SOUTH GLOUCESTERSHIRE COUNCIL

TACKLING INEQUALITIES PLAN

2024-28

CONTENTS

FOREWORD

Inequalities are fundamentally unfair; they have a significant impact across all areas of life and affect everyone; and they have a cost – to people, communities, organisations and society at large.

Nationally, inequalities are growing, and this is clearly evident in South Gloucestershire where we know inequalities are persistent and, in some cases, growing at an alarming rate.

This Council is fully committed to tackling the wide range of inequalities faced by our communities and I am therefore delighted that we are publishing our new Tackling Inequalities Plan 2024 – 2028.

This Plan represents a significant step forward for South Gloucestershire, being clearly evidence-based, with specific and measurable objectives set out against 10 areas of life that affect us all.

The council intends to be a leader in delivering positive and lasting change through tackling inequalities. We know that a fundamental component of delivering success is taking a 'system-wide' approach to tackling inequalities and we look forward to working closely with our partners across the region to tackle and remove the causes of inequalities and deliver genuinely improved life outcomes for all.

We are not unaware of the scale of the task that lies before us; we know that there is no 'quick fix' or short-term approach that will successfully eliminate inequalities across all areas of life. However, through this Plan we are laying a foundation for continuously and persistently meeting the challenges head-on so that we are truly effective in delivering 'on the ground' for the benefit of all our communities.

I look forward to reporting our progress on an annual basis and if you would like to find out more about this work, or have feedback, please do contact me at any time.

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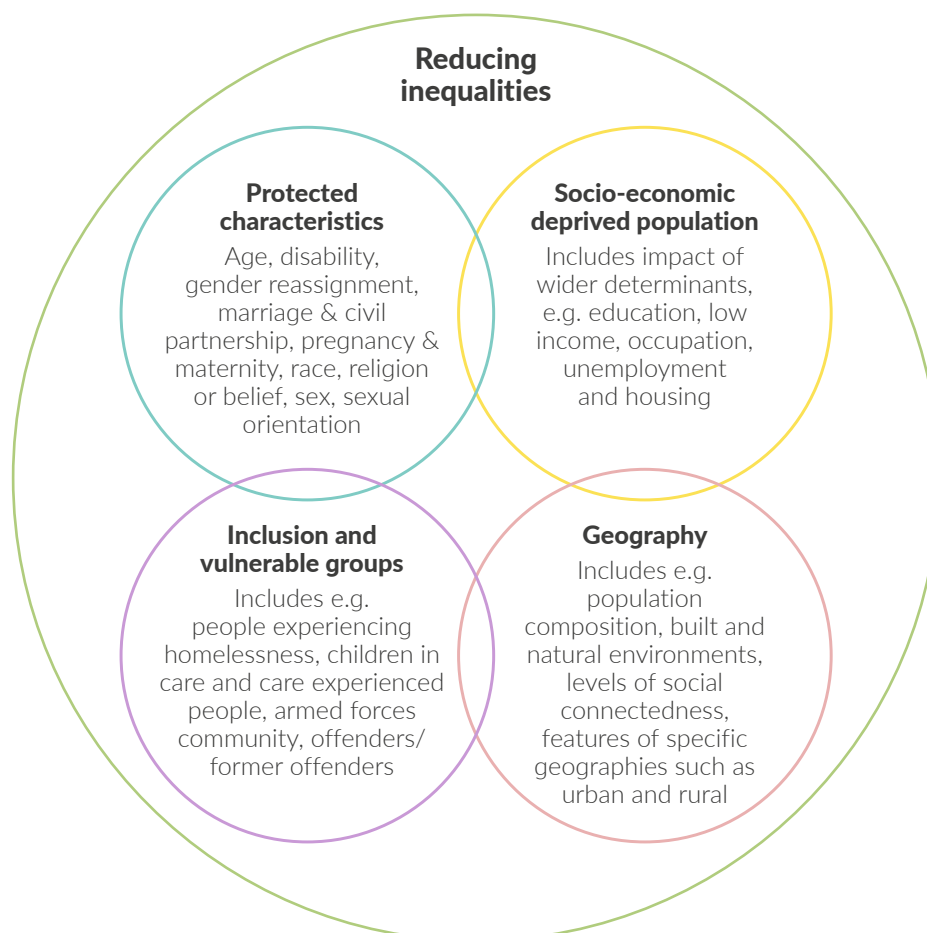**Cabinet Member for Cost of Living, Equalities and Public Health**

WHAT ARE INEQUALITIES?

A simple definition is that inequalities are unequal opportunities and outcomes.

Inequalities, however, are complex and manifest in many ways that are often linked to each other, which increases their impact. Inequalities like income gap, educational opportunities and racial inequalities, are often linked to inequalities such as access to green spaces, employment and good housing.

Inequalities are fundamentally unfair. Everyone has the right to be treated fairly and to have the same life chances. But that is not the case for many people. People experience inequalities for a range of reasons that mean they don't get fair chances or opportunities, or that they are treated differently in a way that has negative impacts. It can be because of their sex or ethnicity, where they live or even because of something that happened before they were born. Inequalities can have a lifetime of impact. Some communities and individuals face systemic inequalities that are felt throughout their life and can impact through generations.

Inequalities have a cost. As well as the impact on people and communities, organisations such as the Council, NHS, Police, voluntary and community sector partners and others often face the cost of the symptoms and impacts of inequality, and society at large does not experience the benefits of an absence of inequalities. If the causes of inequality are not addressed and symptoms alone are treated, then future problems are not avoided or mitigated.

Reducing inequalities

Protected characteristics
Age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation

Socio-economic deprived population
Includes impact of wider determinants, e.g. education, low income, occupation, unemployment and housing

Inclusion and vulnerable groups
Includes e.g. people experiencing homelessness, children in care and care experienced people, armed forces community, offenders/ former offenders

Geography
Includes e.g. population composition, built and natural environments, levels of social connectedness, features of specific geographies such as urban and rural

Inequalities have a significant impact across all areas of life and affect everyone. Our approach is therefore inclusive, taking in to account geographical and socio-economic inequalities as well as the Protected Characteristics set out in law and other groups known to be particularly vulnerable to inequalities and their impacts.

This Plan is about South Gloucestershire Council's objectives for tackling inequalities in our district in a way that should ultimately remove them. The objectives are set out along with measures of success which will be used to report our progress openly and transparently on an annual basis. All objectives are shown in a 'quick reference' table in Appendix 1.

This Plan will be supported through detailed action and delivery plans across the Council which will be led by Service Directors, and progress will be proactively monitored through robust internal governance structures which provide oversight on the delivery of our objectives. Through these approaches, the Council will work closely with partner organisations and communities to identify and address inequalities, ensuring that we can take the most effective, system-wide approach to tackling inequalities across South Gloucestershire.

OUR RESPONSIBILITIES

The Council has both legal duties and strategic ambitions in relation to equalities and reducing inequalities in outcomes – as an employer, a service provider and commissioner and as a strategic leader in South Gloucestershire. Details are described in Appendix 2.

OUR AMBITION

South Gloucestershire will be a place where everyone has the chance to be healthy and well, to achieve their aspirations and to thrive. It will be a leader in innovating to reduce inequality of all descriptions and advance equality for our communities and our workforce.

To achieve this, we will take a proactive, action-based approach to tackling inequalities.

We will work across South Gloucestershire to understand and respond to the issues, with the aim of reducing and eliminating inequalities that exist and preventing future inequalities. This will help us to do the best for our communities and support people to lead their best, healthiest lives.

This means that we will be focussing relentlessly on actions that make a difference to our communities and our workforce.

Eliminating inequalities is and will remain everyone's business.

OUR PRINCIPLES

TAKING ACTION

We will take a proactive, action-based approach to tackling inequalities. Tackling inequalities may not be easy and it can take a long time to completely eliminate them. But we will work together to understand where inequalities exist and our actions will enable us to work in the most meaningful and impactful way – and be a 'positive disruption' where needed. We can do something about it.

FAIRNESS

We will champion and fight for fairness and will not accept inequality in any form.

A FOCUS ON PREVENTION

We will shift the corporate and partnership focus from treatment to prevention and early intervention by understanding and responding to the causes of inequalities, as well as recognising the symptoms.

UNDERSTANDING DATA

We will continue to gather and interrogate data from a range of sources to help us to understand where inequalities currently exist. We will also use data to help us to understand where inequalities may emerge or widen. we will use both quantitative and qualitative data and information wisely to understand our 'direction of travel'.

We also understand that data sharing can be a barrier, and we will agree to share data in order to achieve our overall aims.

UNDERSTANDING LIVED EXPERIENCE

We will work together with our communities - to understand and empower communities to shape their own lives, working on what is important and what is needed to meet aspirations and priorities for individuals, families and communities.

ASKING DIFFICULT QUESTIONS

We understand that trying to understand inequalities can be challenging. We will not shy away from difficult questions and conversations and we will be brave in our decision making.

A WHOLE SYSTEM APPROACH

We need a whole system approach rather than a range of interventions or isolated approaches. This means all organisations and parts of our local system work together in a joined-up way, rather than separately.

This approach is not about a new range of services, rather it is developing a shared corporate and partnership vision and culture to help enable us to build on what we do well.
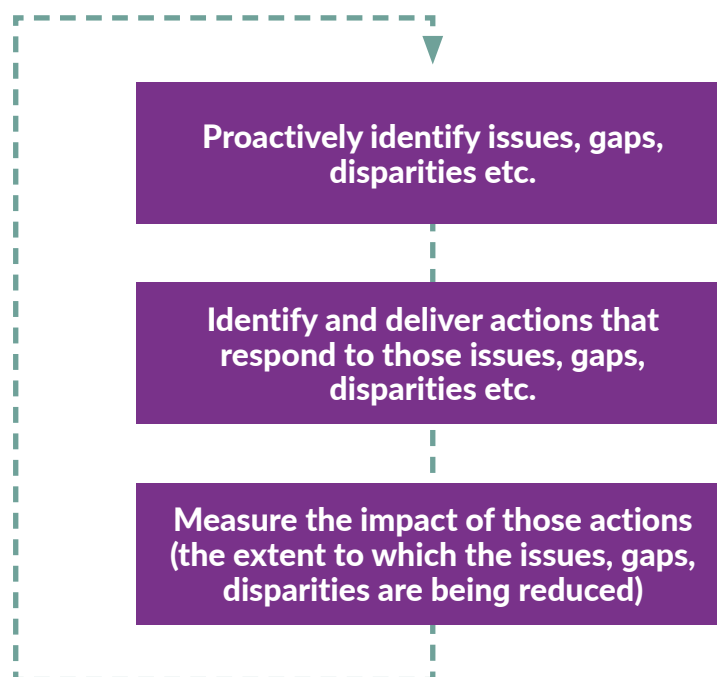
OUR STRATEGIC APPROACH

As stated, we will take a proactive, action-based approach to tackling inequalities. This means that a central and core aspect of all that we do is proactive and continuous work to identify inequalities - this is essential in order that actions can be taken, and progress delivered in tackling and eliminating them.

All areas of council activity, as core to our daily work, will take a proactive approach to monitoring and identifying inequalities across all aspects of their activity. Policies are already in place to ensure that this happens.

Action is critical to making a difference and we already have support and successful partnerships in place which nurture innovation with the explicit purpose of action planning to eliminate inequalities.

We will continuously check our progress so that continuous improvement is delivered for all.

Proactively identify issues, gaps, disparities etc.

Identify and deliver actions that respond to those issues, gaps, disparities etc.

Measure the impact of those actions (the extent to which the issues, gaps, disparities are being reduced)

OUR PRIORITIES

There are many types of inequalities, some of which are more visible than others. People may experience a combination of inequalities that impact their lives. It is a challenge to understand the true picture of inequalities in South Gloucestershire, but we have a large amount of data and information that can that help.

The Council has conducted an 11-year analysis which triangulates national data, local data and community feedback. As a result of this work, 10 areas have been identified where inequalities exist which have a significant impact on life outcomes; these are:

Health and Wellbeing

Educational attainment and experience

Poverty & financial hardship

Housing

Adult Social Care

Children's Social Care

Employment

Accessibility, especially in terms of:
– digital inclusion,
– transport,
– the built and natural environment, and
– access to the wider economy

Tackling inequalities as part of work to address the Climate and Nature Emergency

Hate Crime

The evidence shows that inequalities across these areas are persistent and, in some cases, growing at an alarming rate. It is also noted that across the system, there is much more we can do in taking focussed action to address.

These areas will be addressed through actions held by council Service Directors, ensuring that they and their teams are aware of and are actively addressing inequalities. These actions will be monitored, scrutinised and reported on a regular basis, with expectation that any issues that are not improving are elevated to priority attention. This approach will help us to embed an approach to inequalities that is everyone's business.

However, we are not starting from scratch, as many of our partnerships, plans and policies in South Gloucestershire recognise inequalities and continue to put in place plans to address them. This Plan will build on this and identify the links, opportunities and gaps in them. This will help us bring together a whole system approach that will enable us to work better together and in a joined-up way.

PRIORITY AREAS OF FOCUS

Every year, we will elevate up to three of the priority areas to have an increased partnership focus. These areas will be chosen based on a range of factors, which include: inequalities are widening significantly, resident feedback, there is additional capacity or investment in the system which we can capitalise on, there are opportunities linked to South Gloucestershire or wider area strategies and plans that we can build on and/or the issues within that area have developed significantly over the past year.

The focus areas will have wider partnership input and a directed system approach, and as a result may have stronger communications and community engagement and additional reporting to, for example, local Partnership Boards.

To ensure that we actively engage in continuous improvement ourselves, South Gloucestershire Council will also have a corporate focus on its own workforce experience as well as good work and employment across the district.

Consultation with residents was conducted between October and December 2023 in relation to the Priority Areas. Feedback showed that residents wished to see a focus on the following 3 Areas:

1. **Health and Wellbeing**

2. **Educational attainment & experience**

3. **Poverty and financial hardship**

Analysis of resident feedback is shown in Appendix 3.

PRIORITIES INTO ACTION

We understand that advancing equality and tackling inequalities is not a quick fix; long term thinking, and commitment is needed. Our ambition takes that long-term view, while also recognising short and medium-term opportunities.

Our objectives and their associated measures in each of our priority areas will be captured in a new Inequalities Dashboard. The dashboard will be a 'living document' that will be updated with new actions as we learn more, and as specific issues arise. Actions may take place across a range of levels and scale, from individual service improvements to wider community impact projects.

They may also be actions around ways of working that change how we do things, as well as deliverable projects that focus on what we do.

The Inequalities Dashboard will allow us to understand not only the progress made against our objectives, but how our actions and issues interrelate and their impacts. This will enable us to take a whole system approach to tackling inequalities, involving partners across the system including VCSE sector, NHS and Town and Parish Councils.

The Council's Senior Managers Network will have oversight of the Inequalities Dashboard with Service Directors being responsible for actions in their work areas. Service Directors will also be responsible for reporting to lead Members on progress in their areas and every quarter the Cabinet Member for Cost of Living, Equalities and Public Health will receive an overview briefing that covers all areas.

Senior Managers Network will unlock barriers to actions, make links with partners, develop strategic initiatives, and report the outcomes of our work on an annual basis. This information will be shared with colleagues and partners so that it can help them develop their thinking and actions.

CORPORATE OBJECTIVES

We value our equalities partners immensely. South Gloucestershire Equalities Voice[1] are a partnership of 'voice and influence groups' and we continue to work closely together. Each external partner organisation brings essential knowledge, experience and insights into the issues faced by our diverse communities. They deliver significant work with communities across the district, engaging with communities and bringing 'the voice' of communities clearly to the table. More than this, their representation of communities influences our work to both tackle inequalities affecting communities and advance equality for all, especially those who we know are more likely to experience discrimination, unfair treatment, victimisation and the personal and wider community impacts of this.

i.   We will ensure that South Gloucestershire Equalities Voice continue to develop and increase the voice of minority and minoritised communities. And we will ensure that they are involved at the right times and in the right places to influence our work, including the delivery of the objectives set out in this Plan.

ii.   We will develop the South Gloucestershire Equalities Forum, which brings together organisations and individuals living and working in South Gloucestershire, so that it becomes a widely recognised leader of change and a driving force behind the advancement of equality across South Gloucestershire.

iii. We will keep our suite of equality policies and procedures up-to-date and will publish a fully refreshed Equality, Diversity and Inclusion Policy providing full clarity on the commitment of the Council to Equality.

iv.   We will develop and implement a new staff training and communications strategy to continue to develop understanding of Equality, Diversity and Inclusion issues across our workforce.

v.   We will refresh our communications strategy so that no community is left behind in understanding the work of and the support that the Council can offer.

vi.   We will continue to support and actively encourage our Staff Equality Groups in order that they are best placed to influence both internal and externally focussed work as well as providing supportive networks for colleagues.

vii. We will continue to develop our Community Conversations approach to ensure that we are hearing from and listening to all communities in South Gloucestershire and working together to better understand the lived experience of communities.

viii. We will implement and mature our Inequalities Dashboard, enabling us to take a whole system approach to tackling inequalities, involving partners across the system in tackling inequalities including the VCSE sector, NHS and Town and Parish Councils.

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1 South Gloucestershire Equalities Voice is made up of: Age UK South Gloucestershire, CVS South Gloucestershire, Diversity Trust – LGBTQ+ Equality Network, South Gloucestershire Over 50's Forum, SARI – Stand Against Racism & Inequality, Southern Brooks Community Partnerships, South Gloucestershire Disability Equality Network, South Gloucestershire Race Equality Network.

ix. We will report our progress against the objectives set out in this Plan on an annual basis. We will report against the stated measures bringing together data and feedback from a wide range of sources such as Community Conversations feedback and feedback from partners and communities.

PRIORITY AREA: HEALTH AND WELLBEING

WHY IS THIS A PRIORITY AREA?

Local authorities have statutory responsibilities for protecting and improving the health of their local population, and for public health services including Public Health Nursing (Health Visitors and School Nurses), prevention services such as stop smoking and healthy weight, most sexual health services and services aimed at reducing drug and alcohol misuse.

Additionally, the local authority has responsibility to lead work to understand the factors that determine health and ill health, and how to change behaviour and promote health and wellbeing in ways that also reduce health inequalities. It also has responsibilities to advise on and contribute to the development of local population health intelligence and though this, develop evidence-based health and wellbeing strategy and policy and services that meet local needs. The local authority works in close partnership with a range of organisations across South Gloucestershire and the wider area to promote good health and wellbeing and address inequalities.

The data shows there are significant and, in some cases, widening inequalities between people living in the most and least deprived areas in South Gloucestershire as well as among and between protected characteristic and vulnerable groups.

Healthy Weight
For children, we know that boys are more likely to be above a healthy weight, as are children living in poverty. The data shows that the most significant gaps are experienced by children from 'Black' and 'Asian' ethnic groups.

In terms of adult obesity, similar patterns emerge from the data analysis. The data shows that people in lower socio-economic groups are more likely to be above a healthy weight as are people with disabilities, especially those with learning disabilities and poor mental health. In terms of ethnicity, people from 'Black' ethnic groups and people from the 'White British' ethnic group are most likely to be above a healthy weight. Men are more likely to be above a healthy weight than women.

Smoking
We know that higher smoking prevalence is associated with many indicators of deprivation and marginalisation. This includes people facing socioeconomic inequalities including those on a lower income or who are unemployed, people living in social housing and/or those without qualifications. Smoking is also more likely in people with a mental health condition, people who are experiencing homelessness, who are in contact with the criminal justice system, lone parents, LGBTQ+ people (especially bisexual people), men and Armed Forces Veterans.

NHS Health Checks
The NHS Health Check is a national commissioned programme designed to reduce the chance of developing cardiovascular disease (CVD) in adults aged 40-74. Attendance at NHS Health Check appointments detects and prevents cardiovascular disease (CVD). People less likely to attend an NHS Health Check appointment are men, people from lower socio-economic groups, people with mental ill health, smokers and carers. The data also shows that people from minority ethnic groups are also potentially less likely to attend an NHS Health Check appointment.

Sexual Health

People with higher risk of poor sexual health outcomes include vulnerable young people, Men who have sex with men, people with learning disabilities, people involved in sex work, gay and bisexual men and people who are homeless.

Alcohol and Drugs

People at higher risk of alcohol or drugs related harms are: people on a low income, men, older people, adults with learning disabilities, people from the 'White British' ethnic group, people identifying as LGBTQ+, Armed Forces Veterans.

OBJECTIVES	MEASURES
i. We will develop a new delivery model of NHS Health Checks (commissioned by Public Health through GPs) to increase the uptake in priority groups including people from Black African, Black Caribbean and South Asian heritage, men and people living in areas of high deprivation.	Percentage of priority groups receiving an NHS Health Check.
ii. We will ensure that all public health commissioned services have identified inequalities relevant to that service and are actively reducing them.	Improvements in addressing inequalities evidenced in provider performance data and reviews.
iii. We will ensure that additional Stop Smoking funding (2024-2027) and Swap to Stop pharmacotherapy allocations are used to expand access and availability of evidence-based support. As smoking rates are significantly higher within areas of high deprivation, and some treatment and care populations are at increased risk of harm from smoking (maternity, CVD, Respiratory, mental health) we will prioritise high coverage and access for these populations, using a proportionate-universalism approach.	Stop Smoking data covering priority communities accessing services and quit rates.
iv. We will ensure the redesigned tier 2 healthy weight service is targeted and accessed by those most in need including men, those living in areas of high deprivation, pre-and-post natal women.	Demographic and protected characteristic data covering access, uptake, retention and outcomes.
v. We will work to support people moving into the area as part of Resettling Communities to access health and wellbeing services.	Access to Primary Care Services data.

PRIORITY AREA: EDUCATIONAL ATTAINMENT AND EXPERIENCE

WHY IS THIS A PRIORITY AREA?

Our data and intelligence shows that persistent inequalities exist in relation to Pupil Attainment and Pupil Wellbeing and contributing to this is the variance we see between the position for some cohorts and all pupils in relation to persistence absence from school and rates of exclusions.

For example, we can see that pupils eligible for Free School Meals (FSM), pupils from many minority ethnic groups (including Gypsy, Roma, Traveller pupils) are disproportionately impacted in terms of attainment and these pupils may also have higher rates of persistent absence and/or are subject to higher rates of fixed-term or permanent exclusions from school.

In terms of wellbeing, we know that there has been a decline in pupil wellbeing (e.g. mental health, confidence, self-esteem, anxiety etc. as measured by the Warwick/Edinburgh Wellbeing Scale) across the school population and our data clearly shows that pupils from minority ethnic groups and LGBTQ+ pupils (especially lesbian and bisexual girls and young women) have a disproportionately lower level of positive indicators of good mental health and wellbeing.

We also know that the proportion of South Gloucestershire pupils who are eligible for Free School Meals (FSM) has nearly doubled over the last 6 years and that pupils with disabilities and pupils from most minority ethnic groups are disproportionately overrepresented in this eligibility data.

We also know that pupils with SEND, specifically those on SEN Support, do less well in South Gloucestershire than in other Authority areas.

In summary, whilst in key measures for children and young people overall, educational attainment has been improving, for some children and young people there has been a decline and a widening of the attainment gap between some key groups (including for some minority ethnic groups; some children with special educational needs; and some LGBTQ+ young people).

The reasons behind this are varied and therefore require development of strategies based on sound understanding of the issues affecting some groups leading to poor attainment levels. However, for all groups this can only be taken forward in partnership with schools and through a good level of engagement with children and young people who are able to tell us about their lived experience of the education system in South Gloucestershire and what would help to deliver a positive change.

OBJECTIVES AND MEASURES OF SUCCESS

OBJECTIVES	MEASURES
i. We will work in partnership with schools to improve attendance and reduce levels of persistent absence to ensure that pupils have the best opportunities to learn and attain.	Persistent school absence data disaggregated according to protected characteristics & FSM.
ii. We will work in partnership with schools to reduce levels of fixed-term and permanent school exclusion to ensure that pupils have the best opportunities to learn and attain.	School exclusions data disaggregated according to protected characteristics & FSM.
iii. We will continue to monitor elective home education levels, supporting families to make appropriate choices for their children.	Elective home education data disaggregated according to protected characteristics & FSM.
iv. We will work in partnership with our schools to support them in improving pupil attainment.	Pupil attainment data for all key stages disaggregated according to protected characteristics & FSM.
v. We will work in partnership with our schools to support them in improving pupil wellbeing.	Pupil wellbeing data disaggregated according to protected characteristics & FSM.
vi. We will continue with our successful Equality in Education Taskforce which delivers specific work in respect of Race Equality, LGBTQ+ Equality and addressing the negative impact of socio-economic disadvantage.	Commentary covering work delivered by the Taskforces, including data covering schools working towards the South Gloucestershire Equality Mark for Schools.
vii. We will work to support children and young people within our new and resettling communities moving into the area to thrive in education.	School placement data. Attendance and attainment data.

PRIORITY AREA: POVERTY AND FINANCIAL HARDSHIP

WHY IS THIS A PRIORITY AREA?

Experience of poverty is growing in South Gloucestershire.

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

Children and adults in low-income households are more likely to, for example: have poorer educational outcomes, and have lower paid work as an adult than their peers; have a shorter life expectancy and healthy life expectancy; live in areas more impacted by poor air quality; live in poor quality housing; be an unhealthy weight; develop preventable long term health conditions.

This is reflected in our local data as we have seen an increase in the number of people experiencing poverty. In the autumn of 2022 research conducted by the Council found:

- Families with children, younger adults <45, women, those from Black, Asian and Minority Ethnic groups, those who are renting privately, those who have been unemployed or experienced long-term sickness have noted greater difficulty or have had to make more changes.

- Minority ethnic respondents are also suffering disproportionately, with 20% experiencing difficulty or great difficulty, compared to 13% of the population overall.

- People with disabilities feel much worse off than a year ago, 33% feel this compared to 21% of non-disabled respondents.

- More than 2 in 3 respondents (69%) felt worse off than they were a year ago, and nearly 1 in 4 (23%) respondents reported their situation had deteriorated significantly over the past year.

Citizen's Advice South Gloucestershire have seen a 10-fold increase in foodbank referrals – up from 6 clients a month on average pre-covid to now over 60 a month.

We know that people aged between 22 and 50, disabled people, households with children and 'Black/Black British', and people stating 'other ethnicities' are over-represented in applying to the Household Support Fund.

The proportion of children eligible for Free School Meals in South Gloucestershire has nearly doubled over the last 6 years with disabled children and young people and children from nearly every minority ethnic group being disproportionately over-represented in this eligibility data.

In South Gloucestershire, the Census 2021 tells us that, depending upon ethnicity, people from minority ethnic groups are between 1.5 times and 3.5 times more likely than average to be unemployed and that in employment, people from minority ethnic groups in South Gloucestershire are over-represented in lower paid work.

OBJECTIVES	MEASURES
i. Working with our communities we will increase take-up of available financial support to those known to be disproportionately impacted by financial pressures.	Percentage take-up of available financial support for protected characteristic groups and Armed Forces Veterans.
ii. We will increase the number of people taking up benefits that they are entitled to.	Percentage increase in take-up of benefits entitled to according to protected characteristic groups.
iii. We will reduce the gap between eligibility of Free School Meals and actual take up.	Overall Free School Meals take-up data for protected characteristic groups. Eligibility versus take-up data for protected characteristic groups.
iv. We will move away from a crisis response to a strategic medium/long-term approach of tackling inequality/financial inequality through the adoption and implementation of a Financial Wellbeing Framework. We will work with communities to develop specific actions.	Commentary covering actions developed and implemented.

PRIORITY AREA: HOUSING

WHY IS THIS A PRIORITY AREA?

South Gloucestershire data shows that the following groups are disproportionately over-represented in the housing need data:

- Females

- Disabled People

- People aged 25 – 44

- Asian/Asian British – Bangladeshi

- Black/African/Caribbean/Black British – African

- Black/African/Caribbean/Black British - Other

- Mixed/Multiple Ethnic Groups - White & Black Caribbean

- Mixed/Multiple Ethnic Groups - Other

- White - Gypsy or Irish Traveller

- White – Other

- Any Other ethnic group

- LGBTQ+ communities

People from minority ethnic backgrounds are:

- more likely to be living in overcrowded conditions.

- more likely to be in rented housing (70% of white British households own their home versus 40% of BAME households in the South West region).

- Social renting is particularly high among people from some ethnic minority groups.

The majority of those seeking housing and homelessness advice and assistance are women with dependent children, young people, disabled people and people from minority ethnic groups.

There is a significant and growing need for accessible and adaptable housing.

There has historically been a sustained level of unmet need for Gypsy, Travellers and Travelling Showpeople in South Gloucestershire.

Affordability of housing is an essential issue to tackle for all and especially considering the over representation of many groups as set out above. This relates to the overall capital costs of housing, particularly in the private rented sector, where many households do not have the funds to pay a deposit/first month's rent to secure a property and will struggle to meet monthly rent costs, where the rent is often significantly above the Local Housing Allowance rates for the district. Households can also struggle with the general running costs of their home including heating. Low income and vulnerable households are more likely to be in fuel poverty and will be further impacted by poorer health outcomes due to the cost of heating their homes.

Meeting the housing needs of the armed forces community is important, especially as South Gloucestershire has a significant population of armed forces personnel (current and former).

People in lower socio-economic groups are less able to undertake the housing adaptions required to mitigate the impacts of a changing climate.

National data show that over 20% of the youth homeless population in the UK identify as LGBTQ+, meaning significant overrepresentation in homelessness. On a local level, the number of LGBTQ+ young people approaching the council for housing advice is significantly lower than the national picture. However, to begin with, we need to better understand the scale of homelessness amongst this group and proactively develop our work accordingly.

OBJECTIVES	MEASURES
i. We will increase the supply of high-quality housing to meet identified need.	Number of affordable homes delivered against target. Number of Rural homes delivered. Number of Family homes (3 bed +). Number of supported housing units delivered. Number of wheelchair accessible units delivered M4(3) standard. Number of units delivered M4(2) adaptable standard.
ii. We will reduce fuel poverty by providing home improvements for low-income households.	Data covering uptake of the Warm and Well scheme according to protected characteristics.
iii. We will support people to maintain and adapt their homes to meet current and future needs (age well at home).	Number of Care Act Grants delivered. Number of Disabled Facilities Grants delivered.
iv. We will ensure appropriate provision is made for Gypsy, Roma, Traveller accommodation and increase the supply of Gypsy, Roma, Traveller pitches to meet need.	Number of pitches against target.
v. We will take a cross department approach to identify the issues leading to, and those at risk of, homelessness, especially amongst LGBTQ+ communities, and develop a strategy to improve access to focused homelessness advice and support and safe housing.	Percentage of people identifying as LGBTQ+, who positively resolve their housing situation when compared to the total number of approaches. Information and data from local organisations supporting young people and LGBTQ+ communities in support of our work to address this issue. Information and data on people supported through homelessness prevention duties.
vi. We will work to support people moving into the area as part of Resettling Communities to access housing.	Homelessness and housing data.

PRIORITY AREA: ADULT SOCIAL CARE

WHY IS THIS A PRIORITY AREA?

Adult Social Care provides a range of support and services to adult residents of South Gloucestershire with social care needs. Adult Social Care aims to help people stay independent, safe and well so they can live the lives they want to. This includes people who are frail, older people, people with disabilities, learning difficulties, neurodiversity, people experiencing mental health difficulties and their families and carers. The service provides advice and guidance, aids and adaptions for daily living, technology enabled care to support people living as independently as possible. Through partnership working with communities, the Prevention Fund is investing in improving access to information, advice and guidance. The service includes one elderly person's residential care home and a dementia day care centre.

Adult Social Care Commissioning and Partnerships designs, commissions, supports and brokers services to meet needs, working to develop and support the local market, including formal and informal social care provision and VCSE bodies.

The Adult Social Care Outcomes Framework data is collated annually across all Adult Social Care services. The data shows that satisfaction with Adult Social Care services is lower than the South West mean and the All England average. Looking in further detail, Council data indicates that residents from minority ethnic groups and younger adults are least satisfied with adult social care services. The data also indicates that residents from minority ethnic groups are proportionally more likely to be subject of a mental health act assessment and/or be detained under the Mental Health Act. There are also developments to be made in regard to the extent to which care for older adults is positively experienced by people from LGBTQ+ communities.

OBJECTIVES	MEASURES
i. We will ensure high satisfaction levels across all adult social care service users.	Service user satisfaction data disaggregated according to protected characteristic.
ii. We will ensure excellent Care Homes in South Gloucestershire which meet the needs of all.	Annual feedback data and information from Care Homes regarding protected characteristics. Commentary regarding actions planned and taken to meet the needs of all diverse service users.
iii. We will deliver excellent Home Care services for all.	Annual Home Care satisfaction survey results according to protected characteristic with commentary on actions planned and taken as a result.
iv. We will assess our commissioning approach to Home Care to ensure it sufficiently reflects the changing needs arising from increasing diversity in our community.	Commentary covering developments to commissioning approaches
v. Adult Social Care – we will increase the proportion of older people (over 65yrs) who are still at home 91 days after discharge from hospital.	Data assessing the proportion of older people (over 65yrs) who are still at home 91 days after discharge from hospital disaggregated according to protected characteristic.
vi. We will ensure excellent reablement services which meet the needs of all diverse service users.	Reporting against quality standards for reablement providers in relation to meeting culturally specific needs as part of reablement, with commentary on actions planned and taken.
vii. We will increase independent living opportunities for people with Learning Disabilities.	Proportion of people with a learning disability who are living independently.

PRIORITY AREA: CHILDREN'S SOCIAL CARE

WHY IS THIS A PRIORITY AREA?

Children's Social Care and Preventative services delivers a wide range of services to young people aged 0-25 through the provision of both statutory and preventative services. We work with partners to secure the best outcomes for young people, including AWP, Education Learning & Skills and Health services. Our aim is to work with families and their networks and carers to enable children and young people to remain within their family and community unless it is not safe for them to do so. We recruit and support foster carers so young people can remain local. For a small number of young people who have been through the care proceedings system we work with Adoption West to secure forever families for them.

We know there is a significant over-representation of children and young people from minority ethnic groups in contact with Children's Social Care, and who are subject to Section 47 enquiries and Child Protection Plans.

We also know that in terms of children leaving care, children from minority ethnic groups are more likely to be 'Not in Education Employment or Training (NEET).

OBJECTIVES	MEASURES
i. All children and families get the Right help in the Right way at the Right time.	According to Protected Characteristics: No. of Access contacts Rate of Children in Need Rate of Child Protection Rate of Children in Care
ii. We want the children in our care, or who have been in our care to have a safe, stable home, be thriving and be prepared for a successful adult life.	According to Protected Characteristics: Education, Employment and Training status of care leavers. Suitable accommodation for care leavers. Percentage of children with 3+ Placement moves in 12 months.
iii. We will treat all children and families with respect, we will listen make a positive difference to them.	Children and families feedback.
iv. We will work with care leavers to co-produce changes to Council policy and processes that provide more recognition and reassurance that we value them.	Commentary covering policy development and impacts delivered.

PRIORITY AREA: EMPLOYMENT

WHY IS THIS A PRIORITY AREA?

The gender pay gap at South Gloucestershire Council is higher than the national average in the public sector. We also know that disparities exist in staff satisfaction levels and that representation across the workforce of our diverse communities needs to be improved in order that we can closely match the needs of our population.

In South Gloucestershire, the Census 2021 tells us that, depending upon ethnicity, people from minority ethnic groups are between 1.5 times and 3.5 times more likely than average to be unemployed. We also know that depending upon ethnicity, people from minority ethnic groups are significantly over-represented in lower paid work in South Gloucestershire.

The proportion of disabled people with no qualifications is nearly three times that of non-disabled people, and disabled people are nearly 2 times less likely to be economically active than non-disabled people.

The Council directly provides a range of support for residents to both gain and to progress within employment through its Community Learning and Skills Team. It also works with several partners, to support individuals to access the support they need to secure and develop within their employment opportunities. Adult education data across the West of England shows a disproportionately lower likelihood of gaining employment or going on to a positive destination after the achievement of adult education qualifications. This disproportionality particularly negatively impacts Younger People, Women, Disabled People and People from some Black, Asian and Minority Ethnic (BAME) backgrounds.

The under-representation of girls in Science, Technology, Engineering and Maths (STEM) subjects has been recognised as a problem needing urgent attention with high-profile reviews calling for increased participation in STEM by women and under-represented minority ethnic groups.[2] This is important for us because the West of England has the second highest GVA outside of London with 3 distinct and overlapping 'sector strengths': advanced engineering including aerospace; creative, cultural and digital industries; and financial, business and legal 'tech' services. Boosting the pipeline of high-level skills is vital to sustaining the growth of the innovation ecosystem, and in particular, STEM skills. Projections also show that low-carbon jobs currently represent less than 1% of all jobs (6,250 out of 7,000,000) in the West of England. However, the potential for green job creation is significant. For the region to meet net zero by 2030, more than 50,000 new jobs would be required - we need to provide our workers with skills in emerging technologies. The West of England has a substantial number of applied research and technology centres. These include:

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2 Equality and Human Rights Commission, Research report 71: Jo Hutchinson, Heather Rolfe, Nicki Moore, Simon Bysshe and Kieran Bentley; University of Derby and National Institute of Economic and Social Research – "All things being equal? Equality and diversity in careers education, information, advice and guidance" **http://www.equalityhumanrights.com/sites/default/files/documents/research/71_careers_information.pdf**

- Bristol Robotics Lab – based in South Gloucestershire
- National Composites Centre - based in South Gloucestershire
- Institute for Advanced Automotive Propulsion Systems - based in South Gloucestershire
- Bristol Digital Futures Institute
- Bristol VR lab

With STEM being central to such a significant economy it is vital that these inequalities are tackled for the benefit of our area. Indeed, the Local Industrial Strategy identifies 'Inclusive Growth with a focus on opportunities for employment and progression for all' as a priority; the West of England wants to remain a place where businesses are keen to locate, where people want to live and where residents have aspiration.

OBJECTIVES	MEASURES
i. We will reduce the Gender Pay gap in South Gloucestershire Council	Mean gender pay gap figure.
ii. We will reduce gaps in employee satisfaction levels between protected characteristic groups in South Gloucestershire Council	Staff satisfaction data disaggregated according to protected characteristics.
iii. We will improve management representation according to protected characteristic in South Gloucestershire Council.	Management representation data for protected characteristics.
iv. We will improve staff representation in South Gloucestershire Council.	Staff data according to protected characteristics with reference to demographics of the local area.
v. We will reduce disparities in Adult Education outcomes, especially in terms of positive destinations post qualification.	Participation data for protected characteristics & socio-economic groups. Success rates for protected characteristics & socio-economic groups. Positive destinations data for protected characteristics & socio-economic groups. Employment rates among people with learning disabilities.
vi. As a core component of the work of the South Gloucestershire Partnership, we will prioritise representation in Green Skills and job participation by those who are under-represented.	Participation in GCSE, 'A'-Level and further and higher education STEM subjects according to protected characteristics. Positive destination data for GCSE, 'A'-Level and further and higher education STEM subjects according to protected characteristics
vii. We will work to support people moving into the area as part of Resettling Communities to thrive in employment.	Employment support data and employment rates data.

PRIORITY AREA: ACCESSIBILITY, ESPECIALLY IN TERMS OF DIGITAL INCLUSION, TRANSPORT, PLACE AND THE WIDER ECONOMY.

WHY IS THIS A PRIORITY AREA?

Digital Inclusion
Our data and results of our engagement tells us that disabled people and older people are significantly less likely than average to be digitally active and to want to see more services being made available online. In addition, people with lower incomes are significantly less likely to be online, particularly due to the availability of affordable broadband.

Public Transport
Our data and information tells us that Disabled People and in addition, older people are consistently less satisfied than average with bus services and bus stops/shelters.

Place
The built and natural environment should be accessible for all – this is not only morally and legally right, it is economically right. Disabled People in the UK (circa 60% of whom are older people) have a spending power of £274bn per year to UK businesses. However, we know that high street shops, for example, lose out on £267m per month due to inaccessibility.

The Covid-19 pandemic shone a light on disproportionalities in terms of having local access to open spaces with some communities having significantly less opportunities than others.

The Wider Economy
All-female-led companies represented 20% of all businesses in the UK in 2022, up from 16% in 2018. Up to £250 billion of new value could be added to the UK economy if women started and scaled new businesses at the same rate as UK men. Even if the UK were to achieve the same average share of women entrepreneurs as best-in-class peer countries, this would add £200 billion of new value to the UK economy (Rose Review of Female Entrepreneurship, HM Treasury 2019)

6.6% of SMEs in England are minority-ethnic led.[3] Depending on ethnicity there are differing rates of business ownership, for example business owners are most likely to be of Indian heritage, whereas people from a Black African heritage are the least likely to own a SMEs.

Overall, people from minority ethnicities in the UK are consistently more entrepreneurial than the White population.[4] For example, among those thinking about going into business, the rate for ethnic minority groups is around twice that of the White population; the difference is significantly higher when comparing the Black community (23%) and the White population (7%).

3   https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/business/leader-ship-of-small-and-medium-enterprises/latest#main-facts-and-figures

4   https://www.money.co.uk/business/business-statistics/diversity-in-business-statistics

We know that there are often differing issues which are prioritised by women and minority ethnic led businesses, for example, accessing investment and the services available which nurture and support business growth. In order to positively impact our economy, it is important that these businesses which form such a significant part of our economy are nurtured and supported in ways that are no longer 'one size fits all' approaches, but which meets both demand and need and which enables them to flourish.

OBJECTIVES	MEASURES
i. We will increase opportunities for residents to become digitally active, especially disabled people, older people and people on lower incomes.	Digital activity rates for residents with protected characteristics analysis. Percentage of disabled people, older people and people on lower incomes stating they wish to see more council services available online.
ii. We will maintain and improve bus stops and shelters to support access to public transport, especially people with access needs.	Number of new and upgraded bus stops - with commentary. Satisfaction levels of residents with bus stops/shelters according to protected characteristics (as captured via bi-annual Streetcare Satisfaction Survey).
iii. We will work with the West of England Combined Authority (WECA) to support delivery of the regional Bus Service Improvement Plan.	Commentary on support work delivered.
iv. We will work to improve accessibility on our high streets	Commentary covering high streets which have received both significant and minor works which have improved accessibility for residents and visitors – especially disabled residents and visitors.
v. We will work to improve mobility facilities at uncontrolled crossing points in priority areas.	Number of crossing points upgraded.
vi. We will work to improve accessibility to parks and open spaces.	Commentary covering key work delivered for parks and open spaces which have improved accessibility.
vii. We will undertake accessibility audits of our public toilets and deliver prioritised work to enhance accessibility for all.	Number of public toilets where works to enhance accessibility has been delivered with commentary.
viii. We will undertake accessibility audits of our libraries and deliver prioritised work to enhance accessibility for all.	Number of libraries where works to enhance accessibility has been delivered with commentary.
ix. We will undertake accessibility audits of our One Stop Shops and deliver prioritised work to enhance accessibility for all.	Number of One Stop Shops where works to enhance accessibility has been delivered with commentary.

OBJECTIVES (continued)	MEASURES (continued)
x. We will deliver more Changing Places Toilets in South Gloucestershire so that everyone, regardless of their access needs or disability can use a toilet facility with dignity and hygienically.	Number of Changing Places Toilets delivered.
xi. We will work in partnership with Circadian Leisure Trust to support work which enhances accessibility to both facilities and activities.	Facilities enhanced. Inclusive activities delivered.
xii. We will ensure that local planning policies enable new housing to be served by appropriate levels of infrastructure (services and facilities) to meet the needs arising from the development e.g., bus links, pavements, accessible and attractive green spaces, health facilities and schools etc	Policy developments made.
xiii. We will improve the accessibility of information about Council services to Gypsy, Roma, Traveller communities and continue to improve understanding and meet the needs of Gypsy, Roma, Traveller communities by ensuring a robust and accessible means of getting their voices heard.	Set up of an accessible page on the Council's website, specifically aimed at the Traveller communities. Creation of a Gypsy, Roma, Traveller Women's Group that is effective in raising support community issues in the right places at the right times. Commentary covering community engagement work delivered and resultant improvement actions implemented.
xiv. We will celebrate Gypsy, Roma, Traveller History Month annually, and we will continue to celebrate LGBT History Month, International Women's Day, International Day for Persons with Disabilities and Black History Month.	Delivery of events at Gypsy, Roma, Traveller site(s) alongside partners (e.g. Fire Service, Ambulance Service, Waste Management Division), promoting family safety. Delivery of events to celebrate and recognise LGBT History Month, International Women's Day, International Day for Persons with Disabilities and Black History Month.
xv. The Council business support programme will incorporate delivery of: – A targeted "Women in Business" measure as part of the wider business ecosystem development. – A focussed, business support measure aimed towards driving employment growth. Particularly in areas of higher unemployment and within under-represented groups.	Output data and demographic data captured through delivery of the business support service.

PRIORITY AREA: TACKLING INEQUALITIES AS PART OF WORK TO ADDRESS THE CLIMATE AND NATURE EMERGENCY

WHY IS THIS A PRIORITY AREA?

The data we hold on climate risk is national and details the key groups who will be likely to be disproportionally impacted by the local impacts of a changing climate, these are elderly people 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 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.

OBJECTIVES	MEASURES
i. We will communicate the local impacts of a changing climate and the likely risks that all our diverse communities and individuals will face.	Number of targeted engagement activities with diverse communities and communities who experience socio economic inequality.
ii. We will build individual and community resilience to the impacts of a changing climate.	Number of communications campaigns delivered. All projects in the annual Climate and Nature Emergency Action Plan will be assessed for equalities impacts with actions identified and reported via the annual equality report.
iii. We will support a just transition in moving to a zero carbon and climate resilient economy.	All projects in the annual Climate and Nature Emergency Action Plan will be assessed for equalities impacts with actions identified and reported via the annual equality report.

PRIORITY AREA: HATE CRIME

WHY IS THIS A PRIORITY AREA?

The level of hate crime in South Gloucestershire continues to grow. It mirrors the **growth rates seen across England and Wales**.

In South Gloucestershire, there has been a 46% increase in hate crimes reported to the police over the last 4 years.

It is also noted that some 'types' of hate crime are rising at an alarming rate, for example, over the last 4 years, there has been a 250% rise in transphobic hate crime.

The Council's Safer and Stronger Communities Strategic Plan works to reduce the prevalence of hate crime and brings resource to co-ordinate and drive this work with our partners; this includes the commissioning of SARI (Stand Against Racism and Inequality) to support victims of hate crime.

OBJECTIVES	MEASURES
i. We will prevent crime where the victim believes they have been targeted specifically because of their personal characteristics including: Disability; Race; Religion; Sexual Orientation; Gender; Transgender identity	Prevalence of hate crime data. Public confidence in our response to hate crime data. Information covering behaviour change of those committing hate crime. Education of young people to stop future hate crime data and information.
ii. We will deliver a wide range of hate crime support to new and resettling communities, with a clear focus on supporting LGBTQ+ communities.	Commentary covering support provided.

APPENDIX 1
OBJECTIVES AND MEASURES QUICK REFERENCE

The following sets out the priority objectives and measures in working towards our ambition in 'quick reference' format.

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Health and Wellbeing	i. We will develop a new delivery model of NHS Health Checks (commissioned by Public Health through GPs) to increase the uptake in priority groups including people from Black African, Black Caribbean and South Asian heritage, men and people living in areas of high deprivation.	Percentage of priority groups receiving an NHS Health Check.	Public Health
	ii. We will ensure that all public health commissioned services have identified inequalities relevant to that service and are actively reducing them.	Improvements in addressing inequalities evidenced in provider performance data and reviews.	
	iii. We will ensure that additional Stop Smoking funding (2024-2027) and Swap to Stop pharmacotherapy allocations are used to expand access and availability of evidence-based support. As smoking rates are significantly higher within areas of high deprivation, and some treatment and care populations are at increased risk of harm from smoking (maternity, CVD, Respiratory, mental health) we will prioritise high coverage and access for these populations, using a proportionate-universalism approach.	Stop Smoking data covering priority communities accessing services and quit rates.	
	iv. We will ensure the redesigned tier 2 healthy weight service is targeted and accessed by those most in need including men, those living in areas of high deprivation, pre-and-post natal women.	Demographic and protected characteristic data covering access, uptake, retention and outcomes.	
	v. We will work to support people moving into the area as part of Resettling Communities to access health and wellbeing services.	Access to Primary Care Services data.	Commissioning, Housing and Partnerships

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Educational attainment and experience	i. We will work in partnership with schools to improve attendance and reduce levels of persistent absence to ensure that pupils have the best opportunities to learn and attain.	Persistent school absence data disaggregated according to protected characteristics & FSM.	Education Learning and Skills
	ii. We will work in partnership with schools to reduce levels of fixed-term and permanent school exclusion to ensure that pupils have the best opportunities to learn and attain.	School exclusions data disaggregated according to protected characteristics & FSM.	
	iii. We will continue to monitor elective home education levels, supporting families to make appropriate choices for their children.	Elective home education data disaggregated according to protected characteristics & FSM.	
	iv. We will work in partnership with our schools to support them in improving pupil attainment.	Pupil attainment data for all key stages disaggregated according to protected characteristics & FSM.	
	v. We will work in partnership with our schools to support them in improving pupil wellbeing.	Pupil wellbeing data disaggregated according to protected characteristics & FSM.	
	vi. We will continue with our successful Equality in Education Taskforce which delivers specific work in respect of Race Equality, LGBTQ+ Equality and addressing the negative impact of socio-economic disadvantage.	Commentary covering work delivered by the Taskforces, including data covering schools working towards the South Gloucestershire Equality Mark for Schools.	
	vii. We will work to support children and young people within our Resettling Communities moving into the area to thrive in education.	School placement data. Attendance and attainment data.	Commissioning, Housing and Partnerships

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Poverty and financial hardship	i. Working with our communities we will increase take-up of available financial support to those known to be disproportionately impacted by financial pressures.	Percentage take-up of available financial support for protected characteristic groups and Armed Forces Veterans.	Community Development
	ii. We will increase the number of people taking up benefits that they are entitled to.	Percentage increase in take-up of benefits entitled to according to protected characteristic groups.	
	iii. We will reduce the gap between eligibility of Free School Meals and actual take up.	Overall Free School Meals take-up data for protected characteristic groups. Eligibility versus take-up data for protected characteristic groups.	Community Development and Education, Learning & Skills
	iv. We will move away from a crisis response to a strategic medium/long-term approach of tackling inequality/financial inequality through the adoption and implementation of a Financial Wellbeing Framework. We will work with communities to develop specific actions.	Commentary covering actions developed and implemented.	Community Development
Housing	i. We will increase the supply of high-quality housing to meet identified need.	Number of affordable homes delivered against target. Number of Rural homes delivered. Number of Family homes (3 bed +). Number of supported housing units delivered. Number of wheelchair accessible units delivered M4(3) standard. Number of units delivered M4(2) adaptable standard.	Place Shaping, Place Operations (Customer & Regulation), Private Sector Housing

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Housing	ii. We will reduce fuel poverty by providing home improvements for low-income households.	Data covering uptake of the Warm and Well scheme according to protected characteristics.	
	iii. We will support people to maintain and adapt their homes to meet current and future needs (age well at home).	Number of Care Act Grants delivered. Number of Disabled Facilities Grants delivered.	
	iv. We will ensure appropriate provision is made for Gypsy, Roma, Traveller accommodation and increase the supply of Gypsy, Roma, Traveller pitches to meet need.	Number of pitches against target.	Planning/Place Shaping
	v. We will take a cross department approach to identify the issues leading to, and those at risk of, homelessness, especially amongst LGBTQ+ communities, and develop a strategy to improve access to focused homelessness advice and support and safe housing.	Percentage of people identifying as LGBTQ+, who positively resolve their housing situation when compared to the total number of approaches. Information and data from local organisations supporting young people and LGBTQ+ communities in support of our work to address this issue.	Commissioning, Housing and Partnerships
	vi. We will work to support people moving into the area as part of Resettling Communities to access housing.	Homelessness and housing data.	
Adult Social Care	i. We will ensure high satisfaction levels across all adult social care service users.	Service user satisfaction data disaggregated according to protected characteristic.	Adult Social Care
	ii. We will ensure excellent Care Homes in South Gloucestershire which meet the needs of all.	Annual feedback data and information from Care Homes regarding protected characteristics. Commentary regarding actions planned and taken to meet the needs of all diverse service users.	Commissioning, Housing and Partnerships

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Adult Social Care	iii. We will deliver excellent Home Care services for all.	Annual Home Care satisfaction survey results according to protected characteristic with commentary on actions planned and taken as a result.	Commissioning, Housing and Partnerships
	iv. We will assess our commissioning approach to Home Care to ensure it sufficiently reflects the changing needs arising from increasing diversity in our community.	Commentary covering developments to commissioning approaches	
	v. Adult Social Care – we will increase the proportion of older people (over 65yrs) who are still at home 91 days after discharge from hospital.	Data assessing the proportion of older people (over 65yrs) who are still at home 91 days after discharge from hospital disaggregated according to protected characteristic.	Adult Social Care
	vi. We will ensure excellent reablement services which meet the needs of all diverse service users.	Reporting against quality standards for reablement providers in relation to meeting culturally specific needs as part of reablement, with commentary on actions planned and taken.	Commissioning, Housing and Partnerships
	vii. We will increase independent living opportunities for people with Learning Disabilities.	Proportion of people with a learning disability who are living independently.	
Children's Social Care	i. All children and families get the Right help in the Right way at the Right time.	Outcomes scorecard disaggregated for Protected Characteristics (referrals, assessments, visits, plans)	Children's Social Care
	ii. We want the children in our care, or who have been in our care to have a safe, stable home, be thriving and be prepared for a successful adult life.	Data disaggregated for Protected Characteristics (EET, placement data moves/stability/permanence, health checks, passports to independence, pathway plans)	
	iii. We will treat all children and families with respect, we will listen make a positive difference to them.	Children and families feedback.	

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Children's Social Care	iv. We will work with care leavers to co-produce changes to Council policy and processes that provide more recognition and reassurance that we value them.	Commentary covering policy development and impacts delivered.	Children's Social Care
Employment	i. We will reduce the Gender Pay gap in South Gloucestershire Council	Mean gender pay gap figure.	HR
	ii. We will reduce gaps in employee satisfaction levels between protected characteristic groups in South Gloucestershire Council	Staff satisfaction data disaggregated according to protected characteristics.	
	iii. We will improve management representation according to protected characteristic in South Gloucestershire Council.	Management representation data for protected characteristics.	
	iv We will improve staff representation in South Gloucestershire Council.	Staff data according to protected characteristics with reference to demographics of the local area.	
	v. We will reduce disparities in Adult Education outcomes, especially in terms of positive destinations post qualification.	Participation data for protected characteristics & socio-economic groups. Success rates for protected characteristics & socio-economic groups. Positive destinations data for protected characteristics & socio-economic groups. Employment rates among people with learning disabilities.	Education, Learning and Skills Education, Learning and Skills/Adult Social Care

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Employment	vi. As a core component of the work of the South Gloucestershire Partnership, we will prioritise representation in Green Skills and job participation	Participation in GCSE, 'A'-Level and further and higher education STEM subjects according to protected characteristics Positive destination data for GCSE, 'A'-Level and further and higher education STEM subjects according to protected characteristics	Education, Learning and Skills
	vii. We will work to support people moving into the area as part of Resettling Communities to thrive in employment.	Employment support data and employment rates data.	Commissioning, Housing and Partnerships
Accessibility, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.	i. We will increase opportunities for residents to become digitally active, especially disabled people, older people and people on lower incomes.	Digital activity rates for residents with protected characteristics analysis. Percentage of disabled people, older people and people on lower incomes stating they wish to see more council services available online.	Business & Resources – Place (Customer Services)
	ii. We will maintain and improve bus stops and shelters to support access to public transport, especially people with access needs.	Number of new and upgraded bus stops - with commentary. Satisfaction levels of residents with bus stops/shelters according to protected characteristics (as captured via bi-annual Streetcare Satisfaction Survey).	Place Operations
	iii. We will work with the West of England Combined Authority (WECA) to support delivery of the regional Bus Service Improvement Plan.	Commentary on support work delivered.	
	iv. We will work to improve accessibility on our high streets	Commentary covering high streets which have received both significant and minor works which have improved accessibility for residents and visitors – especially disabled residents and visitors	Place Shaping

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Accessibility, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.	v. We will work to improve mobility facilities at uncontrolled crossing points in priority areas.	Number of crossing points upgraded.	Place Operations
	vi. We will work to improve accessibility to parks and open spaces.	Commentary covering key work delivered for parks and open spaces which have improved accessibility.	
	vii. We will undertake accessibility audits of our public toilets and deliver prioritised work to enhance accessibility for all.	Number of public toilets where works to enhance accessibility has been delivered with commentary.	Property Services
	viii. We will undertake accessibility audits of our libraries and deliver prioritised work to enhance accessibility for all.	Number of libraries where works to enhance accessibility has been delivered with commentary.	
	ix. We will undertake accessibility audits of our One Stop Shops and deliver prioritised work to enhance accessibility for all.	Number of One Stop Shops where works to enhance accessibility has been delivered with commentary.	
	x. We will deliver more Changing Places Toilets in South Gloucestershire so that everyone, regardless of their access needs or disability can use a toilet facility with dignity and hygienically.	Number of Changing Places Toilets delivered.	
	xi. We will work in partnership with Circadian Leisure Trust to support work which enhances accessibility to both facilities and activities.	Facilities enhanced. Inclusive activities delivered.	
	xii. We will ensure that local planning policies enable new housing to be served by appropriate levels of infrastructure (services and facilities) to meet the needs arising from the development e.g., bus links, pavements, accessible and attractive green spaces, health facilities and schools etc.	Policy developments made.	Planning and Strategic Transport (Place Shaping)

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Accessibility, especially in terms of digital inclusion, transport, the built and natural environment and access to the wider economy.	xiii. We will improve the accessibility of information about Council services to Gypsy, Roma, Traveller communities and continue to improve understanding and meet the needs of Gypsy, Roma, Traveller communities by ensuring a robust and accessible means of getting their voices heard.	Set up of an accessible page on the Council's website, specifically aimed at the Traveller communities. Creation of a Gypsy, Roma, Traveller Women's Group that is effective in raising support community issues in the right places at the right times. Commentary covering community engagement work delivered and resultant improvement actions implemented.	Commissioning, Housing and Partnerships
	xiv. We will celebrate Gypsy, Roma, Traveller History Month annually, and we will continue to celebrate LGBT History Month, International Women's Day, International Day for Persons with Disabilities and Black History Month.	Delivery of events at Gypsy, Roma, Traveller site(s) alongside partners (e.g. Fire Service, Ambulance Service, Waste Management Division), promoting family safety. Delivery of events to celebrate and recognise LGBT History Month, International Day for Persons with Disabilities and Black History Month	Commissioning, Housing and Partnerships; Corporate Equalities
	xv. The Council business support programme will incorporate delivery of: 1. A targeted "Women in Business" measure as part of the wider business ecosystem development. 2. A focussed, business support measure aimed towards driving employment growth. Particularly in areas of higher unemployment and within under-represented groups.	Output data and demographic data captured through delivery of the business support service.	Place Shaping

PRIORITY AREAS	OBJECTIVES	MEASURES	RESPONSIBILITY
Tackling inequalities as part of work to address the Climate and Nature Emergency	i. We will communicate the local impacts of a changing climate and the likely risks that all our diverse communities and individuals will face.	Number of targeted engagement activities with diverse communities and communities who experience socio economic inequality.	Place Operations – Climate & Nature Emergency
	ii. We will build individual and community resilience to the impacts of a changing climate.	Number of communications campaigns delivered. All projects in the annual Climate and Nature Emergency Action Plan will be assessed for equalities impacts with actions identified and reported via the annual equality report.	
	iii. We will support a just transition in moving to a zero carbon and climate resilient economy	All projects in the annual Climate and Nature Emergency Action Plan will be assessed for equalities impacts with actions identified and reported via the annual equality report.	
Hate Crime	i. We will prevent crime where the victim believes they have been targeted specifically because of their personal characteristics including: Disability; Race; Religion; Sexual Orientation; Gender; Transgender identity.	Prevalence of hate crime data. Public confidence in our response to hate crime data. Information covering behaviour change of those committing hate crime. Education of young people to stop future hate crime data and information.	Stronger Communities
	ii. We will deliver a wide range of hate crime support to people moving into the area as part of Resettling Communities, with a clear focus on supporting LGBTQ+ resettling communities.	Commentary covering support provided.	Commissioning, Housing and Partnerships

APPENDIX 2
OUR RESPONSIBILITIES

THE PUBLIC SECTOR EQUALITY DUTY

As a public body we are bound by the Public Sector Equality Duty which is laid out within the Equality Act 2010. If an authority does not consider how its actions can or do affect different groups in different ways, it is unlikely that their actions will have the intended effect – this, in turn, can contribute to inequality and poor outcomes. As such, the Duty requires us to consider how we can positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected in the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review. It is ultimately about ensuring equality and good outcomes for all.

The Public Sector Equality Duty consists of:-

1. A General Equality Duty (which is set out in section 149 of the Equality Act 2010) and;

2. Specific Duties (which are imposed by secondary legislation – The Equality Act 2010 (Specific Duties) Regulations 2017).

THE GENERAL EQUALITY DUTY

The General Equality Duty is made up of three aims which state that a public authority must, in the exercise of its functions, have due regard to the need to:-

1. **Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;**

2. **Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;** this means:-

    -   removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.

    -   taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

    -   encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

3. **Foster good relations between persons who share a protected characteristic and persons who do not share it;** this means:-

    -   tackling prejudice.

    -   promoting understanding.

PROTECTED CHARACTERISTICS

The Duty covers the nine Protected Characteristics as set out in the Equality Act 2010:-

Age   Disability   Gender Reassignment   Pregnancy & Maternity

Race   Religion or Belief   Sex   Sexual Orientation   Marriage and Civil Partnership

THE SPECIFIC DUTIES EXPLAINED

The Specific Duties state that a public authority must carry out the following:-

1. Prepare and publish one or more specific and measurable objectives it thinks it should achieve to do any of the things mentioned in the General Equality Duty.

2. Publish information to demonstrate its compliance with the General Equality Duty annually. The information a public authority publishes must include, in particular, information relating to persons who share a relevant protected characteristic who are its employees and other persons affected by its policies and practices.

3. Publish the above information in such a manner that it is accessible to the public and may do this by publishing the information within another published document.

For clarity, the Specific Duties mean that the Council must do the following:

SPECIFIC DUTIES - EXPLANATION	OVERVIEW OF COUNCIL APPROACHES
Prepare equality objectives ensuring that they are specific and measurable. These are the developments/improvements that the Council aims to achieve.	These objectives are published within this Tackling Inequalities Plan. The objectives are reviewed four-yearly to coincide with the local elections timetable. Progress against the objectives is scrutinised by Senior Managers, Executive Members and is published on an annual basis via our Annual Equality Reports.
Assess and analyse decisions, policies and practices to ensure all that they further the aims of the General Duty.	The Council has a robust Equality Impact Assessment and Analysis (EqIAA) policy and procedure. This ensures that equalities issues are considered as part of all policies and decisions presented for consideration by the Council and is built into service planning and review at all stages. To view our on-going impact assessment and analysis documents please see: **EqIAAs**

SPECIFIC DUTIES - EXPLANATION	OVERVIEW OF COUNCIL APPROACHES
Engage with a full range of interested parties concerning our work to fulfill the Equality Duty when we are setting our equality objectives, developing our action plans and reviewing our progress. This is to ensure that our objectives and actions are focused, relevant and successful in achieving the maximum impact and benefit for all.	The Council commissions equalities partners; together, these partners are known as **South Gloucestershire Equalities Voice** and provide "Visibility, Voice and Influence" for equalities groups, communities and individuals The **South Gloucestershire Equalities Forum**, brings together organisations and individuals living and working in South Gloucestershire to work together the following vision: *We want South Gloucestershire to be a place where people and communities are able to live without fear or experience of discrimination and services are accessed and outcomes delivered on an equal basis for all.* It is chaired by an Equalities Voice partner. Our ambition for our engagement and consultation activity is to hear from a wide range of people from throughout our diverse communities. As well as working with our equalities partners, we work to ensure that our engagement exercises are inclusive and reach all in society.
Monitor the composition of service-users and their experiences (in particular, take-up, satisfaction and outcomes) of our services on an annual basis. The results of this monitoring should be analysed and interpreted so that it can be used to identify actions that can be taken to advance equality and good relations.	The Council has in place a well-established monitoring policy covering the monitoring of protected characteristics and beyond. All teams follow this Policy in order to establish service-user experience - in particular, take-up, satisfaction and outcomes. In turn, this information is triangulated using national information and resident engagement feedback in order that service planning takes account of any disparities and inequalities, and develop actions to address them.
Monitor the composition of our workforce on an annual basis. The results of this monitoring should be analysed and interpreted so that it can be used to identify actions that can be taken to advance equality and good relations.	This work is carried out and reported each year. Results from Staff Surveys are also considered as part of this process. To view our workforce monitoring results which is published in our Equalities in Employment Reports, please see: **Workforce Equalities Monitoring**
Publish information concerning our equalities work and progress annually; either as an individual document or as part of another report.	This information is included each year in our Annual Equalities Reports which are published on the Council's website. See: **Annual Equalities Reports** See: **EqIAAs** See: **Workforce Equalities Monitoring**
When undertaking procurement, have due regard to equality and consider the extent to which equality considerations are relevant and proportionate to the subject matter of the contract.	The Council's Equalities In Procurement and Commissioning Policy and Procedure is well established and sets out how we work to ensure the aims of the Equality Duty are met through our procurement and commissioning work.

APPENDIX 3
RESIDENT CONSULTATION FEEDBACK

The consultation survey asked which of the 10 Priority Areas residents would like to see the council particularly focus upon in its work. The consultation results are as follows:

Note:

- Areas highlighted GREEN are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.

- Areas highlighted RED are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

PRIORITY AREA	Total (All Respondents)	Female	Male	18 to 44	45 to 64	65+	Disabled	Non-disabled	White British	White Other	Minority Ethnic Groups	LGBTQ+	Heterosexual	Carer	Not a carer	Armed forces	Not armed forces
Health (including mental health)	54%	60%	49%	54%	55%	52%	64%	53%	54%	56%	64%	54%	55%	60%	54%	48%	55%
Educational attainment & experience	40%	37%	42%	48%	41%	37%	33%	46%	40%	48%	36%	38%	43%	41%	44%	40%	43%
Poverty and financial hardship	33%	36%	30%	35%	33%	31%	34%	34%	32%	40%	31%	50%	35%	34%	34%	28%	34%
Housing	32%	30%	33%	32%	30%	34%	46%	27%	32%	24%	33%	29%	30%	34%	29%	40%	29%
Adult social care	32%	32%	32%	16%	33%	38%	40%	31%	33%	13%	15%	8%	32%	42%	30%	36%	32%
Children's social care	32%	30%	31%	35%	32%	30%	25%	32%	31%	30%	31%	21%	32%	32%	31%	32%	31%
Employment	23%	19%	26%	26%	24%	22%	12%	22%	23%	19%	31%	29%	21%	18%	22%	20%	22%
Accessibility (digital inclusion, transport, built & natural environment, wider economy)	22%	24%	21%	18%	20%	25%	17%	20%	22%	19%	28%	21%	20%	18%	21%	16%	20%
Tackling inequalities in addressing Climate & Nature Emergency	16%	18%	14%	17%	17%	13%	12%	15%	16%	21%	10%	17%	15%	9%	16%	20%	16%
Hate Crime	11%	10%	12%	11%	11%	11%	10%	11%	11%	13%	26%	25%	10%	9%	11%	12%	10%

THE FOLLOWING TABLE SHOWS HOW EACH 'GROUP' OF RESIDENTS PRIORITISED THE 10 AREAS:

Priority	Female	18 to 44	Male	45 to 64	65+	Disabled	Non-disabled	White British	White Other	Minority Ethnic Groups	LGBTQ+	Heterosexual	Carer	Armed forces
1	Health	Health	Health	Health)	Health	Health	Health	Health	Health	Health	Health	Health	Health	Health
2	Education	Education	Education	Education	Adult social care	Housing	Education	Education	Education	Education	Poverty & financial hardship	Education	Adult social care	Education
3	Poverty & financial hardship	Housing	Poverty & financial hardship	Poverty & financial hardship	Education	Adult social care	Poverty & financial hardship	Adult social care	Poverty & financial hardship	Housing	Education	Poverty & financial hardship	Education	Housing
4	Housing	Adult social care	Housing	Adult social care	Housing	Poverty and financial hardship	Children's social care	Poverty & financial hardship	Children's social care	Poverty & financial hardship	Housing	Housing	Poverty & financial hardship	Adult social care
5	Adult social care	Children's social care	Children's social care	Children's social care	Poverty & financial hardship	Education	Adult social care	Housing	Housing	Children's social care	Employment	Adult social care	Housing	Children's social care
6	Children's social care	Poverty & financial hardship	Employment	Housing	Children's social care	Children's social care	Housing	Children's social care	Climate & Nature Emergency	Employment	Hate Crime	Children's social care	Children's social care	Poverty & financial hardship
7	Accessibility	Employment	Accessibility	Employment	Accessibility	Accessibility	Employment	Employment	Employment	Accessibility	Accessibility	Employment	Employment	Employment
8	Employment	Accessibility	Climate & Nature Emergency	Accessibility	Employment	Employment	Accessibility	Accessibility	Accessibility	Hate Crime	Children's social care	Accessibility	Accessibility	Climate & Nature Emergency
9	Climate & Nature Emergency	Climate & Nature Emergency	Adult social care	Climate & Nature Emergency	Climate & Nature Emergency	Climate & Nature Emergency	Climate & Nature Emergency	Climate & Nature Emergency	Adult social care	Adult social care	Climate & Nature Emergency	Climate & Nature Emergency	Climate & Nature Emergency	Accessibility
10	Hate Crime	Hate Crime	Hate Crime	Hate Crime	Hate Crime	Hate Crime	Hate Crime	Hate Crime	Hate Crime	Climate & Nature Emergency	Adult social care	Hate Crime	Hate Crime	Hate Crime

IT IS NOTED THAT:

- Health (including mental health) was the most highly prioritised Area regardless of Protected Characteristic.

- Education was prioritised in the top 3 by all Protected Characteristic groups except for Disabled People who prioritised Housing, Adult Social Care and Poverty & Financial Hardship more highly.

- Poverty & Financial Hardship was the third highest priority, closely followed by Housing.

- Hate crime was prioritised more highly by those who are more likely to experience it i.e. people from Minority Ethnic groups and LGBTQ+ communities.

- Adult Social Care was prioritised more highly by those who are more likely to be in contact with the adult social care system i.e. disabled people, people aged 65+ and carers.

- Housing was prioritised more highly by those who are more likely to be in housing need i.e. disabled people, Minority Ethnic groups and the Armed Forces community.