

# Equality Plan

## 2012 – 2013

### THE EQUALITY ACT 2010 AND OUR COMMITMENT TO THE PUBLIC SECTOR EQUALITY DUTY

Nottinghamshire County Council is committed to equality. We strive to achieve fairness in all our services. Our Equality Policy is here

[www.nottinghamshire.gov.uk/equalities](http://www.nottinghamshire.gov.uk/equalities)

#### THE EQUALITY ACT 2010

The Equality Act 2010 is for everyone.

It places a **Public Sector Equality Duty** on the County Council

#### Equality Duty Aims

The Equality Duty has three aims. It requires public bodies to have **due regard** to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share *protected characteristics* and people who do not share *protected characteristics*.

#### Protected Characteristics

These are the *protected characteristics*:

- age
- disability
- gender reassignment
- sexual orientation
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – this includes lack of belief
- gender
- marriage and civil partnership
- pregnancy and maternity

The following information about equality at Nottinghamshire County Council explains

- How we have complied with our Public Sector Equality Duty
- The Council's Equality Objectives for 2012 – 2013
- How we will ensure that our services are fair
- Equality information we will collect and use in decision making

If you would like more information or would like to print a copy of the Council's Commitment to its Public Sector Equality Duty (the Equality Plan 2012 - 2013) [click here](#).

If you would like a copy in any other format contact:

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## **How we have complied with our Public Sector Equality Duty**

The Council take equality seriously.

We work hard to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it.

Since April 2010 we have:

### **Targeted vulnerable road users:**

- By providing a pre-driver training course for 14-17 year olds. Statistics show that young drivers aged 17-24 are more likely to be involved in an accident. This course encourages the development of positive attitudes and behaviours at a time when this age group are impressionable.
- We have worked with the Disability Living Centre to develop an appropriate training course for mobility scooter users.
- We have continued to target other road safety initiatives at high risk groups. This includes 'Bare Bones' which is aimed at young motor cycle riders, 'Wasted' aimed at car drivers and 'Shiny Side Up' aimed at mature riders of high performance sports motor bikes.
- Introduced the Junior Road Safety Officer pilot scheme to 21 schools and this is being rolled out to a further 70 schools this term.

### **Reduced Hate Crime:**

Stop Hate UK, a confidential referral helpline for victims or witnesses of hate incidents was launched in November 2010.

Hate crime performance information is now being shared by all partners, including local authorities, health service, police, schools and probation services ensuring that areas with the highest incidents receive additional support to help the victims, deal with the perpetrators and work with the communities to reduce incidents in the future.

### **Reduced Domestic Violence:**

- Repeat domestic violence crimes are at their lowest since 2008, a reduction of almost 30%.
- We organised a domestic violence conference with the Safer Nottinghamshire Board, our councillors scrutinised and reviewed domestic violence services and published the recommendations in March 2011 and we have launched a full county review that will ensure we are delivering quality services for victims of domestic violence who are predominately women and children.
- Supported the White Ribbon and the 'Man-Enough' campaign to encourage people to make a personal pledge to never commit, condone or remain silent about violence against women.

## **Reducing bullying and discrimination in our schools**

48 schools and Children's Centres across Nottinghamshire have signed up to take on the Stephen Lawrence Education Standard. This is part of the council's and individual schools' commitment to tackling inequality and developing more cohesive communities. In addition, a number of schools are also registered with the Show Racism the Red Card campaign and take part in the Council's competition on an annual basis. Work around other protected characteristics is also beginning to be developed in partnership with the national charity, Stonewall. Since April 2011 almost 4,000 practitioners including school governors, senior leaders, teachers, midday supervisors and children's centre staff have received equality training, with a further 2,500 young people directly involved in equality workshops in their individual settings.

A programme to include more parental and community involvement in focussed work around hate crime and prejudice-related bullying has taken place in partnership with the Holocaust Centre at Laxton and there is an ongoing programme of workshops for parents on how to deal with a range of bullying issues, including cyber bullying and homophobic bullying. In complex bullying cases, specialist staff have offered support and advice to parents, students and school staff

## **Improved access to our Household Waste & Recycling Centres:**

- 50% of the Council's 14 centres are now split level, which means they are easier to use by everyone, especially elderly and disabled customers as there are no steps or ramps to negotiate.
- All signage at sites has been made easier to see and understand by using easily identifiable symbols.
- A disability access statement has been added to our HWRC webpage which gives advice and support to residents who might require assistance when visiting the sites.

## **Improved Access to Public Transport**

- We opened a new bus station in Newark which is fully accessible and provides a comfortable waiting area with a staffed information point, digital information screens, seating, CCTV for added security, vending machines along with toilets and a baby changing area.
- The percentage of bus users satisfied with passenger transport information has improved from 82% in 09/10 to 89% in 10/11.
- Approximately 70% of all buses operating in Nottinghamshire are now fully accessible compared with 29% in 2006 and 67% in 2009.
- Since 2010, 200 more bus stops have been fitted with an information display.
- We have supported the following transport improvements for disabled, older and younger people, especially those living in remote areas:
  - Supported a voluntary transport scheme for social activities in Newark and Sherwood.

- Replaced underused bus routes with a pilot minibus scheme in Retford and the Soar Valley that will take people to school, day centres and other services on demand.
- Used taxis or voluntary transport schemes to get people to bus routes.
- Trained people with learning difficulties to use public transport.
- Developed the Transport Accessible to All (TATA) community transport website which provides information for those people who, for a number of reasons, need to use accessible transport to reach the services considered as essential to leading an independent and fulfilling lifestyle.

### **Improved Access to Footpaths:**

We have improved access to over 94 km of new and improved multi-user routes.

### **Improved our Response to Highways Emergencies:**

We have carried out a risk assessment to ensure that the needs of vulnerable users are taken into account when responding to emergencies and adverse weather. This has, for example, affected which footways we clear of snow or ice first.

### **Launched an Apprentice Scheme for Young People:**

21% of young people (aged 16-24) in Nottinghamshire are not in employment, education or training. The County Council has created an apprenticeship scheme for young people aged 16-18 in a variety of posts including catering, libraries, retail and business administration. Training on job applications and interviews will be offered as part of the package. This is a developing scheme and to date we have placed 11 young people and 8 roles are currently being advertised.

### **Improved community care services for people from ethnic minorities**

We have worked with service providers, known as micro providers, from ethnic minorities to develop a better range of services within community care and increased the number of people from ethnic minorities on a personal budget.

Since July 2010, 33 new service providers have begun to provide services across Nottinghamshire and 4 of these provide specialist services to people from ethnic minority communities.

The services include

- Support with holidays and short breaks for people with a learning disability and/or physical disability
- Home based care service with a specific aim to support ethnic minority communities
- Shop & stay service - shopping & befriending service aimed at older people and/or people with disabilities
- Meals on wheels for Asian communities across Nottinghamshire.

The number of people from ethnic minorities on personal budgets increased from 50 in March 2010 to 422 in December 2011

### **People with a learning disability supported to find employment**

Over 200 people with learning disabilities have moved into paid work through the 'I Work' scheme. The scheme opens up further opportunities in meeting new friends, independence in travel, a better financial situation and the move towards different living arrangements.

### **Provided facilities for young people in Mansfield**

The myplace at Westfield Folkhouse Young People's Centre in Mansfield opened in June 2011, following a £6.5 million development. The building itself was designed by young people, and accommodates the needs of both disabled and non-disabled young people. The centre is fully accessible, with the ground floor being specifically designed by disabled young people for disabled young people.

In addition the centre offers provision for homeless young people, those not in education employment or training, and young people who identify as lesbian, gay bisexual, trans or unsure.

### **myplace @ Westfield Folkhouse Young People's Centre**

See also our previous Annual Equality Reports at [www.nottinghamshire.gov.uk/equalities](http://www.nottinghamshire.gov.uk/equalities)

## NOTTINGHAMSHIRE COUNTY COUNCIL EQUALITY OBJECTIVES FOR 2012 – 2013

### CROSS CUTTING COUNCIL OBJECTIVES FOR 2012 – 2013

- **DOMESTIC VIOLENCE**

Domestic violence is physical, sexual, psychological or financial abuse that takes place within an intimate or family-type relationship and that forms a pattern of coercive and controlling behaviour.

The vast majority of the victims of domestic violence are women and children, and women are also considerably more likely to experience repeated and severe forms of violence, and sexual abuse. Women may experience domestic violence regardless of ethnicity, religion, class, age, sexuality, disability or lifestyle.

Domestic violence can also occur in a range of relationships including heterosexual, gay, lesbian, bisexual and transgender relationships, and also within extended families.

1 in 4 women and same sex partners experience domestic violence during their lifetimes. There are also high incidents of domestic violence amongst disabled and younger people (aged 16 -30).

Domestic Violence can have a devastating impact on family life and the mental and physical health of victims. Many victims blame themselves for the abuse and become isolated from family and friends. Parents' ability to support their children is impaired. Children are affected by frequent moves, anxiety, disrupted education and poor parenting. Children and teenagers may also be victims of the violence.

Our aim is to reduce all incidents of domestic violence in Nottinghamshire. We will do this by working with multi agency partners around 4 key themes:

- **Prevention** of violence against women and girls by challenging the attitudes and behaviours which foster it and intervening as early as possible.
- **Provision** of adequate levels of support where violence does occur.
- Action to **Reduce the risk** to victims and ensure that perpetrators are brought to justice.
- **Partnership** work to obtain the best outcome for victims and their families.

**We aim to reduce repeat incidents of Domestic Violence by 27% by March 2013**

- **HATE CRIME**

Hate crime is defined as being any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate. Hate crime is motivated by a perpetrator's hostility towards an identifiable group of people such as their faith, race, sexual orientation, gender identity, disability or other 'difference'.

It is important to tackle hate crime not only because of the consequences for victims and their families, but also from the impact which hate crime has on the broader community.

The incidents of hate crime are increasing in our County and particularly against people with disabilities.

Our aim is to reduce the level of hate crime in Nottinghamshire. Currently racial hate crime is the main type in the County although incidents of hate crime against disabled people, especially those with mental health impairments, are reported and incidents of homophobic hate crime are emerging as a new type of hate crime.

We will do this by working with multi agency partners to identify vulnerable people and encourage the reporting of incidents so action can be taken. We will also initiate an anti-bullying project within communities.

**We aim to increase reported incidents by 55% by March 2013**

**We aim to reduce repeat victimisation by 25% by March 2013**

### **OTHER EQUALITY OBJECTIVES FOR 2012 - 2013**

As well as the Council's cross cutting equality objectives, each department has identified its own equality objectives, these are listed within its business and performance plans.

Follow these links for more information:

Proposed improvements in services for adults with protected characteristics can be found here

[http://www.nottinghamshire.gov.uk/home/social\\_care/aschbusinessplan.htm](http://www.nottinghamshire.gov.uk/home/social_care/aschbusinessplan.htm)

Proposed improvements in services for children and young people with protected characteristics can be found here:

[http://www.nottinghamshire.gov.uk/children\\_familiesandculturalservicesbp4876.pdf](http://www.nottinghamshire.gov.uk/children_familiesandculturalservicesbp4876.pdf)

There is also the Nottinghamshire Young People and Families Plan 2011 – 2014 that includes work with partner organisations:

<http://www.nottinghamshire.gov.uk/cypfplanv101oct11.pdf>



## **HOW WE WILL ENSURE THAT OUR SERVICES ARE FAIR**

### **We will :**

#### **Carry out Equality Impact Assessments (EqIAs) on a wide range of policies, projects and service areas.**

(An equality impact assessment is an analysis of how a change to a policy or a service could adversely, or positively, affect someone with a protected characteristic).

Follow this link for more information:

<http://www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia/>

#### **Monitor employment trends by gathering and analysing information**

Follow this link for more information:

<http://www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/workforcestatistics/>

#### **Listen to the opinions and complaints of individuals, local forums, focus groups and employee groups and monitor carefully by equality areas to check that we are improving services , eg :**

- Citizens panel
- Complaints service
- Disability Independent Advisory Group
- Gypsy Traveller Liaison Group
- Older People's Advisory Group
- Youth Councils
- Council's Staff Groups

#### **Monitor the use of our services to ensure that people from protected characteristics feel we are improving the services that they receive.**

Follow this link for more information:

[www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/equalitymonitoring/add link to Monitoring guidelines](http://www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/equalitymonitoring/add-link-to-Monitoring-guidelines)

## **EQUALITY INFORMATION WE COLLECT AND USE IN DECISION MAKING**

The Council collects and publishes information about people with protected characteristics in a variety of ways.

Our evidence base includes:

### **The Council's Equality Plan and Equality Objectives**

<http://www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/>

### **Information about our communities used to identify equality issues**

Information is available on population, on employment and unemployment, on the local economy and patterns of deprivation, opportunity and social need.

<http://www.nottinghamshire.gov.uk/home/youandyourcommunity/factsaboutnotts.htm>

### **Performance on equality issues**

Information on how we manage our finance and our spending plans and how we engage with the people of Nottinghamshire is available here

<http://www3.nottinghamshire.gov.uk/thecouncil/plans/performance/>

### **Performance and improvement in Adult Social Care, Health and Public Protection**

The Local Account is how we report information to local people on our performance and improvement in adult social care, health and public protection.

<http://www3.nottinghamshire.gov.uk/thecouncil/plans/performance/aschpp-performance/>

### **Performance and improvement in Children, Families and Cultural Services**

The Nottinghamshire Children, Young People and Families Plan 2011-2014 is how we report to local people information on our performance and improvement in children, young people, families and cultural services.

<http://cms.nottinghamshire.gov.uk/home/learningandwork/performanceplansandpublications.htm>

### **Performance and improvement in Children, Families and Cultural Services**

The Nottinghamshire Children, Young People and Families Plan 2011-2014 describes how we work together with partner organisations to improve the lives of children, young people and families.

<http://cms.nottinghamshire.gov.uk/home/learningandwork/performanceplansandpublications.htm>

### **Joint Strategic Needs Assessment (JSNA)**

The Local Government & Public Involvement in Health Act (2007) requires local authorities and primary care trusts to work together to produce a JSNA for their area. This is designed to describe the current and future health and well-being needs of the local population.

<http://www.nottinghamshire.gov.uk/factsaboutnotts.htm#jsna>

### **Employment information**

The full workforce statistics report for 2011

<http://www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/workforcestatistics/>

### **Equality Impact Assessments**

We are committed to meeting our legal obligations and delivering fair and accessible services to all. Equality Impact Assessments underpin this commitment and evaluate our services and the way we deliver them [www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia](http://www3.nottinghamshire.gov.uk/thecouncil/democracy/equalities/eqia)

### **Scrutiny Committee Service Reviews.**

All service reviews undertaken by the Council's Scrutiny Committee are subject to an assessment of equality issues. This is called a scoping exercise.

[www.nottinghamshire.gov.uk/scrutinyreviews](http://www.nottinghamshire.gov.uk/scrutinyreviews)

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