

OVERVIEW AND SCRUTINY PANEL	DATE 17.09.2018	ITEM NO
TITLE Headline Equality Measures	WARD (S)	
CHIEF OFFICER Director of Communities and Environment	CABINET MEMBER Culture, Leisure and the Third Sector	

I. Decision required

- 1.1. The Scrutiny Panel is requested to note progress made on the Council's annual Headline Equality Measures for 2017/18.

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 1; and the Equality Objectives 2016-2020 are contained at Appendix 2. Appendix 3 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 to cover 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.

3. **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: Pupils achieving 5+ A*- C grades at KS4 (Including English and Maths) by ethnicity, gender, pupil premium and SEN/EHC plans
- Under 18 Conception rate

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

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**

The Royal Borough of Greenwich (RBG) is committed to developing a workforce that 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: benchmarking figures provided are via London Councils, on behalf of the 33 London Boroughs. This data (relating to 2016/17) *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 3.

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

- In 2017/18, 4.8% of staff¹ (184 out of 3,866) identified themselves as having a disability, up slightly from 4.7% in 2016/17. This figure is the same as the London Councils' average.
- A further 2.4% 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 2.8% (6 out of 215) of the top 5% of earners (i.e. PO7 and above), compared to the London Council average of 3.2%².

RBG 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. In 2017/18, disabled applicants constituted 4.5% of all applicants (excluding schools), and a similar number of all new recruits declared a disability, at 3.1%.

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 and make sure staff do not face 'substantial disadvantage'. Reasonable adjustments are changes to the work environment that allow people with disability to work safely and productively.

¹ All figures are excluding school staff. For additional statistics, including schools staff, please see Appendix 3.

² 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. London Councils figure is median of 31 respondents for 2016/17.

In 2017, RBG was awarded Disability Confident Employer Status by the Department for Work & Pensions (DWP), 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 demonstrate RBG's commitment include:

- offering disabled applicants who meet the minimum shortlisting criteria the opportunity of a guaranteed interview;
- putting reasonable adjustments in place;
- equality and diversity training to help foster an inclusive working environment;
- organisational support for the Disability Forum and the Mental Health & Wellbeing Network; and
- funding of Employee Assistance Programme (EAP) and Occupational Health.

Software to support employees

Next Generation Text Relay (NGTR) software was rolled out across the organisation to ensure that hearing-impaired employees are able to contact colleagues by phone. The software allows a deaf caller to type dialogue, which is then read aloud by the relay assistant. Spoken replies are then converted into the text by the relay assistant so that the deaf caller can read the response.

4.4. HEM 3: The percentage of ethnic minority employees

- In 2017/18, black and minority ethnic (BAME) staff representation increased slightly from 29.5% to 30.4% (1177 employees).
- By broad ethnic origin, 19.8% of staff are Black, 6.3% Asian and 3.8% are of mixed racial origin.
- Employees from ethnic minority backgrounds accounted for 38.9% of all new appointments in 2017/18, slightly above the boroughs 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 22.8% (49 employees) of the top 5% of earners (PO7 and above), up from the 19.0% in the previous year.
- This figure is above the London Council average of 15.2%³.

³ 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.

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

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 new Leadership and Management training programme will be rolled out with a percentage of the places on this course being ring-fenced to BAME staff.

Information on the Race Equality Network can be found at HEM 6.

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

- In 2017/18, 4.5% of employees were aged under 25 years (174 employees), up slightly from 4.3% in 2016/17.
- This compares with the London Councils average of 3.0% of the workforce under 25 years.
- The workforce has an average age of 44.4 years, compared with the London Council average of 45.8 years.

Royal Greenwich has a Workforce Strategy, which aims to ensure that our workforce is future-proofed and fit for purpose, focused 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 using recruitment tools such as LinkedIn which allows RBG to showcase our culture and brand.

Information on the Greenwich Young Professionals Network is available at HEM 6.

Trainee or Career Grade posts: Directorates are encouraged to develop trainee or career grade posts within the Council (which may also be linked to apprenticeship qualifications as highlighted below). These include:

Children's Services	In-year Admissions Officer, Newly Qualified Social Worker, Social Work Career Grade, YOS Worker*
Communities & Environment	Electoral Services Manager, Trainee Communications & Social Media Officer, Corporate Development Officer, Trainee Crematorium Operative, Assistant Web Technical and Business Systems Officer*, Customer Services & Support Officer*, Events and Community Engagement Support*
Finance	HR Trainee Advisers, HR Trainee Assistants, HR Information Officer, Trainee Health, Safety & Wellbeing Officer, Customer Service Advisor, Assistant Lawyer*, Creditors Trainee*
Health & Adult Services	Newly Qualified Social Worker, Social Care Assessor*, Systems Support & Data Quality Officer*, Commissioning Officer*, Public Health Intelligence Analyst*, Quality Assurance Officer*
Housing & Safer Communities	Environmental Health Officer, Lead Officer, Technical Officer, Housing Support Trainee*, Delivery Enhancement Officer*
Regeneration, Enterprise & Skills	Conservation Officer, Technical Support Officer, Systems Support Officer, Mechanical Contract Officer, Trainee Quantity Surveyor, Engineer, Planning Officer*

*New or amended for 2017/18

Apprentices

Between April 2017 and March 2018, 70 apprentices started positions with the Council. 60% were aged 16-24 when starting their apprenticeship.

The Centrica Top 100 Apprenticeship Employer Awards celebrate employers that have shown the greatest commitment to apprenticeships. In 2017, RBG was recognised as one of the top apprenticeship employers in the country and the only local authority to make the awards list. Furthermore, in October 2017 the Council was invited to the London and South East Regional Apprenticeship Awards Ceremony and received a “*Highly Commended*” award in the category of Large Employer.

Since 2012, RBG has offered entry-level apprenticeships to new recruits employed via an apprenticeship training agency (ATA). From April 2017, a series of reforms to the apprenticeship system were introduced including the way apprenticeships are funded. Employers with a pay bill of more than £3m are now required to pay an Apprenticeship Levy. Furthermore, since May 2017, all public sector bodies have been targeted to achieve an apprenticeship

recruitment target of 2.3% of the workforce headcount. Based on the 31st March 2018 headcount this equates to 173 new or re-designated post per year⁴.

In order to fulfil these requirements, RBG will now be directly recruiting apprentices via three types of apprenticeship programme:

- Greenwich Direct Apprenticeships – aimed at new recruits who have little or no experience in the industry they are joining, who will achieve the standards that they need to be ready to work in the sector they have chosen. These are fixed term placements aligned to the duration of the qualification, graded at Scale 1 and ring-fenced to borough residents. (These replace the ATA model).
- Trainee or Career Grade posts – new recruits or existing staff⁵ who are early in their careers.
- CPD Apprenticeships – aimed at existing staff in support of continuous professional development.

National Graduate Development Programme

The Council continues to support candidates on the National Graduate Development Programme (NGDP), a two-year graduate fast-track management development programme, run by the Local Government Association (LGA). The scheme 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.

- In 2016/17, 5 NMTs successfully completed the programme, of whom 4 secured permanent roles within RBG and 1 secured a role within a partner organisation (Thrive London). All are still in post.
- In 2017/18, 9 NMTs were recruited to the programme and are now in their second placement. This is the largest cohort that RBG has recruited to date and is testament to the success of previous cohorts.
- Royal Greenwich will participate in the process to recruit NMTs in the next cohort in early 2019. The successful NMTs will commence their placements with RBG in September 2019.

⁴ The public sector target is based on headcount and is recalculated each month. The figure provided in last year's annual report was 216. However as a result in the reduction of the schools headcount, this figure has reduced to 173.

⁵ By re-configuring posts during service reorganisations.

4.7. **HEM 6: Staff Networks**

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.

Staff networks and Trade Unions contribute to the Council's work on equality and diversity by representing the interests of staff throughout the Royal Borough of Greenwich and provide staff with the opportunity to hear what the Royal Borough is doing to promote equality and diversity.

Five official staff networks 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

The networks provide all staff with an opportunity to influence corporate policy development, raise workplace issues and concerns and meet colleagues from across the Council in order to network with and support each other.

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 keynote 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 2017/18, 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 on evenings and weekends. Events in 2017/18 have included:

- REN organised an educational *Black History Weekend Tour* of the Netherlands (Amsterdam), exploring the rich heritage of Africans in the Netherlands and their connection to Suriname in South America⁶.
- Responding to requests for more participation at remote sites, the REN also held an *Open Day* at Birchmere Depot. The event aimed to raise awareness,

⁶ Please note that this was not a funded trip, but paid for by staff.

recruit members and allow Birchmere staff to engage with REN representatives.

- *Benefits of Health & Vitality* was hosted by the Disability Forum, this event provided talks on healthy lifestyle choices, how stress impacts on the workforce and what measures there are in and around Greenwich to help staff. The event also offered staff the opportunity to experience sessions in mindfulness, reiki and massage; tests from the stroke association and information on the expert patient program were also available.
- The *GYPN Annual Network Party* provided an opportunity for staff to mingle with like-minded colleagues from across the Council informally and in a non-working environment.
- An event hosted by the Disability Forum entitled *Carers* and was supported by Paul Wilmette (Assistant Director – Transformation and Change, Health & Adult Services). The aim of this event was to help raise awareness of the stresses and strains faced by carers and reduce the sense of isolation for those already in a caring role.

Staff Survey

The annual Staff Survey provides an opportunity to take a health check of the organisation and ensure that the views of all staff are considered. The staff networks are involved in the development of the survey, and participate in focus groups.

Other ways in which the Council continues to promote diversity in the workplace are through:

- Introduction of a Childcare Deposit Loan Scheme, which is an interest free loans scheme designed to support new and existing parents back into work by providing families with the means to cover the up-front costs of their childcare provision and thereby return to work sooner.
- Ongoing funding and promotion for the Employee Assistance Programme (EAP) to encourage staff wellbeing. It offers support to staff (and their families) via confidential counselling, help and information. The service is provided free of charge 24 hours a day, every day of the year. The service can help with a range of problems from practical everyday matters, to sensitive and emotional issues.
- Continuing to train and develop a 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.
- A Multi-faith and Quiet Contemplation room (at the Woolwich Town Hall).

- From 31st March 2018, all organisations with 250 or more employees are required to report on their gender pay gaps. The purpose of this reporting is to achieve greater gender equality across the UK and increase pay transparency. Figures for RBG reveal women on average earn more than men. There is a mean (average) gap of 5% and a median (mid-point) gap of 7%. More detailed information is available from the Council's website: www.royalgreenwich.gov.uk/genderpaygap.

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

As of February 2018 (latest available data)⁷:

- 3,160 residents were claiming Job Seekers Allowance;
- 10,317 residents were on 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

During the financial year 2017/18, Greenwich Local Labour and Business (GLLaB) provided employment support to over 1,850 new service users, including 32 families affected by the Welfare Reforms. Of these 1,222 were supported into training or employment.

Of those customers who completed the equalities monitoring information:

- 46% from a BAME Background
- 49% were female
- 51% were male
- 8% were disabled people
- 9% were lone parents

GLLaB supported 77 service users into apprenticeship opportunities with placements across various Council departments and with external employers, including MACE, JB Riney, GS Plus, Thames Tideway, Lovell, Morrisroe, Streetscape, O'Keefe, Brenbar and Berkley Homes amongst others. The job roles include places in business administration, electrical installation, bricklaying, carpentry, street lighting, ICT, plumbing and heating, landscape gardening and vehicle engineering. These are Level 2 and 3 apprenticeships across a range of training providers.

⁷ Department for Work and Pensions, Benefit statistics via Stat-Xplore <https://stat-xplore.dwp.gov.uk>

GLLaB continues to respond to high volume recruitment opportunities linked to regeneration activities. In 2017/18, GLLaB supported 656 people into work; and employers include:

AEG, Primark, Wilmot Dixon, Berkeley Homes, Lovell, Knights Dragon, JB Riney, Mace, NHS, Thames Tideway, GS Plus, Emirates Aviation Centre, Arora / Intercontinental Hotel, Eleanor Healthcare, National Maritime Museum and Royal Museums of Greenwich, Homesense, ISS Facilities Services, J7 Security, Marks and Spencer, McDonald's, Sainsbury's, UPS, Village Staff, and Peabody.

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

The headline NEET performance measure was changed in September 2016 to report on the combined figure of NEET and activity not known young people aged 16-17 (Academic years 12-13). The official DfE measure is based on a Dec-Feb average published in October. For 2017/18, the Greenwich NEET & Unknown was 4.0% compared to 5.0% England. The figures below are more recent, local figures.

	Royal Greenwich		England	
	2017	2018	2017	2018
16-17 year olds residing in the borough in education, training or employment (in learning)	92.0%	92.9%	91.8%	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)	3.4%	2.2%	3.0%	2.9%
Young people aged 16-18 (academic year 12-14) and residing in the borough whose current activity is not known	1.8%	2.2%	3.0%	2.9%

Data taken from NCCIS as at end of May 2018. Previous year relates to end of May 2017

There have been continued improvements in the Greenwich NEET figures from last year. At the end of May, the combined Greenwich NEET and not known figure of 4.4% is below the projected England figure (5.9%) and London figure (4.7%). It is also better than Greenwich performance at the same time last year (5.2%).

As at May 2017, White British are over represented in the NEET cohort (73% of NEET but only 45% of resident population). Boys are also more likely to be NEET (61% of NEET as opposed to 39% girls).

4.10. **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
	2015	2016	2017	2017	2017
Achievement of a good level of development across the EYFS	77%	79%	78%	73%	71%

Children 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 2017, 78% of children reached a good level of development, ranking Greenwich 3rd in England and 7% points above the England average.

Good Level of Development	Royal Greenwich	England	Difference
All Pupils	78%	71%	7% points
Boys	71%	64%	7% points
Girls	85%	78%	7% points
Gender gap	14% points	14% points	0% points
Eligible free school meals (FSM)	69%	56%	13% points
Not eligible for FSM	79%	73%	6% points
FSM gap	10% points	17% points	7% points

Using the headline performance measure of a good level of development at the EYFSP, among the largest ethnic groups⁸, the achievement of Indian, Other Asian Background, Other Black African, Other Black Background, Other Mixed Background and Other White Background pupils is above the borough average; White British, White European and Black Nigerian pupils were just below at 77%. Black and minority ethnic (BME) pupils outperformed White British pupils by 2 percentage points.

⁸ Larger ethnic groups are defined as groups including at least 100 pupils.

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. 5%)⁹. The attainment gap for BME pupils narrowed 7% points in 2017, whereas the gap for White British pupils increased by 2% points.

Greenwich schools make effective use of pupil premium funding to narrow attainment gaps for those most at risk of poorer outcomes, and Ofsted inspections of schools during 2017/18 have seen good evidence of this. Supporting pupil premium eligible pupils to achieve their very best is also a key area under priority one of the new Children and Young People’s Plan (CYPP) ‘*Strong Foundations for children from disadvantaged backgrounds*’.

It is not possible to provide contextual detail as to the 2018 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.

4.11. HEM 10: Key Stage 4: Pupils achieving A* - C / 4+ and 5+ grades in English and Maths at KS4 (by ethnicity, gender, pupil premium and SEN) – please note change in indicator A*-C transitioned to 9-1 scale.

In 2017, Greenwich performance was above England in the English and Maths headline measure for both 4+ and 5+; however, Greenwich remains lower than London. 4+ has been reported in 2017 to allow comparison with A*-C but the new headline measure will be 5+.

	Royal Greenwich		London	England
	2016 (A*-C)	2017 (4+/ 5+)	2017 (4+/ 5+)	2017 (4+/ 5+)
Percentage of pupils achieving A* - C (2016) and 4+/5+ (2017) in English and Maths at Key Stage 4	60.8% -	62.7% 41.6%	67.9% 48.2%	59.1% 39.6%

⁹ 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

The table below shows the percentage of pupils achieving the headline measure by pupil characteristics. Gender, disadvantage and special educational needs gaps were much narrower in Royal Greenwich than England.

5+ in English and Maths	Royal Greenwich	England	Difference
All Pupils	41.6%	39.6%	-2.0% points
Males	40%	40%	0% points
Females	43%	46%	-3% points
Gender gap	3% points	6% points	-3% points
Disadvantaged pupils	30%	25%	-5% points
Non disadvantaged pupils	50%	49%	-1% point
Disadvantage gap	20% points	24% points	-4% points
Not SEN	45%	48%	-3% points
Pupils with SEN Support	23%	16%	-7% points
Pupils with statement or EHC plan	7%	5%	-2% points
SEN gap (i.e. with Not SEN pupils)	22% points 38% points	32% points 43% points	-10% points -5% points

Among the largest ethnic groups, Black African groups generally perform at or above the borough average. Black Caribbean and White British perform below the borough average.

Fewer than one in five (16%) of White British and disadvantaged pupils got a 5+ in English and Maths in 2017. BME disadvantaged pupils were more than twice as likely to achieve the English and Maths headline measure (37%) and were only slightly below the borough average of 42%.

	KS4 A* - C / 4+ in English & maths			
	2015 dis gap (A*-C)	2016 dis gap (A*-C)	2017 dis gap (4+)	Difference (16-17)
White British	33%p	30%p	34%p	4% points
BME	10%p	14%p	15%p	1% point
All pupils	18%p	20%p	20%p	0% points

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.

4.12. **HEM 11: Under 18 conception rate**

- There have been further decreases in the under 18 conception rate since 2008, and the gap with our comparators has narrowed.
- The 2016 rate was 67% below the 1998 Pregnancy Strategy baseline and 53% lower than the position in 2010 (44.7).
- For the first time RBG dropped outside of the top 5 under 18 conception rates within London and is now placed 10th.
- There were 92 conceptions in 2016 the first time there have been fewer than 100 conceptions in a year.
- The rate of under 18 conceptions that result in a birth decreased in 2016 to 10.5 per 1000 girls aged 15-17. However, this remains above the average for London (6.2) and England (9.1), and was the second largest rate of conceptions resulting in a maternity out of London boroughs.

Whilst we have seen significant improvements in this area, there is a need for a continued and consistent focus of co-ordinated planning, activity and monitoring to address the complexities surrounding this area, which will be addressed as part of the wider refresh of our local Sexual Health Strategic Action Plan.

Maintaining best practice approaches remains vital. In addition, work will be undertaken to explore methods of identifying and engaging with young women who are deemed more vulnerable, and who can be identified as having a greater number of risk indicators for early pregnancy.

Work is also currently underway in partnership with Lewisham & Greenwich NHS Trust, to analyse data related to young mothers participating in the Family Nurse Partnership Programme. This insight will enable us to identify gaps in preventative provision whilst developing a greater understanding of the teenage parent cohort.

Increased collaborative working with partner services will also continue to be vital, with planned work underway to address the barriers practitioners face in discussing sexual health with young people and exploring how this can be supported.

4.13. **HEM 12: The number of discriminatory incidents recorded by the Council**

One member of staff within Children's Services reported being subject to sexually harassing behaviour from a member of the public. The incident was reported to the Police and management action was taken to mitigate any further risk. Three members of staff reported being subject to verbal abuse from members of the public in 2017/18. However, these were not deemed to be discriminatory in nature.

Grievances were raised by two members of staff, which included elements related to discrimination. Following investigations, neither case was upheld on these grounds.

4.14. **HEM 13: The Number of Hate Offences Recorded by the Police**

- There were 496 racist and religious hate offences recorded in 2017/18, compared with 580 in 2016/17. This is a decrease of 84 (-14.5%).
- 53 homophobic offences were recorded in 2017/18, compared with 40 in 2016/17. This is an increase of 13 (+32.5%).
- 20 disability hate offences were recorded in 2017/18, compared with 9 in 2016/17. This is an increase of 11 (+122.2%).
- 36 faith hate offences were recorded in 2017/18, compared with 24 in 2016/17. This is an increase of 12 (+50.0%).

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.

Analysis is undertaken to help the Hate Crime Strategic Partnership Group task resources appropriately and ensure that additional support is offered in those areas of concern that come to attention. 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 2017/18, the Hate Crime Panel reviewed 33 cases, compared with 53 the previous year. Of these, 11 cases dealt with Disability-targeted hate crime, 14 for Race, 2 for Religion or Belief 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 2017/18, 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.

The Council commissions the Greenwich Inclusion Project (GrIP) to work with METRO GAVS and Greenwich Association of Disabled People (GAD) to raise awareness amongst local communities, enabling people to recognise, challenge and report hate crime.

4.15. HEM 14: 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 293 young people in the overall counting cohort for 2017/18, their profile was as follows:

Gender	Male	180	61%
	Female	113	39%
Ethnicity	White British	112	38%
	Other White	30	10%
	Black African	55	19%
	Black Caribbean	10	3%
	Other Black	19	6%
	Asian	18	6%
	Mixed	34	12%
	Any other group / unspecified	15	5%

All care leavers in employment, education or training at ages 17-21 (includes those not in touch)	Greenwich 2017/18	Greenwich 2016/17	London 2016/17	England 2016/17
	60.4%	64.1%	55.3%	53.1%

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 2017/18 figure of 60.4% reflects 177 young people out of a total cohort of 293. In terms of gender, there is a 6% point difference between male and female with the EET figures being 58%:64% however it should be noted that males make up 85% 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:

	Greenwich 2017/18	Greenwich 2016/17	London 2016/17	England 2016/17
Care leavers aged 19-21 who were in higher education	10.1%	10.3%	8.4%	6.1%
Care leavers aged 17-21 living in suitable accommodation	88.1%	89.7%	83.6%	84.8%

4.16. **HEM 15: Repeat Incidents of Domestic Violence**

Repeat incidents of domestic violence are assessed by the number of repeat referrals reviewed by the Multi-Agency Risk Assessment Conference (MARAC) in a 12 month period.

- In 2017/18, 445 referrals were reviewed at MARAC, of which 73 (16.4%) were repeat referrals (using the definition set out by Safe Lives). This compares with 321 referrals in 2016/17, of which 57 (17.8%) 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 are challenged, reported and dealt with appropriately.

The Council has funded a Police Domestic Violence Intervention Team since 2013/14. In 2016/17, the team worked with 298 new victims, compared with 284 the previous year. The team also worked with 205 new perpetrators in 2016/17, compared with 124 the previous year.

A Domestic Violence and Abuse (DVA) Strategy for Greenwich has been in place for the period 2013-17. During this time, a closely linked, but separate, Violence against Women and Girls (VAWG) Strategy 2015-18 was developed, following national policy development. Greenwich aims to bring these two strategies together for 2018-21. Therefore, a one-year refresh of the DVA Strategy was undertaken in 2016-17 to ensure the timescales of both strategies will come into line with each other. The interim DVA strategy 2017-18 has incorporated the introduction of the coercive or controlling behaviour offence that came into force in December 2015.

4.17. 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 18.4 to 18.5. This compares with the comparator average of 18.5 for 2016/17. Comparator data for 17/18 will not be available until September 2018.

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.

4.18. 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 decreased.

- 37% of service users that responded felt they had as much social contact as they would like, compared to 42% in 2016/17.

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.

Work to improve social contact

As part of the Better Care Fund, Greenwich is continuing to work closely with community sector organisations in the prevention of social isolation. Since 2015/16, organisations have come together to form a steering group and recruit, train and supervise volunteers and provide a volunteer coordinator to organise the day to day running of the service. This project is for residents in the Royal Borough of Greenwich who are aged 65 and over and are socially isolated.

Recent 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. The Greenwich Integrated Volunteer Network (GIV) aims to address this.

The GIV Network is a volunteering service that continues to offer support for older, socially isolated people. 43 volunteers have supported 131 people in 2017 during hospital stays, between appointments and in their own homes. The service has expanded in most Queen Elizabeth Hospital wards. Outcomes from the service continue to be positive with good links developed with colleges in Greenwich to attract younger volunteers.

The first Forever Young Festival took place in September 2017. The festival is an innovative and high profile flagship event, which brings socially isolated people and the wider community together in the spirit of celebration and entertainment, whilst providing access to information on regular specialist support and health and wellbeing services. 38% of attendees said they made new friends and 43% found a new activity that they would visit.

4.19. 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.

Mode of Interpreting	No of Requests	Interpreter Not Available	Requests Met	Percentage of Requests Met
Spoken Languages	7529	125	7404	98%
Written Translations	249	2	247	99%

Mode of Interpreting	No. of Requests	Interpreter not available	Request Met	Percentage of Requests Met
BSL	567	20	547	96.5%

4.20. 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 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;

- 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 2017/18, 149 people were referred for Independent Advocacy, an average of 37 per quarter. This compares to 157 people (39 per quarter) for 2016/17.

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

- In 2017/18, there were 1,283 lettings in total. Of these, 49% were to BME applicants and 51% were to white applicants.
- The percentage of BME applicants on the Housing Register is 48%.

4.22. **HEM 22: Adult Participation in Sport**

Sport England’s Active People survey has been superseded by Active Lives and to date, has not been undertaken for this year.

However, London Sport, Sport and Physical activity Profile for Greenwich 2017/18, states that Greenwich participation levels are just below the London Average.

- The Profile found 63% generally active and 37% needing to do more or start. This latter equates to 61,000 adults.

To get more people active, the Sport and Leisure service, within Communities and Environment, is working with colleagues in Public Health on the new Physical Activity and Sport Strategy. This will include a detailed action plan, which is linked to the corporate objectives.

Usage within our Leisure Centres

- Data presented by Greenwich Leisure Ltd shows that during the first quarter of 2018 (April - June), there were a total of 529,994 adult visits to the leisure centres, a small increase on the same period during 2017.

Sutcliffe Park Sports Centre opened in January 2018, and is proving to be a big hit. The addition of the indoor athletics track, skate park, clip n’ climb, and soft play elements have really broadened the appeal and reach of the centre. Sutcliffe Park Sport Centre continues to be a success from its opening, when the number of visits between January – March totalled 29,000, with over 36,000 visits in Q1 (2018/19).

The new Plumstead Centre will become the latest co-located facility in the Borough, when it opens in the Autumn of 2019. The centre will include leisure facilities, which will cater for the local community by providing high quality provision and deliver a programme that encourages the philosophy of ‘healthy mind, healthy body’.

5. Cross-Cutting Issues and Implications

5.1. No cross-cutting issues have been identified.

Issue	Implications	Sign-off
Legal including Human Rights Act	The council’s equalities duties are 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	<i>Azuka Onuorah</i> <i>31/08/2018</i>

	<p>other conducted prohibited under the Act.</p> <ol style="list-style-type: none"> 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. <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"> 1. remove or minimise disadvantages suffered by persons who share a relevant protected characteristic 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. 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. 	
Finance and other resources including procurement implications	There are no material financial implications arising from this report	<i>Damon Cook Head of Strategic Accounting 04/09/2018</i>
Equalities	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:	<i>Grace Roman Corporate Development Officer 29/08/2018</i>

	<p>(i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;</p> <p>(ii) Advance equality of opportunity between people from different groups; and</p> <p>(iii) Foster good relations between people from different groups.</p> <p>There are no decisions recommended through this paper, it is an update on progress on the agreed Equality Objectives.</p> <p>The impact has been analysed and does not vary between groups of people.</p>	
--	--	--

6. **Report Appendices**

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

Appendix 1: Headline Equality Measures 2017-18

Appendix 2: Equality Objectives

Appendix 3: Workforce data including schools

7. **Background Papers**

7.1. None.

Report Author: Grace Roman – Corporate Development Officer
 Tel No. 020 8921 6967
 Email. Grace.Roman@royalgreenwich.gov.uk

Reporting to: Jackie Jago – Head of Corporate Services

ITEM NO:

PAGE NO: 26

Tel No. 020 8921 5044
Email. Jackie.Jago@royalgreenwich.gov.uk

Chief Officer: Katrina Delaney – Director Communities and Environment
Tel No. 020 8921 6101
Email. Katrina.Delaney@royalgreenwich.gov.uk