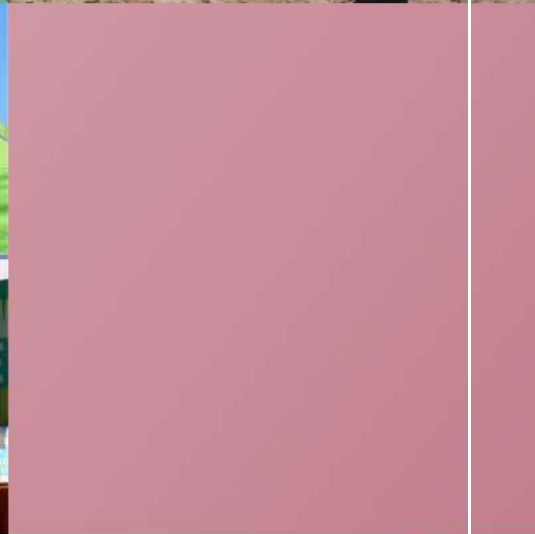
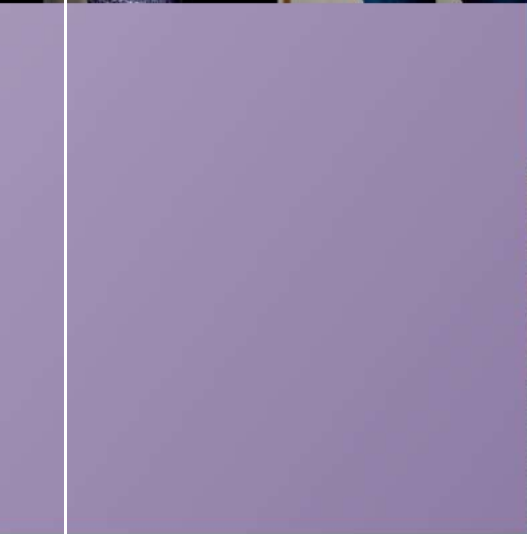
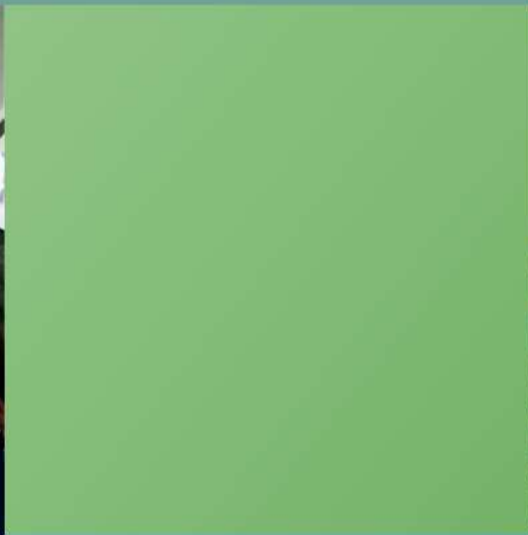


ANNUAL EQUALITY REPORT

2022-23



We want to ensure that your needs are met.

If you would like this information in any other format, please contact us.

For example, you may wish to receive this document in Braille, audio format, large print, computer file or community languages.

Telephone: 01454 868009

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FOREWORD

In South Gloucestershire, we welcome everybody; we value diversity. We want everyone to be treated with dignity and respect. We want everyone to have access to opportunities that matter to them. We want a South Gloucestershire in which the diversity of people's backgrounds and circumstances is appreciated and valued; in which positive relationships exist with a strong sense of community cohesion by all communities. We want equity of outcomes for all.

The council has worked hard, and continues to work hard, with our valued partners and with communities as well as individuals to understand our diverse population's experiences across areas of life that are critical for all of us - education, employment, living standards, health, justice and security, and participation in society.

This report shows that there are substantial inequalities experienced by people in South Gloucestershire across these areas of life; and in some areas these inequalities are growing. We know that a person's protected characteristics, their socio-economic status or where they live have a direct and significant effect on their life outcomes.

At the same time, this Annual Equality Report contains a range of examples that show that we are absolutely able to deliver actions which will lead to reductions in inequalities.

Key for South Gloucestershire Council moving forwards then, is that this wealth of important knowledge is proactively used to inform action – action that will directly reduce these inequalities and benefit everyone.

This Council recognises the scale and complexity of the challenges we face - globally, nationally and locally. We recognise that there is no 'quick fix' to these challenges. However, this does not mean that we should 'shy away' from them.

The time for concerted, persistent and enduring action to ensure equality of treatment, opportunities and equity of outcomes for all, is upon us. We will soon be launching a new strategy to tackle inequalities and inequity in South Gloucestershire which will be based on action, and the success of these actions will be measured and reported on an ongoing basis.

I look forward to shortly publishing our new strategy and reporting our work and the outcomes of that work each year moving forwards.

If you would like to find out more about this work, or have feedback, please do contact me at any time.



Councillor Alison Evans
Cabinet Member for Cost of Living, Equalities and Public Health

EQUALITY 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, fair treatment and outcomes are delivered for all.

Over the past decade, the council has conducted a significant range of public consultation work, service performance analysis, engaged closely with South Gloucestershire Equalities Voice (our equalities partner organisations), conducted research and engagement with residents and has compared the findings with nationally available data and information looking across all areas of life, including education, work, living standards, health, justice and security, and participation in society.

As a result of this substantial work, the following priority areas have been established as areas which are key to positively impacting residents of South Gloucestershire and are areas where the Council will strive to make significant progress in addressing inequalities.

Priority Areas
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

South Gloucestershire Council will shortly publish a new Strategy which will set out our key objectives and the measures which we will report upon to demonstrate our work and progress.

This report sets out the work which the Council has done during the year 2022/23 along with outcomes experienced by residents, often comparing and contrasting with previous years in order to identify any trends emerging. It particularly focusses on the above 10 Priority Areas.

Key Highlights

Our **Equality in Education** work is clear on the issues contributing to disparities in relation to pupil attainment and pupil wellbeing. This proactive work continues the 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.

Work to deliver high streets improvements has identified **accessibility** as key in the advancement of equality. In developing the project for Thornbury High Street public realm improvements, an Accessibility and Equality working group for Thornbury was established. The group met regularly to influence the evolution of the high street design. Ultimately, 137 features were identified for the improvement of accessibility, of which, 94% were partially or fully accommodated within the scheme. A similar approach to engagement is planned for Hanham High Street and Kingswood High Street.

The **Climate and Nature Emergency** team have continued to conduct robust Equality Impact Assessment and Analysis (EqIAA) in relation to their work in order to ensure that inequalities are addressed through work relating to Carbon Reduction, Climate Adaptation and Resilience and Nature Recovery.

A new **Housing Strategy** was launched which sets out the council's ambition to ensure everyone has a home which meets their needs. Two specialist supported housing schemes for people with learning difficulties and autism have started to be built and are due for completion in 2024. A total of 34 sites delivered new affordable homes in 2022-23, of which four sites were 100% affordable housing. The majority of new affordable homes were built to adaptable and accessible standards and over 4% of new affordable homes were built to wheelchair accessibility standards. 463 homes were adapted through Disabled Facilities Grants and Care Act support to help people remain in their homes for longer, with 598 grants for adaptation approved in year.

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. The Household Support Fund (HSF) is aimed at people who need support to pay essential bills such as water, heating, fuel and food - £2.8M has been distributed during the year.

The council's refreshed approach to **Equality Impact Assessment and Analysis (EqIAA)** 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](#) published in March 2023 now contains 10 years of information in one place, enabling inequality trends to be analysed and assessed with efficiency and effectiveness in order that action can be robustly

As part of the **South Gloucestershire Business Show**, the council ran a workshop at the Major Employers Forum 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.

A wide range of **training for staff** has been delivered throughout the year. This has included:

- Race Awareness Training which is mandatory for all social care staff (Children's and Adults social care divisions)
- Equality and Diversity Training for all newly qualified social workers
- The continuation of Equality and Diversity Training for all new Council staff as part of induction
- Equality Impact Assessment and Analysis Training
- Training in respect of Specific Topics
- Department / Division targeted training
- Specific sessions for service areas

Work to support the Deaf Community

Working with [Gloucestershire Deaf Association](#), the council ran a wellbeing event for the Deaf Community in May 2022. This event received high levels of attendance gaining insights into the particular needs and issues arising, especially as a result of 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 key output of the event is the commencement of a wellbeing service delivered by Gloucestershire Deaf Association which is working to support individuals across South Gloucestershire.

The council runs the **Armed Forces Covenant** Working Group in South Gloucestershire and is a member of Forces Connect South West (a local authority initiative that supports the delivery of the Armed Forces Covenant to the military community across the South West of England through effective partnerships). Internally, South Gloucestershire Council continues 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 second [Armed Forces Covenant Annual Report](#).

In South Gloucestershire, we have now welcomed around 3,000 **new residents** hailing from Ukraine, Hong Kong, Afghanistan, and various corners of the world, each with their unique stories and cultures. Together, our Service for Resettling Communities and committed community partners work diligently to provide homes, employment, language training, access to healthcare, and robust social networks. These initiatives are the cornerstone of a bright future where people will experience a secure and welcoming environment, offering meaningful opportunities for our new residents to rebuild fulfilling lives with dignity and self-reliance and with a strong sense of belonging as valued residents.

The **South Gloucestershire Partnership** is the local strategic partnership 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, the Inequalities Sub-Group continued work and plans to take a system-wide approach to tackling barriers to participation in 'green skills' opportunities which is particularly relevant given predictions for growth in this sector.

Working with **Me.Fa** (Minority Equality for All – a participation group for children and young people of colour who are exploring and raising issues relating to diversity and equality across the Council) and the Corporate Equalities Officer, one of the Council's **Young Ambassadors** conducted a review led by young people. As a result, a series of actions have been identified, including enhancing young people's views and representation on the South Gloucestershire Equalities Forum, as well as the development of the Children's Social Care and Preventative Services Equality Action Plan to include scrutiny of Service Development Plans on an ongoing basis.

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 2022/23 met on four occasions.

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. South Gloucestershire Carers Strategy
2. Development of the Streetcare Equalities Plan
3. Electric Vehicle Charging Strategy
4. Green Infrastructure Strategy
5. Smoking Cessation
6. Council budget setting analysis

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 South Gloucestershire Equalities Voice 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 culturally diverse 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

The South Gloucestershire Multi-Faith Forum continued to grow during the year and is spearheaded by [Southern Brooks Community Partnerships](#).



LGBTQ+



The council supports an area wide [LGBTQ+ Network](#) which is managed by the [Diversity Trust](#) and 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 together to deliver the following vision:

We want South Gloucestershire to be a place where people and communities are able to live without fear or experience of discrimination and services are accessed and outcomes delivered on an equal basis for all.

In particular the Forum believes that it can make progress towards achieving its vision through four key areas of work:

1. **Challenging Discrimination** – by challenging discrimination where we see it we will give confidence to people from all diverse communities and help make them aware of the legal protections and support which exists for them.
2. **Education** – by helping to dispel the myths around diverse communities we will help people respect individuals, whatever their background, and value living in a community of people from different cultures, needs, identities and experiences.
3. **Advancing Equality** – working within the legal framework which imposes a duty on public organisations to advance 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 from all 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
- Avon Fire and Rescue Service
- Bristol, North Somerset and South Gloucestershire Clinical Commissioning Group
- North Bristol NHS Trust
- Bromford Housing Association
- South Gloucestershire Council
- Age UK South Gloucestershire
- CVS South Gloucestershire
- Southern Brooks Community Partnerships
- South Gloucestershire Disability Equality Network
- South Gloucestershire LGBTQ+ Network
- South Gloucestershire Over 50s Forum
- South Gloucestershire Race Equality Network
- The Diversity Trust

During 2022/23, the Forum met on 4 occasions, covering topics including:

- BNSSG Trauma Champions
- South Gloucestershire Service for Resettling Communities
- Ageing Better
- Stroke Support

ACHIEVEMENTS AGAINST OUR EQUALITY PLAN DURING 2022/23

Our five key objectives are set out in our [Equality Plan](#), the table below provides a summary of overall progress using the following key:

Key:

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

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

Equality Plan Objective		Feedback on Progress
Objective 1: To ensure a consistent approach to managing equalities.	✓	The framework for managing equality was refined during 2021/22 and continued to be robustly implemented to ensure the standard and consistency of Equality Assessments (EqIAAs) as part of the decision-making process.
Objective 2: To ensure fair treatment for all by Council services	<p>✓</p> <p>✗</p>	<p>Overall, there was a 1% reduction in the proportion of residents who felt they had not been discriminated against.</p> <p>The proportion of residents feeling they were discriminated against rose in the areas of</p> <ul style="list-style-type: none"> - Disability, Race, Gender, Sexual Orientation, 'Other equalities areas' <p>There was no change in respect of the areas of</p> <ul style="list-style-type: none"> - Gender Reassignment, Religion or Belief. <p>The proportion of residents feeling they were discriminated against rose in the area of</p> <ul style="list-style-type: none"> - Age <p>In respect of all other protected characteristics, the proportion of residents feeling they were discriminated against fell slightly.</p>
Objective 3: To reduce any gaps in service use and take-up.	<p>✓</p> <p>✗</p>	<p>This Annual Report provides information on the performance of council services in 2022/23 and also of progress against actions which were set for the year.</p> <p>Of the service areas where there was a visible change in 2022/23, the gap was closed in 2 but widened in 10.</p>
Objective 4: To continuously improve equality of opportunity for our employees and job applicants	<p>✓</p> <p>✗</p>	A comprehensive Workforce Equality Plan was launched during the year including an ambition statement covering: " <i>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</i> ". 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 both areas.

Details are shown on the following pages.

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.

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.

Councillors have undergone equalities training which included EqIAAs and taking account of this information when decision-making.

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.

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

OBJECTIVE 2: ENSURING FAIR TREATMENT FOR ALL BY COUNCIL SERVICES

This indicator is monitored through our Community Cohesion survey sent to Viewpoint Panel members. 546 respondents of the panel answered the question below and the full results across previous years are presented as follows.

Question - Do you feel you have been discriminated against by the council on the grounds of any of the following equalities issues in the last year?

The proportion of residents feeling they were discriminated against by the Council has remained similar over the last five years. Caution must be taken when drawing conclusions on the changes in responses from 2022-2023 due to the individual number of responses being very small.

Protected characteristic	% 2019	% 2020	% 2021	% 2022	% 2023	Change 2022-2023
Not discriminated against	93%	94%	91%	91%	90%	-1%
Believe discriminated against on basis of: Age	4%	3%	3%	5%	4%	-1%
Believe discriminated against on basis of: Disability	1%	2%	2%	1%	2%	+1%
Believe discriminated against on basis of: Gender reassignment	0%	0%	0%	0%	0%	-
Believe discriminated against on basis of: Pregnancy and maternity	2%	0	1%	4%	2%	-2%

Protected characteristic	% 2019	% 2020	% 2021	% 2022	% 2023	Change 2022-2023
Believe discriminated against on basis of: Marital or civil partnership status	1%	0%	0%	3%	0%	-3%
Believe discriminated against on basis of: Ethnicity	0%	1%	2%	0%	1%	+1%
Believe discriminated against on basis of: Gender	1%	1%	2%	0%	1%	+1%
Religion or belief	0%	1%	0%	0%	0%	-
Believe discriminated against on basis of: Sexual orientation	0%	0%	1%	0%	1%	+1%
Believe discriminated against on basis of: Any other equalities issue	2%	2%	3%	2%	4%	+2%

Respondents who stated they had been discriminated against by the Council on the grounds of equalities issues over the last year were then asked to state the issue and service this relates to. In total, 64 comments were left, and the greatest number surrounded feeling ignored by the Council.

Recurring themes	Number of comments
Ignored by Council	7
White-middle class seen as source of income	4
Faced discrimination due to age	4
Limited public transport	4
Faced discrimination due to gender	3
Issue around Thornbury high street	3
Faced discrimination due to race/country of birth	2
Faced discrimination due to disability	2
Local area facing decline	2
Withdrawal of bus services discriminates against older/disabled residents	1
Issues with accessing a blue badge	1
Faced discrimination due to class	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.

This Annual Report provides information on the performance of council work in 2022/23 and also of progress against actions which were set for the year - the information is shown in Appendix 1.

As a result of the Council's ongoing activity, the key, ongoing issues for consideration are:

1. Ongoing lower attainment levels and higher exclusion levels of pupils from many minority ethnic groups, boys (including White British boys) and pupils with SEND.
2. Growing levels of hate crime, especially targeting people from minority ethnic groups, disabled people and LGBTQ+ communities, as well as growing levels of domestic violence, sexual violence and violence against women and girls.
3. Employment, especially for people from many minority ethnic groups, women, disabled people, younger people and people from some faith groups.
4. Housing, especially for people from many minority ethnic groups, lone parents, young care leavers, young offenders, LGBTQ+ young people, transgender people, people with mental health conditions, disabled people more generally, women at risk of domestic abuse, ex-services personnel, and those living in material deprivation.
5. The extent of poverty and financial hardship, which disproportionately includes people from many minority ethnic groups, disabled people (including people with mental health conditions and people with learning difficulties), lone parents, children living in households in poverty (disproportionately affecting children in many minority ethnic households), children leaving care and women at risk of domestic abuse. These issues impact on such areas as health, educational attainment and experience, digital exclusion and overall life chances.
6. Disproportionate impacts of climate change, especially for those experiencing financial hardship and poverty.
7. Access for older people and disabled people especially in terms of digital inclusion, transport, the built and natural environment and the wider economy.
8. Mental health, especially for LGBTQ+ people, younger people, people from many minority ethnic groups and disabled people.
9. Access to healthcare, especially for people with learning disabilities and disabled people more broadly, people from many minority ethnic groups, refugees and asylum seekers, Gypsies, Roma and Travellers and LGBTQ+ people.

South Gloucestershire Council will shortly publish a new Strategy which will set out our key objectives and the measures which we will report upon to demonstrate our work and progress.

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, the council has remained consistent with the previous 5 years with no significant change. The council has a higher proportion of female staff (69.3%) when compared to the overall residential population of South Gloucestershire (50.5%).
- Most employees fall within the 40-59 age group (53%).
- The council saw a significant decrease in terms of voluntary turnover in the 20-29 age group in 2022/23 (-6.3% reduction).
- The percentage of staff declaring minority ethnic heritage has increased from the previous year (+1.2%). There was a small increase in applications across all minority ethnic groups.
- There has been a slight increase in the number of staff declaring themselves to be LGBTQ+ (from 2.6% in 2021/22 to 3.2% in 2022/23).
- The proportion of females in the CE & Chief Officers & Senior Management grade group has decreased compared to 2021/22 (from 53.6% to 46.7%).
- In the CE & Chief Officers & Senior Management combined grade group, 23.3% of staff in post are from minority ethnic groups.
- Overall dismissals, grievances and warnings numbers were low.

SOUTH GLOUCESTESHIRE COUNCIL STAFF EQUALITY GROUPS

The council has continued 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 to assist in driving forwards the 'Workforce Equality Plan'.

Individually, the groups have delivered work as follows:

The LGBTQ+ Staff Network

- On behalf of the Council, the group attended and sponsored Bristol Pride, engaging with a significant number of people throughout the event.
- LGBTQ+ History Month was celebrated in February 2023 to engage staff and to raise awareness. A range of activities were held:
- Intranet articles launched across the council;
- Online sessions open to all staff were held focussing on 'Trans History' and included practical ideas on the development and creation of an inclusive workplace culture.
- The council's e-module – "[LGBTQ+ Matters](#)" was promoted across the organisation.
- The group continues to be represented at the South Gloucestershire LGBTQ+ Network.



The Disabled Employees Group

The Disabled Employees Group (DEG) was established in August 2006. The DEG was set up to improve disability awareness and remove barriers for disabled people working for the council. 62 members of staff are currently signed up to the group.

Key activities delivered during the year 2022-23 include:

- Regular attendance of ITD Service Desk manager with regular support from ITD to resolve accessibility issues and to implement reasonable adjustments.
- Delivery of peer support.
- Contributions to accessible parking plans in conjunction with the Council's Property Services division including electric car charging facilities.
- Work continued to ensure that accessible toilet signs were changed at council office sites.
- Work with the Communications Team to produce a video about the experience of some disabled employees in the council as part of International Day of Disabled People. The video included in reasonable adjustments training courses.
- DEG members provided case studies used for training courses as part of International Day of Disabled People.
- DEG invited to comment on improving barriers job shortlisting process.
- The DEG has been engaged and will be involved in work feeding into the Council's Fit for the Future programme.
- Provided content and case studies for reasonable adjustments online toolkit and e-module.
- DEG Chair worked with the Chief Executive and Corporate Equalities Officer following results of the staff survey which showed that disabled employees have lower levels of satisfaction compared to non-disabled employees. A disability equality task group has been established to implement a 16-point action plan. DEG Chair appointed to lead the Disability Equality Task Group.
- The Learning and Development team has introduced a mix of online and in person training following DEG feedback.
- Public Health engaged the DEG on inclusive staff sports events. Council has since signed up for the #weareundefeatable campaign.
- Continuation of collaboration with the Neurodiverse Staff Group.

The BME Staff Network

- The group has provided ongoing valuable peer support and this will continue.
- Black History Month was celebrated in 2022 to engage staff and to raise awareness. A range of activities were held including:
 - 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 the month.
- The group held a networking event, inviting Race Equality Networks from across all local organisations to attend. The event was highly attended and allowed the opportunity, not only to network, but to share ideas and good practice.

The Women's Staff Network

The network has continued to grow its membership and to provide peer support to colleagues. 120 members had signed up to the group by March 2023.



Meetings continue to be held bi-monthly, online, and we continue to offer different meeting days and times to ensure that staff can try to participate, regardless of their working pattern. However, we recognise that this digital approach is limiting, as it means that only those staff with laptops and some level of autonomy over their work planning can attend our meetings.

The management team comprises a Chair and two deputy Chairs, assisted by working group volunteers for planning and delivering a programme of events for International Women's Day.

Our work on menopause awareness in the workplace continues to be a key priority due the demographics of the council, as shown in the [Equalities in Employment Report](#). Our peer support meetings for staff on MS Teams continue under the name MenoMingle and there is open access to past webinars and resources on Sharepoint.

We marked World Menopause Day, 18 October 2022, with a walk and talk session and hosted a webinar by Kirsty Brown, menopause coach, on the effects of stress on menopausal symptoms.

We later funded Deb Parsons to undertake training with [Talking Menopause](#) as a Menopause Champion to help support staff in the workplace.

After much lobbying, we were delighted that a corporate intranet page for [Menopause at Work](#) was published in November.

To tie in with the lead up to the [international day of elimination of violence against women](#) on 16th November we worked with Community Cohesion officer, Debbie Evans to host an inspiring lunchtime talk from Aaliyah Hussain of [WeRise](#) (Women Empowered against Racism, Injustice, Sexism and Extremism) about her work on empowering women and tackling racism.

Networking with contacts in the Civil Service allowed access to a webinar on Pregnancy Loss which was attended by key staff who were inspired to seek improvements to our own HR policies and resources on pregnancy loss.

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 the Public Health and Strategic Communications teams on a period positivity project, building on concerns about inequalities and the rising cost of living.

To highlight period positivity and reduce the stigma around menstruation, we delivered free sanitary products and posters to all local primary and secondary schools, together with details of central government support for period product supply for education settings. This initiative was well received by attendees of the Head Teachers Conference in May 2022.

We worked on the next phase of the project through the summer, researching alternative suppliers of more sustainable, environmentally friendly period products to meet aims under the Council Plan challenge to address the climate emergency.

We chose to establish a working relationship with supplier [TOTM \(Time of the month\)](#) which is [B corp certified](#) and was already supplying other councils with no-plastic, organic cotton, bio-degradable products for similar workplace schemes. Working with colleagues in the Property team, we launched a pilot scheme of period product provision in the toilet facilities of Badminton Road, Broad Lane and Kingswood offices and ran a trial from mid-December 2022 to March 2023, with the aim of evaluating this and presenting a paper on our findings to the Senior Leadership Team for consideration of funding support.

In the December 22 staff survey it was noted that women felt they had less influence at work. This was also the case for disabled employees. In response to this, several members attended an online conference on Women in the Workplace, 26th January, which was very thought provoking and inspiring. There was a suggestion that employees shouldn't have to keep asking for adaptations, it should be the norm. There was also discussion about having a gender inclusive culture and creating a community rather than separate groups where people may feel they don't fit.

In the week of International Women's Day, 08 March 2023, we delivered a well-attended programme of events based loosely on the theme [#EmbraceEquity](#) that included:

- Guest Speaker Nicky Lowe, talking about the Gender Wellbeing Gap
- An active walk and talk session from BMR office to Yate Common, led by colleagues Nicola and Maria
- A talk on Financial Freedom by Nina Philippidis, Chief Finance Officer
- A talk on the importance of strength training for women by Mel Isbell
- A talk on the importance of pension planning by staff from Avon Pensions.

We now have a flag which can be raised outside Council buildings to recognise International Women's Day.



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

Each year the Council surveys residents in our Viewpoint Panel 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 analysed.

This year's 'Community Cohesion' survey was sent to all 1,667 members either by email (80% of the panel) or by post (20%). In 2023, 585 completed surveys were received which gives a response rate of 35% - a figure that has remained stable in previous years.

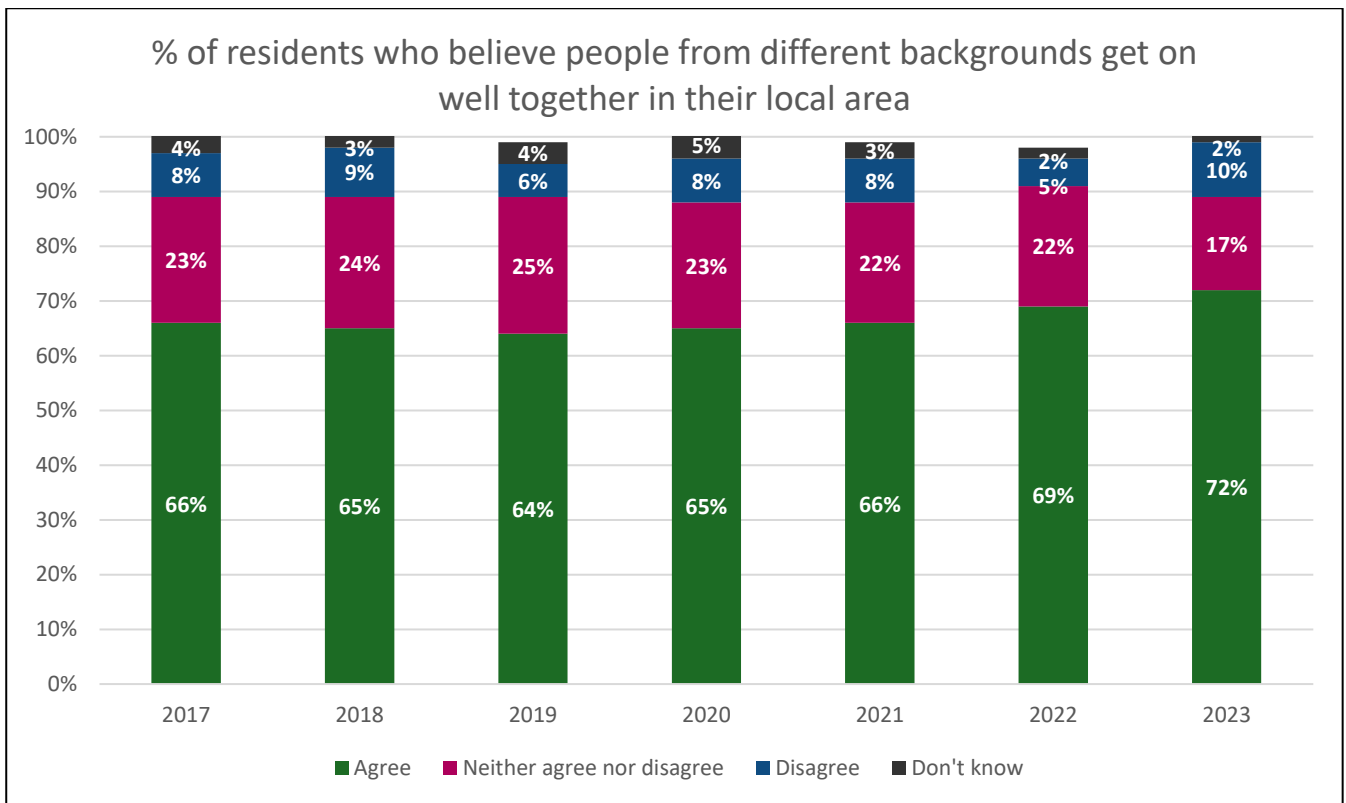
The panel aims to be as representative of the South Gloucestershire's population as possible, therefore over- or under-representations of demographics are balanced by weighting the data to match the proportions present in the population. Quantitative data has been weighted according to population information taken from the 2021 Census (Office for National Statistics). The survey results are weighted by the gender, ethnicity (white and minority ethnic group) and age group (16-44, 45-64, 65+) of respondents.

Analysis

Question 1 - To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?

The proportion of residents who feel their area is a place where people from different backgrounds can get on well together has remained stable since 2017. However, in this year's report we have seen an increase, from 69% in 2022 to 72% 2023.

- Residents aged between 16 and 44 were more likely to disagree than older residents – 12% in comparison to 6% of those aged 65 and over.
- Residents from a minority ethnic background were more likely to agree – 92% in comparison to 69% of those identifying as 'White British'.

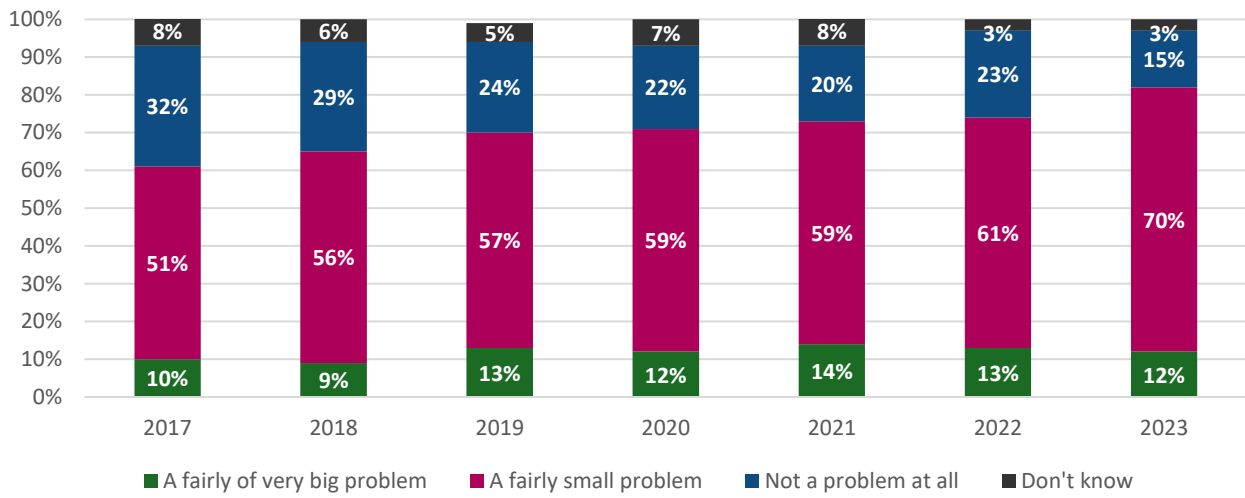


Question 2 - In your local area, how much of a problem do you think there is with people not treating each other with respect and consideration?

The proportion of residents who feel there is a problem with people not treating each other with respect and consideration has been stable since 2019. In 2023, the figure was 12% of respondents. However, the proportion of respondents who felt this is a 'fairly small problem' has increased to the greatest figure since 2017 at 70%. The proportion who felt this is 'not a problem at all' is subsequently the lowest since 2017 at 15%.

- Women were more likely to feel people not treating each other with respect and consideration was in fact a problem, 17% in comparison to 7% of men.
- Residents aged between 16 and 44 were also more likely to feel this is a problem, 91% in comparison to 64% of those aged 65 and over.

% of residents who think there is a problem with people not treating each other with respect and consideration in their local area



APPENDIX 1

KEY TOPIC ANALYSIS

The following table lists all 16 topic analysis reports for ease of reference.

Report 1	Educational Attainment
Report 2	Management Representation
Report 3	Staff Representation
Report 4	Waste Management
Report 5	Green Infrastructure & Nature Recovery, including parks and open spaces
Report 6	Adult Social Care
Report 7	Children's Social Care
Report 8	Financial Security (Including Child Poverty)
Report 9	Climate and Nature Emergency
Report 10	Digital Inclusion
Report 11	Supporting people with Learning Disabilities
Report 12	Hate Crime
Report 13	Mental Health
Report 14	Access to Housing
Report 15	Access to Transport Services
Report 16	Economic Standing

1. Topic: Educational Attainment

Period 2022/23

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 the 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.

Data

The Initiative was only launched in 2021/2022 and therefore we expect any impact on educational attainment to be seen in the coming years. 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 by the DfE through the monitoring meetings established following the Revisit by Ofsted/CQC in 2020. Despite lockdown, educational outcome data for 2021/2022 shows that there has been an improvement in outcomes for children and young people with special educational needs and disabilities. The current position means that the DfE agreed to step down the accelerated improvement plan and allow the local area to focus on agreed priorities for the new SEND strategy.

However, the picture on outcomes is mixed for children and young people from other protected characteristics, such as children from Black and South Asian backgrounds which does not show the same improvement and emphasises the importance of the planned targeted approach over the next 3 years.

Pages 27 - 34 of this report show key attainment data across the Key Stages.

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 year we have moved from 63% Good or Outstanding schools as judged by Ofsted at Secondary and Post 16 to 86%, an increase of 23%.

As of 31st July 2023:

- 92% pupils attend a good or outstanding South Glos School.
- 94% of all schools in South Glos are rated by Ofsted as good or outstanding.
- 92% of primary and 91% of secondary pupils attend a good or outstanding Ofsted rated South Glos school.
- 96% of primary schools and 86% of 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 the DfE. However, 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.

In terms of attainment, provisional outcome data for 22/23 (requires validation) indicates that Gypsy, Roma, Traveller, White Irish and Black Caribbean children are attaining reading, writing and maths levels at the end of KS2, far below the average we would want.

We expect KS3 and KS4 to follow this pattern. Similar low outcomes are being felt by children and young people from socially deprived backgrounds – students on pupil premium and/or free school meals are much more likely to achieve lower reading, writing and maths skills than those students that are not.

This year's online pupil survey has shown that Covid-19 was not the only contributor to the poor mental health of many LGBTQ+ children, and young women and girls still have lower mental health scores than heterosexual, white boys. Though the poor wellbeing score of young women and girls in schools does not seem to affect their attainment level (generally girls gain better results than boys) it is still important girls are in an environment in which they feel safe and valued.

Actions planned

Evidence based approaches through robust analysis of data ensures that the approach reflected in strategic action plans is aligned with the priority needs of the community. In this way we aim for a positive educational experience across South Gloucestershire education settings for all protected characteristics and children and young people from socially deprived backgrounds, so that all have opportunity to fulfil their potential.

A key action to ensure consistency across all settings is the introduction of a South Gloucestershire Equality "Kite Mark" to be launched in September 2023. The kite mark assesses the school's equality, diversity and inclusive culture, the competence of the school's incident response practices and the provisions and facilities they offer, by interviewing student focus groups, staff, leadership and reviewing the school's policies and procedures. Based on the findings from this evaluation the participating school is given an individually specified development plan and will be supported through this plan by the equality in education lead and our support organisations.

In October 2023, a partnership of the equality in education, community safety teams, John Lewis in Cribbs Causeway and Avon and Somerset police will be inviting 12 schools take part in the National Hate Crime Awareness Week poster competition. Year 6 students at these schools will be asked to create an anti-hate crime poster with a sports theme (to follow up the FIFA women's world cup and the rugby world cups). The entrants will have their work displayed at Cribbs Causeway and the winners will receive gift voucher.

South Gloucestershire is proud of the number of people it welcomes from some of the most difficult and dangerous situations from around the world. To support the integration of refugees and asylum seekers the Education, Learning and Skills (ELS) team expects to welcome a new Re-settling Communities Officer in October. Their role will mean that CYP and their families will have support in adapting to a new education system and the ELS team will be able identify children and young people requiring additional support quicker and more efficiently.

South Gloucestershire has maintained arrangements with Partner organisations including SARI, Diversity Trust and Black Families Educational Support Group for the next academic year. SARI will continue to support the victims of hate incidents and Diversity Trust and Black Families will continue to mentor some of our young people. Additionally, the ELS team has developed new and exciting relationships with the Careers Hub and the Green Skills Project with the aim of improving outcomes for historically marginalised communities in the region, and to address gender imbalance in opportunities and involvement in key sectors locally.

Academic measures

Key academic measures

Note: missing SN ave indicates non-official LA & national results

Early Years Foundation Stage Profile

Key Measure: percentage of pupils achieving a Good Level of Development.

Children achieving a good level of development are those achieving at least the expected level within the following areas of learning: communication and language; physical development; personal, social and emotional development; literacy; and mathematics.

2022 is the first publication since the 2021/22 EYFSP reforms were introduced in September 2021. As part of those reforms, the EYFSP profile was significantly revised. It is therefore not possible to directly compare 2021/22 assessment outcomes with earlier years. It is also the first release since the publication of the 2018/19 statistics, as the 2019/20 and 2020/21 data collections were cancelled due to coronavirus (COVID-19).

	All Pupils			Eligible for FSM			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	77	77	70	54	50	49	32	28	27	11	5	5
National	72	72	65	57	57	49	28	29	23	5	5	4

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils.

Year 1 Phonics Screening Check

Key Measure: percentage of pupils achieving threshold mark (in previous years mark has been 32 out of 40)

A test is administered to all children in year 1 (typically aged 6) to check whether they have reached the expected standard in phonic decoding.

	All Pupils			Eligible for FSM			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	85	85	77	68	69	55	48	47	43	25	25	29
National	82	82	75	70	70	62	48	48	44	19	20	19

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. A number of LAs have suppressed data for SEN EHCP attainment which will affect the rankings and quartiles included.

Key Stage 1

Key Measures: percentage of pupils achieving expected standard in each of reading, writing and mathematics

Teacher Assessment judgements in English reading, English writing, mathematics and science are reported at the end of KS1, typically end of year 2 at age 7. Tests in reading and mathematics inform teacher assessments.

Reading

	All Pupils			Eligible for FSM			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	79	80	70	59	62	43	34	38	32	22	18	20
National	75	75	67	60	60	51	33	33	30	13	13	12

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. A number of LAs have suppressed data for SEN EHCP attainment which will affect the rankings and quartiles included.

Writing

	All Pupils			Eligible for FSM			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	74	74	63	50	58	35	24	27	25	17	13	13
National	70	69	58	53	53	41	25	25	20	9	9	7

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. A number of LAs have suppressed data for SEN EHCP attainment which will affect the rankings and quartiles included.

Mathematics

	All Pupils			Eligible for FSM			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	80	80	72	56	64	46	40	39	34	22	24	22
National	76	76	68	61	61	52	36	37	33	13	14	14

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. A number of LAs have suppressed data for SEN EHCP attainment which will affect the rankings and quartiles included.

Key Stage 2

Key Measures: percentage of pupils achieving expected standard in all of reading, writing and mathematics (combined) and average progress in each of reading, writing and mathematics.

The expected standard is a scaled score of 100 or more in reading and maths and a teacher assessment in writing of working at the expected standard.

Progress scores are presented as positive or negative numbers either side of zero. A score of zero means that pupils in a school (or group) made the same progress as those with similar prior attainment nationally; a positive score means that they made more progress than those with similar prior attainment; a negative score means they made less progress than pupils with similar starting points nationally.

Reading, Writing and Mathematics

	All Pupils			Disadvantaged			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	63	67	60	45	48	36	20	25	25	12	9	11
National	64	65	59	51	51	43	24	25	21	9	9	7

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils.

Reading Test

	Reading Attainment			Reading scaled score		
	2018	2019	2022	2018	2019	2022
South Glos	75	74	74	105	105	105
National	75	74	75	105	104	105

Gaps calculated by deducting national comparator group outcome from LA outcome. Rankings and Quartiles around scaled scores should be viewed with care due to small range of average scores across LAs.

Writing TA

	Writing Attainment			Writing GDS		
	2018	2019	2022	2018	2019	2022
South Glos	81	82	72	24	24	10
National	78	79	69	20	20	13

Scaled Score Rank not available for 2022

Maths Test

	Maths Attainment			Maths scaled score		
	2018	2019	2022	2018	2019	2022
South Glos	73	79	73	104	105	104
National	76	79	71	104	105	104

Gaps calculated by deducting national comparator group outcome from LA outcome. Rankings and Quartiles around scaled scores should be viewed with care due to small range of average scores across LAs.

GPS Test

	GPS Attainment			GPS scaled score		
	2018	2019	2022	2018	2019	2022
South Glos	79	78	73	106	106	105
National	78	79	72	106	106	105

Reading progress

	All Pupils				Disadvantaged				SEN Support				SEN EHCP			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	-0.4	-0.5	-0.9		-1.0	-1.3	-2.3		-1.6	-1.9	-2.3		-2.7	-4.5	-6.6	
National	0.0	0.0	0.0		-0.6	-0.6	-0.8		-1.0	-1.0	-1.2		-3.8	-3.6	-4.5	

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. Progress score shows difference from national, therefore only Disadvantage gaps shown.

Writing progress

	All Pupils				Disadvantaged				SEN Support				SEN EHCP			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	0.5	0.3	-0.8		-0.5	-0.7	-2.1		-2.0	-2.3	-2.0		-2.5	-5.5	-5.3	
National	0.0	0.0	0.0		-0.4	-0.5	-0.8		-1.8	-1.7	-1.6		-4.1	-4.3	-4.1	

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. Progress score shows difference from national, therefore only Disadvantage gaps shown.

Mathematics progress

	All Pupils				Disadvantaged				SEN Support				SEN EHCP			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	-0.8	-0.5	-0.8		-2.0	-1.5	-2.67		-2.1	-1.8	-1.1		-3.5	-5.8	-5.43	
National	0.0	0.0	0.0		-0.6	-0.7	-1.15		-1.0	-1.0	-0.9		-3.8	-4.0	-3.88	

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. Progress score shows difference from national, therefore only Disadvantage gaps shown.

Key Stage 4

Key Measures: progress 8, attainment 8, attainment in English and mathematics and, from 2018, English Baccalaureate average point score (EBacc APS). Reformed GCSE start being introduced from 2017 - comparison with previous years invalid.

Progress 8 aims to capture the progress pupils make from the end of key stage 2 to the end of key stage 4. It compares pupils' achievement – their Attainment 8 score – with the average Attainment 8 score of all pupils nationally who had a similar starting point (or 'prior attainment'), calculated using assessment results from the end of primary school. Progress 8 is a relative measure, therefore the national average Progress 8 score for mainstream schools is zero.

Attainment 8 measures the average achievement of pupils in up to 8 qualifications including English (double weighted if the combined English qualification, or both language and literature are taken), maths (double weighted), three further qualifications that count in the English Baccalaureate (EBacc) and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.

Attainment in English and mathematics shows the percentage of students achieving a Grade 5 or above in both English and mathematics.

EBacc APS measures pupils' point scores across the five pillars of the EBacc.

Progress 8

	All Pupils			Disadvantaged			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	-0.18	-0.17	-0.09	-0.76	-0.79	-0.72	-0.54	-0.62	-0.68	-0.86	-0.97	-1.19
National	0.00	-0.03	-0.06	-0.44	-0.45	-0.55	-0.43	-0.43	-0.47	-1.09	-1.17	-1.33

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils. Progress score shows difference from national, therefore only Disadvantage gaps shown.

Attainment 8

	All Pupils			Disadvantaged			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	44.8	44.8	47.6	33.9	32.3	34.4	30.6	30.6	33.0	18.4	17.7	15.4
National	46.5	46.7	47.1	36.7	36.7	37.6	32.2	32.6	34.8	13.5	13.7	14.3

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils.

Attainment in English and maths

(Grade 5 and above)

	All Pupils			Disadvantaged			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	40.20	39.40	48.2	21.90	17.00	25.20	14.60	14.80	17.80	10.50	9.90	5.60
National	43.30	40.10	46.6	24.90	24.70	29.60	16.50	16.80	22.40	5.30	5.50	6.90

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils.

English Baccalaureate Average Point Score

As announced in July 2017, from 2018 the headline EBacc attainment

	All Pupils			Disadvantaged			SEN Support			SEN EHCP		
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022
South Glos	3.83	3.85	4.1	2.78	2.65	2.84	2.45	2.51	2.70	1.50	1.45	1.23
National	3.85	3.87	4.1	3.07	3.08	3.20	2.61	2.66	2.89	1.04	1.07	1.14

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: FSM/Disadvantage national comparator group is non-FSM/Disadvantaged. All other cohorts are measured against national all pupils.

Key Stage 5

Key Measures: attainment measures at KS5 showing average point score (APS) per entry for each of the A level, Academic, Applied General and Technical level cohorts.

Disadvantage measures introduced in 2017 report on the 16 to 18 outcomes of students eligible for pupil premium funding in year 11. New points system introduced in 2016. Reformed A levels introduced in 2017 - comparison to previous years invalid.

Average Point Scores: All pupils

	A level				Academic				Applied General				Technical level			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	29.7	30.7	34.5		29.8	30.8	34.5		26.5	29.5	30.6		28.6	27.8	28.4	
National	32.1	32.9	37.8		32.3	33.0	39.0		28.4	28.9	31.9		28.1	28.6	30.6	

Gaps calculated by deducting national comparator group outcome from LA outcome.

Average Point Scores: Disadvantaged students (as at end KS4)

	A level				Academic				Applied General				Technical level			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	22.0	25.3	28.0		22.0	25.3	28.0		23.4	26.9	26.4		28.0	26.8	29.0	
National	27.9	28.7	33.4		28.0	28.8	33.4		27.3	27.7	29.9		26.3	26.8	28.1	

Gaps calculated by deducting national comparator group outcome from LA outcome. Note: Disadvantage national comparator group is non-Disadvantaged based on status at end of Key Stage 4.

Academic measures - ethnicity

Early Years Foundation Stage																
GLD %	White			Mixed			Asian			Black			Chinese			
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	
Pupil Numbers	2949	2920		179	189		133	144		51	42		18	21		
South Glos	77.00	77.20	71.10	78.00	73.00	64.80	80.00	78.00	71.00	84.00	73.00	60.30	83.00	81.00		
National	72.00	73.00	66.30	73.00	73.00	67.00	71.00	71.00	64.90	70.00	69.00	60.60	79.00			
Key Stage 1																
Reading																
%exs+	White			Mixed			Asian			Black			Chinese			
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	
Pupil Numbers	3019	3070	2894	200	199	212	127	119	176	47	39	49	14	21		
South Glos	79.00	79.90	70.00	83.00	74.87	67.00	90.00	89.08	82.00	87.00	76.92	80.00	86.00	95.24		
National	75.00	74.90	67.00	77.00	77.20	70.00	78.00	76.70	69.00	77.00	75.90	67.00	84.00	84.40		
Writing																
%exs+	White			Mixed			Asian			Black			Chinese			
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	
Pupil Numbers	3019	3070	2894	200	199	212	127	119	176	47	39	49	14	21		
South Glos	73.00	73.68	63.00	80.00	68.84	66.00	89.00	89.92	79.00	79.00	76.92	69.00	86.00	95.24		
National	69.00	68.70	57.00	72.00	71.30	60.00	74.00	73.00	62.00	72.00	71.00	59.00	83.00	83.20		
Maths																
%exs+	White			Mixed			Asian			Black			Chinese			
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	
Pupil Numbers	3019	3070	2894	200	199	212	127	119	176	47	39	49	14	21		
South Glos	80.00	79.84	72.00	82.00	73.87	73.00	89.00	89.92	88.00	81.00	76.92	73.00	100.00	95.24		
National	76.00	75.60	68.00	77.00	76.40	69.00	78.00	78.00	71.00	74.00	74.20	64.00	91.00	91.20		

Key Stage 2																	
RWM	White			Mixed			Asian			Black			Chinese				
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022		
Pupil Numbers	2746	2926	2881	162	170	207	111	104	191	51	45	62	12	11			
South Gos	63	66	59	66	74	66	79	75	72	59	64	68	75	82			
National	64	65	58	66	67	61	68	70	66	63	65	59	81	81			
Reading Progress	White			Mixed			Asian			Black			Chinese				
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022		
South Gos	-0.50	-0.55	-0.99	-0.20	0.06	0.35	0.40	0.86	0.64	0.70	-0.58	0.15	0.90	2.85			
National	-0.10	-0.11	-0.18	0.40	0.35	0.42	0.20	0.61	0.93	0.20	0.24	0.46	1.20	1.51			
Writing Progress	White			Mixed			Asian			Black			Chinese				
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022		
South Gos	0.30	0.13	-0.95	1.10	1.23	0.20	2.60	1.19	0.99	2.20	0.93	0.06	2.00	4.56			
National	-0.20	-0.19	-0.19	0.20	0.23	0.32	0.90	0.97	1.07	0.60	0.52	0.57	2.00	1.78			
Maths Progress	White			Mixed			Asian			Black			Chinese				
	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022	2018	2019	2022		
South Gos	-0.90	-0.64	-0.94	-0.80	0.27	-1.08	2.30	2.98	3.03	1.10	-0.67	-0.44	4.30	5.59			
National	-0.30	-0.31	-0.33	0.00	-0.08	-0.04	1.90	1.85	2.17	0.30	0.31	0.05	4.70	4.40			

Key Stage 4																				
Progress 8																				
	White				Mixed				Asian				Black				Chinese			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
Pupil Numbers	2203	2236	2215		96	108	120		68	75	77		32	40	59		4	6	6	
South Glos	-0.21	-0.18	-0.11		-0.31	-0.49	-0.19		0.62	0.29	0.54		0.03	0.06	-0.11		-0.19	0.59	1.27	
National	-0.10	-0.11	-0.14		-0.02	0.00	-0.04		0.45	0.47	0.54		0.12	0.13	0.18		1.03	0.86	0.99	
Attainment 8																				
	White				Mixed				Asian				Black				Chinese			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
Pupil Numbers	2251	2290	2270		99	113	126		75	85	91		39	48	67		5	6	10	
South Glos	44.50	44.90	47.50		45.10	42.30	46.80		51.80	49.30	55.20		47.80	41.70	43.10		62.90	68.70	70.70	
National	46.10	46.20	47.80		47.30	47.70	49.40		50.40	51.50	54.80		45.00	45.20	48.80		64.20	64.50	66.70	
Attainment in English and maths (%Grade 5 and above)																				
	White				Mixed				Asian				Black				Chinese			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	39.80	39.50	48.00		40.40	34.50	47.60		50.70	44.70	64.80		46.20	35.40	43.30		60.00	83.30	80.00	
National	42.60	42.50	47.80		43.70	44.00	49.90		50.20	52.30	61.90		38.80	38.20	49.60		75.30	76.70	81.40	
Attainment in English and maths (%Grade 4 and above)																				
	White				Mixed				Asian				Black				Chinese			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	62.00	62.80	68.40		61.60	58.40	65.10		66.70	64.70	76.90		64.10	52.10	67.20		80.00	83.30	90.00	
National	63.90	64.40	67.50		64.00	65.00	68.50		69.50	71.00	77.60		59.80	59.90	69.30		87.30	89.60	89.90	
English Baccalaureate Average Point Score																				
	White				Mixed				Asian				Black				Chinese			
	2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022		2018	2019	2022	
South Glos	3.80	3.86	4.10		3.89	3.65	4.03		4.51	4.30	4.79		4.02	3.41	3.55		6.12	6.50	6.53	
National	3.98	4.01	4.16		4.14	4.20	4.36		4.48	4.59	4.94		3.93	3.97	4.32		6.01	6.01	6.21	

2. Topic: Management Representation

Period 2022/23

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 protected characteristics in workforce.

The council also publishes a [Gender Pay Gap report](#), the latest report is for the date of 31 March 2022; this includes data covering grade as disaggregated according to protected characteristics.

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 (47%) and HAY03-A (61%) grades given that they account for 69% of the overall workforce.
- 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/religion or 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 (4.52% of staff in post in the HAY10-14 grade are disabled compared to 2.29% of staff in the HAY03-A grade group and 3.33% in the CE & Chief Officers & Senior Management grade group).
- People from minority ethnic groups have better representation in the CE & Chief Officer & Senior Management combined grade group (23.33% of staff in post) compared to the overall workforce (10.35% of staff in post).

Progress

Our Workforce Equalities Action Plan was launched in May 2022 and the ambition statement associated with this plan forms the basis of our work in this area.

We have launched a new employee engagement survey with these ambitions at the heart so are now tracking employee sentiment relating to diversity, equalities and inclusion at regular intervals. Feedback from these surveys helps inform our priority areas and helps track progress against key actions.

Survey results now form part of our management reporting and include two new metrics to help us understand progress in this area. These metrics are the Gartner Inclusion Index and eNPS (Employee Net Promoter Score) which are both monitored across all employee groups and by employee characteristics.

A number of questions in the survey specifically relate to management with findings showing that employees feel their manager is doing a good job and can be described as inclusive, however, managers are not seen as being representative of the wider employee population.

Actions planned

The two most recent surveys highlighted concerns from our disabled employees so a Chief Executive lead working group has been set up to address these concerns and establish a clear set of actions to target the areas.

To encourage greater gender representation, we offer the Women in Leadership programme to all female staff at all grades and the springboard Development Plus programme to grades Hay 4 and above.

3. Topic: Staff Representation

Period 2022-23

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 2022.

The percentage of staff who have disclosed their data for all equalities groups increased this year in all areas. 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.

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 age profile of the council has remained consistent with minimal changes across all age groups. The biggest age group is 50-59 (29.2% of the workforce).
- In terms of ethnicity, minority ethnic groups account for 10.35% of the workforce compared to 14.2% of the South Gloucestershire population as a whole according to 2021 census data.

Data

The council's [Equality in Employment annual report 22-23](#) sets out an analysis of the council's workforce by protected characteristic and provides comparison benchmarks where these are available.

Progress

The council continues to produce an annual Gender Pay gap report.

Trend data narrative for the workforce where available is set out in the council's [Equality in Employment annual report 22-23](#).

Actions planned

The council published its Workforce Equality Action Plan 2022-24 and will continue to track progress as part of management reporting.

4. Topic: Waste Management

Period 2022/23

Perceptions

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

Percentage of residents stating satisfaction with ‘waste and recycling services’

Budget year	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	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
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%	63%	83%	73%	90%	56%	90%	73%	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%	50%	79%	79%	60%	81%	78%	50%	80%	-	67%	77%					
2021/22	80%	85%	76%			75%	75%	86%	79%	80%	81%	62%	82%			100%	81%	79%	80%	82%	100%	100%	67%	-	67%	78%						
2022/23	77%	81%	75%			72%	72%	78%	76%	78%	78%	78%	65%	79%			-	78%	79%	100%	80%	-	0%	67%	-	83%	76%					
2023/24	77%	77%	78%			70%	77%	86%	69%	79%	81%	81%	51%	82%					80%											76%	77%	78%

Data

Overall satisfaction with waste and recycling services remains high at 77% with all age groups reporting 70% or above levels of satisfaction. The gap between satisfaction scores of residents with disabilities and those without has increased this year from 2% to 10%. The gap between satisfaction levels of people identifying as ‘White British’ (81%) and minority ethnic groups (51%) has increased significantly this year. However, the recent StreetCare satisfaction survey produces different results with significantly smaller percentage differences between the levels of satisfaction for these protected characteristic groups. However, the reasons for these lower levels of satisfaction need to be identified so that proactive action may be taken.

Progress

A new communications lead post has been established in the Waste and Cleansing team. The post will be responsible for improving overall communication to support higher levels of satisfaction with the service. Based on the latest data available, this will include a specific emphasis on engagement with our minority ethnic communities and residents with a disability.

We continue to provide additional services such as nappy collection services, assisted collections, clinical and medical waste collections and extra capacity bins for larger households.

Actions planned

Identify existing sources of information to understand the reasons for lower levels of satisfaction amongst our minority ethnic groups and residents with disabilities.

Develop strategy to engage with our minority ethnic groups and residents with disabilities to understand how we can support them.

Working with residents from our minority ethnic groups and those with disabilities and other council departments to develop solutions to improve satisfaction levels.

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

Period 2022/23

Perceptions

Council Budget survey 2023

The following data shows the percentage of residents stating satisfaction with 'parks and open spaces'.

Parks and open spaces

Budget year	Total (all respondents)	Female	Male	16-34	35-44	Under 45	45 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	Bisexual	Gay man	Gay woman/ lesbian	Other	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
2013/16	88%	89%	86%			89%	97%	84%	81%	81%	80%	84%																			
2016/17	87%	86%	84%			87%	92%	82%	84%	80%	80%	80%																			
2017/18	88%	86%	88%			89%	82%	84%	81%	84%	82%	88%																			
2018/19	87%	86%	82%			80%	86%	84%	82%	80%	87%	88%																			
2019/20	87%	88%	87%			82%	81%	83%	89%	79%	89%	84%	87%	88%	80%	82%	80%	89%	89%	87%	89%	88%	85%	85%	86%	89%	89%	89%	89%	89%	89%
2020/21	78%	78%	80%	85%	83%	78%	88%	71%	80%	80%	88%	88%	71%	81%	100%	81%	80%	83%	80%	100%	80%	75%	71%	88%	-	89%	89%	75%	80%	80%	
2021/22	78%	82%	77%			79%	76%	84%	73%	80%	82%	84%	78%				100%	83%	79%	100%	82%	100%	86%	83%	-	83%	79%	79%	79%	79%	
2022/23	78%	80%	78%			71%	80%	82%	73%	81%	80%	80%	77%				-	81%	82%	75%	81%	-	86%	86%	-	77%	81%				
2023/24	78%	79%	79%			70%	80%	79%	72%	81%	82%	80%							80%								80%	78%	77%	80%	80%

The [Equality Impact Assessment and Analysis \(EqIAA\) relating to the Council Revenue Budget and Capital Programme 2023-24](#) identifies that 78% of respondents stated net satisfaction with parks and open spaces (up 11% from 2022). This is the second highest level of satisfaction this year across all council services. Across the nine year period that this question has been asked, there has been an average satisfaction level of 68% for parks and open spaces.

However, people from minority ethnic groups are showing a trend of lower than average satisfaction – this year satisfaction levels were 58% and across the ten year period the satisfaction level for this group is 55%.

Whilst overall levels of satisfaction with open spaces and parks remain high, the findings of the Council Budget survey 2023 highlights the need to continue to engage with people with protected characteristics and particularly people from minority ethnic groups to understand causes and solutions to increase levels of satisfaction with open spaces and parks.

Data

In addition to the findings of perception measures regarding public open spaces and parks in the Council Budget survey 2023 other data and evidence includes:

StreetCare survey 2023

Sufficient amount of public open spaces and parks	Net Satisfaction Score 2023	Difference vs 2021
All respondents (7127)	56%	-7%
Female (3728)	58%	-5%
Male (3227)	56%	-8%
16 to 24 years old (95)	52%	-12%
25 to 34 years old (773)	49%	-8%
35 to 44 years old (1121)	58%	-17%
45 to 54 years old (1261)	53%	-9%
55 to 64 years old (1641)	56%	2%
65 to 75 years old (1405)	60%	-6%
Over 75 years (654)	68%	-5%
Not Disabled (5833)	59%	-4%
Disabled (989)	52%	-7%
White British (5948)	58%	-6%
White Non-British (347)	56%	-6%
Minority Ethnic Groups (361)	54%	10%
Asian / Asian British (228)	56%	N/A
Black / Black British (51)	35%	N/A
Other ethnic groups (36)	33%	N/A

Encouragement of wildlife and wildflowers	Net Satisfaction Score 2023	Difference vs 2021
All respondents (7723)	44%	10%
Female (3737)	47%	12%
Male (3218)	41%	7%
16 to 24 years old (95)	20%	-36%
25 to 34 years old (773)	44%	13%
35 to 44 years old (1118)	44%	3%
45 to 54 years old (1261)	42%	13%
55 to 64 years old (1642)	43%	11%
65 to 75 years old (1404)	46%	17%
Over 75 years (649)	57%	0%
Not Disabled (5834)	46%	10%
Disabled (988)	39%	13%
White British (5943)	45%	9%
White Non-British (345)	46%	23%
Minority Ethnic Groups (360)	52%	13%
Asian / Asian British (227)	52%	N/A
Black / Black British (51)	55%	N/A
Other ethnic groups (36)	31%	N/A

In the tables above from the annual StreetCare survey 2023, red and green highlighted scores are where there are significant differences in the net satisfaction score, and the year on year change in levels of satisfaction for different groups in response to these questions.

The tables indicate an overall reduction in levels of satisfaction in 'sufficiency of public open spaces and parks' by 7% to 56% compared to 2021, with 16 to 24 year olds and 35 to 44 year olds reporting the biggest reduction in satisfaction of 'sufficiency of parks and open spaces'. However, people from minority ethnic groups reported an increase in 'satisfaction in sufficiency of parks and open spaces' of 10% from 44% in 2021 to 54% in 2023.

The StreetCare survey 2023 also identifies a 10% increase in overall levels of satisfaction with 'encouragement of wildlife and wildflowers', with people from minority ethnic groups having the highest levels of satisfaction at 52% and people identifying as 'white other' having the highest increase in levels of satisfaction which has doubled from 23% in 2021 to 46% in 2023. 16-34 year olds are the group least satisfied with 'encouragement of wildlife and wildflowers', reduced by 36%, from 56% in 2021 to 20% 2023.

The proportionately high and significant increase in levels of satisfaction of people from minority ethnic groups with 'sufficiency of parks and open spaces' and 'encouragement of wildlife and wild flowers' in the StreetCare survey 2023 is in contrast to the findings of the Budget Consultation Survey 2023 where respondents from minority groups had the lowest levels of satisfaction compared to other groups. This points to more engagement being needed to understand the issues, barriers and solutions for improving levels of satisfaction with public open spaces and parks and encouragement of wildlife and wild flowers alongside other indicators for people from minority ethnic groups.

[The People and Nature Survey for England: Children's Survey \(Experimental Statistics\)](#)

highlights the importance of access to nature and green space for children and young people's health and the increasing concern young people experience for the environment. Engagement with local young people is needed to understand the influence of these and other factors on the low levels of satisfaction reported by 16- 24 year olds regarding sufficiency of public open spaces and parks and encouragement of wildlife and wildflowers in the StreetCare Survey 2023. Preparation of and consultation on the South Gloucestershire Strategic Green Infrastructure corridors as part of the Local Plan evidence gathering and process has taken into account and

highlighted the importance of public open spaces and high quality green infrastructure including public rights of way to inform place making and shaping.

Equalities data to inform management and improvement of parks and open spaces and the design and integration of green and blue infrastructure in place making and shaping is captured in project specific engagement, consultations and EqIAAs by the council. For 2022/23 this included consultation to design the new Jubilee Park at the previous Warmley golf course, prepare designs and activities plan for the Kingswood Park National Lottery Heritage Fund application, consultation for play areas and other open space improvements as well as the design of master plans across the area.

Across the council's annual Climate and Nature Emergency Action Plan all projects include and report on equalities outcomes in the annual report on progress to cabinet. This includes projects in the Green Infrastructure and Nature Recovery theme of the action plan which relate to improvements and change in policy and delivery for Green Infrastructure, Public open spaces and parks.

Addressing inequalities of access, participation and satisfaction in green spaces is an area of work and policy being championed locally and regionally 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 and the programme has expanded over the last year: [Healthier with Nature - NHS BNSSG ICB](#)

Progress

Additional capacity and expertise to specifically deliver open spaces and green infrastructure equalities engagement and action which was funded through Community Renewals funding until summer 2022 significantly improved and supported processes and applications to prepare EqIAAs and widened engagement with protected characteristic groups to identify issues and deliver solutions to reduce inequalities for Green Infrastructure work and projects.

The end of that external funding and role has reduced the support available and the level and breadth of engagement that can be achieved. This includes further follow up to the survey sent out to contacts for the 10 missing voices identified in the 2022 Equalities Report and delivering engagement workshops using the materials prepared to understand barriers and solutions to access and participation.

However, building on the frameworks put in place, the priorities identified in the Green Infrastructure and Nature Recovery Action Plan to 2030 and EqIAA and the commitment of council service areas and partners the following work and progress has been delivered in 2022/23:

- **Jubilee Park (former Warmley pitch and putt site)** – landscape design of the site to deliver significant access and site improvements for biodiversity, amenity and landscape in line with countryside access for all standards, including 350m of new 3m wide surfaced paths, street lighting, wheelchair accessible picnic benches, dedicated blue badge parking spaces and a new 1 acre fenced and dog free community orchard with new accessible stone dust paths allowing access to the wildlife pond.
- **Kingswood Park** –To deliver major restoration and amenity improvements to the park with access improvements a priority including a new centrally located toilet block with Changing Places Toilet / Accessible Toilet provision; new improved play area for all ages/abilities, resurfaced paths and provision of ramps to improve accessibility, seating, entry points and signage and an Activities Plan developed with equalities groups. Application submitted to NHLF for £3,360,857 (NHLF grant of £2,671,735 (79%), match funding £689,122). Decision expected December 2023.
- **Changing places facilities** – Page Park – Detailed design and QS costings for Changing Places toilet provision progressing, also includes additional accessible toilet /

standard toilet for park users outside of standard café opening hours with aim to complete 2023/24.

- **Thornbury Farm Woodland (formally known as Vilner Lane wood)** - installation of 260m of new accessible stone dust paths and pedestrian gate to allow access for all to the forest school area, completed March 2023
- **Magpie Bottom Nature Reserve** - access improvements completed, including new path surfacing, step replacement, access improvements to the Orchard and installation of benches and interpretation panels.
- **Conham River Park** - continued programme of biodiversity improvements (year 4 of 5 funded by No Net Loss Project), woodland planting undertaken and creation of 3 areas of new community orchard planting.
- **Common Connections** – [Common Connections | BETA - South Gloucestershire Council \(southglos.gov.uk\)](https://www.southglos.gov.uk) in 2022/23 worked with 8 schools and groups across the East Bristol fringe (Kingswood, Lyde Green, Cadbury Heath, Warmley and Willsbridge) including Warmley Park Special School and the South Glos Race Equality Network. Delivered 7 community events including one for Bristol Refugee Festival and developed plans for access improvements to sites which are being delivered between 2023-2025. Having an Engagement Officer funded through the project (WECA lead funder) has been a significant strength of the project and enabled widened and increased engagement with groups and communities in the project area.
- **Resilient Frome** – £1 million DEFRA funding secured to deliver flood resilience and water quality improvements for the Bristol Frome which will help protect communities across the river catchment. People who already experience inequalities are disproportionately affected by flood, heat and other environmental risks which are increasing due to the changing climate.
- **Tree Canopy project** – all wards surveyed and 7735 potential planting locations identified and mapped across the SGC area. Planting underway including street trees in urban amenity areas. Bradley Stoke North, Downend, Patchway, Thornbury North and public open space sites planted 2022/23. WECA funded project started to deliver planting until March 2025.
- **Community Engagement Events** – events supported in priority neighbourhoods and with protected characteristic groups including with the South Gloucestershire Deaf community and newly arrived and refugee communities.
- **Map of friends groups published** – [Volunteering in parks and open spaces | BETA - South Gloucestershire Council \(southglos.gov.uk\)](https://www.southglos.gov.uk) and promotion of green space volunteering through equalities networks and engagement events.
- **Map of public open spaces** – a map of public open spaces with play areas has been published and a map with further information layers is in development by the Council's digital team.
- **Green Social Prescribing (GSP) - Healthier with Nature** Project – new GSP projects being delivered in S Gloucestershire with £40,000 funding and a directory and mapped information of local opportunities being prepared.
- **Grimsbury Community Farm** - the Brandon Trust continues to run the cafe at the farm providing work and training opportunities for local people with learning and other disabilities. NaviLens project, for the farm delayed due to the lack of staff and aiming to pick up after the summer in 2023.
- **SGC Allotments** – updated equalities and accessibility policy and support included in the updated council Allotment Regulations and guidance approved and issued to plot holders with plot lease renewals December 2022.
- **SGC Play areas**
 - map of parks and play areas published and information on accessible equipment at: [Find a park or a play area | BETA - South Gloucestershire Council \(southglos.gov.uk\)](https://www.southglos.gov.uk)
 - carrying out a 5-year review of the 2018/19 play area audit including assessing each site and play area asset on accessibility and identifying improvements for

different types of disability. The audit will inform priorities for action, consultations on improvements and funding applications.

- Whenever we replace gates now we choose a suitable colour contrast to the fence to help anyone with a visual impairment to find the entrance.
- Ongoing play area maintenance takes into account replacement and refurbishment aligned with latest access and health and safety requirements and best practice including:
 - Replaced a standard timber picnic table at Aubrey Meads with a wheelchair accessible recycled plastic picnic table on a concrete base with a ramp from the footpath.
 - 3 timber picnic benches to be replaced with 2 accessible versions on a concrete base with a ramp from the footpath at Badminton Road play area.
 - Replaced gapping and uneven surfacing tiles at Woodstock play area with a solid rubber surface.
 - Replaced gapping and uneven surfacing tiles at Page Park traditional play area with a solid rubber surface.
 - Replaced standard sit on springer replaced with an inclusive springer at Barnhill play area.
 - Replaced stand on rocker and toddler multi-play unit at Deerswood Park fenced play area replaced with a sit on rocker and multi play unit with accessible features.

Actions planned

- Continue to ensure that equalities impact assessment and plans, engagement and consultation is delivered across green infrastructure, parks and open spaces work and projects.
- Continue implementation of the Green Infrastructure and Nature recovery Action Plan to 2030 actions to reduce inequalities of access to and quality of Green Infrastructure, nature and public open spaces.
- Continue to include equalities outcomes in the design, delivery and review of all Green Infrastructure and Nature Recovery work and projects in the council's annual Climate and Nature Emergency Action Plan
- Work with the South Gloucestershire Race Equality Network and Resettling Communities team to engage people from minority ethnic groups.
- Work with the councils Young Ambassadors team to engage 16-24 year olds to understand issues and identify solutions to improve levels of satisfaction.

6. Topic: Adult Social Care

Period 2022/23

Perceptions and Data

Data on satisfaction with Adult Social Care services taken from the Equalities Impact assessment supporting the Council Revenue Budget and Capital Programme 2023- 2024 shows:

Care for older people

The data shows overall satisfaction with Adult Social Care services remains as at previous year. Satisfaction of services is higher for older adults. Satisfaction of Minority Ethnic Groups and Disabled groups has decreased, the service has initiated an independent exercise with the South Gloucestershire Race Equality Network to explore this further.

Care for people with physical and learning difficulties

The data shows an overall improvement in satisfaction with services, this may reflect the opening up of community resources following the Covid pandemic enabling greater access to community based resources for people with physical and learning difficulties.

Adult Social Care Outcomes data

The following table provides data from the Adult Social Care Outcomes Framework data 2021/22, data is collated annually across all Adult Social Care services. The data provides a comparison of South Glos with the mean across all South West Councils and all England average.

The data shows that satisfaction of Adult Social Care services is lower than the South West mean and the All England average. The service has developed and are implementing an improvement plan, focused on priority areas identified through feedback, this includes actions within the Adult Social Care Equalities action plan.

People in receipt of Adult Social Care services -

The tables below compare the numbers of people in receipt of an adult social care service according to protected characteristic 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.

Sex

	% in receipt of ASC service	% of pop		% in receipt of ASC service	% of pop
Male	43.1%	49.5%	Female	56.0%	50.5%

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

Age

	% in receipt of ASC service	% of pop		% in receipt of ASC service	% of pop
16 - 64	45.3%	58.5%	65 +	54.7%	18.7%

Data shows that just over half of those in receipt of adult social care services are over the age of 65 years.

Ethnicity

	White	Black, Black British, Black Welsh, Caribbean or African	Asian, Asian British or Asian Welsh	Dual Heritage/ Mixed or Multiple ethnic groups	Other Ethnic Group/Refused
In Receipt of Adult Social Care Services	3090 91.4%	33 1%	41 1%	35 1%	182 5.4%
Population % (2021 census data)	91.2%	1.6%	3.8%	2.5%	0.9%

The data suggests that proportionally, the number of people with a 'Black/Black British', 'Asian/Asian British' or 'Dual Heritage' are underrepresented within those in receipt of Adult Social Care services, this may reflect the age profiles of different segments of the population.

Progress

- **Capturing equalities data** - Adult Social Care recording of equalities information has improved with mandatory recording. This enables 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 are held with practitioners on 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. The service has a comprehensive learning and development programme in place to support best practice, including Human Rights, Mental Capacity and Deprivation of Liberties, Safeguarding.

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 **Adult Social Care Assurance framework** introduces a set of national standards that focus on outcomes for individuals.

- **Service User feedback** – The service collates and reviews feedback from people who draw on services and their families and carers on an ongoing basis. The Adult Social Care improvement plan includes measures to further embed feedback and research evidence to shape service improvements.

Actions planned

Council Plan

The focus for Adult Social Care is to support the Council Plan Priorities for maintaining independence and prevention. ***‘Identify and support those most in need and help people help themselves’.***

The Division ensure services are accessible in an equitable way and meet the needs to all 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 protectec characteristic to put in place interventions and address any inequalities identified.

Adult Social Care Assurance – the national framework was introduced in April 2023 and sets service standards that service performance will be assessed against. The framework focuses on 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 them. The service EqIAAs, and KPIs will be reviewed to ensure the service has identified the measures that provide greatest insight and impact.

Assurance them ‘I’ statement to assess ASC performance; ***‘I have the care and support that enables me to live as I want to seeing me as a unique person with skills strengths and goals.’***

The service is implementing an improvement plan ‘Making a Difference’ to address service gaps and has adopted the Social Care Futures vision to shape the service approach to improvement.

‘We want all to live in the place we call home, with people and things that we love, in communities where we look out for one another, doing things that matter to us.’

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 response to the budget survey, the service has commissioned South Glos Race Equality Network to complete an independent exercise, to provide feedback from people of minority ethnic backgrounds who currently receive services,. The outputs and actions identified will be incorporated within the service improvement plan and equalities action plan. Additionally, the service is undertaking a series of feedback conversations with partners, providers and people who draw on services to better understand where to prioritise. In addition, the service will work closely with colleagues in Partnerships and Commissioning to develop community networks and improve dialogue between services and community to inform service developments such as support for resettled communities. The service is working with partner organisations through the Locality Partnership to develop feedback and outcomes measures to ensure that people who use community mental health services are able to contribute meaningfully to the development of local mental health services to ensure that they meet the needs of the local population.

Equalities considerations evidenced in practice - We have continued to embed a strength-based approach in adult social care practice and, in doing this, we are supporting people to achieve their own identified wellbeing outcomes. Matters relating to consent, advocacy, mental capacity, and best interests were routinely considered at an early stage in the engagement process. The information gained is used appropriately to inform care and support planning. 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. The service is part of the ConnectED project, which provides research and focus on priority areas to ensure practice and policy is evidence based and improves outcomes for individuals. Experience of carers of adults with Learning Disabilities is currently a focus of work.

Adult Social Care Equalities plan – the service has developed a three year Equality Action Plan to deliver service improvements; progress against the plan is overseen by the Adult Social Care Assurance Board. Objectives of the plan include: Ensure all staff receive training and development in the area of equality; Ensure that on an on-going basis ASC performance data is scrutinised and recommendations for improvement made; Ensure ASC engage with and use a comprehensive network of support across South Glos for the benefit of people who draw on services; Improve recruitment, retention and satisfaction levels of staff; Ensure that all service improvement plans integrate equality and diversity improvements on an ongoing basis.

7. Topic: Children's Social Care

Period 2022/23

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:

Percentage of residents stating satisfaction with 'children's social services'

Budget year	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	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	
2014/15	31%	37%	22%			32%	28%	34%	15%	34%	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%
2020/21	13%	11%	15%	56%	8%	13%	12%	17%	12%	11%	21%	13%	14%	33%	0%	0%	14%	13%	0%	11%	0%	0%	0%	0%	0%	17%						
2021/22	14%	16%	14%			27%	17%	9%	13%	15%	6%	14%				0%	15%	15%	0%	16%	0%	0%	0%	0%	33%	13%						
2022/23	16%	11%	17%			19%	17%	15%	21%	14%	15%	26%	6%				-	16%	15%	0%	19%	-	100%	100%	-	0%	11%					
2023/24	26%	31%	26%			32%	25%	31%	21%	31%	34%	8%	43%						29%									23%	30%	42%	27%	

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. 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 2022/23, and also includes previous annual data 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.

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+	White British	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%
2022/23	1,067 (859 CYP)	47.8%	50.8%	27.8%	28.2%	32.0%	11.5%	0.0%	70.3%	23.2%	6.4%	4.7%

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%
2022/23	349	45.8%	53.5%	30.3%	32.4%	30.9%	6.3%	0.0%	75.9%	22.3%	1.7%	4.5%

The 2021 Census shows that across the 0 – 18 year old population in South Gloucestershire, 18.2% 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 overrepresented in being subject to a Section 47 enquiry and Child Protection Plan.

Progress

The Children’s Social Care and Preventative Services Division has refreshed its comprehensive Equality Plan for 2023-25.

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 Division’s Equality Taskgroup and the Practice Forum (Team and Service Managers). Race Awareness Training has been delivered during 2022/23 and all ICS staff and managers have been attending the sessions – this will continue throughout 2023/24.

A new [Corporate Parenting Strategy](#) was adopted in March 2023 and this was accompanied by a detailed [Equality Impact Assessment and Analysis \(EqIAA\)](#).

Actions planned

The Division’s Equality Plan 2023-25 will be delivered throughout 2023/24. Key actions to be delivered include:

- A roll-out of reflective practice conversations for social workers covering a range of equalities topics.
- Roll out of 1:1 consultations for social workers in regard to the needs of a service user and their family.
- Production of a suite of data in respect of the ICS KPIs which will be analysed and actions developed in response to disparities.
- An action plan will be delivered in respect of recruitment and retention which will identify key inequalities experienced amongst the workforce in order that proactive plans to address them are developed and delivered.
- Equality and Diversity Training was included in the ASYE training offer in 2021/22 and this has continued during 2022/23 – this will also continue during 2023/24.

8. Topic: Financial Security (Including Child Poverty)

Period 2022/23

Perception measures

Financial Security is not something that can be described or measured with a single number as that simplifies the issues and can overlook many of the challenges people face.

There are a significant number of elements that impact on the financial situation of individuals and families that can result in them facing poverty (for example, not being able to heat your home, pay rent or buy essentials). This in turn, will have further impacts on them, their wider families and the communities in which they live.

The cost-of-living crisis continues to significantly impact residents of South Gloucestershire. For some this has increased the pressure they were already under in regard to financial security, for others this is a new situation, and they are unsure where to turn for support or what help they are entitled to.

We know from our data that families from Black, Asian and Minority Ethnic groups or who have a family member who is disabled are disproportionately affected by financial insecurity.

Children and adults in low-income households are more likely to, for example:

- have poorer educational outcomes, and have lower paid work as an adult than their peers;
- have a shorter life expectancy and healthy life expectancy;
- live in areas more impacted by poor air quality;
- live in poor quality housing;
- be an unhealthy weight;
- develop preventable long term health conditions.

Increased numbers of households experiencing financial hardship brings pressures on organisations that offer support, and demand for support in South Gloucestershire has seen a significant increase. A key example of this is food bank use; Citizen's Advice South Gloucestershire have seen a 10-fold increase in foodbank referrals – up from 6 clients a month on average pre-covid to now over 60 a month.

Office for National Statistics' latest data shows that around half of adults across Great Britain reported spending more than usual to get what they usually buy (45%) or buying less food (48%) in the last two weeks. Around 1 in 20 (5%) reported they or their household had run out of food and not been able to afford more.

This information is particularly useful for understanding child poverty, which is a major source of inequalities that can persist throughout life. Children who grow up in poverty are four times as likely to become poor adults becoming the parents of the next generation of children living in poverty. A child growing up in poverty has a greater likelihood of reduced educational attainment and employment outcomes as well as of experiencing health problems from birth and of accumulating physical and mental health problems throughout life.

Data

The Office for National Statistics conducted a survey to assess the impact of increased cost of living on adults across Great Britain.

They found that around a third (35%) of adults reported it was difficult ('very' or 'somewhat') to afford their rent or mortgage payments, this proportion appeared higher among groups including; those receiving support from charities (57%), living in a household with one adult and at least one child (47%), receiving some form of benefits or financial support (45%), 'Asian or Asian British' adults (53%), 'Black, African, Caribbean or Black British' adults (47%), renters (43%) and disabled adults (41%).

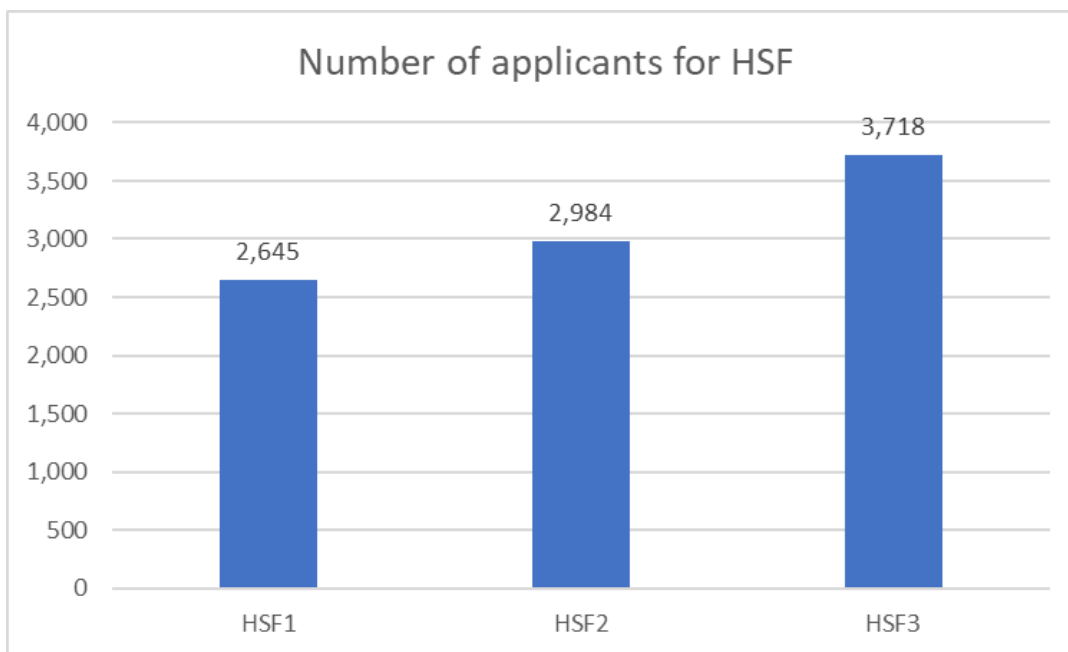
This is reflected in our local data as we have seen an increase in the number of people experiencing poverty. Key data is shown on our Financial Security dashboard:

In the autumn of 2022 South Gloucestershire Council conducted a comprehensive survey of residents' views on different aspects of life in their communities and a total of **5,298 responses** were received. These are some of the key findings which also support this view:

- Families with children, younger adults <45, women, those from Black, Asian and Minority Ethnic groups, those who are renting privately, those who have been unemployed or experienced long-term sickness have noted greater difficulty or have had to make more changes.
- Minority ethnic respondents are also suffering disproportionately, with 20% experiencing difficulty or great difficulty, compared to 13% of the population overall.
- People with disabilities feel much worse off than a year ago, 33% feel this compared to 21% of non-disabled respondents.
- More than 2 in 3 respondents (69%) felt worse off than they were a year ago, and nearly 1 in 4 (23%) respondents reported their situation had deteriorated significantly over the past year.

The Household Support Fund (HSF) is Government funded and has been running since November 2021; it is aimed at people who need support to pay essential bills such as water, heating, fuel and food. This is awarded on a case-by-case basis taking into account each household's income and outgoings in order to make sure they are receiving all the support they are entitled to. The HSF continues to be extended in order to support residents, HSF3 finished in March 2023.

The number of applications received in South Gloucestershire for this fund continues to increase:



The following data looks at the protected characteristics of the applicants for HSF2 (March 22-Sept 22) and HSF3 (Oct 22-March 23).

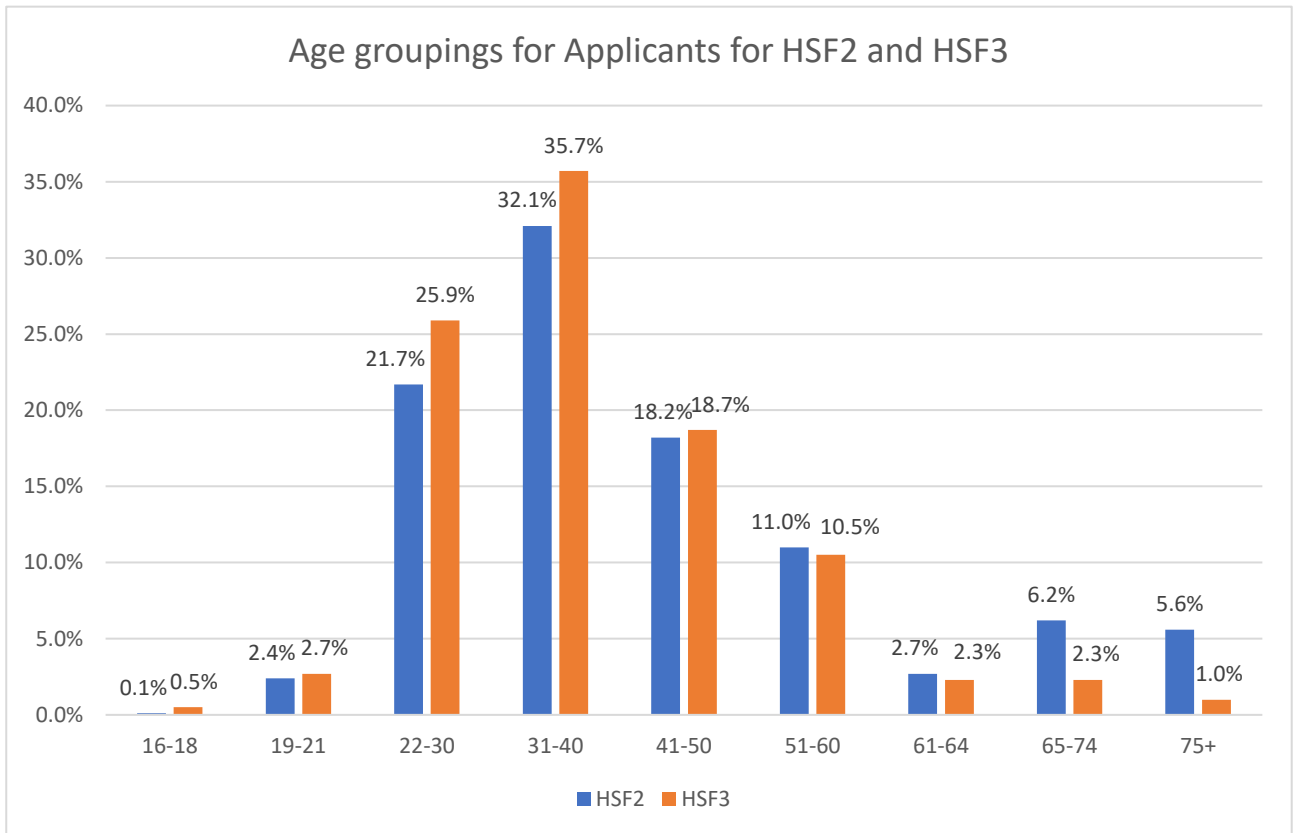
Age

There is very similar trend in age groupings for both HSF2 & HSF3 with the 31-40 age bracket showing the highest percentage in both (32.1% & 35.7%) with the age groupings either side consistently being second and third. This tells us that many households of working age are struggling to buy essentials, such as energy and food.

There was a focused criteria that targeted pensioners in HSF2 and we saw an increase in applications in this age range during this time. We achieved this via a targeted mail drop, social media aimed at families of residents and created a specific leaflet about keeping well in the winter.

There is a definite increase in the numbers for both the 65-74 & 74+ brackets, only 2.2% (58) of applications were from people aged 65 and over in HSF1 and this increased to 11.8% (351) in HSF2.

Without this push the numbers for HSF3 have dropped again to 3.3% (123), however a pension credit uptake campaign is planned for 2023/24 and HSF will be part of that focus so we are hoping to see an increase for HSF4.



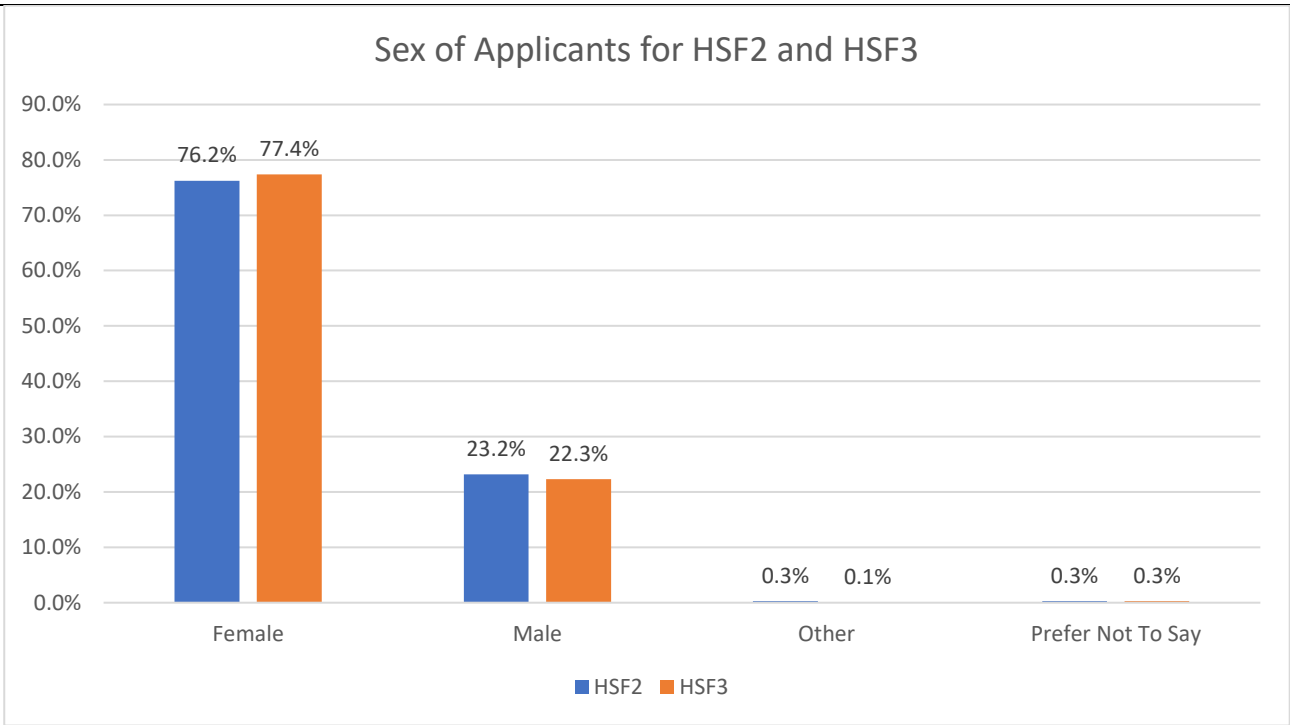
Sex

Again, we have seen a similar trend throughout the different funds with regard to sex, showing significantly more applications from female residents - HSF1 = 77%, HSF2 = 76.2% and HSF3 = 77.4%.

There could be multiple reasons for this:

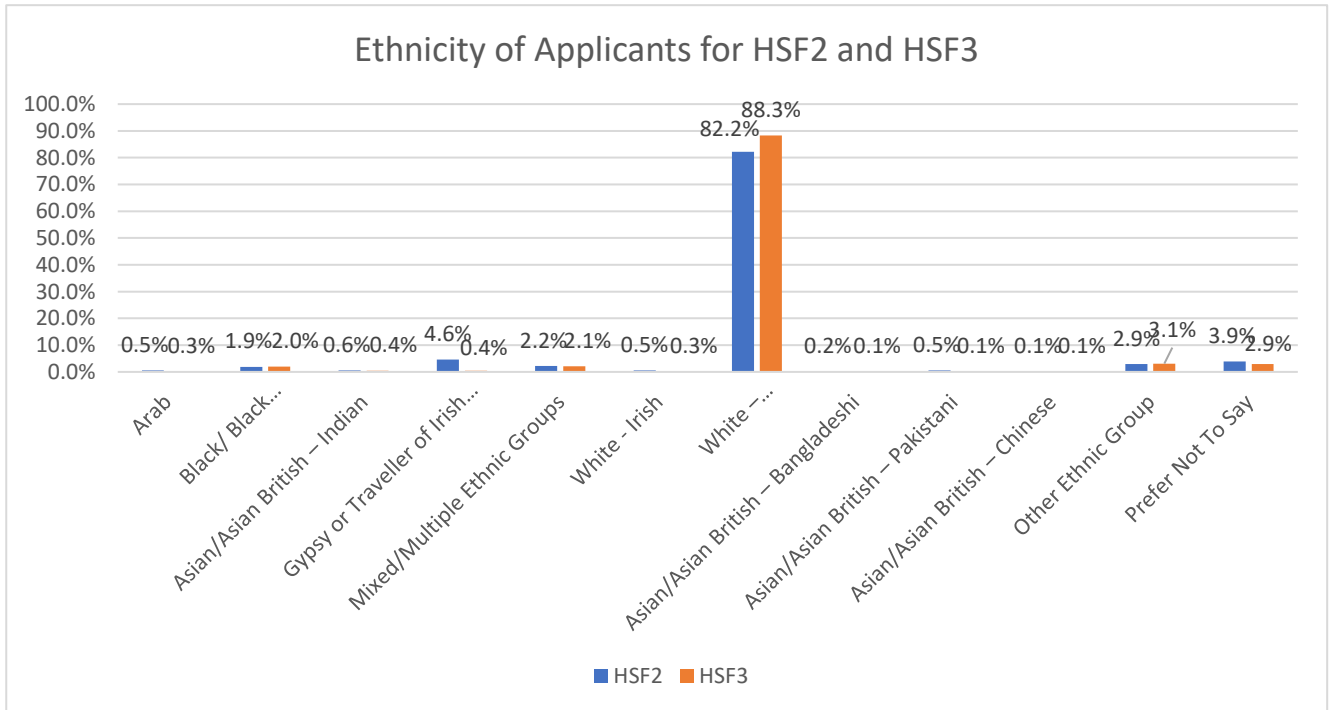
- Within a co-parenting family, women are more likely to stay at home or work part time in order look after their children
- Around 90% of single parent families are headed by women;
- There is still a stigma around asking for help and men are more likely to avoid this.

We are currently working to improve the choices available for ‘gender’ as having worked with Diversity Trust are aware that the current limited choices are not sufficient and do not represent all members of our population.



Ethnicity

The 2021 Census shows that in South Gloucestershire, 85.8% of residents identified as ‘English/Welsh/Scottish/Northern Irish/British’. In comparison, the number of residents applying for HSF2 identifying their ethnic origin as ‘English/Welsh/Scottish/Northern Irish/British’ was 88% of applicants. This overall percentage has increased in comparison to previous funds - HSF1 80%, HSF2 82%.



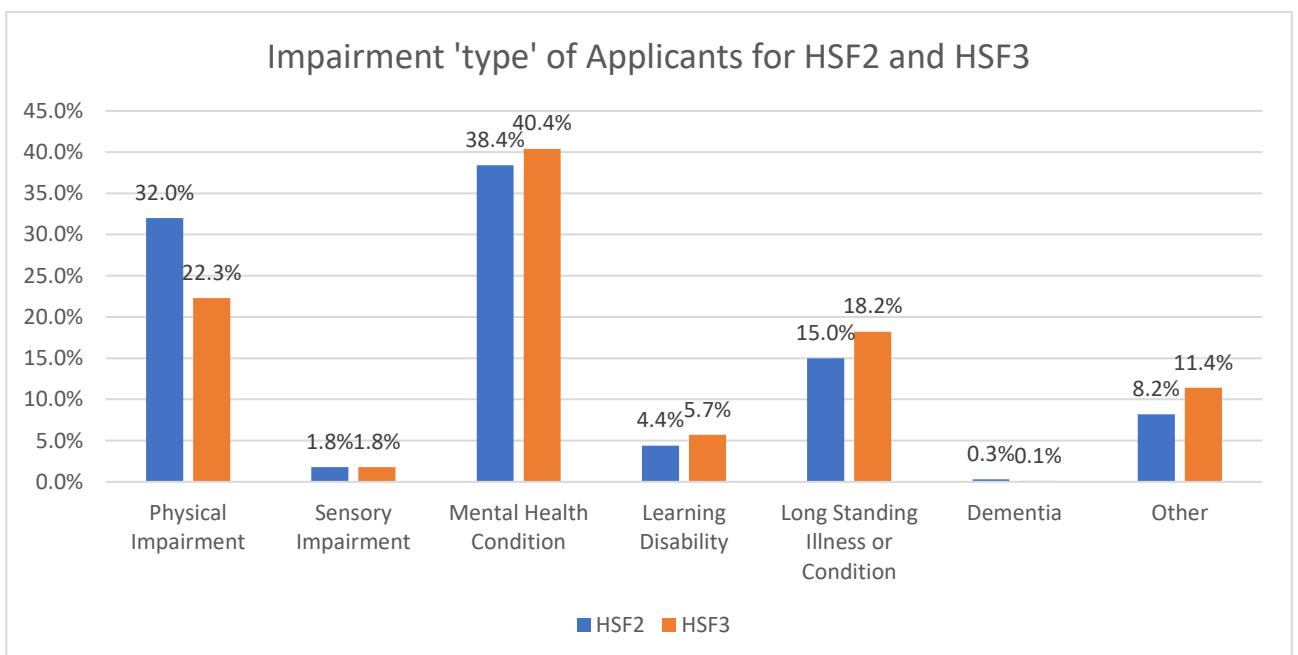
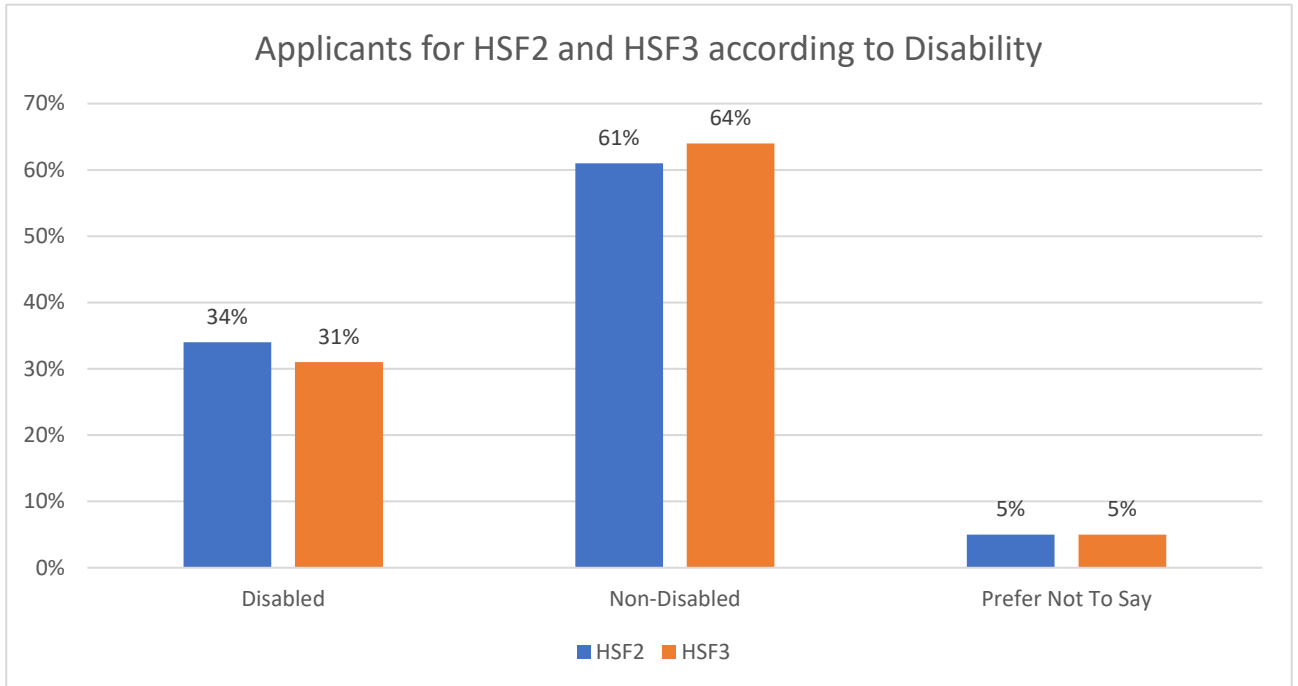
We know that people from many Black, Asian and Minority Ethnic groups are disproportionately affected by the cost-of-living crisis and have a higher level of unemployment. Therefore, we are looking for ways

to improve our communication with these communities and ensure they are aware of the support we can offer.

Disability

Of the applicants, 34% (HSF2) and 31% (HSF3) selected that they considered themselves to be disabled.

Disabled residents will often incur significant expense not incurred by non-disabled people, for example, using medical equipment, having heating on, costs of medications to name a few.

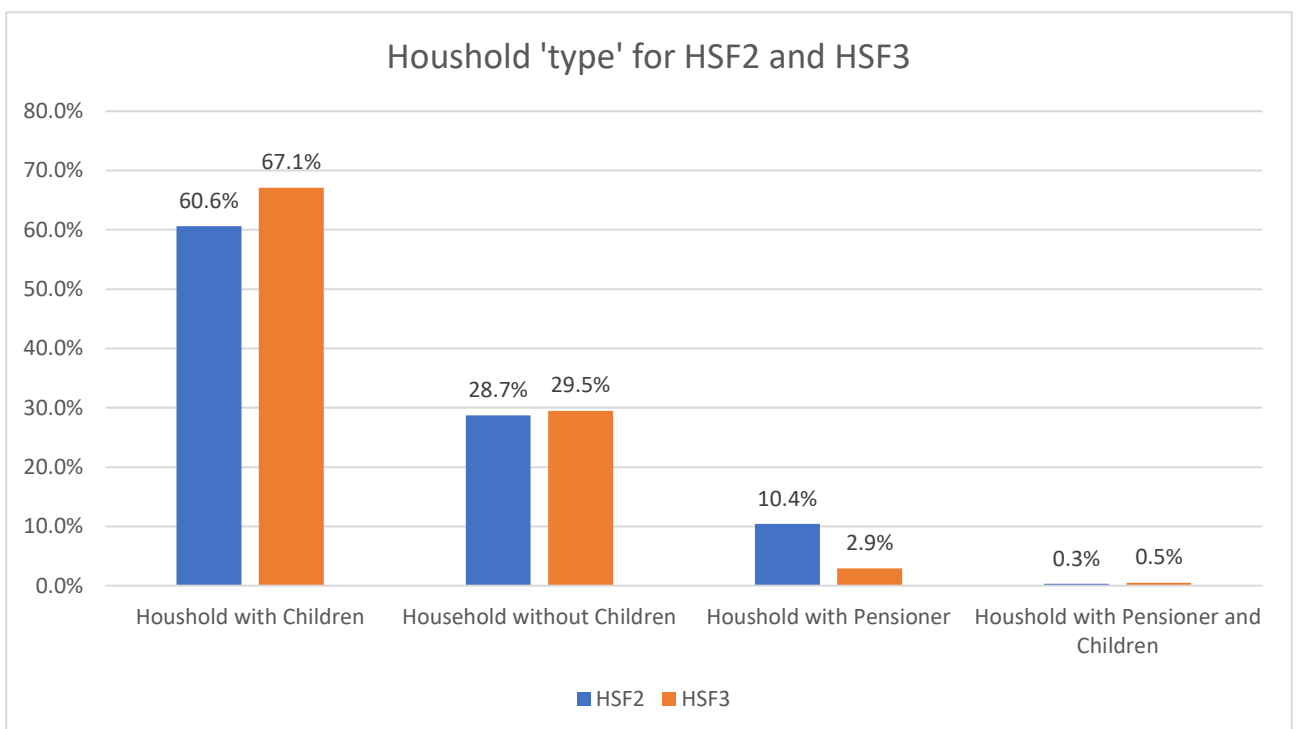


We have seen an increase in applicants selecting 'Mental health condition' (HSF2-376, HSF3- 474).

Many people were experiencing financial difficulties before the cost of living crisis and their situation has continued to worsen. Others are now facing difficulties that they hadn't previously experienced. Both of these situations have resulted in an increase in mental health issues.

Type of Household

'Type' of households show that for HSF2 60.9% and for HSF3 67.6% of the applications are from homes with children. This supports the view that many families are being significantly impacted by increases in costs of energy, food and rent and the number of people affected continues to increase. This reflects increases seen in children experiencing poverty, data released by the government states that 29% of children in the UK are living in poverty (up from 27% in 2020/21) which is 4.2 million children.



Some key findings from End Child Poverty in 2021/22 were:

- 71% of children who were in poverty after housing costs, and 67% of those who were in poverty before housing costs, were in a family where at least one adult was working.
- There are persistent ethnic inequalities in child poverty across the UK. 47% of children in Asian or Asian British households and 53% of those in Black households were in poverty after housing costs, compared with just 25% of those where the head of household was White.
- Children living in a family where someone is disabled had a poverty rate of 36% after housing costs, compared with 25% for children living in families where no-one is disabled.

Eligibility for Free School Meals (FSM) is an important dataset to scrutinise in respect of the area of child poverty. The tables below show this increase reflected at a local level as we have seen an increase in eligibility from 13.9% in 2022 to 15.2% in 2023.

All Pupils

Table to show the percentage of the school population eligible for Free School Meals as at the month of March (2023 figures taken from Spring School Census January 2023).

	2018	2019	2020	2021	2022	2023
All pupils	8.3	9.4	10.7	12.9	13.9	15.2

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	2021	2022	2023
All pupils	8.3	9.4	10.7	12.9	13.9	15.2
Sex						
Male	8.6	9.7	10.8	13.0	13.8	15.3
Female	8.0	9.2	10.5	12.8	14.1	15.1

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	Eligibility at Jan 2023
Autistic Spectrum Disorder	4.8%	See below
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%	

Disability – 31.1% of those eligible for FSM had a SEN, with an analysis of this information showing the following:

SEN Status	% of pupils with needs eligible for FSM at Jan 23 Census
No SEN (N)	12.6%
EHCP support (E)	27.9%
SEN support (K)	27.6%

Race

Table to show the percentage of the school population eligible for Free School Meals as at the month of March - disaggregated according to Ethnicity (2023 data using the Jan 2023 Census).

	2018	2019	2020	2021	2022	2023
All	8.3	9.4	10.7	12.9	13.9	15.2

Ethnicity						
White British	7.9	9.3	10.4	12.5	13.6	14.8
Indian	2.0	2.1	1.7	2.5	2.4	2.1
Bangladeshi	11.8	9.5	13.3	13.8	15.7	14.1
Chinese	3.3	3.2	4.7	3.2	1.2	0.9
Pakistani	10.9	10.5	12.4	17.0	18.9	17.6
Any other Asian Background	3.4	4.0	5.9	11.1	10.8	13.6
Black African	16.0	15.2	16.1	19.8	19.5	18.8
Black Caribbean	18.5	19.3	26.7	28.4	30.4	30.7
Any other Black background	9.1	14.1	13.0	13.6	16.0	24.8
White and Black African	19.2	22.0	24.7	23.8	23.6	29.4
White and Black Caribbean	-	-	-	-	-	40.0%
Any other White background	2.8	3.7	4.5	7.2	8.1	10.6
White and Asian	8.4	7.7	7.9	10.7	9.8	12.3
Any other mixed background	16.6	16.7	18.4	22.8	25.0	18.7
Any other ethnic group	12.2	14.2	20.4	22.2	23.2	29.5
Traveller of Irish Heritage	74.6	75.7	72.1	77.1	73.5	69.0
White Irish	15.2	17.6	18.6	26.6	27.1	24.6
Gypsy / Roma	36.1	31.6	42.2	48.7	52.4	39.7
Information not yet obtained	11.9	13.0	14.3	19.9	26.0	23.5
Refused	14.0	11.9	11.6	15.0	17.0	22.2

- Cells highlighted **green** are those where the percentage FSM eligibility 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

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	2023
All	8.3	9.4	10.7	12.9	13.9	15.2
Year Group						
0	6.2	6.5	7.2	8.7	9.4	9.3
1	6.9	8.2	8.7	11.6	11.3	12.8
2	7.8	8.2	9.8	12.6	13.0	12.9
3	8.7	10.0	11.2	14.4	15.2	15.6
4	8.7	10.2	11.7	13.6	15.7	16.7
5	9.1	10.1	11.8	13.7	14.9	17.1
6	8.1	10.1	11.5	14.1	14.9	16.0
7	9.9	11.0	12.3	14.7	16.6	18.0
8	10.1	10.9	11.5	14.0	15.7	17.9
9	8.7	11.0	11.8	12.8	15.1	17.4
10	9.2	10.0	11.8	13.6	13.7	16.6
11	8.6	9.5	10.3	13.7	13.9	15.3
12	6.1	9.6	10.1	10.8	13.7	12.7
13	5.6	4.5	8.7	9.4	10.3	12.0
14	35.7	50.0	38.5	14.3	22.2	33.3

- 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.

Progress

The Financial Security Dashboard is now completed and sits on the new population health intelligence portal, with the Joint Strategic Needs Assessment (JSNA). This dashboard includes a range of indicators to help give insight to the scale of financial insecurity in South Gloucestershire, this data will be regularly updated. [Financial security | BETA - South Gloucestershire Council \(southglos.gov.uk\)](https://southglos.gov.uk)

There have been improvements in the HSF application process, including simplifying the application form itself and streamlining the process. The number of applications that have been withdrawn has significantly decreased due to this- HSF1- 49.71%, HSF2-26.57%, HSF3- 25%

Assessment on more protected characteristics is now being carried out (such as disability) but there is still room for improvement with this. Data around carers and armed forces needs to be collected and options around gender need to be expanded.

A community engagement project took place to look at the barriers residents face around asking for support from the council. This was led by an external agency and offered recommendations for how to proceed going forward. The aim is to continue this work and co-design changes in order to make maximum impact for residents.

Via the Household Support Fund we have been able to support residents with:

- Free School Meals vouchers
- Uniform reimbursement scheme
- Grants to support essential bills- energy and food
- Warm packs
- Supporting carers

A Task and Finish group was created with the aim to improve uptake for Free School Meals. They were able to better understand the reasons why people were not taking up this offer when they are entitled, this has led to an improvement in uptake.

A Councillor briefing on the cost-of-living crisis took place in September 2022 updating around all the work that has been done and the plans for a more sustainable approach and moving away from the 'sticking plaster' approach to support we are currently having to use to support residents.

Actions planned

A Financial Security Framework has been created to share within the council and our partners. This document maps out the financial situation in South Glos. and will allow us to create actions to help residents based on the information we have. The initial draft is ready to be shared and this will be a working document.

Our Information, Technology & Digital team are continuing to work on a Datalake that will allow us to map customers who have contacted us for financial support; the overall aim is to identify families/households that are at risk to enable early intervention, this project is still in production.

The council has a new administration, and we now have Executive Members for Cost of Living; moving forward we will be building a relationship and working closely with them to progress the work we have been doing.

9. Topic: Climate and Nature Emergency

Period 2022/23

Perception measures

Each year we produce an EqIAA looking at the equalities impacts of all the projects to be delivered as part of the council's Climate and Nature Emergency action plan, this identifies which projects are likely to have a potential positive or negative impact on local equalities issues and how these can be addressed. Each project manager is asked to define equalities deliverables and progress towards these equalities' deliverables are measured alongside SMART targets set out for the project.

Reporting on progress for year 4 (2023) of the Climate and Nature Emergency action plan in December 2023 will include an assessment of progress on the EqIAA equalities deliverables. Alongside this an initial EqIAA will be produced for the proposed Year 5 action plan.

Data

This year we have been specifically working on a Climate and Health Mapping project with the UK Health Security Agency this mapping work is focused on the top 2 risks to the South Gloucestershire area which is local flood risk and risks of extreme temperature to identify local vulnerability of residents and health care and other facilities to enable targeted interventions. This will go hand in hand with a pilot project running from September 2023-April 2024 to work with staff across the council to identify use cases for the mapping tool and applied interventions that reduce risks. Examples of departments we wish to engage in this pilot project are our Planning, Highways, Emergency Planning, Environmental Health, Adult Social Care, Education and Tree Team.

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 mapping project with the UKHSA is helping us to identify geographical areas where prioritised interventions are needed.

We are currently updating the Climate Change Chapter of the Joint Strategic Needs Assessment that will also enable 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.

The third national adaptation plan has been released in July 2023 and we will be looking at elements of this plan that can be applied locally.

Progress

We are continuing to deliver projects in the Year 4 Climate and Nature Emergency action plan that seek in part to address some of the Equalities Gaps in the local area – one of these is the health and climate mapping work where will be using the mapping tool to develop applied interventions but we are also addressing some equalities gaps to target key groups and communities through a range of the projects in our plan, one of which is the Step Up South Gloucestershire project which

provides dedicated energy advocacy and fuel poverty support where we have linked up with local food bank projects, retrofit project working with local social housing providers Bromford, Equalities Mapping in relation to our Parks and Open Spaces, Tree Week 2022 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.

Alongside working on delivering specific projects in the Climate and Nature Emergency Action Plan, we have increased support for project managers and decision makers by introducing the Climate and Nature Decision Wheel into our project development and reporting process for projects that go to Cabinet and Full Council and projects that seek external funding of over £100,000. The Climate and Nature Decision Wheel identifies any likely negative or positive outcomes of a project based on 11 different aspects of Climate and Nature and 11 different aspects of society. The societal aspects include consideration of education, fuel poverty, food, wealth, health, community and culture and local environmental impacts which are closely aligned with some of the critical aspects of inequalities. The wheel allows project managers and decision makers to see the likely impacts and to understand any opportunities that can be taken to reduce negative impacts and improve positive impacts from the outset of any project and can provide greater transparency in decision making and make sure that opportunities to make improvements are taken.

Actions planned

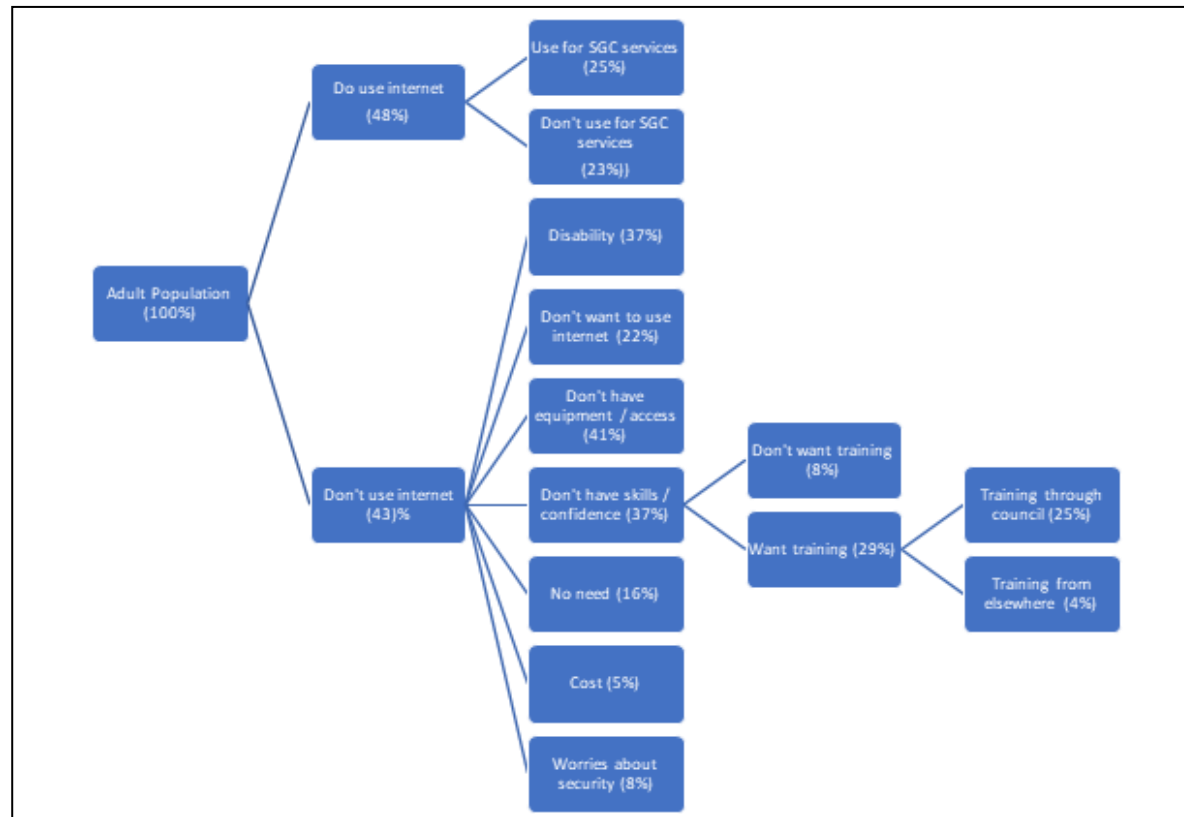
1. Deliver the pilot project working with the UK health security agency to develop applied use cases for the climate and health mapping work Sept 23-April 24.
2. In the development of our Year 5 Climate and Nature Emergency action plan we will look to ensure that no climate or nature emergency projects exacerbate existing inequalities across the wider area.
3. Ensure that a proportion of our Year 5 Climate and Nature emergency projects actively reduce local inequalities.
4. We will work closely with the Equalities Sub-Group of our Local Partnership to help to achieve the aims of the sub-group around promoting opportunities in green jobs and that actions proposed by the Climate and Nature Sub-Group deliver on reducing area wide inequalities.
5. Continue to embed the Climate and Nature Decision Wheel into council decision making processes.

10. 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% of 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 reasonable to assume it is 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

Budget year	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	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
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%	90%	69%	70%	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%	100%	61%	61%	20%	56%	67%	50%	60%	-	62%	70%				
2021/22	64%	60%	68%			83%	74%	51%	49%	67%	64%	66%	62%			100%	65%	66%	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%					
2023/24	72%	70%	77%		78%	76%	67%	73%	73%	75%	67%	68%			78%										69%	74%	78%	73%

Using digital technology more widely to support the delivery of services

Budget year	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	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
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%	90%	70%	71%	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%	100%	62%	64%	20%	57%	67%	50%	80%	-	77%	72%				
2021/22	67%	63%	71%			84%	76%	55%	50%	70%	67%	67%	64%				50%	68%	69%	60%	61%	100%	100%	67%	0%	53%	79%				
2022/23	63%	56%	70%			80%	81%	63%	50%	68%	63%	80%	72%				-	64%	65%	50%	59%	-	100%	100%	-	71%	75%				
2023/24	75%	72%	79%			78%	80%	68%	73%	76%	77%	69%	68%						78%								71%	75%	81%	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. Take-up of PC usage in our libraries is one of the highest amongst Councils in the South West.
- The council's Digital Champion Volunteer Scheme provides free one to one digital help and support to those who need it. We have taken further steps to both support and promote this service
- [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.

- A 'Benefits of Being Online' workshop was delivered in October 2022, focusing 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, aimed at those with very little to no previous online experience was designed and delivered in conjunction with South Gloucestershire Over 50s Forum, Healthwatch BNSSG, and SGC Community Skills and Learning Service.
- Worked in Partnership with HealthWatch to promote how customers could go online to access health services.
- Where appropriate we signpost people to Age UK South Glos Digital Scheme that supports people in their own homes (where people are unable to access help and support in the community.) <https://www.ageuk.org.uk/southgloucestershire/our-services/digital-inclusion-programme/>
- An application was made to the National Data Bank (Good Things Foundation), who provide free mobile data connectivity to people who can't afford it. We are now able to provide access to free SIMS/data via our OSS and Emersons Green Library
- We have linked up cost of living with digital exclusion, highlighting to customers the opportunities for free or reduced cost broadband

Actions planned

- All public PCs in libraries will be upgraded to Windows 10 in Autumn 2022
- Review the census research (available late 2023) to understand trends, behaviours etc.. why customers don't go online
- Undertake local qualitative research in the form of focus groups to understand if the barriers/issues presented previously still apply?
- Continue to support and develop the Digital Champion Volunteer Scheme Deliver a range of activities during National Get Online week
- Explore the rollout of data/SIMS from further library sites and not just Emersons Green
- Continue to link up the work of the cost of living and digital exclusion. One particular project focused on encouraging customers to apply for pension credit commences this autumn, we will attempt where possible and appropriate to join up the work of both of these themes.
- Scam awareness sessions in conjunction with Trading Standards staff to ensure customers remain safe whilst online.
- Promotion of Learn My Way educational resources to encourage and enable individuals to get online and benefit from internet use

11. Topic: Supporting people with learning disabilities

Period: 2021/22

Perceptions

2021/22 data show us the following information in relation to levels of satisfaction amongst residents:

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

Budget year	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	Identify as Trans - Yes	Identify as Trans - No	Heterosexual	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces
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%	0%	5%	6%	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%	0%	27%	28%	0%	34%	0%	33%	0%		0%	20%				
2021/22	27%	29%	27%			19%	27%	31%	38%	27%	27%	18%	45%				0%	29%	28%	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%				
2023/24	27%	20%	35%			24%	28%	37%	28%	30%	34%	13%	40%						31%								37%	26%	21%	29%	

The highest levels of satisfaction over the ten-year period are reported by Disabled People.

Data

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.

The **Learning Difficulties Partnership Board** has continued to meet during 2021/22.

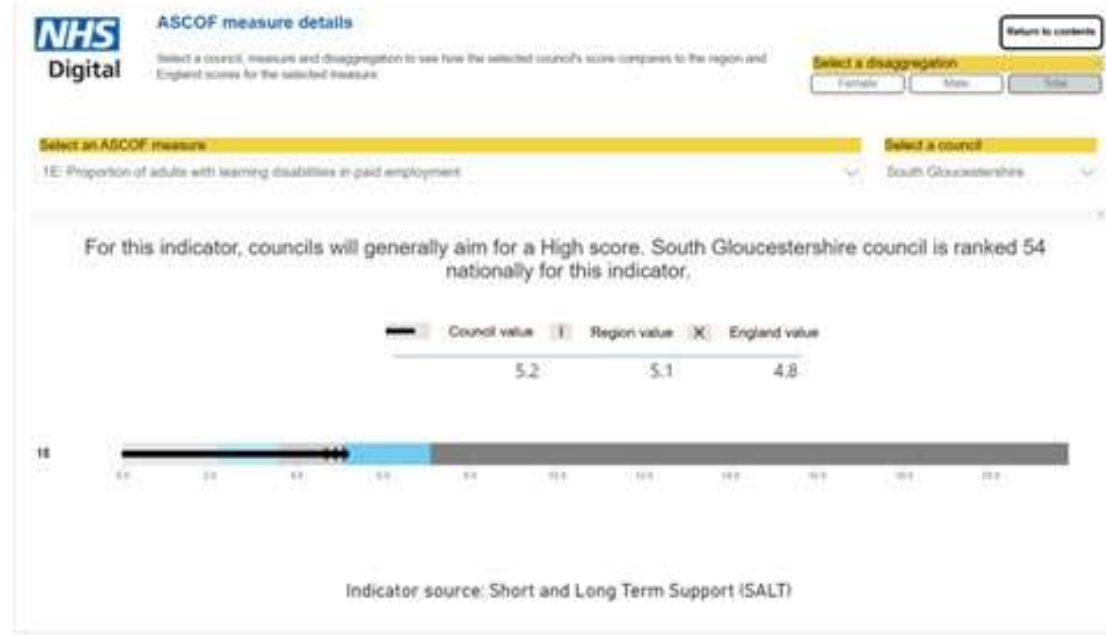
Some of the key topics covered were:

1. Personalisation
2. Health
3. Housing
4. Independence

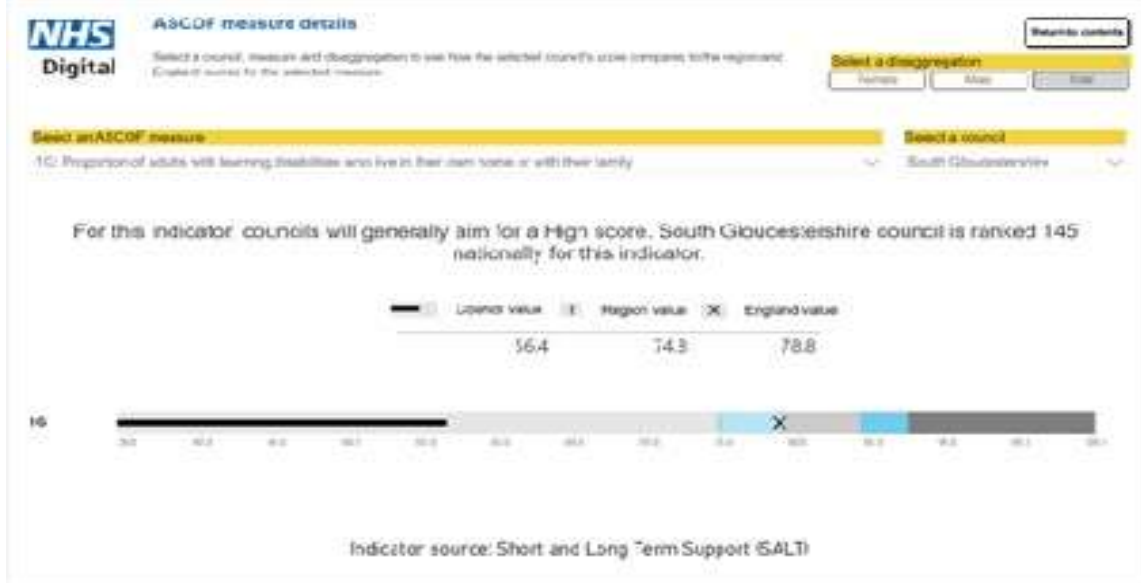
During the year, the Learning Disabilities Development Fund (LDDF) awarded £92,445 to local organisations and projects who support people with a learning disability.

The [Adult Social Care Outcomes Framework \(ASCOF\)](#) shows the following information for South Gloucestershire.

Proportion of adults with learning disabilities in paid employment (South Gloucestershire Council is ranked 54)



Proportion of adults with learning disabilities who live in their own home or with their family (South Gloucestershire Council is ranked 145)



South Gloucestershire Council Public Health Intelligence data shows that 12% of pupils have a Special Educational Need (SEN)



In addition, the gap in the employment rate between those who in receipt of long-term support for a learning disability (18 – 64) in South Gloucestershire is 77.9%



(Source: [Our population | BETA - South Gloucestershire Council \(southglos.gov.uk\)](https://ourpopulation.beta-southgloucestershire.gov.uk/))

Progress

The [All Age Learning Disability Strategy](#) action plan has continued to be delivered during the year and key highlights are:

- A review and co production to update the South Gloucestershire Council webpage on annual health checks for individuals who are 14 years and over with a learning disability.
- A new and co-produced South Gloucestershire Council webpage around health screening
- There is now monthly self-advocacy groups running in various locations across South Gloucestershire for adults with a learning disability and autism.
- Accessible resources around Mental Capacity has now been updated with a focus on this being shared at reviews for children with SEN and recorded in plans.

- For planning applications of new major development schemes (recreation and entertainment buildings with a capacity of 350 or more (along with certain other types of developments e.g. Retail premises with a gross area of 2500m² or more) must make adequate provision for an accessible changing place.

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.

12. Topic: Hate Crime

Period 2022/23

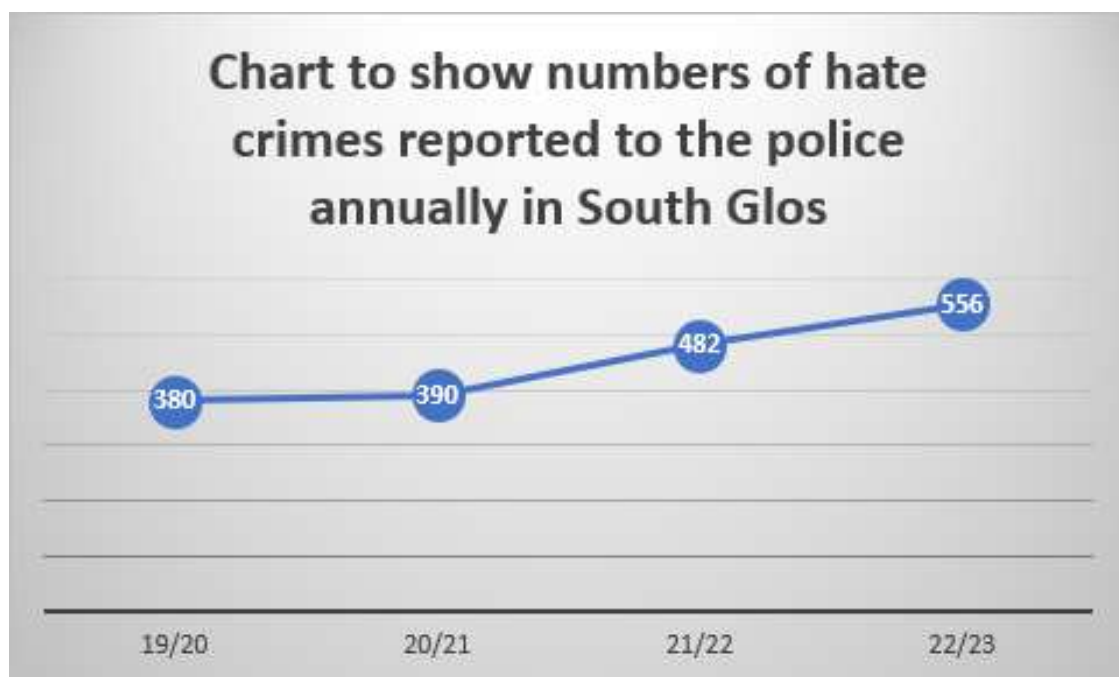
Perception measures

In January 2023 the Safer Stronger Community Safety Partnership (SSCSP) commissioned a Hate Crime Needs Assessment. Perceptions of services were varied but it was evident that a number of participants had low expectations that their experiences would be taken seriously. Participants weren't necessarily looking for a prosecution but wanted to see that reasonable efforts had been made to investigate, and one said they would have been happy for the perpetrator to be visited and told their behaviour is not acceptable.

Development of alternatives to criminal justice outcomes will be explored to increase confidence and satisfaction in services.

Data

In 2022/23 there were 556 hate crimes reported to the police. This is a 15% increase from the previous year.



The above chart shows a 46% increase in hate crimes reported to the police over the 4 year period.

Stand Against Racism and Inequality (SARI) is the specialist support service commissioned for victims of hate crime in South Gloucestershire. For the 2021-22 period SARI received 74 referrals; and for the first 10 months of the 2022-23 period SARI received 60 referrals. For both periods, purely statistically, this is equivalent on average to around 6 referrals per month.

Racially motivated hate crimes continue to represent the highest proportion; the hate crime incident type breakdown for 2022/23 is as follows: -

Race 48%

Sexual orientation 9%

Disability 10%

Faith 1%

Gender/Transgender identity 5%

Unrecorded 27%

From 2021 to 2022 there has been an 85% increase in hate crimes based on Gender/Transgender identity in South Glos, and by July 2023 there have already been 20 hate crimes reported, there were 24 in the whole of 2022.

SARI collect feedback from service users, the response rate is around 50% with respondents typically indicating satisfaction with support overall.

Progress

The SSCSP has made hate crime a priority and following completion of the needs assessment a workshop was held with key partners and agencies where 5 priorities were identified and an action plan is currently being developed to schedule delivery of these priorities:-

1. Mapping of existing resources
2. Establishing a protocol for victims of hate crime
3. Set up of a Hate Crime Review Panel
4. Voices of Victims of Hate Event
5. Development of a perpetrator intervention programme

Actions planned

The Community Safety Partnership commissioned a Hate Crime Needs Assessment as hate crime is one of the three identified priorities in the new plan. The five priorities noted in Progress above will form the comprehensive hate crime delivery plan for the next 2 years.

In addition, the community cohesion plan celebrating difference and diversity, including the set-up of the South Gloucestershire Multi-Faith Forum continues to support the prevention of hate crime.

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 encourage reporting of incidents.

We will use National Hate Crime Awareness week to raise awareness and promote reporting mechanisms. This includes the rollout of a poster competition in South Glos schools to illustrate "No place for hate in sport" and will be accompanied by a lesson plan delivered by police and SARI. All entries will be displayed in The Place to Eat at John Lewis, Cribbs Causeway during NHCAW and a display table with information and leaflets will also be in place.

"It's Not Nothing", the ten-minute film we commissioned last year has been refreshed and updated to be used on our social media platforms this year.

A face-to-face event will be held at the end of NHCAW week at St. Mary's Centre, Thornbury. This will be supported by partners and is a fantastic opportunity to engage with our residents around this topic.

The Community Safety Team have held Community Safety Days in Yate and Thornbury where hate crime awareness was discussed, further events are planned in other key locations in South Glos.

13. Topic: Mental Health

Period 2022/23

Partnership approaches

Improving mental health requires a whole system approach, of which Local Authorities are just one part. The NHS is responsible for the identification and treatment of mental ill health in both adults and children. The Council works alongside NHS providers and those in the Voluntary, Community and Social Enterprise sector, to ensure that service developments are informed by local needs assessments, and by insights gained from our work with communities – both geographical and dispersed. The Council's housing and social care teams provide support to people living with long term mental health needs.

The Council also has a Public Health role in promoting emotional wellbeing in our population.

Data

Nationally we know:

- 1 in 4 people will experience a mental health problem of some kind each year in England
McManus, S., Meltzer, H., Brugha, T. S., Bebbington, P. E., & Jenkins, R. (2009). Adult psychiatric morbidity in England, 2007: results of a household survey
- 1 in 6 people report experiencing a common mental health problem (like anxiety and depression) in any given week in England
McManus S, Bebbington P, Jenkins R, Brugha T. (eds.) (2016). Mental health and wellbeing in England: Adult psychiatric morbidity survey 2014.

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:

- People from Black, Asian 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 (LGBTQ+)
- Carers
- People with sensory impairment
- People who are homeless
- Refugees, asylum seekers and stateless persons

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.

45% of all Children In Care in England have a diagnosable mental health condition (compared with 10% of all children).

Gypsies and Travellers are over twice as likely to be depressed and three times more likely to suffer from anxiety disorders than others. Additionally, for Gypsies and Travellers, living in bricks and mortar accommodation is associated with long term illness, poorer health state and anxiety with those who rarely travel having the poorest health. However, it is not clear whether accommodation and travelling impact adversely on health or vice versa.

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.

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.

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.

The wards that have significantly higher rates of admissions (compared to South Gloucestershire as a whole) are Patchway Coniston, Bradley Stoke South and Staple Hill & Mangotsfield, Kingswood and Filton. Amongst men only, Bradley Stoke South, Patchway Coniston, Staple Hill & Mangotsfield and Filton are all significantly higher than South Gloucestershire. Amongst women, only Kingswood was significantly higher than South Gloucestershire as a whole.

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

Online Pupil Survey 2023

In Secondary age respondents, 63% of White British young people reported an average or high mental health score (Warwick Edinburgh Mental Wellbeing Scale), compared to 58% of Gypsy, Roma or Irish Traveller young people, and 73% of Pakistani young people.

In Primary age respondents, 81% of White British children reported an average or high score, compared to 63% of Gypsy, Roma or Irish Traveller children and 76% of White Irish children.

Progress

Successes are improved partnership working, and the recognition of the impact of the wider determinants of health and Covid on Mental Health. The implementation of the Community Mental Health Framework for adults has brought about improvements in particular pathways, such as eating disorders and 24 hour access to help and support (by the NHS). A new Real Time Surveillance System for deaths by suicide has been implemented (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 the BNSSG system has not yet been able to shift funding upstream.

Actions planned

Mental health needs assessments have been completed for children and young people and for adults. From these, priorities have been agreed in the relevant multi-agency Partnerships and

workstreams put in place to improve outcomes. Both are areas of focus for the Health and Wellbeing Board and the Locality Partnership Board.

For children and young people, there are seven 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
- Complex needs

For adults, there are three priority workstreams

- Promoting good mental health and early intervention in common mental health problems
- Suicide prevention and self-harm
- Locality Partnership led Community Mental Health Programme delivery

A programme to support families facing financial insecurity is established and targeting particularly vulnerable populations.

14.

Topic: Access to Housing

Period 2022/23

Perception measures

An Equality Impact Assessment and Analysis (EqIAA) was completed as part of the Council's Housing Strategy (2023), 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 2,180 to 2,238.
- 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 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 2023

Banding	Number of Bedrooms					Total 31.3.23	Total 31.3.22
	1 bed	2 bed	3 bed	4 bed	4+ bed		
Priority Card	6	1	4	3	1	15 (0.5%)	12 (0.5%)
Band A	101	54	35	10	8	208 (5%)	247 (5.5%)
Band B	205	143	73	31	19	471 (11%)	608 (13%)
Band C	554	294	394	66	6	1314 (31%)	1276 (28%)
Registered Applicant	1113	825	260	27	2	2227 (52.5%)	2367 (53%)
Total	1979 (47%)	1317 (31%)	766 (18%)	137 (3%)	36 (1%)	4235	4509

Whilst the overall number of households on the housing register has decreased, the total number of new applications received each month continues to rise. The number of new applications received in 2021/22 was 3,779 compared to 4,191 in 2022/23, a 10% increase. The proportion of people in housing need (priority card- band C) in 2022/23 remains in line with the previous year. .

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 households on the Housing Register.

An analysis of the information provided by applicants on their housing application shows that 57% identify as having health issues that would be helped by moving and 10% were in need of adaptations. 35% of applicants consider themselves to be disabled. Of those, 38% identify as having a mental health condition, 23% a physical health condition and 11% a learning difficulty.

Lettings - The table below shows the number of lettings during 2022/23 by size and band.

Banding	Number of Bedrooms				Total
	Studio/ 1 bed	2 bed	3 bed	4+ bed	
Priority Card	8	8	16	1	33
Band A	106	159	60	25	350
Band B	177	169	118	21	485
Band C	31	95	3	0	129
Registered Applicant	54	55	9	2	120
Total	376 (34%)	486 (44%)	206 (18%)	49 (4%)	1117

When compared with numbers on the Housing Register, this shows that the higher bandings are receiving the most offers of housing, with 78% 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.

Progress

- We have published a new Housing Strategy which sets out the council's ambition to ensure everyone has a home which meets their needs.
- To improve the supply of housing for those unable to access the market we delivered 713 new affordable homes in 2022-23, of which 73% were for rent. This is our highest ever delivery of Affordable Housing and Social Rented homes.
- Two specialist supported housing schemes for people with learning difficulties and autism have started to be built and are due for completion in 2024 and we are developing a business case for a new transitional PWLD scheme.
- A total of 34 sites delivered new affordable homes in 2022-23, of which four sites were 100% affordable housing. The majority of new affordable homes were built to adaptable and accessible standards and over 4% of new affordable homes were built to wheelchair accessibility standards.
- 37% of new affordable homes provide 3 or more bedrooms.
- We are reviewing outcomes of research undertaken in 2022/23 so we can plan for a supply of a range of housing options for our older residents in the future.
- Feasibility work is progressing for the proposal of a new Extra Care scheme in Thornbury.
- 3 specialist supported homes continue to be used to facilitate discharge from hospital.
- Over £6.8m has been allocated to the council to support the delivery of affordable rented homes in 2023-24 for households which fall within specific resettlement schemes.
- We have worked closely across Housing teams and with our Registered Provider partners to introduce a new protocol for new build adaptable/wheelchair accessible homes and are considering development of a new house type to improve the lettings process and access to suitable housing.
- During 2022-23, we provided emergency housing to 21 people, who were either rough sleeping, or at risk of rough sleeping.

- We are supporting 12 people with a history of rough sleeping through our Housing First programme to help them maintain permanent tenancies. There were 0 tenancy breakdowns during 2022-23 as a result of this support.
- We rehoused three care leavers through our high support flats scheme. They would not have been offered permanent tenancies without the additional support offered through this scheme.
- We rehoused six Afghan families directly into settled accommodation from asylum accommodation.
- We successfully bid for funding for six units of accommodation for prisoners, who are released from prison without any accommodation available to them.
- We have appointed 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 dependent upon a treatment or rehabilitation pathway.
- Mandatory licenced HMO's are all inspected as part of the licencing process and Informal/formal action is taken where conditions require improving. In 2022-23 – 152 HMO's were licensed and there were, at year end a total of 660 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 and in 2022-23 supported over 799 vulnerable and low income households with advice and grants; 21% were 65 or over, 60% have a health condition or disability and 30% receive benefits and 29% had at least 1 child. Only 5% had no recorded vulnerability.
- 463 homes adapted through Disabled Facilities Grants and Care Act support to help people remain in their homes for longer with 598 grants for adaptation approved in year. Customer satisfaction forms are sent to on completion of grant works and include equalities questions. A new Armed Forces question was added in 2022-23. Only 27% of grant recipients felt they would have had the adaptations done without the grant funding. 97% of grant recipients were happy with the whole process with only 1% dissatisfied.
- 240 host properties were inspected to ensure they were safe under the Homes for Ukraine Scheme.
- Low interest 4.2% Loans remain available to help homeowners to undertake works to repair, adapt or improve the main living accommodation to make the property warmer, safer, healthier and more suitable for their needs. £181,566.41 was loaned during 2022-23.

Actions planned

The Housing Strategy, which sets out a vision, key aims and a wide range of objectives, including addressing housing inequalities for the residents of South Gloucestershire, was published in March 2023.

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.

15. Topic: Access to Transport Services

Period 2022/23

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.

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 24 (2019) and 45 and 54 (2021) are below the average satisfaction.
- Females 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.
- People from a 'White Other' background are below the average satisfaction (2019) and people from minority ethnic groups are below the average satisfaction (2021).

Progress

Passenger Transport

Bus patronage has mostly recovered from the impacts of Covid-19 pandemic, however travel patterns have changed as a result with more people travelling 2-3 times per week as opposed to daily during the working week. Concessionary pass holders have not recovered with <30% of pre-covid travel.

Following completion of an audit of all of the bus stops (1,637) in South Gloucestershire, we continue to work to keep this information updated 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 2022/23 we delivered 39 bus stop upgrades, School Square stops in Lyde Green (both directions) were upgraded to metrobus stops and an additional metrobus stop was installed at UWE Frenchay Campus. As and when funding becomes available, we will continue to improve accessibility at stops with greatest need.

Work continues to develop a bus stop standard with the West of England Combined Authority for the region, with accessibility at the forefront of this.

Traffic Signals

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

- A4018 / The Laurels, Junction with Ped / Cycle crossings, Oct-22
- Kennedy Way / Heron Way, Junction with Cycle facilities, Oct-22
- Lysander Rd T-Junction, Junction with Ped crossing, Nov-22
- A4018 / Passage Rd North, Junction with Ped / Cycle crossings, Nov-22
- Fishpool Hill Junction (A4018 / Passage Rd South), Junction with Ped / Cycle crossings, Feb-23

Thornbury High Street

In developing the project for Thornbury High Street public realm improvements, an Accessibility and Equality working group for Thornbury was established. The group met regularly to discuss barriers to accessibility and influence the evolution of the permanent design. The group met on 10 occasions to discuss the evolution of the design, all of the points raised were recorded in an action log ultimately containing 137 items, 94% of which were partially or fully accommodated within the scheme in order that access is enhanced. A similar approach to engagement is planned for Hanham High Street and Kingswood High Street.

Actions planned

Having an up-to-date bus stop asset register, enables us to address accessibility issues more pro-actively.

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 4 Living roof bus shelters in Thornbury, whilst this type of shelter benefits everyone, we can measure feedback disaggregated against protected characteristics in the future.

An important form of transport for many disabled people is by car, either as a driver or 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.

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.

16. Topic: Economic Standing

Period 2022/23

Perception measures

The ONS Business Insights & Impact on the UK Economy (issued 6 April 2023) reported that:

- Business conditions continued to remain challenging, but estimates show small signs of positive improvement for some measures. Examples include a smaller proportion of businesses reporting supply chain disruption; more businesses reporting they were able to get materials, goods and services from within the UK and fewer businesses reporting energy prices as their main concern.
- In February 2023, one in nine (12%) businesses with ten or more employees experienced global supply chain disruption; down from 20% in September 2022 and the lowest percentage reported since the question was introduced in December 2021.
- More than two-thirds (67%) of trading businesses reported that they were able to get the materials, goods or services they needed from within the UK in February 2023; up six percentage points compared with January 2023.
- Looking ahead towards April 2023, approximately seven in ten (72%) businesses reported some form of concern for their business. The top two concerns reported by businesses continued to be energy prices (17%) and inflation of goods and services prices (16%).
- In February 2023, approximately one in nine (12%) businesses were directly, or indirectly affected by industrial action. As a consequence, three in ten (30%) of those businesses reported that they were unable to fully operate.
- Around one in twelve (8%) businesses reported that their employees' hourly wages had increased in February 2023 compared with January 2023. This was 14% for businesses with ten or more employees.
- More than a quarter (28%) of businesses with ten or more employees were experiencing worker shortages in late March 2023, though this figure has gradually fallen from 36% in late August 2022. Nearly half (49%) of those businesses reporting worker shortages indicated that their employees were working increased hours as a consequence.

Data

According to ONS GDP Estimates, March 2023, UK monthly Gross Domestic Product (GDP) was estimated to have fallen by 0.3% in March 2023, after showing no growth in February 2023. Looking at the broader picture, GDP grew by 0.1% in the three months to March 2023. The services sector fell by 0.5% in March 2023, after an unrevised fall of 0.1% in February 2023, and was the main contributor to the fall in monthly GDP. Output in consumer facing services fell by 0.8% in March 2023, after unrevised growth of 0.4% in February. Production output grew by 0.7% in March 2023, which was its strongest monthly growth since May 2021, following a fall of 0.1% in February 2023. The construction sector grew by 0.2% in March 2023 after growth of 2.6% in February 2023.

According to the BoE Monetary Report, February 2023, inflation had started to fall. But in December 2022, prices were still 10.5% higher than a year previous. This was well above the 2% inflation target. Higher energy prices were one of the main reasons for high inflation. Russia's invasion of Ukraine had led to large increases in the price of gas and higher prices for the overseas goods had also driven inflation. During the Covid pandemic people started to buy more goods. But the people selling these have had problems getting enough of them to sell to customers. That led to higher prices – particularly for goods imported from abroad. There was also pressure on prices from developments in the United Kingdom. Businesses were charging more for their products because of the higher costs they faced. There were lots of job vacancies, as fewer people are seeking work following the pandemic, resulting in wage inflation to attract job applicants. Prices for services have risen markedly.

With the impact of higher inflation and households having less to spend, the UK economy was not growing. Following the introduction of the Government energy gap, the price of energy was not expected to rise so rapidly and the price of imported goods was expected not to rise so fast as some of the production difficulties that businesses have faced were starting to ease. Combined with the impact of higher interest rates (reducing the demand for goods and services in the economy) the rate of inflation was predicted to slow during 2023.

Demographic data from the Council Universal Business Support Programme for the period April 2022 – March 2023:

ETHNICITY	TOTAL	%
English / Welsh / Scottish / Northern Irish / British	610	75%
Irish	5	1%
Gypsy or Irish Traveller	1	0%
Any other White background, please describe	76	9%
White and Black Caribbean	9	1%
White and Black African	5	1%
White and Asian	9	1%
Any other Mixed / Multiple ethnic background, please describe	8	1%
Indian	16	2%
Pakistani	2	0%
Bangladeshi	0	0%
Chinese	12	1%
Any other Asian background, please describe	7	1%
African	15	2%
Caribbean	4	0%
Any other Black / African / Caribbean background, please describe	4	0%
Prefer not to say	27	3%
	810	100%

GENDER	TOTAL	%
Male	257	32%
Female	534	66%
Transgender		0%
Non-binary	4	0%
Gender Fluid	1	0%
Other please specify		0%
Prefer not to say	14	2%
	810	100%

DISABILITY	TOTAL	%
Y	73	9%
N	694	86%
Prefer not to say	43	5%
	810	100%

AGE	TOTAL	%
16 - 24	46	6%
25 - 30	82	10%
31 - 35	98	12%
36 - 40	134	17%
41 - 45	129	16%
46 - 50	105	13%
51 - 55	104	13%
56 - 60	54	7%
61 - 65	31	4%
65 +	8	1%
Prefer not to say	19	2%
	810	100%

Analysis of the equality and diversity data collected as part of the sign-up process demonstrates that 75% of participants consider themselves as 'White British' which is a slight decrease over the last 12 months. 9% of participants are from 'Other White' backgrounds. There has been a slight upward trend over the last 12 months (from 4% to 9%) thought to be due to the support provided to Ukrainian community. Participation from other ethnic backgrounds has remained static at 10%. The number of females accessing the support (66%) is double that of males.

Progress

One of the outcomes of the 2021 South Gloucestershire Business Show was the need to develop further targeted workshops. Therefore, within its programme, the November 2022 South Gloucestershire Business Show featured facilitated sessions relating to Managing Mental Health and Wellbeing in the Workplace; Putting Social Value into Business; Inclusive Workplaces; Diversity in Leadership and Understanding Immigration & Business, as well as an Equality, Diversity and Inclusion (EDI) session held at the Major Employers Forum.

Activity and engagement within the Council Universal Business Support Programme incorporated attendance at the South Gloucestershire Race Equality Network and Ukrainian Employability Working Group.

During 2022/23, the Avonmouth/Sevenside Flood Defence & Ecology Mitigation Project incorporated:

- A Workshop during trans awareness week.
- Worked with Natural England and the Council Public Rights of Way Team to further develop accessibility measures on new England Coast Path / Severn Way (purpose-built on new flood defences).
- Social media coverage for International Women in Engineering Day

Actions planned

During March 2023, final approval was given to the 2023 – 2026 West of England Business Support Service. In addition to the generalist business support programme, the South Gloucestershire package of support includes a focus upon support measures aimed towards employment growth, particularly in areas of higher unemployment to include Patchway, Staple Hill, Oldland (Cadbury Heath) and Kingswood wards, as defined through the Income, Employment and Education, Skills & Training indices of deprivation (SGC, 2019: Priority Domains Neighbourhood Overview). In addition, the project will incorporate an intensive business support package that builds upon South Gloucestershire Council provision initially created to help small businesses recover more quickly from the impact of Covid-19 (the 2021/22 Recover, Evolve & Grow project [x39 business supported] and the follow-on 2022/23 Scale-Up project [x25 business supported]). This will deliver one-to-one tailored business expertise with a focus upon bridging skill gaps; marketing efforts; maximisation of new and existing sales channels and capitalisation on emerging opportunities.

APPENDIX 2

ENSURING FAIR TREATMENT FOR ALL BY COUNCIL SERVICES

Individual comments received in relation to the Viewpoint Panel question:

Do you feel you have been discriminated against by the council on the grounds of any of the following equalities issues in the last year?

546 respondents of the panel provided further responses to the question as shown below:

White, middle class male - the council does nothing for me but is happy to take my council yax.
What a question!!
I think there is a level of bias against those who weren't born in the UK and based on our accent we are treated differently sometimes with overt negative comments.
I am white and have felt discriminated against behind black people
The withdrawal of the bus service from Hawkesbury Upton to Yate discriminates against me as an older person with disabilities, and the older I get the less likely it is that I will still be able to drive and the more reliant I would become on public transport (if there is any by then).
The area we live used to be council and social housing,now many are owned but are not maintained..We have huge trees in the square that are causing so much damage it's untrue.. Broken branches,full of insects..sticky sap that sticks to windows and doors..permanent shade so everything turning a green mould..it's deflating and a post code lottery with the council.
As with many hundreds of other's struggle to use Thornbury high street due to pointless rebuild
When applied for blue badge during Covid I had a report from consultant with my condition and it was clear the condition would get worse however still wanted a GP letter. I was without a badge for 6 months waiting for GP when they were overwhelmed. Could hardly leave the house as a result. This year however they accepted the report from the consultant as fact and more than enough evidence and given me a badge for 3 years.
Everything seems skewed to ethnic minorities
yes on being a resident with no say and lack of consultation and ignoring results of consultation when not what the council wants
Only being discriminated and ignored by the planners!
no respect for the disabled who don't look disabled
just because someone may not agree with my views does nto make it discrimination
Because I sit in the middle area I get no help. My childcare and mortgage is my wages. Childcare is not affordable.
No bus service along Filton Ave between Filton college and what used to be the king George pub
Tone set in the published outcome of consultation re Grovesend Road cycle way.
Why ask this question we all need to get on with our lives and work hard to achieve our goals. The councils talking about a 4 day week is ridiculous. I could go on for hours but its pointless.
I don't think the council helps me maintain my independence as required now which will hasten greater need in future.
Poor public transport
I feel as an older white male I am now silently discriminated against and no longer have an equal right to express my opinions without fear.
never contact the council absolute waste of time just get fobbed off, last time tried i got passed piler to post
No
take a look at the pavements and roads and try yourself getting around !!!!!!!!!!!!!!!!
You are just another blind to the problem organisation

Not sure why I should pay for green bin disposal.
Being a single women on an allotment I was harassed and bullied by the men and the couples on the allotment and when mentioned to the appropriate authority (parish council) who considered me a nuisance and believed the bullies on the allotment. Single women are not represented on allotments fairly.
my neighbours and I wonder why we only get 1 black bin, but the traveller family a few doors down get FIVE black bins for one family. surely this is a form of inequality?
made complaints to council and they have made it difficult to proceed and local councillors don't answer e mail and message i have no faith in south glos council they don't care and make excuses i
I have been told that people having to pay for the care of a relative in a care home pay higher fees than the Council have to pay for care where they have the responsibility for fees. This feels totally unjust and unequal treatment. I have also heard from a local person that they were refused the allowance for free Incontinence wear even though their relative is needing specialist dementia nursing and Incontinence is recognised as one of the symptoms. I AM Told that this allowance has now been withdrawn.. I cannot imagine why the government would think that people would want to vote for them when they seem to be treating the most vulnerable in society with impunity. Two years ago the government promised a cap of £86,000 for contributions to private care they have again delayed the introduction of this another year which feels again like discrimination for being responsible , and trying to support oneself through life,
As a male 50 year married with children and grandchildren in S Glos I feel that as a unit the council invests more effort in meeting the needs of minorities (trans/LGBT/) than those who share are views attitudes and orientation
As a white, working, tax paying citizen i feel the council sees me as a source of revenue only.
Class. (Social standing)
Non applicable
N/A
Not applicable.
Annoyed no action or responce to the continued use of e~scooters on pavements by young people in S Glos area. Community Police have informed me its the Police Authority policy Not to disencourage their use. Why
if you have savings you can't get help unemployment benefit
SGC have made Thornbury a mess, a ghost town. It had a vibrant, bustling High St/shopping centre. No longer does that exist. The idiots and care-less cllrs and officers of SGC have ignored residents completely and wasted taxpayer money in pursuit of a badly thought out daft scheme to provide an `Italian Piazza` when all folk I`ve spoken with agree that it`s a stupid idea. I`m not disabled so can`t even park in my High St to shop but I do have a health condition which means I have little energy to walk far, especially with bags of shopping. Shame on SGC cllrs.
Taking away our 622 bus service means That without a car I can not leave where I live to get to the shops which is disgusting.
NO
TOO MUCH EMPHASIS GIVEN TO THE ABOVE HEADINGS, IN THE END REGARDLESS OF THE ABOVE TITLES WE ARE ALL PEOPLE, SURELY THE ISSUES ARE NOT ABOUT DISCRIMINATION MORE HOW WE TREAT EACH OTHER , THAT TO ME IS MORE IMPORTANT THAN MOST OF THE HEADINGS ABOVE , FOR ME THE COUNCILS ROLE IS TO ENSURE NOBODY IS DISCRIMINATED AGAINST ,FOR ANY REASON REGARDLESS OF THIS LIST OF TITLES, DISAPPOINTED WITH THIS QUESTION.
I still don't understand why a single gay man has to pay for things from which he can never benefit.
I get the impression that the council is less interested in the elderly than other groups.
age as above, gender being male seems to be a problem for some parts of our society, Ethnicity , we seem to be to blame for things that happened 200 years ago.
This is difficult to answer for reasons I am unable to share in this place.
Ability to park and use the High St has been removed causing elderly people to walk further or not at all to get to non-existent shops and banks.

I am deaf/hard of hearing and I find it hard to get any help to overcome my problem as sth glos doesn't make it easy to provide the help needed to live alone and deal with the problems.
I am over 80 years old and really appreciate a bus pass which my wife and myself regularly use
Constantly meeting resistance or no help at all by the local council makes me think perhaps I am being discriminated against based on my name or ethnicity
slow processing of my bus pass did not arrive until the following month after my birthday
Only once the garbage collector was rude to me when I pointed out, that they regularly obstruct my driveway with black bins. I believe it was based on my nationality.
In accessing jobs at level of seniority/experience
I have to pay to use all the council facilities as i chose to work for a living instead of claiming benefits.
Job opportunities
Rising costs council tax, food, energy, and penalising people with diesel cars who are unable to buy an expensive new one i.e. going into Bristol for hospital etc. with no increase in their income.
Public transport
I have certainly been discriminated against for my age and my gender when applying for jobs at schools.
It's not possible to answer this question as the Council relies heavily on technology and social media in its communications and any of the above requires contact with humans
Being normal with none of the above qualities mean we are allays at the wrong end of the waiting list.
Hard at times to be ignored when being served in some shops. Bikes and e-scooters on pavement (may not be age related).
None
Age and disability are not catered for in villages with regards to transport, or as a pedestrian. The roads and pavements are terrible and there are no footpaths on parts of the roads.
N/A
If you are white, heterosexual/straight, middle aged, CofE... then you go to the bottom of the list!
We wish to have a committee, which the owners of this park do not want us to have! We have won but they are now going out of their way to harass us out so that the owners can get their own way and thus disregarding the rules and regulations. We have rights!!