



Doncaster Council

Report

Date: 6th March 2018

To the Mayor and Members of Cabinet

EQUALITY, DIVERSITY AND INCLUSION FRAMEWORK

Relevant Cabinet Member(s)	Wards Affected	Key Decision
Mayor Ros Jones	All	Yes

EXECUTIVE SUMMARY

1. Doncaster Council is committed to ensuring that high-quality, customer focused services are delivered in the Borough. Doncaster is a diverse area, where people from many different backgrounds and cultures live, work and visit.
2. Most people in Doncaster want to live in a community where they know their neighbour, feel safe and have the opportunities to achieve their potential, regardless of their background, their circumstances, or where they live.
3. Our Equality, Diversity and Inclusion (EDI) Framework sets out in one place our EDI objectives and arrangements for embedding equality into everything we do. It outlines our commitment to EDI, and links directly to the strategic ambitions set out in the 'Doncaster Growing Together' (DGT) prospectus, our plan for the Borough.
4. The EDI Framework is the Council's approach and commitment to EDI and the key part this plays in meeting community development, workforce and customer needs. The Council and its partners have a commitment to celebrating this diversity, promoting good relations between our diverse communities and ensuring that services are appropriate and accessible for everyone. We want Doncaster to be an open and honest, diverse and inclusive place which is receptive to new ideas, creativity and innovation. To achieve this we believe that it is our responsibility to work on embedding diversity and inclusion into all relevant areas and that responsibility is wider than the requirement of current equality legislation. Details of the Public Sector Equality Duty can be found in Appendix D.

5. In developing this framework we invited the Local Government Association (LGA) to work with us to help shape our approach, build on our strengths and learn from best practice. The LGA recognised that “good progress has been made in 2017 evidenced by the development of the EDI framework and associated governance arrangements” as set out in this report.
6. The LGA team provided a summary statement that captures the process, outlines their involvement, their initial recommendation and their thoughts on our draft Framework. This can be found in Appendix F.
7. To support our wider commitment the framework has been developed in conjunction with the EDI Board, which is formed from Elected Member and Senior Officer Champions and is chaired by the Portfolio Holder for EDI. They have helped to shape the Framework, and have endorsed this approach. The EDI Board will have responsibility for driving and monitoring the delivery of the objectives in this framework.
8. The Council is required to show due regard to the three aims of the General duty in the delivery of its work; A due regard statement has informed the development of the EDI Framework. The due regard statement will not be completed until the EDI Framework has been approved and adopted; however the current working version is attached Appendix E.

EXEMPT REPORT

9. Not applicable

RECOMMENDATIONS

10. It is recommended that that the Chair and Members of the Cabinet:
 - Approve the EDI Framework
 - Policy Statement (Appendix A)
 - Objective Summary (Appendix B)
 - Governance Profile (Appendix C)
 - Note and review the attached ‘due regard’ statement (Appendix E);
 - Note and comment on the LGA Summary Statement (Appendix F)

WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

11. The principal aim of the EDI Framework is to improve the quality of life for everyone who lives, visits or works in Doncaster through tackling inequalities and strengthening community cohesion. It is our way of making sure that different individuals, groups and communities are not disadvantaged when accessing service, employment or going about their everyday lives.

BACKGROUND

12. In March 2014 the Mayor and Cabinet approved the Equality and Inclusion Plan 2014 – 2017. This plan laid the foundations of how the Council would continue to embed EDI into service delivery and how we would deliver our corporate objectives. It is now time to review our EDI priorities to ensure they represent the rich diversity of our residents and reflect the changing landscape. The revised EDI Framework covers the next four years and aligns with our strategic plan for the Borough, Doncaster Growing Together.

13. To strengthen our approach and make good use of 'best practise' we invited colleagues from the Local Government Association (LGA) to work with us to shape and define our EDI Framework. LGA colleagues were on site for two days in December 2016 and comprised of Colleagues from the LGA, Newcastle City Council and Leeds City Council. During their visit the team met with a range of local stakeholders including:

- Partners (including the leads for anti-poverty, financial inclusion, community cohesion and the independent chair of the Inclusion and Fairness Forum.
- Directors
- Cabinet Members
- The Assistant Director for the Strategy and Performance Unit
- The Assistant Director for HR, Communications and Executive Office
- Members of the Equalities, Diversity and Inclusion steering group
- Front Line staff
- People Managers
- A group meeting with a selection of cross party Members and individual meetings with the Portfolio Holder for Equalities Diversity and Inclusion and the Chair of OSMC.
- Staff with direct responsibility for Equalities, Diversity and Inclusion.

14. The review team provided a set of short and longer term recommendations for consideration and these have been used to help shape and inform our approach in developing the Council EDI Framework and our focus for the next four years. Since the review a considerable amount of progress has been made, this is summarised below:

- We have developed a new EDI framework which contains our equality objectives which will underpin the themes and objectives that make up the Doncaster Growing Together (DGT) to ensure EDI is woven into all our key programmes;
- We have embedded a greater strategic oversight of the EDI agenda and improved governance arrangements within the Performance Management Framework which includes information on progress made against the EDI objectives and forms part of the Quarterly Performance monitoring cycle;
- Set up a strategic board to oversee the delivery of this framework. The EDI Board is now operational and has played a key role in developing this framework;
- Future activity has been identified to include staff EDI networks/champions across the Council;
- We have developed front line insights through shadowing experiences across the Council and partner agencies. Case studies submitted have provided the council with a deeper understanding of the interactions that front line services encounter with residents on a daily basis, and have been fed into the DGT prospectus and Complex Lives programme where there has been an increased use of story based evidence balanced with quantitative evidence;
- From a workforce perspective Doncaster Council has an annual calendar of events which promote EDI. It also ensures that it not only complies with its obligations as an employer under the Equality Act 2010 but goes beyond the equality protected characteristics in its

policy framework to promote a culture of dignity and respect for all employees;

- The EDI framework takes account of work already completed such as the BME Health Needs Assessment, which sought to explore demographic data on Doncaster's BME population and to undertake focused engagement activities with local people (including individuals and groups) and organisations, to address and reduce health inequalities across the borough.

Key Priorities

15. The recommendations to develop a set of objectives linked directly to our existing priorities, for Doncaster this is our Doncaster Growing Together (DGT). DGT has been developed through an extensive engagement process involving partners from across the Team Doncaster Partnership over the last year and was agreed at full Council on 21st September 2017.
16. In line with the Council's commitment to embedding EDI into everything we do, our EDI framework and more specifically our equality objectives mirror the themes and objectives that make up the Doncaster Growing Together portfolio, namely:

Doncaster Learning – ensuring we prepare our young people for fulfilling lives, with bold reforms that will broaden their horizons and ambitions, bringing our education system and business community together to give our young people more exposure and opportunities to flourish;

Doncaster Working – developing the economy through continued inward investment, targeting higher skilled jobs and more emphasis on supporting existing businesses to grow. Ensuring local people can connect to opportunities is a key aim here.

Doncaster Caring – supporting our most vulnerable residents, whether children, adults, disabled people, families, older people. The emphasis here is on joining up social and health care and support and on shifting our focus to prevention and support that enables people to enjoy life with their families and communities.

Doncaster Living – developing Doncaster as an attractive and secure place to live, including meeting housing needs, including for vulnerable people, developing town centres and the arts culture and leisure offer, and using physical activity, including cycling to improve population health and well-being

Our Approach

17. The Council's approach to continue to develop, deliver, monitor and govern the EDI objectives will be delivered through this Framework, consisting of 4 key elements:

A. EDI Policy: A high level statement of intent outlining the Council's ethos and commitment to equality, diversity and inclusion; (Appendix A)

B. EDI Objective Summary: An overview of the Council's EDI objectives that are directly linked to DGT priorities and outcomes. This will describe

our vision for the objective; provide a description of the current position and baseline data; explain what our focus is and why we have chosen to include it in our first year of the EDI plan and highlight how each objective will be delivered; (Appendix B)

C. Governance Profile: An account of how EDI will be managed, monitored, evaluated, reviewed and reported within the Council and across Team Doncaster; (Appendix C)

D. Real Life Studies: Information relevant to the delivery of EDI that showcase best practice and more importantly tell the stories of real people and the impact this framework has had on their quality of life.. These will be produced and published on the EDI internet page.

Our Objectives

18. Using the DGT themes, which have been shaped through consultation outlined in paragraph 32, as a starting point, national, regional and local data was collected, an equality filter was applied and a baseline profile was developed. The first year of the framework will be focussed on the delivery of priority objectives through existing programmes/and or the creation of bespoke work streams.

Connected Council Theme

Objective 1: To be an open and inclusive employer, promoting a culture of dignity, respect and collaboration to create greater capacity to respond to change and better ways of working.

Caring Theme

Objective 2: People with learning disabilities are helped to be more independent. They are enabled to find employment and live in their own homes as part of the community.

Objective 3: Older people continue to live at home for as long as possible, maintaining their independence in their local community.

Objective 4: Increase the percentage of children accessing the Early Years entitlements and increase the percentage of children achieving a Good Level of Development

Learning Theme

Objective 5: Pupil attendance and behaviour of disadvantaged¹ young people is improved;

Objective 6: Greater work readiness of all children and young people particularly for disadvantaged young people;

Objective 7: More young people from disadvantaged, BME backgrounds as well as people with a disability do well at school.

Living Theme

Objective 8: We will help all care leavers to have a good place to live with the support they need

Objective 9: We will identify and reduce the inequalities of health outcomes of BME populations in Doncaster, particularly on access to Mental Health Services

¹ Disadvantaged pupils include those eligible for FSM in the last 6 years or are looked after children for at least one day or are adopted from care.

Objective 10: We will support more people to take up opportunities to get involved in community life through volunteering and participation, particularly for young people and people from BME communities

Working Theme

Objective 11: Increasing the number of Care Leavers entering Employment, Education or Training – so reducing the gap between the Doncaster and Yorkshire & Humber %

Objective 12: Increase the number of people from BME communities that take up apprenticeship opportunities in Doncaster

Objective 13: Reduce the gap in female employment rates and female employment wage rates with organisations within Doncaster that we can influence.

What Next?

19. The focus for 2017/18 will be the delivery of the year one priority objectives as set out in the Objective Summary document (Appendix B) whilst simultaneously gaining further insight into our communities and using this knowledge to shape and define our approach for years two, three and four.
20. The EDI Board will have regular reports on progress towards the objectives set out in this framework. In conjunction with our performance management framework quarterly monitoring process, EDI will have rigour and focus formed with the input from the EDI Board.
21. The EDI Board will actively seek relevant real life stories to showcase best practice, tell the stories of real people and importantly the impact this framework has had on their quality of life. These will be produced and published on the EDI internet page.
22. The EDI Framework is a living document with the flexibility to offer a timely response to emerging priorities and changes happening within in our diverse communities. This will take place through consultation with communities and stakeholders through various channels and the EDI Board will develop and oversee the consultation plan.

IMPACT ON THE COUNCIL’S KEY OUTCOMES

Outcomes	Implications
<p>Doncaster Working: Our vision is for more people to be able to pursue their ambitions through work that gives them and Doncaster a brighter and prosperous future;</p> <ul style="list-style-type: none"> • Better access to good fulfilling work • Doncaster businesses are supported to flourish • Inward Investment 	<p>The Equalities, Diversity and Inclusion Framework is a key document for focusing the Council’s attention on these priorities and ensuring it inequalities reduce.</p>
<p>Doncaster Living: Our vision is for Doncaster’s people to live in a borough that is vibrant and full of opportunity, where people enjoy spending time;</p> <ul style="list-style-type: none"> • The town centres are the beating heart of Doncaster 	<p>The Equalities, Diversity and Inclusion Framework is a key document for focusing the Council’s attention on these priorities and ensuring it</p>

<ul style="list-style-type: none"> • More people can live in a good quality, affordable home • Healthy and Vibrant Communities through Physical Activity and Sport • Everyone takes responsibility for keeping Doncaster Clean • Building on our cultural, artistic and sporting heritage 	<p>inequalities reduce.</p>
<p>Doncaster Learning: Our vision is for learning that prepares all children, young people and adults for a life that is fulfilling;</p> <ul style="list-style-type: none"> • Every child has life-changing learning experiences within and beyond school • Many more great teachers work in Doncaster Schools that are good or better • Learning in Doncaster prepares young people for the world of work 	<p>The Equalities, Diversity and Inclusion Framework is a key document for focusing the Council's attention on these priorities and ensuring it inequalities reduce.</p>
<p>Doncaster Caring: Our vision is for a borough that cares together for its most vulnerable residents;</p> <ul style="list-style-type: none"> • Children have the best start in life • Vulnerable families and individuals have support from someone they trust • Older people can live well and independently in their own homes 	<p>The Equalities, Diversity and Inclusion Framework is a key document for focusing the Council's attention on these priorities and ensuring it inequalities reduce.</p>
<p>Connected Council:</p> <ul style="list-style-type: none"> • A modern, efficient and flexible workforce • Modern, accessible customer interactions • Operating within our resources and delivering value for money • A co-ordinated, whole person, whole life focus on the needs and aspirations of residents • Building community resilience and self-reliance by connecting community assets and strengths • Working with our partners and residents to provide effective leadership and governance 	<p>The Equalities, Diversity and Inclusion Framework is a key document for focusing the Council's attention on these priorities and ensuring it inequalities reduce.</p>

RISKS AND ASSUMPTIONS

23. There is a risk that if we do not have an effective EDI Framework, vulnerable people in Doncaster may not be well served. Failure to implement the EDI Framework could place the council at risk of judicial review based on non-compliance with the requirements of the Public Sector Equality Duty.

LEGAL IMPLICATIONS [HP 06/02/2018]

24. The EDI framework assists in meeting the public sector equality duty (PSED) in s149 of the Equality Act 2010. It requires public authorities when exercising their functions to have due regard to the need to eliminate discrimination, harassment and victimization; advance equality of opportunity; and foster good relations between people who share relevant protected characteristics and those who do not.

25. The relevant protected characteristics under the Equality Act are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination.

FINANCIAL IMPLICATIONS [AT 06/02/2018]

26. There are no direct financial implications attached to this report. Where possible the individual actions and approaches described in this report will be met from existing budgets. Where this is not possible, appropriate approval will be obtained before committing to expenditure.

HUMAN RESOURCES IMPLICATIONS [CB 05/02/2018]

27. The Council is required to comply with the requirements of the Equality Act 2010 not only in its provisions for employees but in the provision of services. In employment the Council has extended its provisions to include both the legislative equality requirements and those for diversity and inclusion. Embedding diversity and inclusion into all areas of service provision is much wider than the requirements of an equality approach which has been the primary focus within the council and for this to be successful it would require an accompanying programme of education and development

TECHNOLOGY IMPLICATIONS [NR 06/02/2018]

28. Currently there are no defined technical requirements and therefore no technology implication, however "Customer, ICT and Digital" would need to be involved at any stage should any technical requirements be identified

HEALTH IMPLICATIONS [Officer Initials: SH 07/02/2018]

29. This report sets in one place EDI objectives and arrangements. Lack of EDI within a community has implications for health specifically in terms of inequality of access to services and unequal outcomes. This framework is important in terms of addressing health inequality as it sets strategic direction and includes specific health inequality objectives as such there are separate health implications as EDI and Health Inequalities are intertwined. In terms of monitoring the Framework, the EDI Board will need to ensure it is able to review how health inequalities are further addressed within the objectives.

EQUALITY IMPLICATIONS [SW 01/02/2018]

30. Decision makers must consider the Council's duties under the Public Sector Equality Duty at s149 of the Equality Act 2010. The duty requires the Council, when exercising its functions, to have 'due regard' to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the act, and to advance equality of opportunity and foster good relations between those who share a 'protected characteristic' and those who do not share that protected characteristic.
31. A 'due regard' statement has been produced alongside the development of the EDI Framework. The due regard statement will not be completed until the

EDI Framework has been approved and adopted, however the current working version is attached Appendix E

CONSULTATION

32. Consultation has taken place on the development of specific reforms and programmes as part of the development of Doncaster Growing Together including:

- One Doncaster - Independent Commission on Education and Skills
- Town Centre Masterplan
- Doncaster's Place Plan
- Town Centre stakeholder workshops
- Complex Lives Alliance
- Children's Plan

Consultation and engagement on the direction and content of the full Doncaster Growing Together portfolio includes

- Team Doncaster
- Discussions at Executive Board and Cabinet
- Directors and Leadership Team
- Labour Group
- Members Engagement Sessions
- Members Seminar
- Overview and Scrutiny Management Committee

Consultation and engagement on the initial EDI Objectives were shaped by:

- Local Government Association
- Elected Member and Senior Officer Champions
- Strategy and Performance Unit
- Human Resources and Organisational Development

The proposed EDI Objectives form the baseline around which our year one activity will focus. There will be opportunity for additional engagement and further refinement of our focus over the next three years as outlined in paragraph 19.

BACKGROUND PAPERS

33. The background papers to this report are:

Doncaster Growing Together – the 4 Year Borough Strategy, Cabinet 5th September 2017

<https://doncasterintranet.moderngov.co.uk/ieListDocuments.aspx?CId=131&MIId=2627>

REPORT AUTHOR & CONTRIBUTORS

Sennette Wroot, Senior Strategy & Performance Manager
01302 862533 Sennette.wroot@doncaster.gov.uk

Sheena Clark, Strategy & Performance Officer

01302 862316 Sheena.Clark@doncaster.gov.uk

Lee Tillman, Assistant Director Strategy & Performance



Equality, Diversity & Inclusion Framework Statement

Doncaster Council is committed ensuring high-quality, customer focused services to people living, working or visiting our borough. We recognise and value the benefits of diversity and inclusiveness in our communities where we strive to improve the quality of life for all.

We pledge a commitment to celebrating equality, inclusion and diversity whilst promoting good relations between our diverse communities to ensure that our services are appropriate and accessible for everyone. Our aspiration is for Doncaster to be an open, diverse and inclusive borough which is receptive to new ideas, creativity and innovation.

We will adhere to the general duty on public authorities contained in the Equality Act 2010. Due regard will be applied and legitimately considered when carrying out public functions to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations with regards to the nine protected characteristics. These nine detailed characteristics include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. For Marriage and Civil Partnerships the duty is to eliminate unlawful discrimination only. We are also striving to ensure people are not discriminated against due to their socio economic status (poverty), or because they are care leavers or armed forces veterans. This applies to the Council as an employer, service provider and in relation to any ongoing partnership work or through our public duties.

Equality focuses on improving outcomes for all by responding to individuals or groups differently in order to meet their needs to address differing levels of disadvantage and discrimination.

Diversity recognises respect and value differences to contribute and realise potential by promoting inclusive culture for individuals, communities and employees.

Inclusion is a sense of belonging and making all groups and individuals feel respected and valued.

This Statement is part of Doncaster Council's Equality, Diversity and Inclusion (EDI) Framework which underpins all of the Council's equality, diversity and inclusion work. In conjunction with other key Council policies and strategies our framework will help the Council to realise its purpose

“that all people in Doncaster thrive”

Jo Miller
Chief Executive

Ros Jones
Mayor

Equality, Diversity and Inclusion objective summary 2018-2021 Year one



INTRODUCTION

Doncaster Council is committed to ensuring high-quality, customer focused services for the increasingly, rich and diverse communities that make up our borough. Our aim is to improve the quality of life for everyone who lives, visits or works in Doncaster, through promoting inclusion and diversity, tackling inequalities and removing barriers which may prevent people from fulfilling their true potential.

This is our way of helping to ensure that people, groups and communities have equality of opportunity and are not disadvantaged when accessing services, education and employment.

We invited the Local Government Association (LGA) to help us review our Equality, Diversity and Inclusion (EDI) priorities, to learn from best practice and the good work that has been done.

To ensure EDI is up front and centre in our key programmes, our EDI priorities now align with each theme - Caring, Living, Working and Learning under Doncaster Growing Together (DGT) our Borough Strategy and as a Connected Council ready for the future.

Our priorities (shown in the following pages of this document) have been developed using national, regional and local data and intelligence sources to help gain a better understanding of our borough and it's changing needs. These priorities will be delivered through the existing DGT programmes and/or the creation of bespoke work streams.

To ensure that we are flexible in our approach, we have developed a one year plan as part of our strategy for the next three years, to allow us time to further refine our priorities by better understanding our communities and workforce.

We will build on the work we have done in the last year with the Voluntary and Community Sector and continue to gain a deeper understanding of the interactions that front line services encounter on a daily basis. We now have an annual calendar of events which promotes EDI; and we have built upon the work of the Black and Minority Ethnic (BME) Health Needs Assessment which by talking to communities about there needs and exploring demographic data on Doncaster's BME population.

Following the work we have undertaken with the LGA, they have recognised that "good progress has been made in 2017" evidenced by the "development of the EDI Framework and associated governance arrangements".



Our vision is a connected council ready for the future



We are committed to being a Council that promotes good growth and prosperity for its residents. We will target services that make the most difference to those people who need them most, making the best use of technology, re-designing our services so they are fit for the future and working in partnership with our local communities, voluntary, charity and faith sectors to deliver services together as detailed in our Doncaster Growing Together Plan.

To do this it is important that we develop and engage our workforce to ensure we perform well and work effectively together to transform the council and deliver good value for money services to our residents. Our four year Workforce Strategy, underpinned by a strong focus on equalities, diversity and inclusion, sets out how we will do this.

Our Year one focus will be

- Publish our Gender Pay Gap information; ensuring open and transparent reporting and provide clear explanations of the data to improve our Gender Pay Gap.

- To help make informed decision about our workforce our actions will focus on:

- 1 Our age profile: to increase young people entering the workforce; boost skills to retain older workers; and support effective succession planning;
- 2 Improve protected characteristics information we collect on our workforce systems; and
- 3 Improve recruitment practices to become more reflective of Doncaster's population; and building on being a Disability Confident employer.



What we know

- The council like many public services attracts more women than men to work for it.
- We have an ageing workforce and the 16-24 year age group, is under represented.
- The council's ethnic minority and disability profiles are slightly less than the economically active profile for Doncaster
- We want to have a modern, efficient and flexible workforce to deliver on all of our priorities.
- We want to be an open and inclusive employer, promoting a culture of dignity, respect and collaboration to create greater capacity to respond to change and better ways of working.
- To demonstrate our growing inclusion and diversity aims we are encouraging new networks such as the LGBT network and the Apprenticeship.

Objective 1:
To be an open and inclusive employer, promoting a culture of dignity, respect and collaboration to create greater capacity to respond to change and better ways of working

- Continue with our programme of diversity and inclusion events to promote awareness, understanding and encourage positive behaviours.
- Expand the resources and self-help guides for staff to empower them to help themselves and create sustainable capacity across the workforce.
- Undertake a Staff Survey to give employees a voice on key workforce issues and take appropriate action.

Our vision is for a borough that cares together for its most vulnerable residents.



We know that lots of things affect your health and well-being. Having a job, living in a safe area and being able to use good quality public services all have an impact on your health.

We need to make sure Doncaster residents, including veterans, people from vulnerable groups and 'seldom heard' communities, can access the support that is available to give them the best care and choice over their own health and well-being.



Objective 2:
People with learning disabilities are helped to be more independent. They are enabled to find employment and live in their own homes as part of the community.

Objective 3:
Older people continue to live at home for as long as possible, maintaining their independence in their local community.

Our Year 1 focus will be

- Over the next 12 months we will help people in Supported Living accommodation to maximise their independence by ensuring we offer the right level of support.
- We will continue to ensure we are providing the right level of support for people currently in Residential Care homes, and that they are in the right accommodation to enable them to reach their full potential

- We will work with our communities to develop a Housing Plan for people with learning disabilities to ensure they can live as independently as possible – taking into account current and future housing needs
- We will continue to work together with health services to ensure that people who are receiving specialist hospital care, do so, as near to their community as possible.

- We will increase employment, voluntary and educational opportunities for people with a learning disability

- We will develop services that are closer to older people's homes to increase their ability to remain independent
- We will improve access to information, advice and guidance for older people and their families

- We will make sure that older people come home from hospital quickly and safely once they are medically fit and support them to remain at home for longer
- We will improve access to and understanding of direct payments and Individual Service Funds so that older people can choose the support they want

What we know

Ageing population

- The rate of admissions of older people into residential care in Doncaster is higher than other parts of the country (430 people in 2016/17) although the rate of admissions into residential care have reduced over the past two years. We want to put alternative support in place that will help older people to keep their independence for longer, living at home and in their community
- There are increasing numbers of older people in the borough, many live alone and require help and support to maintain their independence
- Through the Adults, Health and Wellbeing programme and the Doncaster Place Plan, people will have more choice and control over how they live their lives and the type of the support they wish to receive
- Older people are caring for relatives providing vital support in communities
- The more the population grows and ages, the more people will develop conditions such as Dementia
- There will be an extra 24,500 people aged over 65 by 2039 living in the borough
- Many of our community groups are thriving because of the huge contribution that older people make.

Living independently

- We want to modernise services for people with learning disabilities to be more proactive, creative and bespoke
- There are less people with learning disabilities in paid employment and more people with learning disabilities in residential care (compared to Yorkshire and Humber)

- There is a low number of people with learning disabilities receiving long term support and living independently
- The number of people still living at home 91 days after a period of support is slightly lower in comparison to the Yorkshire and Humber. However our performance is improving
- There will be more local support to enable people to be more independent.

Young people

- There are inequalities in early learning and early achievement of young people from disadvantaged homes, compared to their more well-off peers.
- We want to build strong communities where families are supported and have the skills to be resilient, confident and independent.



Objective 4:
Increase the percentage of children accessing the Early Years entitlements and increase the percentage of children achieving a Good Level of Development.

- We will progress the key actions arising from Co-Creates patient engagement workshops 'Design for Diversity – Learning from seldom heard voices'
- We will increase the opportunities for older people to take up activities during the day that will keep them involved with communities and improve their wellbeing
- We will co-designing and launch an all age Carers Charter

- Publicity materials and advertisements will be revised and widely distributed to reflect the recent changes in the entitlements, including the availability of 30 hours of early education to eligible families
- Intensive support, training and advice continues to be given to nurseries in order to ensure that Doncaster retains its high quality settings which are able to offer the entitlements to families. Therefore, giving the families plenty of choice in childcare in their local area and which meets their needs.

- Training and update sessions to ensure effective assessment practice, is also currently being rolled out. To date, all schools including academies, have attended these training sessions.
- Support and advice is being offered to selected schools in order to improve the quality of teaching and learning being offered to children.
- In 2017, moderation processes were seen to be very strong with 26 schools receiving moderation visits and a further 43 schools received follow up telephone conversations or visits to support outcomes. In 2018, 30 schools have been selected for moderation visits and comprehensive and supportive moderation visits are already being planned with these schools.

Our vision is for learning that prepares all children, young people and adults for a life that is fulfilling.



In Doncaster, our collective efforts can make sure that everyone has the education and skills that they need to live happy, fulfilling lives, learning things they are passionate about, in school and beyond, and doing work that means something to them as they get older.



Objective 5:
Pupil attendance and behaviour of disadvantaged young people in improved.

Objective 6:
Greater work readiness of all children and young people particularly for disadvantaged young people.

Our Year 1 focus will be

- We will work intensively with 'focus schools' where levels of persistent absence are highest, providing direct support to their attendance administrator, to make sure that we are doing all we can to improve attendance levels in schools.

- We will implement the recommendations of the Behaviour Review, working closely with schools to make sure that they are inclusive for all children and young people, and that they provide appropriate support to disadvantaged students.

- We will open a new form of alternative provision in Doncaster call Big Picture Learning which will provide an alternative educational offer for young people who are no longer engaged in learning in mainstream schools and provide access to real world work experience to meet their interests.

- We will roll out an extended model of mentoring to disadvantaged children and young people, finding new ways to recognise and accredit their achievements
- We will implement the recommendations from the review of post 16 education, working closely with providers, the DfE and the regional schools commissioner .

- We will prototype, then pilot, potential solutions to improve the quality of careers information, advice and guidance, based on the learning from the project funded by the Open Data Institute.

What we know

Schools

- Persistent absence in primary and secondary schools in Doncaster is above the national average, with a number of schools reporting rates of 30%, some of the highest in the country. Children in Care do better
- The number of fixed term and permanent exclusions in Doncaster is high
- Attainment levels for children in poverty, in care or from BME backgrounds are too often lower than that of their peers.

Readiness for work

- We need to do more to connect business to employment
- Children eligible for Free school Meals have lower levels of attainment
- Children in Care have worse educational outcomes
- Doncaster has a low percentage of 19 year olds qualified to Level 3, this is even lower for young people from disadvantaged backgrounds
- We want to ensure that opportunities to do well at school extend to all children and young people
- We have a high percentage of children from a

disadvantaged background with no sustained destination at post 16

- We want to encourage greater work readiness for all of our young people, particularly those from a disadvantaged background.



**Objective 7:
More young people
from disadvantaged,
BME backgrounds
as well as people
with a disability do
well at school.**

- We will build on the first phase of the Doncaster Skills Academy work to better target employer engagement and skills training to the children and young people who need it most, whilst working closely with the Careers and Enterprise Company to deliver meaningful encounters with the world of work.

- We will conduct a review of the use of pupil premium in schools and make recommendations for how this resource can be better targeted to support pupils
- We are currently running a child led inquiry into child poverty, and will implement the recommendations of this to improve the life chances of disadvantaged young people across the borough.

- Through the Social Mobility Opportunity Area, we will help more vulnerable children and young people make the most of existing opportunities.

- For the National Citizen Service, we will provide tailored support before, during and after they access the existing programme
- We will be more innovative in our means of engagement with schools but also work with children's homes and residential care centres to recruit participants on to the programme, to ensure young people feel reassured that they are specifically supported.

Our vision is for Doncaster's people to live in a borough that is vibrant and full of opportunity, where people enjoy spending time.



Building upon our cultural, artistic and sporting heritage, we will continue to release the potential of our most creative people and bring new life and energy to our town centres.

We want everyone who chooses to live in Doncaster to have a place they are proud to call home. We want to make the most of our local environment - our countryside, nature reserves, parks and open spaces – to help improve all our health and wellbeing.



Objective 8:
We will help all Care Leavers to have a good place to live with the support they need.

Objective 9:
We will identify and reduce the inequalities of health outcomes of BME populations in Doncaster, particularly on access to Mental Health Services.

Our Year 1 focus will be

- We will review the Housing Allocations Policy
- We will ensure there is a suitable level of housing for care leavers.
- We will launch a social enterprise company run by care leavers who have experienced living alone and learned the skills; to provide floating support for younger care leavers
- We will improve information, advice and guidance to care leavers.

- We will roll out 'Keys to my Future' to support care leavers to have the skills to live independently.

- We will publish data showing the prevalence of common mental health problems, access to and completion of treatment as well as success of treatment by gender and ethnic group.
- We will use this data to influence commissioning and provision decisions by the NHS for 2018.
- We will use this approach to examine and monitor other areas in Doncaster's health and social care Place Plan.

What we know

- The number of young people that leave care over the next two years, will be higher than in previous years (over 100 people)
- We would like people to live in a borough that is vibrant and full of opportunity
- Data on volunteering and participation is limited, a key barrier to our understanding of who gets involved in community life and we think we need to promote more opportunities for younger people and people from ethnic minorities
- Healthy life expectancy is 59.7 years for males and 61 years for females
- More of our care leavers are in suitable accommodation, compared to those across the country
- Doncaster's population of 306,400 has an age profile broadly similar to other areas apart from young people aged 16-24 years which is lower
- Immigration from within the UK, is negligible in terms of its effect, international migration contributed a net 1000 people to the population
- The BME Health Needs Assessment highlights a number of differences in health outcomes between different ethnic groups.



**Objective 10:
We will support more people to take up opportunities to get involved in community life through volunteering and participation, particularly for young people and people from BME communities.**



- We will develop a new volunteering policy for the Council.

- We will seek to develop a space where people can find out what volunteering opportunities are available across the borough.

- We will examine how our strategic programmes could support greater participation in community life.

Our vision is for more people to be able to pursue their ambitions through work that gives them and Doncaster a brighter and prosperous future.



Over recent years economic growth in Doncaster has been very good – with more jobs, businesses and inward investment contributing to a £5 billion economy.

Over the past year the employment rate has reached record levels, giving more local people a stake in Doncaster's economy and the opportunity to achieve their aspirations. However we still have some challenges to ensure everyone has chance to benefit.



Objective 11:
Increasing the number of Care Leavers entering Employment, Education or Training – so reducing the gap between the Doncaster and Yorkshire & Humber %.

Our Year 1 focus will be

- We will ensure that we do everything we can to enable people to pursue their life ambitions.

- We will increase our understanding around the barriers our residents are currently experiencing, and provide solutions to support their aspirations.

Objective 12:
Increase the number of people from BME communities that take up apprenticeship opportunities in Doncaster Council.

- We will undertake a detailed analysis of employment outcomes for people from BME communities at GCSE and A' Level points.

- We will Identify of barriers – with the option of producing a dedicated targeted workshop
- We will actively Identify partners we can work collaboratively with to make progress in this area.

What we know

- As a council we have a duty of care towards children in care, that doesn't end at the age of 18.
- We need to reduce the gap in female employment rates
- Female self-employed workers are under-represented in Doncaster
- The number of employed males and females from an Ethnic Minority is better than that of both the Yorkshire and Humber and England.
- A low number of people from BME Communities take up apprenticeship opportunities.
- Female part-time employees, earn a median wage of £172.60, compared to £175.50 for males, however the gap for full-time employees is significantly higher.
- 48.7% of our Care Leavers are in, employment, education or training.
- We want to make positive interventions to improve the gap in female employment and wage rates in Doncaster, in those areas in which we have influence.



Objective 13:
Reduce the gap in female employment rates and female employment wage rates with organisations within Doncaster that we can influence.

- We will identify specific businesses keen to work with us on this using sector specialists

- We will need to understand and quantify the barriers to achieving fair equitable wage rates; through surveying local businesses.

- Utilising the energy and spirit of our Team Doncaster partners, we will actively request partners promote opportunities for equitable wage rates.

What Next?

The focus for 2018/19 will be:

The delivery of the year one priority objectives; whilst simultaneously

- Gaining further insight into our communities; and
- Using this knowledge to shape and define our approach for years two, three and four.

The Equality Diversity and Inclusion Board will have an important role:

The EDI Board will have regular reports on progress towards the objectives set out in the EDI Framework.

In conjunction with our performance management framework quarterly monitoring process, EDI will have rigour and focus formed by the input from the EDI Board.

The EDI Board will

- Commission relevant real life stories
 - Showcase best practice
- Tell the stories of real people; and importantly the impact this framework has had on their quality of life - these will be produced and published on the Council's EDI internet page.

The EDI Framework is a living document with the flexibility to offer a timely response to emerging priorities and changes happening within in our diverse communities.

This will take place through consultation with communities and stakeholders through various channels and the EDI Board will develop and oversee the consultation plan.

Future activity has been identified to include developing staff as EDI networks/ champions across the Council.

Contact us at:

www.doncaster.gov.uk

equalities@doncaster.gov.uk

Telephone: (01302) 862533



Doncaster
Council

Equality, Diversity & Inclusion Framework

GOVERNANCE



Contents

1. Introduction	3
2. The Law & Legal Duties	4
3. Our Framework	5
4. Management of the Framework.....	6
5. Roles and Responsibilities.....	7
6. Reporting	9

1. Introduction

Doncaster Council's Equality, Diversity and Inclusion (EDI) Framework supports and underpins our Corporate Equality Objectives, which are linked to the wider outcomes included in Doncaster's Borough Strategy (Doncaster Growing Together). Further information around Doncaster Growing Together can be found by following this link: [Doncaster Growing Together](#)

It provides a clear statement of principles in relation to the Council's vision for promoting high-quality, customer focused services to people living, working or visiting our borough.

Our approach is based around five key objectives:

Learning: people have the knowledge and skills for life, creativity and employment;

Working: people benefit from a thriving and resilient economy;

Caring: people live safe, healthy, active and independent lives;

Living: Doncaster is a thriving, resilient and inclusive place to live, work and visit;

Connected Council: Our Council Purpose is to ensure Doncaster and its people thrive, whilst ensuring value for money is at the heart of everything we do.

2. The Law & Legal Duties

Doncaster Council recognises its obligations under The Equality Act of 2010 to show 'due regard' to the three main aims of the Equality Duty, and the need to

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic, and those who do not.

The Public Sector Equality Duty requires public bodies to consider how the decisions that they make, and the services they deliver affect people who share different protected characteristics and publish information to demonstrate how they have done this. In addition the Council is also required to set specific, measurable equality objectives and publish these, along with their Equality Framework.

The Council is also required to publish information to demonstrate it has considered how its activities as an employer affect people who share different protected characteristics.

These are available at: <http://www.doncaster.gov.uk/services/the-council-democracy/equality-and-inclusion>

The Equality Act reminds us that there can be no fair society if some groups and communities remain disadvantaged because of their legally protected characteristics. These characteristics are:

- age
- disability
- sex
- sexual orientation.
- pregnancy and maternity
- race/ethnicity
- religion and belief
- gender reassignment
- marriage and civil partnership

Doncaster Council is also striving to ensure people are not discriminated against due to their socio economic status (poverty), or because they are care leavers or armed forces veterans, therefore they will be included within our considerations when paying due regard.

3. Our Framework

Doncaster Council has developed an Equality, Diversity and Inclusion Framework, consisting of 4 key elements:

Statement: *A high level statement of intent outlining the Council's ethos and commitment to Equality, Diversity and Inclusion;*

EDI Objective summary (2018-2021)¹

An evidence based objective analysis developed to support the production of the corporate EDI objectives, which aim to highlight the current key EDI challenges Doncaster Council is seeking to address. The summary is linked to the wider outcomes included within Doncaster Growing Together

Governance: *An account of how progress made against the improvement and delivery of the EDI objectives will be managed, monitored, evaluated, reviewed and reported;*

Real Life Stories: *will be developed to offer services the opportunity to tell their stories (to be used within the EDI Annual Report)*

¹ The EDI Framework is a 4 year plan, however the EDI objectives will be reviewed each year to ensure they are relevant and reflect the needs of the community.

4. Management of the Framework

The **Corporate Equality, Diversity and Inclusion Group** consists of representatives from the Strategy and Performance Unit and Human Resources and Organisational Development.

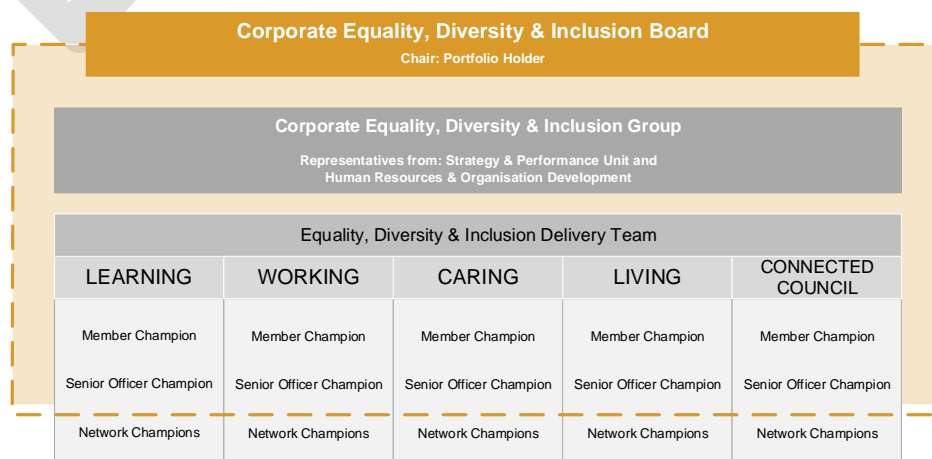
This group is responsible for the strategic overview of the Council’s obligations for promoting and embedding EDI across the organisation and includes the production, management and monitoring of the EDI Framework. The EDI Group also facilitates the development of the EDI Annual Report and co-ordinates the quarterly performance reports that form part of the Corporate Finance and Performance reporting process.

The Equality, Diversity and Inclusion Delivery Team is structured around the five EDI objectives – Learning, Working, Caring, Living and Connected Council. Each objective is headed by a Member Champion, a Senior Officer Champion and is supported by Network Champions. This team leads on the management and delivery of the EDI Framework and ensures it is communicated, delivered and monitored at service level.

The **Corporate Equality, Diversity and Inclusion Board** is chaired by the Portfolio Holder with responsibility for EDI, and consists of the membership of the Corporate Equality, Diversity and Inclusion Group and the Member Champions and Senior Officer Champions from within the Equality, Diversity and Inclusion Delivery Team.

The key roles of this Board are to co-ordinate EDI work across the Council and monitor, review and reflect on the progress made against the improvement and delivery of the EDI objectives. The Board will review issues escalated from the Delivery Team and advise on mitigating actions. The Board may also request additional information from service areas or partners, as and when required, to ensure the Council continues to effectively manage EDI.

At any one time there are a number of programmes and initiatives that directly impact on EDI. Regular updates will be provided to the Equality, Diversity and Inclusion Board to ensure an informed, consistent approach. Examples of linked activity include: The Inclusion & Fairness Forum, Anti-Poverty, Community Tensions and Domestic Violence.



5. Roles and Responsibilities

Everyone within Doncaster Council has a responsibility to ensure that the policies, procedures, services and programmes we deliver reflect our commitment to EDI, as articulated within our EDI Policy Statement.

The Council recognises that in order to embed EDI across all levels of the authority there needs to be strong leadership and effective governance structures in place.

Individual / Group	Role	Responsibility
Chief Executive / Mayor	Provide leadership and promotion of Equality, Diversity and Inclusion throughout the Council and champion the EDI Framework.	Develop a culture which is proactive in supporting the framework; Provides community leadership in securing economic prosperity and maximising potential for all; Promotes inclusive community engagement and empowers communities to create sustainable cohesive communities.
Corporate Management Team	Ultimately responsible for developing the Council's strategy for Equalities, Diversity and Inclusion, and ensuring that the Council is able to deliver its Equalities, Diversity and Inclusion Strategy.	Agree the Council's EDI Framework for consideration by Executive Board & Cabinet; Provide leadership in the implementation of the EDI Framework; Receive quarterly updates on progress against the Equality objectives.
Heads of Services and Service Managers	Lead their service in the delivery of a positive EDI environment.	Implement the Council's 'due regard' process in their respective service areas; Ensure the corporate 'due regard' process is represented in all key decision reports; Support staff and enable them to contribute towards the delivery of key EDI objectives;
Portfolio Holder	Provide leadership support and promotion of Equality, Diversity and Inclusion throughout the Council and champion the EDI Framework	To lead in the delivery and improvement of the Council's Equalities, Diversity and Inclusion agenda To champion the Council's EDI programmes/projects/policies and plans; To network with Member Champions from other Local Authorities To keep other Councillors up to date with EDI activities; To have an understanding of the corporate 'due regard' process and the implications it has the decision making process; To promote inclusive community engagement and empower communities to create sustainable cohesive communities; To promote EDI both internally and externally of the Council; To contribute to the review and development of the Council's EDI framework; To identify training for Member champions to enhance understanding of the EDI agenda; Manage future recruitment of Member and Senior Officer champions; Support the formation of a wider staff network of EDI champions; Support links with the Inclusion and Fairness Forum and Anti-Poverty Board.
Member Champions	To champion the Council's EDI policies and plans	To assist in the delivery and improvement of the Council's Equalities, Diversity and Inclusion agenda; To champion the Council's EDI programmes/projects/policies and plans; To network with Member Champions from other Local Authorities To keep other Councillors up to date with EDI activities; To have an understanding of the corporate 'due regard' process and the implications it has the decision making process; To promote inclusive community engagement and empower communities to create sustainable cohesive communities; To promote EDI both internally and externally of the Council; To contribute to the review and development of the Council's EDI framework; To identify undertake training where appropriate to enhance understanding of the EDI agenda;

Support the formation of a wider staff network of EDI champions;
Support links with the Inclusion and Fairness Forum and Anti-Poverty Board.

Senior Officer Champions	<p>To champion the Council's EDI policies and plans To promote EDI both internally and externally of the Council.</p>	<p>To assist in the delivery and improvement of the Council's EDI agenda; To promote EDI both internally and externally of the Council; To contribute to the review and development of the Council's EDI framework; Take ownership of agreed EDI objectives and champion their continued improvement through appropriate challenge and support across, Doncaster Growing Together and wider, where required; To escalate issues/risks to the Portfolio Holder; To champion the Council's EDI programmes/projects/policies and plans; To have an understanding of the corporate 'due regard' process and the implications it has the decision making process; To promote inclusive community engagement and empower communities to create sustainable cohesive communities; To undertake training where appropriate to enhance understanding of the EDI agenda; Facilitate the gathering of evidence to feed into the quarterly challenge process and Annual Report; Support the formation of a wider staff network of EDI champions; Support links with the Inclusion and Fairness Forum and Anti-Poverty Board.</p>
Elected members	<p>Champion EDI in all elements of their areas of responsibility. To promote EDI both internally and externally of the Council.</p>	<p>Have an understanding of the corporate 'due regard' process and the implications it has the decision making process; Promote inclusive community engagement and empower communities to create sustainable cohesive communities.</p>
The Strategy and Performance Unit	<p>Co-ordinate the corporate approach to developing, monitoring and reviewing EDI to ensure the Council's approach reflects current legislation and takes account of relevant performance indicators and action plans.</p>	<p>To facilitates the production of the EDI Framework; To facilitate the gathering of evidence/data to feed into the quarterly challenge process and Annual Report; Undertake horizon scanning to learn from examples of best practice to assist in the journey to becoming 'excellent'; Provide data intelligence to inform decision making.</p>
Human Resources and Organisational Development	<p>co-ordinate the corporate approach, creating a workplace culture where diversity is valued and celebrated</p>	
Staff	<p>To assist in the delivery and improvement of the Council's EDI agenda To promote EDI both internally and externally of the Council.</p>	<p>Familiarise themselves, and act in accordance with, the EDI Framework, the Code of Conduct and the Team Doncaster Charter; To meet the relevant standards of behaviour in the workplace by acting as a positive role model for others; To volunteer as Network champions to assist in the promotion of EDI across the authority.</p>

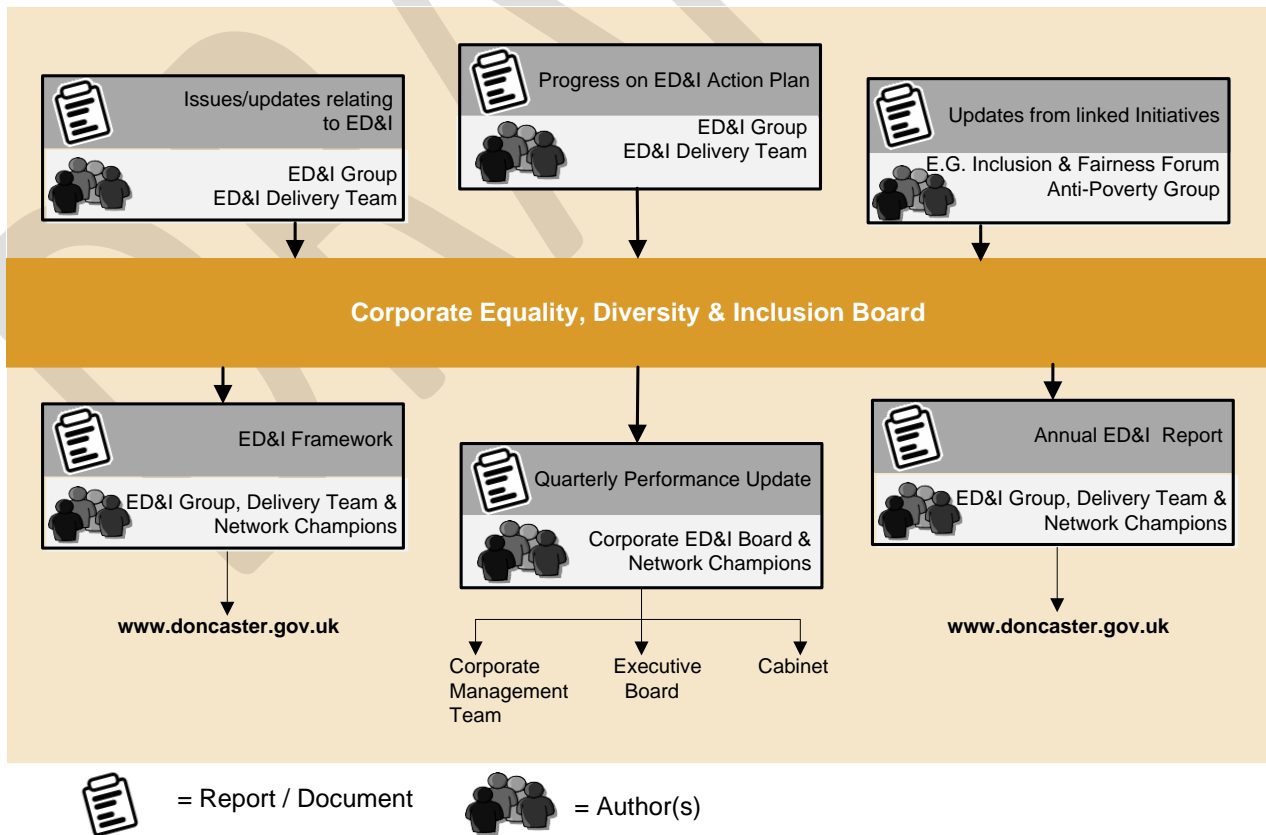
6. Reporting

The Corporate Equality, Diversity and Inclusion Board will meet on a six weekly basis to receive reports and/or updates on the progress made against the improvement and delivery of the EDI objectives, outlined within the EDI Objective summary. Alongside this, the Board will also receive quarterly updates on the progress made against the programmes which will underpin the delivery of the EDI objectives, via the Council’s existing quarterly performance arrangements.

The Board will also have the ability to request and receive updates from initiatives and programmes that impact upon EDI. Issues relating to EDI that have been highlighted through other mechanisms, i.e. the Senior Management Team and Team Doncaster will also be received by the Board.

The Board will also be responsible for the production of the EDI Framework and the Annual Report

In addition to the formal reporting process, outlined in the diagram below, due regard statements will be published in Council reports where a key decision is required. Policies and procedures may also contain EDI information and/or implications.



The PSED was created by the Equality Act 2010 and replaces the race, disability and gender equality duties. The duty came into force in April 2011 and places a duty on public bodies and others carrying out public functions.

The aim of the PSED is to embed equality considerations into the day to day work of public authorities, so that they tackle discrimination and inequality and contribute to making society fairer.

The Equality duty covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race,
- Religion or belief and
- Sex
- Sexual orientation
- Marriage and Civil Partnership

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The PSED consists of a **general duty**, with three main aims (set out in section 149 of the Equality Act 2010 and outlined below); and **specific duties**. The specific duties are designed to help public bodies meet the general duty.

The General Duty

The new Equality Duty requires public bodies to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The Equality Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:
 - Remove or minimise disadvantages suffered by people due to their protected characteristics.
 - Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
 - Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

It states that meeting different needs includes (among other things) taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. Compliance with the general equality duty may involve treating some people more favourably than others.

Specific Duties

In addition to the general Equality Duty, set out above, Section 153 of the Equality Act gives the Government a power to impose specific duties on certain public bodies to enable them to perform the Equality Duty more effectively.

The specific duties are intended to support compliance with the General Duty.

The new specific duties focus on reducing burdens and bureaucracy on public bodies, and moving away from a process-driven approach to focus on transparency.

The specific duties require organisations like the Council too;

- publish information to demonstrate their compliance with the Equality Duty, at least annually; and
- set equality objectives, at least every four years

Due Regard Statement – Equality, Diversity & Inclusion Framework

1 Name of the ‘policy’ and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the ‘policy’ is to equality.

Equality, Inclusion & Diversity Framework

The Council’s Equality, Diversity & Inclusion Framework sets out our equality objectives and other arrangements for embedding equality into everything we do. It affirms our commitment to equality and contributes to the Council’s priority outcomes. The framework also ensures that the council continues to meet the requirements of the Public Sector Equality Duty.

2 Title of person(s) responsible for completing this statement.

Senior Strategy & Performance Manager

Strategy & Performance Officer

3 Summary of the information considered

The council has used a range of data and information across all themes within DGT. We then applied an EDI filter to review the data that highlighted specific issues around the protected characteristics. This process generated a wealth of data to inform the development of our areas of focus. Below are links to key documents and data sources that were considered and that influenced the both the production of the objectives and the key activity will drive the improvements.

[Doncaster Growing Together Portfolio](http://www.doncaster.gov.uk/services/the-council-democracy/doncaster-growing-together)

<http://www.doncaster.gov.uk/services/the-council-democracy/doncaster-growing-together>

[State of the Borough](http://www.doncaster.gov.uk/services/the-council-democracy/state-of-the-borough)

<http://www.doncaster.gov.uk/services/the-council-democracy/state-of-the-borough>

[BME Needs Assessment](http://www.doncaster.gov.uk/services/health-wellbeing/doncaster’s-health-and-wellbeing-board)

<http://www.doncaster.gov.uk/services/health-wellbeing/doncaster’s-health-and-wellbeing-board>

[Office for National Statistic](https://www.gov.uk/government/statistics/career-transition-partnership-ex-service-personnel-employment-outcomes-financial-year-201617)

<https://www.gov.uk/government/statistics/career-transition-partnership-ex-service-personnel-employment-outcomes-financial-year-201617>

[Apprenticeship data](https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships#history)

<https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships#history>

4 Summary of the consultation/engagement activities

Consultation has taken place on the development of specific reforms and programmes as part of the development of Doncaster Growing Together including:

- One Doncaster - Independent Commission on Education and Skills
- Town Centre Masterplan
- Doncaster’s Place Plan
- Town Centre stakeholder workshops
- Complex Lives Alliance

Consultation and engagement on the direction and content of the full Doncaster Growing Together portfolio includes

- Team Doncaster
- Discussions at Executive Board and Cabinet

Due Regard Statement – Equality, Diversity & Inclusion Framework

- Directors and Leadership Team
- Labour Group
- Members Engagement Sessions
- Members Seminar
- Overview and Scrutiny Management Committee

Consultation and engagement on the initial EDI Objectives were shaped by:

- Local Government Association
- Elected Member and Senior Officer Champions
- Strategy and Performance Unit
- Human Resources and Organisational Development

The proposed EDI Objectives form the baseline around which our year one activity will focus. There will be opportunity for additional engagement and further refinement of our focus over the next three year.

5 Real Consideration: Summary of what the evidence shows and how has it been used

The data was analysed within the DGT themes and then an EDI filter was added to highlight areas of concern or areas that required improvement. This was used to develop objectives for the first year, namely:

Connected Council Theme

Objective 1: To be an open and inclusive employer, promoting a culture of dignity, respect and collaboration to create greater capacity to respond to change and better ways of working.

Caring Theme

Objective 2: People with learning disabilities are helped to be more independent. They are enabled to find employment and live in their own homes as part of the community.

Objective 3: Older people continue to live at home for as long as possible, maintaining their independence in their local community.

Objective 4: Increase the number of children who are entitled to the 2,3,4 offer achieving a good level of development by the age of 5

Learning Theme

Objective 5: Pupil attendance and behaviour of disadvantaged¹ young people is improved;

Objective 6: Greater work readiness of all children and young people particularly for disadvantaged young people;

Objective 7: More young people from disadvantaged, BME backgrounds as well as people with a disability do well at school.

Living Theme

Objective 8: We will help all care leavers to have a good place to live with the support they need

Objective 9: We will identify and reduce the inequalities of health outcomes of BME populations in Doncaster, particularly on access to Mental Health Services

Objective 10: We will support more people to take up opportunities to get involved in

¹ Disadvantaged pupils include those eligible for FSM in the last 6 years or are looked after children for at least one day or are adopted from care.

Due Regard Statement – Equality, Diversity & Inclusion Framework

community life through volunteering and participation, particularly for young people and people from BME communities

Working Theme

Objective 11: Increasing the number of Care Leavers entering Employment, Education or Training – so reducing the gap between the Doncaster and Yorkshire & Humber %

Objective 12: Increase the number of people from BME communities that take up apprenticeship opportunities in Doncaster

Objective 13: Reduce the gap in female employment rates and female employment wage rates with organisations within Doncaster that we can influence.

6 Decision Making

7 Monitoring and Review

8 Sign off and approval for publication

DONCASTER EQUALITY, DIVERSITY AND INCLUSION (EDI) PEER FEEDBACK

Aim of Review:

- Develop a clearer understanding of ‘what good looks like’ by Doncaster Council and how it can be achieved.
- Increase levels of confidence amongst staff in different departments about equality, diversity and inclusion and how to implement policies and procedures aimed at minimising inequality, promoting inclusion and diversity, and providing equality of opportunity internally and externally.
- Create a better network on equality nationally.

Activity:

The LGA visited the council on Thursday and Friday 8/9 December 2016. Three peers attended, including, Becca Singh, Pauline Ellis (Leeds Council) and Kirsty Wilkinson (Newcastle Council).

During their visit, the peers met with a range of staff including:

- Directors
- Cabinet
- The Assistant Director for the Strategy and Performance Unit
- The Assistant Director for HR Communications and Executive Office
- Members of the Equalities, Diversity and Inclusion steering group
- Partners including the leads for anti-poverty, financial inclusion, community cohesion and the independent chair of the Inclusion and Fairness Forum.
- Front Line staff
- People Managers
- A group meeting with a selection of cross party Members and individual meetings with the Portfolio Holder for Equalities Diversity and Inclusion (Cllr Glyn Jones) and the Chair of OSMC (Councillor John Mounsey).
- Staff with direct responsibility for Equalities, Diversity and Inclusion

A series of initial quick wins and longer term recommendations were provided for consideration and included:

- Strengthening Governance arrangements and improving strategic oversight of EDI across the authority – including EDI Champions, allies and leads.
- Accessing best practice
- Understanding and engaging with our communities
- Improving the use of data to future proof services
- The development of real life stories to allow services the opportunity to tell their stories for use in the annual report.

The LGA Review Team was then provided with a draft Framework and identified that ‘Doncaster Council has actively consulted with the Local Government Association (LGA) in developing and strengthening their future approach to Equalities, Diversity and Inclusion. It is recognised by the LGA, that good progress has been made in 2017, evidenced by the development of the EDI framework and associated governance arrangements as set out in this report’

Feedback

- 1. Golden Thread:** The LGA Review Team acknowledges that the golden thread is very apparent in terms of the vision giving a clear commitment to EDI. The four associated outcomes articulate how

this will be achieved, and the contribution the community can make towards this. The equality framework is similarly outcome-focused and sets clear equality objectives for each of the Doncaster Growing Together (DGT) outcomes.

- 2. Governance:** The LGA Review Team acknowledges that the governance arrangements seem overall very strong with clear lines of accountability, clear roles and responsibilities. It was identified Doncaster Council may wish to consider ensuring Governance arrangements are explicit.

The Terms of Reference within the EDI Framework have been strengthened in order to better articulate the governance arrangements including, who will be responsible for delivering the actions and the frequency of EDI Board meetings. Doncaster have included, how performance will be measured and reported (i.e. through the council's existing quarterly performance monitoring process)

Doncaster Council may wish to give future consideration to:

- How roles and responsibilities will be monitored, i.e. through PDRs, and/or will they be evaluated with the help of the employee surveys?
- How the sustainability of the Board's commitment over time and the risk of reducing attendance and their role being undermined as a result be considered?
- Options for mainstreaming some of the governance structures considered (e.g. the delivery team)?
- Future Member champion identification and training. This could also be an opportunity to bring a wider view about leadership into the Equality, Diversity & Inclusion Framework Governance document.
- Inclusion of timescales – there are some are very ambitious and many are large scale that are upcoming or on-going (e.g. child led child poverty commission, review of support provided by disadvantaged pupils through pupil premium, HWBB transformation programme and Doncaster Place Plan, review of post 16 education). How will the outcomes of these activities feed back into EDI?

- 3. Doncaster Growing Together:** The Doncaster Growing Together prospectus clearly references/includes Equality and Diversity. 'We want Doncaster to be an open, diverse and inclusive place. Everyone has a part to play in recognising and valuing the benefits of diverse and inclusive communities; in seeking to improve quality of life and in creating a sense of belonging that leads to groups and individuals feeling respected and valued'. It is a strength that the EDI objectives link to DGT which is a partnership initiative.

Doncaster Council may wish to give future consideration to:

- The value in identifying the elements which are specifically for the council to lead on directly and make a more explicit link into the Council Plan to further strengthen the "Golden thread"

- 4. Framework Documentation:** The EDI Framework includes an introduction explaining its purpose, how the objectives have been selected and recognition that many actions are being undertaken but that the objectives selected have been identified as priority areas to monitor and report progress on etc.

It also acknowledged that the framework is a 4 year plan and that objectives can be reviewed each year to ensure they are relevant. Additional context has been added to the Framework to identify

how it links together, including an explanation around DGT. This provides a clearer picture and links the objectives identified with the key equality challenges Doncaster faces and is seeking to address based on clear evidence base. This ensures a clearer, objective analysis as to why these are the key ones for Doncaster and therefore why they are important.

To ensure that there is a clear identification of the baseline for the objectives in terms of where Doncaster is starting from and where the Borough wants to be, the baseline has been included within the EDI Framework, where it is also detailed how the objectives are linked to wider outcomes included within Doncaster's Borough Strategy (Doncaster Growing Together).

Doncaster Council may wish to give future consideration to:

- Targets in terms of where Doncaster would like to be are in development by the EDI Board, who will also monitor progress through regular meetings (defined within the Terms of reference). In doing so it will clearly outline what Doncaster wishes to achieve/change, how it will be done, alongside who will deliver it and how performance will be monitored (i.e. via the Council's quarterly performance arrangements)
- To ensure the EDI framework is more understandable to its intended audience, the final version should be considered by the Council's Internal Communications Team to ensure it is written in plain English and that there is consistency in the language used.
- It has been identified that In relation to Learning, Working, Living, Caring it is not clear as to what the themes, policy areas and objectives are.
- Would there be benefit in the DGT having a reference to Connected Council?

5. Objectives: It is has been made clear why some the objectives have been selected (e.g. care leavers accommodation). Baseline information (e.g. some stats on number of young people leaving care without suitable accommodation) has been included to provide context.

Doncaster Council may wish to give future consideration to:

- Produce an equality objectives glossary of terms
- A significant amount of work went into BME health needs assessment which now needs to be put in to action. It would be beneficial to clearly articulate what this work found. The measures need further work, and some could usefully be equality-profiled. E.g. could the employment rate measure be disaggregated for disabled people, BME people etc.?
- Ensuring that the objectives selected are balanced across the protected characteristics.
- Strengthen Links between the objectives and how they reflect identified need

6. Consultation and engagement: The LGA Review Team note that whilst the focus on outcomes for local people in the equality framework is to be applauded, there is no mention of the decision-making process and EIA/EA process, community engagement etc. Some consultation activity which has taken place to date has been referenced within the Due Regard statement.

Doncaster Council may wish to give future consideration to:

- The need to further test the objectives to ensure they are relevant and reflect the demands and needs of local residents.
- Links to the business planning process of the council would be advantageous.