

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



# INTRODUCTION

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

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

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

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

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

Whilst our EDI Strategy takes us through to 2021 the activity in this plan are our priorities for year one. We will continue to gain further insight into our communities and workforce and use this knowledge to shape and define our approach for years two and three.

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

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



# Our vision is a connected council ready for the future



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

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

## Our Year one focus will be

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

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

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



## What we know

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

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

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

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



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

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



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

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

### Our Year 1 focus will be

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

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

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

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

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

# What we know

## Ageing population

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

## Living independently

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

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

## Young people

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



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

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

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

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

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



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



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

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

### Our Year 1 focus will be

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

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

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

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

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

# What we know

## Schools

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

## Readiness for work

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

disadvantaged background with no sustained destination at post 16

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



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

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

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

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

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

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



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

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



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

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

## Our Year 1 focus will be

- We will review the Housing Allocations Policy
- We will ensure there is a suitable level of housing for care leavers.

- We will launch a social enterprise company run by care leavers who have experienced living alone and learned the skills; to provide floating support for younger care leavers
- We will improve information, advice and guidance to care leavers.

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

- We will publish data showing the prevalence of common mental health problems, access to and completion of treatment as well as success of treatment by gender and ethnic group.

- We will use this data to influence commissioning and provision decisions by the NHS for 2018.

- We will use this approach to examine and monitor other areas in Doncaster's health and social care Place Plan.



## What we know

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



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



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

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

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

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



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

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



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

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

## Our Year 1 focus will be

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

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

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

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

## What we know

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



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

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

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

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

## What Next?

The focus for 2018/19 will be:

The delivery of the year one priority objectives; whilst simultaneously

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

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

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

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

The EDI Board will

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

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

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

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

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