



Annual Equalities Report for 2020 – 2021

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<p style="text-align: center;">URDU</p> <p>اگر آپ کو یہ معلومات مختلف شکلوں مثلاً بریل، آڈیو ٹیپ، بڑے لفظوں، کمپیوٹر ڈسک یا دوسری زبانوں میں چاہئے تو براہ کرم ٹیلیفون نمبر 01454 868009 پر رابطہ کریں</p>
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INTRODUCTION

During the year 2020 – 21, the Covid-19 pandemic highlighted significant inequalities, much of which have existed for a long time as opposed to having been created by the pandemic. This is an important distinction to make - these inequalities have simply been brought into sharp focus through the pandemic, but they have also been exacerbated by the pandemic.

For example, we all know that Covid infection and mortality rates have been higher amongst people from our minority ethnic communities, and we know that the reasons for this are complex but include factors such as the types of jobs people do, quality of housing, educational experience and attainment and discrimination to name a few. We also know that Covid infection and mortality rates have been higher amongst older people, people with learning disabilities, disabled people generally and that the pandemic has impacted people in many and varied ways, including financially.

In response, South Gloucestershire Council, through its Council Plan 2020 – 24, has made a major commitment to reducing the inequality gap through all of its activity.

We have the systems in place to achieve this aim and I look forward to future Annual Equality Reports in which I hope to report the fruits of our work to reduce the inequality gap.



A handwritten signature in blue ink, which appears to read "Franklin Owusu-Antwi". The signature is stylized and written over a horizontal line.

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

EQUALITY OF OPPORTUNITY IN SOUTH GLOUCESTERSHIRE

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

Our emphasis is on equality of opportunity. This means we work to ensure that all persons with all characteristics experience opportunity to reach their full potential and to access the services we provide. The practical implementation of this approach can be most clearly seen within our detailed reports covering Educational Attainment and Employment in our Key Topic Analysis section of this Annual Report.

For example, our Equality in Education work is clear on such factors as leadership, setting expectations and creating the appropriate culture, the importance of the voice of the child/young person in creating opportunities, preventing isolation and family support. Our work in the area of employment is clear that barriers to opportunities for progression need to be explored and acted upon. Engaging with the circa 100 new start-up businesses that are created each month in South Gloucestershire is highlighted as a priority for the forthcoming year and it is also noted that our Winter Grants Programme, Covid Local Support Grant and Community Resilience Fund are designed to help meet the needs of those whose income or outgoings have been impacted by coronavirus.

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

Our consultation work shows that the proportion of residents who feel their area is a place where people from different backgrounds can get on well together increased slightly to 67%, however, it is noted that improvements are still required.

Our Equality Impact Assessment and Analysis (EqIAA) work is key to the identification of inequalities and the development of work to address them. Following this, we will revise our EqIAA process during 2021/22 to specifically include socio-economic groups/income and the Armed Forces Community so that the robustness of our work to provide equality of opportunity for all is maximised.

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

SOUTH GLOUCESTERSHIRE POPULATION

South Gloucestershire is in the West of England, located between Gloucester and Bristol, the Severn Estuary and the Cotswolds. The first and second crossings of the River Severn lie within South Gloucestershire and the area is well served by motorway and rail links.

The district covers 536.6 sq km with a population of 282,600¹ and 115,820² households.

It is a mixed urban and rural area of great diversity with long-established urban communities, market towns, small villages and substantial new development. Just over 60% of the population live in built up areas immediately adjoining Bristol. Just under 20% live in the towns of Yate, Chipping Sodbury and Thornbury, and the remaining 20% live in the more rural areas of South Gloucestershire.

Our residents have a high quality local environment which they greatly value. South Gloucestershire is mainly an affluent area, with vibrant towns and parishes and a good range of community infrastructure making it a safe and strong place to live. In 2020/21, 79% of respondents to the Viewpoint survey said they were satisfied with their local area as a place to live³. Crime levels are low compared to the rest of the country – in 2020/21 there were 48.7 recorded crime incidents per 1,000 residents, significantly below the average for Avon and Somerset; the South-West; and England and Wales⁴.

South Gloucestershire has a diverse economy including world leading companies from key high growth sectors such as advanced engineering, aerospace and defence, microelectronics and silicon design. We are host to large local economic drivers such as the Mall at Cribbs Causeway and the University of West of England, which attract investment and create opportunities as well as being major employers.

We are home to the Bristol and Bath Science Park which is a world class environment for businesses in science and advanced technology, as well as the new National Composite Centre which is a national pioneer on the research and design of new composites technologies.

Gender

In South Gloucestershire, 50.4% of the population are female and 49.6% are male, as reported in the ONS 2018 mid-year estimates.

Race

South Gloucestershire has a small but growing number of Black, Asian and Minority Ethnic (BAME) residents. The 2011 Census reported that 5% of the population is BAME (compared to the average of 14% for England and Wales). In addition, 2.5% of the population is classified as 'White Other'. This is broken down as follows:

South Gloucestershire 2011 Census data

Group	South Glos Number	South Glos. Percentage
Asian/Asian British – Bangladeshi	238	0.1
Asian/Asian British – Indian	2,699	1
Asian/Asian British – Pakistani	698	0.3
Asian/Asian British – Chinese	1,312	0.5

¹ Office for National Statistics mid-year estimates, 2018

² Valuation Office Agency, June 2017

³ South Gloucestershire Budget Consultation - 2021

⁴ Safer and Stronger Communities Strategic Partnership, October 2019

Asian/Asian British – Other	1,493	0.6
Black/African/Caribbean/Black British – African	987	0.4
Black/African/Caribbean/Black British – Caribbean	980	0.4
Black/African/Caribbean/Black British – Other	251	0.1
Mixed/Multiple Ethnic Groups – White & Asian	1,016	0.4
Mixed/Multiple Ethnic Groups – White & Black African	396	0.2
Mixed/Multiple Ethnic Groups – White & Black Caribbean	1,516	0.6
Mixed/Multiple Ethnic Groups – Other	739	0.3
White – English/Welsh/Scottish/Northern Irish/British	241,611	91.9
White – Irish	1,223	0.5
White - Gypsy or Irish Traveller	271	0.1
White – Other	6,469	2.5
Other Ethnic Group - Arab	366	0.1
Any Other ethnic group	502	0.2

Note: Totals may not sum because of rounding

The South Gloucestershire Race Equality Network (SGREN) meets regularly to discuss topics affecting the BAME community in the district and advise the statutory bodies of their concerns about the issue.

Disability

The 2011 Census provided the following information in regard to disability:

South Gloucestershire 2011 Census data

	Disability/Day-to-day activities limited to some extent
Number	40,914
Percentage of Population	15.60%

This compares with 17.9% across England and Wales.

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.

Age

The age structure in South Gloucestershire is broadly similar to the national picture, however compared to the national average, South Gloucestershire has:

A lower proportion of the population in the 25-29 age group (0.5% below the national average)

A higher proportion of the population in both the 50-54 (0.5% above the national average) and over 70 age groups.

Religion or Belief

In respect of religion or belief, the 2011 Census reported the following:

South Gloucestershire 2011 Census data

Religion/Belief	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
Number	156,504	708	1,681	145	2,176	623	888	80,607	19,435
Percentage of Population	59.6%	0.3%	0.6%	0.1%	0.8%	0.2%	0.3%	30.7%	7.4%

- 59.6% of the population were Christian - considerably lower than the proportion recorded in the 2001 Census (73.9%).
- 30.7% of the population stated that they do not have a religion – nearly double the proportion recorded in the 2001 Census (17.5%) and higher than the national average (25.1%).

At present most followers of non-Christian faiths need to travel into Bristol to worship.

Sexual Orientation

There is no hard data on the number of lesbians, gay men, bisexuals and transgendered people in the UK. However, the Government is using the figure of 5-7% of the population and Stonewall⁵ agree that this is a reasonable estimate. This means that across the area, we have approximately 15,000 residents who identify as being LGBTQ – the largest minority group in South Gloucestershire.

Further Information

A range of information concerning the South Gloucestershire population can be found at our webpage entitled “Statistics about the Area”: <http://www.southglos.gov.uk/council-and-democracy/census/>

A range of information concerning council workforce demographics can be found on our webpage: [Workforce Equalities Monitoring](#)

In respect of key issues experienced by groups across the UK and South Gloucestershire, the council’s website contains a wealth of information: www.southglos.gov.uk. In addition, the Equality and Human Rights Commission (EHRC) website contains information pertaining to all protected characteristic groups.

⁵ For further information, visit: <http://www.stonewall.org.uk/>

SOUTH GLOUCESTERSHIRE EQUALITIES FORUM

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

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

The Forum's membership includes:

- Avon and Somerset Constabulary
- 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

The Forum's [website](#) hosted by CVS South Gloucestershire has information about the Forum, its conferences and activities, and an equality profile of the area; with information about equality communities and contact details for representative organisations.

During 2020/21 the Partners Group which leads the work of the Forum met on three occasions. The group also made significant contributions to the development of the [Council Plan](#) which identifies "Reducing the Inequality Gap" as a cross-cutting theme across all identified priority areas of work. The group also received funding and participated in the Equality and Human Rights Commission (EHRC) campaign to recognise the 10th anniversary of the Equality Act, producing a [video](#) which was shared widely across South Gloucestershire. It continued to work with the council's Education, Learning and Skills Team and as a result, a cross-party Equality in Education Steering Group has been established which is reported into by three newly established Taskforces for Race Equality in Education, LGBTQ+ Equality in Education and SEN & Disability Equality in Education. Each Taskforce includes representation from the Partners Group and the purpose of each is to drive improvements in pupil experience and attainment across the school system in South Gloucestershire. More information on this equality in education initiative is included on page 29 of this report.

COVID-19 INEQUALITIES

The global Covid-19 pandemic had a huge effect on life for all residents of South Gloucestershire in 2020/21. The council carried out extensive work to understand and take account of the impact of the disease and the actions taken to combat it. Equalities considerations were a major part of this, and key equality findings from that analysis are described below.

Health impacts relating to Covid-19

- Covid-19 diagnosis rates increased with age for both males and females. When compared to all-cause mortality in previous years, deaths from Covid-19 have a slightly older age distribution, particularly for males.
- Working age males diagnosed with Covid-19 were twice as likely to die as females.
- Compared with people under 40, the probability of death was about three times higher among those aged 40 to 49, nine times higher among those aged 50 to 59, twenty-seven times higher among those aged 60 to 69, fifty times higher among those aged 70 to 79 and seventy times higher among those aged 80 and over.
- The most common comorbidities associated with Covid-19 are diabetes, hypertensive diseases, cardiac diseases, diseases of the urinary system, dementia and Alzheimer's disease.
- Deprivation and socio-economic status directly impact the risk of death from Covid-19. People who live in deprived areas have higher diagnosis rates and death rates than those living in less deprived areas. The mortality rates from Covid-19 in the most deprived areas were more than double the least deprived areas, for both males and females. This is greater than the inequality seen in mortality rates in previous years, indicating greater inequality in death rates from Covid-19.
- There are worse health outcomes for people from BAME backgrounds diagnosed with Covid-19 compared to white British people. Covid-19 has replicated existing health inequalities, and in some cases, increased them. People from black ethnic groups were most likely to be diagnosed. Death rates from Covid-19 were highest among people from black and Asian ethnic groups. People of Bangladeshi ethnicity had around twice the risk of death than people of white British ethnicity. From the evidence available at the time of the Disparities report, people of Chinese, Indian, Pakistani, other Asian, Caribbean and other black ethnicity had between 10 and 50% higher risk of death when compared to white British.
- It is important to note that there is not a suggestion that there is a causal link between ethnicity and risk of death from Covid-19 - wider factors which impact on people's lives have a real and measurable impact on the risk of death. There are significantly worse outcomes for people from BAME backgrounds in all major areas of life compared to white British people. These factors contribute vastly to worse health outcomes in relation to Covid-19 for people from BAME backgrounds. There is no one, single factor alone which can explain the disproportionate impacts of Covid-19 on people from BAME backgrounds. Factors contributing to the disproportionate impact on people from BAME backgrounds include, in no particular order: poverty and financial hardship, where people live, overcrowded housing, types of job, racism and discrimination, other illnesses and access to health services.
- The death rate for people with learning disabilities is up to 6.3 times higher than the general population after adjusting for other factors such as age and sex. Deaths are also spread much more widely across the age spectrum among people with learning disabilities, with far greater mortality rates in younger adults, compared to the general population. The death rate for people aged 18 to 34 with learning disabilities was 30 times higher than the rate in the same age group without disabilities.
- 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 2021).

Younger adults, women, disabled adults, unemployed adults, those who could not afford an unexpected expense of £850 and adults living in the most deprived areas of England were more likely to experience some form of depression. Our own research shows that 40% of BAME respondents to our February 2020 survey were reporting a high level of anxiety on the previous day. This compares to a national ONS Annual Population Survey result (data collected July-September 2020) of 24% high anxiety.

- Personal wellbeing measures all remain worse than their pre-pandemic (February 2020) levels.
- A quarter of people who have been employees during the pandemic had been on furlough at some point between March 2020 and June 2021. Those aged between 35 and 64 years or with a degree-level qualification were less likely to have been furloughed.
- Working adults on the lowest incomes were most likely to see a fall in household income.
- Adults living in the most deprived areas were more likely to report vaccine hesitancy.
- Vaccine hesitancy is around five times higher among Black or Black British adults compared with White adults.

Factors contributing to ongoing disproportionate impacts relating to Covid-19

Poverty and financial hardship are clearly identified as factors contributing to the ongoing disproportionate impact on protected characteristic groups. In respect of these:

- Disabled people are three times more likely, dependent upon impairment type, to be living in poverty and have extra living costs of £570 per month on average, with one in five facing additional living costs of more than £1,000 per month.
- People from BAME backgrounds who, depending on ethnic group, are twice as likely to be living in poverty (20% of adults regardless of ethnicity are living in relative poverty and 30% of children are living in households in poverty in the UK). People from the following ethnic groups are disproportionately more likely to be living in poverty: people from Pakistani, Bangladeshi, Black African, Mixed ethnicity, Other ethnicity and Chinese backgrounds.
- People from BAME backgrounds are more likely to be in poorer standard housing and in overcrowded conditions. New research by the Human City Institute (HCI) stresses the impacts of low quality, overcrowded and fuel-poor housing on communities – especially BAME communities. Together with socio-economic deprivation, sub-standard housing adversely affects the physical and mental health of household members, the educational attainment of children, the development of cohesive communities, social mobility and life chances. HCI's report reveals that more than 6% of the white British population is overcrowded, but this rises to between 15% and 30% for BAME households depending on ethnic group (Black Africans and Bangladeshis most often live in overcrowded conditions). Almost 70% of the BAME population lives in the 25% most overcrowded neighbourhoods in England. Some 15% of BAME households live in homes with at least one Category 1 Housing Health and Safety Rating System hazard (this system focuses on health outcomes of a variety of physiological and psychological hazards). This climbs to 18% in the private rented sector. Clearly we know that Covid-19 will be more likely to pass to others in overcrowded conditions. Poor housing conditions often means greater likelihood of co-morbidities associated with worse outcomes from Coronavirus e.g. Asthma.
- Analysis of those currently in receipt of housing related support in South Gloucestershire identifies the following: the majority of those receiving support are single men who make up 54%, with women making up 46%, of whom 8% were identified as pregnant or with dependent children. Relating to ethnicity, 81% were white (lower than the proportion in the South Gloucestershire population), 6% identified as from a BAME group (higher than the proportion in the South Gloucestershire population); those with a declared disability or health issue comprised 33% of those receiving a service (higher than the proportion in the South

Gloucestershire population), of whom half identified mental health. The largest age group receiving support is those aged 31-49 at 49%, with younger people at 26%, those aged 50-64 at 18% and those over 65 at 6%.

- Across Britain, women are more likely to live in poverty than men and are also more likely than men to experience severe material deprivation.
- Across Britain, people aged 16–24 are proportionately more likely to be living in poverty.
- Types of job are clearly identified as factors contributing to the ongoing disproportionate impact on protected characteristic groups. In respect of these: Those employed in insecure work (defined as temporary employment or in agency work or in low-paid self-employment, identified by self-employment in caring, leisure and other service occupations, process, plant and machine operative occupations, or elementary occupations, such as cleaners or kitchen and catering assistants) are proportionately more greatly impacted. Some groups are more likely to be in insecure employment than others; these tend to be young people, Disabled people, people in certain ethnic groups and those from Muslim communities. Refugee and Asylum-Seeking communities are also more severely disadvantaged in the workplace – some are already not allowed to work and others much more likely to be in lower paid, poorer conditions. Black, Asian and Minority Ethnic (BAME) communities are more likely to be running small businesses or be self-employed or working for the most impacted business areas e.g. Taxi Drivers, working in take-aways or restaurants, hotels etc.

In February 2021, we ran a survey targeted at our BAME communities and this received the highest response rate to a survey of this type that we have receive in South Gloucestershire. During 2021/22, we will be presenting the survey results to communities and working closely to take actions to address the issues emerging.

Internally, South Gloucestershire Council supports an independent 'BME Staff Network'. The Network conducted a 'BAME staff check-in telephone survey/support call' in June 2020. This call was made to 100% of staff from a BAME background and feedback emerging has informed action plans. Individual health risk assessments were conducted by all staff members and 'race/ethnicity' was integral to these assessments. These took place across all council staff and schools staff.

The South Gloucestershire Race Equality Network (SGREN) ran a Covid Vaccine Awareness and Information event in conjunction with Public Health South Gloucestershire and the NHS on 26 January 2021 which was targeted at BAME communities in South Gloucestershire. The event saw a good level of attendance and in addition to providing information provided opportunity for attendees to ask their own questions and queries.

Additionally, we have run focussed events, targeting communities including 'pregnancy and maternity', 'faith communities', 'LGBTQ+ communities' and 'disability'.

We have worked closely with the NHS who run the vaccine programme and supported their outreach work, including work to reach BAME communities across BNSSG. We have developed videos of community leaders talking about their experiences/feelings about Covid and vaccination and shared these.

We continue to monitor vaccine uptake by ethnic group. Gaps in uptake by ethnicity have narrowed over time for older age groups and are wider for younger age groups. This guides the focus of our vaccine work.

Starting with the Emergency Assistance Grant, then the Winter Grant, the Covid Local Support Grant and the Community Resilience Fund, grant funding has been targeted at groups most financially affected, including our BAME residents. Analysis of take up shows that this has had some success with double the proportion of BAME service-users received. This is in line with analysis of the impacts. An updated analysis of the local financial impact of Covid is being

undertaken and the results of this will be analysed and any necessary actions identified. Broader financial support work is being undertaken including analysis of free school meal take up, the development and wide distribution of a financial (and other) support leaflet which has information translated into languages other than English.

We continue to explore and recommend providing outreach vaccine clinics, including to one of our local Mosques. We are currently working with a local Mosque and the maximising uptake group to explore this option and other support around Covid more generally.

There are a wide range of venues for local people to receive their vaccinations, from GP practices, pharmacies, mass vaccination centres and shopping centres and pop up venues. We have monitored the options for South Glos residents to receive their vaccinations and flagged up with the NHS programme team when we felt that there was a gap.

We have shared vaccine information and messaging via our trusted networks and VCS so that people are more likely to receive information from people they know and trust. We have also developed a 'Making Every Contact Count' approach, training staff in our One Stop Shops and Libraries to deliver vaccine information via leaflets.

ACHIEVEMENT OF OUR 5 EQUALITY OBJECTIVES 2020/21

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

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.

Further details of progress against each objective are shown below the table.

Objective		Feedback on Progress
Objective 1: To ensure a consistent approach to managing equalities.	✓	The framework for managing equality was further refined to address the standard and consistency of Equality Assessments (EqIAAs) as part of the decision-making process.
Objective 2: To ensure fair treatment for all by Council services	-	The proportion of residents feeling they were discriminated against rose by 0.4% but this is within the margin of error. The numbers involved for individual protected characteristics are so small that it is inappropriate to compare trends.
Objective 3: To reduce any gaps in service use and take-up.	✓	<p>Key service areas on which this conclusion is based are those presented from p29 onwards. Inevitably the impact of the Covid-19 pandemic has increased gaps in some of these areas, though gaps have been reduced in others. Of the 11 service areas where there was a visible change in 2020/21 the gap was closed in 7 but widened in 4. The gap was therefore reduced in a net 27% of those areas measured.</p> <p>During the year, we published a Council Plan which puts ‘Reducing the Inequality Gap’ at the heart of everything we do.</p> <p>The Council’s Senior Leadership Team also adopted a new Equality Plan, and part of this ensures the introduction of an Equality Impact Assessment and Analysis (EqIAA) Dashboard which is based on a 3-step strategy for the reduction of gaps in service use, take-up and outcomes.</p> <p>This is already seeing good progress with examples being the establishment of a cross-party Equality in Education Steering Group which is reported into by three newly established Taskforces for Race Equality in Education, LGBTQ+ Equality in Education and SEN & Disability Equality in Education</p>

Objective 4: To continuously improve equality of opportunity for our employees and job applicants	✓	The Council's Senior Leadership Team reviewed a range of information about the experiences of staff with protected characteristics, which identified concerns felt by those staff despite the work that has been carried out to date and included in this annual report. A significant change programme has been introduced in response to this, and early indications in 2020/21 show this is having a positive impact with a more diverse workforce including at management levels.
Objective 5: To advance equality of opportunity and foster good relations between different people.	-	Two measures are used to monitor the results of our work for this objective. There was an improvement in one and a deterioration in the other.

OBJECTIVE 1: ENSURING A CONSISTENT APPROACH TO MANAGING EQUALITIES

Changes to the Council's framework for managing equality have been implemented and placed greater onus on the responsibility of all managers to understand the equality impacts and implications of their services, both in ongoing delivery and in considering options to change those services.

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

During the year, an Equality Reset Plan has also been adopted, which solidifies our systems for persistently tackling inequalities faced by diverse communities.

OBJECTIVE 2: ENSURING FAIR TREATMENT FOR ALL BY COUNCIL SERVICES

This indicator is monitored through a Viewpoint Panel survey. 1,091 members of the Panel answered this question, and the full comments received from Panel members are presented in Appendix 1. For reasons of transparency, all feedback received from Panel members has been replicated in Appendix 1.

The proportion of residents feeling they were discriminated against rose by 3% but this is within the margin of error. The numbers involved for individual protected characteristics are so small that it is inappropriate to draw conclusions from individual changes.

Protected characteristic	% 2019	% 2020	% 2021	Change 2020-21	Comments
Not discriminated against	93%	94%	91%	-3%	All text responses in support of the answers to this question are included in Appendix 1. A significant proportion of these continue to be about social perceptions, or about actions which are outside the council's control.

Protected characteristic	% 2019	% 2020	% 2021	Change 2020-21	Comments
Believe discriminated against on basis of: Age	4%	3%	3%	-	
Believe discriminated against on basis of: Disability	1%	2%	2%	-	
Believe discriminated against on basis of: Gender reassignment	0%	0%	0%	-	
Believe discriminated against on basis of: Pregnancy and maternity	2%	0	1%	+1	Although this figure shows an increase from 2020 this is within the margin of error and the figure has reduced over 3 years.
Believe discriminated against on basis of: Marital or civil partnership status	1%	0%	0%	-	
Believe discriminated against on basis of: Ethnicity	0%	1%	2%	+1%	Although this figure shows an increase from 2020 this is within the margin of error and the figure has reduced over 3 years. Comments continue to include individuals believing they are discriminated against as White British,
Believe discriminated against on basis of: Gender	1%	1%	2%	+1%	
Religion or belief	0%	1%	0%	-1%	
Believe discriminated against on basis of: Sexual orientation	0%	0%	1%	+1%	
Believe discriminated against on basis of: Any other equalities issue	2%	2%	3%	+1%	Many comments continue to be made by residents saying they are discriminated against because they disagree with a decision or action, rather than on the basis of their protected characteristics.

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

Overall, the Council is showing improvements in delivering against actions that have been set to improve service performance in delivering against these objectives. This Annual Report provides information on the performance of council departments in 2020/21 and also of progress against actions which were set for the year.

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 which is available [here](#). 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:

- 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, which matches data from the 2019/20 and 2018/19 financial years. There is also a continuing trend in 2020/21 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 still 50-59 (30.7% of the workforce).
- The number of apprentices who started this year decreased by 19%. However, the total apprenticeships increased by 3.4%. Although the number of apprentices in post increased, the overall number who started with the council decreased. According to studies by People Management, the number of people starting apprenticeships nationally dropped in 2020 by 19 per cent.
- The percentage of staff who have disclosed their data for all equalities groups increased this year in most 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.
- The council workforce broadly reflects the South Gloucestershire demographic in terms of ethnicity with BAME groups accounting for 7.7% of the workforce (compared to 8.1% of the South Gloucestershire population as a whole from 2011 census data).
- Females are under-represented at the Chief Executive (CE) & Senior Managers (44%) and HAY03-A (61%) grades given that they account for 69% of the overall workforce. However, the percentage of females in the HAY03-A grade has seen a small increase compared to the previous year (61% vs 59%). A recent study found that 39% of all senior positions in local government were held by women.
- 73.66% of the workforce in the HAY14-10 grade group are White British compared to 87.07% in the HAY03-A grade group. Furthermore, the percentage of employees that state they are non-disabled increases with each grade further demonstrating that the workforce becomes less diverse at the higher grades.
- The number of dismissals, grievances and written warnings remains a relatively small dataset to allow for meaningful conclusions to be drawn for the majority of protected characteristics.

Staff Equality Groups

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

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

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

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

During the year, the groups have come together jointly to support the council's HR division to create a 'Workforce Equality Plan'. This has involved putting forward the priorities of each group and attending focus group sessions with HR to develop the Plan in order that key issues and priorities are addressed.

Individually, the groups have delivered work as follows:

The Disabled Employees Group

- The group has provided ongoing valuable peer support and this will continue.
- The group funded the implementation of 'SignLive' across Council Libraries and One Stop Shops; this allows instant access to interpreters for British Sign Language users.
- Regular attendance at EDAT meetings.
- Consulted on restoring use of buildings.
- Consulted on unconscious bias training.
- Instigated staff video briefings to have subtitles.
- Arranged for Understanding Deafness webinars which was attended by over 60 people.
- Conducted a DEG staff survey.
- Advised on wording in manager's guide to induction.
- Case studies provided for reasonable adjustments online course.
- Consultation with the Workforce Development Team about accessibility of training and digital learning.
- Consultation on equalities case studies used in first line management training.
- Consultation with ICT on support for disabled employees.
- Consultation with Recruitment Team Leader on equality in recruitment.

The LGBTQ+ Staff Network

- The group has provided ongoing valuable peer support and this will continue.
- LGBTQ+ History Month was celebrated in February 2021 to engage staff and to raise awareness. A range of activities were held:
 - Intranet articles launched across the council;
 - Training sessions included:
 - Sexuality, appearance and visual identities;
 - Freedom to express yourself for LGBTQ+ young people, parents and professionals;
 - LGBT History Month Training for professionals working with young people;
 - Gender identity training.
- Regular attendance at Bristol Pride was cancelled due to the event not taking place in 2020 or 2021.
- The group continues to be represented at the South Gloucestershire LGBT+ Network.
- Working priorities have been established for 2020/21.
- Developed a new logo to be more representative of the LGBTQ+ community.
- Gained agreement that gender neutral toilets will be installed at the council's main offices.

The BME Staff Network

- The group has provided ongoing valuable peer support and this will continue.
- Black History Month was celebrated in 2020 to engage staff and to raise awareness. A range of activities have been held:
 - Intranet articles launched across the council;
 - A series of Black History 'lunchtime talks' were commissioned by the group and these took place for staff throughout October 2020.
- In May 2020, the Network developed a 'Covid-19 support strategy for BAME staff' in response to information coming forward concerning disproportionate infection and mortality rates. A telephone 'check-in' call was made by group members to 100% of BAME staff at the council and 60% of those called engaged in a personal supportive conversation. As a result, a report was delivered by the Network to the council's senior leadership team and a set of actions agreed, progress against which will be reported in the next Annual Equality Report.
- The Network funded a training programme entitled 'Understanding Systemic Racism' which took place in March 2021 and had a full group of staff members attending. This action allowed the training event to be piloted and as a result, is currently being taken forward by both the Adults and Children's social care divisions.

The Women's Staff Network

- The WSN has expanded its membership and provided ongoing valuable peer support.
- In March 2020 a Chair was voted in and the network gained an ambassador from the senior leadership team to help promote the work of the group.
- Meetings are held bi-monthly, often with guest speakers and are currently held virtually on MS teams.
- One of the WSN's main priorities was to raise menopause awareness in the workplace so training webinars were commissioned from Talking Menopause Ltd, two of which were specifically aimed at managers to provide information about the menopause and to encourage confident conversations that support staff who are experiencing symptoms.
 - 9th September 2020 – 69 places
 - 16th September 2020 – 68 places
 - 7th October 2020 – 99 places
 - 27th Jan 2021 – 54 places
 - 3rd March 2021 – 101 places
 - 21st October 2021 – 63 places
- These were well attended and gained very positive feedback from staff and managers. One webinar was recorded and is now available via the intranet for staff that were unable to attend the live session. Two webinars in 2020 were funded from the SGC training budget.
- The vice-chair attended a conference, Achieving Gender Equality in the Workplace 2021, and brought her experience of this to the group at the following WSN meeting.
- A menopause e-learning module was shared with us, and this is now available on the learning portal.
- International Women's Day was celebrated in March 2021 and the theme was #Choose to Challenge. The group was challenged by the circumstances of the pandemic to take the programme online with a week of events for staff that included,
 - A presentation and Q&A from Adele Davison, Apprentice Engineer
 - Two belly dance workshops led by Anna Chandler
 - A movement workshop led by Emily Doe
 - TED talk by Brene Brown on vulnerability, facilitated by Vicky McManus
 - Training workshops on Coaching for Success; having Confident Conversations and the Freedom method, facilitated by our Workforce Development colleagues.

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

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

The survey was sent to all 2,377 members of South Gloucestershire Council's Viewpoint panel either by post (84%) or by email (16%). The survey was open from 12 March 2021 until 2 April 2021. 1,207 completed surveys were received giving a response rate of 51%.

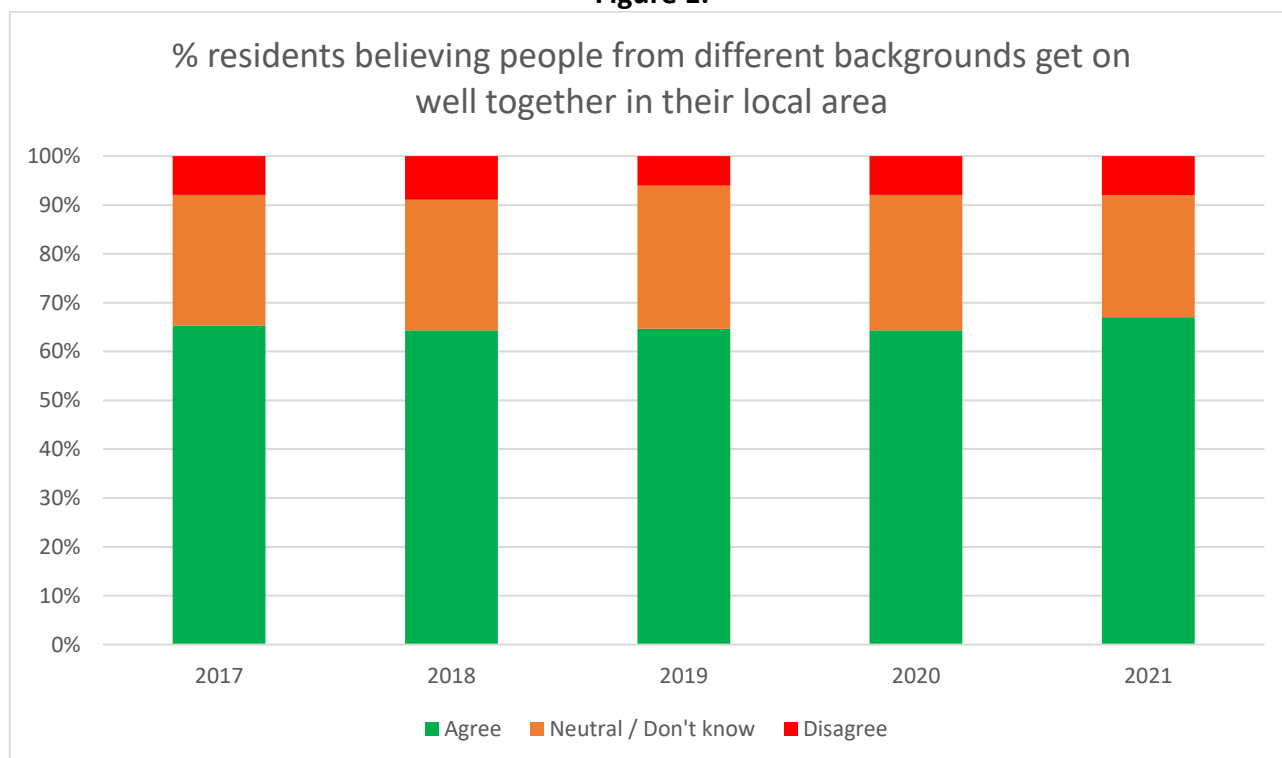
The panel aims to be as representative of the population of South Gloucestershire as possible and any over- or under-representations with regards to certain demographics are balanced by weighting the data to match the proportions present in the population. Quantitative data has been weighted according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

The number of respondents to this survey for each of year is as follows:

2017	804
2018	762
2019	1,597
2020	1,159
2021	1,207

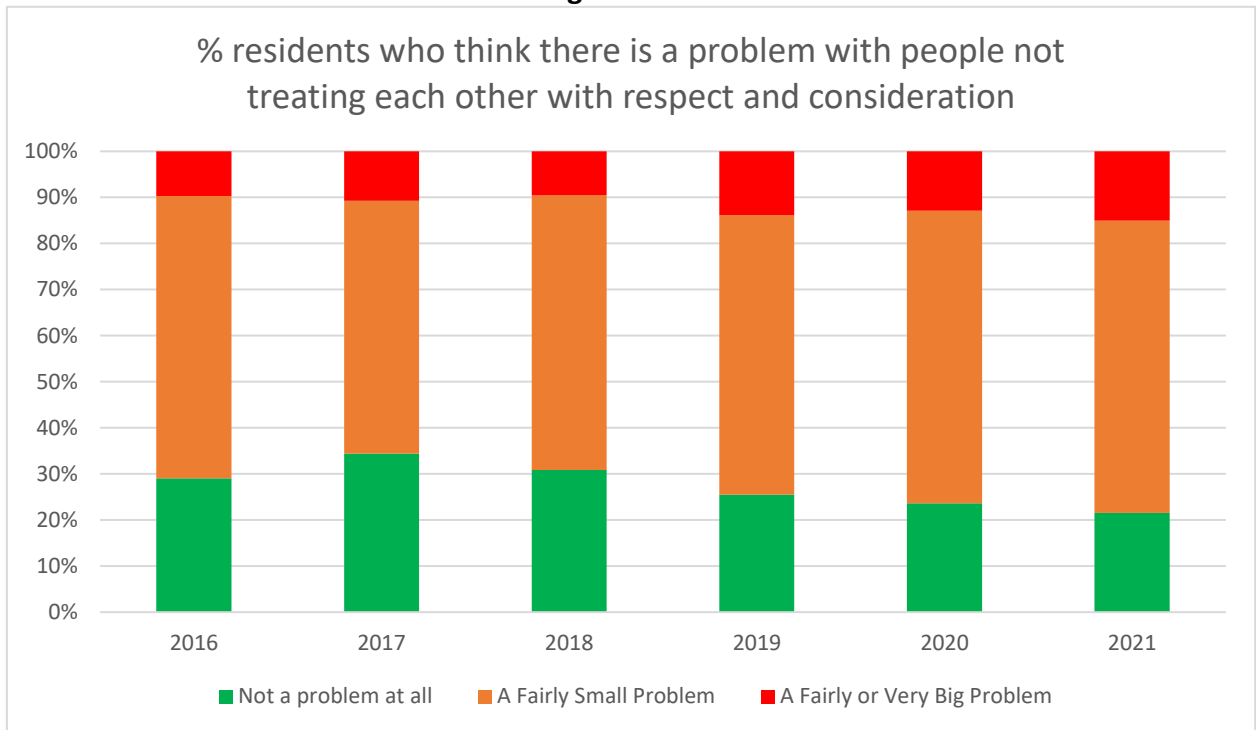
The proportion of residents who feel their area is a place where people from different backgrounds can get on well together increased slightly to 67% with 51% tending to agree and 16% strongly agreeing. Although the work of volunteers and mutual aid groups during the pandemic would be presumed to have a positive effect on this figure, there was an offsetting increase in tensions between neighbours forced to spend so much time locked down in close proximity, without opportunity for respite.

Figure 1:



In marked contrast the proportion of residents thinking there is a problem in their local area with people not treating each other with respect and consideration increased to 14%. There is national evidence that tensions arising from different interpretations of the Covid-19 restrictions is having a greater impact on this area than previous factors such as Brexit.

Figure 2:

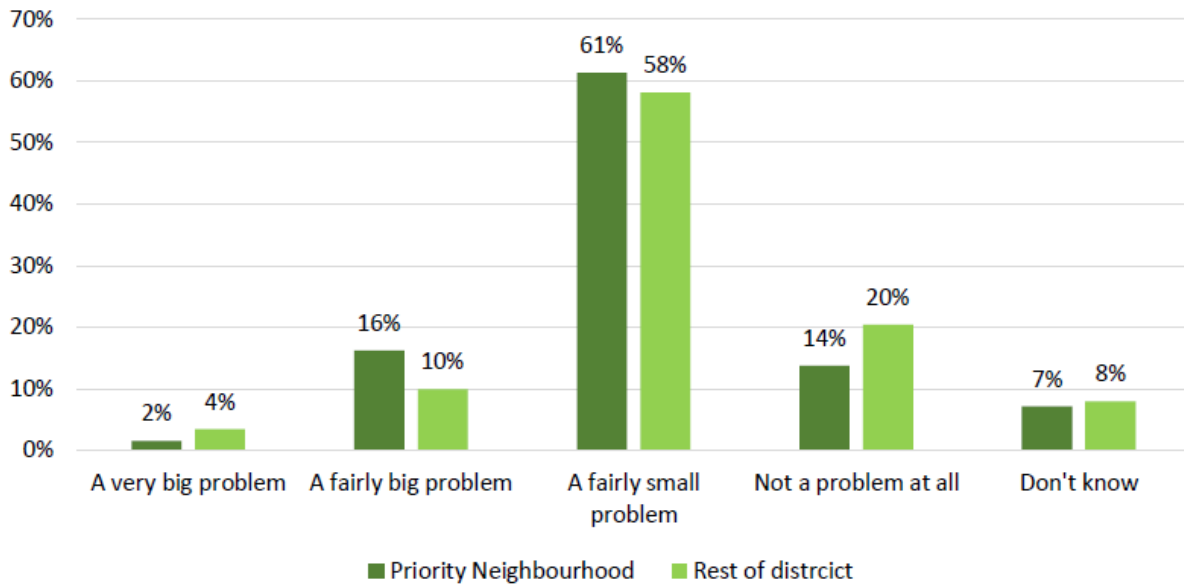


It is noticeable that in both indicators the number of people whose views are in the middle of potential responses (Neutral / Don't Know / A Fairly Small Problem) is reducing, with respondents taking a more firm view.

When compared to responses from the rest of the district, respondents from a priority neighbourhood were significantly more likely to see people treating each other with respect and consideration as 'A Fairly big problem' and less likely to consider it to be 'Not a Problem at all.'

Figure 3:

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



Respondents aged 65 and over were more likely to answer 'A fairly small problem' or 'Not a problem at all' when considering respect between residents (93% compared to 81% for 16–24-year-olds).

Disabled residents were more likely to think it was 'big problem' (20%) compared to non-disabled residents (13%).

Our Aspirations

A new Council Plan 2020-24

Our new Council Plan 2020-24 supports our response to the growing inequality gaps in our society. Through our consultation work, residents told us that we need to continue with our long-standing commitment to target support towards those who are most vulnerable, disadvantaged or disconnected from our services by whatever means.

The Council Plan sets out the following priorities and commitments:

Priority 1 – Creating the best start in life for our children and young people

- We will raise educational outcomes
- We will ensure that children and young people are supported in their early years
- We will work to eliminate child poverty across South Gloucestershire
- We will support all children and young people to achieve positive mental health and wellbeing
- We will provide appropriate support to facilitate choices for children with a learning difficulty
- We will provide the best support possible to those children and young people we are responsible for in care, as they leave care and beyond as they begin independent lives

Priority 2 – Identifying and supporting those most in need and helping people to help themselves

- We will ensure people have access to the best possible information, advice, and guidance to support themselves and their families
- We will shift the balance of support towards prevention
- We will support the most vulnerable adults to maintain and promote their independence
- We will enable communities to work together to help improve their lives and address the problems that are important to them
- We will ensure that people feel safeguarded and supported in our care, at home and in their communities

Priority 3 – Promoting sustainable inclusive communities, infrastructure, and growth

- We will clean streets and maintain roads effectively
- We will lead the response to the climate emergency and deliver on our commitments
- We will promote clean, affordable, high quality design of new and existing communities
- We will plan to join up housing and appropriate infrastructure such as schools and transport networks that make it easier for people to get around, prioritising sustainable and low carbon travel choices
- We will enable people and business to recover and thrive within cohesive communities that value diversity

Priority 4 – Realising the full potential of our people and delivering value for money

- We will demonstrate how well we deliver value for money in the services we provide and commission from others
- We will increase our commercial operations to generate income to support council services and use our assets for maximum benefit to our communities
- We will work as one council providing staff with the skills, tools, and support to perform at their best, promote equality of opportunity for all and live our values
- We will develop our digital infrastructure to support residents and staff in day-to-day life

The inequality gap presents in different ways across all the services that we deliver, and the Plan now sets these as the fundamental challenges to be met by all our priorities. Additionally, we have sought to demonstrate the scale of the new approach we are taking to addressing issues affecting the most vulnerable. We are actively engaging with partners and stakeholders to identify how we can continue to target resources to those most dependent on the council and ensure equality of opportunity.

PRIORITY AREAS

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

Priority	Linked Topic Analysis report (shown below this table)
Tackling inequalities in respect of educational attainment and experience.	1, Educational Attainment
Tackling Hate Crime.	14, Hate Crime Detailed analysis of equalities in domestic violence, and of sexual violence will be carried out in 2021/22.
Tackling inequalities across employment opportunities.	3, Management Representation 4, Staff Representation
Tackling inequalities within and related to poverty and financial hardship.	9, Child Poverty 10, Financial Security 18, Economic Standing
Tackling housing inequalities.	16, Access to Housing
Tackling inequalities in access, especially in terms of digital inclusion, transport, the built and natural environment and to the wider economy.	5, Waste Management 6, Parks & Open Spaces 12, Digital Inclusion 17, Access to Transport Services
Tackling inequalities in experience of positive mental health.	15, Mental health
Tackling health inequalities.	2, Covid infection and vaccination
Talking inequalities arising in large council service areas of Adult and Children's Social Care.	7, Adult Social Care 8, Children's Social Care 13, Supporting people with Learning Disabilities
Tackling inequalities as part of work to address the climate Emergency	11, Climate Emergency

KEY TOPIC ANALYSIS

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

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

1. Topic: Educational Attainment

Period 2020/21

Perceptions

Broad data concerning overall perceptions of schools across the population of South Gloucestershire shows that people aged over 65 years have a consistently lower than average level of satisfaction with 'schools' (39% satisfaction rate in 2021), however, people aged 16-34 years have a consistently higher than average satisfaction rate with 'schools' (65% satisfaction rate in 2021). Disabled people have tended to have a lower than average satisfaction level than average and Females, tend to have a higher than average satisfaction level.

Importantly, 2021 will see a new Online Pupil Survey launched and this will be of significant value in measuring perceptions of children and young people within the education system in South Gloucestershire. Key learning from this will be acted upon by the Equality in Education Initiative (see below) and will be reported in the next Annual Equality Report.

Data

Inequalities resulting in differences in education outcomes for specific groups of children and young people exist within our local education system and have done for some time. Although we have a number of council wide strategies to address inequalities, we have not previously committed to developing an action plan which specifically aims to support equality of opportunity within the local education system.

Additionally, we know that inequality will have been exacerbated for some children and young people as a consequence of the pandemic and therefore we need a strategy which not only supports equal opportunity but also supports recovery from Covid-19.

For our strategy to be effective and corresponding action plan to make a difference, positively impacting on any child or young person wherever they are in South Glos, a system-wide approach developed with local system leaders is required.

This is now being taken forward through the Equality in Education programme which is focussing on 3 priority areas: Special Educational Needs and/or Disabilities; Race Equality and LGBTQ+ Equality.

We know that children with special educational needs do less well than others from early years and across all key stages, especially at SEN Support, and this is a priority of our SEND Strategy.

In respect of ethnicity, analysis of the latest data set shows that there are groups performing well, however there are some groups for which performance is not good. For some of these groups, this has been the case for many years. Therefore, a targeted approach focussing on these groups will be a priority within our strategy and we will commit to accelerating progress in addressing this. For example, since 2015 outcomes are below average for:

- Asian / Asian-British - Pakistani boys
- Black / Black British - Black Caribbean boys and girls
- Mixed / Dual White and Black Caribbean boys and girls
- White Gypsy Roma Traveller boys and girls
- White British boys

Another factor impacting on education outcomes is poor mental health and we also know that this is a major concern for children and young people within the LGBTQ+ community.

Further, there are difference in outcomes for boys and girls, and subjects where there are significant differences in uptake which will considered in the development of the strategy.

The following data provides:

- A 5 year 'picture' of pupil attainment according to ethnicity for ALL pupils within each ethnicity as well as MALES and FEMALES in order that trends can be identified;
- The data relates to GCSE attainment (Key Stage 4);
- **Red shading** = lower than average attainment
- **Green shading** = higher than average attainment

	Year:		2015	2016	2017	2018	2019
	National (All):		56%	44.5	44.6	44.5	
	South Glos (All):		56%	47.9	43.7	44.8	44.7
Asian or Asian British	Bangladeshi	All	-	51.6	48.3	56.3	49.3
		Male	-	-	-	-	-
		Female	-	-	-	-	-
Asian or Asian British	Indian	All	56.5%	55.5	53.6	58.3	56.4
		Male	53.8%	53.5	53.4	53.0	54.4
		Female	60.0%	57.3	54	62.6	57.7
Asian or Asian British	Pakistani	All	53.3%	47.8	46.4	47.8	40.2
		Male	45.5%	41.8	42.7	45.1	35.9
		Female	-	58.9	54.3	49.8	45.3
Asian or Asian British	Any other Asian background	All	48.0%	53.2	49.1	49.2	49.1
		Male	46.7%	54.1	52.7	46.6	47.0
		Female	50.0%	51.2	45.1	50.7	53.5
Black or Black British	Black - African	All	54.2%	47.7	45.7	49.9	43.2
		Male	63.6%	47.3	46.6	50.0	44.1
		Female	46.2%	48.4	44.7	49.8	42.1
Black or Black British	Black - Caribbean	All	42.9%	41.4	41.6	42.1	36.7
		Male	-	39.1	40.3	38.9	30.8
		Female	-	-	-	-	-
Black or Black British	Any other Black background	All	-	33.3	-	49.5	42.7
		Male	-	-	-	-	46.0
		Female	-	-	-	55.5	
Chinese	Chinese	All	77.8%	66.2	-	-	68.7
		Male	66.7%	-	-	-	-
		Female	-	-	-	-	-
Mixed/Dual background	White and Asian	All	61.9%	46.5	46.5	51.5	47.1
		Male	54.5%	46.8	32.6	51.4	37.8
		Female	70.0%	-	55.4	51.6	52.1
Mixed/Dual background	White and Black African	All	-	48.8	41	45.8	43.4
		Male	-	42.8	-	36.9	
		Female	-	57.1	-	-	-
Mixed/Dual background	White and Black Caribbean	All	54.2%	44.5	38.3	41.1	38.9
		Male	58.3%	45.9	38	31.2	35.8
		Female	50.0%	42.7	38.6	52.8	42.6
Mixed/Dual background	Any other mixed background	All	56.1%	51.5	44.4	44.6	43.2

		Male	50.0%	47.9	41.9	38.6	36.8
		Female	64.7%	55.4	47.3	50.6	50.0
White	White - British	All	56.4%	47.9	43.4	44.5	44.7
		Male	51.5%	46.6	40.6	41.6	42.7
		Female	62.2%	49.3	46.5	47.4	46.8
White	White - Irish	All	33.3%	-	-	-	-
		Male	-	-	-	-	-
		Female	-	-	-	-	-
White	Traveller of Irish heritage	All	-	-	-	-	-
		Male	-	-	-	-	-
		Female	-	-	-	-	-
White	Gypsy/Roma	All	-	-	-	-	-
		Male	-	-	-	-	-
		Female	-	-	-	-	-
White	Any other white background	All	52.5%	49.1	49	47.2	47.3
		Male	52.9%	47.5	49.9	44.2	45.0
		Female	51.9%	50.9	48.3	51.1	49.3
Any other ethnic group	Any other ethnic group	All	54.5%	-	39.2	54.8	33.5
		Male	66.7%	-	-	-	26.6
		Female	-	-	-	-	-

Progress

Very little progress has been made in relation to addressing inequalities that exist for LGBTQ+ children and young people or in regard to ethnicity, although there has been significant focus on Special Educational Needs and/or disabilities since the Ofsted and CQC inspection of local arrangements in 2018.

The Revisit by Ofsted and CQC in 2020 found that outcomes had improved for young people with Education, Health and Care Plans, however that significant issues remain for children and young people at SEN Support. Consequently, a new school-led strategy has been implemented across South Glos which involves all schools participating in clusters. These clusters are based on a geographical footprint with all schools within the same area working in collaboration to build capacity across all schools to improve the local offer and to commission services which provide an effective response to meeting need.

Schools are supported through access to best practice, guidance and training via an on-line tool kit. Although there is no opportunity to access published outcome data currently, it is the case that feedback from practitioners and from families is positive and there is a strong belief that the cluster approach will make a difference.

Actions planned

The Equality in Education Initiative was established in April, following a launch with schools in March 2021. The governance arrangements for overseeing the development and delivery of the strategy and monitoring impact is as follows:

Steering Group

SGC Members/LA Strategic Education & Equality Leaders/Expert External Advisors/Sector Leaders/YP

Race Equality
Task Force

LGBTQ Equality
Task Force

SEN and/or Disability
Equality

A coherent strategy will be developed that works for all priorities groups with a focus on the following cross cutting themes and actions:

- ✓ Policy and Good Practice Guidance for System Leaders – development of an on-line Inclusion Toolkit
- ✓ Leadership – Setting expectations and creating the appropriate Culture
- ✓ Inspiring and aspiring leaders of the future (role models within the system and beyond)
- ✓ Voice of the Child/Young Person and creating opportunities to lead the agenda/response
- ✓ Preventing isolation - support networks – establishing/connecting in a semi-urban/rural area
- ✓ Ensuring access and relevance for all – focus on the curriculum
- ✓ Workforce - training and development
- ✓ Environmental – use of assets to support inclusion/engagement - within provisions and in the community
- ✓ Communication – use of to support inclusion – within provisions; across the system and in the community – links to support networks above
- ✓ Family Support

The Race Equality Task Force has agreed the top priorities for an action plan for the 2021/2022 academic year as follows:

1. Legal Framework

- Understanding the law and ensuring compliance system-wide
- Develop toolkit and workforce training & development programme
- Establish monitoring arrangements via compliance audits
- Reporting Incidents (within toolkit)

2. Racist Incidents – reporting local response to events (local and national/global)

- Take stock of what we do currently
- Design a consistent approach with YP
- Use key dates in the year to raise awareness (pro-active)
- Establish arrangements for reactive too

3. Wellbeing of CYP

- Work with YP to understand what Online Pupil Surveys tells us and develop an appropriate response with YP
- Develop support for school leaders

4. Priorities identified from analysis of most recent data

- It was agreed that as different types of data become available across the year we would focus on latest data available each team; what that tells us about priorities and also allows us to agree appropriate KPIs for the year.

Progress on delivering the plan and achievement against KPIs will be monitored by the Steering Group and ensure accountability.

2. Topic: Covid infection and vaccination

Period 2020/21

Perceptions

The Engagement and Insight Team brings evidence together from primary and secondary sources and from local observations collected through local community groups, trusted voices and community leaders to understand:

- the impact of and local concerns about Covid-19 and measures taken to prevent it in our local communities .
- the wider impact of Covid-19 on the health and wellbeing of our population.

We engage with our communities through our trusted voices and community leaders, obtaining local insights and providing them with information to support their communities utilising the 'making every contact count' approach. Other specialist forums have been set up to respond to local intelligence and data where engagement or uptake of the vaccination has been lower e.g. younger people, BAME groups, pregnant women.

Overarching community feedback in relation to the impacts of the pandemic have been periodically collated within our South Gloucestershire Covid Community pulse survey, with a further survey due to be released early October 2021.

Our surveys have identified a number of key areas for example:

- Overall concern of catching Covid-19 remains high at 51%, people still see themselves at less risk than others. Concerns focus on new variants and vaccine efficacy, as well as the risk of 'long covid' and asymptomatic spread.
- 35-44 year olds tend to be less concerned about Covid-19, and be less sure about getting the vaccine. They are less likely to engage in rapid testing, provide close contact details, and not follow self-isolation rules. They are more likely to find self-isolation difficult, and to have experienced the financial impact of Covid-19.
- 12% are still finding difficulty in managing finances (compared to 14% in Feb), and this impact is felt greater by 35-44 year olds (17%), households with children (16% v 10% for those without), and those with disabilities (27%).
- The significant drop in wellbeing at the end of last year (Dec 2020 results) has seen an improvement but continues to be a problem with 43% struggling with motivation or energy. Females and parents are most likely to have their wellbeing affected.
- For those that said they were not very concerned about themselves or friends and family catching Covid-19, having vaccinations has contributed to a higher sense of protection, rising from 48% in Feb to 88% in May
- May shows a small increase since February of people being 'optimistic for the future' (Feb 62% rising to 67%). This was higher for households with no children (69% v 64% with), and lower for those with disabilities (54%*)

Intelligence gathered from local engagement, coupled with data analysis from our EPI team, enables effective evidence-based targeting of interventions and communications campaigns and greater understanding of local case transmission to support our local outbreak management response.

Since the introduction of the Covid vaccination programme in December 2020 we have been working closely with our NHS partners who run the vaccination programme locally to ensure equitable uptake amongst groups with different characteristics. We have engaged with the BNSSG Maximising Uptake group, which consists of a series of sub-groups working to ensure that groups that are predicted or known to have lower uptake, have access to trusted and reliable sources of information and access to vaccination clinics. We have also independently developed and monitored our own data and insights and developed our own comms and

engagement approach and worked with our local PCNs to put on clinics, where we feel there are groups for whom need is not being met.

Data

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

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

Our Covid Inequalities briefing analysis identified that certain groups and economic and employment sectors have and continue to be more affected by the wider impacts of the pandemic than others. The groups disproportionately affected are:

- the self-employed, those on zero-hour contracts,
- those working in the Retail, Arts, Entertainment and Recreation (hospitality) sectors,
- those working for micro, small or medium sized organisations,
- those in rural organisations (where businesses tend to be less diverse) and
- 'hidden' groups such as sex workers and people working cash-in-hand.

Consequently, there are disproportionate impacts on some population groups including:

- Women -are much more likely to be frontline key workers, work in hospitality sectors, be less well paid and have caring responsibilities)
- younger people - are significantly more likely to work in sectors which have been shut down, be in insecure accommodation such as a highly priced privately rented sector and have less savings
- people from lower socioeconomic backgrounds - As many as one in four of the lowest earners in society work in sectors which have been forced into temporary closer, compared with less than one in twenty of the highest earners. Local analysis also confirms trends seen nationally whereby those in more deprived areas have lower uptake of the vaccine
- those from Black Asian and Minority Ethnic (BME) communities and migrants - BAME workers are over a third more likely than white workers to be in precarious work (<https://www.ifs.org.uk/publications/14791>). Local analysis of primary care data has also identified lower uptake of vaccination among BAME groups.

Through identification and understanding of our vulnerable communities and / or those less likely to take up the vaccination offer we have been able to tailor our communications, engagement and insights to reach these groups and increase vaccination take up. Through partnership working with our communities, mutual aid groups and trusted voices and mobile delivery models we can ensure we are reaching everyone and addressing any barriers to vaccinating our population.

Progress

The speed at which decisions have been made and actions executed during the pandemic has been excellent. Working with NHS Clinical Commissioning Groups as part of a system led approach the Local Authority and its partners have effectively supported the roll out the Covid Vaccination programme at pace.

Using our own population insights, intelligence and system data we have helped guide the vaccine rollout in our communities and put action plans in place to address communities and demographic groups of lower take up or higher transmission, utilising mobile delivery models, targeted comms

messaging and community leaders to engage harder to reach groups. We have also utilised data from the national contact tracing service to pro-actively target those required to isolate with council support and information. However further ongoing focussed engagement, incorporated into wider health and wellbeing messaging needs to continue in order to respond to the identified impacts from Covid-19 on our communities and further increase vaccine uptake.

Actions planned

1. Continued review of priority geographies identified through low vaccination uptake and sustained high prevalence to make recommendations for mobile vaccination offers
2. Continued work with the BNSSG vaccination programme to support booster programme roll out; and work with Educational settings theme to support the roll out of vaccinations to younger people (12-15) and increase uptake in 16-17 year olds
3. Data collected in terms of testing uptake is monitored by key demographic criteria to allow targeted intervention to reduce any identified inequalities. This will be monitored and reviewed to make recommendations for targeted mobile delivery models and ongoing deployment will take place in line with DHSC prioritisation for socio-economically deprived, occupations with a higher covid-19 exposure, BAME communities, those with disabilities or impairments, those aged 16-29 and locations of higher Covid-19 prevalence
4. Continue to utilise trusted voices, engagement and insights gathered from the community to inform ongoing service delivery e.g. focus on mental health, financial impacts from Covid.

3. Topic: Management Representation

Period 2020/21

Perceptions

This topic relates to the council's workforce to improve diversity within the council's senior management. The council's [Annual Equality in Employment Report](#) provides data about our workforce against protected characteristics. The council also publishes a [Gender Pay Gap report](#), the latest report is for the date of 31 March 2020.

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

The data indicates that the workforce becomes less diverse at more senior grades. 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 (44%) and HAY03-A (61%) grades given that they account for 69% of the overall workforce. However, the percentage of females in the HAY03-A grade has seen a small increase compared to the previous year (61% vs 59%). One study found that 39% of all senior positions in local government were held by women, which would suggest the council compares well on this measure. However, more complete benchmark data is needed to ensure consistent comparisons across all protected characteristics.
- There is a wider age range in lower graded posts compared to higher graded posts.
- There does not appear to be a correlation between sexual orientation/religious belief and grade (seniority)
- The % of the workforce which states they are non-disabled increases with grade – for example – 45% of apprentices state they are non-disabled compared with 75% of Hay3-A senior grades. Barriers to progression need to be explored.
- The proportion of white British employees increases in our more senior grades (Hay3-A). Barriers to progression need to be explored.

Progress

The 20-21 Annual Equality in Employment report sets the base data for measurement of diversity by grade.

The council has run a number of targeted programmes to encourage BAME progression and female progression, for example, the Stepping Up programme as well as the Springboard Women in Leadership Programme. There is further work to be done to support diversity at senior levels within the organisation.

Actions planned

The council is working with its staff equality groups to produce a workforce equality action plan which sets out the actions to reduce gaps further and set targets for meeting the council's equality value.

A member of the council's HR team is undertaking research as part of ongoing CPD to underpin the council's approach to improving diversity and this will directly impact on actions within our workforce equality action plan currently in development.

4. Topic: Staff Representation

Period 2020/21

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 2020.

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 2020/21 with an increasing number of women when compared to previous years occupying full-time posts within the council. The reason for this needs to be explored.
- The age profile of the council has remained consistent with minimal changes across all age groups. The biggest age group is 50-59 (30.7% of the workforce).
- The council workforce broadly reflects the South Gloucestershire demographic in terms of ethnicity with BAME groups accounting for 7.7% of the workforce (compared to 8.1% of the South Gloucestershire population as a whole from 2011 census data).
- The percentage of staff who have disclosed their data for all equalities groups increased this year in most 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.
- The council becomes less diverse against some protected characteristics in the higher grade groups (i.e. with seniority).

Data

The structural differences in the council's workforce is explained within the council's [Gender Pay Gap report 2020](#).

The council's [Equality in Employment annual report 20-21](#) sets out an analysis of the council's workforce by protected characteristic and provides comparison benchmarks where these are available.

Progress

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

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

Actions planned

The council had an action plan for the period to 2021 which has been implemented. To support the Council Plan priority 19 – Equalities – a Workforce Equality Action Plan 2021-24 is being developed with the Staff Equalities Groups to prioritize where we target our resources to make most impact on workforce diversity.

5. Topic: Waste Management

Period 2020/21

Perceptions

The following table shows satisfaction rates of residents with 'waste and recycling services' an annual basis between 2014 and 2021:

Waste and recycling services

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

Data

Waste has one of the highest overall satisfaction levels of all services delivered by South Gloucestershire Council. There are no significant trends in terms of disproportionate levels of satisfaction with services; the above data demonstrates little differences between groups. However, we know historically that people with a learning disability have lower levels of satisfaction with waste & recycling services and the results show some indication that people from Black, Asian and Minority Ethnic (BAME) backgrounds may have lower levels of satisfaction with the service.

Progress

The largest success has been the increase in satisfaction levels for disabled residents. Recent promotion of the assisted waste and recycling collection service and its benefits has enabled more residents with disabilities to ensure their waste and recycling is collected conveniently and in a way that meets their needs. This has been demonstrated over recent years via the data and feedback received from residents.

Actions planned

It is planned that the waste management team work closely with students from a special school in South Gloucestershire to seek their assistance with the design of new waste and recycling information (leaflets, hangers, website etc.). It is anticipated that the redesign of these materials, taking direction and feedback from students and service users, would help provide more accessible services to residents with learning difficulties as well as having a wider positive impact on overall resident satisfaction with the service.

1. We also aim to work closely with BAME residents and groups to understand how we can improve upon our services to meet their needs as these have shown some lower satisfaction results for the services we provide.

6. Topic: Parks and Open Spaces

Period 2020/21

Perceptions

Our 2020/21 Council Budget survey asked for people's levels of satisfaction with 'parks and open spaces'. The following table from the [FULL-EqIA-Council-Revenue-Budget-2021-22](#) (page 29) which is also in the [GI Strategy Initial Equalities Impact Assessment](#) (page 13) shows the last eight years of data received in response to this question:

Parks and open spaces

Respondents	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Total (all respondents)	59%	57%	61%	57%	67%	79%	79%
Female	59%	60%	66%	60%	68%	78%	82%
Male	60%	54%	58%	53%	67%	80%	77%
16-34						85%	
35-44						83%	
Under 45	69%	67%	79%	70%	82%		75%
46 to 65	57%	55%	62%	56%	61%	76%	76%
Over 65	56%	41%	56%	54%	63%	80%	84%
Disabled	51%	34%	51%	41%	59%	71%	73%
Non disabled	61%	59%	64%	60%	70%	80%	80%
White British	60%	58%	62%	57%	69%	80%	81%
BAME	66%	60%	58%	58%	56%	66%	64%
Bisexual					80%	71%	78%
Gay man					86%	91%	78%
Gay woman/ lesbian					80%	100%	78%
Other					52%	81%	78%
Heterosexual					69%	80%	79%
Identify as Trans - Yes					80%	50%	100%
Identify as Trans - No					69%	80%	80%
Buddhist					67%	100%	100%
Christian					69%	80%	82%
Hindu					88%	75%	100%
Jewish					33%	75%	0%
Muslim					33%	20%	33%
Sikh					0%	-	-
Any other religion					59%	75%	65%
No religion					69%	80%	79%

Where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

Where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

From analysis of these findings, satisfaction levels for parks and open spaces have increased overall for people over the last 8 years from 59% to 79%.

Highest satisfaction levels were reported by Hindu and Buddhist faith groups, people who identify as trans and people aged over 65.

However, people of Muslim faith; people from Black, Asian and Minority Ethnic backgrounds and disabled people report lower satisfaction levels with green spaces compared to the rest of our population.

Data

Findings of our annual formal park visitor surveys show that park usage is not representative of the population demographics of South Gloucestershire.

In particular, usage of our parks is proportionally low for people of Muslim faith and from Black, Asian and Minority Ethnic Communities.

This lack of representation is also reflected in the demographics of our community spaces volunteer groups.

This usage data alongside the reported satisfaction levels suggests a link between low usage and lower satisfaction in parks and open spaces.

Through this engagement, specific areas for action have been identified which would enable disabled people, people from Black, Asian and Minority Ethnic communities and people of Muslim faith to have improved access to, use of and satisfaction with our parks and open spaces.

These findings are also reflected in what people have told us through the engagement work taken to prepare the draft Green Infrastructure Strategy.

We want all residents to be able to enjoy access to green spaces local to them. Through implementing our GI Strategy Equalities Action Plan, we want to continue to work together to find solutions and take action to improve accessibility, use and satisfaction of our local green spaces for everyone.

Progress

Over the last 3 years there has been extensive investment in parks and open spaces to increase and widen accessibility, usage and participation. This has included:

- Restoration and improvement of facilities and engagement at Page Park
- Refurbishment of play areas across South Gloucestershire
- Disability access audits and associated improvements including for Grimsbury Farm and Kingswood Park
- Covid pandemic response

A key challenge over the last 18 months has been responding to the Covid 19 pandemic regarding management of our parks and open spaces to respond to increased visitor numbers and changing requirements regarding safety for the public and staff. We know that this has created additional challenges for many people and especially those in vulnerable health categories. We have redirected resources to work proactively with all partners in the support of our communities during this unprecedented time.

The Covid 19 pandemic has placed the role of parks and open spaces in the spotlight, for the key role they play supporting the mental and physical health and wellbeing of individuals and communities as a whole.

As we move forward in the delivery of our Council Plan commitment to reduce the inequality gap and through our regeneration plans, we will continue to progress improvements to our parks and open spaces as set out in our Green Infrastructure Strategy Action Plan.

Actions planned to reduce gap further (and targets for achievement)

Listening to the views of people with protected characteristics, representative groups and organisations has highlighted key barriers and potential solutions to improve the accessibility of local green spaces. Next steps are being prepared in more detail in the Greener Places GI Strategy Action Plan and EqIAA, which will be published by the end of 2021.

Key areas for action include:

- KA1 - Raising awareness
- KA2 - Research and engagement
- KA3 - Service improvement
- KA4 - Investment
- KA5 - Balancing priorities

Specific actions we will take include:

1. Develop a working partnership with South Gloucestershire Equalities Voice to understand barriers and further action that can be taken to reduce inequalities. Annual reporting of progress. (KA2, KA3, KA5)
2. Respond to the findings of the council budget survey and GI Strategy engagement of the need to strengthen work and engagement with local mosques and networks for people of Muslim faith; the South Gloucestershire Race Equality Network and South Gloucestershire

Disability Equality Network, to understand barriers, solutions and take action to improve access and satisfaction with parks and green spaces. Annual reporting of progress. (KA2, KA3, KA5)

3. Review our cemeteries service offer with faith groups. By end 2022. (KA2, KA3)
4. Commission health audits for parks and open spaces to match site improvement priorities to local health needs. By end 2022. (KA2, KA3, KA4, KA5)
5. Prepare an online map of council owned parks and open spaces with information including facilities and access considerations. By end 2022. (KA1)
6. Update council webpages for parks and open spaces as part of the council digital transformation programme. By end 2022. (KA1)
7. Deliver Equality and Diversity training for community group volunteers each year as part of the annual training programme. Annual reporting of progress. (KA1, KA2, KA4)
8. Investigate opportunities for dog free areas and/or dog exercise areas within specific parks and open spaces. By end 2023. (KA1, KA2, KA3, KA5)
9. Investigate opportunities to install Changing Places facilities for parks and open spaces. By end 2022 (KA4)

We will also:

10. Continue to work with the South Gloucestershire Disability Action Group to undertake disability access audits for parks and open spaces to identify priorities for action and funding bids. (KA2, KA4, KA5)
11. Continue to review our parks and open spaces management plans regarding equality and diversity considerations to identify priorities and take action to improve inclusion and accessibility. Annual reporting on progress. (KA2, KA3, KA4, KA5)
12. Continue to update our planning policy and guidance aligned with latest statutory and best practice standards so that new housing developments include parks and green spaces which are inclusive, all-age and access-ready by design to meet the changing and diverse needs of communities. Local Plan timetable. (KA3, KA4, KA5)

7. Topic: Adult Social Care

Period 2020/21

Perceptions

Data on satisfaction with Adult Social Care services are taken from the **Equalities Impact Assessment supporting the Council revenue budget and capital programme 2021**.

Care for older people

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

Data shows overall satisfaction with care for older people is positive and improving. Key category of over 65 are positive about services there is also a trend of Disabled People showing higher than average satisfaction levels. People under 45, BAME residents and those of a non-Christian or Buddhist religion show lower levels of satisfaction.

Care for physically disabled and those with learning difficulties

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

Indicates overall satisfaction with care for physically disabled and those with learning difficulty that span both adult and children's services is positive and improving. The key categories of disabled and over 65 are positive about services. People under 45, BAME residents and those of a non-Christian religion show lower levels of satisfaction.

Additional information on customer satisfaction can be accessed from the **Adult Social Care Survey** – latest report 2019/2020. The survey was not completed last year due to the Covid-19 pandemic.

Overall satisfaction with services is positive. This data suggests a more favourable level of satisfaction than the council wide survey. The survey can be shown by category, below is the overall reported levels of satisfaction according to ethnicity. It needs to be noted that response rate from non-white respondents is low.

Select demographic

AgeBand Ethnicity

Gender Mechanism/Delivery

PSR Religion

Demographic breakdown	Number of Respondents
1 White	405
2 Mixed	0
3 Asian or Asian British	0
4 Black or Black British	5
5 Other	0
6 Not Stated/Unknown	20

Question response options

1 Extremely or very satisfied

2 Quite satisfied

3 Neither satisfied or dissatisfied

4 Quite dissatisfied

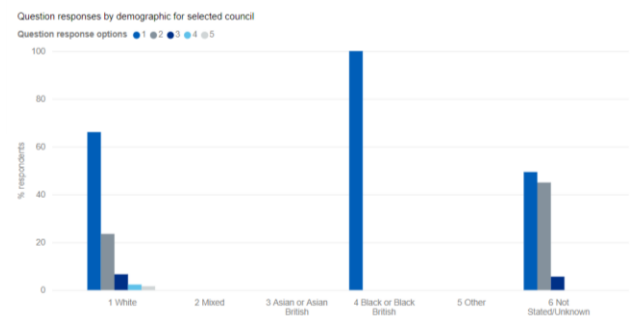
5 Extremely or very dissatisfied

Select question

Question 01 combined - Overall, how satisfied or dissatisfied are you with the care and support services you receive?

Select council

South Gloucestershire



Other sources of feedback available to Adult Social care include the national Carers survey last completed 2018/19 and one off surveys such as the South Glos Carer covid-19 survey March 2021.

Data

Access to Adult Social Care services. The service completes an annual Equalities Report on those in receipt of a service.

The tables below compare the numbers in receipt of an adult social care service by 'Protected Characteristic' from Adult Social Care Equalities report 2020/ 2021 with South Gloucestershire population census data 2011.

Gender

	% in receipt of ASC service	% of pop		% in receipt of ASC service	% of pop
Male	40.3%	49.5%	Female	59.6%	50.5%

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

Age & Disability

	% in receipt of ASC service	% of pop		% in receipt of ASC service	% of pop
16 - 64	18.68%	76.1%	65 +	81.32%	23.8%

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

Ethnicity

	Total	White British	White other	Black	Asian	Dual Heritage
Home Care * (no.) & %	(2165) 100%	(1771) 81.80%	(48) 2.2%	(19) 0.88%	(30) 1.39%	(12) 0.54%
Population % (2011 census data)		91.2%	3.1%	1%	2.4%	1.4%

Note * 13.19% (285) data not recorded/ known

Home Care has been selected as an example of Adult Social Care services. This pattern is mirrored across other adult social care services. The data suggests a lower uptake of Home Care services by people from minority ethnic backgrounds when compared to the South Gloucestershire ethnicity profile.

Mental Health services

Data shows there is a higher rate of Mental Health Act assessments for both the 'Black' and 'White other' ethnic groups of around double the population ratio.

There is a significantly higher proportion of assessments leading to detention for all BAME groups, with the exception of 'dual heritage'.

This reflects national data in this area.

	Total	White British	White other	Black	Asian	Dual Heritage
MHA assessments	330	296/ 89.6%	20/ 6%	7/ 2.2%	5/ 1.5%	2/ 0.6%
Population % (2011 census data)		91.2%	3.1%	1%	2.4%	1.4%
Informal	3.3%	11/ 100%				
Detained/MHA use	54%	52.3%	75%	71.4%	60%	50%

Progress

Capturing equalities data

A series of team sessions were held to improve the level of recording of equalities data across the service. Materials were developed to allay worker anxiety and offer hints and tips on how to have conversations about the importance of capturing. This information and expectation are also included in induction of new staff. All of this work is supported corporately through the refresh of the council's equality monitoring policy and guidance.

- Adult Social Care migrated a **new record system** in November, the requirement to record equalities data has been incorporated into the build.
- The Care Act requires the service to put the individual at the centre of practice. This ethos is central to the **Three Conversation** approach that has been implemented across Adult Social Care over the last three years. 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 is hoped to ensure inequalities and disadvantage are recognised and addressed in any resulting interventions. A full and ongoing Equality Impact Assessment and Analysis is planned in regard to measuring the success of the Three Conversation approach.

- **Covid** - The last 18 months have required adult social care to work differently and to recognise the challenges the pandemic created for those who use adult social care services, their carers and families. And trying to mitigate the disproportionate impact of the pandemic on older people, people with learning difficulties and our residents from BAME backgrounds. Some of the actions taken to address included lobbying nationally and regionally to accelerate access to vaccines for people with learning difficulties, enhancing our technology enabled care offer to ensure more people were able to remain in contact remotely and have assurance on loved ones safety. Survey to carers to understand the impacts of covid to plan how to develop services to meet long term needs. Keeping in touch with those who were unable to access services in the community. Increasing capacity in our mental health and safeguarding teams to support the increased level of need as a result of the pandemic.

Actions planned

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

The service is aware of the need to ensure understanding of whether services are accessible in an equitable way and meet the needs of 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 group and to put in place interventions address any inequalities identified.

Council EQIA data indicates that residents from BAME backgrounds, younger adults and those of a non-Christian religion are less satisfied with adult social care services. The data also indicates that residents from BAME backgrounds are proportionally more likely to be subject of a mental health act assessment and /or be detained under the mental health act. Actions to address this will be captured via our 'business as usual' Equality Impact Assessment approach.

1. To better understand the impact of services and service outcomes. The service intends to develop measures and monitor the following areas.
 - a. -Access to services – including Adult Social Care front door and Digital support
 - b. -Keeping people safe and well at home – extend the current measure of 90 days at home following a hospital discharge
 - c. -Access to opportunities for Reablement & technology enabled care
 - d. -Those in receipt of mental health services & those experiencing restrictions to their liberty
2. To increase the number of records with completed equalities data
3. With support from the councils Equalities Officer explore opportunity to undertake a listening exercise in partnership with the BAME network to better understand the experience of BAME residents of Adult Social Care Services and develop an action plan.

8. Topic: Children's Social Care

Period 2020/21

Perception measures

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

Children's social services

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

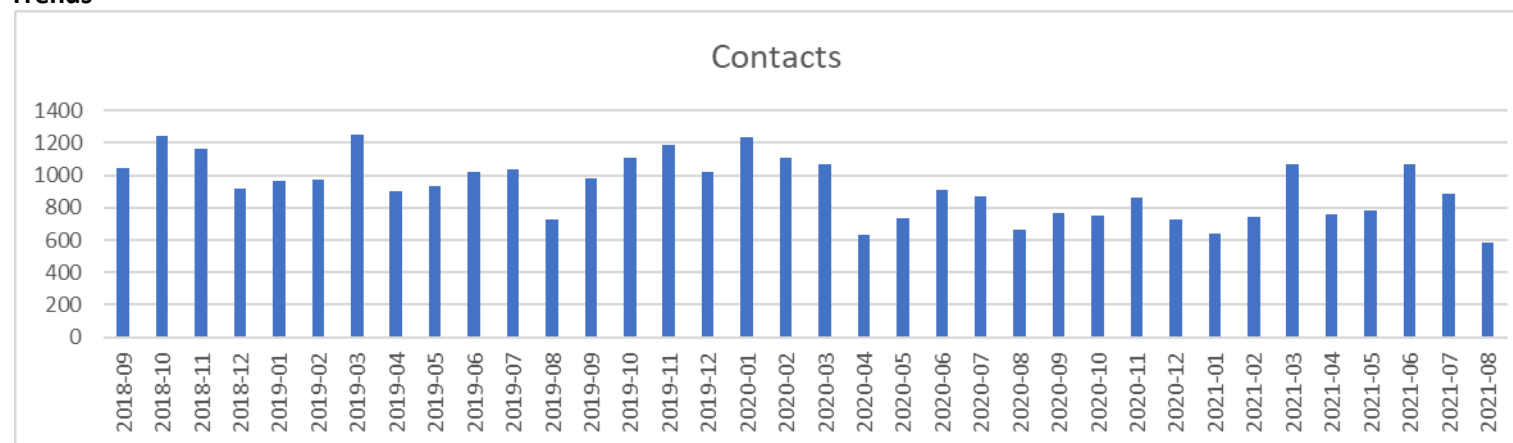
The data shows that younger people in particular show a higher level of satisfaction with services than average. This is a positive point as 'younger people' are the key customers of services. In the last year, the satisfaction levels of disabled people and people from Black, Asian and minority ethnic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

Data

Total number of contacts in 2020/21: 9363

2020/21	Female	Male	Age 0 - 4	Age 5-10	Age 11 - 15	Age 16 - 17	Age 18+	White British	BAME	Ethnicity Unknown / Not Provided	With Disability
Contacts (%)	48%	52%	27%	32%	28%	12%	0%	76%	13%	11%	6%

Trends



Section 47 Enquiries in 2020/21: 828 Section 47s for 658 children, of which:

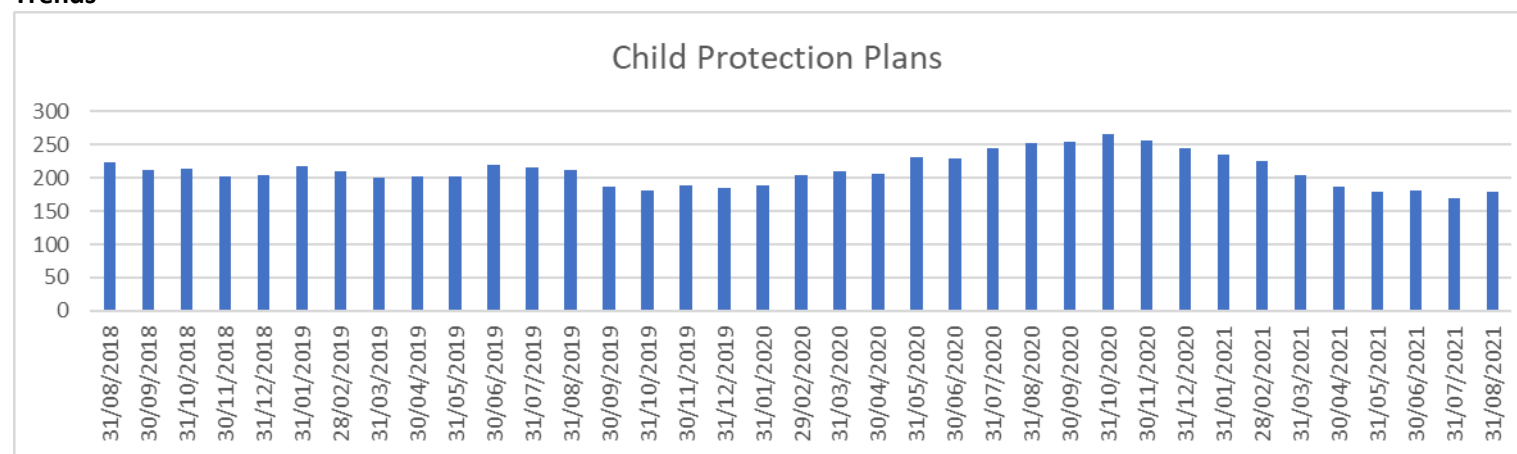
2020/21	Female	Male	Age 0 - 4	Age 5-10	Age 11 - 15	Age 16 - 17	Age 18+	White British	BAME	Ethnicity Unknown / Not Provided	With Disability
Section 47 Enquiries	49%	51%	32%	27%	32%	9%	N/A	76%	22%	2%	7%

Child Protection Plans in 2020/21: 205 on 31/03/2021

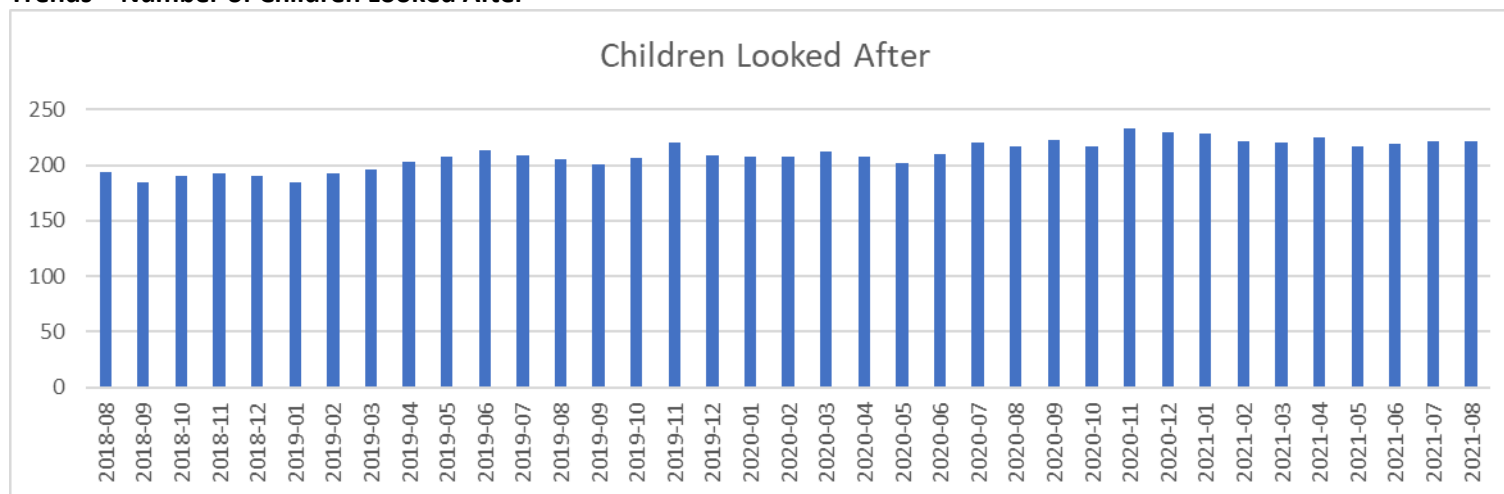
2020/21	Female	Male	Age 0 - 4	Age 5-10	Age 11 - 15	Age 16 - 17	Age 18+	White British	BAME	Ethnicity Unknown / Not Provided	With Disability
Child Protection Plans	50%	50%	32%	32%	31%	5%	0%	75%	23%	2%	5%

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

Trends



Trends – Number of Children Looked After



CLA with an up-to-date health assessment: OC2 Cohort (LAC 12 months or more as at 31 Mar 2021) – Total: 137, of which 131 (96%) with an up-to-date health assessment and 6 (4%) without

2020/21	Female	Male	Age 0 - 4	Age 5-10	Age 11 - 15	Age 16 - 17	Age 18+	White British	BAME	NOBT	disability
Up-to-date health assessment – YES (131 persons)	38%	62%	11%	17%	45%	28%	0%	84%	15%	2%	22%
Up-to-date health assessment – NO (6 persons)	50%	50%	50%	17%	33%	0%	0%	83%	17%	0%	33%

Care Leaver Accommodation: 148 in suitable and 2 not in suitable accommodation

2020/21	Female	Male	Age 0 - 4	Age 5-10	Age 11 - 15	Age 16 - 17	Age 18+	White British	BAME	Ethnicity Unknown / Not Provided	With Disability
Suitable accommodation – YES	45%	55%	N/A	N/A	N/A	1%	99%	75%	24%	1%	14%
Suitable accommodation- NO	0%	100%	N/A	N/A	N/A	N/A	100%	100%	0%	0%	0%

Time between entering care and moving in with family for adopted children: 3 year average (Apr19-Mar21) 241 days for 7 adopted children

2020/21	Female	Male	Age 0 - 4	Age 5-10	Age 11 - 15	Age 16 - 17	Age 18+	White British	BAME	Ethnicity Unknown / Not Provided	With Disability
Ave. length of time:	188 days	280 days	241 days	n/a	n/a	n/a	n/a	236 days	270 days	n/a	n/a

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

Progress

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 Black, Asian and Minority Ethnic backgrounds which is above the proportion living in South Gloucestershire. Action is required in order to address this and the Integrated Children's Service has agreed an Equality Plan for 2021-24.

Actions planned

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

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

We intend to commit to the [Cultural Cohesion Quality Mark](#), train all staff in Race and cultural awareness, cultural intelligence/competence, recognising and working with diversity and difference. This learning will be embedded into induction, appraisal, mandatory training, peer support groups and leadership development utilising external specialist advice/support as/when necessary.

We will build a workforce more reflective of the communities we serve by promoting opportunities for people to enter and advance within the organisation across diverse communities.

Our 5 core 'Business As Usual' Equality Impact Assessments of: Corporate Parenting, Safeguarding, 0-25 Service, Youth Offending, and Statutory & Non-Statutory services will drive our actions to reduce the inequality gaps identified within our division. In doing this, we will link with South Gloucestershire Equalities Voice through establishing a divisional equality taskforce responsible for the implementation of the Equality Plan and measuring its impacts over time.

9. Topic: Child poverty

Period: 2020/21

Perceptions

Levels of child poverty is an issue which is a clear priority nationally. In South Gloucestershire, the Council has asked residents for their views on the priority areas in which the council should focus. The results show that “*Work to eliminate child poverty*” was a priority area of work with an exceptionally high level of support across all residents. It is also noted that in particular, Females, people aged over 65 years, disabled people, and people who defined their ‘religion/belief’ as Christian, Hindu, Muslim and Jewish reported significantly higher than average levels of support in this area. Data is available [here](#), see page 40)

Data

Nationally, the Equality & Human Right Commission reports that across Britain:

Women (20.4%) are slightly more likely to live in poverty than men (19.1%). Women were also more likely than men to experience severe material deprivation, at 19.8% for women compared with 15.3% for men.

Pakistani (44.3%), Bangladeshi (48.4%) and Black African (44.9%) adults were over twice as likely as White British people (17.2%) to live in poverty. Around a third of Mixed ethnicity (31.8%) and Chinese adults (31.5%) also live in poverty. High proportions of Bangladeshi (27.6%), Pakistani (28.5%), Black Caribbean (36.8%) and Black African (38.5%) adults experience severe material deprivation compared with 1 in 6 White British (16.7%) people. Women from Black Caribbean (41.2%) and Black African (45.7%) backgrounds are substantially more likely to experience severe material deprivation.

In 2015/16, people aged 16–24 (27.2%) were most likely to live in poverty and those aged 56–74 (13.6%) least likely.

Disabled adults (25.5%) are more likely than non-disabled adults (17.9%) to be living in poverty. Those with mental health conditions (35.6%) and social and behavioural (37.6%) impairments were around twice as likely to be living in poverty as non-disabled adults. Disabled people (36.8%) are nearly three times as likely to experience severe material deprivation as non-disabled people (13.5%), but around half of people with impairments related to memory (51.0%), mental health conditions (48.4%), learning, understanding or concentration (47.8%), or social and behavioural impairments (47.4%) experienced severe material deprivation. Disabled people are estimated to have extra living costs of £570 per month on average to cover expenses related to their impairment or condition, with one in five facing costs of more than £1,000 per month.

In 2015/16, 29.8% of children were living in households in poverty. This is a higher proportion than that of adults overall (19.8%). The child poverty rate increased by 2.4 percentage points from 2010/11, but most of the change occurred between 2013/14 and 2015/16 (an increase of 2.0 percentage points). While a quarter (25.2%) of children in White British households were living in poverty, this was much more common for children in most ethnic minority households, including: Bangladeshi (57.0%), Black African (55.1%), Pakistani (52.8%) and Other ethnicity (51.1%). Between 2013/14 and 2015/16, the percentage of children living in poverty increased by 7.2 percentage points for children living with people who were separated, divorced, widowed or previously in a civil partnership, groups that are likely to contain lone parents.

In South Gloucestershire, an estimated 6,000 children are living in poverty. Before accounting for housing costs, 66% of these live outside the priority neighbourhoods (Cadbury Heath, Filton, Kingswood, Patchway, Staple Hill and West Yate/Doddington).

Progress

Poverty rates have increased - End Child Poverty calculated (May 2019) that 12% of children in South Glos are living in poverty before housing costs, rising to 20% after housing costs. In addition, we are already seeing the socioeconomic impacts of Covid on families, which is likely to increase over the coming months; an estimate is that 1 in 4 families have already been negatively financially impacted.

Child Poverty is complex: it is the result of a number of factors impacting on families and the communities in which they live. As such, Child Poverty is not something that a single intervention or team can tackle. Every single commitment outlined in the Council Plan will have an impact, to some degree, on the future of child poverty and that is why it is so important that the commitments and action plans are developed in a strategic context and are understood across departments. It is important that we galvanise partners and communities to help us to understand what is going on and what measures will make greatest difference for families and the communities in which they live. There are four key areas of focus that can help us to make positive changes now, while also impacting on the future for children in South Gloucestershire and their families:

- **Maximising household income:** There are a range of things we can do across South Gloucestershire to help families to maximise their income, including support for training and skills to increase low pay, ensure benefits are accessed and debt support is provided where needed. It is also important to recognise communities where there are inequalities in accessing support; we must understand the reasons why and focus work to address them.
- **Focusing on families facing multiple challenges:** Some families face a combination of challenging circumstances. We will work with them in a multiagency way to help identify and overcome their challenges; this includes ensuring that all families have a safe and suitable place they can make a home.
- **Tackling food insecurity:** Everyone should have access to enough food to eat of sufficient nutritional quality for optimum health. Food insecurity has varying degrees of severity. We will work with partners to ensure that immediate food insecurity needs are met and that longer term sustainable approaches are developed to reduce and prevent food insecurity. Food insecurity usually presents with other issues of inequality that need to also be addressed.
- **Tackling fuel poverty and climate change:** Climate change can impact disproportionately those who are already disadvantaged, including families who face challenges in heating their homes. We will ensure that all families are able to afford and live in warm homes.

Underlying all this is what we learn from our communities – so our main focus will be engaging in real and innovative discussion with communities. We need to understand what is important to people, what their aspirations are (for themselves and their families) and what is helping to meet those aspirations. This will enable us to work with partners and the communities themselves to develop and deliver community responses to the drivers and impacts of child poverty, which will complement South Gloucestershire-wide responses.

Actions planned

Given the complexity of the issue and the lack of a single indicator that can describe child poverty, over the next 6 months we will develop a local indicator suite that best describes the local situation. These will be individual proxy indicators, which will also be brought together into a bespoke single indicator that we will use and track over the coming years to monitor change. Baseline to be provided when key indicators agreed and single indicator developed, Indicators will have existing targets, single indicator target to be agreed on annual and longer term timescale.

As part of an ongoing plan of engagement, we will develop an annual questionnaire to gain feedback from families who are eligible for Free School Meals (FSM) about the financial challenges they are facing and what can help. Baseline return rate in year 1, and reflecting current community demographics. Target will be improvement on return rate, and feedback to families on findings.

The national DWP Indicator 'Children in relative low income families (under 16s)'. This is also reported in the PH Outcomes Framework. DWP current indicator (in PHOF) is 9.8% (2018/19)

In addition, we will highlight the End Child Poverty indicators, which includes percentages before and after housing costs (using DWP data and additional metrics). This can also track as comparison with statistical neighbours. End Child Poverty calculated (May 2019) that 12% of children in South Glos are living in poverty before housing costs, rising to 20% after housing costs. Target will be continuous reduction – and tracking against statistical neighbours.

More information can be found in the Council Action Plan under Priority 1 – Creating the best start in life for our children and YP.

10. Topic: Financial Security

Period: 2020/21

Perceptions

No formal perception measures in place, however, questions around this were included in the July 2021 Viewpoint survey run by South Gloucestershire Council.

Covid-19 has and continues to affect the population of South Gloucestershire in a wide range of ways, with the pandemic impacting virtually every aspect of life to a greater or lesser extent. These impacts are being felt in numerous ways, including but not limited to, mental and physical health, personal relationships, social interaction, jobs, finance, and the natural environment.

We know from our previous work on inequalities that outcomes can be very mixed across the South Gloucestershire area, and top-level indicators showing general affluence can hide deprivation and hardship. Vulnerable residents can experience life in South Gloucestershire very differently to others within their communities.

Data

Locally, the picture is even harder to quantify. Local data sets have been interrogated and analysed where available, however there are gaps both in terms of the data available and the levels of analysis possible using those data, for example the lack of break down into certain demographic or vulnerable groups.

Time lag on data collection and reporting, and many economic datasets do not split out vulnerable people from the general cohort; also, there are issues relating to small numbers.

Summary of Key Findings

Certain groups and economic and employment sectors have and continue to be more affected by the wider financial impacts of the pandemic than others. The groups disproportionately affected are:

- the self-employed, those on zero-hour contracts,
- those working in the Retail, Arts, Entertainment and Recreation (hospitality) sectors,
- those working for micro, small or medium sized organisations,
- those in rural organisations (where businesses tend to be less diverse) and
- 'hidden' groups such as sex workers and people working cash-in-hand.

Consequently, there are **disproportionate impacts** on some population groups including:

- women,
- younger people,
- people from lower socioeconomic backgrounds,
- those from many Black, Asian and Minority Ethnic (BAME) communities and migrants

BAME and migrant groups have been particularly badly impacted by loss of income and employment during the pandemic and are 1.3 times more likely to have experienced income loss^[1] than White UK-born population. ONS estimates found in April 2020 in the UK, over a quarter (27%) of those from Black Caribbean or Black British ethnic groups reported finding it 'very' or 'quite' difficult to get by financially

Covid-19 containment measures are having hugely damaging impacts on the labour market in England, including declining employment rates and wages, despite the Coronavirus Job

Retention Scheme (CJRS) furlough scheme. The Marmot review^[1] projected unemployment would rise to 7.5% in spring 2021 with 2.6 million people out of work
There is a detailed Equality Impact Assessment and Analysis (EqIAA) which describes these areas in detail.

Emergency Assistance Grant monitoring Autumn 2020 shows that the targeting of take up of financial support was broadly twice that expected if a straight line comparison had been drawn and therefore in line with national figures on scale of impact on these communities. Targeting work continued and improved from that date.

Groups	Recipients - %	SG Population %	Expected % of applicants	Gap
Arab	0.0%	0.1	0.10%	-0.100%
Asian/Asian British – Bangladeshi	0.0%	0.1	0.20%	-0.200%
Asian/Asian British – Indian	0.0%	1	1.00%	-1.000%
Asian/Asian British – Pakistani	0.0%	0.3	0.60%	-0.600%
Asian/Asian British – Chinese	0.0%	0.5	1.00%	-1.000%
Asian/Asian British – Other (please state)	0.0%	0.6	1.20%	-1.200%
Black/African/Caribbean/Black British – African	0.0%	0.4	0.80%	-0.800%
Black/African/Caribbean/Black British – Caribbean	0.0%	0.4	0.80%	-0.800%
Black/African/Caribbean/Black British – Other (please state)	0.0%	0.1	0.20%	-0.200%
Gypsy or Traveller of Irish Heritage	0.0%	0.1	0.20%	-0.200%
Mixed/Multiple Ethnic Groups – White & Asian	3.6%	0.4	0.50%	3.136%
Mixed/Multiple Ethnic Groups – White & Black African	0.0%	0.2	0.26%	-0.260%
Mixed/Multiple Ethnic Groups – White & Black Caribbean	0.0%	0.6	0.80%	-0.800%
Mixed/Multiple Ethnic Groups – Other (please state)	0.0%	0.3	0.40%	-0.400%
White – English/Welsh/Scottish/Northern Irish/British	74.5%	91.9	91.90%	-17.355%
White – Irish	1.8%	0.5	0.50%	1.318%
White – Other (please state)	1.8%	2.5	2.50%	-0.682%
Prefer not to say	18.2%	0	0%	18.182%
Other ethnic group	0.0%	0.2	0.20%	-0.200%

Younger workers, those aged 18 to 24 years, have been disproportionately impacted by the pandemic. In the three months to July 2020, ONS data showed 18-to-24-year-olds experienced the largest decrease in employment, the largest increase in unemployment and the second-largest increase in economic inactivity (after workers aged 65 years and over).
Of particular concern is that older workers still on furlough in May 2021 were at a considerably higher risk of being so for a long time (estimated 69 per cent of furloughed or unemployed

workers aged 55-65-years in May had been for at least six consecutive months, compared to 38 per cent of 18-24-year-olds).

As can be seen by the following graph those living in our most deprived areas make up the most significant numbers of welfare support applications.

Progress

This is a new cross council working group and therefore there isn't evidence over the last 3 years. 2020-2021 is in effect a base line year to help support the financial security work stream.

Actions planned

In recognition of the growing financial insecurity in South Gloucestershire the Financial Security steering group has been set up to provide strategic direction and oversight to the work to support communities. Linking with the broader work on inequalities a detailed action plan is in place with specific targets and actions.

One specific element is that there is a confusing range of finance, welfare and benefit advice for our residents and during 2021 a detailed Financial Security leaflet will be produced and distributed.

The Community Resilience Fund will be put in place from April to support residents and planning will commence on how the expected removal of Furlough and the temporary uplift in Universal Credit will impact.

A Community Support section will be included in Viewpoint July 2021 with the aim to understand in more detail the needs, concerns and aspirations of our communities.

[Hu, Y. \(2020\), 'Intersecting ethnic and native-migrant inequalities in the economic impact of the COVID-19 pandemic in the UK'. Research in Social Stratification and Mobility. 68:100528. 2020.](#)

[Marmot, M., Allen, J., Goldblatt, P., Herd, E., Morrison, J. \(2020\). Build Back Fairer: The COVID-19 Marmot Review. The Pandemic, Socioeconomic and Health Inequalities in England. London: Institute of Health Equity](#)

11. Topic: Climate Emergency

Period: 2020/21

Perceptions

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

Data

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

Progress

We have already delivered several projects in the Year 1 and in the Year 2 Climate Emergency action plans that seek in part to address some of the Equalities Gaps in the local area – for example work with procurement on adaptation and resilience for Care Homes and home to school transport, EV charging infrastructure in the Air Quality Management Areas – Page Road in Staple Hill has a newly installed charger, Access Audits for Parks and Open Spaces, Tree Week 2020 vouchers for tree planting, we ensured that all residents even those without gardens could access the scheme we know that certain protected characteristic groups are more likely to live in properties without access to a garden.

However, we are in the process of gathering more detailed information on the likely local climate impacts across South Gloucestershire and mapping these impacts across the area in relation to the council's known and held information about equalities.

The intention is to use this data to ensure that work on climate and nature emergency is more strategic in reducing inequalities through targeted projects.

Once complete this data would help provide a more strategic overview than the approach that we have applied so far which is broadly to take steps to make sure that each individual project closes inequalities gap and avoids exacerbating existing inequalities.

In addition to this, work is currently underway with the University of the West of England to develop a bid for funding focusing around expanding the knowledge around the health impacts of a changing climate, particularly around extreme heat and flooding covering both the physical and psychological impacts and how they disproportionately impact protected characteristic groups and wider area specific inequalities.

Actions planned

- Use of mapped data to deliver more targeted projects that reduce inequalities with a particular focus on reducing health related inequalities.
- Targeting of key groups and communities - We are currently applying for funding from the Quarter Foundation for work with the Community and Voluntary Sector and with

Southern Brooks Partnership to target key communities and residents to build local climate resilience and reduce carbon emissions.

- More support for project managers to ensure that projects are delivered

Targets

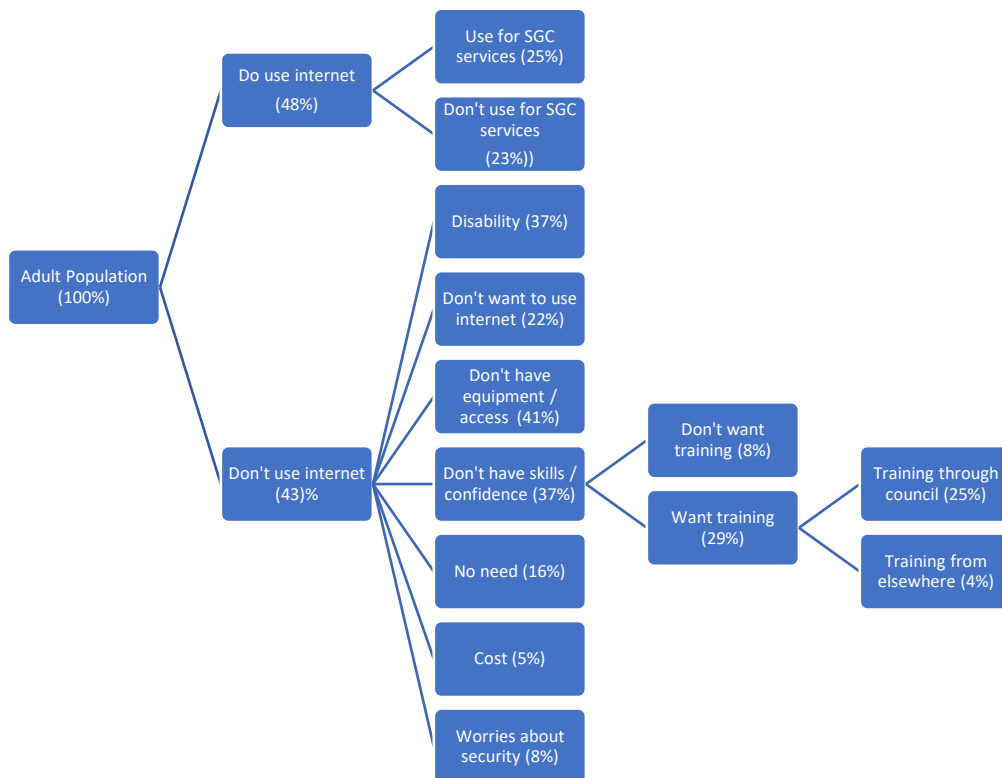
- To ensure that all protected characteristic groups receive information relating to increased risk factors for the local impacts of a changing climate and simple steps to mitigate risks.
- Working with UWE, to overlay spatial data concerning climate impacts with deprivation, health and socio economic data, and to identify data gaps for onward study.
- To ensure that no climate emergency projects exacerbate existing inequalities across the wider area.
- To ensure that a proportion of climate emergency projects actively reduce local inequalities.

12. Topic: Digital Inclusion

Period: 2020/21

Perceptions and Data

There is a wealth of information available about the digital access, experience and aspirations of residents. So much information that it is easy to get lost in the detail. The following chart is based on consultation through survey and focus groups carried out in early 2019. The full research report is available at www.southglos.gov.uk/documents/Viewpoint-Report-Feb-2019.pdf By visually representing the percentages of percentages, the chart helps identify the areas of inequality in data inclusion



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

- The main reason given for not going online was disability as stated by 72% of offline respondents (37% all residents) who took part in the residents' survey.
- 72% of the over 75s had never used the internet, compared to 28% of adults under 75.
- 5% residents cite cost as a reason for not using the internet, while 41% says they do not have the equipment or access. Although this cannot be proved, it is likely be related to income levels.

National analysis carried out by ACORN using ONS data indicates that

- the elderly (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 on 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).

Progress

N/A

Actions planned

The council continues to provide free access to PCs in public libraries and in its One Stop Shops for those who need them and new health and safety measures were put in place to ensure that the PCs were safe to use during the pandemic.

Volunteers in libraries provide support in using computers and the internet for those who need it.

A Scrutiny Commission review into digital access was carried out in 2020/21 and identified a need to continue to communicate information through non-digital means, to meet the needs of those without technology, access or skills for whatever reasons. This includes use of the free community newspapers (e.g. Voice)

13. Topic: Supporting people with learning disabilities

Period: 2020/21

Perceptions

2020/21 data show us the following:

Care for physically disabled and those with learning difficulties

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

In particular, younger people and people from BAME backgrounds are significantly less satisfied with services in this area.

Data

It is important to note that there are no exact figures regarding the number of people with learning disabilities who live in England, the South West region or South Gloucestershire specifically. Instead, prevalence is based on disease registers, service use and modelled estimates, none of which can reflect prevalence with any accuracy.

The POPPI3 and PANSI4 modelled estimates indicate the prevalence of learning disabilities 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 with age to be an estimate of 1.9% in the over 85s.

The prevalence of all learning disabilities in adults (aged 18 and over) in South Gloucestershire is estimated to be 2.4% (5,333 adults), with a 0.5% prevalence (1,108 adults) of moderate or severe learning disabilities and a 0.1 % prevalence (252 adults) for severe learning disabilities alone.

Data from the Adult Social Care Outcomes Framework (ASCOF) indicates that there were 845 adults (aged 18 or older) with a learning disability receiving long-term support from South Gloucestershire Council in 2017/18 – a rate of 3.8 people per 1000 population.

In 2018, the proportion of children with learning difficulties as a primary SEN were known to schools in South Gloucestershire was 2.8% (n 1,123). This is lower than the rate for both England (3.4%) and the South West region (3%). Broken down by severity, the rates of children with moderate (2.4%), severe (0.3%) and profound & multiple learning difficulties (0.1%) were all lower than for both England and the South West.

This proportion changes across school year groups, with 1.0% of pupils in the Reception year having a learning disability compared to a peak of 4.2% in Year 7. Overall, 3.4% of male school children had a learning disability compared to 2.3% of female school children.

In South Gloucestershire, the highest proportion of schoolchildren with a learning disability were Mixed and then White British ethnicities, where 3.1% and 3.0% of schoolchildren with a learning disability respectively belonged to these ethnic groups. The proportion of school children with a learning disability was lowest among those of Asian ethnicity, at 1.7%. Within South Gloucestershire, 6.8% of pupils who are eligible for free school meals have a learning disability; this is compared to a learning disability prevalence of just 2.5% among children not eligible for free school meals.

As the general population of South Gloucestershire increases, it is likely that the number of individuals with learning disabilities requiring services from the council will also increase. Amongst 0-24 year olds, the number of service users in 2039 is anticipated to be 717 (expected range: 602 to 849), and adults with learning disabilities that require services from the council could number 962 (estimated range 744 to 1,241).

In 2018-19, safeguarding referrals for individuals with a primary support reason of learning disability support accounted for 16.2% of all safeguarding referrals made to South Gloucestershire Council.

In South Gloucestershire, 7.3% of working-age adults with a learning disability were in paid employment in 2018/19, higher than in the South West (5.9%) and England as a whole (6.0%). Despite this however, there is a 73.6% gap in the employment rate between those with a learning disability and the overall employment rate in South Gloucestershire.

Data from the Adult Social Care Outcomes Framework (ASCOF) indicates that 64.7% of working-age adults with learning disabilities who receive support from social services at South Gloucestershire Council were reported as living in settled accommodation in 2018/19. This is lower than the proportion for the South West Region (77.2%) and England (77.3%) and was the lowest of all local authorities in the South West. 18.0% lived in unsettled accommodation, which was similar to the proportion for both the South West and England.

Approximately two thirds (62.7%) of eligible adults with a learning disability in South Gloucestershire received an annual GP health check in 2017/18.

In South Gloucestershire, the rate of hospital admissions for people with learning disabilities have risen significantly over the last decade, with a 141% rise in all hospital admissions and 166% increase in emergency admissions between 2009/2010 and 2017/2018. The rate of both emergency and general hospital admissions among people with learning disabilities demonstrated a distinct pattern by local area deprivation, with those living in areas of higher deprivation having significantly higher hospital admission rates than those from less deprived areas. In the vast majority of cases, learning disabilities were a secondary reason for admission to hospital. Instead, hospital admission was the result of another condition, either connected to their learning disability or otherwise

People with learning disabilities have poorer mental and physical health than the general population, much of which is avoidable. In 2017/18, epilepsy was 23.5 times more common among people with learning disabilities compared to the non-disabled population in England. People with learning

disabilities also had higher rates of other chronic mental and physical health conditions including dementia, heart failure, kidney disease and both type 1 and type 2 diabetes .

Having a learning disability is also associated with many of the social determinants of poorer health, including poverty, poor housing conditions, unemployment, discrimination, interpersonal violence and lower levels of social and civic participation.

According to the Learning Disabilities Mortality Review (LeDeR) 2019 annual report, people with learning disabilities die from an avoidable medical cause of death twice as frequently as people in the general population, and when restricted to medical causes of death that are treatable with access to timely and effective healthcare, the difference is fourfold between those with a learning disability and the general population. The most common causes of death amongst people with learning disabilities were respiratory diseases (20% of deaths, circulatory diseases (15%) and congenital and chromosomal abnormalities (14%). Of the deaths notified to LeDeR in 2019, 24% of adults and 20% of children died from bacterial pneumonia, and 17% of adults and 3% of children died from aspiration pneumonia¹

People with profound and multiple learning disabilities disproportionately died at younger ages. Of those who die in childhood, 46% have profound and multiple learning disabilities. People from BAME groups disproportionately died at younger ages than white British people, and of those who died between the ages of four and seventeen 43% were from BAME groups.

Progress

People with learning disabilities (LD) are individuals, first and foremost, and should not be defined solely by their learning disability. People with learning disabilities have the right to live full and equal lives, with access to the same opportunities as other members of the community. Despite this, we know that people with learning disabilities often experience many disadvantages compared to the rest of the population. People with learning disabilities have increased vulnerability which is not simply the result of individual characteristics such as intellectual ability but, critically for people with learning disabilities, is also affected by environmental factors such as wealth, social isolation and access to health and welfare services.

Through 2020/21, the council has worked to develop and All Age Learning Disabilities Plan/Strategy which is intended to provide a comprehensive understanding of the health, wellbeing, Education and social needs of people with learning disabilities across South Gloucestershire; to identify gaps in current service provision; make recommendations for changes to meet people's needs; and reduce the inequalities experienced by this population group.

The All Age Learning Disabilities Plan/Strategy includes both children and adults with learning disabilities in South Gloucestershire. The plan aims to capture the needs of all people with learning disabilities in the area, including those with a mild learning disability. This Plan/ Strategy will consider a wide range of needs, reviewing potential gaps in service provision relating to each of these and will be consulted upon during 2021/22.

Actions planned

During 2021/22, we will consult on and publish the new All Age Learning Disabilities Plan/Strategy. This is intended to provide a comprehensive understanding of the health, wellbeing, Education and social needs of people with learning disabilities across South Gloucestershire; to identify gaps in current service provision; make recommendations for changes to meet people's needs; and reduce the inequalities experienced by this population group.

The recommendations and progress will be reported widely.

14. Topic: Hate Crime

Period: 2020/21

Perceptions

No information on this is currently available

Data

382 hate crimes were reported to the Police during this period. The majority of these are verbal or written abuse. Violence against the person and public order incidents account for 47 and 24 of these crimes respectively. July 2002 through to October 2020 saw the greatest increase in reported hate crime. Thankfully since this time, reported hate crime reduced by over 50%.

In addition, SARI received 50 referrals for hate incidents, some of which – but by no means all - have been reported to the Police as crimes.

This is a 22% increase over the same period in the previous year. That is consistent with a 20% increase across Avon & Somerset; and across the UK generally across the same period.

Latest national figures and research show an increase in reported hate crime over the last five years, believed to have been driven by improvements in crime recording by the police and a growing awareness of hate crime leading to improved identification of such offences.

The latest detailed analysis is from 2019/20:shows:

Patchway, Filton and Kingswood saw the greatest number of reported hate crimes

Where the characteristic of victims of reported hate crimes during this period is clear and recorded, those characteristics were as follows::

- Race 64%
- Sexual orientation 14%
- Disability 10%
- Gender 5%
- Faith 3%
- Transgender identity 1%

Progress

The number of hate crimes annually has risen by 22% in the past 3 years (314 to 382) though direct comparison is unreliable because:

- recording practices have changed,
- Hate crime is traditionally underreported and attempts have been made during this period to increase encourage reporting

Actions planned

We have a very small number of repeat victims and perpetrators, commonly reporting 3-4 incidents. These are identified by the Police through local tasking for intervention.

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

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

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

Work with schools to understand and resolve underreporting of incidents in schools.

Target hotspot areas.

15. Topic: Mental Health

Period 2020/21

Perceptions

BAME respondents stated over 3 times lower level of satisfaction than average with 'Public Health' (13% satisfaction rate compared to 45% satisfaction rate for White British)

See page 30 of [this link](#) for PH consultation data table for equalities.

Our own research shows that 40% of BAME respondents to our February 2020 survey were reporting a high level of anxiety on the previous day. This compares to a national ONS Annual Population Survey result (data collected July-September 2020) of 24% high anxiety.

Data

Nationally we know:

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

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

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

Despite numerous programmes to help children and young people with mental health needs, learning disabilities and/or autism in England, this has not yet resulted in improved access or outcomes for children and young people in need of mental health services.

In 2016/17, known rates of Mental Health Act 1983 detention in the Black or Black British group were over four times that of the White group, and rates of Community Treatment Order use were almost nine times those of the White group.

In South Gloucestershire:

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

21% live in the 20% most deprived areas of South Glos. ICP.

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

Prevalence in children and young people is around the BNSSG average, though very slightly higher in the 11-17 age band.

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

13% of people with a mental health diagnosis do not have an ethnicity recorded.

1.8% are from minority ethnic groups.

In line with ethnicity the first language is predominantly English, though it is not recorded in 70% of people with mental health issues.

Responses to the survey of BAME residents:

40% of BAME survey respondents were reporting a high level of anxiety on the previous day.

This compares to a national ONS Annual Population Survey result (data collected July-September 2020) of 24% high anxiety.

More women than men reported that they had a high level of anxiety:

46% of female respondents from a BAME background stated that their anxiety had been high compared to 32% of male respondents.

Within the determinants that make up the deprivation, South Glos has:

- The highest proportion of people with mental ill health who have greater level of educational attainment,
- Greater levels of employment,
- Fewer children living in income deprived households.
- 88% of people with mental health issues live in Urban Cities and Towns.
- 12% living in more rural areas.

Progress

We believe that due to Covid prevalence of poor mental health across all groups has increased.

Actions planned

Mental health needs assessment has been completed for CYP and the adult one is currently being refreshed.

From this, a strategy will be drawn up which sets out how we plan to reduce the gap.

16. Topic: Access to Housing

Period 2020/21

Perceptions

An Equality Impact Assessment & Analysis (EqIAA) was completed as part of the council's Homelessness Strategy (2019-2024) using data from 2017/18. When comparing this with the data gathered in 2019/20, as set out in the next section, the following points can be made,

- The percentage of people approaching the service for housing advice with a disability remains above the South Gloucestershire average.
- 63% of the South Gloucestershire population are aged 16-64yrs. In 2017/18, the lead applicant was aged 16-64yrs in 94% of households approaching for housing advice and 100% of accepted cases. This is in line with the more recent data.
- In 2017/18, 60% of housing advice approaches were made by women compared to 40% of men. Of those cases where the council accepted a statutory duty to house an applicant under homeless legislation, 64% of lead applicants were women (this increased to 75% in 2019/20). In South Gloucestershire, 50.4% of the population are female and 49.6% are male.
- A comparison of the number of households from different ethnic groups approaching for housing advice compared to the South Gloucestershire average is difficult, as nearly 20% of people approaching did not state their ethnic origin. Nevertheless, it is clear that most figures are in line with Census data (2011) with the majority of approaches from households from a 'White' background. It is noted that the data shows that 3% of housing advice approaches and 7% of accept decisions were from households identifying as 'Black'; this compares to 0.9% identifying as 'Black' in the South Gloucestershire population.

Data

Whilst all residents of South Gloucestershire require housing suitable for their current and future needs, it is noted that protected characteristic groups are proportionately more impacted by any policy that may then further exacerbate access to Affordable Housing. In particular, it is clearly noted that the following protected characteristic groups are proportionately more impacted by the identified factors of:

- Those in poverty/financial hardship, and
- Those in housing need
- Older people
- Younger people
- People with a disability including people with mental health conditions
- Residents from BAME backgrounds
- LGBTQ+ communities
- Gypsies & Travellers
- lone parent households largely headed by women

Housing Register – the table below represents a snapshot of active applications at points over the last 3 years. There is a gradual though consistent increase in numbers however this is showing mostly at the registered applicant category, rather than bandings that confer a housing need with the exception of Band B. The increase in Band B is related to the increase in duties to prevent and relieve homelessness and to the growing assessment of health and welfare issues that are exacerbated by housing.

Number by Band						
Band	No					
	Nov-21	%	Nov-20	%	Nov-19	%
PC	15	0.4	26	0.7	31	0.8
A	231	5.5	255	6.5	255	6.5
B	572	13.7	515	13.1	463	11.9
C	1196	28.6	1175	29.9	1164	29.9
RA	2168	51.8	1954	49.8	1985	50.9
TOTAL	4182	100.0	3925	100.0	3898	100.0

Lettings - the next table sets out household size breakdown of those in the higher Bands, A & B, and comparison with lets to those property sizes for Qtrs 1 & 2 2021/22

	% of Band A and B applicants	Number & % of properties let
1 bed	40%	178 / 38%
2 bed	30%	205 / 44%
3 bed	20%	76 / 16 %
4+ beds	10%	10 / 2%

This table shows that proportionately fewer properties are available to let for larger households than the level of need. There is likely to be an underlying equalities issue related to this, for example in relation to ethnicity.

Satisfaction with Housing Advice Services

How satisfied are you with Housing Advice Services?

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

How satisfied are you with Housing Advice Services – further detail

Total (all respondents)	Bisexual	Gay man	Gay woman/lesbian	Other	Heterosexual	Identify as Trans - Yes	Identify as Trans - No	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion

201 9/20	5 %	23 %	0%	0%	4%	5%	70 %	5%	0 %	5%	13 %	0%	0%	0%	12 %	5%
202 0/21	17 %	10 %	14 %	33 %	29 %	16 %	0%	17%	0 %	16 %	0%	0%	0%	-	25 %	16 %
202 1/22	15 %	35%				16 %	10 0%	16%	0 %	18 %	10 0%	0%	0%	-	20 %	10 %

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 affordable homes that should be provided for wheelchair users and designed to meet the Part M4(3)(2)a wheelchair adaptable standard.

Housing Advice & Statutory Homelessness Data - The tables below show the number of households approaching for housing advice, where a statutory homeless application was taken and where the main housing duty was accepted during 2019/20 split by equalities data.

	Number	Age						
		16-24	25-44	45-59	60-64	65-74	75+	Not Known
Approaches for housing advice	2192 (100%)	336 (15%)	1265 (58%)	390 (18%)	67 (3%)	65 (3%)	33 (1%)	36 (2%)
New Applications (Prevention & Relief Duty)	943 (100%)	170 (18%)	550 (58%)	161 (17%)	24 (3%)	24 (3%)	14 (1%)	0 (0%)
Main Duty Accept Decisions	122 (100%)	15 (12%)	85 (70%)	22 (18%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

	Number	Number by Ethnic Origin					
		White	Black	Asian	Mixed	Chinese or Other	Not Stated
Approaches for housing advice	2192 (100%)	1604 (74%)	72 (3%)	52 (2%)	53 (2%)	38 (2%)	373 (17%)
New Applications (Prevention & Relief Duty)	943 (100%)	735 (78%)	22 (2%)	23 (2%)	24 (3%)	17 (2%)	122 (13%)
Main Duty Accept Decisions	122 (100%)	93 (76%)	8 (7%)	8 (7%)	3 (2%)	4 (3%)	16 (5%)

	Number	Disability			Gender	
		Yes	No	Not stated	Male	Female
Approaches for housing advice	2192 (100%)	519 (24%)	1136 (51%)	537 (25%)	919 (42%)	1273 (58%)
New Applications (Prevention & Relief Duty)	943 (100%)	242 (26%)	544 (58%)	157 (16%)	373 (40%)	570 (60%)
Main Duty Accept Decisions	122 (100%)	23 (19%)	92 (75%)	7 (6%)	30 (25%)	92 (75%)

Progress

- Delivered 403 new Affordable Homes in 2020-21, of which 78% were for rent which is the highest level since 2017.
- Delivered the majority of new Affordable Homes to adaptable standards and 8.5% of new Affordable Homes were built to wheelchair accessibility standards
- 928 lettings made in 2020-21 and 2,180 approaches for housing advice.
- Delivered a 50-unit mixed tenure ExtraCare scheme in 2021 which provides additional housing choice for older people.
- Supported more than 140 individuals who were either sleeping rough, or at risk of sleeping rough, into emergency accommodation and adopted a local model of Everyone In in perpetuity
- Delivered new supported housing schemes for single people including a 'Housing First' scheme for entrenched rough sleepers with the most complex housing needs to assist them directly into tenancies, and 12 units of settled shared housing for those with lower needs
- Established an early intervention prison release scheme for homelessness prevention
- Provided Covid advice for all occupiers of shared properties (HMO's) from the start of the pandemic, and advice posters were produced and delivered to all mandatory licenced HMO's and guidance sent to the landlords.
- Mandatory licenced HMO's are all inspected as part of the licencing process and Informal/formal action is taken where conditions require improving
- Warm and Well scheme continued to run. 2020-21 supported over 880 households; 25% were 65 or over, 52% have a health condition or disability and 39% receive benefits.
- Used translator for interviews and translation of letters
- 305 homes adapted through Disabled Facilities Grants to help people remain in their homes for longer.
- Annexes & Residential Outbuildings SPD, published in October 2021. Provides planning guidance on creating additional living space for those wanting to support their relatives who may need additional support or work from home, to give a wider choice of accommodation options

Actions planned

Develop a new Housing Strategy, that sets out a 30-year vision and clear priorities including addressing housing inequalities for the residents of South Gloucestershire. The strategy will set out wider aspirations for a range of housing delivery solutions in South Gloucestershire, including:

- Developing joint ventures or development agreements where appropriate
- Developing partnerships to deliver affordable housing and self-build.
- Creating mixed and balanced communities by ensuring we are delivering the right types of housing to meet a range of needs and demands including:
 - Making best use of existing stock, recognising housing is a key determinant of health
 - Supporting homeowners, landlords and tenants to improve their housing/living conditions
 - Investigate and support applications for new funding streams to enable people to improve the energy performance of their homes to help prevent fuel poverty.
 - Conduct new resident surveys for new housing developments.
 - Target promotion and raise awareness of Older People housing schemes and widen housing choice for later life.

17. Topic: Access to Transport Services

Period 2020/21

Perceptions

Following the transfer of supported bus services to West of England Combined Authority (WECA) from April 2020, South Gloucestershire Council continues to be responsible for bus stop infrastructure in the area, as the Highway Authority.

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

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

We continue to work with Network Rail and Great Western Rail to improve accessibility to stations within South Gloucestershire. Working together with the Western Gateway Sub-National Transport Body and the national station audit across the Western Gateway area are to be audited to assess the facilities provided for passengers with impairments that affect their mobility.

Data

We have included a summary of the results from the 2019 and 2021 Streetcare Survey by protected characteristic for satisfaction with bus stops and shelters.

Respondents	Base %	Age						
		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%

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

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

Progress

Bus patronage has been significantly impacted by the Covid-19 pandemic. During most of 2020, passengers were advised to only use public transport for essential journeys. This has had a huge impact on bus travel for all users.

In order to improve satisfaction with bus stops/shelters we have undertaken an audit of all bus stops and shelters in the area, 1634 in total. As part of the audit, we have collected asset information on stop accessibility, this includes

- 50m access to the bus stop, e.g. dropped kerbs, pavement width, crossing points
- Raised bus border kerbs
- Timetable case viewability from a wheelchair
- Real time information display

Work has recently been completed to improve the bus stops at Bristol Parkway Station, the project has been running for several years, but the stops were finally completed in Dec 21. The new provision now provides two additional bus stops, with 4 stops in total, all with seating, raised kerbs and real time information. Bristol Parkway Station is a key transport hub offering links between bus and rail.

Following the installation of lifts at Patchway station all of the Council's station have step free access to the station platforms. Further investment is needed by Network Rail to improve access from the platforms to the trains.

Actions planned

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

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 DDA compliance.

We will shortly be introducing Living roof shelters at Yate P&R, we hope to be able to roll this type of shelter out to other locations, whilst this type of shelter benefits everyone, we can measure feedback disaggregated against protected characteristics in the future.

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

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

18. Topic: Economic Standing

Period 2020/21

Perceptions

The ONS Business Impact Survey reported that:

- i. Of businesses not permanently stopped trading, 12% had vacancies that were more difficult to fill, while 67% reported they had no vacancies to fill. However, these figures were 41% and 25% for businesses with ten employees or more, respectively.
- ii. Of businesses in the accommodation and food service activities industry, 11% reported that staff turnover had increased compared with normal expectations for the time of year. This compares with 4% across all businesses.
- iii. The proportion of businesses' workforce reported to be on full or partial furlough leave fell to 5% (a provisional approximate range of between 1.1 to 1.6 million people).
- iv. Over half of currently trading businesses in the construction industry reported that the prices of materials, goods or services bought had increased more than normal price fluctuations, compared with nearly three in ten of businesses across all industries (29%).
- v. 10% of businesses currently trading reported the price of goods or services sold increased more than normal price fluctuations, with the manufacturing; the wholesale and retail trade; repair of motor vehicles and motorcycles, and the other service activities industries reporting the highest proportions at 25%, 23% and 21% respectively.
- vi. Of currently trading businesses that reported how their importing had been affected, as at April 2021, 11% reported lack of hauliers to transport goods or lack of logistics equipment as a challenge.

Data

Demographic data from our Universal Business Support Programme:

Demographic data from our Business Grants Programme:

According to ONS GDP Estimates, UK monthly Gross Domestic Product (GDP) was estimated to have grown by 0.5% This brought output up to 0.6% below the level of February 2020. Real UK GDP is currently at a level last seen in January 2019, and 4.5% above the level in October 2020 which was the initial recovery peak.

According to the BoE Monetary Report and OBR Economic and Fiscal Outlook, the unemployment rate is continuing to fall, although it remains above its pre-pandemic level. Both the Bank of England and OBR expect some near-term pick-up in unemployment due to the end of the Coronavirus Job Retention Scheme (furlough). However, the faster recovery in output and employment together with the record levels of vacancies have led the OBR to lower their forecast for near-term unemployment. The OBR expects the unemployment rate to peak at 5.2% in the fourth quarter of 2021; some 1.3 percentage points lower than predicted in March 2021.

Progress in closing the gap

SGC facilitated the payment of 17,203 Covid grants to businesses. The total value of these grants was over £35.6m. Approximately 1,300 new start-up businesses were created in South Gloucestershire during the last 12 months. To highlight the services provided by SGC and partners, the Economic Development Team is directly contacting as many new businesses as possible.

100% business rate relief was awarded in 2020/21 to 1,733 accounts amounting to £65,764,715.46. The same level of relief was provided to 1,543 businesses between 01/04/21 to 30/06/21 amounting to £12,156,679.99.

In April, the Council was granted an additional £133,920 from the Government to help support people struggling to cope financially because of the impact of the Covid-19 pandemic. The

funding was an extension of the Winter Grants Programme for which we have already been given a total of £767,000 (£569,000 in November 2020 + £198,000 in March 2021) and was renamed the Covid Local Support Grant. This new additional money had a focus on the provision of food, energy, water and/or associated financial support. Eighty percent of the spend was allocated to families with children and a proportion of funding (up to twenty percent) to vulnerable households without children (including individuals), to ensure that no vulnerable household is excluded. Most of the new funding was allocated through schools to support families who qualified for Free School Meals during the May half-term holiday.

Full Council agreed a £1 million fund in February to provide a Community Resilience Fund. The fund was designed to help meet the needs of those whose income or outgoings have been impacted by coronavirus. This funding was allocated as a priority by the council in addition to any schemes provided by central government to help residents manage with the longer-term effects of Covid-19. The Test & Trace Support Scheme also provides funding to low-income families when they have to self-isolate should they lose income as a result, this scheme has been running for several months and will continue until 31st March 2022.

Actions planned

- i. Developing a new “In South Glos” website, with a potential launch of the new site during Q1, 2022. Key objectives for the new website are:
 - Inward investment i.e. “South Gloucestershire - a great place to invest”.
 - Highlighting support available to business.
 - A vehicle for starting conversations between SGC and business.
- ii. Engaging with the circa 100 new start-up businesses that are created each month in South Gloucestershire. The objective is to highlight the business services provided by SGC and partners. Materials are currently being produced and this activity will be launched from Q1, 2022.
- iii. Using various database tools to contact and start face-to-face conversations with businesses of different sizes and from various sectors. This activity commenced in August 2021.
- iv. Major Employers Forum – Development of the top 100 employers in South Gloucestershire (first event 30th September 2021). The subsequent event is scheduled for March 2022.
- v. Full attendee data/analysis of the South Gloucestershire Business Show at Bristol & Bath Science Park to better increase the range of sectors that are either taking part as exhibitors, getting involved in the seminars or as general attendees.
- vi. Development of a Women in Business Networking Event – insight developed from the analysis of the South Gloucestershire Business Show attendance data.
- vii. Monitoring of business start-up data – This can be developed to highlight Output Area Classification Super Group / Indices of Multiple Deprivation / Job Claimants by ward.

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EIAA)

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

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

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

Equality Impact Assessment and Analysis (EqIAA) is about finding out whether any of our activities have a differential impact on different groups of people. It is about analysing our actions/activities in relation to equality and measuring progress. [In 2020/21 we plan to roll out an internal dashboard linked to our EqIAA activity which will enable us to track progress, actions taken to address inequality and measure progress on a corporate level.](#)

Available Equality Impact Assessments

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

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

Our Equality Impact Assessment and Analysis (EqIAA) work is key to the identification of inequalities and the development of work to address them. Following this, we will revise our EqIAA process during 2021/22 to specifically include socio-economic groups/income and the Armed Forces Community so that the robustness of our work to provide equality of opportunity for all is maximised.

APPENDIX 1 – Comments from Viewpoint Panel members believing they have been discriminated against.

The results of our survey of residents, asking whether they feel they have been discriminated against by the council because of their protected characteristics are shown above as part of the consideration of achievement of our equality objectives. Respondents were also given the opportunity to describe in words why they felt they had been discriminated against.

The full text responses to this question are presented in this Appendix. Responses have been grouped together by the characteristic they predominantly refer to.

Comments related to Age

- There is no help for single older people.
- I AM SICK OF PEOPLE SAYING ITS ALL THE OLD PEOPLES FAULT THEY TAKE ALL THE MONEY AND IT COSTS THE COUNCIL MONEY TO LOOK AFTER THEM. I HAVE PAID MONEY INTO MY WORKS PENSION SCHEME SO PAY TAX IN MY OWN RIGHT I STARTED WORK AT 15 AND AM STILLWORKING PART TIME NOW.
- I and others of older age are experiencing difficulties having no easy access to some of our Thornbury High St shops. We have to park too far away and are expected to carry shopping loads which may be heavy. SGC are not considerate to older people.
- Employment is difficult to find after retirement, and insurance companies tend to charge ore.
- I feel that when applying for jobs etc. People may be looking for younger applicants. I feel that over 50's without a degree may not be considered for jobs. Employers are looking for someone younger and fitter. (Even though I am very fit)
- The Council is phasing out the green bags for re-cycling, and replacing them with boxes. As I get older I find the boxes much more difficult to carry than the bags were, but I have been given no choice in the matter. I have actually tried to stitch up and repair the bags so that I can use them.
- As an older member of the community I don't feel very valued by the local council. I'm not disabled and I don't have a child and so I'm not eligible for parking close to amenities - I do struggle walking some days and I certainly struggle carrying shopping but there is no priority parking for oap's.
- I have complained for 3 years about Oakfield Rd and Douglas Rd trading estates about burning rubbish and speeding cars and drugs and still the same, because I am old I am a winger

Comments related to Disability

- The council on purpose makes it more difficult for disabled to move around
- I am a disabled female of older age and more or less housebound so have to rely on lifts and help when needed but do have a garden I can get out to with sticks
- Closure of Thornbury High Street to traffic has made it difficult and stressful for me to access shops and other facilities which I use weekly as the user of a disabled parking badge having to walk considerable distances from town car parks contradicts the whole point of having the badge
- I have been refused access to disabled housing and am having to move out of the area and away from my support group to get suitable housing.
- Suffer from COPD and have had recent stroke affecting left side. Refused a blue badge as am able to walk short distances with assistance. No reference by officialdom made to GP or hospital following stroke, COPD and it's effects.
- Speaking on behalf of the adults with learning disabilities who don't have a voice definitely yes. Budgets have been cut, seriously affecting the quality of life for these individuals in a disproportionate manner.

- I had a detailed report from consultant what is wrong with me regarding physical health for a companion pass and they still wanted a letter from GP about my mental health and stress of using buses without help. The chances of GP having time to do this letter is zero. Therefore I am left housebound for most of the time.. I could not see anywhere were to challenge this decision.
- I am unable to work, most of the time, due to poor health, but as a Director of a small business, where I am the only employee, there is no financial support available unless I close my company, which then limits my potential opportunities for income when I feel better
- Due to some organisations covid response and the sheer numbers of people using local amenities it can make disabled access more difficult eg parking and being able to maintain social distance
- Bin collections. I am disabled so for years now they come into my garden to empty bins. I have a partner who lives in Thornbury and happened to be here when the bin men were here. They told him to bring the bins out and I shouldn't be on this list. 1. He does not live here. 2. He comes at different times as he works at Avonmouth Dock
- Disabled husband who struggles to walk. Parking in our street is dreadful, more often than not we can't park at the front of the house. My husband can't walk from the back gate to the back door without having to sit down a couple of times. Have applied twice for a disabled space to be put at the front of the house, as this is a much shorter distance to the front door. Both times it's been refused because we have parking at the back of the house. My husband's condition will not improve, it will get worse over time. I feel this is unfair....
- The fit and able have been given cycle lanes at great cost to the tax payer, but the same amount of money has not been spent on the disabled who cannot cycle. They have not been given mobility scooters so they can get out and about, and it has not even been made clear that disability scooters can use the cycle lanes. More positive action is needed to enable the disabled to get out and about in the community. The council should help disabled people buy disability scooters.
- I find that the sticker I have to have for a bigger bin because of my medical waste a bit stigmatising. However I really appreciate that I can have a bigger bin.
- Not yet, added as, again, people with mental health problems - esp. long term are often, overlooked at best, discriminated against at worst

Comments related to pregnancy

- I lost my job, applied for financial help via council tax reduction, benefits etc but was not given any help. As not worked for a full 2 years. Even though explained I was on maternity leave!

Comments related to gender

- Not a lot for men to do in this area.
- It is good to see the positivity around Women, yet it appears there are still more men committing suicide than ever.
- Where I live. Just as there is a perception of what people living in council estate area is like, so too there is a perception that you must be stuck up if you live on a country lane. There is a road planning project happening very nearby which will close access to a road that local residents need to use. Communication on the status of this project had been poor as in no-one knew what was happening. By chance I saw a South Glos' official at that road junction doing prep' ready to brief the team so guessed work must be due to commence. I walked over to find out what was going on & to discuss the issues that residents would face. A comment from him about the type of area it is made me think I was put in the whinging posh bird camp. Actually I'm not posh and I need road access to Easter Compton to care for my elderly Mum - if both roads had been closed as the official said, one permanently and one for over a month, I'd be looking at a 15 minute detour rather than a 4 minute drive. I felt that the South Glos' guy was dismissive of my concerns and I wasn't getting straight answers on if the roads were going to open or not. (He probably thought I was just getting in the way of him doing his job!) So I spoke

with one of the local business owners as access for his vehicles was relevant to him and explained the immediate issues. The business owner is use to dealing with a predominantly male work force - truck drivers & mechanics. The South Glos' team completing the road work projects and maintenance is also predominantly male. Sure enough the business owner got straight answers on what was happening. Its not surprising that two men with more similar backgrounds are going to be able to more easily communicate with each other...and its what I expected to happen. Was I discriminated against? No, but there might have been some bias in being more willing to help the male business owner compared to the middle aged female resident - but I put it down to a communication thing. (Note that the guys doing the actually digging, etc, were all approachable & hard working - I didn't have these issues with them - it was the next tier up).

Comments related to marital status

- Was once laughed out of the building when I got divorced and went to council to find new housing.
- council tax. I am single yet do not receive any council tax discount.

Comments related to ethnicity

- Nationality - Welsh
- It feels like the white population is increasingly being discriminated against as a result of Black Lives Matter. Before all of this I really didn't notice skin colour. Now it's thrust upon us all the time. How is this helping with integration?
- There should be more help for people like me who are Indians, who speak the Queen's English, who dress in a Western way and yet are still not accepted in the community and are not supported by the council. There are no transport links from Winterbourne Down to Bristol or to Cribbs or to Bath. It is isolating. There should be more information about how the council ensures that its looking for people from all sectors of the community not just the groups who shout loudest.

Comments related to religion or belief

- As an atheist I feel too much deference is paid to religious beliefs and practices that negatively affect the non-religious.
- I find councils can be sceptical of faith based organisations intentions when applying for funding for good causes.

Comments related to socio-economic factors

- The council discriminates against me almost every day, they do almost everything on computer. If you are too poor to have the luxury of owning a computer then the staff treat you as if you are something they would scrape of the sole of their shoe
- being a2 earning family who have always worked , now struggling and have saved all of our lives we are discriminated agaist because we ahve worked hard to be successful.
- As a person who has worked and paid taxes all my working life I feel particularly agreived when seeing grants / benefits are normally given to people who are working part time / never worked in their lives and paid low or no tax at all. No grants or services should be provided by means testing so it becomes fairer for all the community not just the ones who know how to work the system. This is particularly poignant when it comes to green grants.
- Financial troubles my partner has not worked and I vane afford to pay council tax and the rent and the other bills it's so so hard
- Adult Social Care Precept charge of £260.75 on Council Tax Bill when I am a pensioner myself Hefty £348.40 charge for Avon & Somerset Police & C.C.

Comments referring to bodies other than South Gloucestershire Council

Job interview with Yate Town Council

- Access to my doctor is more difficult than ever. The limited access means I no longer make enquiries about my health, eg. fall at home and damage to my shoulder meaning liberal use of paracetamol tablets.
- "payment" to the police????????? what the hell do they do? the old police station in staple hill (that has been closed for 15 years) ALWAYS has cop cars parked up outside and they must all be sat in there drinkig tea!!! get out on the beat and OPEN your eyes, there might be not so much vandalism then!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
- Our bus service unfunded by the council, so we jolonger have it.
- My age appears to limit me trying to do voluntary work.
- I feel that as a single mother, I find it difficult to find an employer who is flexible with the times needed to take care of my daughter. With the issue stated I then feel that because I am on benefits I get looked down upon, especially now as I am trying to look at houses as my landlord is selling the house I am currently residing in. A lot of private landlords discriminate against people on benefits as they feel like we are going to wreck their houses, throw parties etc.
- Despite living together for over thirty years paying off our mortgage in the house I still live in, Stoke Gifford, because, we never felt the need to Marry, with the introduction of Civil Partnerships, the law has changed and " life partner" is unfairly unrecognised .we had no children, I am not recognised as next of kin, with my Partners Brother, who left the uk in 1979, being entitled to Her estate... This needs to be looked at...
- I often wonder if I qualify for pension credit?! Ones data (i.e. means testing) is used but there does not seem to be any ready info on this requirement, I am single and a senior local citizen

Comments not related to protected characteristic

- Safe pavements, e.g. no bikes
- Only in assumption that everyone is on line, uses apps etc.
- Disadvantaged for travel by closure of access via Gypsy Patch Lane and diversions for such long periods
- I don't feel needed anymore
- Thornbury has been left out during this Covid year - no vaccination hub or test centre until recently, very difficult to find statistics on the infection rates for this particular area!
- Waste and recycling discriminated against me through their incompetence and arrogance.
- Local bus service taken away
- is it sad that some residents feel more important than others.
- As a student I couldn't get a council tax reduction because I am a student at a foreign university.
- A claim for damage to our car caused by a pothole is still unresolved after almost 2 years.. If we were well known people in the community we feel the matter would have been dealt with by now. We feel the Council is waiting for us to die so they do not have to settle our claim.
- i am discriminated against by not having any say on paying that council tax rates. 2k per year to have a black bin empty once a fortnight and the bone lazy bin men cant even do that without leaving mess all over the place
- what the point thats how i feel when contacting council they take ages to reply and when they do make light of complaint and say things could turn out bad for me forget it if any one really cares i would welcome contact but i doubt it
- This is a dumb question, as the council doesn't give a monkeys about how they treat people like me & my wife.
- Just ignored in respect of the local plan
- Allowing the public open space by all to be taken over by a football club

- Does the Council consult before implementing procedures e.g. High St. closure?
- Jobs and community access.
- I feel that the local Authority has no conception of what the majority of Thornbury feel especially in relation to Thornbury High Street. They are disregarding the business situated there.
- South Glos highlighted the age of the area where I live as a discriminatory fact in a consultation regarding an opposed planning application
- Yes not on the grounds above but as residents who receive no prior consultation on issues that affect them directly is cycle lanes and removal of parking
- Recent planning issues (ring road roundabout - Wraxall Rd and Kingswood pedestrianisation of High Street) show poor consideration of any public response or suggestions
- The council tax has increased with poor roads, no hedge cutting, long grass, I pay £2,800 per year for a very poor service. The hedge facing my house was cut by council 2 a year. I am lucky if they do it once a year and if they do it, is only 70% of the hedge

Comments objecting to targeted support

- I am an older "straight" white male. We appear to be the only "identity" that can be discriminated against with impunity.
- white heterosexual male = lowest of the low
- It is my view that the obsession with discrimination is itself discriminatory towards those people who feel that searching for discrimination issues discriminates against the interests of the exhausted working population who are simply getting on with things to keep life going. :-)
- As a White male I am feeling more and more marginalised these days and unable to express my feelings. I used to have a freedom of speech and opinion but that is no longer the case. Everything I say and think has to be politically correct and not necessarily my true opinion.
- I feel as a white person I don't count anymore
- I don't truly feel valued as a tax payer and positive citizen in society. We pay, pay, pay and I don't feel we see the direct value or regenerative impact. In times of covid relief has been offered to other branches of society but not to the working tax payer. This is not a direct dig at the council but more the community members who litter everywhere and neglect their surroundings and effective cultural change needs to be implemented
- I don't agree with this question as it assumes my beliefs are to be ignored.
- I am a white heterosexual adult male! That in itself, seems to offend everybody in our 'WOKE' society... it seems, someone is always offended over something!