

## Appendix 1 - Progress against our equality aims and commitments in 2013-14



### As a Community Leader

#### We will make sure our events and activities are open to all and raise awareness

Action	Progress
Provide inclusive cycling initiatives.	Five local sky rides were attended by 66 people. Over 80 new cycle stands have been installed across the District with KCC allocated funding. Unfortunately, there is currently no provision for accessible off-road cycling routes within the District.

#### We will record, monitor and respond to 'hate incidents'

Action	Progress
We will consider any actions we need to take in response to the recommendations from the Equality and Human Rights Commission's inquiry into disability harassment, 'Hidden in Plain Sight'.	We have continued to promote the Hate Crime Line. There were 52 hate crimes in 2013-14, an increase from 45 in 2012-13. Incidents related to race (34), disability (7), sexual orientation (6), religion or belief (4), and transgender (1).

#### Other actions we will take as a community leader

Action	Progress
Make sure partners to the Sevenoaks District Community Plan are signed up to equality commitments and that regular monitoring, to pick up barriers to services or equalities related issues, takes place.	A sub-group and action plan has been created to address barriers for young people accessing training, skills and employment in the District.
Look at our Grants Guidelines to make sure the scheme positively impacts on those in greatest need.	Grants have been approved for a mental health volunteer/supporter project, sports club for young people and people with disabilities, voluntary transport service supporting elderly residents and people with disabilities, support for people with Dementia and support services for women and men experiencing domestic abuse.

Action	Progress
Improve access to health services by offering initiatives in the community.	The age profile of residents attending initiatives has changed over the last two years as a result of targeted initiatives being run for younger people and older people. In 2013-14 the majority of attendees were aged 45-74. There has been a decrease of 9% in the number of residents with a disability attending programmes. There have been no changes to the programmes that could directly explain this. 75 residents have subscribed to the free Air Alert Service available to anyone who suffers from a respiratory condition, including COPD or asthma.

## As a Service Provider

### We will improve the way we give information

Action	Progress
Identify measures for improving the way we give information for people with learning disabilities.	The housing team has produced an easy read guide to housing options and using Kent Homechoice.

### We will identify and deal with physical barriers to our services

Action	Progress
Respond to the following recommendations from the audit of the district as a tourist destination:	
Bollards on pedestrian routes may need a reflective band to help identify them, in line with Inclusive Mobility advice from the Department for Transport.	KCC have indicated that no funding is available to complete this work.
Keep "A" Board locations under review to ensure they do not pose a difficulty for pedestrians.	This is monitored by KCC Highways.
To explore the possibility of working with the Avenues Group to provide accessibility information for shops.	To be raised with the Access Group to discuss as a possible future project to assess accessibility within shops in Sevenoaks town.
Review SDC webpages to provide a one-stop-shop for potential visitors to the area covering accessible car parking, transport links, WC locations, accommodation, attractions, and restaurants.	SDC are working with Visit Kent to develop a new dedicated Sevenoaks District tourism micro-site. We are also exploring options for a new Sevenoaks District App to make visitor information easier to access.

Action	Progress
Provide information about the location of accessible on-street parking bays on the Council website.	This has been delayed due to difficulties with IT systems.
Improve the accessibility of the electoral process by keeping polling places under review, providing translations where there is an identified need and raising the profile of the electoral process with young people.	We have carried out a full polling place review. We have changed two venues and will change another venue in 2015 to give better access for voters. Polish translations available at the annual canvass were well received by a number of residents. Voter registration forms continue to highlight the need for details of 16/17 year olds to be included and we have joined the campaign to get information on 16/17 year olds from the education authorities.
Investigate provision of a supported housing scheme for people with learning disabilities.	We have gathered information about housing needs. A second consultation is currently looking at existing schemes and what we can learn from them. KCC are looking at housing needs for people with learning disabilities on a kent wide basis.

### **We will find ways to adapt our services and direct people more easily between services within resource limitations**

No actions were identified for 2013-14.

### **Other actions we will take as a service provider**

Action	Progress
Monitor the impact of the housing allocations scheme	The new Sevenoaks District Housing Register Policy came into effect in June 2013. The number of applicants on the register has reduced to 29% of the number on the old register. We will work with West Kent Housing Association to identify whether those removed from the register have been removed due to now being assessed as adequately housed or whether they do not meet the criteria of the new register. We will continue to monitor the number of applicants on the register and the number of those housed by client group.
Continue to meet the housing needs of people with disabilities.	As above.

<b>Action</b>	<b>Progress</b>
Continue to reduce homelessness and use of temporary accommodation for young people.	KCC have earmarked funding for this as a priority. Site selection remains an issue. Our housing duty to under 18s has been removed since this action was put in the place and social services now deal with cases. Young people are still in housing need and we remain committed to delivering this action.
Review and continue to collate telephone surveys of people contacting the housing service.	Response rates are good and satisfaction is high. We will introduce monitoring of demographics in 2014 to ensure there are no differences in satisfaction between protected characteristics.
Review the Black and Minority Ethnic Housing Strategy	Work will commence in November / December 2014 with a view to developing a strategy by March 2015.
Review the administration for Disabled Facilities Grants (DFG) and Housing Renewal Policy, following DFG's being brought back in house.	To be reviewed in December 2014. 81 grants were approved in 2013-14.
Continue to develop a local approach to Gypsy and Traveller site provision.	A Gypsy, Traveller and Travelling Showpeople Accommodation Assessment identified a need for 72 pitches over the period 2012-2026. A draft Gypsy and Traveller Plan, representing the first stage of the process looking at potential sites and inviting stakeholders to comment, was approved for consultation in April 2014. The proposed process for preparation of a Gypsy and Traveller Site Provision Plan will take place over a period due to complete in December 2015.
Continue to make sure all residents who wish to be involved in the preparation of Development Plan Documents can express their views.	The Allocations and Development Management Plan underwent public examination in March 2014 and the Inspectors report is expected Summer 2014.

## As an Employer

### We will establish the extent and nature of any issues about equal pay

Action	Progress
We will continue to monitor the gender pay gap.	<p>Sevenoaks District Council has completed a gender pay gap analysis, which has revealed no issues of concern.</p> <p>The Council has a near equal split of male and female employees (53% / 47%). The data shows that the full-time pay gap is 1.8% and the part-time pay gap is 2.2%, with the salary or full time equivalent salary paid to females being slightly higher than that paid to males.</p> <p>However, due to the proportions of male and female staff in each of the full time and part time categories the overall gender pay gap closes to 0.3%, in favour of male employees. This is a marginal increase of 0.1% from the previous year.</p>

### Other actions we will take as an employer

No actions were identified for 2013-14.