

## Appendix A - Progress against our equality aims and commitments in 2014-15

### As a community leader

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

**Health initiatives:** activities have attracted a larger proportion of younger people in 2014-15, with 60% being aged between 0-19. Activities also continue to attract more females (72%) than males (28%), where participants gave us this information. There has been no change in the proportion of people with a disability attending health activities, at about 4% (of those who gave this information). We have also started to collect information about participants in the 'Be Inspired, Be Active' project to make sure we achieve our aim of providing sports sessions which are inclusive to all. We started to collect information from the last six months which shows that men, women, people aged 20-84+ and people with disabilities have taken part so far.

**Young people:** 1,995 children and young people took part in family fun days over the Easter half-term, summer holidays and autumn half-term in locations across the District.

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

**Community safety:** the Community Safety Unit has continued to deal with hate crime. Dedicated officers deal specifically with victims of hate crime and details of any reported crimes are discussed with key partners at daily meetings and actions taken forward as required. There were approximately 56 reports of hate crimes in 2014-15. Due to changes in the way hate crime is recorded, it is not possible to make a direct comparison to figures from previous years.

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

**Dementia friendly communities:** we are continuing to work with Kent County Council, local groups and residents to develop dementia friendly communities. Over 150 staff have been trained as 'dementia friends'. Dementia friendly groups meet in Swanley and Sevenoaks and we have also met with local stakeholders.

**Community covenant:** the Sevenoaks District Armed Forces Community Covenant, which aims to encourage all parties within the community to offer support to the local Armed Forces community, was renewed in 2014-15. Our commitments include taking the needs of the Armed Forces into account when setting new policies and involving the Armed Forces community in health initiatives.

### As a service provider

#### We will improve the way we give information

**Accessible information:** we have designed easy read guidance for Sevenoaks Switch and Save which allows residents to compare energy tariffs. We have also worked with a local charity to make consultations on the Community Plan accessible to people with learning disabilities.

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

**Licensing:** Four Hackney carriage vehicles are wheelchair accessible. 11 Private hire vehicles are wheelchair accessible.

**Housing:** we are continuing to investigate provision of a supported housing scheme for people with learning disabilities. During 2014-15 we have continued to work with partners to identify scheme types to meet client needs and satisfy funding requirements. We have also completed the second-stage of a housing needs study for people with learning disabilities in Sevenoaks District. This will continue in 2015-16.

**Access information:** a Leisure and Recreation Strategy will be developed in 2015-16 and will address accessibility. We have started to develop a tourism micro-site which will provide accessibility information online for visitors to the area. This will be completed in 2015-16.

**Safeguarding:** the Council has a Safeguarding Policy that is available to all on the website. There is a council safeguarding group which meets on a quarterly basis. Training for staff has been completed this year and will continue every two years. The Safeguarding Policy and training has also been issued to all our contractors and is a vital part of funding and grant bids.

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

**Outreach surgeries:** we have provided outreach surgeries to help older people to switch and save money, using the Council's energy switching service, and to provide housing advice and help identify any health and welfare issues.

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

**Housing for young people:** we have identified a potential new-build opportunity to provide accommodation for young people in Swanley, though these are initial investigations only. This is ongoing.

**Housing for older people:** we are working with housing associations to provide new housing facilities for older people, with one recently completed and two more planned. This will provide modern accommodation for older people and aid independent living. We have developed a series of housing advice leaflets for older people in a wide-range of typical life and living situations.

**Housing allocations:** we have continued to monitor the number of applicants on the register and the number of those housed by client group. Following changes to the Sevenoaks District Housing Register Policy in 2013 the proportion of applicants with a stated mobility need increased from 2.5% to 13.8%. 19.5% of those housed in the following year had a stated mobility need. The proportion of residents from a Black and Minority Ethnic Background reduced from 6.3% to 3.75%, following the changes to the Register. 2.75% of those housed in the following year were from a Black and Minority Ethnic Background.

**Licensing:** we have continued to provide training, covering all of the licensing objectives under the Gambling Act (2005) to Members of the Licensing Committee, including training covering children and vulnerable adults.

**Local plan:** this is being developed over a timetable running up to Winter 2017. The Allocations and Development Management Plan was adopted in February 2015. A Strategic Housing Market Assessment for the District has been commissioned and will assess the need for older people, households with disabilities, family housing, self-builds, private rented and affordable housing.

**Welfare reform:** we continue to monitor the impact of the changes on our customers. A full review of the Council Tax Support Scheme will be carried out in 2015-16.

### **As an employer**

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

**Gender pay gap:** we have completed a gender pay gap analysis for 2014/15. The Council has a near equal split of male and female employees (53% / 47%). The data shows that the pay gap is 2.1%. The national average pay gap is currently 9.8%.

64% of the Council's full time employees are male. The full-time pay gap is 1.8%, with the salary paid to females being slightly higher than that paid to males.

87% of the Council's part time employees are female. The part-time pay gap is 1.9%, with the full time equivalent salary paid to males being slightly higher than that paid to females.

**Other actions we will take as an employer**

No actions were identified for 2014-15.