

# Making connections – changing perceptions Equality Scheme 2009-12

A brief summary of this Scheme is available in accessible formats.

This document is available on Southampton City Council's website [www.southampton.gov.uk](http://www.southampton.gov.uk)



## Introduction from Councillor Phil Williams

Public bodies are in a unique position to address, to lead and to influence equality outcomes. This Equality Scheme brings together revised Race, Disability and Gender Equality Schemes and also incorporates actions to address equality issues in respect of age, sexual orientation, religion and belief and gender identity.

This Equality Scheme builds on the achievements of our previous Equality Scheme and contains actions that reflect the full range of service delivery and employment practice across the council. We have involved Disabled People in putting this Equality Scheme together and consulted with a range of organisations and individuals to help us identify priority objectives where we can most improve equality outcomes and drive change. The identified priority objectives to focus on are:-

- actions to eliminate discrimination, hate crime and harassment being experienced on any grounds eg. race, gender, impairment, homophobia etc.
- actions to tackle long-standing issues of inequality and disadvantage experienced in education, employment, health, housing etc.
- actions to promote greater equality and increase participation in communities and across communities.

This Equality Scheme is not a stand alone document. Equality actions are mainstreamed throughout the council's major policies and strategies and underpin the performance management of the whole council. It feeds into national inspection regimes such as the Comprehensive Area Assessment.

Councillor Phil Williams



# Contents

• What is an Equality Scheme?	4
• What do we want to achieve?	5
• How are we going to do this?	6
• How we have identified our priority objectives and actions	7-8
• The priority objectives and detailed actions	9-17
• Monitoring and reporting	18
• Appendices	19
• Feedback page	43

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# What is an Equality Scheme?

An Equality Scheme is an action plan that commits the council to working for better and more equal opportunities for everyone – to really make a difference.

More specifically, it is a legal requirement for the council to publish a written Race Equality Scheme, a Disability Equality Scheme and a Gender Equality Scheme. The Schemes must set out the activities and actions that the council will take to best meet its legal obligations to:-

- eliminate unlawful discrimination;
- promote equality of opportunity between persons of different racial groups, between Disabled People and other people; and between men and women;
- positively promote good relations between people from different racial backgrounds;
- promote positive attitudes towards Disabled People and tackle damaging stereotypes relating to Disabled People, gender and race;
- tackle racial and sexual harassment and harassment of Disabled People;
- encourage participation of people from all our diverse communities in public life – including specifically, taking steps towards meeting the needs of Disabled People even if this means more favourable treatment.

By law, in order to meet these duties, we must also:-

- regularly review our policies, service delivery and employment practice to assess what effect the way we do things has on different communities and social groups – this process of review is called an equality impact assessment;
- provide and report on equality training and skills development for employees, especially to ensure an understanding of equality duties;
- monitor and report on the profile of our workforce by ethnicity, impairment and gender to measure progress in equality of opportunity in employment practice;
- implement the Equal Pay Act 1970 (amended).

However, we also want to promote equality and address the inequality and discrimination people can experience because of issues of age, religion and belief, sexual orientation or gender identity. We have therefore produced one document to be our action plan to address all these issues – this Equality Scheme 2009-12.

(A more detailed overview of Equality legislation and an outline of equality duties in respect of schools can be found at Appendix 4.)

# What do we want to achieve?

The council's overall approach to equalities is framed by national equality legislation but driven by our local priorities and values. We consulted with local people to help us identify our council priorities, which are:-

- providing good value, high quality services
- getting the city working
- investing in education and training
- keeping people safe
- keeping the city clean and green
- looking after people

We want to create a level playing field where everyone has an equal opportunity. The actions in this Equality Scheme will work to achieve greater equality outcomes across the full range of council service delivery and employment practice.

The aims of this Equality Scheme are to help bring about:-

- fair and equal life chances for all – irrespective of gender, religion or belief, impairment, sexual orientation, gender identity, race or age;
- a city in which people from different backgrounds will get on well together and better outcomes are enjoyed by everyone;
- a measurable difference in equality outcomes.

Successfully delivering the actions in this Equality Scheme is just one of the practical ways in which the council fulfils its partnership commitment to the City of Southampton Strategy 2026, "...we are committed to working in partnership to improve the overall quality of life of local residents and those who work in or visit our city. We would like all citizens to feel part of a city which is being sustained and developed for the benefit of all".<sup>1</sup>

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<sup>1</sup> City of Southampton Strategy 2026 Vision

## How are we going to do this?

An effective Equality Scheme is not a stand alone document. We will continue our best practice of mainstreaming our equality work. In other words, we build equality considerations into:-

- our core business;
- our employment practices;
- providing services or buying goods and services from others; and
- our partnership working with businesses and other organisations.

In particular we will continue to provide an on-going programme of equalities training for our staff – with a focus on front line services, procurement and planning.

We will continue to review the relevance, efficiency and effectiveness of our profile monitoring of customers so that we can measure the impact of our actions. We will also strengthen the monitoring of equality clauses in our contracts and ensure the importance of collecting and reporting equality data is better understood by staff as a means to improve policy and service delivery.

Presenting our equality actions together in one place, the Equality Scheme, is part of a transparent and accountable process to make it easier for our customers to monitor our progress on equality issues. However, our equality actions are already an integral part of our strategies and partnership strategies, which have been established to drive improvement in good value accessible services, employment and learning opportunities, quality of housing and environment etc. for everyone. (A reference list of our key Strategies is available at Appendix 2).

# How we have identified our priority objectives and actions

To help us identify our priority objectives we have applied four main criteria. There was 100% endorsement of these criteria from our consultation.

- Evidence of need
- National/local performance indicators
- Value-for-money use of resources
- ‘Expert’ opinion

## 1. Evidence of need

We have identified need through regularly reviewing our policies, services and employment practice to consider what effect the way we do things has on different communities and social groups. (This process of review is called an equality impact assessment). We have also analysed data from a range of national and local sources. For example:

- the Index of Multiple Deprivation<sup>2</sup>
- Place Survey<sup>3</sup>
- TellUs3<sup>4</sup>
- Council tenants satisfaction survey<sup>5</sup>
- Joint Strategic Needs Assessment<sup>6</sup>
- ‘Analysis of Worklessness in Southampton’<sup>7</sup>
- information from research and consultation linked to our major development and planning work – the Southampton Core Strategy.

## 2. National/local performance indicators

The Government requires all local authorities to report against a set of National Indicators (NI’s) – many of which will help us objectively measure and compare our performance on equality issues.

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<sup>2</sup> Indices of Deprivation, Communities and Local Government 2007

<sup>3</sup> Place Survey, Audit Commission 2009

<sup>4</sup> TellUs3, Ofsted 2009

<sup>5</sup> Tenants Satisfaction Survey 2008

<sup>6</sup> Joint Strategic Needs Assessment 2008-11

<sup>7</sup> Portsmouth University 2008

With our partner organisations from the private, voluntary and community sectors we have agreed to focus effort on a smaller number of indicators from the full national set that most reflect our local priority needs. These indicators can be found in the Local Area Agreement.

### **3. Value-for-money use of resources**

We will drive better results through a realistic targeting of resources. This will include robust procurement and effective partnership working as the actions in our major strategies and partnership strategies illustrate.

### **4. 'Expert' opinion**

We have undertaken a comprehensive process of consultation to collect the views of our partners, our customer's, our staff, Trades Unions, local specialist agencies and people who experience the effects of inequality, on what they think would make the most difference. We have done this by:-

- involving specialist agencies and organisations eg. Southampton Centre for Independent Living, The British Humanist Association, The Vegan Society and Positive Action<sup>8</sup>;
- promoting consultation to individuals eg. on-line through 'Have Your Say' [www.southampton.gov.uk](http://www.southampton.gov.uk) and using an Opinion Meter (an electronic questionnaire), at various public events eg. "Get Involved" – part of Local Democracy Week 2009 and the Southampton Mela;
- attending meetings of various groups eg. Southampton Youth Parliament, Southampton Seniors' Council, the Anti-Poverty Network, Southampton Council of Faiths, the Inner City Multi-Agency Group and the Multi-Agency Group on Racial Harassment;
- sending out questionnaires or speaking to various individual groups to 'test' findings or identify a specific view point not adequately covered elsewhere eg. Sure Start Fathers' Group, the Break Out Youth Project and Hidden Targets (both of these groups provide emotional and practical support to the Lesbian, Gay, Bisexual and Transexual communities);
- holding workshop sessions with Members, staff and representatives of other public sector bodies (Primary Care Trust, Fire and Police Services, County Council and Borough Councils) to explore equality issues, priorities for our Equality Scheme and the impact of potential new equality legislation;
- having a consultation event with services users, which was run and supported by Southampton Centre for Independent Living.

A full listing of consultees and methods can be found in Appendix 3.

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<sup>8</sup> Positive Action provide emotional and practical support to individuals and families affected by HIV

## The priority objectives and detailed actions

Using the four criteria above has helped us identify three priority objectives to focus on in this Equality Scheme:-

- actions to eliminate discrimination, hate crime and harassment being experienced on any grounds eg. race, gender, impairment, homophobia;
- actions to tackle long-standing issues of inequality and disadvantage experienced in education, employment, health, housing etc.
- actions to promote greater equality and increase participation in communities and across communities.

The sections below outline the key actions we are committed to delivering, either through our own services or through partnership working, to achieve improvements against each of these priority objectives. Please note that many of the actions are replicated from the major council and partnership strategies that have been revised in 2009 and are referenced in Appendix 2. The detailed evidence, monitoring data, targets and consultation behind these actions is included in the individual strategies and therefore has not been repeated again here.

The key actions address equality issues across all strands – race, gender, religion and belief, impairment, sexual orientation, gender identity and age. A more detailed equality action plan lies behind this Equality Scheme which includes a further range of individual service-specific actions. The detailed equality action plan has been produced in a table format which clearly identifies where actions will benefit particular equality groups.

You can view the detailed equality action plan (Appendix 1) on our web site [www.southampton.gov.uk](http://www.southampton.gov.uk) or request a copy/other formats from Southampton City Council, Communities Team 023 8083 3445 or email [communities@southampton.gov.uk](mailto:communities@southampton.gov.uk)

### Priority Objective 1: actions to eliminate discrimination, hate crime and harassment

Discrimination, hate crime and harassment on any grounds – race, gender, religion and belief, impairment, sexual orientation, gender identity or age – is unacceptable. Its negative impact is significant. It can undermine self-confidence, wreck individual lives and cause social, economic and environmental damage across communities.

The council is committed to tackling discrimination in the exercise of all its functions and leading by example. We will continue to demonstrate good practice in our recruitment and our employment policies, which are designed to create and support a well managed, talented and diverse workforce with the right skills, information and training to achieve our ambitions for the communities we serve. We also want to recognise positive business approaches to opportunity in the private sector. The

council will explore mechanisms as to how we can work with the private sector to increase employment opportunity and the recognition of the business benefits that flow from a more diverse workforce. (Additional information about our actions to address inequality in employment and help create wider opportunities is detailed under Priority Objective 2 and 3.)

Our equality impact assessment work for our major strategies has identified where further work could be most effective in driving change and reducing hate crime and harassment in the community. The number of incidents reported to us of hate crime and harassment has been increasing year on year. In 2008-09, we received a total of 1,665 reports which was a 6% increase on the previous year<sup>9</sup>. This does not mean that Southampton is becoming a less safe place to live. We believe it means that people are more confident about coming forward to report their experiences and it is more a mark of success for existing partnership working on hate crime and harassment.

However, it is acknowledged both nationally and locally that hate crime and harassment is usually under-reported. Research into Disabled Peoples' experiences of hate crime and harassment suggests there are a number of reasons that may explain under reporting, which should be explored further<sup>10</sup>. Since our local initiative to pilot more accessible information with agencies working with people with Learning Impairments, we have seen a threefold increase in reporting.

Another example is in recent research carried out across Britain's schools. Half of secondary school teachers who are aware of homophobic bullying in their schools say the vast majority of incidents go unreported<sup>11</sup>. The TellUs3 survey of Southampton students indicated that our children and young people are particularly concerned about bullying and cyber bullying<sup>12</sup>.

Co-ordinated partnership and multi-agency working does make a difference. For example, together we achieved a reduction in the number of repeat victims of hate crime and harassment from 8.12% to 3% in 2008-09. We will continue to work effectively within the Southampton Safe City Partnership to tackle hate crime and harassment and maintain a safer city for residents, employees and visitors.

Our priority actions will include:

- Preventing incidents of discrimination occurring in the future by:-
  - promoting existing festivals, events and activities open and accessible to all – celebrating the city, its neighbourhoods and diverse communities;
  - increasing safe access to and use of public/green spaces at all times. Well designed and cared for green spaces bring communities together, provide meeting places, foster social ties and shape the cultural identity of an area;

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<sup>9</sup> Hate Crime and Harassment Task Group 2009-10

<sup>10</sup> Disabled People's experiences of targeted violence and hostility – Dr Chih Hoong Sin (2009)

<sup>11</sup> The Teachers Report, Homophobic Bullying in Britain's Schools, Stonewall (2009)

<sup>12</sup> Children and Young People's Plan 2009-12

- providing factual information to dispel rumour and misconceptions for example by defining the contribution of migrant workers to the local economy or providing information on alternative lifestyle choices;
  - continuing to enable access to and increase satisfaction with, our services across all communities;
  - encouraging greater involvement of older people in public reassurance and community activities;
  - exploring with Disabled People and older people their particular safety concerns.
- Reducing the risk of hate crime and harassment occurring but where incidents do happen making sure victims are appropriately supported by:-
    - co-ordinating actions across services and agencies to limit alcohol misuse, particularly linked to the night time economy;
    - investigating links between the night time economy and hate crime and harassment including analysing data in respect of late night ‘eateries’, night time transport and door staff at bars/clubs;
    - reviewing the range and format of reporting options;
    - linking with partner agencies for joint promotion of the reporting options and the positive changes that can follow from reporting incidents;
    - improving support through effective partnership working and targeting training to front line staff;
    - improving information sharing procedures between agencies and the level of information fed back to the victims;
    - having an Anti-Bullying Policy and Co-ordinator in all schools as well as an Anti-Bullying caseworker available to children and young people.

## Priority Objective 2: actions to tackle long-standing issues of inequality

There is a clear link between long-standing issues of inequality and social and economic deprivation – especially in respect of early years and education, employment, health and quality of living environment.

Southampton is ranked as one of the top five performing cities in England<sup>13</sup> but there are still pockets of high poverty and economic deprivation. Some areas of the city have been measured as being within the 10% most deprived areas in the country<sup>14</sup> and

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<sup>13</sup> Institute of Public Policy Research, England’s Cities, 2008

<sup>14</sup> Index of Multiple Deprivation 2007

are referred to as 'priority neighbourhoods' in the council's major strategies and its partnership strategies. For example, across the priority neighbourhoods:-

- there are low income households where more than half of the city's population of under fives live;
- educational attainment is significantly below the city average;
- more than 25% of residents are claiming out of work benefits;
- a higher proportion of young people between the ages of 16-18 are not in employment, education or training;
- 63% of young people claim to have been a victim of bullying;
- the mortality rate is 28% more than the city average (particularly from heart disease, stroke and cancer), severe mental ill health is more common;
- a significant proportion of the city's total Black and Minority Ethnic community population live in one area;
- a significant number of older people (concentrated in two areas) experiencing poverty;
- the highest concentration of the poorest quality of housing can be found. Poor quality of housing often contributes to health issues such as circulatory and respiratory diseases.

Whilst inequality gaps are most significant in the priority neighbourhoods, these same long standing issues of inequality also have a city wide impact. For example in education, the attainment gap at GCSE 5+ A\*-C including English and Maths between girls and boys in 2008-09 was 12.3% in favour of girls; and the attainment level of children from Gypsy and Traveller communities at GCSE 5+ A\*-C including English and Maths has remained consistently low.

Nationally, 50% of women from Black and Minority Ethnic communities are in employment but women from Pakistani and Bangladeshi communities both have employment rates of less than a quarter<sup>15</sup>. The gap between the employment rate of Disabled People and the overall employment rate has decreased from 34.5% to 26.3% since 1998 but Disabled People are still more than twice as likely to be out of work than non-Disabled People<sup>16</sup>. Our own data also reflects a low representation of Disabled People in our workforce that has been consistent for more than three years. The percentage of city council staff declaring a long term illness, health problem or impairment which limits their daily activities was 2.32% in 2009. The Equality and Human Rights Commission identify Disabled People's economic exclusion as accounting for one-third of child poverty in Britain<sup>17</sup>.

One of the most enduring issues of inequality, despite more than 30 years of legislation, is that gender differentials in pay still exist nationally for work of equal

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<sup>15</sup> Facts about women and men in Great Britain 2006, Equal Opportunities Commission

<sup>16</sup> Anjali Arya Consultancy

<sup>17</sup> Priorities and Work Programme 2009-10, Equality and Human Rights Commission

value. In Southampton average wages are in line with national pay figures eg. the average hourly pay for men was £10.96, compared to £9.87 for women in 2008-09. The city council has an equal pay system in place, which was implemented in 2003.

The recession has had the greatest impact in terms of job loss for young people, men (including those 50+ years old) and people living in deprived communities<sup>18</sup>. Women now make up a greater proportion of the national workforce and they have experienced the fastest rise in unemployment, an increase of 5% compared to men. Recent research suggests that four in ten women find returning to work following maternity leave as being difficult as they do not receive adequate support from their employers<sup>19</sup>. We will continue to monitor and analyse workforce trends across the city to agree effective partnership actions to help redress inequalities.

Our data collection and impact assessment work for our major strategies has also revealed other links between inequality and social and economic deprivation. For example we have seen:-

- more people claiming Incapacity Benefits across the city, particularly from men, with a high proportion of the claims citing mental health. More than 60% of the claims now cover a period of longer than two years;
- one of the biggest concerns for Disabled People in employment is losing their job due to ill health;
- a 14% increase in referrals to children's services where domestic violence has been identified as a factor;
- increased negative impact of alcohol misuse on individuals' health and the knock-on impact on incidents of violence, criminal and anti-social behaviour for families and communities;
- a poor quality environment contributes to community deprivation eg. there were more than 15,000 incidents of fly tipping in 2008-09 and six air quality management areas have been declared in the city as a result of higher pollution levels. A target has been set to reduce fly tipping by 9% in 2009-10 and we have a number of measures in place to achieve this.

We want to continue to identify and address the underlying causes of inequality and increase people's opportunities to achieve. We want to narrow the gaps illustrated above and challenge the damaging stereotypes based on race, gender, religion and belief, impairment, sexual orientation, gender identity or age that can reinforce barriers to achievement.

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<sup>18</sup> Monitoring the impact of the recession on various demographic groups - research published jointly in June 2009 by the Equality and Human Rights Commission, the Department for Work and Pensions and the Government Equalities Office

<sup>19</sup> The experiences of women returning to work after maternity leave in the UK, National Childbirth Trust 2009

Our priority actions will include:

- Addressing inequality through better educational attainment and achievements for children, young people, families and communities by:-
- successfully delivering the Building Schools for the Future programme<sup>20</sup> (Building Schools for the Future is a national programme of investment in secondary schools – to raise standards and increase student attendance, to build sustainable school buildings and to create new facilities for communities)<sup>21</sup>;
- early identification of domestic violence and of children and young people who are at risk of abuse or neglect because of domestic violence and by increasing support/therapeutic work with those who experience it;
- improving skills/qualifications to increase employment opportunities and address worklessness. We want to reduce the numbers of young people not in employment, education or training (including a particular focus on young people in care and Disabled People who are three times more likely not to be in employment, education or training);
- targeted information and project work with specific groups (young people, students, lesbian, gay, bisexual and transexual communities) to reduce underage drinking and people potentially making themselves more vulnerable to harm through drink.
- Addressing inequality through good employment practice and creating wider opportunities by:-
- continuing to ensure equalized pay within the council’s workforce;
- increasing apprenticeship opportunities eg. by working with the Skills Zone to increase apprenticeships and convert vacancies into apprenticeships;
- establishing a ‘fit for work’ service to enable a faster return to work for people with physical or mental health impairment and to prevent people from falling out of employment due to ill health;
- targeting support to families to enable them to prepare for and return to work eg. piloting the ‘Passport to Success’ project with Job Centre Plus and Children’s Centres.
- Supporting better health and well being achievements by working in partnership to:-
- reduce premature mortality linked to alcohol in neighbourhoods and communities across the city;
- increase opportunities for safer walking and cycling for all communities;

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<sup>20</sup> Children and Young People’s Plan 2009-12

<sup>21</sup> Partnership for Schools

- promote financial inclusion for people in priority neighbourhoods eg. access to bank accounts, affordable credit, face to face money/debt advice and access to insurance services;
- reduce fuel poverty across all communities – but with a particular focus on supporting older people to receive income entitlements.
- Continuing to improve the quality of the living environment for everyone by:-
- ensuring all council housing meets the Decent Homes Standard (Government target) by the end of 2010. This will include increased insulation and use of renewable energy sources to help tackle poor health and reduce fuel poverty;
- continuing to improve the street scene and environment across all communities – improving air quality, reducing levels of graffiti, litter and fly-tipping on green spaces and increasing energy efficiency and recycling.

## **Priority Objective 3: actions to promote greater equality and increase people’s participation in communities and across communities**

Promoting equality is about practical actions to help change damaging attitudes and remove the barriers that limit what people can do and can be – leading to improved outcomes and a better quality of life for all. In other words, so that all people can experience fair treatment and a more equal opportunity to achieve what they want in their lives.

We seek to continuously make changes and improvements in council services and customer care that has a positive impact on equalities. For example, we proactively use the views collected via our customer comments, compliments and complaints process to improve services. We listen to our partner organisations such as the police, fire and health services, business, voluntary and community groups and local universities, so that together we can identify and address inequality issues at a city-wide level.

Our major strategies and partnership strategies demonstrate some of the ways in which we promote equality. For example:-

- in their actions for improved regeneration, community safety, care services, transport, learning, employment, independent/healthy lifestyle etc. for all;
- in using inclusive language and presenting positive images of diversity;
- in recognising and valuing the contribution from all the city’s diverse communities to its success, now and in the future.

Knowing our customers and our communities is critical. We, along with our partners, collect and analyse monitoring information so that we can target our resources most effectively. For example, by creating responsive and accessible services and increasing opportunities for people to gain skills leading to jobs or to share their skills through volunteering.

Our data collection has highlighted that:-

- the city has high proportions of young and older people – an estimated 22% of the population is 19 years or younger and we will reach an estimated 17% of the population being over 65 years during the lifetime of this Equality Scheme;
- people from Black and Minority Ethnic communities make up 7.5% of the city's total population and 13% of the under four age group<sup>22</sup>;
- domestic violence affects both women and men. During the 2009 snapshot survey 86% of recorded cases involved women and 6.2% of cases involved men<sup>23</sup>;
- there were 136 reported incidents of hate crime and harassment relating to sexual orientation in 2008-09 this is a further 0.5% increase on 2007-08<sup>24</sup>;
- there are concerns in the Muslim community about the need to tackle Islamophobia and address educational attainment<sup>25</sup>;
- there is a lack of consistent quality data when it comes to gender identity. We will be continuing to monitor and explore ways in which this can be collated most effectively;
- the city has almost twice the England average of older people using mental health services; by 2012 it is estimated that 2,722 people over the age of 65 will have dementia<sup>26</sup> and 2,800 older people will have depression<sup>27</sup>;
- 1,018 volunteers registered with Southampton Voluntary Services in 2008-09. The trend is showing that the largest group of volunteers were within the 19-25 age group. The lowest number of volunteers were in the over 65 age group.

We want to continuously improve the ways in which our services and our partnership work can promote equality and encourage greater participation. Key to this is our on-going programme of targeted staff training on equality issues. Equalities training underpins the provision of excellent customer service to everyone. The importance of targeted staff training was the top issue raised unanimously throughout our consultation.

Combining our data collection, our equality impact assessment work on our major strategies and our consultation on this Equality Scheme has identified where to focus

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<sup>22</sup> Local Regeneration Strategy 2009-12

<sup>23</sup> Southampton Domestic Violence Forum

<sup>24</sup> Hate Crime and Harassment Task Group

<sup>25</sup> BMG Research

<sup>26</sup> Local Regeneration Strategy 2009-12

<sup>27</sup> Southampton's Joint Strategic Needs Assessment for Health and Wellbeing 2008-11

our efforts to drive change and increase opportunities for achievement for everyone – irrespective of race, gender, religion and belief, impairment, sexual orientation, gender identify or age.

Our priority actions will include:

- Continuing to promote equality of opportunity by:-
  - increasing customer choice – through understanding more about how, why and when people want to contact the council;
  - increasing customer control – particularly in respect of adult social care and in terms of shaping services;
  - identifying and addressing skills gaps in our workforce to continuously improve provision of good value, high quality services to all;
  - promoting flexible working and alternative work patterns that will create good work life balance and open new opportunities for staff, as well as meeting our business needs;
  - increasing access to quality information, advice and advocacy services across all communities;
  - addressing inequality issues in transport – including increasing access to services and facilities by public transport, walking or cycling.
- Continuing to develop projects and ways to increase understanding and respect for peoples’ differences by:-
  - using arts, culture and the built environment eg. by completing the Guildhall Square project;
  - increasing intergenerational work to change attitudes to ageing and negative images of older and younger people.
- Developing initiatives and supporting more opportunities for people’s participation in and across communities by:-
  - helping people from all communities acquire the skills to get involved;
  - increasing cross-cultural opportunities for people of different religions and of no religion to socialise/work together;
  - investigating corporate volunteering programmes eg. with Southampton Voluntary Services, Business Southampton and Business in the Community.

A more detailed equality action plan lies behind the Equality Scheme and includes a further range of individual service-specific actions. You can view the detailed equality action plan on our website [www.southampton.gov.uk](http://www.southampton.gov.uk) or request a copy of other formats from Southampton City Council, Communities Team 023 8083 3445 or by email from [communities@southampton.gov.uk](mailto:communities@southampton.gov.uk)

## Monitoring and reporting

This Equality Scheme is a public document. It will be promoted on our website, to our customers, our partners in the business, public, voluntary and community sectors and to our staff. A summary of the Equality Scheme will be available in accessible formats and in other languages on request.

All actions included in this Equality Scheme will be monitored through the council's performance management system and/or the relevant Partnership Board eg. Southampton Safe City Partnership, the Economy and Enterprise Board and Children and Young People's Trust.

The council will continue to undertake equality impact assessments on its services and major new policies, strategies and projects. We have recently expanded the impact assessment process and now consider social, economic and environmental impacts together in one process, as part of our commitment to improve outcomes for everyone.

We will publish an annual report to formally record our progress in delivering this Equality Scheme. Each annual report will include specific achievements measured against national/local indicators to enable comparison with other local authorities. It will also include statistical information on our equality training and the profile of our workforce by ethnicity, impairment and gender to demonstrate progress in equality of opportunity in employment practice.

The Equality Scheme and the outcomes we achieve through its delivery will be part of the annual inspection of the council's work by the Audit Commission – known as a Comprehensive Area Assessment.

This Equality Scheme will be reviewed and republished in December 2012.

To tell us more about your views on what we do and/or to find out more information about equalities work in the council please contact us.

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You can use our on-line compliments, comments or complaints available at [www.southampton.gov.uk](http://www.southampton.gov.uk)

# Appendix 1

<b>Priority Objective 1: Actions to eliminate discrimination, hate crime and harassment being experienced on any grounds eg. race, gender, impairment, homophobia etc.</b>					
<b>Meets Council Priority:</b> Keeping people safe; looking after people					
<b>Meets Strategic Objective:</b> People proud of their city and making a positive contribution; an attractive, sustainable and stimulating environment					
<b>Action</b>	<b>Timescale</b>	<b>Measures</b>	<b>Responsible Officer</b>	<b>Source Strategy</b>	<b>Equality Strand</b>
<b>Preventing incidents of discrimination occurring in the future</b>					
Promote existing festivals, events and activities open and accessible to all – celebrating the city, its neighbourhoods and diverse communities	2009-12	NI 1, 2, 4 and 23	Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL
Increase safe access to and use of public/green spaces at all times. Well designed and cared for green spaces bring communities together, provide meeting places, foster social ties and shape the cultural identity of an area	2009-12	NI 5, 17, 199 Customer feedback. Number of “Park watch” schemes	Parks and Open Spaces Manager	Safe City Partnership Plan 2009-12 Green Space Strategy 2008	ALL
Provide factual information to dispel rumour and misconceptions eg. by defining the contribution of migrant workers to the local economy or information on alternative lifestyle choices	2009-12	NI 1, 2 3, 4, 6	Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	R, GI, RB, SO
Continue to enable access to, and increase satisfaction with, our services across all communities	2009-12	NI 14, 128, 139, 140, 160, 199 Monitoring and customer feedback.	Head of Transactions and Customer Excellence/Head of Neighbourhood Management	Customer Access Strategy 2009-12	ALL
Encourage greater involvement of older people in public reassurance and community activities	2009-12	NI3, 6 and 7 Customer feedback.	Later Years Partnership Co-ordinator/Safer Communities Manager	Safe City Partnership Plan 2009-12	A

**Key:** R = Race, D = Disability (Impairment), G = Gender, GI = Gender Identity, RB = Religion and Belief, SO = Sexual Orientation, A = Age and ALL = all

**Priority Objective 1: Actions to eliminate discrimination, hate crime and harassment being experienced on any grounds eg. race, gender, impairment, homophobia etc.**

**Meets Council Priority:** Keeping people safe; looking after people

**Meets Strategic Objective:** People proud of their city and making a positive contribution; an attractive, sustainable and stimulating environment

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
Explore with Disabled People and older people their particular safety concerns	2010-11	NI 3, 6, 7 Customer feedback and revised actions.	Safer Communities Manager	Safe City Partnership Plan 2009-12	D, A
<b>Reducing the risk of hate crime and harassment occurring but where incidents do happen making sure the victims are appropriately supported</b>					
Co-ordinate actions across services and agencies to limit alcohol misuse, particularly linked to the night-time economy	2009-12	NI 21, 27, 39, 41, 115	Safer Communities Manager/Communities Manager/Joint Commissioning Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL
Investigate links between the night-time economy and hate crime and harassment including analysing data in respect of late night 'eateries', night-time transport and door staff at bars/clubs	2010-11	Analysis of incident reports	Safer Communities Manager/Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL
Reviewing the range and format of reporting options	2010	Number of incidents	Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL
Linking with partner agencies for joint promotion of reporting options and the positive changes that can follow from reporting incidents	2010	Customer feedback	Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL

**Key:** R = Race, D = Disability (Impairment), G = Gender, GI = Gender Identity, RB = Religion and Belief, SO = Sexual Orientation, A = Age and ALL = all

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Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
Improving support through effective partnership working and targeting training to front line staff	2010-11	Partnership protocols. Monitor training attendance. Customer feedback	Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL
Improving information sharing procedures between agencies and the level of information fed back to victims	2010-11	Partnership protocols. Reduced repeat incidents. Customer feedback	Communities Manager	Safe City Partnership Plan 2009-12 Hate Crime and Harassment Task Group Action Plan 2009-10	ALL
To have an anti-bullying policy and co-ordinator in all schools as well as an anti-bullying caseworker available to children and young people	2010-12	NI 69	Head of Safeguarding/ Head of School Standards	Children and Young People's Plan 2009-12 Safe City Partnership Plan 2009-12	R, D, G, GI, RB, SO

**Key:** R = Race, D = Disability (Impairment), G = Gender, GI = Gender Identity, RB = Religion and Belief, SO = Sexual Orientation, A = Age and ALL = all

**Priority Objective 2: Actions to tackle long-standing issues of inequality and disadvantage experienced in education, employment, health, housing etc.**

**Meets Council Priority:** Getting the city working; investing in education and training; keeping the city clean and green

**Meets Strategic Objective:** People proud of their city and making a positive contribution; learning and innovation at its heart; a dynamic business environment

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
<b>Addressing inequality through better educational attainment and outcomes for children, young people, families and communities</b>					
Deliver the Building Schools for the Future programme	2009-12	Measures of inclusion/exclusion, attendance and standards eg. NI 73-78, 87, 97-101, 108, 114	Head of School Standards/Executive Director of Neighbourhoods	Children and Young People's Plan 2009-12 Corporate Property Strategy	ALL
Identify children and young people who are at risk of abuse or neglect because of domestic violence and increase support/therapeutic work with those who experience it	2009-12	NI 109	Head of Safeguarding/Safer Communities Manager	Children and Young People's Plan 2009-12	R, RB, A
Improve skills/qualifications to increase employment opportunities and address worklessness. To reduce the numbers of young people not in employment, education or training (including a particular focus on young people in care and Disabled People who are three times more likely not to be in employment, education or training)	2009-12	NI 110 117, 146, 151, 152, 153, 164, 165, 175, 176	Head of Young People and Community Support/Assistant Chief Executive Economic Development and Regeneration/ Head of Planning and Sustainability	Children and Young People's Plan 2009-12 Local Regeneration Strategy 2009-12 Economic Development Plan 2009-12	R, D, RB, A
Targeted information and project work with specific groups (young people, students, lesbian, gay, bisexual and transgender communities) to reduce underage drinking and people potentially making themselves more vulnerable to harm through drink	2010-11	NI 111, 115 Evidence of use of a range of enforcement tools.	Safer Communities Manager/Head of Young People and Community Support/ Joint Commissioning Manager	Safe City Partnership Plan 2009-12 Children and Young People's Plan 2009-12 Health and Wellbeing Strategy 2009-12	G, GI, SO, A

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**Meets Council Priority:** Getting the city working; investing in education and training; keeping the city clean and green

**Meets Strategic Objective:** People proud of their city and making a positive contribution; learning and innovation at its heart; a dynamic business environment

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
<b>Addressing inequality through better employment outcomes</b>					
Continue to ensure equalized pay within the council's workforce	2009-12	Employee turnover Employee satisfaction (staff survey) Market comparison	Head of Organisational Development	Workforce Strategy 2009-12	ALL
Increase apprenticeship opportunities eg. by working with the Skills Zone to increase apprenticeships and review long term vacancies for options to convert into apprenticeships.	2010-12	NI 110, 117, 146 Increase number of apprenticeships by 50 over two years	Head of Young People and Community Support/Head of Organisational Development/Head of Health and Adult Social care	Children and Young People's Plan 2009-12 Workforce Strategy 2009-12. Local Regeneration Strategy 2009-12	ALL
Establish a 'fit for work' service to enable a faster return to work for people with physical or mental health impairment and to prevent people from falling out of employment due to ill health	2010 -11	VSC07/NI 146 VSC08/NI 150 NI 22, 50, 106, 116, 173 Number of ill health retirements. DDA employee statistics	Head of Health and Adult Social Care/ Head of Organisational Development	Health and Wellbeing Strategy 2009-12 Workforce Strategy 2009-12 Children and Young People's Plan 2009-12 Local Regeneration Strategy 2009-12	D, A
Targeting support to families to enable them to prepare for and return to work eg. piloting the 'Passport to Success' project with Job Centre Plus and Children's Centres	2010-11	NI 22, 106, 116, 118	Parenting Commissioner/ Assistant Chief Executive Economic Development and Regeneration/Head of School Standards	Children and Young People's Plan 2009-12 Local Regeneration Strategy 2009-12	R, G, A

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**Priority Objective 2: Actions to tackle long-standing issues of inequality and disadvantage experienced in education, employment, health, housing etc.**

**Meets Council Priority:** Getting the city working; investing in education and training; keeping the city clean and green

**Meets Strategic Objective:** People proud of their city and making a positive contribution; learning and innovation at its heart; a dynamic business environment

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
<b>Supporting better health and well-being outcomes</b>					
Reduce premature mortality linked to alcohol in neighbourhoods and communities across the city.	2010-12	NI 120	Children and Young People's Trust Board Associate Director/PCT Health Improvement Manager/Health and Wellbeing Strategy Manager	Local Regeneration Strategy 2009-12 Health and Wellbeing Strategy 2009-12	ALL
Increase opportunities for safer walking and cycling for all communities	2009-12	NI 47, 48, 175, 198	Travel and Transport Policy Manager	Health and Wellbeing Strategy 2009-12	ALL
Promote financial inclusion for people in priority neighbourhoods eg. access to bank accounts, affordable credit, face to face money/debt advice and access to insurance services	2009-12	NI 116, 118	Assistant Chief Executive Economic Development and Regeneration/Head of School Standards	Local Regeneration Strategy 2009-12 Children and Young People's Plan 2009-12	ALL
Reduce fuel poverty across all communities – but with a particular focus on supporting older people to receive income entitlements	2009-12	NI 187	Head of Housing Solutions/Head of Neighbourhood Management	Children and Young People's Plan 2009-12 Local Regeneration Strategy 2009-12 Housing Strategy 2007-11	A

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**Priority Objective 2: Actions to tackle long-standing issues of inequality and disadvantage experienced in education, employment, health, housing etc.**

**Meets Council Priority:** Getting the city working; investing in education and training; keeping the city clean and green

**Meets Strategic Objective:** People proud of their city and making a positive contribution; learning and innovation at its heart; a dynamic business environment

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
<b>Continue to improve the quality of the living environment for everyone</b>					
Ensure all council housing meets the Decent Homes Standard (Government target) by the end of 2010. (Target for 70% of vulnerable people to live in decent private sector homes by 2012.) This will include increased insulation and use of renewable energy sources which can also help tackle poor health and reduce fuel poverty	2010-12	NI 158, 187	Head of Decent Homes/ Head of Housing Solutions	Housing Strategy 2007-11	ALL
Continue to improve the street scene and environment across all communities – so that it is safe, attractive and accessible eg. improving air quality, reducing levels of graffiti, litter and fly-tipping on green spaces, increasing energy efficiency and recycling and increase the re-use and sustainability of materials.	2009-12	NI 168, 169, 191-195, 197	Head of Waste and Fleet Transport/ Head of Neighbourhood Services/Head of Planning and Sustainability/Head of Estate Regeneration/ Head of Highways and Parking	Consolidated Waste Strategy 2009-10 Housing Strategy 2007-11 Green Space Strategy 2008 Estate Regeneration Programme 2009-12 Street Scene Strategy Transport Asset Management Plan Local Transport Plan 2006-11 Environmental Capital programme	ALL

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**Priority Objective 3: Actions to promote greater equality and increase participation in communities and across communities.**

**Meets Council Priority:** Providing good value, high quality services; looking after people

**Meets Strategic Objective:** People proud of their city and making a positive contribution; a dynamic business environment; an attractive, sustainable and stimulating environment; a unique sense of place

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
<b>Continuing to promote equality of opportunity</b>					
Increase customer choice – through understanding more about how, why and when people want to contact the council	2009-12	NI 14, 60, 139, 140, 160, 181	Head of Transactions and Customer Excellence/Corporate Complaints Manager	Customer Access Strategy 2009-12	ALL
Increase customer control – particularly in respect of adult social care and in terms of shaping services	2009-11	NI 54, 63, 125, 128, 130, 139, 140, 142	Head of Transactions and Customer Excellence/Head of Housing Solutions/ Supporting People Programme Manager/ Head of Health and Adult Social Care	Customer Access Strategy 2009-12 Health and Wellbeing Strategy 2009-12 Housing Strategy for Older People 2009-14 Children and Young People’s Plan 2009-12	R, D, GI, RB, SO, A
Identify and addressing skills gaps in our workforce to continuously improve provision of good value, high quality services to all	2009-12	Number of days training. Number of employees with Level 2 qualifications	Head of Organisational Development	Workforce Strategy 2009-12	ALL
Promote flexible working and alternative work patterns that will create good work life balance and open new opportunities, as well as meeting our business needs	2009-12	NI 176	Head of Organisational Development	Workforce Strategy 2009-12	ALL
Increase access to quality information, advice and advocacy services across all communities	2009-12	NI 7, 135, 139	Head of Transactions and Customer Excellence/ Head of Health and Adult Social Care/ Later Years Partnership Co-ordinator/ Communities Manager	Customer Access Strategy 2009-12 Health and Wellbeing Strategy 2009-12 Cohesion Action Plan Local Regeneration Strategy 2009-12	ALL

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**Priority Objective 3: Actions to promote greater equality and increase participation in communities and across communities.**

**Meets Council Priority:** Providing good value, high quality services; looking after people

**Meets Strategic Objective:** People proud of their city and making a positive contribution; a dynamic business environment; an attractive, sustainable and stimulating environment; a unique sense of place

Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
Address inequality issues in transport – including increasing access to services and facilities by public transport, walking or cycling	2009-12	NI 167, 175, 176	Head of Planning and Sustainability/Licensing Manager/Head of Highways and Parking Services.	Local Transport Plan 2006-11 Children and Young People’s Plan 2009-12 Safe City Partnership Plan 2009-12	ALL
Improve the city’s highways, parking and street lighting infrastructure to help address inequalities and increase participation by keeping the city moving, providing safer streets and improved street scene	2009-12	NI 167 BVPI 215 a & b	Head of Highways and Parking Services	Transport Asset Management Plan (TAMP) Street Lighting PFI	ALL
<b>Continuing to develop projects and ways to increase understanding and respect for peoples’ differences</b>					
Use arts, culture and the built environment eg. by completing the Guildhall Square project	2009-12	NI 1, 2, 10, 11, 23, 35	Head of Leisure and Culture/Head of Planning and Sustainability		ALL
Increase intergenerational work to change attitudes to ageing and negative images of older and younger people	2009-11	NI 1, 2, 5, 6, 7, 23, 24, 25, 41, 138	Later years Partnership Co-ordinator/Head of Young People and Community Support/ Head of Neighbourhood Management		A

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Action	Timescale	Measures	Responsible Officer	Source Strategy	Equality Strand
<b>Development initiatives and supporting more opportunities for participation in and across communities</b>					
Help people from all communities acquire the skills to get involved	2009-12	NI 3, 4, 6, 7, 35	Communities Manager/ Head of Young People and Community Support/Head of Neighbourhood Management	Cohesion Action Plan Prevent Action Plan Local Regeneration Strategy 2009-12 Children and Young People's Plan 2009-12	ALL
Increase cross-cultural opportunities for people of different religions and of no religion to socialise/work together	2009-12	NI 1, 2, 23	Communities Manager	Cohesion Action Plan Prevent Action Plan Local Regeneration Strategy 2009-12	R, RB
Investigate corporate volunteering programmes eg. with Southampton Voluntary Services, Business Southampton and Business in the Community	2009-12	NI 6, 7 Numbers volunteering. Customer feedback.	Communities Manager	Local Regeneration Strategy 2009-12	ALL
Improve partnership working to create better outcomes for everyone by developing and adopting a new Compact for Southampton. (Compact is a partnership agreement on ways and principles to work between the public sector and the voluntary and community sector.)	2010-11	NI 6, 7	Communities Manager		ALL

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## Government National Outcome and Indicator Set – relevant indicators

Outcome	No.	National Indicator
Stronger Communities	1	% of people who believe people from different backgrounds get on well together in their local area
	2	% of people who feel that they belong to their neighbourhood
	3	Civic participation in the local area
	4	% of people who feel they can influence decisions in their locality
	5	Overall/general satisfaction with local area
	6	Participation in regular volunteering
	7	Environment for a thriving Third Sector
	10	Visits to museums or galleries
	11	Engagement in the arts
	14	Avoidable contact: The average number of customer contacts per received customer request
Safer Communities	17	Perceptions of anti-social behaviour
	21	Dealing with local concerns about anti-social behaviour and crime by the local council and Police
	22	Perceptions of parents taking responsibility for the behaviour of their children in the area
	23	Perceptions that people in the area treat one another with respect and dignity
	24	Satisfaction with the way the Police and local council dealt with anti-social behaviour
	25	Satisfaction of different groups with the way Police and local council dealt with anti-social behaviour
	27	Understanding of local concerns about anti-social behaviour and crime by the local council and Police
	35	Building resilience to violent extremism
	39	Alcohol-harm related hospital admission rates
	41	Perceptions of drunk or rowdy behaviour as a problem
	47	People killed or seriously injured in road traffic accidents
48	Children killed or seriously injured in road traffic accidents	
Children and Young People :Be healthy	50	Emotional health of children
	54	Services for Disabled children
:Stay Safe	60	Core assessments for children’s social care that were carried out within 35 working days of their commencement
	63	Stability of placements of looked after children: length of placement
	69	Children who have experienced bullying
	71	Children who have run away from home/care overnight

Outcome	No.	National Indicator
:Enjoy and achieve	72	Achievement of at least 78 points across the early years Foundation Stage with at least six in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy
	73	Achievement at level 4 or above in both English and Maths at Key Stage 2 (Threshold)
	74	Achievement at level 5 or above in both English and Maths at Key Stage 3 (Threshold)
	75	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths (Threshold)
	76	Achievement at level 4 or above in both English and Maths at KS2 (Floor)
	77	Achievement at level 5 or above in both English and Maths at KS3 (Floor)
	78	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths (Floor)
	79	Achievement of a Level 2 qualification by the age of 19
	87	Secondary school persistent absence rate
	97	Progression by 2 levels in English between Key Stage 3 and Key Stage 4
	98	Progression by 2 levels in Maths between Key Stage 3 and Key Stage 4
	99	Children in care reaching level 4 in English at Key Stage 2
	100	Children in care reaching level 4 in Maths at Key Stage 2
	101	Children in care achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths)
	102	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stages 2 and 4
	106	Young people from low income backgrounds progressing to higher education
108	Key Stage 4 attainment for Black and Minority Ethnic groups	
109	Number of Sure Start Children Centres	
:Make a positive contribution	110	Young people's participation in positive activities
	111	First time entrants to the Youth Justice System aged 10-17
	114	Rate of permanent exclusions from school
	115	Substance misuse by young people
:Economic wellbeing	116	Proportion of children in poverty
	117	16-18 year olds who are not in education, training or employment (NEET)
	118	Take up of formal childcare by low-income working families

<b>Outcome</b>	<b>No.</b>	<b>National Indicator</b>
Adult health and wellbeing	120	All-age cause mortality rate
	125	Achieving independence for older people through rehabilitation/intermediate care
	128	User reported measure of respect and dignity in their treatment
	130	Social Care clients receiving Self Directed Support (Direct Payments and Individual Budgets)
	135	Carers receiving needs assessment or review and a specific carer's service, advice or information
	138	Satisfaction of people over 65 with both home and neighbourhood
	139	People over 65 who say that they receive the information, assistance and support needed to exercise choice and control to live independently
Tackling exclusion and promoting equality	140	Fair treatment by local services
	142	Number of vulnerable people who are supported to maintain independent living
	146	Adults with learning disabilities in employment
	150	Adults in contact with secondary mental health services in employment
Local economy	151	Overall employment rate
	152	Working age people on out of work benefits
	153	Working age people claiming out of work benefits in the worst performing neighbourhoods
	158	% decent council homes
	160	Local Authority tenants' satisfaction with landlord service
	164	Working age population qualified to at least Level 3 or higher
	165	Working age population qualified to at least Level 4 or higher
	167	Congestion – average journey time per mile during the morning peak
	168	Principal roads where maintenance should be considered
	169	Non-principal roads where maintenance should be considered
	172	VAT registered businesses in the area showing growth
	175	Access to services and facilities by public transport, walking and cycling
	176	Working age people with access to employment by public transport (and other specified modes)
181	Time taken to process Housing Benefit/Council Tax benefit new claims and change events	

Outcome	No.	National Indicator
Environmental sustainability	187	Tackling fuel poverty – people receiving income based benefits living in homes with a low energy efficiency rating
	191	Residual household waste per head
	192	Household waste recycled and composted
	193	Municipal waste land filled
	194	Level of air quality – reduction in NOx and primary PM10 emissions through local authority’s estate and operations
	195	Improved street and environmental cleanliness (levels of graffiti, litter, detritus and fly-posting)
	197	Improved local biodiversity – active management of local sites
	198	Children travelling to school – mode of travel usually used
	199	Children and young people’s satisfaction with parks and play areas

## Appendix 2 – Strategies

The following strategies are available to download from Southampton Online ([www.southampton.gov.uk](http://www.southampton.gov.uk))

### Southampton City Council Strategies

#### Children and Young Peoples' Plan 2009-12

[http://www.southampton.gov.uk/Images/3%2009%2021309%20CYPP%20FINAL%20PRINT\\_tcm46-233296.pdf](http://www.southampton.gov.uk/Images/3%2009%2021309%20CYPP%20FINAL%20PRINT_tcm46-233296.pdf)

#### Customer Access Strategy

<http://www.southampton.gov.uk/council-partners/decisionmaking/minagenrep/meetingpapers/ShowDocument.asp?PKID=10074>

#### Health and Wellbeing Strategy 2009-12

[http://www.southampton-partnership.com/images/06.09.21654%20FINAL%202009%20-2012%20Strategic%20Plan\\_tcm23-234344.pdf](http://www.southampton-partnership.com/images/06.09.21654%20FINAL%202009%20-2012%20Strategic%20Plan_tcm23-234344.pdf)

#### Housing Strategy 2007-11

[http://www.southampton-partnership.com/images/Housing%20Strat\\_tcm23-196711.pdf](http://www.southampton-partnership.com/images/Housing%20Strat_tcm23-196711.pdf)

#### Housing Strategy for Older People 2009-14

[http://www.southampton.gov.uk/Images/Housing%20Strategy%20for%20older%20people%202009-2014\\_tcm46-234831.pdf](http://www.southampton.gov.uk/Images/Housing%20Strategy%20for%20older%20people%202009-2014_tcm46-234831.pdf)

#### Local Regeneration Strategy 2009-12

[http://www.southampton-partnership.com/images/LNRS\\_tcm23-196712.pdf](http://www.southampton-partnership.com/images/LNRS_tcm23-196712.pdf)

#### Local Transport Plan 2006-11

<http://www.southampton.gov.uk/s-environment/transportplanning/localtransportplan/default.aspx>

#### Procurement Strategy

<http://www.southampton.gov.uk/business/supply-southampton/strategiesandpolicies.aspx>

#### Southampton 14-19 Learning, Skills and Employability Strategy 2009-12

<http://www.southampton.gov.uk/council-partners/decisionmaking/minagenrep/meetingpapers/ShowDocument.asp?PKID=10557>

#### Southampton Core Strategy

<http://www.southampton.gov.uk/s-environment/policy/developmentframework/core-strategy/>

#### Workforce Strategy

<http://www.southampton.gov.uk/council-partners/decisionmaking/minagenrep/meetingpapers/ShowDocument.asp?PKID=9469>

## **Southampton Partnership Strategies**

### **City of Southampton Strategy – A Twenty Year Vision**

[http://www.southampton-partnership.com/images/City%20of%20Southampton%20Strat\\_tcm23-196707.pdf](http://www.southampton-partnership.com/images/City%20of%20Southampton%20Strat_tcm23-196707.pdf)

### **Local Area Agreement 2007-10**

[http://www.southampton-partnership.com/images/LAA%202008-2011\\_tcm23-223077.pdf](http://www.southampton-partnership.com/images/LAA%202008-2011_tcm23-223077.pdf)

### **Safe City Partnership Plan 2009-12**

[http://www.southampton-partnership.com/images/Safe%20City%20Partnership%20Plan%202009-12%20Final%20Draft\\_tcm23-225166.pdf](http://www.southampton-partnership.com/images/Safe%20City%20Partnership%20Plan%202009-12%20Final%20Draft_tcm23-225166.pdf)

## **Other drivers for change eg.**

### **Communities in Control**

[http://www.dh.gov.uk/prod\\_consum\\_dh/groups/dh\\_digitalassets/@dh/@en/documents/digitalasset/dh\\_081119.pdf](http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_081119.pdf)

### **Comprehensive Area Assessment**

<http://www.audit-commission.gov.uk/SiteCollectionDocuments/MethodologyAndTools/Guidance/caaframework10feb09REP.pdf>

### **The Equality Measurement Framework**

<http://www.equalityhumanrights.com/fairer-britain/equality-measurement-framework/>

### **Independent Living Strategy**

<http://www.officefordisability.gov.uk/docs/wor/ind/ilr-executive-report.pdf>

### **Lifetime Homes Lifetime Neighbourhoods**

<http://www.communities.gov.uk/documents/housing/pdf/lifetimehomes.pdf>

### **Partnership for Urban South Hampshire (PUSH) Business Plan 2008-11**

[http://www.push.gov.uk/Publications\\_](http://www.push.gov.uk/Publications_)

### **The Protection of Children in England: A Progress Report**

<http://www.everychildmatters.gov.uk/socialcare/safeguarding>

### **Putting People First**

[http://www.dh.gov.uk/prod\\_consum\\_dh/groups/dh\\_digitalassets/@dh/@en/documents/digitalasset/dh\\_081119.pdf](http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/documents/digitalasset/dh_081119.pdf)

### **Right to Control**

<http://www.officefordisability.gov.uk/docs/wor/rtc/rtc-consult-standard.pdf>

### **Southampton Senior Citizens Charter**

[www.southampton.gov.uk/Images/Southampton%20Senior%20Citizens%20Charter\\_tcm46-193100.pdf](http://www.southampton.gov.uk/Images/Southampton%20Senior%20Citizens%20Charter_tcm46-193100.pdf)

### **Southampton Seniors Council Statement on Ageism**

[http://www.southampton.gov.uk/Images/Ageism%20statement\\_tcm46-193099.pdf](http://www.southampton.gov.uk/Images/Ageism%20statement_tcm46-193099.pdf)

## Appendix 3 – Consultation

We have been gathering views, comments and feedback on our work in promoting equality of opportunity and tackling inequality and unlawful discrimination. In addition to how we have worked to promote race, impairment and gender equality we have also been exploring equality issues in respect of age, religion and belief, sexual orientation and gender identity.

These views, comments and feedback have been used to inform the priority objectives in this Equality Scheme.

We have consulted with our employees using existing communication channels – weekly news e-bulletin, management information, staff intranet, through divisional representatives (equality champions), union representatives and at events held during National Customer Service Week. Equality champions provide a co-ordination role in the dissemination and collection of information within their service area. They are able to provide advice and guidance on equalities issues and keep up to date on latest equalities information.

We have used an ‘opinion meter’ (an electronic questionnaire) at public events eg. Get Involved (part of Local Democracy Week) and Southampton Mela.

We have promoted our online consultation via ‘Have your say’ available on our website [www.southampton.gov.uk](http://www.southampton.gov.uk) and accessible to members of the public.

We have involved Disabled People in the development of our equality work. For example:-

- Southampton Action for Access continue to work with us to produce access audits on our premises;
- Choices Advocacy (a local agency working with and on behalf of, people with Learning Impairments) and its service users have been involved in the development of the council’s Customer Charter;
- Novotraining (a training provider employing people with a Learning Impairment as co-trainers) has provided training on the specific communication issues experienced by people who have a Learning Impairment;
- Southampton Centre for Independent Living and the Wheatsheaf Trust have successfully delivered equality and diversity training to our staff.

We have consulted with and involved representatives from the following organisations:-

Barnardo's Southampton	Southampton Anti-Poverty Network
Black Heritage	Southampton Centre for Independent Living
Breakout Youth	Southampton City and Region Action to Combat Hardship
British Humanist Association	Southampton Council of Faiths
Chinese Association of Southampton	Southampton Domestic Violence Forum
Choices Advocacy	Southampton Inner City Multi-Agency Group
Cisters	Southampton Multi-Agency Group on Racial Harassment
Citizens Advice Bureau Southampton	Southampton Muslim Council
City Limits	Southampton Pensioners Forum
Clear Project	Southampton Primary Care Trust
Community Action Hampshire	Southampton Race Equality Service
Crime Concern Southampton	Southampton Senior's Council
Fareham Borough Council	Southampton University
Gosport Borough Council	Southampton Voluntary Services
Groundwork Solent	Southampton Women's Forum
Hampshire Advocacy Regional Group	Southampton Youth Parliament
Hampshire Coalition of Disabled People	Sure Start Central
Hampshire Constabulary	Sure Start Coxford
Hampshire County Council	Sure Start Father's Group
Hampshire Deaf Association	Sure Start Millbrook, Redbridge and Maybush
Hampshire Equality Network	Sure Start Swaythling
Hampshire Fire and Rescue Service	Sure Start Weston
Hidden Targets	Swaythling Housing Society
Hyde Housing Association	Test Valley Borough Council
Isle of Wight Council	The Vegan Society
Mencap Southampton	UNISON Southampton
Novotraining	United Unions Southampton
Portsmouth City Council	West Itchen Trust
Positive Action	Wheatsheaf Trust
Society of St James	Winchester City Council
Solent Mind	Workers Educational Association
Southampton Action for Access	
Southampton Advice and Representation Centre	

## Appendix 4 – Legislation<sup>28</sup>

### **Civil Partnerships Act 2004**

Provides legal recognition and parity of treatment for same-sex couples and married couples, including employment benefits and pension rights.

### **Disability Discrimination Act 1995**

Outlaws the discrimination of Disabled People in employment, the provision of goods, facilities and services or the administration or management of premises.

### **Disability Discrimination Amendment Act 2005**

Introduces a positive duty on public bodies to promote equality for Disabled People.

### **Employment Equality (Age) Regulation 2006**

Protects against discrimination on grounds of age in employment and vocational training. Prohibits direct and indirect discrimination, victimisation, harassment and instructions to discriminate.

### **Employment Equality (Religion or Belief) Regulation 2003**

The directive protects against discrimination on the grounds of religion and belief in employment, vocational training, promotion and working conditions.

### **The Employment Equality (Sex Discrimination) Regulations 2005**

Introduces new definitions of indirect discrimination and harassment, explicitly prohibits discrimination on the grounds of pregnancy or maternity leave, sets out the extent to which it is discriminatory to pay a woman less than she would otherwise have been paid due to pregnancy or maternity issues.

### **Employment Equality (Sexual Orientation) Regulation 2003**

The directive protects against discrimination on the grounds of sexual orientation in employment, vocational training, promotion and working conditions.

### **Equal Pay Act 1970 (Amended)**

This gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing: like work; work rated as equivalent under an analytical job evaluation study; or work that is proved to be of equal value.

### **Equality Act 2006**

Establishes a single Commission for Equality and Human Rights by 2007 that replaces the three existing commissions. Introduces a positive duty on public sector bodies to promote equality of opportunity between women and men and eliminate sex discrimination. Protects access discrimination on the grounds of religion or belief in terms of access to good facilities and services.

### **Gender Recognition Act 2004**

The purpose of the Act is to provide transsexual people with legal recognition in their acquired gender. Legal recognition follows from the issue of a full gender recognition certificate by a gender recognition panel.

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<sup>28</sup> Listing taken from the Improvement and Development Agency website

### **Race Relations Act 1976**

The Act prohibits discrimination on racial grounds in the areas of employment, education and the provision of goods, facilities, services and premises.

### **Race Relations Amendment Act 2000**

Places a statutory duty on all public bodies to promote equal opportunity, eliminate racial discrimination and promote good relations between different racial groups.

### **Race Relations Act 1976 (Amendment) Regulation 2003**

Introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after employment ceases, new exemption for a determinate job requirement and the removal of certain other exemptions.

### **Racial and Religious Hatred Act 2006**

The Act seeks to stop people from intentionally using threatening words or behaviour to stir up hatred against somebody because of what they believe.

### **Sex Discrimination Act 1975**

The Act makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, education, advertising or when providing housing, goods, services or facilities. It is unlawful to discriminate because someone is married, in employment or advertisements for jobs.

### **The Sex Discrimination (Gender Reassignment) Regulations 1999**

The Act seeks to prevent sex discrimination relating to gender reassignment. It clarified the law for transsexual people in relation to equal pay and treatment in employment and training.

### **Other related legislation**

The council has to consider the provisions of other legislation that has anti-discrimination or equality content, for example:-

- The Children's Act 1989 and the subsequent Children Act 2004 which provides the legal underpinning for Every Child Matters (the programme aimed at changing children's services). It placed a duty on local authorities to consider the racial and cultural needs of children looked after by the council.
- The NHS and the Community Care Act 1990 recognises that different ethnic groups have different care needs.
- The Protection and Harassment Act 1997 and the Racial and Religious Hatred Act 2006 makes it illegal to threaten people or stir up hatred against a person because of their religion or faith.
- The Human Rights Act 1998 is having an effect on employment rights and entitlement to public services.

All schools have duties under equalities legislation that they must meet. The actions listed below are those that are most important in meeting the general and specific legal duties upon schools.

- Produce and publish a Race Equality Policy.
- Put systems in place to monitor and evaluate the Race Equality Policy, with feedback on progress to be published annually.
- Publish a Disability Equality Scheme.
- Undertake an access audit of the school that will include identifying physical barriers for parents and other users of the common parts of the school. This is in addition to meeting the specific access needs of pupils with impairments.
- Produce an Access Action Plan that will lead to phased access improvements.
- Implement a Harassment Policy and Procedure that ensures effective action to identify, record and respond to racial, homophobic, sexual harassment and harassment of pupils/adults with impairments that is appropriate to school settings.
- Take action to promote positive attitudes to Disabled People, race, gender and sexual orientation and challenge negative stereotypes.
- Undertake an equality impact assessment of key performance indicators eg. in-take, attainment, exclusions and provide information on this annually.
- Ensure all information and communication with and by the school to parents and others is accessible.
- Support the council's equality action to improve the diversity of school governing bodies and seek to make the diversity of employees within schools more representative of the communities they serve.

The city council will develop, in partnership with schools, arrangements for support and advice in relation to the development of schemes and monitoring arrangements that help them to meet their legal obligations.

## Appendix 5 – Southampton City Council Equality Policy

### **Vision**

The council is committed to the Southampton Partnership vision for the city (as stated in the City of Southampton Strategy 2026), which embraces equalities objectives.

### **Objective**

The objective of this policy is to re-affirm the long standing commitment of the council, in all its roles and functions, to work towards the elimination of discrimination and to achieve equality of outcomes for citizens and communities in the city. This is reflected in the council's published priorities and organisational values.

### **Definition**

The council recognises that the effects of discrimination and inequality are many and will be experienced differently by different groups of people. It also recognises the multiplicity of disadvantage – so that some people experience many different forms of inequality at the same time.

Therefore the council adopts this statement as an example of discrimination, although it is not intended to be absolutely definitive:-

“Unfair or unequal treatment of people on the basis of race, colour, national and ethnic origin, culture or faith, gender, sexual orientation, gender reassignment or gender identity, marital status, responsibility for dependents, disability, physical, sensory or learning impairments, mental health problems, HIV status, low income or age.”

### **Scope**

The council is committed to meeting its statutory duties under ‘Equalities Legislation’ that includes:-

- Sex Discrimination Act 1975 and the Sex Discrimination (Gender Reassignment) Regulations 1999;
- Race Relations Act 1976 and the Race Relations (Amendment) Act 2000;
- The Disability Discrimination Act 1995;
- Human Rights Act 1998;
- Equal Pay Act 1970, as amended;
- EU Directives on Employment (Article 13 Amsterdam Treaty).

This commitment extends to all current statutory duties on local authorities relating to equality or discrimination whether listed here or not and to any relevant new legislation.

### **Policy Commitment**

The council is committed to:-

- improving equality practice in all its functions at both corporate and divisional levels;
- providing resources to improve equality practice;
- providing services fairly to all sections of the community; reducing any adverse or differential impact that services may have on the different communities;
- identifying on an on-going basis, groups or communities whose needs or requirements are less well met by council services than others and to address gaps in service provision to meet the objectives of this policy.

### **Policy Principles**

The council is actively striving to achieve equalities action and outcomes through the performance of its primary functions.

### **Service Delivery**

As a major service provider, the council will demonstrate continual improvements in service outcomes for all citizens with reduced differences between diverse communities and social groups.

### **Employment Practice**

As one of the city’s largest employers the council will achieve fair and equal employment policies and practice. To do this the council will:-

- seek to recruit and sustain a diverse workforce;
- undertake workforce profiling and use data to shape and influence service and employment practice;
- achieve and sustain fair recruitment, fair employment and equal pay;
- establish a workforce that is highly skilled in servicing and responding to the needs of diverse communities.

### **Leadership**

As a community leader, influencer, enabler and partner the council will work with Southampton Partnership, local communities, other services and organisations to achieve equality and community cohesion objectives for the city.

### **Supplier and Purchaser**

As a supplier and purchaser the council will ensure equality objectives are included and enforced in all contract, procurement and funding arrangements.

### **Implementation**

To translate this policy into practice, the council has:-

- developed and implemented a Single Equality Scheme;
- agreed to set equality targets that are integrated into the council's overall business planning and performance process;
- undertaken to do equality impact assessments to ensure equality targets are based on sound evidence of need;
- identified clear lines of responsibility and accountability for undertaking the action set out in the Equality Scheme;
- put systems in place to monitor progress and revise targets in all areas of action;
- committed to undertake self-assessment, audit and scrutiny using national and locally developed performance indicators;
- supported the development of external evaluation of the Equality Scheme and progress against targets, by communities and service-users.

## **Appendix 6 – Definitions<sup>29</sup>**

### **Age discrimination**

It is unlawful for your age to be the cause of less favourable treatment in your workplace or in vocational training.

Unlawful age discrimination happens when someone is treated unfavourably because of their age, without justification or is harassed or victimised because of their age.

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<sup>29</sup> Taken from Equality and Human Rights Commission website

### **Disability discrimination**

If you have a physical or mental impairment, you have specific rights that protect you against discrimination. Employers and service providers are obliged to make adjustments for you.

The Disability Discrimination Act defines discrimination in a number of ways and outlines four specific types of discrimination: direct discrimination, failure to make reasonable adjustments, disability-related discrimination and victimisation.

### **Gender equality – sex discrimination**

Women, men and transgender people should not be treated unfairly because of their gender because they are married or because they are raising a family.

Unlawful sex discrimination happens when someone is treated unfairly because of their gender. Women, men and transgender people can all experience sex discrimination.

### **Race discrimination**

Wherever you were born, wherever your parents came from, whatever the colour of your skin, you have a right to be treated fairly.

Under the Race Relations Act, it is unlawful for a person to discriminate on racial grounds against another person. The Act defines racial grounds as including race, colour, nationality or ethnic or national origins.

### **Religion and belief**

Your religion or belief or those of somebody else, should not interfere with your right to be treated fairly at work, at school, in shops or while accessing public services such as health care and housing.

Religious discrimination can occur when you don't have the same religious or philosophical beliefs as someone else or because you have no religious beliefs and because of that someone treats you less favourably than somebody else who does share their religion or belief.

### **Sexual orientation**

Whether you are gay, lesbian, bisexual or straight should not put you at a disadvantage.

Unlawful sexual orientation discrimination happens when someone is treated less favourably due to their sexual orientation, their perceived sexual orientation or the sexual orientation of those they associate with.

### **Transgender discrimination**

Trans people should be able to live with dignity – there are protections for some of the forms of discrimination that trans people experience.

The Sex Discrimination Act was amended in May 1999 to protect transsexual people against discrimination in employment and vocational training. It was again amended in April 2008 to protect transsexual people against discrimination and harassment in the provision of goods, facilities and services.

# Feedback

We welcome your feedback on Southampton City Council’s Equality Scheme 2009-12.

Are there other equality issues or priority actions that would, in your view, have a greater impact in eliminating discrimination and promoting equality?

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.....  
.....

Do you have any comments or questions on this Equality Scheme?

.....  
.....  
.....

What improvements have you noticed in how we support equality and diversity?

.....  
.....  
.....

Name/Name of organisation

.....

Date .....

Please return to:-

Communities Team  
Neighbourhood Services Division  
Neighbourhoods Directorate  
Southampton City Council  
Room 83, Civic Centre  
Southampton, SO14 7LY

This written information is available on request in other formats or languages. Please contact 023 8083 3445 for help.

Please contact the Communities Team at:-

Telephone 023 8083 3445

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