



Report to: Cabinet

Subject: Towards an Even Fairer Gedling – Equality Improvement Plan

Date: 9 July 2009

Author: Deputy Chief Executive

1. **PURPOSE OF THE REPORT**

To obtain Cabinet's support for the attached Equality Improvement Plan and to consult with interested parties on the plan.

2. **BACKGROUND**

At the end of March 2009, the Equality Standard for Local Government was replaced by a new Equality Framework.

The Equality Framework is intended to be used by local authorities to help them deliver more responsive, accessible services. Progress against the Framework will be taken into account by the Audit Commission when assessing a Council's performance.

One of the drawbacks of the Equality Standard was its complexity and it generated a large amount of bureaucracy. The new Framework is less onerous in this respect and a key aim of the attached plan is to simplify the equalities agenda and make it more meaningful to staff.

Cabinet will recall that equalities was highlighted as an area for improvement during the CPA re-assessment. Since then, the Council has put in place a number of measures, such as equalities awareness weeks and events, progression of Equality Impact Assessments and the inclusion of equalities targets in service plans. Very recently, the Audit Commission has asked for evidence of our progress on equalities and the plan and its implementation will be helpful in this respect.

3. **RESOURCES**

Delivery of the plan will need to be achieved within existing resources and with the support of a range of partners.

4. **RECOMMENDATIONS**

Cabinet is recommended to approve the attached "Towards an Even Fairer Gedling" plan for consultation with interested parties and to authorise the Deputy Chief Executive, in consultation with the Deputy Leader, to finalise the plan after taking account of the feedback received.

**“TOWARDS AN EVEN FAIRER
GEDLING”**

**GEDLING BOROUGH COUNCIL’S
EQUALITY IMPROVEMENT PLAN**

2009 – 2012

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Our Vision for a Fairer Gedling

“Omnibus Optimum”, or “the best for everyone”, is the long-standing motto of Gedling Borough Council.

Although this dates back to 1974, it continues to represent what we stand for.

Our vision is for a Borough in which inequality ceases to exist and where people from all backgrounds live and work together with mutual understanding and respect. As a community leader, service provider and employer, we will work to ensure that everybody has the opportunity to fulfil their potential and that our neighbourhoods are places where people get on well together and prosper.

We recognise that our customers and employees come from different backgrounds and different circumstances, and we are committed to making use of this local knowledge to help to create a fairer society.

This improvement plan is essentially aimed at providing direction to elected members and staff within Gedling Borough Council. However, we recognise that our ambition to achieve a Fairer Gedling cannot be realised without the support of our partners and local residents.

“Vision 2026”, Gedling’s Sustainable Community Strategy, sets out five priorities that describe the kind of place that partners and residents want Gedling to be like. Amongst those priorities is an ambition to create **“A place where people are treated fairly and have the opportunity to get involved. A place where everybody has an equal chance to realise their potential and enjoy the lifestyle they want.”**

We want this plan to make a difference. To make Gedling an even better place to live, work and visit. We aim to consult as widely as possible over the summer so if you have any comments or want to contribute in any way, please let us know by the end of August 2009, by contacting:-

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What Are We Trying To Achieve?

Aim

This Plan sets out how the Council will contribute to achieving the Sustainable Community Strategy priority to create a Fairer Gedling – **“a place where everybody has an equal chance to realise their potential and enjoy the lifestyle they want ... where people can be confident that the organisations, on which they rely for essential services, will meet their needs and respond to their preferences in designing and delivering those services.”**

Objectives

- To build and promote good relations between and within all communities in Gedling.
- To ensure that the Council meets its legal obligations to achieve equality of opportunity in the areas of race, gender, disability, sexual orientation, religion or belief and age.
- To make it easier for customers to access Council services and to tailor services to meet local needs more effectively.
- To draw together and simplify the different strands of equality work into an overall plan.

Priorities

- To develop the Council's workforce so that it is more representative of, knowledgeable about, and sensitive to the community that it serves.
- To take greater account of equalities in the design, delivery and monitoring of services.
- To show leadership, and take direct action, to address the impact of the recession on local people.
- To improve the quality of life of residents living in the most deprived neighbourhoods in the Borough.

Targets

Proposed Improvement	Performance Measure	Target			
		Baseline	09/10	10/11	11/12
Improve cohesion in local communities	% of people who believe people from different backgrounds get on well together in their local area	80.2% (2008/9)	3% improvement over 3 years		
Maximise take-up of Housing Benefit	Number of additional claims related to benefits take-up activity	106 (2008/9 part year)	150	150	150
Reduce levels of deprivation in priority neighbourhoods	Number of deprived super output areas within the top 20% nationally	2 (2007)	Zero over 5 year period		
Minimise incidence of homelessness in the Borough	Number of households living in temporary accommodation	18 (2008/09)	25	24	23
	Average time to process homelessness applications	16	20	19	18
Mainstream equalities work more fully within the Council	Equality Framework for Local Government	Developing	Achieving	Achieving	Achieving
Increase the proportion of staff from under-represented groups to ensure that the Council's workforce is more representative of the community it serves	Percentage of black minority ethnic staff employed by the Council	2.2%	4%	4%	4%
	Percentage of disabled people employed by the Council	2.2%	3.5%	3.5%	3.5%

What Actions Are We Going To Take?

In March 2009, a new Equality Framework for Local Government (EFLG) was introduced. This replaced the Equality Standard that had been in operation since 2001.

The EFLG seeks to guide local authorities in their work to create a fairer society through three levels of achievement:-

- Developing
- Achieving
- Excellent

Each level has different requirements under the following five themes:-

- Knowing your communities and equality mapping
- Place shaping, leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care
- A modern and diverse workforce

The Council's Corporate Equality Group has assessed the Council against each of these themes and developed an action plan to make progress through the levels of achievement. The action plan can be found at www.gedling.gov.uk/index/ac-home/ac-equalities.htm

Set out below is a summary of each theme and how it applies to our local situation here in Gedling.

Theme 1 - Knowing our Communities and Equality Mapping

If we are to be able to represent our communities effectively, and provide services that meet their needs, we have to know and understand them.

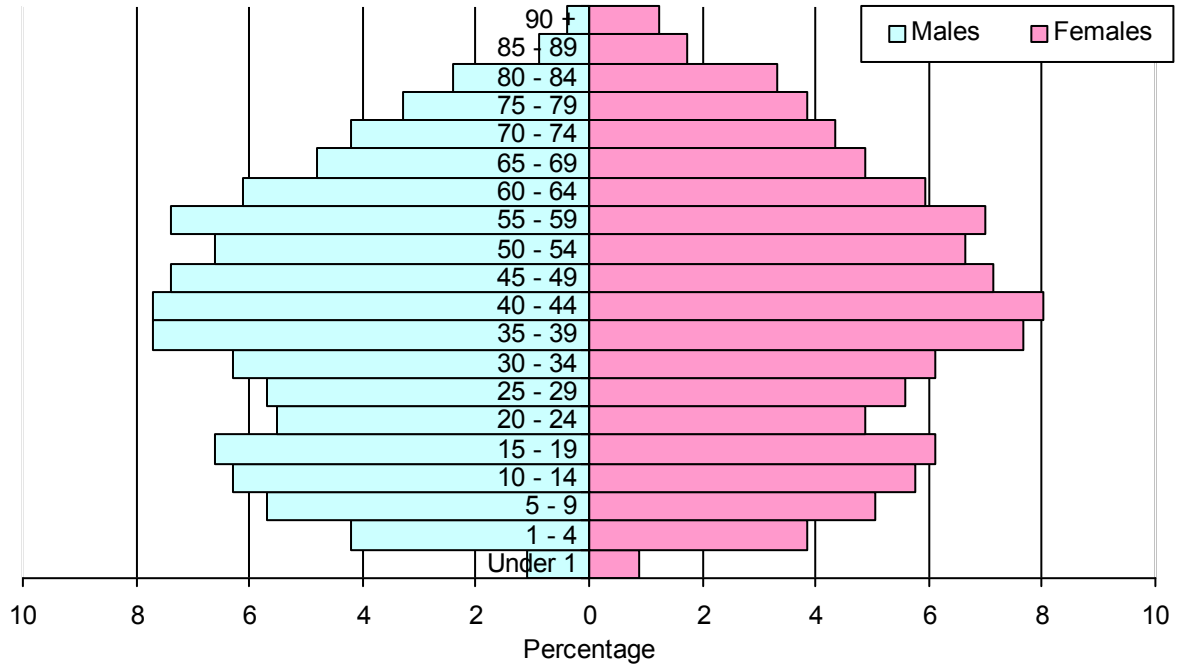
In 2008, Gedling Partnership, the Borough's Local Strategic Partnership, commissioned the State of Gedling report. The report drew together a range of demographic, economic and social information, and has been used to inform the development of the Sustainable Community Strategy.

The State of Gedling report is particularly useful in helping to identify equalities priorities and a summary of the key findings that are relevant to this plan are set out below:-

Age

Figure 1 shows that the Gedling Borough population varies across the age scales.

Figure 1: Gedling Borough Population Pyramid (mid-2006)



Source: Office of National Statistics, 2007

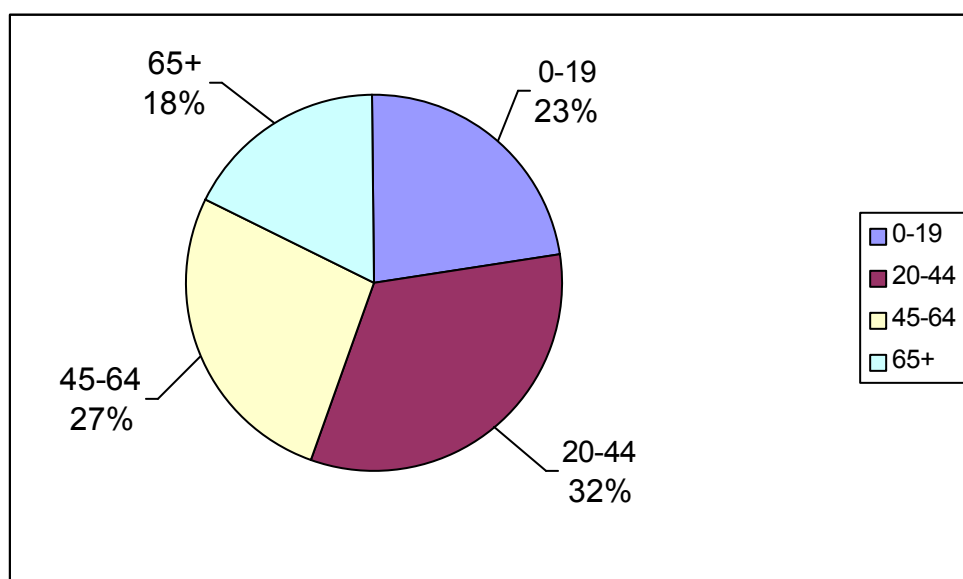
Table 1 shows the age breakdown of Gedling Borough residents between 2001-2007.

Year	0-19	20-44	45-64	65+
2001	26400	37200	29300	18900
2002	26200	37200	29300	19300
2003	25900	37000	29400	19300
2004	25900	37200	29300	19600
2005	25800	36900	29700	19800
2006	25400	36300	30200	19900
2007	25400	36300	30300	19900
Percentage change 2001-2007	-3.79%	-2.42%	+3.41%	+5.29%

Source: Office of National Statistics, 2008

Gedling Borough has a lower percentage of those aged 0–29 compared to Nottinghamshire and England, while the proportion of those who are over 44 in Gedling Borough is higher than that for the County and England.¹ Figure 2 shows a percentage breakdown of the Borough’s population by age.

Figure 2: Population breakdown of Gedling Borough by age, 2007



Source: Office of National Statistics, 2008

Table 2 shows that the majority of Gedling Borough's residents are aged 20 to 44, with the second highest group being 45 to 64 years. The population varies across the age scales with a lower percentage of those aged 0–19 compared to the East Midlands and England. The proportion of those who are over 44 in Gedling Borough is higher than that for the East Midlands and England.

	Gedling	East Midlands	England
0 to 19	22.7%	24.0%	24.0 %
20 to 44	32.5 %	27.0 %	35.0%
45-64	27.1 %	25.7 %	24.8 %
65+	17.8 %	16.3 %	16.0 %

Source: Mid-2007 population estimates, Office of National Statistics, 2008

The Borough has an ageing population, with an increasing percentage of residents who are 45 and over and a decreasing percentage of residents who are under 45. According to population estimates, the age group 65+ has increased by over 5% since 2001, while the number of 0-19 year olds has decreased by 3.79%.

Table 3 shows that based on the mid-2006 population estimate, the over 60 population of Gedling Borough is set to rise by 35% by 2026. Figure 3 displays the projected increase in the Borough over 60 population.

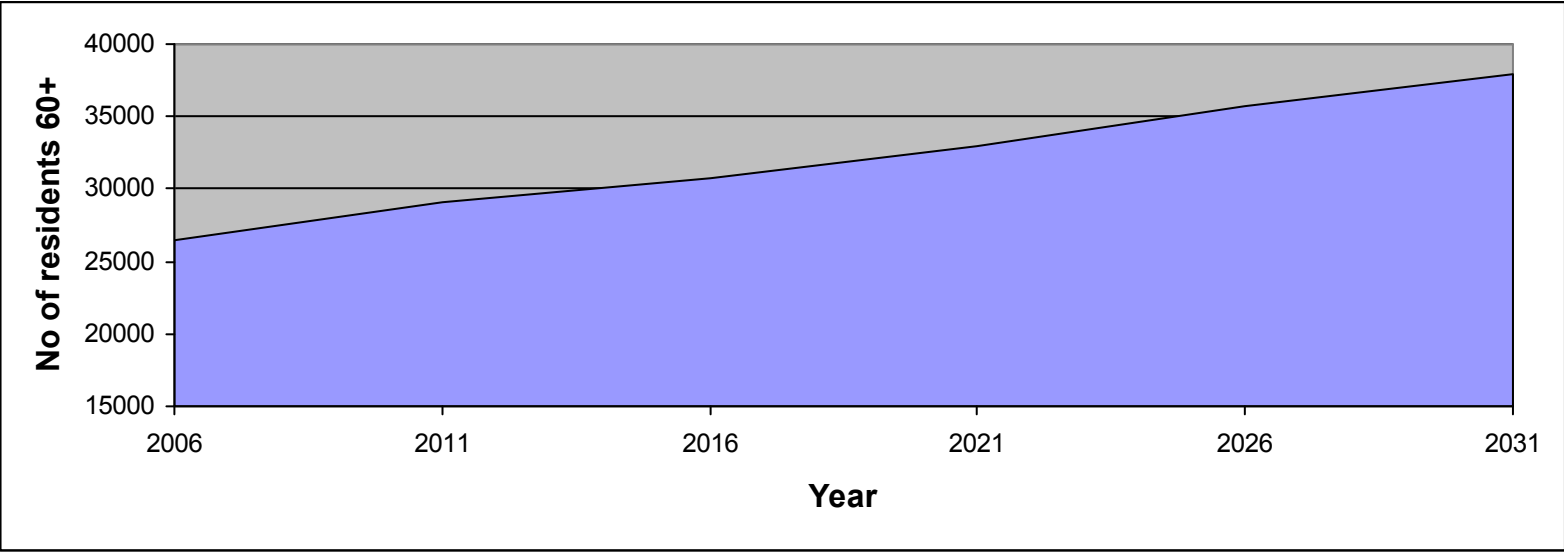
Year	Population Total	% of projected	% change from
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¹ Source: National Statistics website: www.statistics.gov.uk

		population	2006
2006	26,500	24%	
2026	35,700	28%	35%
2031	37,900	29%	43%

Source: 2006-based sub-national population projections, Office of National Statistics, 2008

Figure 3: Projected increase in Gedling Borough's over 60 population, 2006-2031



Source: 2006-based sub-national population projections, Office of National Statistics, 2008

DISABILITY

Table 4 shows that according to 2001 figures, 18% of Gedling Borough's population considered themselves to have a limiting long-term illness.²

	Number	Percentage
With a limiting long-term illness	20421	18%
Without a limiting long-term illness	91366	82%

Source: Office of National Statistics, 2001

Disability Living Allowance and Severe Disablement Allowance

Under 65s may claim Disability Living Allowance if:

- they have a physical or mental disability, or both
- their disability is severe enough for them to need help caring for themselves or if they have walking difficulties, or both

New claims for Severe Disablement Allowance can not be made. However, those people who had been in receipt of the allowance before April 2001 will continue to receive it. Those entitled to this Allowance (before April 2001) were assessed as being 80 per cent disabled and as follows:

- incapable of work because of illness or disability for at least 28 weeks in a row
- between 16 and 64 years old.

Table 5 below shows that the number people in Gedling Borough claiming Disability Living Allowance has increased by nearly 20% between 2002 and 2007. In 2007, 5.7 % of under 65s in Gedling Borough claimed Disability Living Allowance.

² Source: Office of National Statistics, 2001

Table 5: Disability Living Allowance Claimants in Gedling Borough 2002 - 2007

Year	Number of claimants
Aug-07	5295
Aug-06	5080
Aug-05	4920
Aug-04	4790
Aug-03	4590
Aug 02	4430

Source: Department for Work and Pensions, 2008

Table 6 shows that there are higher levels of both Disability Living Allowance and Severe Disablement Allowance claimants in Calverton, Carlton and Bonington wards compared to the rest of the Borough, according to 2006 figures. Calverton has the highest number of Disability Living Allowance claimants, followed by Bonington, Carlton and St Marys. Netherfield and Colwick ward has the fifth highest level of claimants.³

Table 6: Disability Living Allowance claimants in Gedling Borough, May 2006

Rank	Ward	Total
1	Calverton	355
2	Bonington	350
3	Carlton	350
4	St Marys	345
5	Netherfield and Colwick	335

Source: Source: Department of Works and Pensions, May 2006

Table 7 shows Carlton ward has the highest level of individuals claiming Severe Disablement Allowance, followed by Calverton and Bonington equal second. Mapperley Plains, Porchester, Carlton Hill and Netherfield and Colwick are equal fourth.⁴

Table 7: Severe Disablement Allowance claimants in Gedling Borough, May 2006

Rank	Ward	Total
1	Carlton	45
2	Calverton	40
3	Bonington	40
4	Mapperley Plains	35
5	Porchester	35
6	Carlton Hill	35
7	Netherfield and Colwick	35

Source: Source: Department of Works and Pensions, May 2006

³ Source: Department of Works and Pensions, May 2006

⁴ Source: Department of Works and Pensions, May 2006

HEALTH AND DISABILITY DEPRIVATION

Table 8 shows there has been notable increases in health and disability deprivation in Netherfield and Colwick, Killisick and Bonington wards, with the former two having super output areas in the 20 per cent most deprived nationally. Other areas that were in the top ten most deprived for the Borough in 2004 have seen a positive change in their national health deprivation ranking.⁵

Table 8: Top ten most deprived super output areas in Gedling Borough according to health deprivation and disability, 2004 & 2007						
Rank within Gedling Borough*	2004			2007		
	Ward	Super Output Area	National Rank within Indices*	Ward	Super Output Area	National Rank within Indices*
1	Netherfield & Colwick	E01028186	5884	Netherfield & Colwick	E01028186	5035
2	Valley	E01028210	7714	Killisick	E01028173	5769
3	Killisick	E01028173	7865	Bonington	E01028147	8234
4	Calverton	E01028153	7920	Valley	E01028210	9303
5	Gedling	E01028171	7986	Bonington	E01028144	10121
6	Calverton	E01028154	8650	Calverton	E01028153	10235
7	Daybrook	E01028166	8864	Daybrook	E01028166	10789
8	Carlton Hill	E01028161	9273	Gedling	E01028171	10868
9	Bestwood Village	E01028142	10116	Carlton Hill	E01028164	11104
10	Daybrook	E01028167	10218	Netherfield and Colwick	E01028187	11115

*1 being most deprived. Shaded box denotes top 20% nationally

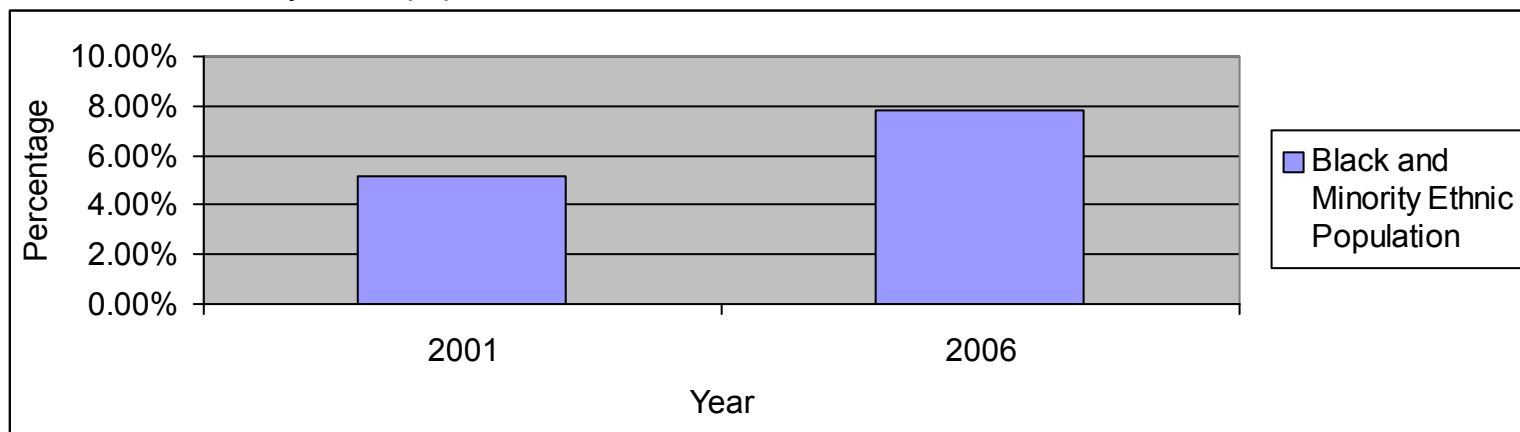
Source: Indices of Deprivation 2004 & 2007, Department for Communities and Local Government.

⁵ Source: Indices of Deprivation, 2004 & 2007, Dept for Communities and Local Government

ETHNICITY AND RACE

According to 2006 population estimates, 7.8% of Gedling's population are from a Black and Minority Ethnic (BME) group, including those people defined as 'White other'. This has risen from 5.2% in 2001. Figure 4 shows the changing trend in the proportion of Black and Minority Ethnic residents in the Borough.

Figure 4: Changing trend in the percentage of Gedling Borough's Black and Minority ethnic population, 2001-2006



Source: Office of National Statistics, 2007

Table 9 gives a breakdown of the different ethnic groups living in Gedling Borough. There is a significantly larger number of Asian and Asian British people in the Borough (2.3 %) than other ethnic groups.

Ethnicity	Percentage	
	2001	2006
White	96.1	94.0
White; British	93.9	91.0
White; Irish	0.9	0.9
White; Other White	1.4	1.8
Mixed	1.0	1.4
Mixed; White and Black Caribbean	0.6	0.7
Mixed; White and Black African	0.1	0.1
Mixed; White and Asian	0.3	0.4
Mixed; Other Mixed	0.1	0.3
Asian or Asian British	1.4	2.3
Asian or Asian British; Indian	0.8	1.2
Asian or Asian British; Pakistani	0.4	0.8
Asian or Asian British; Bangladeshi	0	0.1
Asian or Asian British; Other Asian	0.1	0.3
Black or Black British	1	1.4
Black or Black British; Caribbean	0.8	1

Table 9: Ethnicity in Gedling Borough, 2001- 2006 Population Estimates		
Ethnicity	Percentage	
	2001	2006
Black or Black British; African	0.1	0.3
Black or Black British; Other Black	0.1	0.1
Chinese or Other Ethnic Group	0.4	0.8
Chinese or Other Ethnic Group; Chinese	0.3	0.4
Chinese or Other Ethnic Group; Other Ethnic Group	0.1	0.3

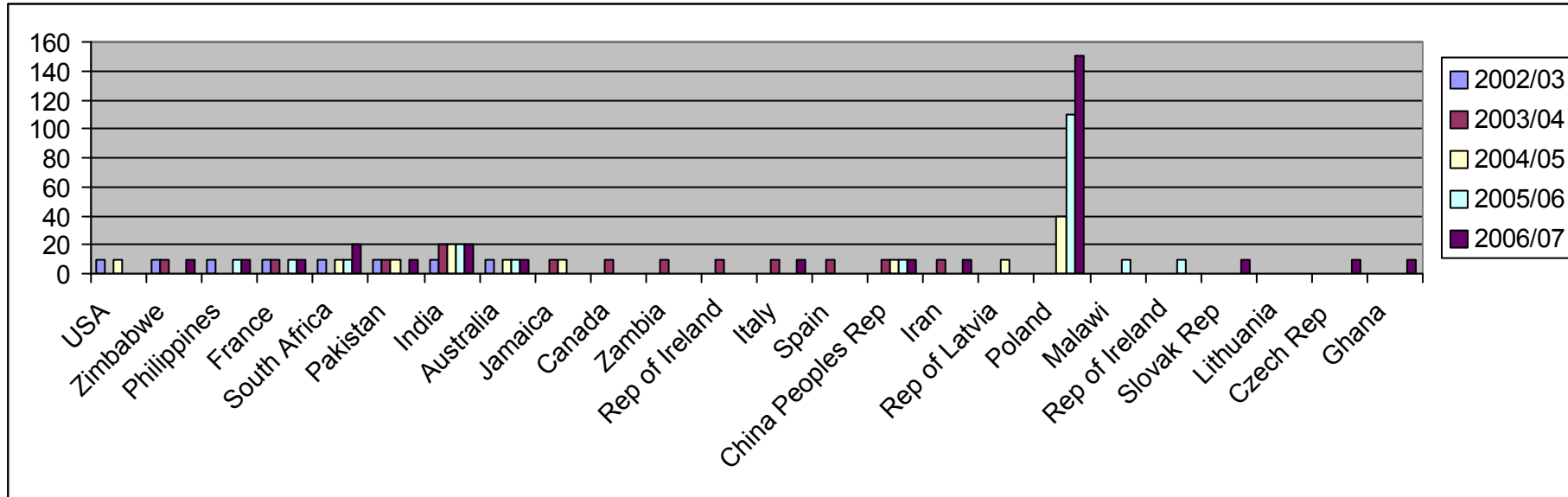
Source: Office of National Statistics, 2006

Migrant Workers

With regard to migration into the Borough, the influx of A8⁶ workers into the United Kingdom does appear to have had some impact on people either living or working in Gedling. Latest figures (which may have changed recently) show an increasing number of Polish people may be resident in the Borough with 150 National Insurance Registrations for 2006/7 and this is reflected in Figure 5. However, this is only the 5th highest in Nottinghamshire County for that period.

⁶ A8 refers to the eight countries who joined the European Union in May 2004

Figure 5: National Insurance Registrations by Country of Origin in Gedling Borough 2002-2006



Source: National Insurance Registrations, 2007

The impact on the Gedling workforce has been potentially more significant, with 3720 A8 citizens⁷ appearing on the Worker Registration Scheme between May 2004 and March 2008, as having their employer address in Gedling. Table 10 shows that this puts Gedling highest in Nottinghamshire County. Gedling Borough is ranked 6th highest in the East Midlands for this data set.

Table 10: Worker Registration Scheme: Approved Applications of A8 workers in Gedling Borough in Nottinghamshire, May 2004 - Mar 2008	
Local Authority	Number of A8 Worker Registrations
Nottingham City	6880
Gedling	3720
Newark and Sherwood	1925
Mansfield	1450
Bassetlaw	1355
Ashfield	485
Rushcliffe	470
Broxtowe	390

Source: Worker Registration Scheme, 2009

Research suggests that the overwhelming majority of these registrations in the Borough would be Polish.⁸ There may have been an increased migration of Polish workers into Gedling for employment, but the smaller National Insurance figures suggest they may be resident in neighbouring local authorities.

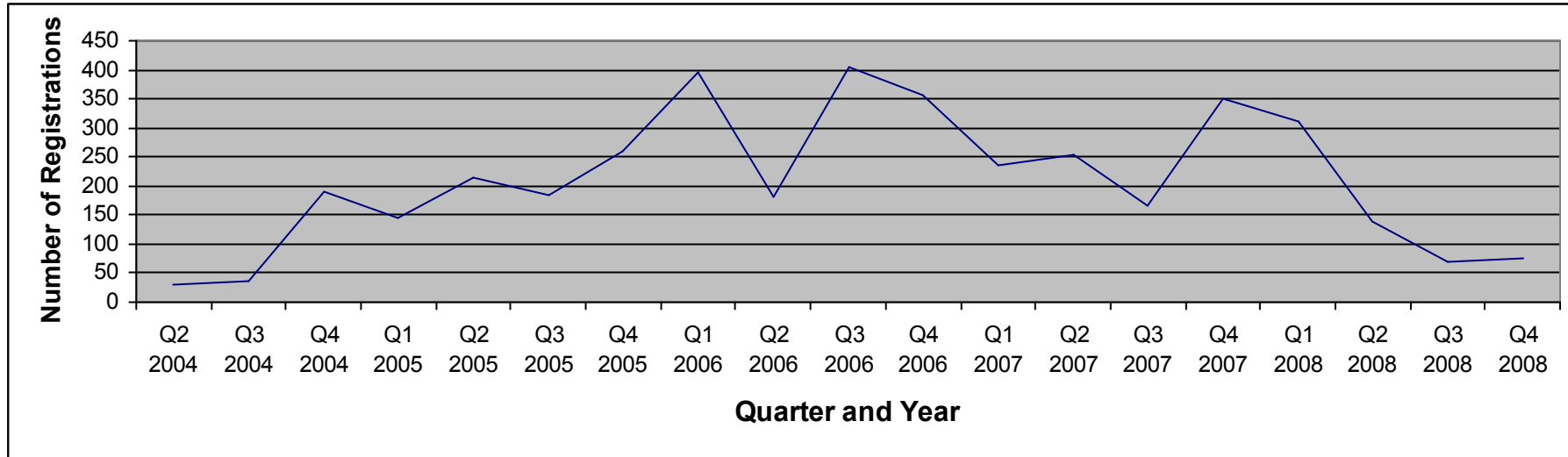
Some further exploration maybe required of these trends, particularly as some national research has considered that the significant numbers of workers in Gedling registered under the scheme could relate to indirect employment through employment agencies. In other words, their registration maybe with an employment agency but their actual employment base may well be in a separate location either inside or outside the Borough.

Figure 6 below shows a trend of Worker Registrations against Gedling Borough employer addresses for the period May 2004 to December 2008. Since the period Jan-Mar 2008 there has been a significant decline in the number of Registrations. This decline is likely to be due to the current economic recession and reflects national trends.

⁷ A8 refers to the eight countries who joined the European Union in May 2004

⁸ Source: Population Trends, No129, Migrants from central and eastern Europe: local geographies, 2007

Figure 6: Quarterly A8 Worker Registrations, Gedling Borough, May 2004-Dec 2008



Source: Worker Registration Scheme, 2009⁹

Language

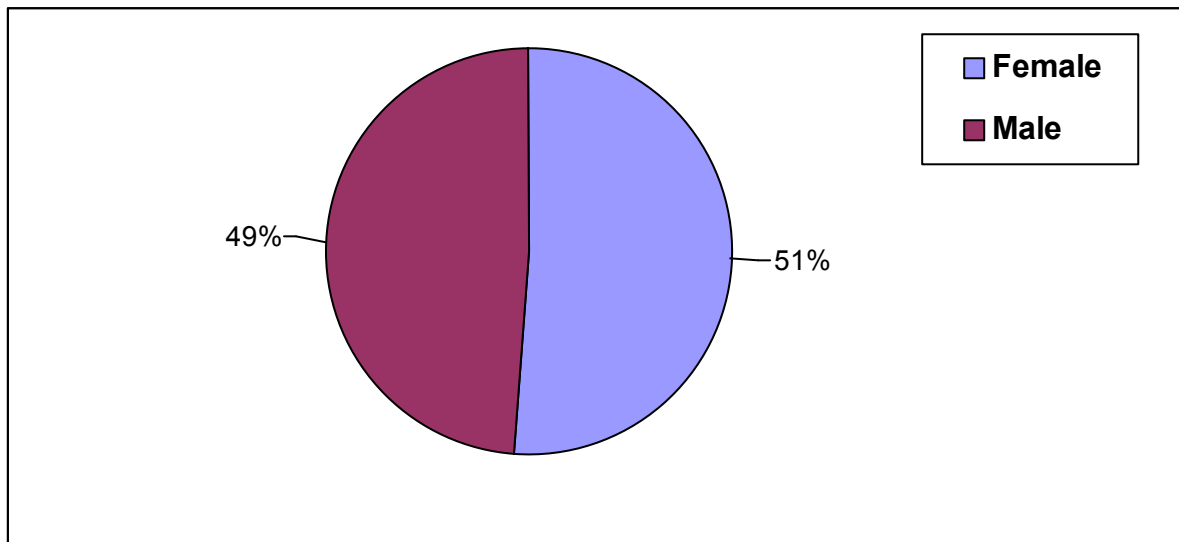
Currently there are no accurate details of languages spoken in the Borough. However, there has been some contact between service providers and Polish communities in the Netherfield area and this has identified some need in terms of language.

⁹ The data are based on Management Information, are provisional and may be subject to change. The data are not National Statistics.

GENDER

The population gender split for Gedling Borough is estimated as 49% male and 51% female for 2007.¹⁰ These percentages have not changed since 2001.

Figure 7: Gender split in Gedling Borough, 2007



Source: Office of National Statistics, 2007

TRANSGENDER IDENTITY

Transgender people are those people who identify their gender to be different from their physical sex at birth. Transgenderism, sometimes known as gender dysphoria, is recognised as a medical condition.¹¹ We currently have no data for Gedling Borough regarding people of transgender identity.

RELIGION AND BELIEF

In 2001, the majority of Gedling's residents were Christian, 71.8%, the second largest group being made up of people saying they have no religion, 18.7%. The third largest religion is Muslim at 0.6%. These are the most up to date figures for the Borough.

¹⁰ Source: Office of National Statistics, 2007

¹¹ Source: 'Meeting the gender duty for transsexual staff: Guidance for public bodies working in England, Wales and Scotland', 2007, Equal Opportunities Commission

Gedling does not significantly differ from Rushcliffe and Broxtowe in the split of religion, but differences exist with Nottingham City's higher level of non-Christian groups. Table 11 provides percentage comparisons with Nottingham City. Most local non-Christian places of worship are based within the Nottingham City Council area.

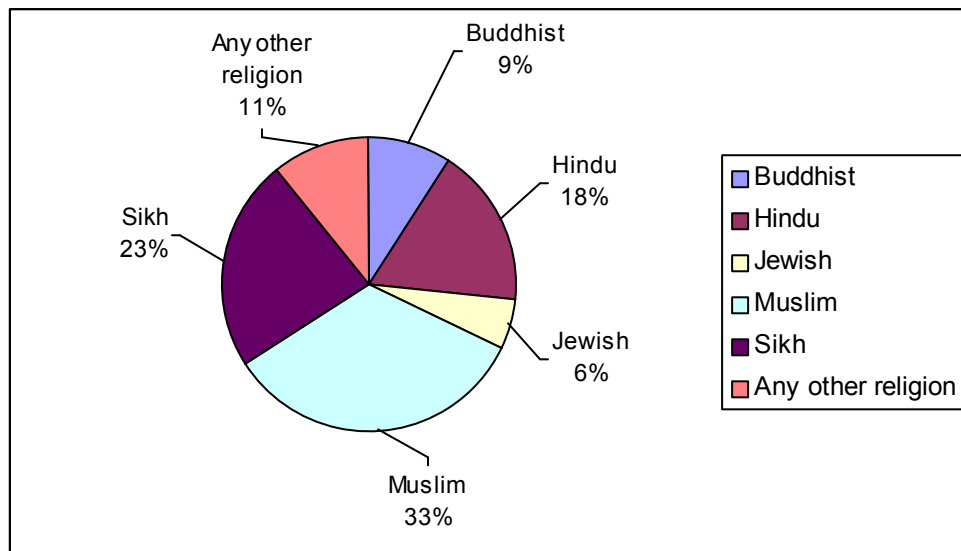
Religion	Gedling	Nottingham
Christian	71.8%	57.7%
Buddhist	0.2%	0.4%
Hindu	0.3%	0.8%
Jewish	0.1%	0.2%
Muslim	0.6%	4.6%
Sikh	0.4%	1.2%
Other religions	0.2%	0.3%
No religion	18.7%	24.8%
Religion not stated	7.7%	9.8%

Source: Office of National Statistics, 2001

Gedling Cohesive Communities Forum is currently exploring future links with faith communities in the Borough by establishing an inter-faith network in Gedling. In addition, the Council recently hosted a Faith in Gedling event.

Figure 8 gives a breakdown of those religions in the Borough other than Christian and those who have no religion, according to the 2001 census.

Figure 8: Religions in Gedling Borough, other than Christian and No religion, 2001



Source: Office of National Statistics, 2001

More information about particular faiths can be found in Gedling Partnership's Multi-faith Calendar.

SEXUAL ORIENTATION

Figures relating to sexual orientation have not been included in any previous Census. As a result we currently have no baseline for Gedling Borough against which to benchmark our survey responses. There is also no definitive figure on the numbers of gay, lesbian and bisexual people living in the UK.

The UK Government has produced two impact assessments which quote an estimate of between 5-7% of the UK population being gay, lesbian and bisexual.¹² This is considered a reasonable estimate by Stonewall, the lesbian, gay and bisexual charity.¹³

National Sexual Identity Project

A recent Office of National Statistics publication suggests the following question for asking people aged 16 or over about their sexual identity for monitoring purposes:¹⁴

Which of the following options best describes how you think of yourself?

1. Heterosexual or Straight,
2. Gay or Lesbian,
3. Bisexual,
4. Other
5. Prefer not to say

GEOGRAPHY AND SOCIO ECONOMIC STATUS

Indices of Deprivation

Table 12 shows that the most deprived super output area in the Borough, the Killisick ward, has seen its national overall deprivation ranking worsen since 2004 and now falls in the top 12% most deprived areas nationally. Factors particularly influencing deprivation in Killisick include income, education, skills and training and health and disability. The other super output area for this ward, although outside the top ten has also seen its national ranking worsen. Other negative trends in overall deprivation for super output areas can also be seen in St Mary's ward (4th in the Borough) and Carlton ward (10th in the Borough).

In Bonington ward, the previously most deprived super output area in 2004 has seen its national ranking improve and, as a result, is now only the 2nd most deprived area in the Borough according to 2007 figures. However, it still falls within the 20% most deprived super output areas nationally.

¹² Source: Final Regulatory Impact Assessment: Civil Partnership Act 2004; Employment Equality (Sexual Orientation) Regulations 2003

¹³ Source: http://www.stonewall.org.uk/information_bank/faq/79.asp

¹⁴ Source: Measuring sexual identity: A guide for researchers, Office of National Statistics, April 2009

Table 12: Top ten most deprived neighbourhoods in Gedling Borough, 2004 & 2007

Rank within Gedling Borough*	2004			2007		
	Ward	Super Output Area	National Rank within Indices*	Ward	Super Output Area	National Rank within Indices*
1	Bonington	E01028147	4060	Killisick	E01028173	3875
2	Killisick	E01028173	4303	Bonington	E01028147	5423
3	Netherfield & Colwick	E01028186	6247	Netherfield and Colwick	E01028186	6794
4	Daybrook	E01028166	7641	St Marys	E01028209	8008
5	Netherfield & Colwick	E01028187	7693	Daybrook	E01028166	8605
6	St Marys	E01028209	8142	Calverton	E01028153	8878
7	Calverton	E01028153	8505	Valley	E01028212	9619
8	Daybrook	E01028165	9071	Daybrook	E01028167	9716
9	Daybrook	E01028167	9143	Netherfield and Colwick	E01028187	9854
10	Valley	E01028212	9181	Carlton	E01028158	9938

*1 being most deprived



Shaded boxes denote wards within top 20% nationally

According to the Social Need in Nottinghamshire study in 2004, within the County area, Gedling Borough has only one area identified as extreme social need, Arnold Killisick, and three regarded as being of serious social need, Daybrook West, Netherfield and Colwick North and Arnold Central.¹⁵

Other Isolated Communities

These statistics do mask other isolate geographical communities in the Borough. Agencies acknowledge there are comparatively higher levels of deprivation within Newstead Village; however these are not shown up in the Indices of Deprivation. This is because the super output area that includes Newstead Village also includes the more affluent villages of Linby and Papplewick.

In addition, Bestwood Village ward includes Killarney Park a retirement community made up of mobile homes. Due to the demographic make up of this community, it has a range of service needs to be catered for, however its geographic location means that residents do not have easy access to all services they require.

¹⁵ Source: Social Need in Nottinghamshire, Nottinghamshire County Council, 2004

Education, Skills and Training

Deprivation, according to education, skills and training indices in Gedling Borough, is quite high when compared with the national picture with all of its top ten most deprived areas in the Borough, falling within the top 20% most deprived nationally. In fact Table 13 shows that, areas in Valley and Bonington fall within the top 10% most deprived for education, skills and training nationally, while Killisick has a super output area in the 5% most deprived areas across the country. Seven of the top ten super output areas in the Borough, have seen this type of deprivation according to this domain worsen since 2004.¹⁶

Table 13: Top ten most deprived super output areas in Gedling Borough according to education skills and training, 2004 & 2007

Rank within Gedling Borough*	2004			2007		
	Ward	Super Output Area	National Rank within Indices*	Ward	Super Output Area	National Rank within Indices*
1	Killisick	E01028173	1313	Killisick	E01028173	1093
2	Bonington	E01028147	1479	Valley	E01028212	2731
3	Valley	E01028212	2915	Bonington	E01028147	2752
4	Calverton	E01028153	3753	Calverton	E01028153	3608
5	Netherfield & Colwick	E01028187	3919	Netherfield and Colwick	E01028187	3867
6	Killisick	E01028174	4469	St Marys	E01028209	4258
7	Netherfield & Colwick	E01028185	5540	Killisick	E01028174	4790
8	Netherfield & Colwick	E01028186	5673	Daybrook	E01028166	4974
9	St Marys	E01028209	5683	Carlton Hill	E01028164	5186
10	Phoenix	E01028192	5798	Phoenix	E01028192	5491

*1 being most deprived.



denotes wards within top 10% nationally



denotes wards within top 20% nationally

Health

Life expectancy in the Borough at birth is 81.1 years for women and 77.8 years for men. This represents an improvement of 18 months for women and 3 years for men since 1991. However, there is a 5 year gap in life expectancy between the most and the least deprived area.¹⁷

¹⁶ Source: Indices of Deprivation, 2004 & 2007, Dept for Communities and Local Government

¹⁷ Source: Office of National Statistics, 2003-2005

Male and female life expectancy by ward

The comparison between the highest and the lowest life expectancy between the wards shows a significant gap for both male and female population in the borough:

- the male life expectancy gap between Burton Joyce, and Stoke Bardolph ward, with the highest figure, and Killisick ward, with the lowest figure, is 9.5 years.
- the female life expectancy gap between Ravenshead ward, with the highest figure, and Bonington, with the lowest figure, is 8.3 years.

Table 14: Male life expectancy by Ward	
* indicates that the ward population was too small to accurately estimate life expectancy	
Area Name	Male Life Expectancy
Bestwood Village	*
Bonington	76.1
Burton Joyce and Stoke Bardolph	82.5
Calverton	77.7
Carlton	78.7
Carlton Hill	77.0
Daybrook	77.3
Gedling	75.8
Killisick	73.0
Kingswell	81.5
Lambley	*
Mapperley Plains	81.6
Netherfield and Colwick	75.6
Newstead	74.2
Phoenix	77.4
Porchester	78.2
Ravenshead	81.2
St James	80.8
St Marys	78.6
Valley	75.8
Woodborough	*
Woodthorpe	81.3
Source: East Midland Public Health Observatory – Mortality Data 2001-2005	

Table 15: Female life expectancy by Ward	
* indicates that the ward population was too small to accurately estimate life expectancy	
Area Name	Male Life Expectancy
Bestwood Village	*
Bonington	78.9
Burton Joyce and Stoke Bardolph	81.6
Calverton	79.4
Carlton	81.9
Carlton Hill	82.1
Daybrook	80.0
Gedling	79.1
Killisick	82.1
Kingswell	84.8
Lambley	82.4
Mapperley Plains	83.9
Netherfield and Colwick	81.0
Newstead	79.8
Phoenix	82.1
Porchester	84.3
Ravenshead	87.2
St James	84.9
St Marys	85.6
Valley	81.0
Woodborough	*
Woodthorpe	80.9
Source: East Midland Public Health Observatory – Mortality Data 2001-2005	

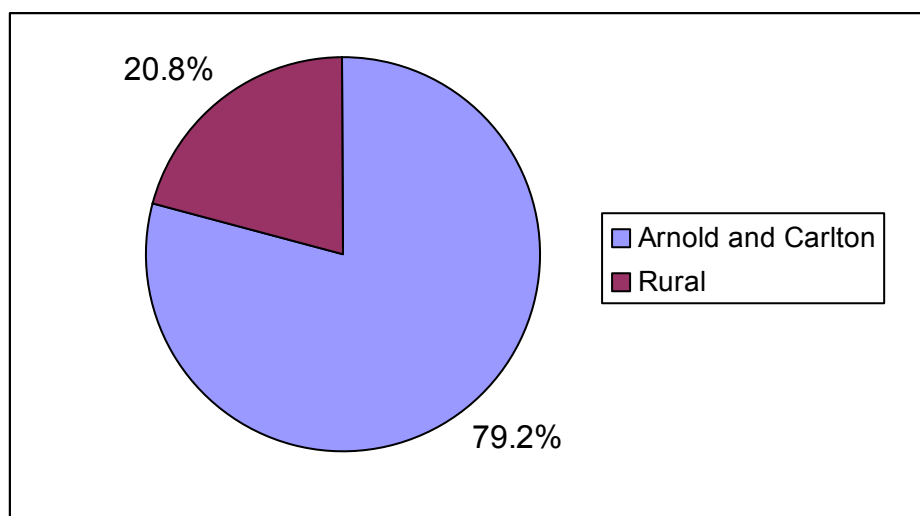
Rural Areas

According to definition classified by DEFRA, Gedling Borough is considered to be Large Urban. These definitions suggest that 18.35% of the Borough population is rural, while 81.65% is urban. Table 16 shows a breakdown of the Borough's population according to these urban and rural definitions.

Table 16: Number of people according to urban/rural definitions, based on 2001 census population		
Definition	Number of people	Percentage of Borough population
Large Urban Population	90124	80.71%
Other Urban Population	1050	0.94%
Total Urban Population	91174	81.65%
Rural Town Population	15135	13.55%
Village Population	3249	2.9%
Dispersed Population	2105	1.89%
Total Rural Population	20489	18.35%
Total Population, 2001	111663	100.00%

Figure 9 shows that a similar percentage breakdown also exists when looking at the rural and urban mix of households in Gedling Borough.

Figure 9: Rural and Urban Breakdown of Gedling Borough households, 2007



Source: CACI (2007)

Access to services is less good in the rural areas and when making public transport journeys across the Borough.¹⁸

Further detail regarding the Indices of Deprivation and the needs of specific communities can be found within the State of Gedling Borough Report.¹⁹

What particularly stands out from the State of the Borough Report?

- The significant projected increase in the number of older people
- The rising number of black and minority ethnic residents in the Borough
- The continued, and in some cases, worsening pockets of deprivation in the Borough
- The deterioration in education, skills and training indices.

Theme 2 - Place Shaping, Leadership, Partnership and Organisational Commitment

The new Equality Framework emphasises the importance of leadership – both political and managerial – to improving equality outcomes. Local Councillors, in particular, are noted as having a central role to play in ensuring equality issues are integral to the Council's performance and strategic aims. Very often, it will

¹⁸ Source: State of Gedling Borough Report Consultation Summary, 2008

¹⁸ http://www.gedling.gov.uk/index/com-home/com-local_strat_part/comm-stateofborough.htm

¹⁹ http://www.gedling.gov.uk/index/com-home/com-local_strat_part/comm-stateofborough.htm

be ward Councillors who have the greatest knowledge of the needs of different sections of the community and changes in the population of their local area.

The Framework also emphasises the importance of partnership working to narrowing equality gaps and improving the life chances of different groups, through the pooling of evidence, resources and action planning. As highlighted previously, creating a Fairer Gedling is a key priority for the Gedling Partnership, expressed in the Sustainable Community Strategy, and a wide range of partners are actively engaged in working together to tackle inequalities.

The Deputy Chief Executive is the Lead Officer for equalities within the Council, supported in this role by the Head of Customer Services & Organisational Development. A member of the Cabinet, currently the Deputy Leader, also has a specific responsibility to champion equalities at a political level.

The Council's Equal Opportunities Policy sets out clear responsibilities for elected members and officers and a Corporate Equality Group, chaired by the Deputy Chief Executive, meets regularly to drive forward and monitor progress on equalities.

Equality and Diversity is built into the Council's induction process and on-going training programme, and all staff have received training on undertaking Equality Impact Assessments.

Theme 3 - Community Engagement and Satisfaction

The Council recognises the importance of community engagement and participation and works alongside a range of partners to find innovative and relevant ways of involving communities and neighbourhoods. The new Framework, and the Comprehensive Performance Assessment, emphasises the importance of involving groups who may experience disadvantage and inequality.

Partners for Gedling Borough Council include, amongst others:

- Cohesive Communities Forum
- Gedling Access Group
- Nottingham Interfaith Council
- Nottinghamshire's Rainbow Heritage Group
- Domestic Violence Forum
- Racial Equality Council

In addition, our Area Based Initiatives seek to engage with, and build the capacity of, the most disadvantaged neighbourhoods in the Borough.

Theme 4 - Responsive Services and Customer Care

The Equality Framework places an emphasis on Council's personalising services to meet the needs of people from different backgrounds. The implementation of Equality Impact Assessments, and the action plans arising from them, is particularly important in this respect. Over the past year, training on undertaking EIAs has been rolled out across the Council and EIA surgeries have been provided to offer support and build confidence. The identification of equalities priorities and actions has also been incorporated into new Departmental and Service Improvement Plans to help to embed equalities into the 'day job'.

The Council's EIA programme attached to this plan and completed EIAs can be found on the Council's website.

Theme 5 - A Modern and Diverse Workforce

The ability to deliver responsive, personalised services will depend in a large part on the composition, skills, understanding and commitment of our workforce. Our Equal Opportunities Policy states our commitment to equality in employment and this is evidenced through a range of policies and procedures, including:-

- Two Ticks Disability Scheme – this guarantees an interview for job applicants with a disability who meet the essential criteria on the person specification.
- Targeting our recruitment advertising at community groups whose membership is under-represented in employment in order to encourage applications for jobs.
- Flexible working policies – to enable employees to adjust their working patterns to meet domestic commitments.
- Part-time working – a number of posts are available on a part-time basis and in particular, employees with care responsibilities for young children are supported in their request to work reduced hours wherever the business need allows.
- Our harassment policy is available for use in situations of harassment on the grounds of race, gender, disability, faith, age or sexual orientation.
- The Council does not make its decisions about employment or continued employment on grounds of age. Requests for flexible retirement at or before age 65 will be considered where a business case exists and the pension regulations allow. In the same way, requests to continue working beyond age 65 will also be considered.
- The implementation of a job evaluation scheme which gives equal pay to work of equal value.

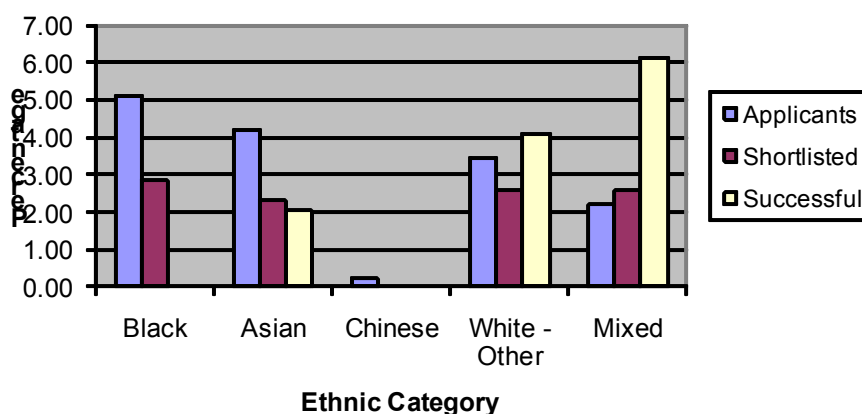
Workforce Profile

The current data on the makeup of the workforce was produced for 2007/08 and the extracts below are from the Council's annual performance plan.

- Percentage of women that are within the top-paid 5% local authority staff who are women 45.59%
- Percentage of the top 5% local authority staff who are from an ethnic minority. 2.56%
- Percentage of the top-paid 5% of staff who have a disability (excluding those in maintained school). 0
- Percentage of local authority employees with a disability 2%
- The percentage of local authority employees from black and minority ethnic communities. 2.4%

No data is available on religion/belief or sexual orientation.

Recruitment and Selection



For 2007/08 the data from all applicants for jobs has been analysed. Of the 899 applicants who provided monitoring information, white applicants comprised 85% of the total, 89.5% of those interviewed were white, and 88% of appointees were white. For the other minority ethnic categories, the graph above shows their success rate at being short-listed for interview and being appointed.

Although the above chart may suggest some discrepancies in the success rates of minority ethnic applicants, it has to be borne in mind that the numbers of people involved are very small. For example, the number of Chinese applicants is only two from the total of 899.

This data suggests that the Council is successful in attracting minority ethnic candidates to apply for jobs, when compared to the population of 7.3% from non-white backgrounds, however their success rate at being shortlisted and appointed is lower than is to be expected. Further work is necessary to ensure that selection practices are not discriminatory, by reviewing person specifications and providing training for interviewees.

HOW ARE WE GOING TO MONITOR AND REVIEW PROGRESS?

Our progress towards creating a Fairer Gedling will be monitored in a number of ways:

The performance targets set out at the beginning of this plan will be reviewed on a quarterly basis by the Council's Strategic Management Team, Cabinet and Performance Review Scrutiny Committee.

The implementation of Equality Impact Assessments will be monitored by the Corporate Equality Group on a quarterly basis.

Actions to achieve progress through the Equality Framework for Local Government will be monitored quarterly by the Corporate Equality Group and through an annual self-assessment. It is proposed that an external validation of the Council's progress at "Achieving" status will take place no later than March 2012.

Employment Monitoring Information will be reported to the Council's Strategic Management Team and Corporate Equality Group on an annual basis.

APPENDIX 1

GEDLING BOROUGH COUNCIL COMPLETED EQUALITY IMPACT ASSESSMENTS 2008 - 2009

Department /Section	Completed
Strategy & Performance	
<ul style="list-style-type: none"> • Policy & Research 	<ul style="list-style-type: none"> • Gedling Sustainable Community Strategy Review
Leisure	
<ul style="list-style-type: none"> • Leisure Facilities 	<ul style="list-style-type: none"> • Photography Policy
<ul style="list-style-type: none"> • Leisure Resources 	<ul style="list-style-type: none"> • Changing Lifestyles Strategy • Arts Strategy 2003 – 2008 • Making Play Matter Strategy
Planning & Environment	
<ul style="list-style-type: none"> • Building Control 	<ul style="list-style-type: none"> • Electronic Plan Submission
<ul style="list-style-type: none"> • Food/Licensing/Health & Safety 	<ul style="list-style-type: none"> • Food Service • Licensing Service • Health & Safety • Licensing Act Policy • Gambling Act Statement
<ul style="list-style-type: none"> • Public Protection 	<ul style="list-style-type: none"> • CCTV
Democratic & Community Services	
<ul style="list-style-type: none"> • Democratic Services 	<ul style="list-style-type: none"> • Electoral Registration Canvas
<ul style="list-style-type: none"> • Legal Services 	<ul style="list-style-type: none"> • Dealing with requests for information under the Freedom of Information Act, Environmental Information Regulations and Data Protection Act
<ul style="list-style-type: none"> • Neighbourhoods 	<ul style="list-style-type: none"> • Neighbourhoods Management • Community Safety Strategy and Delivery Plan
Customer Services & Organisational Development	
<ul style="list-style-type: none"> • Personnel 	<ul style="list-style-type: none"> • Equal Pay Policy
Corporate Services	
<ul style="list-style-type: none"> • IT & Efficiency 	<ul style="list-style-type: none"> • Procurement Strategy • ICT Strategy
<ul style="list-style-type: none"> • Revenues Services 	<ul style="list-style-type: none"> • Benefits Risk Matrix • Benefits Prosecutions Policy • Benefits Overpayments Policy • Fair Collection and Debt Recovery Policy

APPENDIX 2

GEDLING BOROUGH COUNCIL PROGRAMME OF EQUALITY IMPACT ASSESSMENTS 2009/10

Department / Section	Planned
Strategy & Performance <ul style="list-style-type: none"> • Policy & Research 	<ul style="list-style-type: none"> • Vision 2026 and the 5 Priorities • Gedling Community Engagement Plan
<ul style="list-style-type: none"> • Planning Policy 	<ul style="list-style-type: none"> • Preferred Options Stage of the Core Strategy
<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Communications Strategy
<ul style="list-style-type: none"> • Housing Strategy 	<ul style="list-style-type: none"> • Affordable Housing
Leisure <ul style="list-style-type: none"> • Leisure Facilities 	<ul style="list-style-type: none"> • Facilities Strategy • Child Protection Policy • Arnold Centre Reprogramming • Redhill Centre Reprogramming • Calverton Centre Reprogramming • Richard Herrod Centre Reprogramming • Excluding people from the premises/refusing service/removing people • DNA membership packages • Block Booking Policy • Changing Lifestyles Strategy • Swim Scheme Review • Burton Road Community Centre
<ul style="list-style-type: none"> • Leisure Resources 	<ul style="list-style-type: none"> • Letting/hiring of pitches and pavilions • Open spaces strategy • Positive Moves GP Referral Programme • Young persons Positive Moves Referral Programme • Activity Friends Volunteering Programme • Moving More Often Programme • Heartbeats Programme • Get Going in Gedling Programme • Arnold Carnival • Gedling Show • Carlton Play Day • Gedling Play Day • Goals Project • Sports Unlimited Programme • Gedling Athletic Development Agency • Culcha Street Dance Programme • The Force Street Dance Programme • Memorial Safety Testing Programme • Cemetery Rules and Regulations • Coaches Library • Allotment Associations

Department/Section	Planned
Leisure (continued) <ul style="list-style-type: none"> Leisure Facilities 	<ul style="list-style-type: none"> Arts Referral Programme for Vulnerable People King George V Recreation Ground Play Area Salop Street Children's Play Area Queensbower Children's Play Area Netherfield Football Pitches Development Arts Strategy Child Protection Policy
Planning and Environment <ul style="list-style-type: none"> Building Control 	<ul style="list-style-type: none"> Processing of Building Regulation applications Inspection activity Enforcement activity
<ul style="list-style-type: none"> Development Control 	<ul style="list-style-type: none"> Planning Enforcement Policy
<ul style="list-style-type: none"> Food/Licensing/Health and Safety 	<ul style="list-style-type: none"> Food Procedures and Policies Health and Safety Procedures and Policies
<ul style="list-style-type: none"> Public Protection 	<ul style="list-style-type: none"> Neighbourhood Warden Service Anti Social Behaviour Enforcement of Nuisance complaints and pollution issues
Democratic and Community Services <ul style="list-style-type: none"> Democratic Services 	<ul style="list-style-type: none"> Parliamentary Election Feedback
<ul style="list-style-type: none"> Legal Services 	<ul style="list-style-type: none"> Contracts Prosecutions and Litigation
<ul style="list-style-type: none"> Neighbourhoods 	<ul style="list-style-type: none"> Neighbourhood Management Community Safety Strategy and Delivery Plan
Customer Services and Organisational Development <ul style="list-style-type: none"> Personnel 	<ul style="list-style-type: none"> Recruitment Process Absence Management Home/Remote Working Induction
Corporate Services <ul style="list-style-type: none"> Audit and Risk Services 	<ul style="list-style-type: none"> Health and Safety Policy Accident Reporting Procedure Violent Persons Register Anti Fraud Strategy Insurance Procedures
<ul style="list-style-type: none"> IT & Efficiency 	<ul style="list-style-type: none"> Information Security
<ul style="list-style-type: none"> Revenues Services 	<ul style="list-style-type: none"> Council Tax Discounts Council Tax Exemptions Council Tax Disabled Reductions Benefits Take up Strategy Benefits Backdating Policy Benefits – Discretionary Housing Payments Policy NNDR Reliefs – mandatory and discretionary

APPENDIX 3

GEDLING BOROUGH COUNCIL PROGRAMME OF EQUALITY IMPACT ASSESSMENTS 2010/11

Department / Section	<u>Planned</u>
Leisure <ul style="list-style-type: none">• Leisure Facilities	<ul style="list-style-type: none">• Pricing Policy• Customer Care Policy• Marketing and Promotion• Terms and Conditions of Hire
Planning and Environment <ul style="list-style-type: none">• Building Control• Development Control	<ul style="list-style-type: none">• Enforcement of Building Regulations• Tree Preservation Orders• Planning applications, enquiries and appeals
Corporate Services <ul style="list-style-type: none">• Audit and Risk Services	<ul style="list-style-type: none">• Risk Management Strategy• Internal Audit Strategy and Procedures• Business Continuity Plan
<ul style="list-style-type: none">• Financial Services	<ul style="list-style-type: none">• Payroll• Payment of Invoices• Statement of Accounts• Budget• Treasury Management• VAT Procedures• Processing of Bank Transactions• Accounting Policies• Setting of Financial Policies and Frameworks
<ul style="list-style-type: none">• Revenues Services	<ul style="list-style-type: none">• Sundry Debtors Policy• Benefits Claim Administration