

<b>OVERVIEW AND SCRUTINY COMMITTEE</b>	<b>DATE</b> 3 October 2019	<b>ITEM NO: 6</b>
<b>TITLE</b> Headline Equality Measures 2018/19	<b>WARD (S)</b>	
<b>CHIEF OFFICER</b> Director of Communities and Environment	<b>CABINET MEMBER</b> Culture, Leisure and the Third Sector	
<b>DECISION CLASSIFICATION</b> <i>Non Key</i>		

1. **Decision required**

- 1.1. To note progress made on the Council's annual Headline Equality Measures for 2018/19.

2. **Introduction and Background**

- 2.1. This report provides information on the outturn of the 22 Headline Equality Measures (HEMS), reflecting the Council's Equality Objectives 2016-2020. HEMS are used to measure progress made on our Equality Objectives. The indicators are arranged under eight themes:

Workforce  
Employment and skills  
Education  
A healthy and safe living environment  
Children and families  
Social care and health  
Housing  
Tourism, culture and sport

- 2.2. The full list of HEMS can be found at Appendix A; and the Equality Objectives 2016-2020 are contained at Appendix B. Appendix C contains workforce related data including school staff.
- 2.3. The Council is required under the Equality Act, and Public Sector Equality Duty, to produce four yearly objectives, which are specific and measurable. The first set was agreed by Cabinet in 2012, and a revised set was produced in 2016 for the period 2016-2020.

- 2.4. The Equality Act recognises the following protected characteristics: age, disability, sex, gender reassignment, race, pregnancy and maternity, sexual orientation, religion or belief and marriage and civil partnership.
- 2.5. The information in this report is for the time period of 2018/19. However, where this has not been available, this has been made clear.
- 2.6. In the coming months, a new set of Equality Objectives for the period of 2020-2024 will be developed. This will involve consultation with internal and external stakeholders, including council officers from across Directorates, Councillors and local partners who specialise in equality work. These will be presented to Cabinet for agreement in Spring 2020.

### 3. **List of Headline Equality Measures**

#### 3.1. **Workforce**

##### Indicators under this theme

- The percentage of disabled employees
- The percentage of the top 5% earners who are disabled
- The percentage of ethnic minority employees
- The percentage of the top 5% earners from ethnic minorities
- The percentage of Council employees aged under 25 years
- Staff network / forum membership

#### 3.2. **Employment and Skills**

##### Indicators under this theme

- Working age population on out of work benefits
- Number and percentage of 16 -18 year olds who are NEET by ethnicity, gender and disability

#### 3.3. **Education**

##### Indicators under this theme

- Early Years Foundation Stage Profile (EYFS): Achievement of a good level of development across the EYFS by ethnicity, gender and pupil premium
- Key Stage 4: Pupil Average Attainment 8 Score at KS4 (including English and Maths) by ethnicity, gender, pupil premium and SEN/EHC plans

### 3.4. **A Healthy and Safe Living Environment**

#### Indicators under this theme

- The number of discriminatory incidents recorded by the Council
- The number of hate offences recorded by the police

### 3.5. **Children and Families**

#### Indicators under this theme

- Care leavers: Percentage of care leavers in employment, education or training and in suitable accommodation
- Repeat incidents of domestic violence
- Under 18 Conception rate

### 3.6. **Social Care and Health**

#### Indicators under this theme

- Self-reported experience of adult social care - quality of life
- Self-reported experience of adult social care - social contact
- Written & spoken language translations - number of requests met
- Sign Language Translations - number of requests met
- Advocacy - number of service users referred to advocacy services

### 3.7. **Housing**

#### Indicators under this theme

- The differential outcome in the ratio of applicants to lettings

### 3.8. **Tourism, Culture and Sport**

#### Indicators under this theme

- Adult participation in sport

## 4. **Progress this year**

### 4.1. **Workforce**

Royal Greenwich is committed to developing a workforce which is innovative, diverse and representative of the local community, as outlined in the Council's Workforce Strategy. The Council continues to develop and implement measures to improve the recruitment of a diverse workforce, in particular under 25s and those with a protected characteristic.

For Headline Equality Measures (HEMs) 1-6; median benchmarking figures provided are via London Councils, on behalf of the 32 London Boroughs. This data (relating to 2017/18) *does not include* schools staff; as such the body of this report refers only to non-schools staff. For information *including* schools staff, see appendix C.

### 4.2. **HEM 1: The percentage of disabled employees**

- In 2018/19, 4.9% of staff<sup>1</sup> (193 out of 3,938) identified themselves as having a disability, up slightly from 4.8% in 2017/18. This figure is comparable to the London Councils' average (4.8%).
- A further 2.6% preferred not to say or did not declare whether or not they have a disability. Disclosing this information is optional and can be updated via the Employee Self Service portal.

### 4.3. **HEM 2: The percentage of the top 5% earners who are disabled**

- Staff declaring a disability make up 2.2% (5 out of 226) of the top 5% of earners (i.e. PO7 and above), compared to the London Council average of 4.8%<sup>2</sup>.

As an employer, RBG has a duty of care to support the health, safety and wellbeing of disabled staff and to make reasonable adjustments (where appropriate) that enable people with disability to work safely and productively, ensuring that staff are not disadvantaged.

The Royal Borough of Greenwich continues to use an e-Recruitment system which gives applicants the option to identify themselves as having a disability. This pro-actively prompts managers to automatically offer interviews to any candidates who meet the minimum short listing criteria (in line with current procedure) under the Guaranteed Interview Scheme.

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<sup>1</sup> All figures are excluding school staff. For additional statistics including schools staff please see Appendix C.

<sup>2</sup> Top 5% of earners in RBG is recorded as anyone earning PO7 and above. London Councils uses a different methodology, i.e. the numerical top 5% by salary.

HR Professional Services have participated in the Council's annual programme of 'Yes I Can' job fairs. These are focussed at bringing individuals who are unemployed and have long-term health conditions or are disabled together with local employers to improve employment opportunities for this group by sharing opportunities and advice, both for the individual and the employer.

In 2019, the Department for Work & Pensions (DWP) re-certificated the Royal Borough of Greenwich as a Disability Confident Employer for a further 2 years. RBG was originally awarded Disability Confident Employer Status in 2017, recognising the Council's commitment to recruiting and retaining disabled staff. Disability Confident Employers are recognised as going the extra mile to make sure disabled people get a fair chance. Examples of initiatives that demonstrated RBG's commitment included:

- Offering disabled applicants who meet the minimum shortlisting criteria the opportunity of a guaranteed interview;
- Putting reasonable adjustments in place;
- Organisational support for the disability forum and the mental health & wellbeing network;
- Funding of employee assistance programme (EAP) and occupational health; and
- Equality and diversity training to help foster an inclusive working environment.

#### **4.4. HEM 3: The percentage of ethnic minority employees**

- In 2018/19, black and minority ethnic (BAME) staff representation increased slightly from 30.4% to 31.8% (1,251 employees).
- By broad ethnic origin, 20.9% of staff are Black, 6.6% Asian and 3.6% are of mixed racial origin.
- BAME Employees accounted for 43.0% of all new appointments in 2018/19, above the borough's local BAME economically active population (35.8%), as identified in the 2011 Census.

#### **4.5. HEM 4: The percentage of the top 5% earners from ethnic minorities**

- BAME staff make up 25.2% (57 employees) of the top 5% of earners (PO7 and above), up from the 22.8% in the previous year.
- This figure is above the London Councils' average of 17.0%<sup>3</sup>.

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<sup>3</sup> Top 5% of earners in RBG is recorded as anyone earning PO7 and above. London Councils uses a different methodology, i.e. the numerical top 5% by salary.

An ongoing programme of Diversity and Equality training is commissioned annually, which helps foster an inclusive working environment. Training includes *Valuing Equality & Diversity* (a theatre based course covering bullying and harassment), *Recruitment Skills for Hiring Managers* (which covers unconscious bias in recruitment), *Mental Health Training for Managers* and a variety of eLearning, including a mandatory *Introduction to Equality & Diversity* as part of the Induction programme.

In 2018/19, Harassment and Bullying training, as well as wider Equality and Diversity training, were delivered to just under 700 staff; including GMT and managers/staff at all levels in the organisation and to Members.

In an effort to continue rebalancing the workforce and ensuring that it is reflective of the local community we serve, RBG recognises the need to encourage career progression amongst diverse groups of staff. In 2018/19, a procurement exercise was undertaken for Level 3, 5 and 7 Leadership and Management Apprenticeship Qualifications, including requirements for an Emerging Leaders Programme, where places will be ring fenced to BAME staff. The programme is due to begin in Autumn 2019.

Information on the Race Equality Network can be found in section 6.

#### 4.6. **HEM 5: The percentage of Council employees aged under 25 years**

- In 2018/19, 4.0% of employees were aged under 25 years (156 employees). This remains above the London Councils' average of 3.1% of the workforce under 25 years.
- The workforce has an average age of 46.3 years, compared with the London Councils' average of 45.9 years.

Royal Greenwich has a Workforce Strategy which aims to ensure that our workforce is future-proofed and fit for purpose, focussed on developing a skilled and diverse workforce which is representative of our local community and providing opportunities for young people within the Council. There are a number of initiatives aimed at attracting a younger and more diverse workforce, including the development of apprenticeships, career grade and trainee posts, support of candidates on the National Graduate Development Programme (NGDP) and using social media to promote job opportunities such as LinkedIn, Facebook and Twitter, which enables RBG to showcase its culture and brand.

Information on the Greenwich Young Professionals Network is available in section 6.

**Trainee or Career Grade posts:** The Council has continued to demonstrate commitment to our Workforce Strategy by developing more trainee schemes, career pathways and career grade schemes across departments. Below are examples of these types of post developed:

- Social Work Career Grade (CG)
- HR Trainee Advisers
- Trainee Communications & Social Media Officer
- Social Care Assessor (CG)
- Trainee Quantity Surveyor
- Customer Service Advisers (CG)
  
- Building Control Surveyors (CG)

**Apprentices:** The Government has set a target for all local authorities and other public sector organisations to ensure that 2.3% of the workforce are enrolled onto apprenticeships. RBG estimates that this equates to approximately 177 apprenticeship posts each year (either new or existing staff). This target includes schools and equates to approximately 50% each.

The Royal Borough of Greenwich offers apprenticeships through the Council in three ways:

- Greenwich Direct Apprenticeships (GDA): For new recruits who have little or no work experience in the sector they wish to enter and ring fenced to local residents. These are paid at Scale 1.
- Trainee or Career Grade posts: For new recruits to the posts who are early in their careers.
  
- CPD Apprenticeships: Available to existing staff to support Continued Professional Development (CPD).

RBG Children's Services, Direct Services are registered as an Apprenticeship Training Provider (ApprenticeshipsPlus) and are proactively working with Schools to develop Apprenticeship opportunities, as well as directly delivering the training and reclaiming the levy.

Between the implementation of the Apprenticeship reforms in 2017 and 31st March 2019, RBG offered 128 apprenticeship opportunities; 58 of which started within 2018/19. In both 2017/18 and 2018/19, achieving 0.8% of the RBG workforce were undertaking apprenticeships.

- 2017/18: 70 new apprentices (51 Council and 19 Schools)
- 2018/19: 58 new apprentices (35 Council and 23 Schools)

RBG currently have 100 live apprenticeships (this a combination of GDA, Traineeships and CPD):

- 41% of apprentices are BAME (41).
- 62% of apprentices are female (62) and 38% male (38)
- 9% of apprentices declared a disability and/or learning difficulty (9);
- 50% of apprentices were aged 16-24 years, with the average age being 27.3 years;
- 2% of apprentices are Care Leavers (2);
  
- The most popular apprenticeship qualification is Business Admin which 42% of apprentices undertaking.

**NGDP:** RBG has participated in the National Graduate Development Programme (NGDP), organised by the Local Government Association (LGA) since its inception in 2003. The purpose is to attract the most talented graduates into the local government sector generally and, more specifically for us, into Royal Greenwich. The LGA programme enables Local Authorities to run in parallel a local application route which allows graduates who are residents of the borough to apply directly for the NGDP at Royal Greenwich. This approach supports the Council's Social Mobility strategy and its commitment to supporting local people into employment. The programme offers participants the opportunity to complete four six-month placements in different departments/teams across the Council, while undertaking an ILM Level 7 Certificate in Leadership and Management qualification.

- Nine NMTs will be completing their final placements in October 2019 and are in the process of securing positions within the Council. Four of the graduates have already obtained permanent positions within the Council. This is the largest cohort that RBG has recruited to date and is testament to the success of previous cohorts.
- Throughout 2018/19, RBG worked closely with the LGA to prepare for recruitment to the next cohort. In July 2019, ten NMTs accepted offers to work in RBG commencing mid-October. Three of these are RBG residents, recruited via the local route.

#### 4.7. **HEM 6: Staff Networks**

Internal staff networks represent the diversity of our workforce providing a forum for individuals to come together, to share ideas, raise awareness of challenges, provide support to each other, as well as giving staff the opportunity



to grow personally and professionally. Staff networks and Trade Unions also provide all staff with an opportunity to influence corporate policy development; raise workplace issues and concerns; and are a key mechanism for driving change within the organisation.

There are five formal staff networks that are supported within Royal Greenwich:

- Race Equality Network (REN)
- Disabled Staff Forum
- Greenwich Young Professionals Network (GYPN)
- Lesbian, Gay, Bisexual and Transgender (LGBT) Staff Forum
- Mental Health and Wellbeing Network

Each network has a Greenwich Management Team (GMT) champion; a senior manager who provides support, advice and guidance to the core groups, often attending as key note speakers at network events. Each network also has a nominated HR Support representative and Network Chairs meet with the Head of HR on a quarterly basis.

In 2018/19, the networks held a number of events aimed at encouraging and supporting equalities, including several joint networking events to promote their activities and membership. When events take place within work time, RBG encourages managers to release staff to attend where possible. Other events (particularly those of a more social nature) take place during evenings and weekends. Events have included:

- Annual General Meetings, such as the REN AGM with presentations from the Director of Children's Services (REN Champion) and HR regarding staff progression and development;
- A range of social events, such as the Race Equality Network (REN) Christmas and Summer Parties, providing an opportunity for staff to mingle with like-minded colleagues from across the Council informally and in a non-working environment.
- In March 2019, the disability network organised an event entitled '*let's talk memory loss*' to raise organisational awareness about the stigma and challenge of Alzheimer's disease.

#### **4.8. Wider work by HR related to Equality and Diversity**

Over the last year, HR's key actions in relation to equality and diversity have been:

- Working closely with staff networks to help shape best practice and have an input in strategies.
- To continue supporting the staff networks (as outlined above) in line with best practice; ensuring that staff have on going opportunities for dialogue within the Council. Each network is provided with a £1,000 budget to fund co-ordination and development events.
- An ongoing programme of Diversity and Equality training is commissioned annually, which helps foster an inclusive working environment. Training includes *Valuing Equality & Diversity* (a theatre based course covering bullying and harassment), *Recruitment Skills for Hiring Managers* (which covers unconscious bias in recruitment), *Mental Health Training for Managers* and a variety of eLearning, including a mandatory *Introduction to Equality & Diversity* as part of the Induction programme.
- In 2018/19 Harassment and Bullying, as well as wider Equality and Diversity training, were delivered to just under 700 staff; including Members, GMT and managers/staff at all levels in the organisation.
- Ongoing funding and promotion for the Employee Assistance Programme (EAP) to encourage staff wellbeing.
- Updating of the Council's Dignity & Respect at Work policy, which outlines RBG's aim of preventing and/or eliminating discrimination, harassment and victimisation by managers, employees, contractors, agency staff and anyone else engaged to work at the organisation, whether by direct contract with the organisation or otherwise. In January 2019, the policy has been updated to highlight the links between this and the Council's Grievance Procedure.
- To continue to develop and implement measures to improve the recruitment of a diverse workforce, in particular under 25s and those with a protected characteristic. This also helps to ensure that we run fair and transparent recruitment processes, whilst attracting the best candidates for the job.
- Continuing to train and develop the pool of staff available to participate in job interview panels, ensuring that these are balanced and representative (e.g. involving BAME, disabled and younger members of staff) which helps to encourage the recruitment of a more diverse workforce.
- Continued removal of candidates' names, e-mail addresses and equalities data (e.g. gender, ethnicity, disability, etc.) from job applications in order to prevent unconscious bias in shortlisting decisions, demonstrating the Council's commitment to equal opportunities and drive to develop a more diverse workforce.
- Promoting flexible working arrangements, which offer benefits to both the organisation and individuals, including attracting the best talent, improving productivity and motivation of employees and promoting a more diverse,

inclusive and agile workforce. (such as part time or term time working, career breaks, compressed hours)

Fairness, equality and prosperity are fundamental to the aspirations that Royal Greenwich has for the Borough and its residents. Not everyone is born into equal circumstances. However, this should not preclude individuals from having the opportunity to realise their potential. To improve the social mobility of our society, RBG must recognise the barriers that people face and confront the inequalities that persist and prevent people from flourishing.

As part of contributing to the work on the Council's Social Mobility Strategy, particularly in relation to *Support for the Unemployed and Underemployed* and *Improve Opportunities and Skills for Children and Young People* work streams, HR has been involved in the following initiatives:

- Accreditation for the Mayor of London's Good Work Standard (see section 6.2);
- Participating in an annual programme of 'Yes I Can' job fairs, that are focussed at improving employment opportunities for individuals who are unemployed and have long-term health conditions or are disabled, by bringing them together with local employers, enabling the sharing opportunities and advice for both the individual and the employer;
- Carrying out targeted advertising of the Council's Childcare Loan Deposit Scheme to those who are going on maternity/paternity leave, and look to increase the number of employers in the Borough who offer a Childcare Loan Deposit Scheme;
- Developing a model where short-term projects can be advertised to existing staff; and
- Developing a parallel local application route for the National Graduate Development Programme which allows graduates who are residents of the borough to apply directly for the NGDP at Royal Greenwich. This approach supports the Council's Social Mobility strategy and its commitment to supporting local people into employment.

#### 4.9. **HEM 7: Working age population on out of work benefits**

As of February 2019<sup>4</sup> (latest available data):

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<sup>4</sup> Department for Work and Pensions, Benefit statistics via Stat-Xplore <https://stat-xplore.dwp.gov.uk>

- 1,766 residents were claiming Job Seekers Allowance
- 9,621 residents were claiming Employment Support Allowance. This includes a combination of disability and incapacity support for those who are unable to work

### **Action to support out of work residents into employment**

In the financial year 2018/19, 1,850 new service users registered with GLLaB, and 1,222 completed training. GLLaB continues to respond to high volume recruitment opportunities linked to regeneration activities within the borough. This resulted in 1,005 residents being supported into work in the last financial year, with a range of employers including: Ikea, ICON at the O2, Vue, GLL, Berkeley Homes, Lovell, Knight Dragon, Bennetts Construction, JB Riney, Mace, NHS, Thames Tideway, GS Plus, Emirates Aviation Centre, Intercontinental Hotel, Eleanor Healthcare, National Maritime Museum, Royal Greenwich Museums, ISS Facilities Services, Life-force Security, BPTW, Ocado, Tesco, Drury Tea and Coffee, Marks and Spencer, McDonald's, Alcatel, Village Staff, and Peabody.

GLLaB's remit includes working with employers to review recruitment processes and put in place pre-employment training to maximise access to opportunities for residents. An example of this is the partnership with IKEA for residents to secure employment in the newly built store. GLLaB hosted 20 recruitment roadshows across the borough, which were attended by almost 1,500 local residents and delivered pre-employment training to over 200 unemployed locals through delivery with LSEC. Ikea are a London Living Employer, which is higher than the average equivalent wage for comparable roles locally, supporting the Council's social mobility strategy. This partnership work and bespoke recruitment approach resulted in 270 local residents securing work in the store.

- GLLaB supported 72 residents into apprenticeship opportunities across various Council departments and with external employers, including Mace, C Watkins Ltd, Laker, Kane Group, Gercon, LBS Ltd, Vital Energi, RBL, Willmott Dixon, Bennett Construction, GS Plus, Lovell, O'Keefe, Brenbar and Berkley Homes, amongst others. The job roles include placements in business administration, site management, electrical installation, bricklaying, carpentry, street lighting, ICT, plumbing and heating and horticulture. These are Level 2 and 3 apprenticeships across a range of training providers.
- In September 2018, GLLaB delivered a Jobs and Skills fair which proved to be a huge success with 900 residents attending the event, an increase on the

year before. Feedback was overwhelmingly positive from all involved, including employers, training providers and residents. There was a wealth of opportunities available with many residents securing interviews and multiple options of roles to apply for, leading to employment. 55 exhibitors attended including a mix of training offers, live vacancies and good quality jobs – across all occupational sectors including Tiffany’s, M&S, Ikea and NHS (Lewisham and Greenwich).

- In 2018/19, GLLaB did some work to address the publicised staff shortages within the health sector, hosting a Greenwich Health Careers Fair at The Eltham Centre in partnership with the NHS and University of Greenwich. The aim of this event was to highlight the wide variety of health care careers and job opportunities available to local residents. The targeted audience included students from local RBG schools and local job seekers. 109 local residents attended and 39 school students. Follow up activity and further recruitment sessions has already led to multiple job offers for residents.
- GLLaB is also working to improve the outcomes for residents with health conditions and disabilities. In conjunction with JCP partners, a number of ‘Yes I Can – Disability confident’ Employer and Provider events have been planned, following the success of the first one in January 2019. ‘Yes I Can’ is a high profile initiative that has been running with great success. The aim of the event is to bring together employers and residents with a health condition or disability, providing a safe space for both parties to ask questions, explore barriers to work and do some myth-busting around health/disability and the work place.

Of those customers who completed the equalities monitoring information:

- 62% were from a BAME Background
- 55% were female
- 45% were male
- 15% were disabled people
- 13% were lone parents

#### 4.10. **HEM 8: Number and Percentage of 16-18 year olds who are NEET by ethnicity and gender**

The official 2018/19 NEET figures will be published in October but the provisional figures from the NCCIS suggest the Greenwich Dec-Feb average of the combined proportion of young people aged 16-17 (academic years 12-13) who are NEET or activity is unknown has increased to 5.5% which is in line with the provisional England average of 5.5% also.

On 1 September 2018, the tracking and follow-up of young people whose destinations are ‘not known’ transferred from an external provider into Children’s Services Early Help as part of the Careers Education Information and Guidance (CEIAG) / Engagement and Tracking service. There was an impact on tracking and recording during this transition period which resulted in a higher proportion of young people whose status was unknown. The service transition is now completed but some of the transition period has impacted on the Dec-Feb data.

The figures below are for more recent local data.

	Royal Greenwich		England	
	2019	2018	2019	2018
16-17 year olds residing in the borough in education, training or employment (in learning)	92.6%	92.9%	92.2%	91.8%
Young people aged 16-17 (academic year 12-13) and residing in the borough who are not in education, employment or training (NEET)	2.3%	2.2%	2.8%	2.9%
Young people aged 16-18 (academic year 12-14) and residing in the borough whose current activity is not known	3.1%	2.2%	2.5%	2.9%

Data taken from NCCIS as at end of May 2018 and 2019.

As at May 2019, White British are over represented in the NEET cohort (58% of NEET but only 31% of resident population aged 16-17). Boys are also more likely to be NEET or unknown (62% as opposed to 38% girls).

#### 4.11. **HEM 9: Early Years Foundation Stage Profile (EYFS): Achievement of a good level of development across the EYFS by ethnicity, gender and pupil premium**

In order to achieve the good level of development measure, a child has to reach the expected level or above in all Communication and Language, Physical Development, Personal, Social and Emotional Development, Literacy and Mathematics Early Learning Goals.

	Royal Greenwich			London	National
	2016	2017	2018	2018	2018
<b>Achievement of a good level of development across the EYFS</b>	79%	78%	78%	74%	72%

Children continue to have the very best start to their education in Royal Greenwich and Early Years Foundation Stage (EYFS) outcomes (for five year olds) are consistently excellent. In 2018, 78% of children reached a good level of development, ranking Greenwich 4<sup>th</sup> in London and 6<sup>th</sup> in England.

<b>Good Level of Development</b>	<b>Royal Greenwich</b>	<b>England</b>	<b>Difference</b>
<b>All Pupils</b>	<b>78%</b>	<b>71%</b>	<b>7% points</b>
Boys	72%	65%	7% points
Girls	84%	78%	6% points
<b>Gender gap</b>	<b>12% points</b>	<b>13% points</b>	<b>1% points</b>
Eligible free school meals (FSM)	68%	57%	11% points
Not eligible for FSM	80%	74%	6% points
<b>FSM gap</b>	<b>12% points</b>	<b>17% points</b>	<b>5% points</b>

Both boys and girls in Greenwich outperform their peers in England (boys 72% vs 65% and girls 84% vs 78%) and there is a smaller gap between the two in Greenwich 12%ps compared to 13%ps

Using the headline performance measure of a good level of development at the EYFSP, among the largest ethnic groups<sup>5</sup>, the achievement of Indian, Black African and Other Mixed Background pupils is above the borough average; White British and Other Asian Background were in line with the average. Black and minority ethnic (BME) pupils as an overall group outperformed White British pupils by 1 percentage point.

The attainment gap for White British children eligible for pupil premium (PP) funding is wider than for BME children who are eligible at the EYFSP (20% vs. 8%)<sup>6</sup>.

It is not possible to provide contextual detail as to the 2019 results due to the timing of this report; that level of detail and comparator information will be available late September / early October. Provisional data does show however that we have maintained performance, with 78% achieving a good level of development.

#### **4.12. HEM 10: Key Stage 4: Pupil Average Attainment 8 Score at KS4 (by ethnicity, gender, pupil premium and SEN)**

<sup>5</sup> Larger ethnic groups are defined as groups including at least 100 pupils.

<sup>6</sup> The Pupil Premium gap is the difference in the performance between those who have been eligible for free school meals (FSM) at any point within the last six years and/or looked after children/children adopted from care and those who are not

In 2018, Greenwich performance was in line with national for Attainment 8 with both the Greenwich and England averages at 44.5. However, this was lower than London performance.

	Royal Greenwich		London	England
	2017	2018	2018	2018
<b>Average Attainment 8 Score</b>	45.9	44.5	49.4	44.5

The table below shows the Attainment 8 average score by pupil characteristics. Gender, disadvantage and special educational needs gaps were much narrower in Royal Greenwich than England.

Attainment 8	Royal Greenwich	England	Difference
<b>All Pupils</b>	<b>44.5</b>	<b>44.5</b>	<b>0</b>
Males	42.0	43.8	-1.8
Females	47.1	49.3	-2.2
<b>Gender gap</b>	<b>5.1</b>	<b>5.5</b>	<b>0.4</b>
Disadvantaged pupils	38.2	36.7	1.5
Non disadvantaged pupils	48.6	49.8	-1.2
<b>Disadvantage gap</b>	<b>10.4</b>	<b>13.1</b>	<b>2.7</b>
Not SEN	47.4	49.8	-2.4
Pupils with SEN Support	31.9	32.2	-0.3
Pupils with statement or EHC plan	13.5	13.5	0
<b>SEN gap (i.e. with Not SEN pupils)</b>	<b>22.0</b>	<b>22.6</b>	<b>0.6</b>

Among the large ethnic groups, Black (45.0), Mixed (45.3) and Asian (47.4) groups performed higher than the borough average. White British (42.4) and Black Caribbean (41.3) pupils performance was lower than the borough average.

Black Caribbean and Disadvantaged pupils had an average Attainment 8 score of 34.2 so were on average scoring one grade less for each subject entered compared to the average RBG pupil. White British and disadvantaged pupils were even lower with an average Attainment 8 score of 28.0.

	KS4 Attainment 8			
	2016 dis gap	2017 dis gap	2018 dis gap	Difference (17-18)
White British	13.7	13.3	20.6	-7.3
BME	5.7	6.7	6.4	0.3



All pupils	8.8	9.6	10.3	-0.7
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To support the continuing drive to raise standards in Royal Greenwich schools, our local school improvement strategy is built on:

- Targeted support and challenge for schools at risk of decline and/or coasting;
- Challenge and support for those schools where there is differential performance in English and mathematics or where the combined indicator of performance is too low;
- Continuing to share best practice to ensure that learning is well matched to need and that any gaps in performance (e.g. Pupil Premium gap, gender gaps) are narrowed further.

#### 4.13. **HEM 11: The number of discriminatory incidents recorded by the Council**

Two instances of racial abuse were recorded in 2018/19; one incident involved a service user racially abusing three members of staff, while the other incident involved a member of the public hurling racial insult at a member of staff. Both incidents were investigated and where appropriate reported to the Police. Management action was taken to mitigate any further risk and all staff were supported by their managers and advised to contact the Employee Assistance Programme for additional counselling support if needed.

No grievances of discrimination were lodged by staff in 2018/19.

#### 4.14. **HEM 12: The Number of Hate Offences Recorded by the Police**

There were 649 Hate crime offences recorded in 2018/19:

- 496 racist and religious hate offences were recorded in 2018/19, compared with 483 in 2017/18. This is an increase of 13 (+2.7%);
- 74 homophobic offences were recorded in 2018/19, compared with 53 in 2017/18. This is an increase of 21 (+39.5%);
- 20 disability hate offences were recorded in 2018/19, compared with 20 in 2017/18. This is an increase of 0 (0%);

- 40 faith hate offences were recorded in 2018/19, compared with 36 in 2017/18. This is an increase of 4 (+11.0%);
- There were also 26 recorded Islamophobic offences;
- 3 Anti-Semitic offences; and
- 3 Transgender offences.

Tackling Hate Crime is a priority for the Safer Greenwich Partnership. Royal Greenwich is committed to creating an environment where hate crime is not tolerated and is challenged, reported and dealt with appropriately. The effects of hate crime are not only felt by individuals and their families, but also impact on the wider community, creating a perception of fear and damaging community cohesion.

The borough has an active Hate Crime Strategic Partnership Group which is currently refreshing the Hate Crime Strategy for 2019-23. This strategy aims to: raise awareness of Hate Crime and encourage reporting, ensure staff have the skills, information and confidence to identify and support victims appropriately and ensure a robust and holistic approach is taken in supporting victims and tackling perpetrators. The borough also has an established Hate Crime Case Panel to provide a multi-agency response of support and enforcement to individual complex cases.

During 2018/19, the Hate Crime Panel reviewed 21 cases, compared with 33 the previous year. Of these, 1 case dealt with Disability-targeted hate crime, 18 for Race, and 2 for Sexual Orientation (Note: a case can be referred to the Panel for more than one reason). All cases referred to the Panel are monitored to ensure that victims are offered all available support and that action is taken against perpetrators where possible.

Royal Greenwich is aware that hate crime is still significantly under-reported. There are a variety of reasons behind this, including fear of police attention attracting further abuse, the victim believing that their report will not be taken seriously or that no action will be taken against the perpetrator. There can also be additional difficulties for victims in accessing reporting mechanisms such as language barriers. Therefore, throughout 2018/19, the Hate Crime Strategic Partnership Group continued to make efforts to encourage all groups within the community to feel confident in both recognising and reporting hate crime, which could be reflected in the increase in Hate crime recorded offences

The Council commissions the Greenwich Inclusion Project (GrIP) to work with METRO GAVS and Greenwich Association of Disabled People (GAD) to

provide casework support to victims and to raise awareness amongst local communities, enabling people to recognise, challenge and report hate crime.

#### 4.15. **HEM 13: Care leavers: Percentage of care leavers in employment, education or training and in suitable accommodation**

The statutory measures for care leavers include all care leavers aged 17 to 21 i.e. also those who are not in touch with the authority (in that care leavers can indicate that they do not wish to receive a service /engage). Of the 298 young people in the overall counting cohort for 2018/19, their profile was as follows:

Gender	Male	174	58%
	Female	124	42%
Ethnicity	White British	108	36%
	Other White	27	9%
	Black African	52	17%
	Black Caribbean	11	4%
	Other Black	21	7%
	Asian	19	6%
	Mixed	42	14%
	Any other group / unspecified	18	6%

	Royal Greenwich		London	England
	2018/19	2017/18	2017/18	2017/18
Care leavers aged 17-21 who were in employment, education or training	59.4%	60.4%	56.1%	54.9%

Greenwich continues to perform above both London and England in terms of the proportion of care leavers (aged 17 – 21) that are engaging in education, training or employment (EET). The 2018/19 figure of 59.4% reflects 177 young people out of a total cohort of 298. In terms of gender, there is a 8% point difference between male and female with the EET figures being 56%:64% however it should be noted that males make up 81% of the not in touch cohort therefore we have more males with unknown status.

All care leavers who are NEET have an individual EET plan in order that they are aware of the re-engagement and participation opportunities available to them. Despite our strong performance in this area, we are not complacent and supporting our care leavers remains a key focus within the ‘safe and secure’ fundamentals in the CYPP.

Performance on other key care leaver measures is equally strong when compared to latest benchmarks, as set out below:

	Royal Greenwich		London	England
	2018/19	2017/18	2017/18	2017/18
Care leavers aged 19-21 who were in higher education	11.0%	10.1%	8.3%	6.1%
Care leavers aged 17-21 living in suitable accommodation	85.9%	88.1%	82.6%	85.3%

#### 4.16. **HEM 14: Repeat Incidents of Domestic Abuse**

Repeat incidents of domestic abuse are assessed by the number of repeat referrals reviewed by the Multi-Agency Risk Assessment Conference (MARAC) in a 12 month period (the MARAC deals with cases of victims at high risk).

- In 2018/19, 474 referrals were reviewed at MARAC, of which 111 (23.4%) were repeat referrals (using the definition set out by Safe Lives). This compares with 445 referrals in 2017/18, of which 73 (16.4%) were repeat referrals.

Tackling Domestic Abuse is a priority for the Safer Greenwich Partnership and Royal Greenwich is committed to creating an environment where all forms of Violence Against Women and Girls (VAWG) are challenged, reported and dealt with appropriately.

A new VAWG Strategy has been developed for 2019-2021 which has four key priorities:

- Ensuring that all professionals have the skills, knowledge and confidence to identify and support/refer victims appropriately.
- Protecting and supporting victims giving priority to those who are high risk whilst also helping those in need of early intervention by encouraging victims to report and promoting services available.
- Raising awareness amongst the community, enabling people to understand the impact of violence against women and girls on families and communities and working together to challenge the culture of acceptance and repair the harm.

- Pursuing perpetrators through enforcement action whilst intervening to change the behaviour of perpetrators where it is appropriate and there is genuine motivation for change.

The VAWG strategic partnership is taking forward work to deliver on these four priorities.

#### 4.17. **HEM 15: Under-18 conception rate**

- The annual U18 conception rate for 2017 (most recent data) was 24.7 per 1000 (calendar year). This has increased from the previous year period (20.9 per 1000). This is the second highest rate of all London boroughs. This is 61% lower than the baseline value (62.6) and 45% lower than the position in 2010 (44.7). The conception rate for London was 16.4 and England 17.8 per 1000.
- The maternity rate has remained the same, 10.5 per 1000, since 2016.
- There were 106 under 18 conceptions for this year period, an increase since 2016.

#### 4.18. **HEM 16: Self-reported experience of adult social care – quality of life**

The findings show that of the people who responded to the survey, service users felt their quality of life was better regarding personal safety and dignity, than occupation and social participation. Occupation and social participation is explained further in HEM 17 and the action RBG is taking to reduce it.

- The average score for Greenwich has improved slightly since last year up from 18.5 to 18.52. This compares with the comparator average of 18.6 for 2017/18. Comparator data for 18/19 will not be available until September 2019.

Social care-related quality of life (SCRQoL) is calculated from eight questions in the Adult Social Care Survey. It is a composite measure using responses to survey questions covering: control, dignity, personal care, food and nutrition, safety, occupation, social participation and accommodation.

#### 4.19. **HEM 17: Self-reported experience of adult social care – social contact**

The social isolation indicator, introduced in 2013/14, has shown that the majority of social care service users do not have as much social contact as they would like.

- In Greenwich, the proportion of service users that feel they have as much social contact as they would like has improved slightly to 37.2% from 37% in 2017/18.

Most local authorities find the proportion of people who feel they have as much social contact as they like is below 50%. This shows that there is scope for local authorities to make progress in order to achieve social integration for the users of social care services. This compares with comparator average of 41.5 for 2017/18. Comparator data for 18/19 will not be available until September 2019.

### **Work to improve social contact**

Research has shown that social isolation is associated with poor health. Loneliness can contribute to increased risk of death, partly due to lack of support. Efforts to reduce social isolation are likely to have positive outcomes for wellbeing and mortality rates.

Throughout 2018/19, Health and Adults has commissioned voluntary sector organisations to address social isolation and loneliness through initiatives such as peer support (Age UK and Mind). The Social Isolation Strategy Group continues to meet, combining council officers and people from the voluntary sector and community organisations and London Fire Brigade. Members of the group worked with the Carers Centre to run another Forever Young Festival in 2018.

Following a Council motion against loneliness, members requested officers to understand more about how loneliness and social isolation impact in different areas of the borough, and recommendations for a unifying 'brand' around which volunteering campaigns and community activities aimed at increasing connectedness could align. Officers from Health and Adults Services, Housing, Public Health and Communities and Environment have been working together to make recommendations. This includes the strapline 'Greenwich Against Loneliness'.

Public health has worked on data sets that help to build a picture of geographical locations in the borough where loneliness or isolation may be a problem for people. These include census data on who is living alone; households claiming Council Tax single person discount; and also households that may be financially struggling, at risk or in crisis and therefore with limited resources to change their situation. By overlaying this information, it is possible to identify certain areas of the borough where citizens may have an increased risk of being isolated or lonely.

A further piece of work in Coldharbour has identified that there are in the region of 96 households in the area that are at risk of isolation through poverty and living conditions. It is proposed that officers undertake further, short term community engagement in Coldharbour, which would include working with Council tenants and other members of the public, taking an assets based approach to co-producing some initiatives or campaigns to reduce loneliness and assessing the level of interest in such schemes. Tenancy officers from the area and the Council's events team would work together undertake the community engagement, with advice and support from Charlton Athletic Community Trust and Public Health and Live Well Greenwich.

**4.20. HEM 18 & 19: Written, Spoken and Sign language translations - number of requests met**

The Royal Greenwich Interpreting Service (RGIS) provides a range of services, including access to British Sign Language interpreters and advice on how to access Language Line.

RGIS currently provide interpretation and translation services in 114 different languages. A pool of registered translators and interpreters are professionally qualified and are regularly tested for competency. Figures include interpretation and translations for the Clinical Commissioning Group.

Please see the following table for number of translation requests and number of requests met.

<b>2018/19</b>				
<b>Mode of Interpreting</b>	<b>No of Requests</b>	<b>Interpreter Not Available</b>	<b>Requests Met</b>	<b>Percentage of Requests Met</b>
<b>Spoken Languages</b>	8058	111	7397	92%
<b>Written Translations</b>	304	0	304	100%
<b>BSL</b>	661	15	646	97.7%

#### 4.21. **HEM 20: Advocacy - Number of service users referred to advocacy services**

This is a requirement under the Care Act where local authorities make provision for people that are judged to be in 'substantial difficulty' to have an Independent Advocate. The purpose of this is to support them in decisions about their care and support or in safeguarding investigations (including Safeguarding Adult Reviews (SARs)). This support extends to carers.

The duty to offer somebody Independent Advocacy arises if three criteria are met. They are:

- The person is engaging with the Local Authority about care and support arrangements or is involved in a Safeguarding investigation or Safeguarding Adults Review (SAR);
- The person has been judged to have substantial difficulty in that engagement; and
- There is not an appropriate person available to support the person in that engagement.

All three of these criteria must be met for the duty to apply. The criteria apply equally to carers. Consideration of whether or not to offer somebody Independent Advocacy applies from the point of first contact by, or with, an individual, i.e. before any assessment of care and support needs has been carried out.

The judgement of whether or not somebody would have "substantial difficulty" in engaging with the Council considers four aspects:

- Understanding relevant information
- Retaining information
- Using or weighing information as part of engaging
- Communicating their views, wishes and feelings

If a person is judged to have substantial difficulty in one or more of these areas, then consideration must be given to whether or not there is an appropriate person to support them. If not, then they must be offered Independent Advocacy.

During 2018/19, 108 people were referred for Independent Advocacy, an average of 27 per quarter. This compares to 149 people (37 per quarter) for 2017/18.



#### 4.22. **HEM 21: The differential outcome in the ratio of applicants to lettings**

- In 2018/19, there were 1,141 lettings in total. Of these, 54% were to BME applicants and 46% to white applicants.
- The percentage of BME applicants on the Housing Register 52%.

#### 4.23. **HEM 22: Adult Participation in Sport**

Greenwich has a new Physical activity and Sport Strategy and Action Plan 'Greenwich Get Active' which was approved by Cabinet in May.

There are currently 55,100 inactive adults in Royal Greenwich, a further 31,900 adults do some activity, but need to do more to meet recommended weekly activity guidelines. This brings the total number of adults who are insufficiently active to 87,000.

The new 4 year strategy and action plan is seeking to ensure there is no increase in the numbers of people inactive and will seek to reduce that figure over time, with the follow objectives with a number of key actions now underway. This work includes:

- Increasing communication and raising awareness about physical activity and sport offer available in Greenwich;
- Increasing participation rates amongst Greenwich's young people and adults;
- Using behaviour change interventions to tackle inactivity amongst underrepresented groups in Greenwich;
- Using physical activity and sport to boost Greenwich economy, inspire social mobility and support people to be the best they can be;
- Widening access to community assets and embed physical activity and sport into planning policies and regeneration schemes; and
- Using local insight to ensure the relevance of the physical activity and sport offer and engage more people in community life.

Data provided by Greenwich Leisure Ltd shows that currently there are 29,835 adults who hold membership to our leisure centres. During April to June 2019 (Q1), visits increased by approximately 7% (37,028), from 333,949 in 2018 up to 370,977 in 2019 over the same period. The table below includes the same Q1 broken down by gender and disability over the past three years.

Other equality measures	Q1 2019	Q1 2018	Q1 2017	Details / Comments
Adult participation in sport continued	5,920	6,798	4,820	Total Adult Disabled Use
	192,491	167,362	171,164	Total Adult Female Use
	178,486	166,587	166,450	Total Adult Male Use

## 5. **Available Options**

5.1. Note the progress made on the Council's annual Headline Equality Measures for 2018/19.

## 6. **Preferred Option**

6.1. Note the progress made on the Council's annual Headline Equality Measures for 2018/19.

## 7. **Reasons for Recommendations**

7.1 The Council is required under the Equality Act, and Public Sector Equality Duty, to produce four yearly objectives, which are specific and measurable.

Issue	Implications	Sign-off
<b>Legal</b> including Human Rights Act	The Public Sector Equality Duty is set out in section 149 Equality Act 2010. This requires the Council in exercise of its functions to have due regard to the need to; 1. Eliminate discrimination, harassment, victimisation and any other conducted prohibited under the Act. 2. Advance equality of opportunity	John Scarborough, Director of Legal Services, 19 September 2019

	<p>between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>Having due regard to the need to advance equality of opportunity involves having due regard in particular to</p> <ol style="list-style-type: none"> <li>1. remove or minimise disadvantages suffered by persons who share a relevant protected characteristic</li> <li>2. take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.</li> <li>3. encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.</li> </ol> <p>The purpose of this report is to update the Overview &amp; Scrutiny Committee on progress made on the Council's annual Headline Equality Measures for 2018/19. No formal decision will be taken. As such, there are no legal implications arising directly from the report.</p>	
<p><b>Finance</b> and other resources including</p>	<p>There are no material financial implications arising from this report</p>	<p>Damon Cook Director of Finance</p>

procurement implications		16/09/2019
<b>Equalities</b>	<p>This report is submitted in support of the Royal Borough of Greenwich's commitment to the Equality Act 2010 and the Public Sector Equality Duty, which requires public bodies to pay due regard to:</p> <ul style="list-style-type: none"> <li>(i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;</li> <li>(ii) Advance equality of opportunity between people from different groups; and</li> <li>(iii) Foster good relations between people from different groups.</li> </ul> <p>Part of our commitment to this is to produce four yearly objectives, which are specific and measurable.</p> <p>There are no decisions recommended through this paper, it is an update on progress on the agreed Equality Objectives.</p>	<p>Grace Roman Corporate Development Officer 19/08/19</p>

## 8. **Report Appendices**

8.1. The following documents are to be published with and form part of the report:

- Appendix A: Headline Equality Measures – list and descriptions
- Appendix B: Equality Objectives 2016-2020
- Appendix C: Workforce equality information including schools data

## 9. **Background Papers**

**Gender Pay Gap** (March 2019) [www.royalgreenwich.gov.uk/genderpaygap](http://www.royalgreenwich.gov.uk/genderpaygap)

**Human Resources Performance Monitoring** (Corporate Finance and Performance Panel, September 2019)

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