



# Equality, Diversity and Inclusion

## Annual Report 2018 - 19



Like all public bodies we have a statutory general duty to eliminate discrimination, advance equality of opportunity and foster good relations. We also have specific legal duties; these include reporting on how we are integrating equality, diversity and inclusion into our work practices and publishing our workforce employment information.



**Cllr Glyn Jones**  
Deputy Mayor & Portfolio Holder for Housing and Equalities

I am pleased to present our Annual Equality, Diversity & Inclusion report that outlines the progress we are making against the objectives we agreed in our Year One Action Plan for 2018 – 19.

The Council is actively working towards fairness for all; that enables everyone to have equal life chances and to work free from discrimination in a society that values the diversity within our borough.





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

## Did you know that ....

Community Area Teams have spent



**4,816 hours**

Supporting projects and initiatives encouraging people to live active, healthy and independently in their own homes

Doncaster Carers



**approx. 33,000**

Carers, of all ages, are making a vital contribution to individuals and families within our communities

Direct Payments

**839 People**



More people than ever (more than double the number of 4 years ago) now choose Direct Payments



Residential Care

**1,190 Adults**

The Number of People living in Residential Care saw a reduction in the past 12 months by 51 people



Learning Disability

**95 (12.9%)**

working age clients with a learning disability were assisted into paid employment (March 2019). This is higher than the target of 6.7%.

## Our Key Focus for 18/19

**People with learning difficulties are helped to be more independent**

- All people in supported living received a review of their care including their desired outcomes.
- The Learning Disability team co-ordinated reviews for all people living in residential care to ensure that their wishes and outcomes were being met.
- Housing needs have been incorporated into the new Doncaster Learning Disability and Autism Strategy shaping Doncaster's response to housing need for years to come.
- All individuals receiving Specialist Hospital Care have received a review of their needs and accommodation. Doncaster Adult Social Care is supporting Doncaster CCG with their work to the Transforming Care Partnership.
- SMILE day services have set up 'Food to Go' to prepare people with a Learning Disability for Employment and voluntary work. This year nine people successfully completed an internship with project search and access sessional employment.

**Older people continue to live at home for as long as possible**

- A Community Investment Programme has been implemented to tackle social isolation and loneliness.
- A Joint Commissioning Strategy has been launched, which prioritises service delivery in communities.
- A new Provider works with the Home Support Immediate Response service supporting people leaving hospital when a Home Care provider is unable to arrange a care package, in time for discharge, so that they can go home.
- Penderels Trust now provide support for all Direct Payment recipients and DMBC staff have been trained on the refreshed DP Policy and guidance. More people than ever (a 17% increase since last year) now choose Direct Payments.
- The discovery phase for the creation of Independent Service Funds (ISF) continues and we will soon be establishing a forum for those receiving a direct payment to feed into the development of the Registered Provider List and ISF.



- The Social Isolation and Loneliness Alliance is established and has a lead role in engaging, and connecting people to local community activities and networks. The inter-generational practice in SMILE Day Services specifically focuses on supporting older people to have a more enriched role in their community, sharing their knowledge and skills with younger people and families.

- Collaborative production and Commitment to Carers is now being delivered through the All Age Carers Charter. You can find the Charter on social media via Doncaster Council Facebook and Twitter accounts. The Charter can also be found on the Your Life Doncaster website.
- The council have embraced employee support and have further committed to 'Employers for Carers Organisation'. This delivers a free advice and support service to all small employers and partners in business to support their "caring" workforce across Doncaster.
- Embedding of awareness and identification of carers has led to a significant increase in finding and helping people sooner in their Communities. We supported 648, adult and young carers.

**Increase the percentage of children accessing the Early Years entitlement and achieving a good level of development**

- Publicity materials have been revised and redesigned to reflect the pathway across all entitlements. These have been widely circulated to parents, Family Hubs, and providers. Take up of 30 Hours provision remains strong and the second highest across the region based on DfE figures.



- Doncaster's Ofsted outcomes remain strong with 100% Good or Outstanding for childcare on non-domestic premises (Day nurseries); 98.5% Good or Outstanding for Childminders; Overall, 99% of Ofsted outcomes are Good or Outstanding. This is significantly above the national average of 94%.
- EPS has developed a collaborative approach to engagement with schools, focusing on the specific needs of those requiring support to improve the quality of teaching and learning for children and young people identified with additional and special educational needs. We can better target our resources to help schools narrow the gap in achievement and progress between these children and their national peers. We have delivered a programme of events and skills-development support to schools and settings, which have received highly positive evaluations.
- The Early Years Foundation Stage Profile (EYFSP) statutory moderation procedures were implemented during the Summer Term 2018; the process was externally moderated by the Standards and Testing Agency (STA) and deemed fully compliant with statutory requirements. 28% of schools received a moderation visit including three Special Schools and five day nurseries; the local authority was highly commended for its clear, detailed processes including training, and planning for moderation activities

## Our achievements include ...

A number of **supported living contracts** were successfully re-procured during 2018 with a focus on promoting greater independence, recognising and building on individual's strengths, assets and capabilities in addition to informal support from families, the community and locality based activities. These contracts commenced service delivery in September.

**Doncaster Carers Charter**



In Doncaster there are around **33,000 carers** of all ages making a vital contribution to individuals and families within our communities. The Carer's Charter has been developed by carers of all ages through consultation, co-design and collaboration and it's a vehicle to reach carers to collectively deliver the right support at the right time helping reduce stigma pertaining to "caring" roles and raise carer awareness.

**Delayed Transfers of Care (DToc)** occur when patients who are ready to be discharged or transferred to another care setting are unable to do so in a timely way. We have worked hard with our partners across our health and social care system to reduce the number of Delayed Transfers of Care throughout this year including the implementation of the Local Government Associations High Impact Change Model and continue to work in partnership with Doncaster's Clinical Commissioning Group and colleagues from Health Trusts to identify joint solutions.

Doncaster Council and Doncaster CCG are finalising work on an **all age strategy for people with learning disabilities, autism or both**. The draft strategy has been developed following an extensive programme of engagement with people who use services and their relatives. Implementation of the strategy will mean more people with learning disabilities, autism or both should be given the opportunity to live in their own home, have improved access to health and wellbeing services, and benefit from better planning for changes in life. We, and our partners, will work together more effectively to plan and provide care and support, including working with universal services and communities to raise awareness of learning disability and autism.

The **Stronger Families programme** has been extended and is now set to end in March 2021. The programme has helped services develop a whole family, more coordinated approach to support some of the most vulnerable families. Partner organisations and council services are currently supporting 5791 families who are eligible for the programme during this year. In the past 12 months they have supported 175 families into sustained employment and a further 783 families to maintain significant family outcomes; in addition, over 3000 further families are making progress towards positive outcomes.



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

## Did you know that ....



2,638

Children in Doncaster are classified as 'In Need'

(a child who is unlikely to achieve or maintain a reasonable level of health or development)

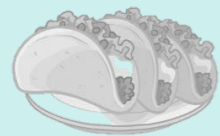
## Secondary School Persistent Absence for Children in Care

17.6%



Relating to the number of pupils who miss 19 or more days of the academic year. This is better than that of their less disadvantaged peers (18.8%)

## Uptake of Free School Meals



82.32%

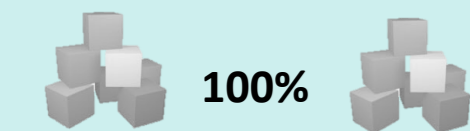
The aim is to monitor the uptake of free school meals to ensure as many as possible access this service as it is proven to have a positive impact on health

## Special Education Needs



100% of Education, Health and Care plans were issued within the timeframe of 20 weeks

## Early Years



100%

of Early Years' providers were rated good or outstanding by OfStEd

## Our Key Focus for 18/19

### Pupil attendance and behaviour of disadvantaged young people is improved

- Attendance and persistent absenteeism stabilised during 2017-2018. Attendance rates improved during Autumn 2018 at both phases, indicating the first shift for the last three years.
- We are beginning to see the early stages of reductions in Fixed Term exclusions at Secondary schools because of the activities of the Behaviour Review.
- The Big Picture Learning facility opened in April 2019



### Greater work readiness of all children and young people particularly for disadvantaged young people.

- Doncaster Children's Services Trust have recruited more than their target number of 100 mentors, and the programme is due to fully launch in May 2019. Take up from schools was lower than anticipated but this looks to be down to communication routes used. We have corrected this and received referrals from over 50 schools. The target remains eminently achievable despite slight movement in terms of the timeframes.
- We have recently passed a Post-16 Business Case through the Opportunity Area Programme Board (May 2019). This has included provision for schools in the borough to receive National Leaders in Education Support and advice around the rationalisation and development of their Post-16 provision. This will be targeted closely at those areas of provision that have received a 3 in their OfStEd assessments. We have also allocated a further £55,000-£65,000 for an advisory and support fund to assist Post-16 settings in the development of their A Level offer. We have also invested in Progression Workshops to support transitions to Post-16 and to help increase the take-up of Level 3 qualifications in the sector, as well as further small opportunities fund to support emergent priorities.
- We have successfully commissioned the new digital CIAG project, which is DDA-compliant and accessible, tailored to the needs of Doncaster's pupils. Usage licences will be extended to all secondary and special schools in the borough. The platform was 'soft launched' in early June 2019, and there have been around 1,300 new user accounts registered in the Doncaster area. The platform will be formally launched on 16th July at a large launch event attended by Business and Education.
- A Local Post-16 group has met twice to consider the recommendations of the report and has included representatives from across the sector.

- We have recently (June 2019) passed a substantial business case through Opportunity Area Programme Board, supporting the creation of Opportunities Doncaster. Opportunities Doncaster aims to develop, expand, and take forward the Skills Academy Programme. This includes the creation of a Doncaster Careers' Week. The Doncaster Careers' Week (DCW) will aim to engage all schools, further education providers, higher education providers and training providers in the borough. It will aim to engage 5,000 students and Doncaster residents over the week with a minimum of 150 businesses supporting and actively involved.
- Through Opportunities Doncaster, there will also be the creation of a SEND Learners Strategy, which will aim to support the creation of a target of 20 supported internships (an intervention demonstrated to have great success in helping SEND young people find long-term employment) and the employment of a SEND Co-ordinator, who will broker relationships between SEND organisations, young people, business, and education.



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

- An enquiry into child poverty was completed. Young people from Doncaster led this work and developed the recommendations as set out in the report.
- The National Citizen Service (NCS) Wrap-around Support Programme has been one of the real successes of the OA programme, with increases in the proportion of Young People facing disadvantage participating year on year from 8% in 2016 to 11% in 2017, and 15.5% in 2018. This represents a near-doubling, with us targeting an increase to 20% this year.
- PB have also approved an NCS wrap around for a further 80 vulnerable young people to enable them to engage with the full NCS programme.
- **Pupil Premium:** The Council has been working with Partners in Learning (PIL) to develop the offer for the OA 25 primary schools. These are schools identified for development in improving outcomes for disadvantaged pupils. These schools have been targeted by the Doncaster Opportunity Area (OA) and have access to a range of initiatives that are fully funded by the Department for Education through the Opportunity Area.

As part of this work, we have supported PIL and the Opportunity Area School improvement Professional in delivering training for the OA 25 project as well as developing triads of schools to investigate and improve practice. All schools now have a named person with responsibility for disadvantaged pupils. All internal audit recommendations around the use of pupil premium have now been completed.

The impact of this work will be measured by an increase in the number of disadvantaged pupils reaching Age Related Expectations particularly at KS2. Termly network meetings are planned from September 2019 to share good practice and disseminate the latest research into effective approaches for raising achievement for all disadvantaged pupils. These will be jointly organised through Partners in Learning and Doncaster Council.

## Our achievements include:

The Civic Mayor Award is an individual award that offers formal recognition and accreditation for a young person's outstanding contributions and achievements within Doncaster.

There are 6 award categories that young people can be nominated for:

- Make a Difference Community Award
- Make a Difference School Award
- Youth Voice Award
- Outstanding Achievement
- Young Person of the Year
- Youth Forum Group Award

For the first Civic Mayor Awards in 2019 there were a total of 87 nominations received for young people aged between 8-15 years, all from different areas within Doncaster.

The Team involved in the delivery of the Civic Mayor Awards included former Civic Mayor, Majid Khan, The Civic Mayor's Office and Doncaster Councils Partnerships and Engagement Team.



A lot of positive work has taken place in the latter part of this year to make our **local learning provision** more inclusive and to increase rates of participation across the system. Doncaster Council has developed a borough Inclusion Charter and all secondary schools are being asked to sign up to it. This offers funding to support behaviour management without relying on exclusions. An Inclusion Summit was held in January, attended by all schools in the borough.



In February 2019, partners from across Team Doncaster attended the formal business launch of the new **Doncaster University Technical College (UTC)**.



The new school will open in September 2020, specialising in advanced engineering, rail, and digital design. This was attended by a diverse array of

partners, including local businesses and representatives from across the local community.



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

## Did you know that ....

### Doncaster Pride



In 2018 Doncaster Pride attracted in excess of

**15,000** people

Approximately two thirds LGBT+ and one third not identifying from the LGBT+ community.

### Community Group Funding



**£19,855**

Was given to **37** Community groups covering a wide range of community interests & themes from environmental groups to alternative therapy

### Volunteer Co-ordinators' Network

**100**



There are now 100 members of the network, which meets on a monthly basis to discuss opportunities, share potential volunteers, and collaborate on promoting opportunities.

### Population Diversity in Doncaster

While 95.2% of the Doncaster Population would describe themselves as White, we do have an ethnically diverse BME Community



Asian / Asian British	2.50%	Mixed	1.10%
Black / Black British	0.80%	Other	0.40%

Almost

## A Quarter of a million visitors

attended events in and around Doncaster Town Centre – including

- Delicious Doncaster
- Steampunk Spectacular
- Armed Forces Day
- Countdown to Christmas
- Outdoor Cinema
- Opening of the Wool Market



## Our Key Focus for 18/19

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

- With the review of the Housing Allocations Policy complete Care Leavers now receive priority status when bidding for social housing. Levels of development and personal issues are taken into account when tenancies fail, or rent arrears are accrued; this does not disbar them from future housing opportunities if they are actively engaged with support services.
- The first semi-independent living service at Cantley has been open for over a year now, supporting a number of care leavers to transition successfully to independence. Doncaster Children's Safeguarding Trust (the Trust) is a partner in the national House Project, which further supports children and young people to transition to affordable social housing with wraparound support.
- The Trust is working closely with a number of organisations to facilitate an enhanced floating support offer for care leavers, delivered by others who have experienced similar transitions. The Trust already employs several care leavers, directly involved in supporting young people, and through our apprenticeship offer, we aim to increase this number annually.
- Funding through the European Social Fund has been secured for The Trust to increase its Careers, Information, and Guidance Resource. 'Pathways to Progression', will ensure that every 'Looked After Child' has a qualified careers advisor to support them in achieving their full potential in terms of accessing education, training, and employment. The project, which runs until 2022, aims to work with 500 young people significantly enhancing aspirational and sustainable education, training, and employment opportunities.



**We will identify and reduce the inequalities of health outcomes of BME populations in Doncaster**

- Data relating to the prevalence of common mental health problems, access to, completion of, and success of treatment has been presented to the Health and Well-Being Board. The approach has been recognised nationally and we have been asked to present at two workshops on this issue.
- We have now extended the approach to look at health checks and will be reviewing the data to assess process. Within the Health Inequalities Working Group, we continue to develop and use this approach to identify unequal access and outcomes.

**We will support more people to take up opportunities to get involved in community life through volunteering and participation**

- We have developed a Work Experience, Internships, and Volunteering Policy containing guidance in line with the Fair Train gold standard principles to support people wishing to volunteer at the Council.
- The Team Doncaster Summit delivered and included Voluntary Community Forum representation and leadership in all sessions.
- The Community Engagement Strategy core group are looking at different options for where the volunteering platform should best sit. This could be the Your Life Doncaster Community Directory or a new website being developed by third sector organisation, Voluntary Action Doncaster.
- Achievements in volunteering include better partnership working between staff supporting volunteers across the borough through the Volunteer Co-ordinators' Network. There are now 100 members of this network, which meets on a monthly basis to discuss opportunities, share potential volunteers, and collaborate on promoting opportunities.
- We have hosted 3 volunteer recruitment fairs (November 2018, January 2019 and Volunteers' Week 2019) in the town centre. These have been very successful for raising awareness of volunteering.

## Our achievements include ...

Established in 2007, **Doncaster Pride** was the first Pride event in South Yorkshire and, is now one of the major events in the Doncaster town centre calendar; each year sees more and more support from the business community.

The team behind Doncaster Pride are also active year-round with many projects that involve the LGBT+ community. 2018 saw the development of a Trans group and the Youth group goes from strength to strength as does the representation undertaken by the team with many partner organisations such as NHS and SY Police.

In October 2018, Heritage Doncaster collaborated with community member Alex Watson to co-curate an exhibition for **Black History Month** 2018. Alex collected over 20 stories from people from the Caribbean who have made Doncaster their home between 1948 and 1972. The stories were accompanied by objects and photographs loaned from the participants, and objects from Heritage Doncaster's collection.



The exhibition was also accompanied by a series of portraits of Doncaster's Windrush generation taken by photographer Jeremy Abrahams at Cusworth Hall. The exhibition led to an increased number of visits to the Museum by BAME community members, many of which were family members of those featured in the exhibition.

The new **Community Engagement** Strategy Framework sets out our approach to community engagement for involving Doncaster residents in our work across the Borough. We decided to develop this strategy because engaging with residents, communities, and local businesses is a key enabler for Doncaster Growing Together (DGT), our Borough Plan, and sits at the heart of everything we do. In developing this strategy, we held a range of consultations with staff, The Hub, Library service users, frontline staff, parish councils, and representatives from the voluntary sector. Now, we have set up regular implementation meetings to deliver the actions set out in the Strategy in 2019-21.



The second annual **Get Doncaster Moving** Summit took place in January 2019, with over 100 attendees coming together to develop a culture of physical activity for the Borough. The theme set by the Director of Public Health and the Executive Director of Sport England was "Doing It Differently" and "People and Places" emphasising the need to work collaboratively with Communities to address inactivity levels across the Borough.

Other activities include: new dance groups for inactive older women, supporting sports clubs and volunteers, training walk leaders, a new Walking for Health group, targeting active travel within communities with 'Get Thorne and Moorends Moving', and working with local community groups to carry out Street Audits to provide evidence for a 'Transforming Cities Fund' bid.



Doncaster Council are leading on the delivery of the **Armed Forces Covenant** locally, as well as involvement in two regional local authority partnerships across South Yorkshire and the Humber. After being awarded the Employer Recognition Scheme Gold award in 2016, Doncaster Council have continued to

strive both as an employer and an advocate of the armed forces. Over the last two years an independent research project was conducted by Sheffield Hallam University to determine the size and needs of our armed forces community, as well as consistent work with partners across Doncaster, to collate performance management. The combined data provides evidence and an insight into the needs of the community, highlighting areas of need and development. A communications plan was developed to deliver three dedicated programmes utilising both social and traditional media platforms to promote the support available and the dedicated Your Life Doncaster Armed forces page.



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

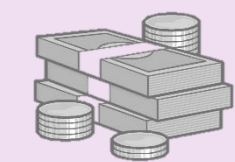
## Did you know that ....

**51.5%** (102) Of Care Leavers are in Employment, Education, or Training



**126** people have engaged with the Advance Service. **22** people have been supported in to employment, and a further **25** were supported to progress within employment.

**Business investment into Doncaster for 2018/19 totals**



**£197,831**

**1371** New jobs were generated through Business investment



**489** of these had salaries of over **£23,000**

Doncaster Council was recognised as

“One of the top performing employers for apprenticeships in the country”

by the then Rt Hon Anne Milton MP, Minister of State for Skills and Apprenticeships.

## Our Key Focus for 18/19

### Increasing the number of Care Leavers entering Employment, Education or Training

- The production of the Inclusive Growth Strategy, signed off by Cabinet in September 2018, was a major milestone in Team Doncaster providing a strategic roadmap for ensuring all our residents have an appropriate route map to achieving their economic ambitions.



- The creation of the Local Integration Board in 2018 was in part one element of how Team Doncaster partners have mobilised its resources to understand the barriers our residents currently face in accessing employment, more further detailed work with partners is ongoing which aim to provide tailored solutions for our residents.

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

- A detailed analysis has been completed with a number of findings identified. Positively the findings determine the take up of apprenticeships from BME communities is extremely positive, Team Doncaster partners will continue to proactively support diversity amongst their workforces.



- Collaboration within our Local Integration Board amongst our Team Doncaster Partners has been key, ensuring any employment barriers have been identified and appropriate remedial actions have been put in place.
- Team Doncaster partners are instrumental to the success of the Local Integration Board, their future involvement in this board, in addition to working with additional partners will be key.

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

- Doncaster Council / SPU engaged with Doncaster Business Chamber and local businesses to identify sector issues within the local economy. The round table forums will continue throughout 2019/ 2020.
- Doncaster Chamber and the Council co-operated with analysing the British Chamber of Commerce quarterly survey questions.
- Working in collaboration with Doncaster Chamber, Doncaster businesses received a survey during Quarter 4 of 2018/19 to ascertain barriers to equitable wage rates. Of the total number of respondents, 23% of private businesses located within Doncaster deemed it of critical importance, and only 6% deeming this unimportant.
- The production of Doncaster Inclusive Growth Strategy specifically provides a greater local focus on the quality of jobs, creating pathways from lower paid lower skilled work towards fulfilling and more secure jobs and careers. Growing our industry specialisms is essential for achieving this ambition for growth in earnings.



- Since Team Doncaster adopted Inclusive Growth, a key series of works have started including the creation of a Team Doncaster Social Value network. Whilst in its infancy, partners are already exploring how we can promote the utilisation of local companies and, at the same time, ensuring positive targeting of local employees.

## Our achievements include...

The Council's Employment Advancement Service supports people in Doncaster to 'Thrive in Their Chosen Vocation'. It focuses on supporting people into work as well as advancing in work, changing career or exploring self-employment. 126 people have engaged with the Advance Service, and 22 people have been supported in to employment and a further 25 were supported to progress within employment.

The Advance Service continues to flourish with the development of the first of a series of sector prospectuses offering career insights around the public sector. The prospectus was launched at an event on 12th March held at Doncaster Racecourse. Public Sector employers were on hand promoting their careers, and full insight workshops led by leading employers in the given sector were provided.



Other key prospectuses are to be developed in the coming months including; creative and digital, logistics, construction, engineering and rail, health and social care, professional services, hospitality, leisure, and tourism and retail. Key employers from those sectors will be engaged in their development as they have been for the public sector

**Local Integration Board:** The LIB is well established and is seen as an exemplar within the region. There is wide-ranging stakeholder engagement and opportunities to develop activities further are being actively pursued. A number of disability confident events are being run jointly with South Yorkshire Housing and Reed in Partnership to increase the number of businesses signing up to the disability confident employer scheme. Given the number of residents being supported through the various programmes, having a larger pool of employers who have signed up to this important scheme is crucial for successfully placing people into employment.

**Apprenticeship** starts increased to 143. The levels are shown in the table below.

LEVEL	Council Delivery	Business Delivery	Total	Total %
Level 2	1	38	39	27%
Level 3	8	56	64	45%
Level 4	5	16	21	15%
Level 5	3	2	5	3%
Level 6		8	8	6%
Level 7		6	6	4%
<b>Total</b>	<b>17</b>	<b>126</b>	<b>143</b>	

# Connected - Our vision is a connected council ready for the future

## Did you know that ....



We are a certified Disability Confident Employer, recruiting and retaining those with a disability or health condition.



As an Employers for Carers organisation, we are committed to providing a positive culture of support for carers.



We are positive about Mental Health. As a mindful employer we take the lead in supporting the mental wellbeing of staff.



We are an accredited Fair Train Gold Standard employer, and offer consistently high-quality placements for work experience, internships and volunteering opportunities.

We were delighted to be highly commended in the Global Equality Diversity (GED) Awards Transparency Category where we were recognised for our outstanding contribution to equality and diversity in the workplace.



## Our Key Focus & achievements for 18/19

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

- Achieved international recognition as a finalist in the Global Diversity Awards, for the work on publishing and supporting others to publish **the gender pay gap**, achieving a commendation in the transparency category.
- The publication of our second gender pay gap report continued to show no gender pay inequality with the proportional pay gap remaining low and the mean and median pay gaps, whilst reducing, continuing to reflect our workforce profile.
- Our commitment to reduce low pay continued, decreasing the numbers of staff on the lowest grades and improving our pay ratios.
- 2374 employees registered on the employee benefits scheme** which provides access to a wide range of discounts with national companies and 32 local businesses.
- The Implementation of the **apprenticeship framework** maximised the use of apprenticeship levy funds, and we achieved 96% of the government target and were recognised as one of the top performing employers in the county by the Minister of State for Apprenticeship and Skills.
- Developed **talent and succession pathways** including career grades and higher level apprenticeships and provided opportunities for employees to improve their knowledge and skills. 21,510 e-learning modules were completed, there were 3903 attendances at training and development events, 145 new apprenticeships were started, a third being at the higher level, and the range of apprenticeships on offer was expanded to 66.
- Promoted EDI** with staff development modules for Armed Forces Covenant, Mental Health, Equalities in workplace and Unconscious bias.
- Retained our **Fair Train Gold Standard Award** for our work experience provisions and continued to promote council careers, jobs, and apprenticeships by holding 6 insight events, attending 22 careers events, promoting disability confident locally and provided 27 work experience placements in the council.
- We continue to develop public sector leaders for the future for a number of graduates on the **National Graduate Development Programme**, and 427 managers benefited from our leadership and management development events.
- Achieved awards this year for **disability confident, mindful employer and employers for carers**, enhancing our reputation as an inclusive employer of choice.
- Enhanced the fairness of our recruitment with the standardisation of job profiles and more skills based recruitment.
- Staff representing roles across the council came together to create an **inclusion video** to recognise diversity and promote to others the culture of equality diversity and inclusion that has been created here at the council.

- Developed our **recruitment website promoting the council as an inclusive employer and providing better information and access for prospective applicants**. It also now includes videos and access to other opportunities such as work experience, apprenticeship, and volunteering.
- We promoted a culture of inclusion, raised awareness, and provide help and support through a range of diversity and inclusion events for employees including:
  - International Day against Homophobia and Biphobia
  - Doncaster Pride
  - World Suicide Prevention Day
  - World Mental Health Day
  - Universal Children's Day
  - International Day of People with Disability
- We continue to promote wider diversity and inclusion through our communications to staff and by ensuring our employment provisions provide a modern, flexible and diverse work environment. Our updates included information about carers leave, staff volunteering, recruitment, the Modern Slavery Statement and our provisions for maternity, paternity and adoption.

### Some quotes from our workforce:

"This is a great opportunity to have open and honest conversations with my team, thank you for bringing it together" – **World Mental Health Day**

"Everyone should have a basic grasp of sign language, it all brings people together at the end of the day" - **International Day of People with Disability**

"It's actually unbelievable how far society has come, we've got a long way to go but I'm proud that we're here together today celebrating love" – **Doncaster Pride**

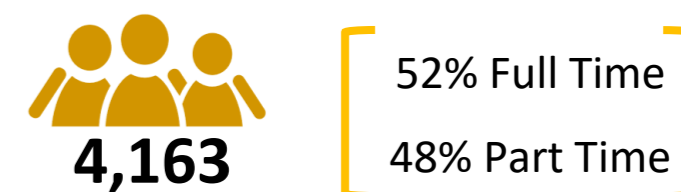
"What a wonderful way to come to work and see rainbows everywhere!" - **International Day against Homophobia, Transphobia**

"All of this is so necessary for those who fought all those years ago to get us where we are today." - **International Day against Homophobia, Transphobia and Biphobia**

## Our Workforce Profile

Under the Public Sector Equality Duty, the Council must consider how its activities as an employer affect people who share different protected characteristics. As part of this and in line with equalities legislation we also collect workforce profile information across a number of areas of employment in order to aid decision making and promote equality of opportunity across our workforce.

### NUMBER OF EMPLOYEES



### DISABILITY



### ETHNICITY (excluding white British)



### GENDER



### AGE

