

# Equality Strategy – 3 Years On

## 2016-20



The aim of this document is to illustrate the progress that has been made against the Council's equality objectives for 2016-2020, as set out in our Equality Strategy. The objectives were developed in line with the Public Sector Equality Duty and will support the Council in attaining its equality vision of 'an inclusive society which values and embraces people's different needs, abilities, situations and goals, and promotes fair opportunities for people to live and flourish in the way that they would choose'.

The tables on the following pages set out what we have done to meet our equality objectives, and refer to any relevant published equality information. In addition to this, the Council has furthered its commitment to providing fair and accessible services to meet the needs of all our diverse communities, and to being an employer of choice for everyone in many other ways. Some highlights include:

- Achieving 46<sup>th</sup> place in the Stonewall Workplace Equality Index 2019 (our 10<sup>th</sup> year in the Top 100 since 2009). We again achieved 3<sup>rd</sup> best local authority in the country. In addition, Louise Goldfinch was named Stonewall's North West Role Model of the Year.
- We have retained our Disability Confident Employer status, and are currently working towards Disability Confident Leader status.
- We are a Mindful Employer, and our employees have access to the Mindful Employer Plus 24/7 confidential helpline.
- Our BAME Employees Group have again produced an annual multi faith calendar in association with Six Town Housing, Greater Manchester Police and UNISON.
- We have supported a number of equality related community events, for example by flying the flags for International Day Against Homophobia, Biphobia and Transphobia, speaking at the Holocaust Memorial event and facilitating Bury Pride.
- All the Employee Groups joined with community groups from across Bury at the Collabor8 event to celebrate multiculturalism, faith and diversity.
- For Hate Crime Awareness Week 2019, all the Employees Groups supported events in the Millgate Shopping Centre.
- We have signed up with other GM Public Sector Employers to tackle race inequality in the workplace and make our services better for everyone.
- Our Working Carers Employee Group has taken a different direction and we now have an online platform which we launched on Carers Rights Day. The Working Carers Hub gives our employees with caring responsibilities the opportunity to share their own stories, tips and advice with other carers anonymously.
- We were nominated for the Pink News Awards in 2018, being one of 4 shortlisted organisations for the Public Sector Award.

For further information or support, please contact Catherine King on telephone number 0161 253 6371 or by email at [equality@bury.gov.uk](mailto:equality@bury.gov.uk). Please also take a look at our website – [www.bury.gov.uk/equality](http://www.bury.gov.uk/equality).



**Strategic Outcome:** An inclusive society which values and embraces people's different needs, abilities, situations and goals, and promotes fair opportunities for people to live and flourish in the way that they would choose

**Results and performance measures:**

**Result 1:**

We will take action to tackle and reduce unwanted behaviour in our workplace

**Performance measures:**

- I have suffered bullying or harassment at work within the last 18 months - 10% in the 2015 survey; 11% in the 2016 survey; **11% in the 2018 survey**
- I am treated with fairness and respect in this organisation - 69% in both the 2015 and 2016 survey; **71% in the 2018 survey**
- I think it is safe to stand up and challenge the way things are done - 50% in the 2015 survey; 51% in the 2016 survey; **50% in the 2018 survey**

The Council established a Positive Behaviour Forum to tackle unwanted behaviour. The work of the Forum was informed by staff survey results, some reported instances of bullying and feedback from the Positive Behaviour Employee Focus Group.

Findings show that bullying is not a particular issue within the organisation, however evidence suggests that more work could be done in respect of leadership and management, communications, culture and morale.

To date the positive behaviour work has included:

- Improved monitoring and data collection incl. employee survey and HR systems
- Positive behaviour support and awareness included throughout the corporate training programme
- Bury Behaviours revised to add greater emphasis on positive behaviour and employee wellbeing
- Performance management workshops for managers
- Developed a checklist for managers
- Greater support for employees' physical and mental wellbeing via Live Better Feel Better (including the Mindful Employer Plus 24/7 confidential helpline for all staff)
- Targeted work in specific areas, for example at Bradley Fold
- Improved communications – incl revised Chief Execs briefings, Team Brief now Weekly News and intranet available externally
- A project to improve compliance with the completion of Employee Reviews.

The Forum no longer meets, but further work to be carried out in respect of this agenda includes:

- A review of policies and procedures, incl. Dignity at Work, Investigation Toolkit, Grievance Procedure and Capability Procedure
- Work to identify mandatory training for managers
- Action to ensure that managers are doing what they should – for example, employee reviews, one to ones, checking flexi sheets.
- Additional efforts to promote a positive culture in the organisation that will support employees through the forthcoming periods of change.

## Result 2:

We will take action to tackle and reduce unwanted behaviour in our schools

### Performance measures:

Work with external partners to deliver events and launch a strategy to tackle discrimination in schools in order to:

- Improve the awareness of reporting routes for pupils
- Raise awareness of the consequences of hate crime
- Support schools to monitor the progress of the strategy

Work with external partners to deliver events and launch a strategy to tackle discrimination in schools in order to:

- Improve the awareness of reporting routes for pupils
  - The Inter School Youth Hate Crime Ambassadors have produced assemblies with the L.A, Police and third sector for both primary and secondary schools about raising awareness of what Hate Crime is, what the 6 strands are and how to file a report. They emphasise how important reporting incidents and crimes is by explaining that if the Police are unaware of incidents and crimes then they cannot make the appropriate response and do not understand the full picture. A new cohort of Ambassadors received training on 6th February 2018 at the new centre for Greater Manchester's Fire and Rescue Service.
  - The L.A, third sector and Police deliver drop down days to whole year groups from year 7 – 10. Most of the boroughs high schools engage in at least one of these days during the course of an academic year. Some of the school have the whole training suite. All of these days reiterate how, where and why to report incidents and crimes. This also links in with raising awareness of the consequences of hate crime – see below and also the media display van.
  - During Hate Crime week of action February 2019 young people from Bury STARS, Hate Crime Ambassadors and College Faith Ambassadors participated in a one day public awareness raising event which took place in the shopping precinct. This received positive local media coverage and also interviews on Asian TV. The hate crime ambassadors made posters for the stalls covering each of the strands.
- Raise awareness of the consequences of hate crime
  - The Inter School Youth Hate Crime Ambassadors are a cross section of pupils who have come together from our Secondary schools in Bury in collaboration with Bury Council, the third sector and GMP. They share a passion for promoting anti hate crime messages across our schools. Some of whom have been directly affected by discrimination and others have taken a stand to support their school members. Their aim is to challenge discriminatory bullying and create tolerance through education and communication. They are the young voice of Bury.
  - In February 2019, pupils from Bury secondary schools attended a one day training event held by council staff and GMP. They will now form the new cohort of hate crime ambassadors within their schools. The first task for them was to produce a poster which would be professionally designed to form the back drop of the Bury Pride event in April.
  - The hate crime ambassadors have also produced films to show to other school pupils and professionals across the borough.
  - The L.A, third sector and Police deliver drop down days to whole year groups from year 7 – 10. This training involves the hate crime ambassadors within schools.

- i. Year 7 – Disability Awareness Day – L.A, Police and Bury People First
    - ii. Year 8 – Hate Crime Awareness Day – L.A, Police, Sophie Lancaster Foundation
    - iii. Year 9 – B Safe B Cool – Multi Agency services from across the Borough
    - iv. Year 10 – Spiritual, Moral, Social and Cultural (SMSC) based on British Values with a focus on prevent and hate crime – L.A and Police
  - Continued training for school staff to support with the delivery of the hate crime days to ensure that they have a relevant knowledge and understanding of the subject.
  - There have been discussions with schools for pupils to lead on workshops for teachers on restorative practices for dealing with all types of bullying and conflicts in general.
  - Collabor8 2018 included the Faith Ambassadors from Holy Cross College providing information to the general public.
  - The film has now been produced and provides a resource which is used across the Borough, including in our schools, to raise awareness about disability Hate Crime and includes all of the six strands.
  - POG and the Hate Crime Ambassadors attended the Bury Pride event on 12th April 2019. The event was a huge success.
  - Introduction of Vulnerable pupil BSafe BCool Ambassadors training for secondary school pupils has been delivered to eight of the secondary schools. The training will focus on Child Sexual Exploitation and will include a module on the radicalisation of young people. A peer education pilot programme has been rolled out in one of the secondary schools to further empower the BSafe BCool Ambassadors.
  - Bury FC were successful in their bid for money to provide primary schools with training around hate crime and exercise.
  - Support to pupils, parents and schools for individuals identifying as trans.
  - Funding was released by the L.A to host a play called “FIVE” performed by the Footlights Theatre Company which highlights the issues of hate crime. This was shown to approx. 600 pupils, staff, school governors and professionals.
  - Funding has been secured to train staff from schools and some alternative students to deliver awareness about alternative subculture identity. This will be delivered by the Sophie Lancaster Foundation in 2019.
  - The L.A is in the initial stages of setting up forums to cover every strand of hate crime and this will include the voice of young people.
- Support schools to monitor the progress of the strategy
 

The local authority provides every school in the Borough with the SMART system. This stands for school monitoring and recording system. Each school has its own unique name and password. It is used in various ways and one of those ways is to capture incidents that occur in schools. Some of these incidents are bullying. The form has now been adapted so that schools can capture any incidents that Restorative Ambassadors deal with and what the outcomes are in terms of satisfactory interventions. The system is able to demonstrate trends and produce clear graphs and data and covers all of the six hate crime strands for monitoring purposes.

The L.A, third sector and Police provide ongoing support to the schools and bid for funding streams to further this area of work.

### Result 3

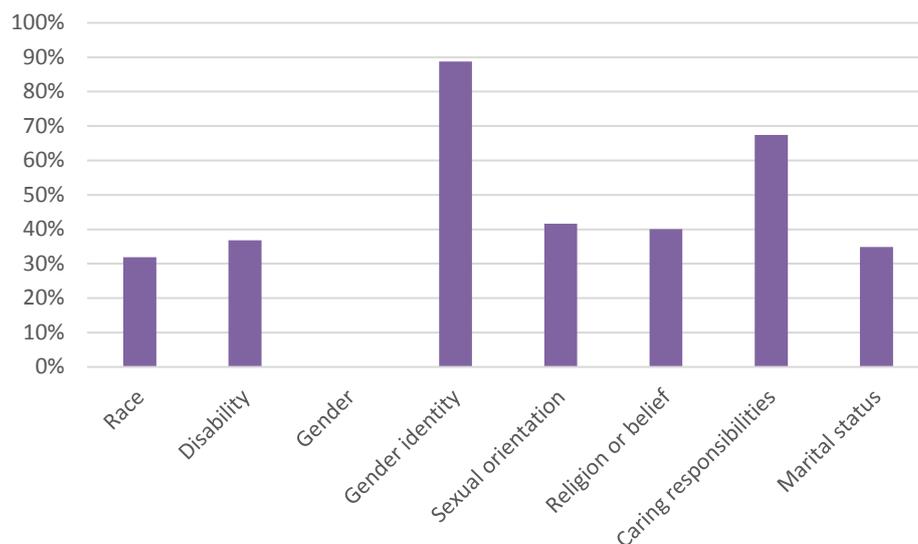
We will reduce the proportion of 'unknown' equality data we hold on our employees

#### Performance Measures

The proportion of unknown data held on employees by equality characteristic as reported in the annual Employment Equality Report is as follows:

- Race – 31.11% in 2015; 30.52% in 2016; 30.20% in 2017; 30.21% in 2018, **31.88% in 2019**
- Disability – 34.86% in 2015; 34.27% in 2016; 34.17% in 2017; 34.44% in 2018, **36.82% in 2019**
- Gender identity – **88.73% in 2019**
- Sexual Orientation – 43.52% in 2015; 41.80% in 2016; 40.74% in 2017; 40.36% in 2018, **41.67% in 2019**
- Religion or belief – 42.09% in 2015; 40.55% in 2016; 39.48% in 2017; 38.89% in 2018, **40.07% in 2019**
- Caring responsibilities – 66.96% in 2015; 67.79% in 2016; 66.81% in 2017; 67.61% in 2018, **67.38% in 2019**
- Marital status – 33.09% in 2015; 35.19% in 2016; 35.76% in 2017; 35.44% in 2018, **34.86% in 2019**

2019 - % of unknown data by equality characteristic



An exercise was carried out in the first part of 2016, asking managers to speak to their teams and encourage them to update their equality monitoring information. The exercise was supported by SLT, Heads of Service were contacted directly with a script and copy forms, there were articles in all staff newsletters and a link was set up on the intranet for staff to use. Unfortunately the take up was not as good as we had hoped, and this will be tackled again as data is cleansed/updated on iTrent.

## Result 4

We will work to digitally include more of our employees

### Performance Measures

- We will investigate other opportunities to deliver information digitally to employees via the self-service iTrent system and/or an extranet solution

A technical solution has now been found for the extranet and it is possible to provide people with access from outside the network. Information on how to access the extranet was circulated to all employees via Team Brief in April 2018.

Work is also taking place to develop the absence and self-service aspects of iTrent. Furthermore, we are investigating how we can deliver more individualised content to self-service users and if the introduction of technologies like web chat, chatbots, etc. would help us engage people more effectively.

## Result 5

We will work towards having a diverse workforce that is representative of our community

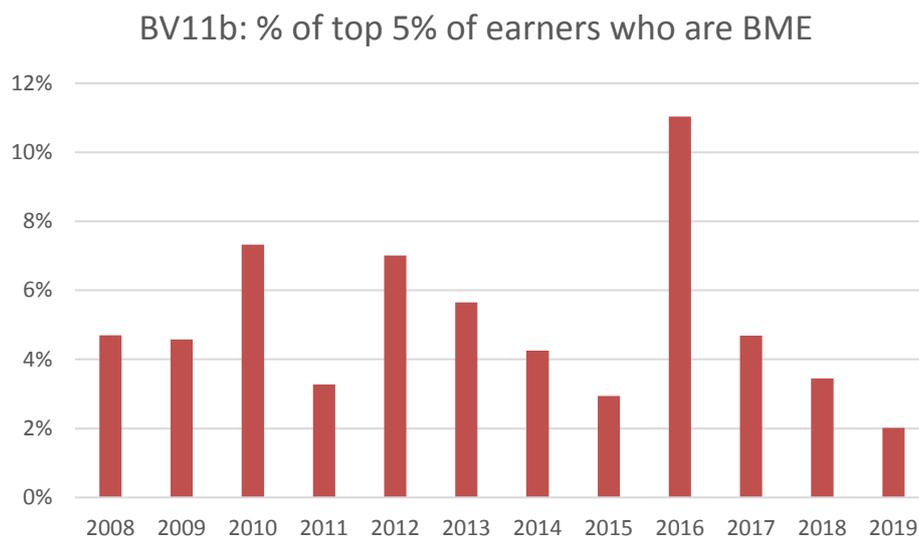
### Performance Measures

Data as at end March each year:

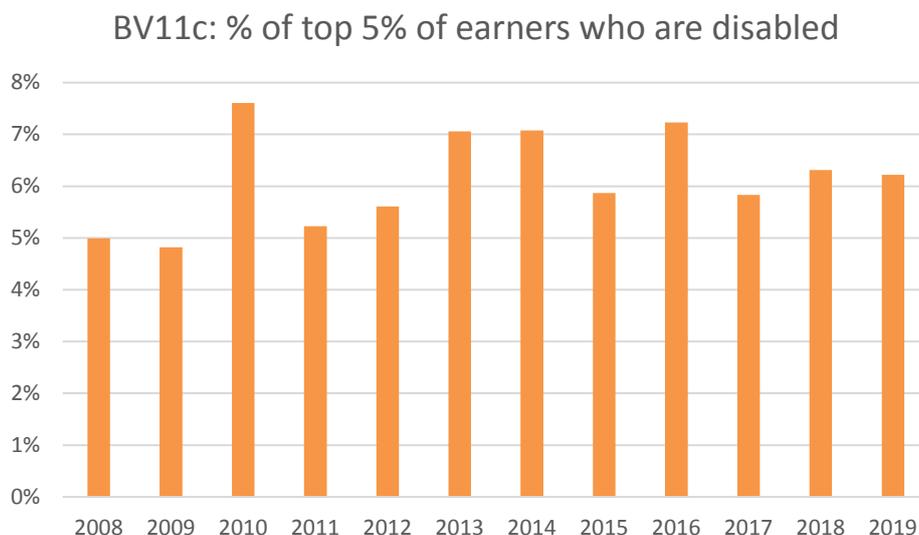
- BV11a : % of top 5% of earners who are women – 2008-44.79%; 2009-48.71%; 2010-56.20%; 2011-55.88%; 2012-70.41%; 2013-66.14%; 2014-62.26%; 2015-57.26%; 2016-57.53%; 2017-59.84%; 2018-58.35%; **2019-57.88%**



- BV11b : % of top 5% of earners who are BME – 2008-4.7%; 2009-4.58%; 2010-7.32%; 2011-3.27%; 2012-7.01%; 2013-5.65%; 2014-4.25%; 2015-2.94%; 2016-11.03%; 2017-4.69%; 2018-3.45%; **2019-2.02%**



- BV11c : % of top 5% of earners who are disabled – 2008-4.99%; 2009-4.82%; 2010-7.61%; 2011-5.23%; 2012-5.61%; 2013-7.06%; 2014-7.08%; 2015-5.87%; 2016-7.23%; 2017-5.83%; 2018-6.31%; **2019-6.22%**

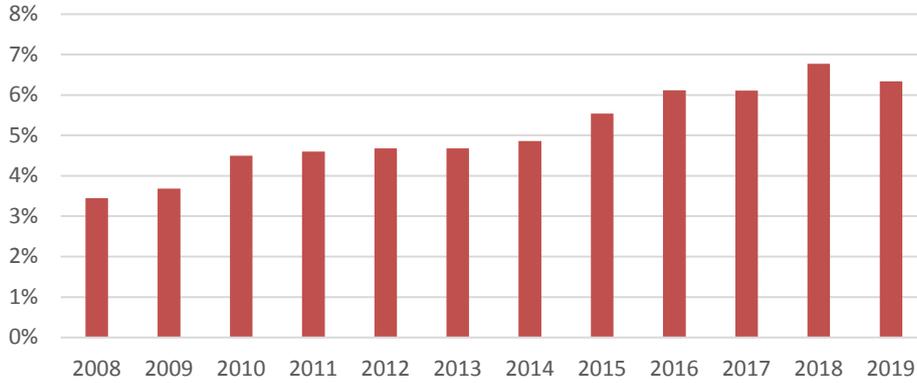


- BV16: % of employees who are disabled compared to the % of economically active people with disabilities in the Borough (8.3%) – 2008-3.47%; 2009-3.33%; 2010-3.76%; 2011-4.77%; 2012-4.79%; 2013-5.02%; 2014-4.86%; 2015-4.84%; 2016-4.04%; 2017-4.73%; 2018-4.90%; **2019-5.42%**



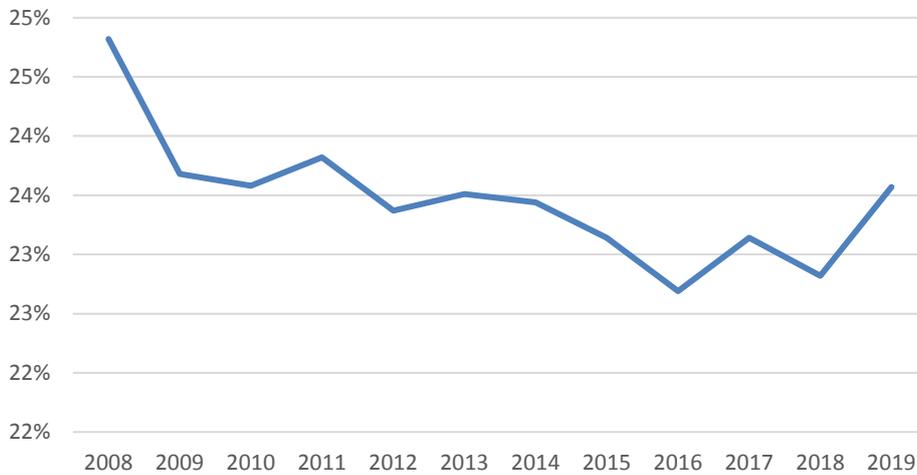
- BV17: % of employees who are BME compared to the % of economically active BME people in the Borough (9%)- 2008-3.45%; 2009-3.68%; 2010-4.50%; 2011-4.60%; 2012-4.68%; 2013-4.68%; 2014-4.86%; 2015-5.54%; 2016-6.12%; 2017-6.11%; 2018-6.77%; **2019-6.34%**

BV17: % of employees who are BME compared to the % of economically active BME people in the Borough

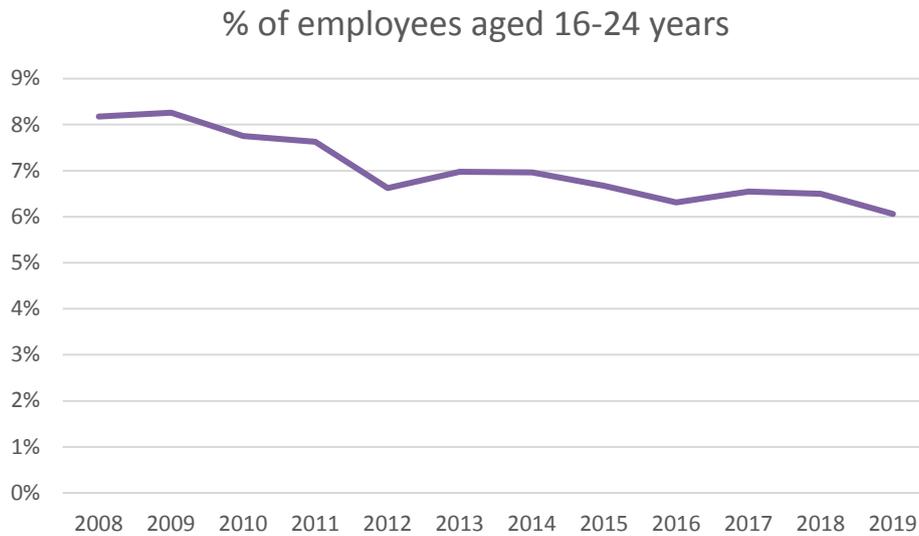


- % of male employees – 2008-24.82%; 2009-23.68%; 2010-23.58%; 2011-23.82%; 2012-23.37%; 2013-23.51%; 2014-23.44%; 2015-23.14%; 2016-22.69%; 2017-23.14%; 2018-22.82%; **2019-23.57%**

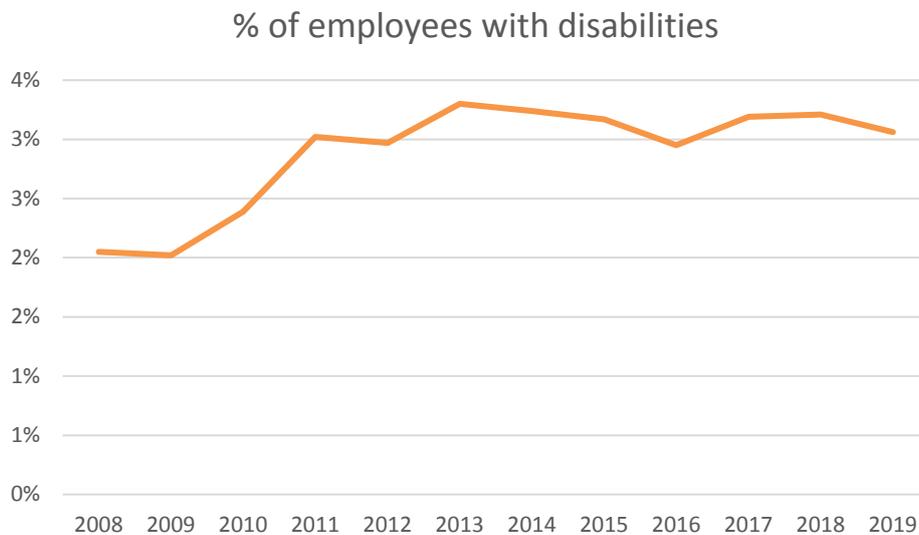
% of male employees



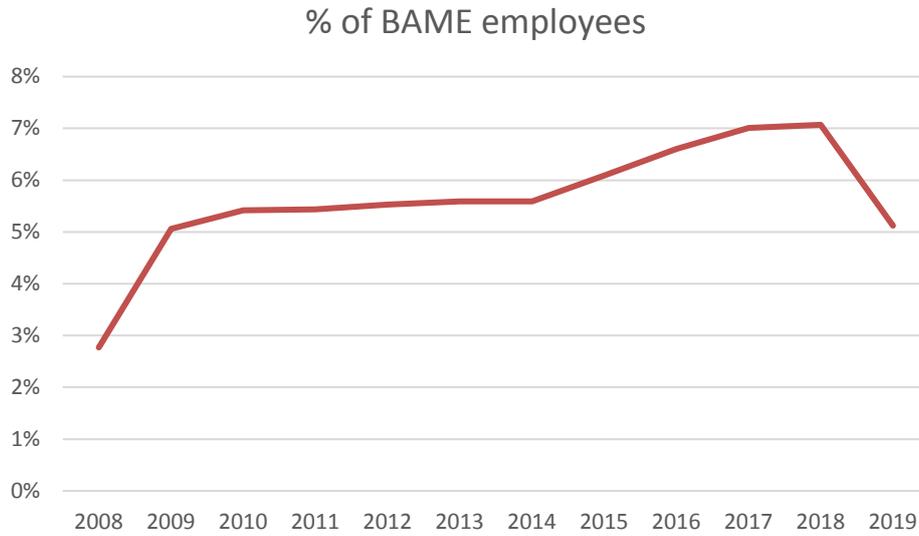
- % of employees aged 16-24 years – 2008-8.18%; 2009-8.26%; 2010-7.75%; 2011-7.63%; 2012-6.62%; 2013-6.98%; 2014-6.96%; 2015-6.67%; 2016-6.31%; 2017-6.55%; 2018-6.50%; **2019-6.06%**



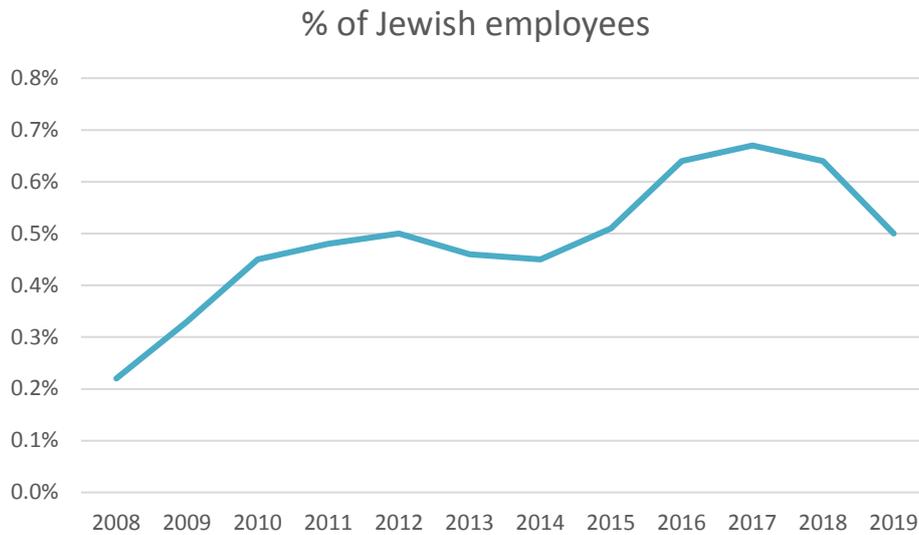
- % of disabled employees – 2008-2.05%; 2009-2.02%; 2010-2.39%; 2011-3.02%; 2012-2.97%; 2013-3.30%; 2014-3.24%; 2015-3.17%; 2016-2.95%; 2017-3.19%; 2018-3.21%; **2019-3.06%**



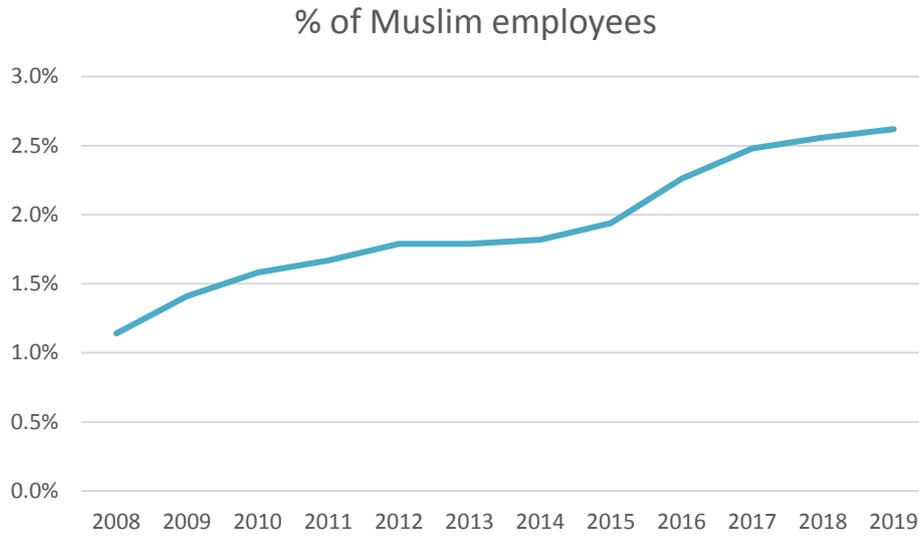
- % of BAME employees – 2008-2.77%; 2009-5.06%; 2010-5.42%; 2011-5.44%; 2012-5.53%; 2013-5.59%; 2014-5.59%; 2015-6.09%; 2016-6.60%; 2017-7.01%; 2018-7.07%; **2019-5.12%**



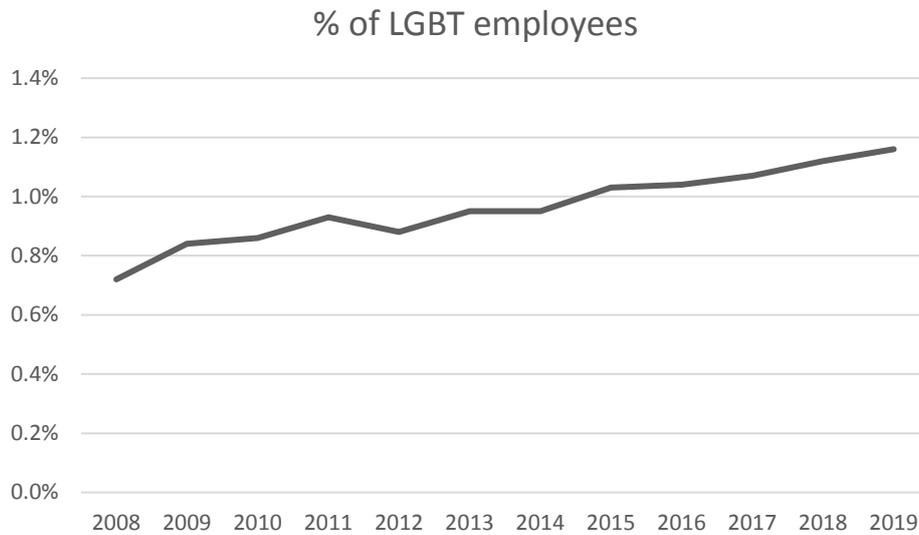
- % of Jewish employees – 2008-0.22%; 2009-0.33%; 2010-0.45%; 2011-0.48%; 2012-0.5%; 2013-0.46%; 2014-0.45%; 2015-0.51%; 2016-0.64%; 2017-0.67%; 2018-0.64%; **2019-0.50%**



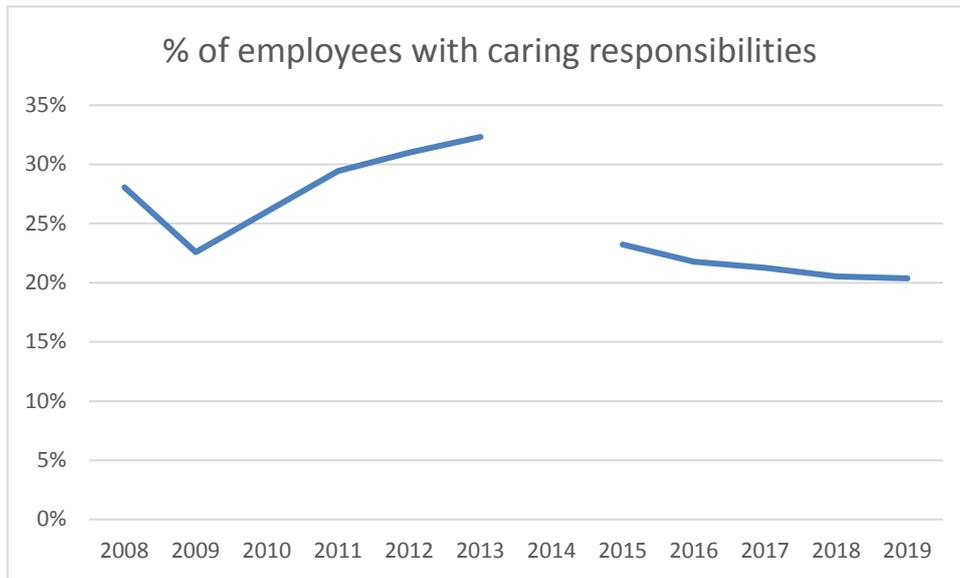
- % of Muslim employees – 2008-1.14%; 2009-1.41%; 2010-1.58%; 2011-1.67%; 2012-1.79%; 2013-1.79%; 2014-1.82%; 2015-1.94%; 2016-2.26%; 2017-2.48%; 2018-2.56%; **2019-2.62%**



- % of employees who are lesbian, gay or bisexual – 2008-0.72%; 2009-0.84%; 2010-0.86%; 2011-0.93%; 2012-0.88%; 2013-0.95%; 2014-0.95%; 2015-1.03%; 2016-1.04%; 2017-1.07%; 2018-1.12%; **2019-1.16%**



- % of employees with caring responsibilities – 2008-28.06%; 2009-22.58%; 2010-26.00%; 2011-29.43%; 2012-31.00%; 2013-32.32%; 2014-data incorrect; 2015-23.23%; 2016-21.77%; 2017-21.27%; 2018-20.53%; **2019-20.37%**



At the current time, we are carrying out very little external recruitment, so there are only small changes in the makeup of the workforce. However, we are supporting the recruitment of young people into the organisation via our Backing Young Bury schemes, and are supporting other employees via our employee groups and initiatives such as being a Disability Confident Employer, Mindful Employer and Stonewall Diversity Champion. We are also developing a Supported Employment Offer.