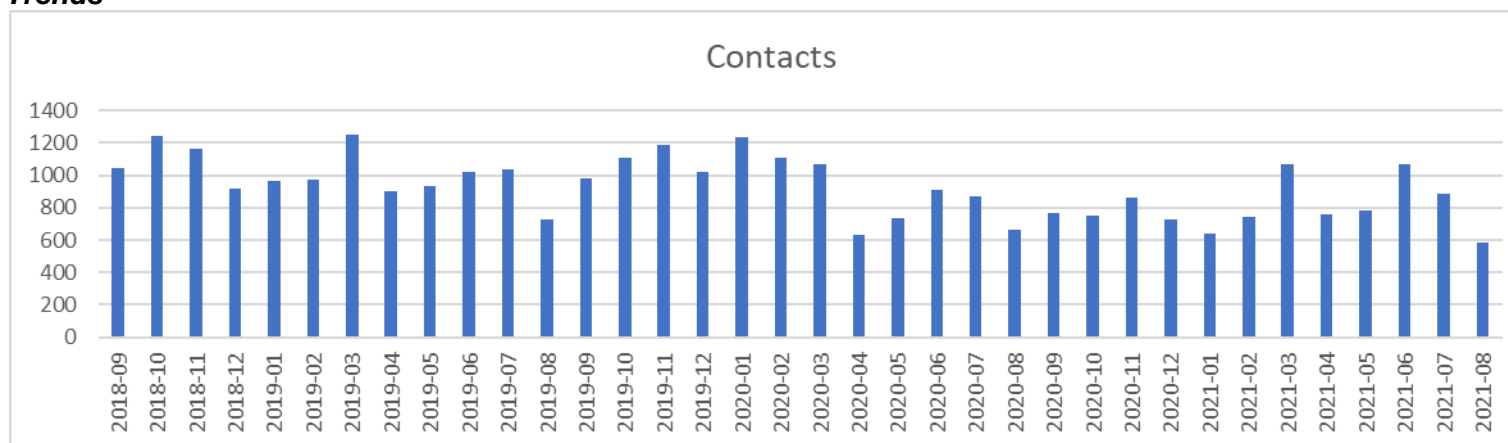
The data below provide information concerning the reporting period of 2021/22, and also include the data from the year 2020/21 in order that comparisons can be highlighted.

Total number of contacts in reporting year.

Contacts Received	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	9,363	48%	52%	27%	32%	28%	12%	0%	76%	13%	11%	6%
2021/22	9,415	47%	53%	26%	33%	29%	13%	0%	76%	21%	3%	6%

The data shows a clear reduction in the number of contacts for whom ethnicity is unknown/unrecorded. In addition, it is noted that there was a significant increase in the proportion of contacts from people from minority ethnic groups.

Trends



Section 47 Enquiries in reporting year.

Section 47 Enquiries	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	Minority Ethnic Groups	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	828 (658 CYP)	49%	51%	32%	27%	32%	9%	0%	76%	22%	2%	7%

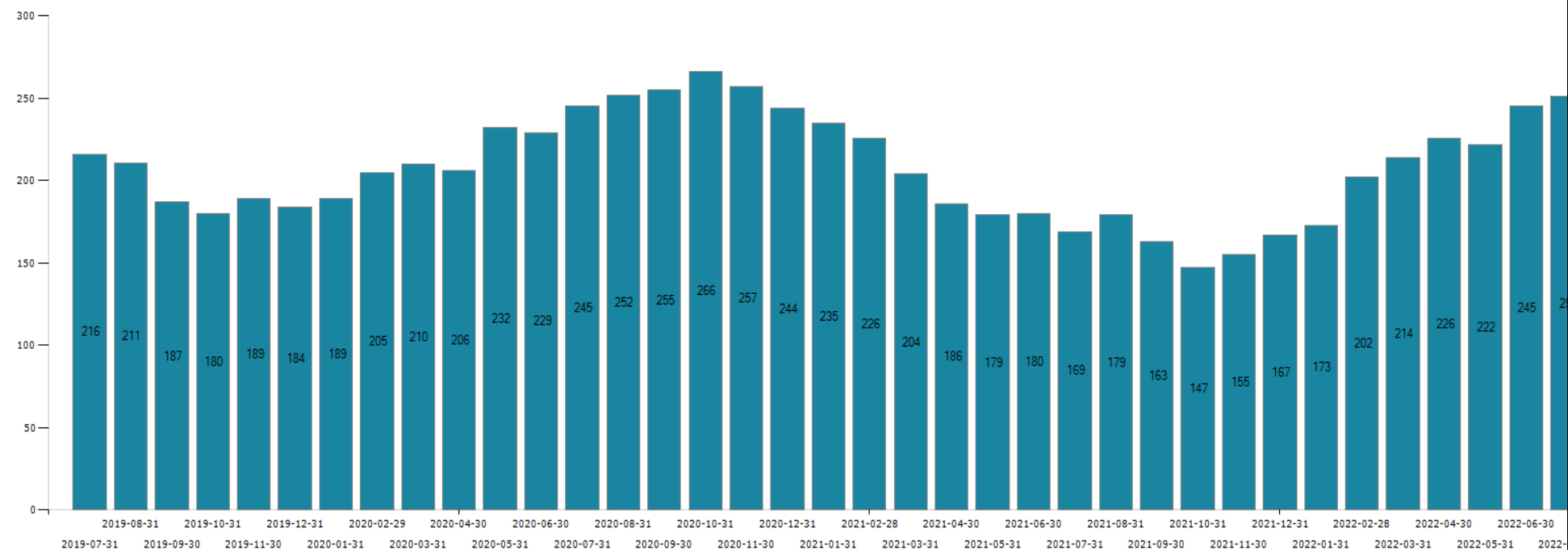
2021/22	900 (710 CYP)	50%	50%	29%	30%	30%	11%	0%	77%	22%	1%	7%
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Child Protection Plans on 31st March.

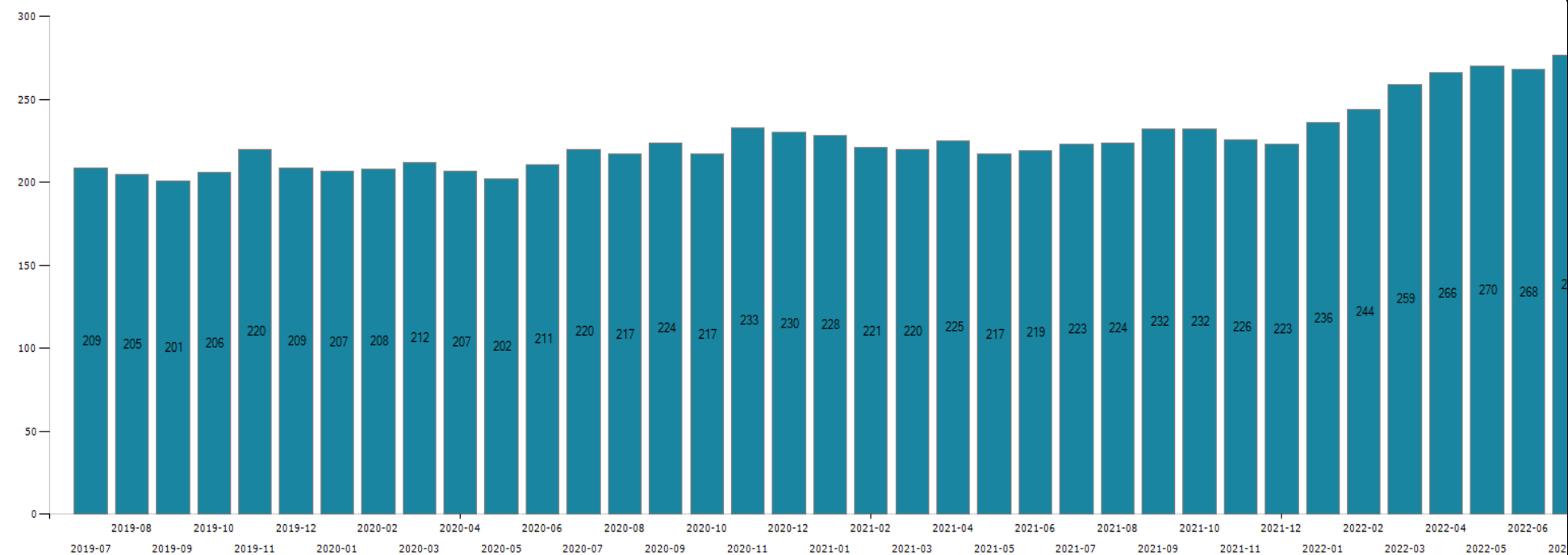
Child Protection Plans (31st March)	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	205	50%	50%	32%	32%	31%	5%	0%	75%	23%	2%	5%
2021/22	214	45%	54%	35%	34%	27%	5%	0%	75%	23%	2%	9%

The 2011 Census shows that across the 0 – 24 year old population in South Gloucestershire, 9.3% were from minority ethnic groups. Comparing this to the above data, it is clear that children and young people from minority ethnic groups continue to be proportionately over twice as likely to be subject of a Section 47 enquiry and Child Protection Plan.

Trends – Child Protection Plans



Trends – Children in Care



Children in Care with an up-to-date health assessment: OC2 Cohort (CiC 12 months or more as of 31st March)

Up-to-date health assessment – YES	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	131	38%	62%	11%	17%	45%	28%	0%	84%	15%	2%	22%
2021/22	124	44%	56%	10%	21%	40%	29%	0%	82%	18%	0%	17%
Up-to-date health assessment – NO	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	6	50%	50%	50%	17%	33%	0%	0%	83%	17%	0%	33%
2021/22	22	36%	64%	27%	9%	18%	45%	0%	73%	27%	0%	32%

Care Leavers cohort submitted to DfE via annual 903 statistical return. Numbers based on those in contact.

Care Leavers Suitable accommodation – YES	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	148	45%	55%	N/A	N/A	N/A	1%	99%	75%	24%	1%	14%
2021/22	151	46%	54%	N/A	N/A	N/A	1%	99%	77%	23%	0%	14%
Care Leavers Suitable accommodation- NO	Number	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
2020/21	2	0%	100%	N/A	N/A	N/A	N/A	100%	100%	0%	0%	0%
2021/22	2	0%	100%	N/A	N/A	N/A	N/A	100%	100%	0%	0%	0%

Time between entering care and moving in with family for adopted children. A10 Adoption Scorecard measure.

Ave. length of time over 3-year period:	Average Days	Female	Male	Age 0 - 4	Age 5- 10	Age 11 - 15	Age 16 - 17	Age 18+	White British	Minority Ethnic Groups	Ethnicity Unknown / Not Provided	With Disability
Apr18-Mar21	241 days for 7 children	188 days	280 days	241 days	n/a	n/a	n/a	n/a	236 days	270 days	n/a	n/a
Apr19-Mar22	321 days for 13 children	239 days	362 days	297 days	582 days	n/a	n/a	n/a	325 days	270 days	n/a	582 days

The data shows a higher amount of time between entering care and moving in with family for adopted children for boys.

Progress

Progress has been made in data capture – the information demonstrates fewer persons for whom data has not been recorded. This is important as high quality data allows for best informed decisions to be taken.

The Integrated Children's Service has commenced the implementation of an Equality Plan for 2021-24.

The data shows a broadly even split across Males and Females as well as across Age groups. However, the data also shows a proportion of children and young people from minority ethnic groups which is above the proportion living in South Gloucestershire. Action is required in order to address this and this is led by the ICS Equality Taskgroup and the Practice Forum (Team and Service Managers).

Actions planned

The Integrated Children's Service Equality Plan 2021-24 contains the following main themes:

- Challenge Improvement of our practice
- Working with partners
- Linking with internal and external groups
- Training and Development
- Our Workforce
- Equality Impact Assessment and Analysis (EqIAA)
- Continuous Improvement of our Equality Plan

- Reporting our Progress

This Plan was discussed with South Gloucestershire Equalities Voice and will continue to be delivered in 2022/23.

- Equality and Diversity Training was included in the ASYE training offer in 2021/22 and this will continue.
- Our training and development offer across both Children's and Adult's Social Care will include Race Equality Training as well as Cultural Awareness workshops for all social care staff.
- Encouraging participation in a cultural awareness challenge group will be implemented.
- We will link with Education, Learning and Skills colleagues to understand the work being delivered in schools and opportunities for integrated approaches.

9. Topic: Child poverty

Period 2021/22

Perception measures

Child poverty is a national priority, made even more critical since the cost-of-living crisis. It has seen families that have not previously required support from the Council, struggling to pay their bills and buy food.

Priority 1 (Creating the best start in life for our children and young people) and Priority 2 (Identifying and supporting those most in need and helping people to help themselves) in the Council Plan both reflect the significant need to work with families experiencing child poverty.

The 2021-22 Council Revenue Budget and Capital Programme consultation assessed the Priorities for investment in the next 10 years and **'We will work to eliminate child poverty across South Gloucestershire'** showed to be voted as the highest priority with 27% of respondents identifying this area as highest priority and 10% as second highest. Disabled people, over 65s and females were more likely than average to select this area as their highest priority (34%, 30% and 30% respectively).

	Total	Female	Male	16 to 44	45 to 64	65+	Disabled	Non Disabled	BAME	White British	LGB+	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
We will work to eliminate child poverty across South Gloucestershire																						
Highest priority	27%	30%	25%	20%	25%	30%	34%	26%	27%	27%	21%	27%	0%	27%	0%	29%	33%	100%	33%	0%	21%	23%
Second priority	10%	7%	11%	14%	10%	8%	12%	9%	11%	10%	20%	10%	0%	10%	60%	9%	67%	0%	0%	0%	5%	12%
Third priority	5%	5%	5%	5%	6%	4%	5%	6%	7%	5%	2%	6%	50%	5%	0%	5%	0%	0%	0%	0%	5%	6%

Data

The picture is still bleak for the living standards of Britain's most at-risk and 'forgotten' groups of people, who are in danger of becoming stuck in their current situation for years to come. Poverty has changed little and for children it has increased; it is particularly prevalent among disabled people and for some ethnic minorities.

End Child Poverty calculated that 27% of children in the UK were living in poverty in 2020/2021; with three quarters (75%) of children living in poverty in 2019/20 in households with at least one working adult; up from two thirds (67%) in 2014/15.

They have also stated that within South Gloucestershire, numbers have risen from 12% in May 2019 to 20% in 2020/2021.

The cost-of-living crisis has contributed to this increase and will continue to do so.

Eligibility for Free School Meals (FSM) is an important dataset to scrutinise in respect of the area of child poverty. Data covering the last 5 years shows the following:

All Pupils

Table to show the percentage of the school population eligible for Free School Meals as at the month of March.

	2018	2019	2020	20221	2022
All pupils	8.3	9.4	10.7	12.9	13.9

Sex

Table to show the percentage of the school population eligible for Free School Meals as at the month of March disaggregated according to Sex.

	2018	2019	2020	20221	2022
All pupils	8.3	9.4	10.7	12.9	13.9
Sex					

Male	8.6	9.7	10.8	13.0	13.8
Female	8.0	9.2	10.5	12.8	14.1

Disability – 36.2% of those eligible had a disability, with an analysis of this information showing the following:

Primary SEN Need	Eligibility at May 2022
Autistic Spectrum Disorder	4.8%
Behaviour, Emotional and Social Difficulties	2.0%
Hearing Impairment	0.6%
Moderate Learning Difficulties	17.9%
Multi-Sensory Impairment	0.2%
Other Difficulty / Disability	4.2%
Physical Disability	1.2%
Profound and Multiple Learning Disability	0.2%
SEN support but no specialist assessment of type of need	7.7%
Severe Learning Difficulties	0.3%
Social, Emotional and Mental Health	25.9%
Specific Learning Difficulty	12.0%
Speech, Language and Communication Needs	20.7%
Visually Impaired	0.8%

Ethnicity – 19.1% of those eligible for FSM were from minority ethnic groups; this compares to a census figure of 8.1% of the South Gloucestershire population being from minority ethnic groups. 79.0% of those eligible were White British and this compares to 91.9% of the South Gloucestershire population being from this ethnic group. A breakdown is as follows:

Table to show the percentage of the school population eligible for Free School Meals as at the month of March - disaggregated according to Ethnicity.

	2018	2019	2020	2021	2022
All	8.3	9.4	10.7	12.9	13.9
Ethnicity					
White British	7.9	9.3	10.4	12.5	13.6
Indian	2.0	2.1	1.7	2.5	2.4
Bangladeshi	11.8	9.5	13.3	13.8	15.7
Chinese	3.3	3.2	4.7	3.2	1.2
Pakistani	10.9	10.5	12.4	17.0	18.9
Any other Asian Background	3.4	4.0	5.9	11.1	10.8
Black African	16.0	15.2	16.1	19.8	19.5
Black Caribbean	18.5	19.3	26.7	28.4	30.4
Any other Black background	9.1	14.1	13.0	13.6	16.0
White and Black African	19.2	22.0	24.7	23.8	23.6
Any other White background	2.8	3.7	4.5	7.2	8.1
White and Asian	8.4	7.7	7.9	10.7	9.8
Any other mixed background	16.6	16.7	18.4	22.8	25.0
Any other ethnic group	12.2	14.2	20.4	22.2	23.2
Irish Heritage	74.6	75.7	72.1	77.1	73.5
White Irish	15.2	17.6	18.6	26.6	27.1

Gypsy / Roma	36.1	31.6	42.2	48.7	52.4
Information not yet obtained	11.9	13.0	14.3	19.9	26.0
Refused	14.0	11.9	11.6	15.0	17.0

- Cells highlighted green are those where the percentage FSM uptake of pupils in the 'group' is 10% or MORE over the whole-population average eligibility rate
- Cells highlighted red are those where the percentage FSM uptake of pupils in the 'group' is 10% or LESS over the whole-population average eligibility rate

Age – the highest rates of eligibility for FSM were amongst children in Year groups 3-9 (ages 7 – 14 years) as shown below:

Table to show the percentage of the school population eligible for Free School Meals as at the month of March disaggregated according to Year Group.

	2018	2019	2020	2021	2022
All	8.3	9.4	10.7	12.9	13.9
Year Group					
0	6.2	6.5	7.2	8.7	9.4
1	6.9	8.2	8.7	11.6	11.3
2	7.8	8.2	9.8	12.6	13.0
3	8.7	10.0	11.2	14.4	15.2
4	8.7	10.2	11.7	13.6	15.7
5	9.1	10.1	11.8	13.7	14.9
6	8.1	10.1	11.5	14.1	14.9
7	9.9	11.0	12.3	14.7	16.6
8	10.1	10.9	11.5	14.0	15.7
9	8.7	11.0	11.8	12.8	15.1
10	9.2	10.0	11.8	13.6	13.7
11	8.6	9.5	10.3	13.7	13.9
12	6.1	9.6	10.1	10.8	13.7
13	5.6	4.5	8.7	9.4	10.3
14	35.7	50.0	38.5	14.3	22.2

- Cells highlighted green are those where the percentage FSM uptake of pupils in the 'group' is 10% or MORE over the whole-population average eligibility rate
- Cells highlighted red are those where the percentage FSM uptake of pupils in the 'group' is 10% or LESS over the whole-population average eligibility rate

There is increasing evidence around inequalities linked to cost-of-living increases: it is estimated that the rise in cost for the poorest half of people is nine times greater than for the richest 5% as a proportion of income, and for families in the middle of the income distribution the increase is six times larger. White households are seeing an average increase in costs of essentials as 5% of their income, while the increase for households from minority ethnic groups it is 8% of their income (National Energy Foundation, May 2022). There is also concern about a disproportionate impact on single-parents, 90% of which are women.

Through the pandemic and now with the cost-of-living crisis, we are seeing customers that haven't traditionally sought support from the Council. Typically, these households are above the means tested benefit thresholds but struggling financially. This situation is also being seen by a range of partners such as Citizens Advice Bureau (CAB) who provide financial and similar support.

Despite rising employment levels, work increasingly does not guarantee an adequate standard of living. There is concern that over the next 12 months there will be a rise in homelessness due to the increased cost of living. As people's household income is pushed further, and they are unable to pay their rent/mortgage, they become threatened with homelessness. This puts more people in

a precarious position and particularly affecting minority ethnic groups living with disabilities and other at-risk groups. Socio-economic disadvantage has a knock-on effect across different areas of life, such as education and health.

In some ways women's equality has progressed significantly. The employment gap and pay gap with men has narrowed, and the number of women in higher pay occupations and represented on company boards has increased. However, full gender equality has not been achieved and there are still many factors holding women back at work. Considering that around 90% of single parent households are headed by women, these limitations for women are having a significant impact on child poverty.

People from certain minority ethnic groups, such as Indian and Chinese, have continued to succeed in education and at work, and for others there have been marked improvements in these areas of life. However, Black African, Bangladeshi and Pakistani people are still the most likely to live in poverty and deprivation, and given the adverse effects of poverty on education, work and health – families can become locked into disadvantage for generations. People from minority ethnic groups are more at risk of becoming homeless, have poorer access to healthcare and higher rates of infant mortality, and some groups have lower trust in the criminal justice system.

Progress

Support that has been delivered to families in the last year includes:

- Free School Meals vouchers
- Uniform reimbursement scheme
- Household Support Fund
- Community Resilience Fund
- Advice through the Welfare and Debt service –income maximisation and expenditure reduction exercises are carried out
- Welfare grant

The financial crisis that we are experiencing has meant lots more people, coming to the Council for help, that wouldn't have previously the funding we have is being extended through the winter months, but we need to offer more long-term sustainable support.

There isn't one factor that can identify child poverty alone; it is a combination of a range of indicators including low-income families, Free School Meal eligibility and Universal Credit. A Child Poverty Dashboard is being developed, compiling all these indicators to give a better overall picture of child poverty within South Gloucestershire. By putting all of this data onto the new population health intelligence portal, where the Joint Strategic Needs Assessment (JSNA) sits, it will give a more easily accessible document that can be regularly updated to show the most up to date data, as well as overarching trends. The data is tracked over at least the last five years and gives a trend to show how this has changed. It also allows us to compare this information to national data. In addition, some of the indicators have been broken down into wards, this allows us to focus our support and target those that need other aspects of help, such as financial security.

Actions planned

An Insights Project to get feedback from residents about the support they have previously received and any barriers they have experienced is being carried out over the next few months. This work is being led by an outside organisation and will give valuable community feedback around resident's experiences and guide future work.

The Financial Security Group will continue to develop the comprehensive approach to support, offering not just a 'sticking plaster' but more sustainable longer-term help. Having financial security is an essential part of ending poverty. We will be working with the Reducing Inequalities Board and strengthening links with the [Local Strategic Partnership](#) in order to drive and develop our work.

We are trying to understand the wider impacts from the increases in the current cost-of-living. This includes increases in 'coping mechanisms' such as gambling and loan-sharking, and other health, wellbeing, and social impacts such as in the areas of domestic violence, inequalities and

educational attainment. The findings and outcomes from these will then help the Financial Security Group (Council and partners) to identify actions and interventions that may be needed, and how best to integrate those into a community focussed approach to tackling financial insecurity and poverty.

An informal cabinet update has already taken place and a Councillor's briefing on the cost-of-living crisis is scheduled for September 2022.

Our Information, Technology & Digital team are working on a Datalake that allows us to map customers who have contacted us for financial support, customer's information remains accessible within the data lake for 4 years. This is due to go live in the forthcoming year and will allow us to monitor cases and track risk. The overall aim is to identify families/households that are at risk to enable early intervention.

The Financial Support Framework was also created; this outlines the flexible and strategic framework approach that the Council will take and applies to all funding streams. This framework uses an intelligence- based targeted approach to offer sustainable support to those most in need.

10. Topic: Financial Security

Period 2021/22

Perception measures

The cost-of-living crisis has had a significant impact on the residents of South Gloucestershire, a combination of the end of the Universal Credit uplift and increase in living costs (including energy, water and fuel) has seen an increase in the number of people requesting support.

Although energy rebates have been offered from the Government to residents there is still a shortfall from the increase in these costs and we are seeing many more low-income working families need financial support due to this.

This is having a knock-on effect on the food banks and other services as more people require them in order to get by.

Data

The Community Resilience Fund (CRF) is funded by South Gloucestershire Council and has been running since April 2021. With a focus on supporting people whose finances have been affected by the Coronavirus pandemic. They may have lost their job, had a cut in hours or had to close their business due to the pandemic.

The CRF was due to end March 2022 but has now been extended until March 2023.

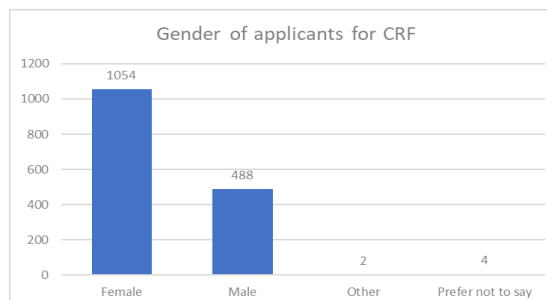
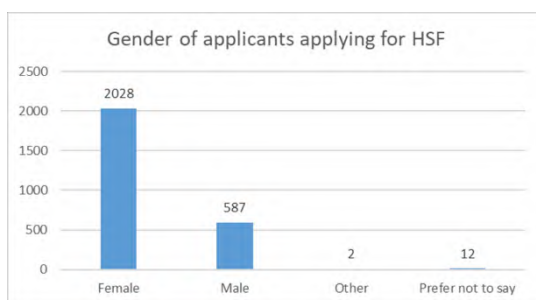
The Household Support Fund (HSF) is Government funded and began in November 2021; it is aimed at people on a low income who need support to pay essential bills such as water, heating, fuel and food.

The HSF was due to end 31.03.22 but has been extended until September 2022 with a further £1.4m of funds and may continue until March 2023. The criteria has changed and will focus more on people who are unable to increase their income, including those of state pension age.

There has been an increase in applications for these funds as less and less people are able to afford their essential outgoings.

The following data is from the 21/22 financial year.

Gender



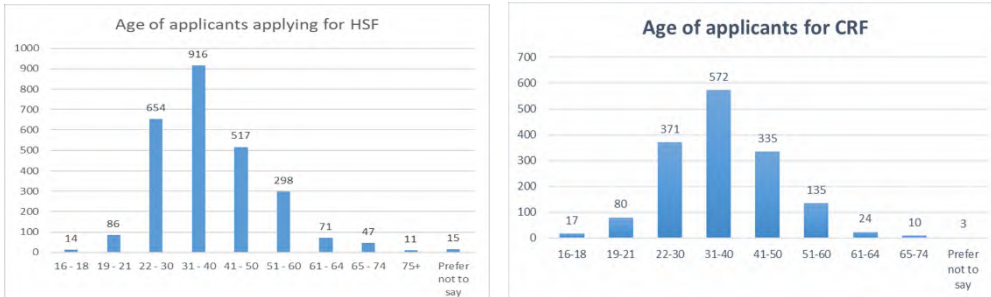
The majority of applications for both the HSF & CRF came from Female applicants (77% & 68%), there could be multiple reasons for this:

- Within a co-parenting family, women often opt to stay home or work part time in order look after their children
- Around 90% of single parent families are headed by women
- There is still a stigma around asking for help and men are more likely to avoid this.

- CRF was focused on supporting those whose jobs were affected by the Covid pandemic; therefore, it could also be that industries where women are over-represented were more affected, such as childcare and hospitality.

More research would be needed to support these potential reasons.

Age



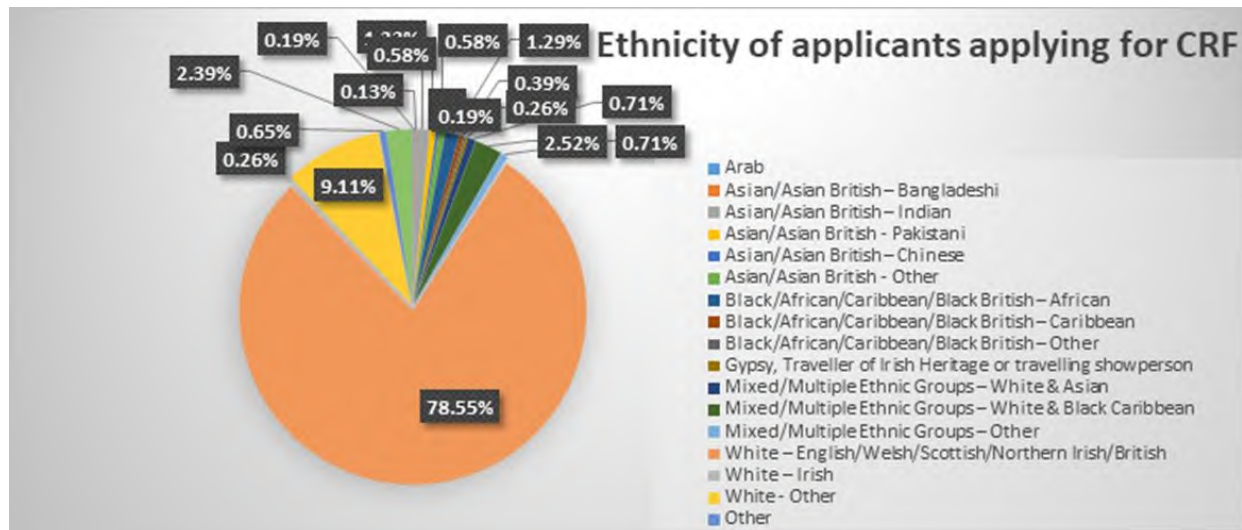
The largest age group of applications was from 31–40-year-olds followed by 22-30 and 41-50 for both of these funds. These are the key ages of those working whose jobs may have been affected by the COVID pandemic and therefore needed financial support from the CRF.

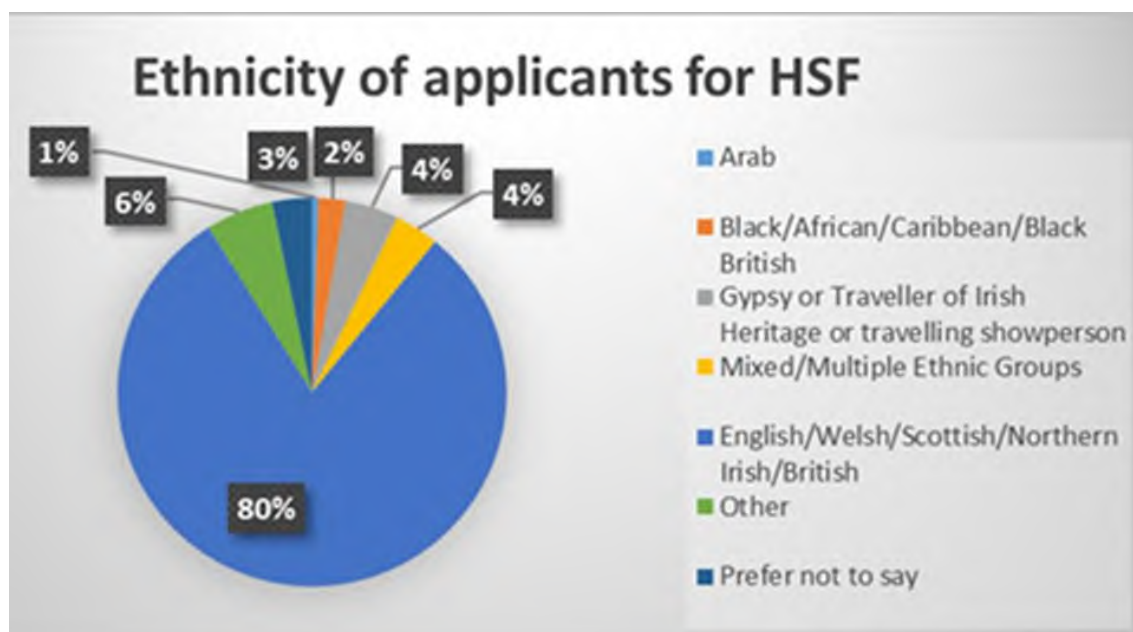
People over 65 made up a very small amount of the applications, 2.2% for the HSF and less than 1% for the CRF. The barrier to this could be the online application process and the stigma around asking for help.

Although young people have been greatly affected by furlough and business closures the number of applicants is low, only 97 for up to age 21 (5.8%). This could be around stigma or lack of knowledge, something to consider for future communication.

More research would be needed to support these potential reasons.

Ethnicity





80% of the HSF applicants and 78.55% of CRF applicants were from English/Welsh/Scottish/Northern Irish/British applicants and although this is a high number it is representative of the South Gloucestershire population.

When comparing the percentage of applications with the approved applications based on ethnicity the numbers are very consistent showing that ethnicity is not a factor when officers are deciding if an application will be approved. It does, however, show a significant over-representation of applicants from minority ethnic groups.

More research would be needed to support these potential reasons.

The CRF has a wider range of options to represent a more varied list of ethnicities, this gives us a more detailed picture of the ethnicities of the applicants for this fund. The HSF was updated with this more extensive list when it relaunched.

Progress

The application forms are now available online and once submitted an automatic response is sent informing the customer what evidence will be required from them to support their application decrease wait times.

There were high numbers of withdrawn applications (49.71%) for the Household Support Fund, this was mainly due to evidence not being provided and the application process unable to continue. This could be for a number of reasons such as needing digital help, numeracy or literacy support, lack of confidence to complete the form independently or not being able to access the documents required. Increases in staff have allowed for follow up emails and phone calls in order to encourage people to give their evidence and offer help where needed in order to support customers with overcoming these barriers.

The Financial Security Working group has grown and continues to make positive links both within the council and with outside organisations. The group has created key materials, both for residents and colleagues, as well as a Child Poverty Dashboard using a range of indicators.

These links have been instrumental in creating the more comprehensive approach that is being developed; When residents apply for funds, they aren't just given a payment as a 'sticking plaster'

they are also offered other support that may help them improve their circumstances, such debt advice or employment support from the Department of Work & Pensions (DWP).

Actions planned

Continue to analyse data in order to improve the application form itself as well as targeting support appropriately, for example how different age groups are most likely to hear about the support we offer, and assessing other protected characteristics such as disability.

Insights Project to get feedback from residents about the support they have previously received and any barriers they have experienced to guide future work, this work is being led by an outside organisation *TPx Impact*.

Currently in the process of creating a Data Lake that will combine all the available data to help target residents and the type of support they require.

The Community Resilience Fund is due to have updated criteria so that we can continue to help residents without the pandemic restrictions.

11. Topic: Climate emergency

Period 2021/22

Perception measures

We have previously produced detailed EqlAAs looking at all the projects to be delivered as part of the council's Climate Emergency action plans to identify key projects that have potential positive or negative impacts on local equalities issues and how these can be addressed.

Reporting on progress for year 3 (2022) of the Climate and Nature Emergency action plan in December 2022, will bring together for the first time, climate and green infrastructure actions under a common reporting framework and identify actions for year 4. As per previous years actions, detailed EqlAAs will be produced, this will inevitably overlap with the Green Infrastructure & Nature Recovery EqlAA produced for the GI strategy.

Data

The data we already hold from Public Health England on climate risk is national and details the key groups who will be likely to be disproportionately impacted by the local impacts of a changing climate, these are the elderly and young children (under 5), those with pre-existing health conditions, those in poor housing, in dense urban areas and areas of poor air quality and we know that these increased physical risk factors are higher for some protected characteristic groups. We also know that there is also an increased likelihood that protected characteristic groups will be subject to these higher risk factors due to socio-economic and other factors. The more local data that we hold on public health in particular comes from the Climate Change Chapter of the Joint Strategic Needs Assessment that has enabled us to understand some of the increased risk factors and groups affected in our area. We also know that there are equalities impacts relating to carbon emissions reduction projects and the risk of exacerbating existing inequalities, but we don't hold specific local data on this.

Nationally the 3rd Climate Change Risk Assessment was issued by DEFRA in January 2022 and is soon to be followed by the National Adaptation plan. Locally we will need to model the local physical impacts of these forecast changes and as per the Public health data, understand some of the increased risk factors and groups affected in the district.

Progress

We have already delivered several projects in the Year 1, 2 and Year 3 of the Climate Emergency action plan that seek in part to address some of the Equalities Gaps in the local area – for example work with procurement on adaptation and resilience for Care Homes and home to school transport, EV charging infrastructure in Air Quality Management Areas – Page Road in Staple Hill has a newly installed charger, Access Audits for Parks and Open Spaces, Tree Week 2020 vouchers for tree planting, we ensured that all residents even those without gardens could access the scheme we know that certain protected characteristic groups are more likely to live in properties without access to a garden. However, we are in the process of gathering more detailed information on the likely local climate impacts across South Gloucestershire and mapping these impacts across the area in relation to the council's known and held information about equalities. The intention is to use this data to ensure that work on climate and nature emergency is more strategic in reducing inequalities through targeted projects. Once complete this data would help provide a more strategic overview than the approach that we have applied so far which is broadly to take steps to make sure that each individual project closes inequalities gap and avoids exacerbating existing inequalities.

We had intended to systematically model the implications of a changing climate on all council services whilst acutely considering the impact on groups with protected characteristics who engage with those services, however as this work was developing we went into lockdown and we will need to be relaunched when capacity allows.

Actions planned

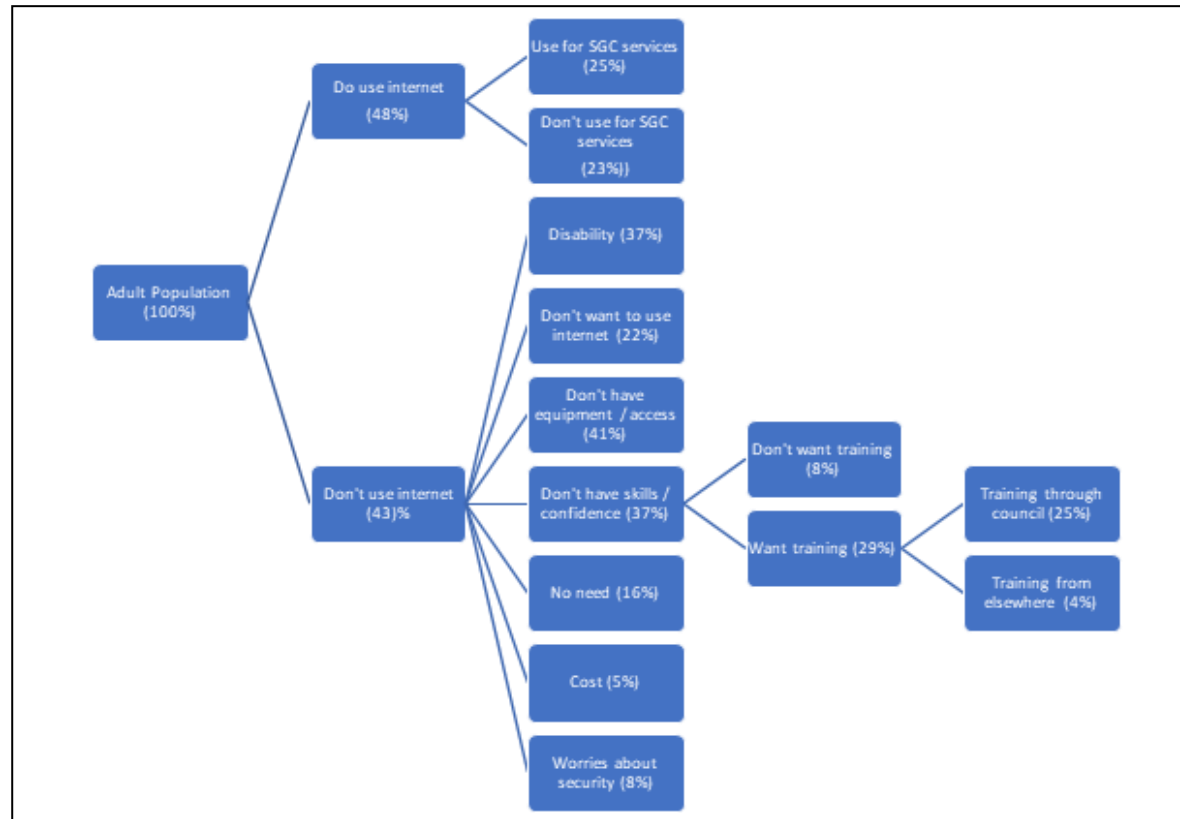
1. Re launch the Climate Change risk assessment across council services
2. Use of mapped data to deliver more targeted projects that reduce inequalities with a particular focus on reducing health related inequalities.
3. Targeting of key groups and communities
4. More support for project managers to ensure that projects are delivered
5. Ensure that all protected characteristic groups receive information relating to increased risk factors for the local impacts of a changing climate and simple steps to mitigate risks.
6. Working with UWE, to overlay spatial data concerning climate impacts with deprivation, health and socio-economic data, and to identify data gaps for onward study.
7. As part of 5, to apply the heat mapping tool recently launched by Bristol City Council which helps to identify those communities most susceptible to the risks of extreme heat.
8. Ensure that no climate emergency projects exacerbate existing inequalities across the wider area.
9. Ensure that a proportion of climate emergency projects actively reduce local inequalities

12. Topic: Digital Inclusion

Period: 2021/22

Perception measures

The following chart is based on the most recent research through survey and focus groups carried out in early 2019. It identifies areas of inequality by digital exclusion. The full research report is available at www.southglos.gov.uk/documents/Viewpoint-Report-Feb-2019.pdf



It is difficult to identify equality criteria related to digital inclusion as available results have only been published by single criteria (i.e not intersectional analysis) but we can tell that:

- The main reason given for not going online was disability as stated by 72% of offline respondents (37% all residents) who took part in the residents' survey.

- 72% of the over 75s had never used the internet, compared to 28% of adults under 75.
- 5% residents cite cost as a reason for not using the internet, while 41% says they do not have the equipment or access. Although this cannot be proved, it is likely be related to income levels.

National analysis carried out by ACORN using ONS data indicates that:

- Older People (those of pensionable age) are 60% less likely to have ever used the internet than the general population
- Those with low incomes are 40% less likely to have ever used the internet than the general population

This is consistent with the analysis carried out in 2020 in respect of those who had not downloaded the NHS Covid-19 mobile phone app which found that:

- Respondents significantly more likely not to have downloaded the app are those aged 65+ (52% vs 42% all respondents) and those in socially rented housing
- Over 65s and disabled residents are also much more likely not to have the correct technology (72% and 60% respectively).

In addition, the Council asks residents on an annual basis the extent to which they would support the council making more services available online and the extent to which they would support the council using digital technology more widely to support the delivery of services. The results of this are:

Making more services available online

	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
2014/15	61%	60%	64%			89%	69%	37%	41%	63%	61%	74%															
2015/16	62%	63%	62%			80%	67%	44%	51%	64%	62%	61%															
2016/17	64%	62%	68%			85%	57%	45%	46%	67%	66%	62%															
2017/18	56%	53%	60%			81%	66%	42%	42%	58%	55%	64%															
2018/19	56%	54%	60%			86%	67%	47%	41%	60%	57%	56%															
2019/20	68%	69%	70%			98%	65%	46%	55%	72%	69%	77%	86%	76%	70%	52%	70%	90%	69%	67%	59%	100%	33%	100%	0%	65%	80%

2020/21	60%	58%	63%	89%	88%		67%	46%	46%	64%	60%	62%	71%	73%	83%	48%	61%	100%	61%	20%	56%	67%	50%	60%	-	62%	70%
2021/22	64%	60%	68%			83%	74%	51%	49%	67%	64%	66%	62%				66%	100%	65%	80%	60%	100%	100%	67%	0%	53%	73%
2022/23	59%	52%	66%			72%	75%	59%	46%	63%	59%	76%	72%				60%	-	60%	50%	55%	-	0%	100%	-	64%	70%

Using digital technology more widely to support the delivery of services

	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
2017/18	58%	55%	63%			80%	68%	46%	43%	61%	58%	64%															
2018/19	57%	54%	62%			87%	64%	49%	44%	61%	57%	60%															
2019/20	70%	68%	73%			97%	67%	50%	59%	72%	70%	83%	86%	78%	80%	56%	71%	90%	70%	67%	60%	100%	33%	83%	0%	53%	81%
2020/21	62%	59%	66%	83%	88%		69%	50%	49%	66%	62%	63%	67%	73%	67%	43%	64%	100%	62%	20%	57%	67%	50%	80%	-	77%	72%
2021/22	67%	63%	71%			84%	76%	55%	50%	70%	67%	67%	64%				69%	50%	68%	60%	61%	100%	100%	67%	0%	53%	79%
2022/23	63%	56%	70%			80%	81%	63%	50%	68%	63%	80%	72%				65%	-	64%	50%	59%	-	100%	100%	-	71%	75%

This data is also consistent with the above findings.

Progress

- The council continues to provide free access to PCs and Wi-Fi in public libraries and its One Stop Shops.
- The council's Digital Champion Volunteer Scheme provides free one to one digital help and support to those who need it.
- The *Silver Surfers* provide free one to one digital help and support from Patchway Library.
- [Digital Divide – A Guide for South Gloucestershire](#) is a booklet created with Community Groups and Voluntary Organisations in mind but can be used by anyone. The purpose of the booklet is to raise awareness of the digital divide, highlight the benefits of being online and identify local services for computer and internet access.
- The council continues to work with partners and community organisations such as South Gloucestershire Over 50s Forum, Healthwatch BNSSG and others to address the digital divide in our communities. Activities in libraries included the Word Online virtual author talks in 2021 with a range of diverse authors, the delivery of the South Gloucestershire Indian stories project and delivery of the Yate Children's Theatre project in March which included a performance on the life of Josephine Baker and helped children to discuss issues of racism.

Actions planned

- All public PCs in libraries will be upgraded to Windows 10 in Autumn 2022
- A 'Benefits of Being Online' workshop is planned for Get Online Week, October 2022. It will focus on raising awareness of the advantages of using the internet, the different devices available and how people can gain and develop their digital skills. The session is aimed at those with very little to no previous online experience and will be designed and delivered in conjunction with South Gloucestershire Over 50s Forum, Healthwatch BNSSG, and SGC Community Skills and Learning Service.
- We intend to make an application to the National Data Bank (Good Things Foundation), who provide free mobile data connectivity to people who can't afford it. If successful, this will allow us to support people experiencing data poverty within our communities.

13. Topic: Supporting people with learning disabilities

Period: 2020/21

Perceptions

2020/21 data show us the following information in relation to levels of satisfaction amongst residents:

Care for physically disabled and those with learning difficulties – satisfaction reported

	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
2014/15	31%	31%	31%			28%	29%	35%	29%	31%	34%	14%															
2015/16	7%	8%	6%			5%	6%	10%	16%	6%	7%	3%															
2016/17	6%	7%	5%			3%	7%	5%	18%	4%	5%	9%															
2017/18	7%	6%	7%			4%	4%	9%	18%	5%	6%	8%															
2018/19	8%	6%	8%			9%	7%	7%	17%	6%	8%	8%															
2019/20	6%	5%	6%			18%	5%	7%	16%	4%	6%	5%	3%	0%	0%	15%	6%	0%	5%	0%	7%	13%	0%	0%	0%	12%	5%
2020/21	25%	30%	21%	40%	19%		21%	29%	48%	18%	26%	19%	25%	0%	33%	38%	28%	0%	27%	0%	34%	0%	33%	0%		0%	20%
2021/22	27%	29%	27%			19%	27%	31%	38%	27%	27%	18%	45%				28%	0%	29%	0%	33%	0%	0%	0%	0%	75%	22%
2022/23	22%	20%	21%			21%	17%	24%	35%	17%	21%	14%	18%				22%	-	22%	0%	26%	-	100%	0%	-	0%	18%

The highest levels of satisfaction are consistently reported by Disabled People.

Data

Adults

- It is important to note that there are no exact data regarding the number of people with a learning disability who live in England, the Southwest region or South Gloucestershire. Instead, prevalence is based on disease registers, service use and modelled estimates, none of which can reflect prevalence with complete accuracy.

- The POPPI3 (Projecting older people population data) and PANSI4 (projecting adult needs and service data) modelled estimates indicate the prevalence of people with a learning disability in the South Gloucestershire adult population is around 2.4%. Estimated prevalence is highest in 18–24 year olds, at 2.7%, and gradually decreases to be 1.9% of over 85 year olds.
- According to Quality Outcomes Framework (QOF) data, 0.4% of patients in South Gloucestershire (of all ages) are registered with a learning disability; this is lower than the national level of 0.5%. Around 0.38% of the adult population received long-term support from South Gloucestershire Council in 2018/19, higher than the national prevalence of 0.34% though it is thought that these figures are likely to be undercounts. • The prevalence of all learning disabilities in adults (aged 18 and over) in South Gloucestershire is estimated to be 2.4% (5,333 adults), with a 0.5% prevalence (1,108 adults) of moderate or severe learning disabilities and a 0.1 % prevalence (252 adults) for severe learning disabilities alone.
- Data from the Adult Social Care Outcomes Framework (ASCOF) indicates that there were 845 adults (aged 18 or older) with a learning disability receiving long-term support from South Gloucestershire Council in 2017/18 – a rate of 3.8 people per 1000 population. This figure has grown to 860 for the midpoint of 2021.
- Of the adults with a learning disability who are receiving long-term support from South Gloucestershire Council there is a higher proportion of male adults with a learning disability of 58.7% compared to the general population data of South Gloucestershire of 49.11%.
- There is a lower proportion of people aged over 65 with a learning disability of 10.12% compared to the general population data of South Gloucestershire of 23.78%
- The data for sexual orientation for those with a learning disability in South Gloucestershire Council shows that most people with a learning disability do not know, is not recorded, or prefer not to say or is undeclared which equates to 87.8%. 12.2% have said they are heterosexual; this may indicate that this is an area not necessary is discussed openly
- The ethnicity reported for people with a learning disability receiving a service in South Gloucestershire Council shows 93.5% of people are 'White British' or 'any other white background'. 1.7% are of 'Asian or Asian British' background. 0.9% are of 'Mixed or Multiple ethnic groups' background. 0.9% are of 'African, Caribbean or Black British' heritage. 0.3 % were from other minority ethnic groups 2.6% was reported as not know or not stated.
- The religion reported for people with a learning disability receiving a service in South Gloucestershire Council shows 47.1% are either Church of England, Christian, Methodist, Baptist or Roman Catholic, 50.9% reported as 'no religion', 'not known', 'other' or 'prefer not to say', 0.7% Muslim, 0.3% Jehovah's Witness, 0.3% Sikh, 0.2% Hindu and 0.1% Jewish.

Children and Young People

- In 2019, a total of 1,063 children with a learning disability as a primary SEN were known to schools in South Gloucestershire, corresponding to a rate of 28.7 children per 1,000 population. This is lower than the rate for both England (35.5 per 1000 population) and the South-West region (31.6 per 1000 population).
- This proportion changes across school year groups, with 1.0% of pupils in the reception year having a learning disability compared to a peak of 4.2% in Year 7. Overall, 3.4% of male school children had a learning disability compared to 2.3% of female school children.
- In South Gloucestershire, the highest proportion of schoolchildren with a learning disability were Mixed and then White British ethnicities, where 3.1% and 3.0% of schoolchildren with a learning disability respectively belonged to these ethnic groups.
- The proportion of school children with a learning disability was lowest among those of Asian ethnicity at 1.7%. Within South Gloucestershire, 6.8% of pupils who are eligible for free school meals have a learning disability; this is compared to a learning disability prevalence of just 2.5% among children not eligible for free school meals. Appendix 4 Page 6 of 27

- Children living in more deprived areas of England are more likely to have SEN associated with a learning disability. This is similar in South Gloucestershire, where the proportion of children in South Gloucestershire with a learning disability is highest in the most deprived 20% of areas of South Gloucestershire (3.3%) and lowest in the least deprived 20% of areas (2.4%). However, it is important to note that these data on free school meal status and deprivation provide no indication of whether deprivation is a cause or effect of having a learning disability.
- As the general population of South Gloucestershire increases, it is likely that the number of individuals with a learning disability requiring services from the council will also increase. Amongst 0–24-year-olds, the number of service users in 2039 is anticipated to be 717 (expected range: 602 to 849), and adults with a learning disability that require services from the council could number 962 (estimated range 744 to 1,241). Estimated figure is based on 2019 datasets the figure considers the expected mortality rate which have a higher proportion in children.
- Within South Gloucestershire there are now approximately 7,800 children and young people between the ages of 0-25 years with Special Educational Needs and Disability (SEND). There are currently around 2,384 children and young people who have significant and complex special educational needs and/or disabilities who are in receipt of an Education, Health and Care Plan (EHCP).
- The ethnicity of children and young people with SEN Support and with EHC Plans broadly mirrors the ethnicity profile of those learners without a special educational need or disability but with some differences for “White British” and “Black” students who are proportionately slightly more likely to have an EHC Plan. Table 7 shows that White British pupils represent the biggest proportion of students in South Gloucestershire.

Safeguarding

- In 2018-19, safeguarding referrals for individuals with a primary support reason of learning disability support accounted for 16.2% of all safeguarding referrals made to South Gloucestershire Council. Most safeguarding concerns were for neglect and acts of omission, with these being most common among men between the ages of 18 and 64. However, the number of referrals due to acts of abuse – be they financial or material, physical, or psychological or emotional abuse – are concerning and collectively account for 55% of all safeguarding referrals for adults with a learning disability. Employment • In South Gloucestershire, 7.3% of working-age adults with a learning disability were in paid employment in 2018/19, higher than in the Southwest (5.9%) and England as a whole (6.0%). Despite this however, there is a 73.6% gap in the employment rate between those with a learning disability and the overall employment rate in South Gloucestershire.

Accommodation

- Data from the Adult Social Care Outcomes Framework (ASCOF) indicates that 64.7% of working-age adults with a learning disability who receive support from social services at South Gloucestershire Council were reported as living in settled accommodation in 2018/19. This is lower than the proportion for the Southwest Region (77.2%) and England (77.3%) and was the lowest of all local authorities in the Southwest. 18.0% lived in unsettled accommodation, which was similar to the proportion for both the South-West and England.
- A key area of focus for learning disability and autism - NHS long term plan is reducing the number of inappropriate out-of-area placements. Placing people with a learning disability in a local authority area away from their usual local authority of residence can be stressful for both the individual and their families, as well as incurring significant costs for the local authority of residence. Despite this, the number of new out of county placements for people in South Gloucestershire with a learning disability more than tripled in 2018/19 compared to the previous financial year. As of November 2019, a total of 145 South Gloucestershire residents were in out of county placements for residential and nursing care. The majority of the 145 were in placements in neighbouring authorities, 33 were outside neighbouring authorities.

Transport

- Many people with a learning disability cannot drive and therefore depend on public transport. Good transport links are crucial for maintaining independence by enabling people to seek and sustain employment, access health services, and socialise without relying on family members, friends, or carers.
- As of December 2019, South Gloucestershire Council currently had 54,192 concessionary Diamond Travelcards on issue, but it was not possible to differentiate the number of travelcards specifically issued because of the applicant having a learning disability.

Health Screening

- People with a learning disability are less likely to receive screening for cervical, breast and colorectal cancer than people without a learning disability. Research has shown that barriers to cancer screening for people with a learning disability can include: a lack of accessible, easy read information about cancer screening, including a lack of easy read invitation letters to screening; time pressures faced by healthcare services; difficulties faced by individuals with communication and mobility; and limited training of healthcare professionals in providing screening services to people with a learning disability.

Health Checks

- Approximately two thirds (68.5%) of eligible adults with a learning disability in South Gloucestershire received an annual GP health check in 2020/21.
- People with a learning disability have poorer mental and physical health than the general population. Epilepsy was 23.5 times more common among people with a learning disability compared to the non-disabled population in England. People with a learning disability also had higher rates of other chronic mental and physical health conditions including dementia, heart failure, kidney disease and both type 1 and type 2 diabetes.
- Having a learning disability is also associated with many of the social determinants of poorer health, including poverty, poor housing conditions, unemployment, discrimination, interpersonal violence, and lower levels of social and civic participation.

Hospital Admission

- In South Gloucestershire, the rate of hospital admissions for people with a learning disability have risen significantly over the last decade, with a 141% rise in all hospital admissions and 166% increase in emergency admissions between 2009/2010 and 2017/2018. The rate of both emergency and general hospital admissions among people with a learning disability demonstrated a distinct pattern by local area deprivation, with those living in areas of higher deprivation having significantly higher hospital admission rates than those from less deprived areas.
- The recent learning disabilities needs assessment in South Gloucestershire identified that people with a learning disability appear to have a higher proportion of emergency admissions compared to general admissions, with 60% of admissions among people reported as having a learning disability being an emergency compared to 32% of admissions being an emergency among the general population. Emergency admission rates have also been increasing more rapidly for people with a learning disability than for the general population, though this could reflect improvements in coding for learning disability in hospital records, increased prevalence of learning disabilities in the population or an increase in people with a learning disability requiring emergency treatment.
- The rate of both emergency and general hospital admissions among people with a learning disability demonstrated a distinct pattern by local area deprivation, with those living in areas of higher deprivation having significantly higher hospital admission rates than those from less deprived areas. In most cases, learning disabilities were a secondary reason for admission to hospital. Instead, hospital admission was the result of another

condition, either connected to their learning disability or otherwise. the most common reason for admission among people with a learning disability was epilepsy, followed by respiratory diseases such as pneumonia and influenza

Mortality

- According to the learning disabilities mortality review (LeDeR) 2019 annual report, people with a learning disability die from an avoidable medical cause of death twice as frequently as people in the general population, and when restricted to medical causes of death that are treatable with access to timely and effective healthcare, the difference is fourfold between those with a learning disability and the general population. The most common causes of death amongst people with a learning disability were respiratory diseases (20% of deaths), circulatory diseases (15%) and congenital and chromosomal abnormalities (14%). Of the deaths notified to LeDeR in 2019, 24% of adults and 20% of children died from bacterial pneumonia, and 17% of adults and 3% of children died from aspiration pneumonia.
- In the UK, most people die at age 65 or over, for people with a learning disability, just 37% die at age 65 or above. The average age at death for males was 61 and for females was 59. The average gap in age at death between people with a learning disability and the general population was 22 years in males and 27 years amongst females.
- People with profound and multiple learning disabilities disproportionality died at younger ages. Of those who die in childhood, 46% have profound and multiple learning disabilities.
- People with a learning disability are more likely than the general population of suffer from long term health conditions. The LeDeR report states that almost deaths reported to them (94%) all had at least one underlying long term health condition, but the average was three. Multi morbidity defined as the presence of two or more long-term health conditions that cannot be cured but controlled with appropriate medication or therapies. In England it is though that 22% of the general population ages 0-64 have 3 or more multi morbidities.

Progress

Through 2020/22, the council has coproduced an [All Age Learning Disabilities Strategy](#) which is intended to provide a comprehensive understanding of the health, wellbeing, Education and social needs of people with learning disabilities across South Gloucestershire; to identify gaps in current service provision; make recommendations for changes to meet people's needs; and reduce the inequalities experienced by this population group.

The All Age Learning Disability Strategy sets out our vision and priorities for people of any age with a learning disability in South Gloucestershire for the period from April 2022 to March 2027. This is the first all-age learning disability strategy for South Gloucestershire. It has been developed with the Learning Difficulties Partnership Board and includes input from key people including parents and carers, providers, practitioners, commissioners, schools, and adults and young people with learning disability.

Our vision

People with a learning disability in South Gloucestershire will be empowered to have more choice and control and will live safe, good, healthy and fulfilled lives as part of their community. They will have the right support at the right time to achieve their full potential.

What this means

By putting this strategy into action we aim to achieve

1. Effective planning for smooth transitions for young people preparing for adulthood
2. Increase employment and vocational education and training opportunities for people with a learning disability
3. Provide a range of good quality housing and support options for people with a learning disability with a clear pathway on how to access them
4. Promote independence – ensuring people are safe and connected to their community
5. Promote support networks for family, friends and parents and carers who support people with a learning disability
6. Work in partnership with health to deliver better health and wellbeing outcomes for people with a learning disability and their parents and carers

These are the six priorities that form the framework of the strategy that will enable us to deliver on our vision.

There is an accompanying action plan which set out how we will deliver the strategy over the next 5 years and an easy read version of the strategy can be down downloaded [here](#).

The accompanying action plan can be found in the published cabinet paper [here](#)

The implementation of the action plan has commenced.

Actions planned

- The implementation of the action plan as set out in the [All Age Learning Disabilities Strategy](#) will continue to be delivered.
- Regular updates will be presented to the Learning Difficulties Partnership Board.

14. Topic: Hate Crime

Period 2021/22

Perception measures

During January and February 2021, the council ran its largest responded to survey of residents from minority ethnic groups. The top priority stated by respondents was "Tackling Racism and Discrimination". This is detailed in the ["Race Equality in South Gloucestershire Report"](#).

Data

During the period 2021/22 there were 483 hate crimes reported to the police.

This is an 26% increase over the same period in the previous year.

Our commissioned partner SARI who provide the Hate Crime service in South Gloucestershire recorded 76 hate crimes, 31 of those were opened as new cases by SARI.

Racially motivated hate crimes continue to represent the highest proportion; the protected characteristic breakdown is as follows: -

Race 81%

Sexual orientation 10%

Disability 3%

Faith 3%

Gender/Transgender identity 3%

26% of victims were children and young people.

SARI sent out a total of 18 surveys for finalised cases during this period of which 10 were completed, all those completed rated SARI's service as 'good'.

Progress

The Covid-19 pandemic presented huge barriers for opportunities to carry out awareness raising and engagement with our communities. The hate crime figures will inevitably be skewed due to periods of lockdown and the lack of contact people had with each other.

However, there was an increase in neighbour disputes during this period due to people being at home for prolonged periods and tensions increasing in communities. Some of these had a hate element attached.

Now that things are slowly moving back to normality, we can resume activity out in our communities and continue to raise awareness and confidence in the reporting mechanisms that are in place.

Actions planned

A comprehensive community cohesion plan celebrating difference and diversity will be developed and implemented to prevent hate crime. This will include a robust multi-agency approach to dealing with incidents that are reported.

StreetCare will continue to clear hate graffiti quickly and will explore changes to encourage private landowners to permit this to be done on their property

We will continue to raise awareness and encourage the reporting of hate crime, including disability & homophobic hate.

We will continue to monitor tensions in our communities to ensure the swift de-escalation of issues and provide reassurance to those affected.

Work is continuing in schools to understand and resolve the underreporting of incidents and there are currently workshops taking place facilitated by WeRise to explore attitudes and educate young people.

We will use National Hate Crime Awareness week to raise awareness and promote reporting mechanisms. This includes the commissioning of a ten-minute film to roll-out to schools during the week to promote discussion, teach young people how to recognise hate crime, where they can report it and get support.

A face-to-face event will be held at the end of NHCAW week at Cribbs Causeway. This will be supported by partners and is a fantastic opportunity to engage with our residents around this topic.

Our support provider SARI have identified an increasing workload. The Community Safety Partnership have agreed to finding extra resource to support this with hate crime being one of the three identified priorities in the new plan.

15.**Topic: Mental Health****Period 2021/22****Perception measures**

People from minority ethnic groups this year stated over three times lower levels of satisfaction than average with “Public Health” with a slight increase but this is still lower than average satisfaction rate for other respondents at 35%.

Linked to this, the Online Pupil Survey of 2021 showed significantly lower mental health and wellbeing scores for children and young people from many minority ethnic groups, and this was also true for LGBTQ+ pupils.

It is also noted that Males and people aged 46 – 65 years have been more likely over recent years to express lower levels of satisfaction with “Public Health”.

Data

Nationally we know:

In general, the lack of ring-fenced funding for mental health in England, Wales and Scotland risks money being diverted away from mental health to fund other services.

The pandemic is likely to have intensified existing stressors, sometimes deepening existing inequalities for some groups of the population who are already at a higher risk of mental health problems. These groups are:

- Black and minority ethnic groups,
- People living with physical disabilities
- People living with learning disabilities
- People with alcohol and/or drug dependence
- The prison population, offenders and victims of crime
- People who are lesbian, gay, bisexual or transgender (LGBT)
- Carers
- People with sensory impairment
- People who are homeless
- Refugees, asylum seekers and stateless persons

Early evidence about the impact of the COVID-19 pandemic on mental health and wellbeing by ethnicity suggests that, on average, Bangladeshi, Indian, Pakistani and White British men have all reported statistically significant declines in mental health. Pakistani and Bangladeshi men have reported larger declines than White British men. Among women, there was no evidence of a difference in mental health decline across ethnic groups.

One in six adults experienced some form of depression in summer 2021 (21 July to 15 August, Great Britain), compared with one in ten before the pandemic (July 2019 to March 2020). Younger adults, women, disabled adults, unemployed adults and adults living in the most deprived areas of England were more likely to experience some form of depression.

Personal wellbeing measures all remain worse than their pre-pandemic (February 2020) levels.

Lesbian, gay and bisexual people, and those reporting other sexual orientations were almost twice as likely (27.2%) as heterosexual people (14.3%) to report poor mental health in England.

Access to specialist perinatal mental health services is extremely poor; 40% of people in the UK have no access at all.

45% of all looked after children in England have a diagnosable mental health condition (compared with 10% of all children).

Suicide is much more prevalent amongst men than women (nationally), with approximately 4 male suicides for every 1 female suicide. It appears that the difference between the sexes has been

increasing, with a slight non-statistically significant increase in men coupled with a steady rate amongst women.

At the person level suicide rates appear to increase with increasing age, however when the sexes are looked at separately different patterns emerge. Whilst male rates are highest amongst 75+ and 65-74s, amongst females, rates are highest in the 45-64 age group.

Analysis of data from the UK Household Longitudinal Study (UKHLS) found that individuals with pre-existing mental health conditions were more likely to report that their mental health had steadily deteriorated or remained very poor between April and October 2020 compared to the general population.

Another study found that those with pre-existing psychiatric conditions were more likely to contract, be admitted to hospital with, or die from COVID-19 than the general population

In a different qualitative study, individuals with long-term physical health conditions expressed concerns about the effects of shielding on their mental wellbeing, the risk of contracting COVID-19 during their usual interactions with the healthcare system, and their vulnerability to severe illness if they were to contract the virus

Studies have suggested that people on lower incomes might have suffered from higher levels of loneliness, anxiety, and depression during the pandemic when compared to people on higher incomes, and analysis of data from the UKHLS found that individuals who reported that their mental health steadily deteriorated or remained very poor from April to October 2020 were more likely to live in deprived neighbourhoods.

The results of the UKHLS suggest people of non-white ethnicity were more likely to report that their mental health steadily deteriorated or remained very poor during between April and October 2020

It is important to note that many of these potential risk groups were associated with poorer mental health outcomes prior to the pandemic. Given COVID-19 is an ongoing and evolving situation, evidence relating the mental health consequences is currently limited and incomplete. It is therefore difficult to determine yet whether there has been any change to the mental health disparities that existed prior to the pandemic.

In South Gloucestershire:

38% of the South Gloucestershire population with mental health issues live in the 20% least deprived areas of England. 21% live in the 20% most deprived areas of South Gloucestershire

Prevalence of mental ill health is greater in people aged 18 and 65.

Prevalence in children and young people is around the Bristol, North Somerset and South Gloucestershire average, though very slightly higher in the 11-17 age band.

Mental health flags show a greater prevalence in the female population but may not accurately represent prevalence in males who may not seek support.

1.8% are from minority ethnic groups, however, 13% of people with a mental health diagnosis do not have an ethnicity recorded.

Response to the survey of residents from minority ethnic groups:

Data from our survey shows respondents from minority ethnic groups reported a struggle to stay close and well connected to friends and family and this was especially true of younger respondents aged under 35. 40% of South Gloucestershire survey respondents were reporting a high level of anxiety on the previous day and this compares to a national ONS Annual Population Survey result of 24% high anxiety amongst the population overall. More women than men from minority ethnic groups reported that they had a high level of anxiety.

Online Pupil Survey 2021

Overall, children and young people who are young carers, those living in poverty (worried there is enough money in the household to buy food) and those with family members in prison have the lowest ratings for mental wellbeing compared to all pupils and other groups. Those with disabilities, and dyslexic pupils also had particularly low scores. However, pupils with EHCP (education, health & care plans) and those with parents in the armed forces had relatively high scores. However, these two groups had relatively low numbers of responses and the results should be treated with caution. The survey found: 81% of LGBTQ pupils in South Glos Schools reported a low mental health score (Warwick-Edinburgh Mental Wellbeing Scale).

Progress

Successes are improved partnership working, and the recognition of the impact of the wider determinants of health and Covid on Mental Health. There are also improvements in particular pathways, such as eating disorders and 24 hour access to help and support (by the NHS); and also the new real time surveillance system for death by suicide (which can help us identify if that is impacting particular communities).

The need is growing faster than services, preventative or reactive, can cope with. We talk about prevention but the immediate need for higher tier services mean that we haven't been able to shift funding upstream. There is still a mainly medical approach to Mental Health, rather than biopsychosocial, which is what we're aiming for.

Actions planned

A mental health needs assessment has been completed for children and young people and the adult one is currently being refreshed. From these, strategies are being drawn up setting out how we plan to reduce gaps. Both are areas of focus for the Health and Wellbeing Board and the Local Partnership Board.

For children and young people, there are six priority workstreams:

- Perinatal mental health and early years
- Promoting mental health and emotional wellbeing
- Transition to adulthood (focus on vulnerable young people)
- Understanding, preventing and responding to self-harm
- Special Educational Needs and Disability – Social, Emotional and Mental Health Needs
- Eating Disorders and eating distress

Workstreams to support families facing financial insecurity are established and targeting particularly vulnerable populations.

16.**Topic: Access to Housing****Period 2021/22****Perception measures**

An Equality Impact Assessment and Analysis (EqIAA) was completed as part of the Council's Housing Strategy (2022-2052), based on homelessness data from 2019/20, as this data provides a more robust reflection than the 2020/21 data (which was impacted by the Covid-19 pandemic), and data from 2021 relating to the housing register.

When comparing this with data gathered in 2021/2022, the following points can be made:

- The number of households approaching for housing advice has slightly increased by 4% compared to 2020/21, from 2180 to 2238.
- Disability
 - The percentage of people approaching the service who identified as having a disability was 26%, and 30% of households owed a main duty under homelessness statute. This does suggest that those who identify as having a disability are less likely to be able to prevent their homelessness.
- Age
 - In 2020/21 95% of approaches for housing advice were for households whose lead applicant was aged up to 64 years. For those aged above 64 years, we were able to find alternative suitable housing thus preventing homelessness. This is possible due to designated housing for older people.
- Sex
 - The proportion of female-led households approaching for housing advice increased from 51% in 2020/21 to 55% in 2021/22. Female-led households has risen to 63% of homelessness duties accepted. This means that female-led households are more likely to be affected by homelessness than male, and female-led one parent households represent the largest single group of homelessness duties accepted.
- Ethnicity
 - Approaches for housing advice, of those who stated their ethnicity (77%) 10% identified from a minority ethnic group and 67% as white, and these proportions are in line with the previous year. For homelessness, 22% of homelessness duties accepted were from minority ethnic households, which represents an increase of the previous year of 20%. This means that not only are households from minority ethnic groups are more likely to be at risk of homelessness, they are less likely to be able to prevent or relieve homelessness.

Data

Whilst all residents of South Gloucestershire require housing suitable for their current and future needs our data show that the following groups are disproportionately over-represented in relation to affordable housing need:

- Females
- Disabled People
- People aged 25 – 44
- Asian/Asian British – Bangladeshi
- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British - Other
- Mixed/Multiple Ethnic Groups - White & Black Caribbean

• Mixed/Multiple Ethnic Groups - Other

• White - Gypsy or Irish Traveller • White – Other • Any Other ethnic group

There is no local data regarding LGBTQ+ groups – however there is national evidence to suggest that this is a group more likely to be in affordable housing need; this is also the case for lone parents, young care leavers, young offenders, people with mental health conditions and women at risk of domestic abuse

Strategic Housing Market Assessment 2019 (SHMA) Accessible and Wheelchair Accommodation: the SHMA report identifies that all affordable homes should meet Part M of the Building Regulations accessibility standards M4(2) or meet the target of 8% of new affordable homes that should be provided for wheelchair users and designed to meet the Part M4(3)(2)a wheelchair adaptable standard.

Housing Register - The table shows a snapshot of the Housing Register at 31 March 2022

	1 bed	2 bed	3 bed	4 bed	7 bed	Total 31.3.22	Total 31.3.21
Priority Card	3	3	6	0	0	12 / 0.27%	21 / 0.51%
Band A	137	70	29	10	1	247 / 5%	224 / 5.5%
Band B	265	167	159	170	0	608 / 13%	547 / 13%
Band C	549	290	431	6	0	1276 / 28%	1236 / 30%
Registered Applicant	1096	936	326	3	0	2361 / 52%	2028 / 50%
Not assessed	3	2	0	0	0	5 /	3
total	2053 / 46%	1468 / 33%	951 / 21%	36 / 0.8	1	4509	4059

Total applications are 10% higher than 2021, with the increase mainly being seen in the higher bandings, i.e. there is an increasing level of housing need reflected in our applicants. It is recognised that those with protected characteristics tend to be overrepresented as being in housing need, and therefore it is reasonable to assume that this is the case with the increases seen in the Housing Register.

An analysis of the self-assessment of applicants shows that 62% identify as having health issues that would be helped by moving (primarily mental health), 16% were in need of adaptations, 14% had learning disabilities and 9% sensory issues.

Lettings - The table below shows the number of lettings during the year by size and band.

Band	1 bed	2 bed	3 bed	4+ bed	Total	
					Number	%
Priority card	7	14	6	7	34	4
Band A	122	139	59	14	336	36
Band B	155	143	74	6	379	41
Band C	27	56	4	0	88	9
Reg Applicant	59	39	1	0	94	10
	369/ 40%	391/ 42%	144/ 15%	27/ 3%	931	100%

When compared with numbers on the Housing Register, this shows that the higher bandings are receiving the most offers of housing, with 80% going to Band B and above. This means that the lettings system is working effectively to promote access to housing for those in highest need.

Satisfaction with Housing Advice Services

	Total (all respondents)	Female	Male	16-34	35-44	Under 45	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups
2014/15	33%	34%	31%			38%	31%	28%	18%	34%	33%	50%
2015/16	3%	4%	3%			3%	3%	4%	8%	3%	4%	3%
2016/17	4%	4%	3%			2%	3%	6%	11%	3%	3%	7%
2017/18	3%	3%	3%			3%	3%	3%	6%	3%	3%	3%
2018/19	5%	5%	5%			7%	6%	4%	12%	4%	5%	6%
2019/20	5%	6%	4%			18%	5%	4%	6%	5%	5%	6%
2020/21	17%	17%	18%	20%	20%		16%	17%	27%	13%	17%	29%
2021/22	15%	19%	14%			17%	17%	14%	15%	17%	16%	13%
2022/23	18%	19%	14%			33%	18%	14%	21%	16%	16%	26%

Bisexual	Gay man	Gay woman/ lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion
23%	0%	0%	4%	5%	70%	5%	0%	5%	13%	0%	0%	0%	12%	5%
10%	14%	33%	29%	16%	0%	17%	0%	16%	0%	0%	0%	-	25%	16%
35%				16%	100%	16%	0%	18%	100%	0%	0%	-	20%	10%
12%				19%	-	18%	0%	20%	-	100%	0%	-	25%	14%

Progress

- We have drafted and consulted on a new Housing Strategy which will set out the council's ambition to ensure everyone has a home which meets their needs.
- We responded to issues raised through the survey of minority ethnic groups carried out in 2021 ([click for survey report](#)).
- To improve the supply of housing for those unable to access the market we delivered 562 new affordable homes in 2021-22, of which 60% were for rent.
- We worked with partners to secure the development of two specialist supported housing schemes for people with learning difficulties and autism.
- Completed lettings of a 50-unit mixed tenure ExtraCare scheme which provides additional housing choice for older people.
- The majority of new affordable homes were built to adaptable and accessible standards and over 5% of new affordable homes were built to wheelchair accessibility standards.
- 35% of new affordable homes provide 3 or more bedrooms.
- We have jointly commissioned research to provide more detailed information about housing need so we can plan for a supply of a range of housing options for our older residents in the future.
- We supported the adaption of 3 specialist supported homes so they can be used to facilitate discharge from hospital. We are reviewing this pilot and hope to extend it.
- We were successful in securing additional funding to extend our Housing First scheme to assist rough sleepers into their own tenancy.
- We were successful in securing new funding for a Specialist Housing and Public Health Officer post to focus on those with complex needs (including mental health and addiction), to maintain or access housing, where this is dependant upon a treatment or rehabilitation pathway.
- The housing support service transferred in-house from April 2021, linking this more closely with homelessness prevention and relief
- Mandatory licenced HMO's are all inspected as part of the licencing process and Informal/formal action is taken where conditions require improving. In 2021-22 – 126 HMO's were licensed and there at year end a total of 564 licensed HMO's in South Gloucestershire. HMO's provide practical and often the only affordable housing option for low income tenants including asylum seekers and refugees.
- Warm and Well scheme continued to run. 2020-21 supported over 758 vulnerable and low income households with advice and grants; 27% were 65 or over, 55% have a health condition or disability and 30% receive benefits and 21% had at least 1 child.
- 391 homes adapted through Disabled Facilities Grants and Care Act support to help people remain in their homes for longer with 542 grants for adaptation approved in year.

Actions planned

The draft Housing Strategy, which sets out a 30-year vision and clear priorities, including addressing housing inequalities for the residents of South Gloucestershire, is subject to public consultation during Summer 2022. The consultation closes on 1st September and feedback will be analysed.

The purpose of the strategy is to:

- inform our partners and residents about the housing challenges and priorities in the area
- describe our ambitions for the vision and high-level objectives

- focus resources and effort on agreed priorities
- highlight the importance of reducing inequalities
- maintain a strategic overview of housing development
- give strategic context for some of our housing related statutory duties.

The strategy will assist our work with partner organisations and registered providers, as well as landowners and developers. It will also support bids for additional funding through bodies such as Homes England, One Public Estate and the Department of Levelling Up, Housing and Communities.

We will continue to maximise delivery of Affordable Housing to meet identified priority housing need, and delivery of specialist and supported housing to meet identified need.

We continue to support all households who are homeless or threatened with homelessness, to try and prevent them from becoming homeless or to support them to access settled accommodation where this is not possible.

17.**Topic: Access to Transport Services****Period 2021/22****Perceptions**

Since April 2020 the West of England Combined Authority have been responsible for supported bus services; South Gloucestershire Council continues to be responsible for bus stop infrastructure in the area, as the Highway Authority.

Experience tells us that there appears to be a difference of opinion amongst those that use buses and those that don't with bus users tending to be more satisfied with services and bus stops than those who do not use buses.

Every two years we conduct a Streetcare Survey, we ask residents how satisfied they are with bus stops and shelters, the results for some protected characteristics can be viewed in the data tables below.

We continue to work with the West of England Combined Authority, Network Rail and Great Western Rail to improve accessibility to stations within South Gloucestershire. Working together with the Western Gateway Sub-National Transport Body, rail stations across the Western Gateway area are to be audited to assess the accessibility of facilities provided for passengers.

Data

We have included a summary of the results from both the 2019 and 2021 Streetcare Surveys according to protected characteristic in relation to 'satisfaction with bus stops and shelters'. The data shows the percentage of people stating satisfaction.

		Age						
Respondents	Base %	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 75	Over 75
% Satisfied 2019	66%	44%	59%	65%	68%	70%	66%	73%
% Satisfied 2021	57%	60%	59%	54%	50%	54%	63%	70%

		Gender		Disability		Ethnicity		
Respondents	Base %	Female	Male	Not Disabled	Disabled	White British	White Other	Minority Ethnic Groups
% Satisfied 2019	66%	68%	67%	68%	56%	68%	64%	70%
% Satisfied 2021	57%	55%	59%	59%	50%	58%	53%	50%

- Those aged between 16 and 44 (2019) and 35 and 64 (2021) are below the average satisfaction particularly those aged 16-24 (2019) 45-54 (2021).
- Both Females and Males are above the average satisfaction, this is skewed by the number of respondents who did not want to answer this question (2019). Females are below the average satisfaction (2021).
- Disabled people are below the average satisfaction for both 2019 and 2021, although the gap has reduced by 3%.
- People from a 'White Other' background are below the average satisfaction (2019) and people from 'White Other' and minority ethnic groups are below the average satisfaction (2021).

Progress

Passenger Transport

Bus patronage has continued to be impacted by the recovery from the Covid-19 pandemic and changes in people's working patterns.

In June 2021 a comprehensive audit was completed of all 1,637 bus stops in South Gloucestershire. The objective of the audit was to capture comprehensive data relating to bus stop infrastructure to enable:

1. Accurate update of asset records; including photographs, construction materials, details of exactly what types of infrastructure exist in each bus stop location and details relating to the condition of the infrastructure.

2. Gather accessibility information including shelter size and configuration, levels of accessibility to the shelter. Where there is no shelter, whether an accessible hardstand is available and if there are raised and dropped kerbs within the vicinity of the stop.
3. Prioritise bus stop improvements in the area based on the above findings.

During 2021/22 we delivered 5 bus stop upgrades, Hatchet Road A & B and Bush Avenue (both directions) were upgraded to metrobus stops and are currently in use and being served by local bus services ahead of the new metrobus route starting early 2023. We have also installed a new shelter at the Mallow Close stop on Morton Way, Thornbury on behalf of the developer. We have also installed 3 new bus stops at the Yate P&R, featuring South Gloucestershire's first living roof shelters.

As and when funding becomes available, we can make improvements to stops with the greatest accessibility need.

We have also been working to develop a bus stop standard with the West of England Combined Authority for the region, with accessibility at the forefront, the bus stop must be designed to be accessible to all potential passengers.

Traffic Signals

The following pedestrian controlled crossings have been installed/ replaced this year making provision for people to cross the more road safely.

- San Andreas Roundabout – toucan crossings on each approach. (New May 2021)
- Badminton Road (Yate P&C) – Toucan Crossing – (New February 2022)
- Gipsy Patch Lane / Titan Road – puffin & toucan crossings (New August 2022)
- East of Harry Stoke (EOHS) Hambrook Lane / Rosedown Drive – Several Toucans (New September 2022)
- Gipsy Patch Lane (near Gifford Crescent) – toucan crossing (Replaced April 2022)
- Southmead Road junctions – Puffin Crossing – (Replaced April 2022)
- Westerleigh Road, Emersons Green (Replaced April 2022)

A programme of dropped kerbs has been delivered in Yate Station Road, Staple Hill and New Cheltenham.

Thornbury High Street

In developing they project for Thornbury High Street public realm improvements an Accessibility and Equality working group for Thornbury was established. The group meets regularly to discuss current issues with the interim scheme, evolution of the permanent design and “added value” (general ideas to make the high street welcoming and accessible). We are in the process of writing a new EqIAA and have had site visits with disabled people who are members of the community helping us to understand challenges and first-hand experience of navigating the High Street with reduced mobility, sight loss and a range of other impairments.

Changes have been made to the location of the blue badge parking bays in St Marys car park, which are now more visible, not obstructed by the Saturday market and in a low traffic/reduced movement section of the car park. In addition, we have provided new tactile paving/crossing points around the car park.

Kingswood High Street

Consultation took place where we were able to get information from members of the community who we would never normally engage with. It showed the gaps in the normal consultation processes and responses. Young people feel excluded from the process and our engagement with schools and in the shopping centre unit raised awareness that they want to be involved but we have to tailor our consultations to involve them. Equally, older people reported issues with everything being digital, the distance of the One Stop Shop to the Town Centre and the inconvenience, not knowing where to go if they had general issues with the Council.

Actions planned

Using the data from the bus stop audit, we plan to develop an action plan prioritising accessibility improvements.

We are working with WECA to develop a bus stop standard for the region, the standard will promote best practice in terms of accessibility and Equality Act compliance.

We will shortly be introducing 3 Living roof bus shelters in Thornbury, whilst this type of shelter benefits everyone, we can measure feedback disaggregated against protected characteristics in the future.

Nationally we know that the most popular form of transport for people with impairments that impact on their mobility is by car, often as a car passenger. As a result, we have identified the need to work in collaboration with the council's Parking Services team to establish the adequacy of blue badge parking across council owned car parks and our high streets.

We are working with the West of England Combined Authority and the Western Gateway SubNational Transport Body to identify issues that need to be addressed and support applications for local and national funding to address these issues through the minor rail station fund. Access for All funding (AFA) has been identified for Yate station and we are working with the Combined Authority to design and implement the required changes.

In Kingswood, the following changes are being made based on the feedback from the community consultation. We are undertaking tailored communications and engagement for business, young children and teenagers in addition to the general consultation and share the learning and insights across other council services.

A newsletter has been introduced to keep the community informed. Procurements including social value which directly supports the community is being applied.

18.**Topic: Economic Standing****Period 2021/22****Perception measures**

The ONS Business Insights & Impact on the UK Economy (issued 7 April 2022) reported that:

- The top two main concerns reported by businesses continued to be input price inflation (23%) and energy prices (20%); energy prices experienced the largest movement reported across all concerns, rising from 15% in late February 2022 to 20% in late March 2022.
- In early March 2022, an estimated 21% of the workforce were using a hybrid model of working, the highest proportion reported since early October 2021; conversely, those reported to be solely working from home fell to 10%, the lowest proportion reported since October 2021.
- Approximately one in six (17%) of businesses not permanently stopped trading reported they were paying sick leave for the voluntary self-isolation of employees testing positive for coronavirus (COVID-19), while 24% reported they were not.
- Of businesses not permanently stopped trading with 250 or more employees, 23% reported they had a climate change strategy; the top three actions being taken by businesses of all sizes to reduce their carbon emissions were switching to LED bulbs and adjusting heating and cooling systems at 29% and 24% respectively (both increased from late January 2022), and going paperless at 23% (the first time this option was included).
- Over a quarter (28%) of businesses not permanently stopped trading with 10 or more employees had experienced global supply chain disruption in the last month; up from 26% in February 2022.
- More than a quarter (26%) of businesses not permanently stopped trading reported that their turnover was lower than normal in March 2022, which was the lowest percentage reported since late October 2021.

Data

According to ONS GDP Estimates, March 2022, UK monthly Gross Domestic Product (GDP) was estimated to have fallen by 0.1% in March 2022, after no growth in February 2022 (revised down from 0.1% growth). Output in consumer-facing services fell by 1.8% in March 2022, following a 0.5% (revised down from 0.7%) growth in February 2022; non-consumer facing services grew by 0.2% on the month following a 0.1% fall in February (revised down from 0.0%). Monthly GDP was now 1.2% above its pre-coronavirus (COVID-19) pandemic level (February 2020). Services were now 1.5% above its pre-coronavirus level, while construction was 3.7% above and production was 1.6% below; within services, consumer-facing services were 6.8% below their pre-coronavirus levels in March 2022, while all other services were 3.6% above.

According to the BoE Monetary Report, February 2022, the UK economy continued to recover and since November 2021, economic activity was back to where it was before the pandemic. The number of people out of work was falling with the unemployment rate only slightly higher than it was before the start of the pandemic. Inflation (the pace of price rises) had risen above the BoE target 2% target, with higher energy prices cited as the main reasons for this. Large increases in oil and gas prices were also pushing up petrol prices and utility bills. Higher prices for goods that we buy from abroad were also playing a big role. As economies reopened around the world, people started to buy more goods. Some businesses struggled to meet this extra demand, held back by, for example, shortages of materials and workers. That pushed up their costs and led to higher prices for consumers.

Demographic data from the Council Universal Business Support Programme:

ETHNICITY	TOTAL	%		GENDER	TOTAL	%		DISABILITY	TOTAL	%		AGE	TOTAL	%
English / Welsh / Scottish / Northern Irish / British	465	80%		Male	185	32%		Y	45	8%		16 - 24	26	4%
Irish	4	1%		Female	385	66%		N	509	87%		25 - 30	61	10%
Gypsy or Irish Traveller	1	0%		Transgender		0%		Prefer not to say	30	5%		31 - 35	75	13%
Any other White background, please describe	37	6%		Non-binary	3	1%			584	100%		36 - 40	96	16%
White and Black Caribbean	6	1%		Gender Fluid	1	0%						41 - 45	95	16%
White and Black African	5	1%		Other please specify		0%						46 - 50	71	12%
White and Asian	3	1%		Prefer not to	10	2%						51 - 55	77	13%
Any other Mixed / Multiple ethnic background, please describe	5	1%			584	100%						56 - 60	47	8%
Indian	11	2%										61 - 65	21	4%
Pakistani	2	0%										65 +	6	1%
Bangladeshi	0	0%										Prefer not to	9	2%
Chinese	5	1%											584	100%
Any other Asian background, please describe	6	1%												
African	9	2%												
Caribbean	3	1%												
Any other Black / African / Caribbean background, please describe	3	1%												
Prefer not to say	19	3%												
	584	100%												

Progress

During 2021/22 South Gloucestershire Council continued to facilitate the distribution and allocation of Covid-19 grants within South Gloucestershire (for the period November 2021 – March 2022):

	No. Grants Paid	Amount Paid
Additional Restrictions Grant (inc. 21/22 allocation)	10,031	£10,400,540
LRSG (Open)	139	£78,430
LRSG (Closed)	4,489	£7,572,331
Closed Business Lockdown Payment	1,362	£7,193,000
Christmas Support Payment for Wet-Led Pubs	88	£88,000
Business Restart	1,296	£10,772,736
Omicron Hospitality Leisure Grant	368	£1,376,727
	17,773	£37,481,764

In addition, business rate ratepayers who were unable to claim the Expanded Retail Discount or Nursery Discount in 2020/21, or 2021/22 may also have been eligible for the COVID-19 Additional Relief Fund. South Gloucestershire Council developed a local policy to make discretionary awards, at up to 50% relief against the 2021/22 financial year capped at £25,000 per property and £75,000 per ratepayer. Businesses who were unsure if they qualified for this relief were encouraged to apply for the Council to review.

One of the outcomes of the 2021 South Gloucestershire Business Show was the need to develop further targeted workshops. Therefore, in March 2022, the Council hosted:

Women in Business – Improving Gender Balance (2nd March 2022)

Businesses were brought together to discuss and address the gender imbalance in business management and how we can make improvements to South Gloucestershire's businesses.

Localising Procurement – the Circular Pound (9th March 2022)

Business considered the question on what the impact would be if we were to increase the proportion of businesses that were placed locally to our business needs and what benefits could be realised to the local community in terms of employment, skills and the environment.

Actions planned

- “Invest South Glos” website, development and scheduled to launch November 2022.
- All new start-up businesses that are created each month in South Gloucestershire are now directly contacted following their registration with Companies House (Banksearch data is used to source details).
- Using various database tools to contact and start face-to-face conversations with businesses of different sizes and from various sectors. This activity commenced in 2021.
- Major Employers Forum – Development of the top 100 employers in South Gloucestershire (first event 30th September 2021). The next event will be held 10th November 2022 at UWE Enterprise 1 and is incorporated into the main South Gloucestershire Business Show at UWE over 9th and 10th November 2022 - Businesses across a range of sectors are either taking part as exhibitors or involved within the seminars as general attendees. Seminars during the festival element of the Show will incorporate workshops and LIVETALK Forums that are themed around Social Value; Diversity in Leadership; Understanding Immigration; Staff Recruitment and Retention Best Practice; Emotional Intelligence; Workplace Disability and the West of England Employment Charter.

APPENDIX 2

ENSURING FAIR TREATMENT FOR ALL BY COUNCIL SERVICES

Comments received via a Viewpoint Panel survey. 812 members of the Panel answered this question, and the full results are presented below.

Some comments appear in more than one section, if the respondent indicated that they were discriminated against on the basis of more than one characteristic.

Comments related to Age

- Removing some bus routes to town and having to walk a fair way to get the new metro bus - some elderly people Can. No longer get into town in a reasonable time
- i cant get accommodation to suit a pensioner needs
- Thornbury's High Street has been shut. Killing off the town.
- Mostly in the workplace. There is an assumption that because I am older and work part time that I am not interested in doing other things. Opportunities are mostly offered to younger staff. I am always last on the list for training.
- The local authority appears to ignore or is blissfully ignorant of the mobility problems of ageing taxpayers with their `cycle/walk` priorities. When I was younger yes, I could and did cycle 3 miles to the shops but I can't do that now. That should be recognised but it isn't. Perhaps if councillors, like Toby Savage could all demonstrate and set an example by cycling/walking to work/shops they might get more tolerance from the general populace.
- With the trail of VOI scooters, no account is made of people riding on pavements (this also applies to bicycles) and particularly affects the elderly, disabled or infirm. The council should discontinue this trial
- My partner and I never married, and left no will feel It was treated like we had committing a henius crime, I've had to fight for 18 months, for a share of her pensions, and everything else was left to her brother a Danish citizen. Something needs to be adjusted.. it is social discrimination..
- I have on two or three occasions reported the state of the Road where I live .It needs redoing ,also never seen anybody sweeping this Road .
- I have asked for bags for my re-cycling, as the boxes are too heavy and awkward for me to carry. They do not issue bags any more. I think this is inconsiderate for older people.
- I think the main issue is mobility. There does seem to be an assumption everyone has or has access to a car. Particularly when you are older it may not be affordable, or you may not be fit enough to drive. More support for bus services please! Pedestrians and cyclists seemed to be discriminated against in favour of car drivers.
- Living in a retirement Village I and many others here, feel the Council has totally abandoned us to the whims of Housing developers, as the provision of safe crossing of roads was never in the plans so far as I can find out. Nobody from the Council has explained to the residents(now over 200) what they will be effecting in the way of zebra crossings etc for the safety of all residents on the estate, let alone the elderly in the Village.
- Failure to keep overgrowth in check, discriminating disabled by restricting their movement. Failure to maintain pavement, endangering disabled and discriminating against disabled. Chinanes and barriers to stop disabled from getting around.
- Went for job with all the skills and more but turned down, feel it was age, and Council had to interview.
- Health issues, beginning of pandemic, there were fewer facilities in Thornbury, had to go into Bristol or Yate to get tested or jabbed, this did improve eventually.
- Because I am disabled, the Council has abused and molested me. However, there is no one out there to support me. If it were domestic violence, then people would be rushing to help me.

However, because it is a Council employee, organizations are afraid. I suppose because their funding will be cut off.

- Yes, the fact that I am a white, middle class and reasonably well educated professional who doesn't raise issues to the Council.

Comments related to Disability

- The footpaths in the area look okay, but when using them I feel that the pathways are very lumpy and uneven.
- Total lack of long term care, support and help with mental health difficulties which happen to impact on my physical health in a huge way as well. GP access is near impossible. Mental health support is underfunded and they can't meet the demand.
- Have had a difficult challenge renewing a blue badge. A massive amount of red tape to go through and a long wait to receive a decision. Existing badge had expired although gave council plenty of time to renew. No one at the department I contact seems to take disability seriously.
- When I applied for a blue badge I had a report from a consultant about various things he had found wrong with me. What was wrong will never get better and only get worse. However they would not give me a blue badge until I had a letter from my GP. We were in the middle of covid and it took over a year to get a report in which she just quoted what the consultant said. This cost me money and could not use the car as I cannot get out of car without the extra space.
- Poor state of repair, and lack, of local footways in Gorelands Road and Hatters Lane (BS37 6B?) area leaving pedestrians at risk of injury from fast moving vehicles (despite 20mph limit). Sections of footways are too narrow for pedestrians to pass each other without having to step on to the road way and compete with cars. Some neighbours have been knocked off their feet and injured on the blind, inclined bend and triangular junction. Additionally, parked vehicles on Gorelands Road at top of incline, and on the bend (near Frome Road) obscures view of opposing vehicles on approach. Through traffic has increased in recent years in this area and it has become significantly hazardous for the many elderly residents of Batten Court, Frome Road and Whitefields areas (of which my wife and I are), and being unable to quickly step out of the way of passing vehicles.
- I have a blue badge and no parking
- Being disabled not getting any support from my local council when I need it.
- I am in schooling
- Failure to keep overgrowth in check, discriminating disabled by restricting their movement. Failure to maintain pavement, endangering disabled and discriminating against disabled. Chinanes and barriers to stop disabled from getting around.
- Because I am disabled, the Council has abused and molested me. However, there is no one out there to support me. If it were domestic violence, then people would be rushing to help me. However, because it is a Council employee, organizations are afraid. I suppose because their funding will be cut off.
- Reduction of access to Thornbury High Street has been a problem for those of us with mobility issues. Provision of parking spaces for blue badge holders is totally inadequate.
- e.g. Thornbury High Street not able to visit for 2 years because apart from lockdown, the provided "Blue Badge parking" was too far away for me to walk into middle of High Street. Not very thoughtful or helpful to me or the High Street. I assume the aim is to kill it off.

Comments related to gender reassignment

- -

Comments related to pregnancy

- When pregnant, lost job, no help offered, lots of stress.

Comments related to marriage or civil partnership status

- Council tax. The information provided states that the calculation of council tax is based on 2 adults living together. Therefore as a single adult in a property I don't understand why the reduction applied is only 25% and not 50%. This is discriminatory against single people.
- i cant get accommodation to suit a pensioner needs
- Single mum of two teenagers as one is 18 I have no discount on council tax. Ex husband earns 4x and because he's in his own gets discount...
- My partner and I never married, and left no will feel It was treated like we had committing a henius crime, I've had to fight for 18 months, for a share of her pensions, and everything else was left to her brother a Danish citizen. Something needs to be adjusted.. it is social discrimination..
- Being single I will not be able to pass my pension on to anyone as I would if I were married, which is very unfair especially as I have paid in for approx. 30 years.

Comments related to ethnicity

- As an English male Christian, I feel I am less valued than minority groups as the Council pursues its diversity policies.
- As a middle aged white female I am ignored by the council and police.

Comments related to gender

- If yes, please summarise the issue and the service your r...
- As an English male Christian, I feel I am less valued than minority groups as the Council pursues its diversity policies.
- I have suffered discrimination on an allotment site where they treat people differently, not all the same. They are unfair and discriminate especially if you are a women on your own who has a plot. The Parish Councils/councils in South Gloucestershire are run by people who do not encourage diversity. There are no coloured people on the allotments, why? There are no disabled people on allotments, why? Being a woman on an allotment in South Gloucestershire you are harassed by the men, if different you are treated unfairly. All in all South Gloucestershire is old fashioned.
- Mostly in the workplace. There is an assumption that because I am older and work part time that I am not interested in doing other things. Opportunities are mostly offered to younger staff. I am always last on the list for training.
- Because I am disabled, the Council has abused and molested me. However, there is no one out there to support me. If it were domestic violence, then people would be rushing to help me. However, because it is a Council employee, organizations are afraid. I suppose because their funding will be cut off.

Comments related to religion or belief

- As an English male Christian, I feel I am less valued than minority groups as the Council pursues its diversity policies.

Comments related to sexual orientation

- -

Comments referring to any other equalities issue

- If yes, please summarise the issue and the service your r...
- Council tax. The information provided states that the calculation of council tax is based on 2 adults living together. Therefore as a single adult in a property I don't understand why the reduction applied is only 25% and not 50%. This is discriminatory against single people.

- Because I've worked all my life , I have to pay for everything and others that have never put into the system get everything !
- I have suffered discrimination on an allotment site where they treat people differently, not all the same. They are unfair and discriminate especially if you are a woman on your own who has a plot. The Parish Councils/councils in South Gloucestershire are run by people who do not encourage diversity. There are no coloured people on the allotments, why? There are no disabled people on allotments, why? Being a woman on an allotment in South Gloucestershire you are harassed by the men, if different you are treated unfairly. All in all South Gloucestershire is old fashioned.
- My complaints have not been addressed until I have complained multiple times. I feel like I am being treated as if I am stupid.
- SGCC seem to place a higher level of priority and focus toward so called minority groups at the expense of what would benefit the greater populous who have seemingly become the neglected minority.
- Mostly in the workplace. There is an assumption that because I am older and work part time that I am not interested in doing other things. Opportunities are mostly offered to younger staff. I am always last on the list for training.
- I would like to know why most households are allowed 1 black bin, but those living in a single caravan a few properties away are allowed five black bins..... seems inequitable
- Living in a rural location
- car driver, bus passenger general commuter. If only I rode a bike.....
- I live in an area they don't live in and want to concrete over.
- I think the main issue is mobility. There does seem to be an assumption everyone has or has access to a car. Particularly when you are older it may not be affordable, or you may not be fit enough to drive. More support for bus services please! Pedestrians and cyclists seemed to be discriminated against in favour of car drivers.
- See 13 above. My opinion was not sort therefore we are discriminated against.
- The Council are not interested in rural communities.
- As a motor car driver I feel discriminated against by Council promotion of public transport and bicycles, they are taking over too much road space.
- Yes, the fact that I am a white, middle class and reasonably well educated professional who doesn't raise issues to the Council.

Other comments not related to a particular equalities issue

- Focus on delivering basic services, please, not dividing the population into smaller groups and setting one against the other - this whole process breeds division
- It appears that the planning department is not listening to local concerns on planning applications.
- Sgc have totally ignored school parking and EV issues
- Yes I feel marginalised as a White English male I no longer feel I can express my opinions for fear of being called Discriminatory. If I criticise a white english person thta is OK, if I criticise a non white english person for exactly the same vaild reasons I am considered to be discriminatory. The upshot is most of the time I say nothing, even if see somethng that is clearly wrong or unlawful.
- I did find it difficult to establish if I was entitled to any help with the care of my husband . I was told by Occupational therapists that I was not. this was incorrect because Attendance allowance is not means tested and is payable by DWP. So as my husband has a pension he may be eligible. I took me a lot of phone calls to finally get the correct information. I wonder how many other people are missing out on this grant.
- Not had any direct contact with the council.
- What's the point.....
- N/A
- Because things happen that I don't agree with.
- N/A

- My family has suffered racial discrimination in the past, at work and in social environment but not recently and not in this community.
- I do feel that age discrimination is alive and well in the community in general
- Sometimes. Not considered for help because I live in a nice house in a nice village with no transport or facilities for disability or care needed facilities
- I am struggling to persuade the Council to pay for or make a contribution to the costs of my wife's nursing home placement.
- Not been in contact with the council in the last 12 months.
- N/A
- None applicable,
- No, my husband not being able to go to local meetings and community meetings of neighbourhood watch meetings due to it being virtual.
- Having lived here all my life and contributed to the community in many ways, I feel I have done my bit and I am enjoying my retirement.