

# Equality Objectives 2012



**Council's  
Priority**

**Homes**

**Homelessness**

Our research shows that although some of the priority need categories for anyone to be considered homeless apply to men more often than women (e.g. substance addiction or having served in the forces), the priority cases we see most of in Gedling tend to be issues disproportionately affecting women. This might be linked to domestic violence that is one of the most frequent reasons leading to homelessness.

The information for our research is taken from P1E returns to government on statutory homelessness.

This only covers people who make a formal homelessness application and are either accepted as being owed a duty to re-house, accommodated temporarily pending a decision, or accommodated at the council's discretion.

<b>Equality Objectives</b>	<b>Minimise the incidence of homelessness</b>
<b>ACTION</b>	<p>Produce a new homeless and housing strategy addressing fluctuations of need in the borough, responding to legislation and good practice and options to further enhance the service.</p> <p>Develop Strategy to support vulnerable people to target the Council's activities to protect those most at need within our communities.</p>

Targets	Performance measure	Baseline 11/12	Targets			Accountable Manager	Lead Director	Lead Portfolio
			12/13	13/14	14/15			
<b>Minimise the incidence of homelessness</b>	Time taken to process Housing Benefit/Council Tax Benefit new claims and change events NI181	8 Days as at Sept 11	<9 Days	<8 Days	<8 Days	John Vickers	Mark Kimberley	Finance and Performance

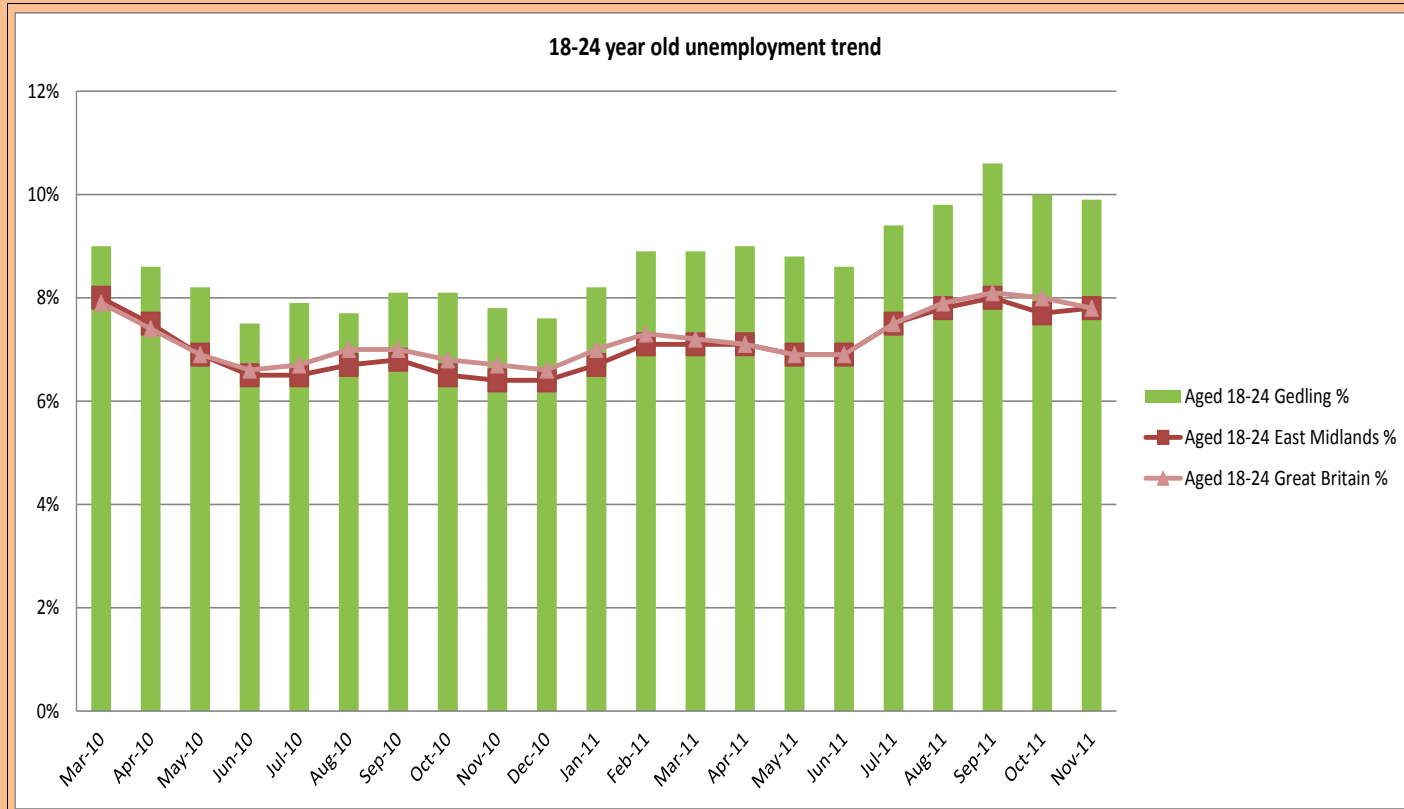
	Average time to process new Housing/Council Tax Benefit claims LI074	20 Days as at Sept 11	<18 Days	<17 Days	<17 Days	John Vickers	Mark Kimberley	Finance and Performance
	Average time to process change of Housing/Council Tax Benefit circumstances 75	6 Days	<8 Days	<7 Days	<7 Days	John Vickers	Mark Kimberley	Finance and Performance
	Preventing Homelessness – number of households who considered themselves as homeless, who approached the Council, and for whom housing advice resolved their situation I046	Tracking Indicator				Alison Bennett	Paula Darlington	Health and Wellbeing
	Number of "hard to reach" claims put into payment LI072 -	313	150	150	150	John Vickers	Mark Kimberley	Finance and Performance

## Council's Priority

## Jobs

Levels of unemployment within the 18-24 age bracket began rising from December 2010.

Levels of youth unemployment continue to be significantly higher than the levels in the East Midlands (1.6%) and Great Britain (1.5%) for this age bracket.



**Equality Objectives**

**Reduce unemployment**

**Identify and tackle localised barriers to employment, with an emphasis on young people**

**Improve local skills level, particularly amongst young people**

**ACTIONS**

**Increase apprenticeship opportunities with the Council**

**Develop Internship scheme and implement**

**Implement new work experience scheme following national curriculum changes**

**Explore feasibility of attracting further education college presence in the borough**

Targets	Performance measure	Baseline 11/12	Targets			Accountable Manager	Lead Director	Lead Portfolio
			12/13	13/14	14/15			
Reduce unemployment	Number of internships created	n/a	2	2 additional	2 additional	David Archer	Stephen Bray	Economic and Strategic Development
	Number of work experience placements created	n/a	10	10	10	David Archer	Stephen Bray	Economic and Strategic Development
Improve local skills level	Number of apprenticeships created	6	6	6	6	David Archer	Stephen Bray	Economic and Strategic Development

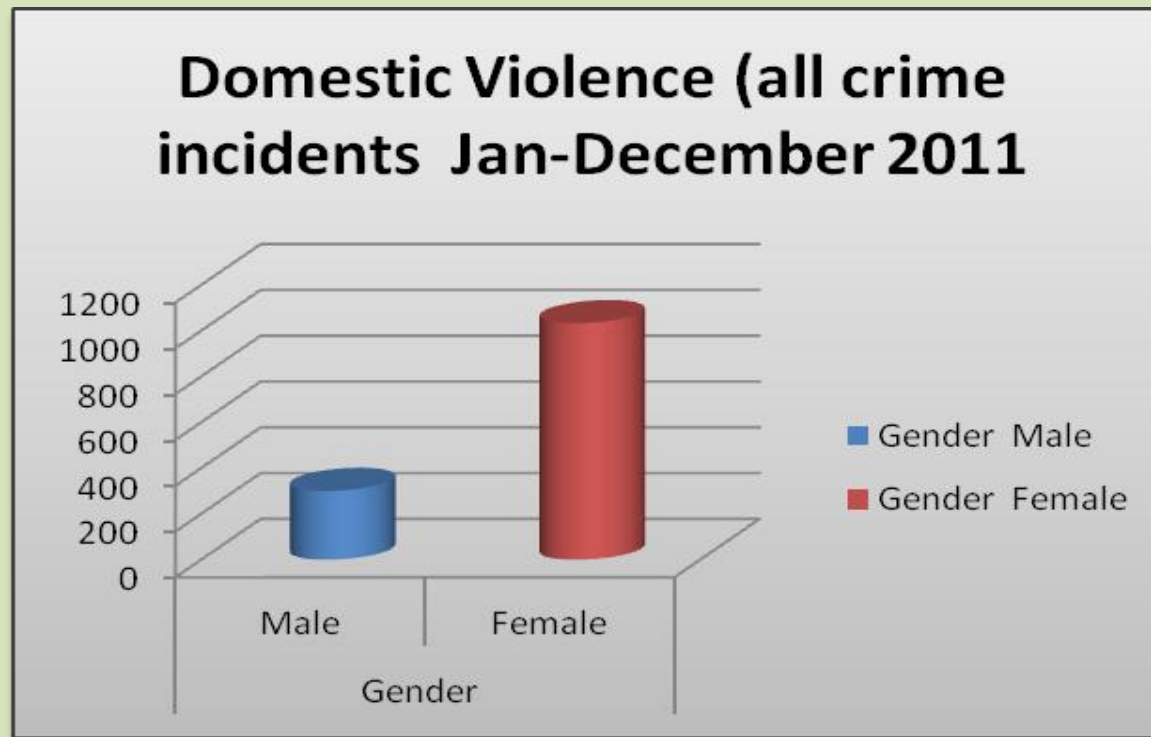
## Council's Priority

## People

Our research shows that some groups of people that share the same protected characteristics are :

- **More likely to be victims of domestic violence**

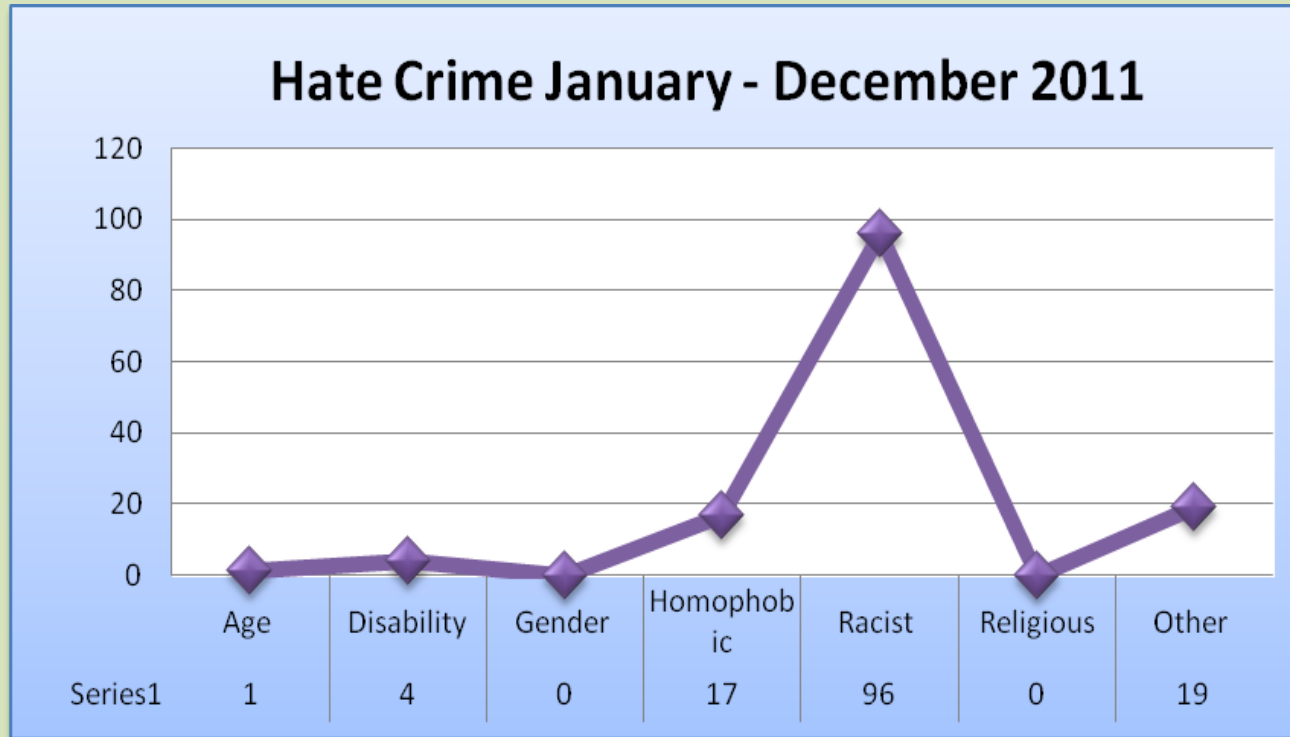
### Gender





➤ **More likely to be victims of hate crime**

**Race**



## Equality Objectives

**Reduce incidents of crime against people who share the protected characteristics with a focus on domestic violence against women and race hate crime**

**Encourage/support the reporting of crimes and incidents against people sharing the protected characteristics**

**Reduce repeat victimisation**

## Targets

Performance measure	Baseline	12/13	13/14	14/15	Accountable Manager	Lead Director	Lead Portfolio
Reduction in level of domestic violence repeated victims	TBC	10%	10%	10%	Andy Callingham	Dave Wakelin	Communication and Public Protection

➤ Are present within our workforce in small numbers

**Workforce Age @31 March 2011**

<b>Under 20</b>	2.6%
<b>20-29</b>	13.3%
<b>30-39</b>	23.2%
<b>40-49</b>	26.6%
<b>50-59</b>	24.5%
<b>60-64</b>	8.8%
<b>65-70</b>	0.7%
<b>Over 70</b>	0.3%

**Proportion of workforce who  
declared their Religion @ 31 March  
2011**

Christian	98.5%
Jewish	0.4%
Other	1.1%

## Our Workforce and Gender @ 31 March 2011

% of total workforce	
Female	51%
Male	49%

Proportion of top 5% of earners	
Female	35.5%
Male	64.5%

Recruitment in 2010/11 Proportion of male candidates:	
Applications:	66%
Shortlisted:	66%
Appointed:	52%

Of the internal cases registered in 2010/11, the proportion that were male:	
Conduct	100%
Grievance	0%

# Our Workforce and Race @ 31 March 2011

Recruitment Proportion of White UK candidates:	
Applicants:	86%
Shortlisted:	93%
Appointed:	90%

Proportion of employees from Black Minority Ethnic background	2.9%
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Employee Relations cases registered in 2010/11.	
Proportion that were White UK:	83%
Conduct:	100%
Grievance:	

## Our Workforce and Disability @ 31 March 2011

Proportion of top 5% of earners that declare a disability as defined in Equality Act <sup>1</sup>	0%
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Proportion of all employees meeting Equality Act definition of disability	2.4%
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<b>Recruitment</b>	
Proportion of people with declared disability:	
Applicants	1.4%
Shortlisted	2%
Appointees	0%

<b>Equality Objectives</b>	<b>Increase application for employment with us from people with disabilities and from Black and Minority Ethnic applicants.</b>
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<sup>1</sup> **Definition of 'disability'** under the Equality Act 2010 - The Equality Act defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

## Council's Priority

## Place

Our research shows that the most deprived areas suffer from multiple kinds of deprivation such as overall crime, child poverty and environmental crime.

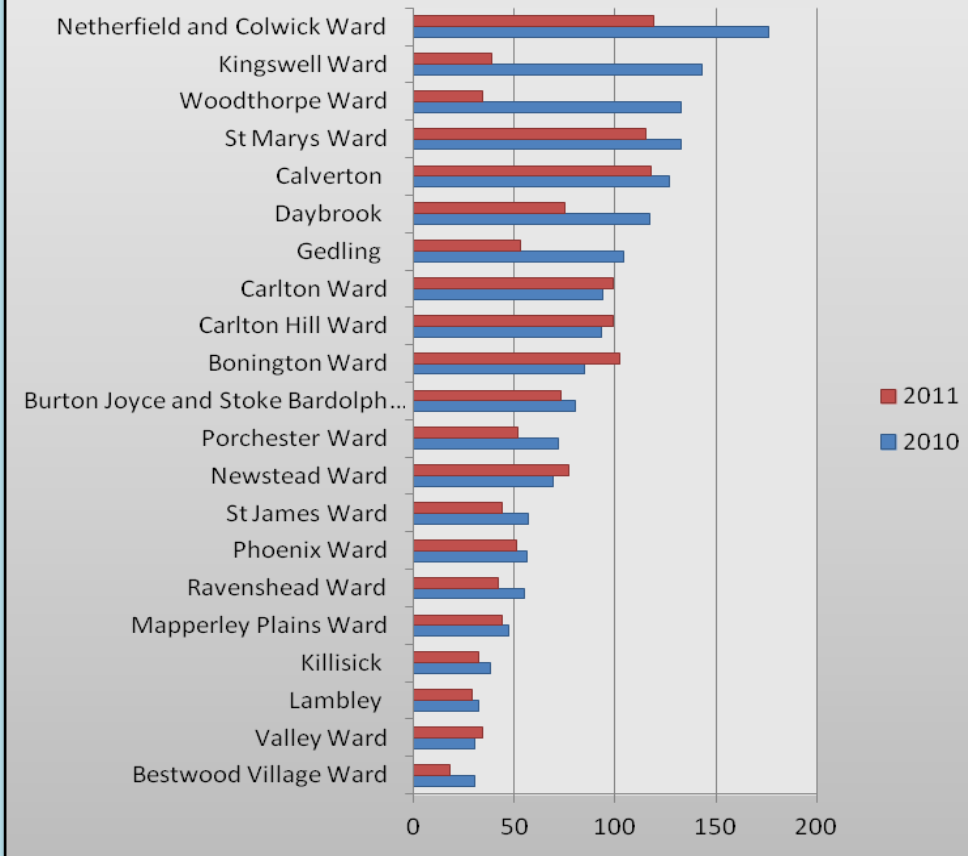
Ward	Rate Rank
Netherfield & Colwick	1
Daybrook	2
Newstead	3
St Marys	4
Killisick	5
Carlton	6
Kingswell	7
Valley	8
Carlton Hill	9
Bonington	10
Bestwood Village	11
Phoenix	12
Gedling	13
St James	14
Calverton	15
Porchester	16
Mapperley Plains	17
Woodthorpe	18
Burton Joyce & Stoke	
Bardolph	19
Lambley	20
Ravenshead	21
Woodborough	22

### Crime rate in Gedling Borough by ward, April- December 2012

The table shows the crime rate<sup>2</sup> levels in each ward within Gedling Borough between April – December 2012. Highlighted in yellow are the top 5 wards.

<sup>2</sup> Crime rates are indicators of reported crime activity standardized by population

## Environmental crime incidents by ward 2010 and 2011



Number of environmental incidents, including littering, fly tipping and graffiti in the Borough's wards in 2010 and 2011.<sup>3</sup>

<sup>3</sup> Public Protection Department, Gedling Borough Council , uni-form data



**Equality  
Objectives**

**Improve residents' quality of life in Netherfield and Newstead**

**Reduce levels of child poverty across the Borough**

**Minimise any adverse effect of welfare reform in the Borough**

**ACTION**

Develop and implement a Child Poverty Action Plan

Contribute to national Troubled Families initiative

Manage delivery of agreed schedule of Public Realm Works

**Targets**

**Performance measure**

**Satisfaction with the area - Netherfield and Newstead**

**Council Tax arrears**

**Employment in Netherfield and Newstead**

} **to be developed**

## **Council's Priority**

### **Recreation**

Our research shows that some group of people who share that same protected characteristics are less likely to participate in certain recreational activities:

#### **Age**

Gedling has an ageing population and a greater proportion of 60+ than Nottinghamshire and England (State of Gedling Borough Report, 2010).

There are high levels of depression amongst the older Gedling residents compared with other areas (Nottinghamshire Joint Strategic Needs Assessment (JSNA), 2010).

'Older working women', 'local old boys' and 'later life ladies' in Gedling have lower levels of physical activity compared to nationally (Sport England Market Segmentation (SEMS), 2010).

53% of older people not engaged in regular health promotion activity (Gedling Borough Council (GBC) Health Promotion over 60s survey, 2010).

#### **Gender**

Gedling has the third highest number of single parent households registered with children's centres in Nottinghamshire - (Nottinghamshire Joint Strategic Needs Assessment (JSNA), 2010).

Stretched single mums have a significantly lower level of participation in physical activity in Gedling in comparison to the national average - (Sport England Market Segmentation (SEMS), 2010).

GBC Sports Development: Coach Scholarship scheme 70% male 30% female; 3 out of 10 projects delivered female only. 7 out of 10 were open access. (Gedling Borough Council's Strategic Equality Analysis, 2011).

	<p>27.7 % of males participate in 3x30 of moderate exercise per week and 19.9% of Females (Active People Survey 2008/2009 figures).</p> <p>The Borough is made up of 51% females and 49% males, Census 2001.</p>
<p><b>Equality Objectives</b></p>	<p><b>Encourage under-represented groups to participate more in physical activity and culture</b></p> <p><b>Increase number of people aged 50+ accessing leisure centres</b></p> <p><b>Increase the number of women's and girls' sports teams</b></p>
<p><b>Targets</b></p>	<p>To increase the number of people aged 50+ accessing the leisure centres by 1% in a year</p> <p>To increase the number of women and girls teams run by Gedling sports clubs by one each year</p>