

Summary

- This document provides an indication of the approach we are taking and a summary of work to meet the aims of the Public Sector Equality Duty including specific performance measures.
- It covers activity for the period January 2011 to December 2012.
- It is closely aligned to the priorities in our Strategic Plan 2010-2014 and should be read in conjunction with our Six Month Strategic Performance Report 2012/13.

Council Equality Objectives

Domestic Violence

Reducing repeat incidents of domestic violence is a key community safety priority across Nottinghamshire.

	Target	2011	2012
Repeat incidents of domestic violence (reported to MARAC within 12 months)	Reduce to 25% by March 2013	26.4%	22.9%

We work with partners on the Safer Nottinghamshire Board to support a number of successful schemes across the county which look to reduce instances of domestic violence, improve citizenship, and educate young people about the impact of low level crime. These include the Man Enough Campaign which seeks to influence men to take positive action by talking openly about domestic violence and encourage others to do so too.

There has been some improvement in levels of support for victims/survivors who are experiencing domestic abuse and violence and who are disabled, from black minority ethnic groups (BME) and who are lesbian, gay, bisexual or transgender (LGBT). The table below shows the number of reported cases from these groups:

Year	Reported Cases	BME	LGBT	Disabled
2010	888	62	6	30
%	100	7.0	0.6	3.4
2012	688	50	7	31
%	100	7.3	1.0	4.5

Hate Crime

The Council is trying to increase the reported incidences because historically many incidents went unreported and were hidden. An accurate picture of hate crime enables location hot spots and serial hate crime offenders to be identified.

	2012/13 Q3	Target
Reported incidences of hate crime	434	664 (55% increase by March 2013)
Repeat incidences of hate crime	63	45 (25% decrease by March 2013)

There have been year to date reductions observed in the following hate crime offences:

Age	decreased by 38.9% (7 less offences)
Disability	decreased by 68.2% (15 less offences)
Homophobic	decreased by 29.6% (16 less offences)
Other tagged	decreased by 56.3% (8 less offences)
Racial	decreased by 14.6% (26 less offences)
Religious	decreased by 25% (2 less offences)

Total hate crime – decreased in total by 26.3% (75 less offences overall)

(Figures from the Safer Nottinghamshire Board Hate Crime Quarterly Performance Report 2012/13 Quarter 3: October - December 2012)

The Council works in partnership with the Safer Nottinghamshire Board and the joint Hate Crime Steering Group to tackle hate crime against some of the most vulnerable members of the community. The Council funds a hate crime training programme which aims to reduce 'Mate Crime' which is when vulnerable people are befriended by members of the community who go on to exploit or take advantage of them.

The Council funds a community safety programme which is focused on 15 areas of the county with the most vulnerable communities which experience high levels of crime, disorder and anti social behaviour including hate crime and incidences of domestic violence. This locality approach in these 'Partnership Plus' areas has been very successful with each area reporting significant reductions of 21% in crime and

disorder and 33% in anti social behaviour incidents compared to figures at the beginning of 2012.

Other Performance Indicators

The Council provides a range of services that progress the public sector equality duty. The following sections highlight a number of examples of this contribution. Further examples can be found in the six month strategic performance report 2012-13.

Accessible Public Transport:

	2010/11	2011/12
Number of fully accessible bus services for people with mobility difficulties	67%	70%
% of people satisfied with information about accessible buses	51%	56%

The Council continues to encourage transport operators to provide fully accessible vehicles on scheduled services in order to meet the government requirement that all new buses are fully accessible from 2015.

During the first six months we have set out to support and pilot a number of projects through our community transport schemes using funding from the Department for Transport Community Transport kick-start fund. This has included giving support for a new service providing transport for wheelchair users who have difficulty using public transport. Broxtowe Car Scheme Plus has two new specially adapted vehicles based in Eastwood and Stapleford which can accommodate wheelchairs or small mobility scooters. Car Scheme Plus is to be rolled out to schemes in Newark & Sherwood and Bassetlaw from spring 2013.

The Council also promotes a range of facilities to support people with disabilities to travel independently. Comprehensive information is available on the council website including a Mobility Needs Register and Transport Accessible to All search facility which offers the most appropriate accessible transport option meeting the enquirer's needs. Further improvements are planned for 2013.

Road Safety:

	Baseline (Average 2005- 2009)	2011	2012
People killed or seriously injured in road accidents	517	453	458
Children (0-15 yrs) killed or seriously injured	54	41	Not yet available
Young People (17-24 yrs) killed or seriously injured	140	85	

Elderly pedestrians (60 and over) killed or seriously injured	12	16	
--	----	----	--

Public roads can pose a risk that affects everybody who lives, works or visits Nottinghamshire. Our road safety team are leading Nottinghamshire Decade of Action for Road Safety - a 10 year programme of education and advertising campaigns designed to reduce the number of casualties on our roads by 40% by 2020.

Children of school age are a key group we target. To coincide with the start of the new school year, in September we launched the 'ditch the distraction' campaign. This was targeted at secondary schools and colleges, and involved the use of social media, outdoor signs, pavement art and posters to encourage students to ditch the distraction of mobile phones and i-pods as they use the footways and cross the road.

We have also continued to develop our Safer Routes to Schools schemes; work with schools to deliver road safety education and offer our national standard 'Bikeability' cycling proficiency training.

Road safety education is just one way we look to reduce road accidents. During the first six months of 2012, we have delivered a number of important engineering and enforcement measures. Examples of these include the traffic signals implemented at the junction of the A60 and Forest Lane, and the reduced speed limit on the A614 between the Ollerton and Leapool roundabouts.

Children & Young People:

		2011	2012
Achievement of 5 or more A*-C grades or equivalent (incl English and mathematics)	All pupils	57.6%	60.6%
	Boys	53.5%	55.8%
	Girls	61.9%	65.6%
	White	57.7%	60.4%
	BME	56.8%	63.6%
	Pupils whose first language is other than English	53.7%	57.3%
	Pupils with identified special educational needs	22.4%	21.5%
	Pupils eligible for free school meals	27%	32.5%

There are many services across the Council that strive to improve the life chances for children and young people. One of the key measures of achievement is the percentage of pupils achieving five or more GCSEs Grade A*-C including English

and Mathematics. Results for 2012 show that, for the first time, Nottinghamshire's outcomes are better than the national average (59.4%).

During the first six months of this year we have worked to increase the rate of progress of the most vulnerable groups of learners such as those eligible for free school meals and pupils with Special Educational Needs.

	Dec 2012	Dec 2013
Young people (aged 16-18) not in employment, education or training	4.1%	2.5%
BME Young people (aged 16-18) not in employment, education or training	2.2%	1.2%
Disabled Young people (aged 16-18) not in employment, education or training	3.8%	3.2%
Young Girls (aged 16-18) not in employment, education or training	4.4%	2.7%
Young Boys (aged 16-18) not in employment, education or training	3.9%	2.4%

A key measure of progress is the gap between the attainment of pupils eligible for free school meals and those not eligible, at age 16. The gap has reduced to 31.8%, just missing our target of 31% for 2011/12. Subsequently we have held a Listening Activity to gain an insight into the views of vulnerable pupils and their parents/carers. The feedback from this will help to inform the way we work to further improve children's examination outcomes and life chances.

Work has begun with Futures regarding the development of a Youth Employment and Employability Strategy which will focus on increasing employment opportunities for the 16-24 age group and developing the skills and employability of this age range across the County. Apprenticeships have been identified as one of the key areas of activity to drive improvement in this area.

Young people under 25 currently represent less than 5% of the total County Council workforce. In an attempt to promote the many and varied career opportunities at the County Council and to offer young people valuable work experience, the Council has developed three key strategies: short term work experience, apprenticeships and graduate traineeships. There are currently 46 apprentices placed with the authority in a wide range of areas and a further 21 opportunities are being advertised.

Social Care:

	2011	2012
Total number of older adults (aged 65 and over) financially supported in residential and nursing care	2,940	2,874

We are changing the way we provide services to help support more people to live independently within their own home and to provide alternatives to residential or nursing care. Our support workers provide up to six weeks of intensive assistance to people in their own home, assessing their needs and making any changes that will allow them to retain their independence. We are also using innovative methods such

as our telecare and other assistive technology services to support vulnerable individuals as well as streamlining a number of our current processes.

The past six months have seen a modest reduction in the number of adults supported in residential and nursing care placements from 2,940 to 2,874. This is not currently meeting our target, but when considered against the wider context of an ageing adult population (a 15.8% increase between 2001-2011) this reduction is considered an achievement.

	Jan 2012	July 2012	Jan 2013
Proportion of adult social care service users and carers receiving community based services receiving a personal budget.	48.3%	73.3%	88.6%

We are aiming to increase the number of people who manage or influence their own care through the use of a personal budget. This is an important way to give them more choice in the care they receive and maintain independence. In the summer we held information events across the county in Worksop, Kirby in Ashfield and Carlton to raise awareness of the benefits of having a personal budget.

We have continued to increase the percentage of adult social care service users and carers receiving a personal budget, which is currently 88.6%. This very positive figure is significantly better than our target of 70% by March 2013 and places Nottinghamshire amongst the top performers nationally.

Equality in employment

In 2011 the council underwent significant restructuring and this is continuing. This has affected the extent to which we can compare data historically. A full report on our workforce statistics can be found at <http://www.nottinghamshire.gov.uk/thecouncil/democracy/equalities/workforcestatistics/>.

Our Workforce Strategy 2012 – 2014 has the following objective:

"Deploying our people resources to meet the aspiration and needs of our communities", with a supporting action of "Departmental equality target setting and actions plans to deliver corporate action plan".