



Corporate Services Department

Human Resource Management Division

# Equality Policy

November 2005

## **Darlington Borough Council's Equality Policy Statement**

At Darlington Borough Council, we aim to promote equality in everything we do. This includes the way in which we:

- plan and deliver our services to the community
- treat our employees
- treat people who apply for jobs with the Council
- take decisions in our various regulatory functions (e.g. licensing)
- work as a community leader
- work in partnership with other organisations in Darlington
- enter into contracts or tender to provide goods and services

Darlington has a diverse community and we are committed to serving every member of our community to the best of our ability. We will train and develop our employees on equality issues and monitor and review the way we work. This will help us to address any disadvantages that may impact on any members of our community for any reason, but particularly because of their age, gender, sexual orientation, disability, race, ethnicity, religion or belief.

We will also work in line with equalities legislation and best practice.

We are proud of our good reputation in terms of equality and welcome your comments if there is anything you feel we could be doing better.

# **GUIDANCE ON DARLINGTON BOROUGH COUNCIL'S EQUALITY POLICY**

## **1.0 Introduction**

1.1 This guidance helps people to put the Council's commitment on equality into practice.

1.2 A common sense approach should be taken at all times. The Council advises Elected Members and employees to assess a situation and act in the most appropriate way to help individuals and groups to access the Council's services.

1.3 As equality applies to everything the Council does, there are a number of other Council documents that are relevant to the Council's policy. These are listed in **Appendix A**.

## **2.0 Who needs to follow this Policy?**

2.1 This policy applies to:

- Darlington Borough Council employees
- Elected Members
- People on work placements with the Council
- Volunteer workers
- Subcontractors and contractors
- Formal partners

2.2 The policy does not apply to employees in schools who are appointed directly by school governing bodies. However, schools will be encouraged to adopt a similar policy.

2.3 The Council reserves the right not to engage with people, groups and political parties whose views and actions conflict with this or related equality policies.

## **3.0 Responsibility**

3.1 Elected Members are responsible for ensuring that they understand this policy and set a good example through their own behavior.

3.2 The Chief Executive and Directors have overall responsibility for carrying out this policy.

3.3 The Council's Strategic Social Inclusion Group and Social Inclusion Implementation Group have been set up to promote social inclusion issues (which includes equality and diversity) in the Council and across Darlington. However, it is also very important that all employees, people on work placements, volunteer workers, subcontractors, contractors and formal partners work in line with this policy to make sure that it works across the Council.

### ***Managers' Responsibility***

3.4 Every manager in the Council has a responsibility to promote equality. This involves:

- being proactive and leading by example through their own behaviour
- making sure that they and their team members have equalities training so they understand about equalities legislation, the Council's responsibilities in this area and their own responsibilities
- ensuring that their services meet the different needs of the community
- helping the Council to achieve the Best Value Performance Indicators and other targets relating to equality
- Helping the Council to achieve the relevant level of the Equality Standard for Local Government

### ***Employees' Responsibility***

3.5 All employees have a responsibility to be aware of this policy and to ensure that their behaviour is in line with this policy (in terms of how they relate to other employees and deliver council services).

3.6 Employees should also understand the other corporate policies and those that relate to their own area of work and carry them out in a non-discriminatory manner.

3.7 If an employee sees something that is discriminatory when they are at work, they have a duty of care to other employees and members of the public to tell their manager about it. If the incident happened because of someone's race or ethnicity, the employee should report this by using the Council's 'Guidelines for Reporting and Dealing with Suspected Racial Incidents.' Their manager will be able to help them with this.

3.8 If employees feel that they are being harassed and /or bullied by someone else who works for the Council, the Council will use the Anti Harassment and Bullying Policy in the first place to try and sort this out.

3.9 Serious acts of discrimination, harassment, bullying or victimisation against employees or service users are disciplinary offences. These will be dealt with under the Council's Anti Harassment and Bullying and Disciplinary Procedure.

## **4.0 Legislation**

4.1 The Council's equality policy statement and this guidance take account of existing equalities legislation and codes of practice. These are listed in **Appendix B**. The Council must comply with these in all areas of our work.

4.2 It is unlawful to discriminate directly or indirectly on grounds of sex (which may include change of sex), pregnancy, colour, race, nationality, or ethnic or national

origins when you provide goods, facilities or services to customers. Because of this, the Council must work to stop any direct and/or indirect discrimination against members of the community, people who apply for jobs and employees.

4.3 It is also unlawful to discriminate, without justification, on grounds of disability or to fail to make 'reasonable adjustments' to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services.

4.4 In terms of recruitment and selection or employment, it is also unlawful to discriminate directly or indirectly on grounds of sexual orientation or religion or belief, or because someone is married.

4.5 Some types of harassment or bullying will also be unlawful discrimination. It is also unlawful to victimise someone because she or he has alleged unlawful discrimination, helped someone to make a complaint or given evidence in relation to a complaint. (Please refer to the Council's Anti-Harassment and Bullying policy for further information). Employees need to understand that they can be held personally liable as well as, or instead of the Council for any act of unlawful discrimination.

4.6 *Direct Discrimination* means treating one person less favorably than others without justifiable reasons due to any of the reasons covered by legislation. An example of direct sex discrimination would be refusing to employ a woman purely because she is pregnant.

4.7 *Indirect Discrimination* means applying a provision, criterion or practice that cannot be justified and which, in practice, prevents people from certain groups from gaining employment / receiving a service. An example of indirect race discrimination could be a recruitment exercise to fill a senior management post that is only communicated to a pool of internal senior and middle managers, most of whom are white.

4.8 The Council must also comply with any legislation that is introduced in the future. For example, from October 2006, it will be unlawful to discriminate unjustifiably on grounds of age in relation to employment.

4.9 Council employees must take all current and planned legislation into account when they develop, monitor and review all their policies, procedures and strategies.

## **5.0 Definitions**

5.1 There are a number of words that people may use when they talk about equality issues. These are described in the paragraphs below.

5.2 *Institutional Racism / Institutional Discrimination* is the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes,

attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

5.3 *Harassment* is unwanted conduct / attention that has the purpose or effect of violating a person's dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment. It may be related to age, gender, race, disability, religion or belief, nationality or any personal characteristic of an individual. (Please refer to the Council's Anti-Harassment and Bullying policy for further information.)

5.4 Many conscious and unconscious acts of discrimination are influenced by prejudice and stereotyping. Being able to challenge yourself as well as other people is an important part of anti-discriminatory practice.

5.5 *Prejudice* means making a pre-judgement about something before experiencing or fully understanding the true concept of the situation. It can lead to the development of discriminatory attitudes about certain kinds of people, produce negative views about different lifestyles, different value systems, standards of behaviour and the value we place on other people's right to choose to be different.

5.6 *Stereotyping* means pre-judging people based on stereotypical information and making generalist assumptions about a person or a group. These generalist assumptions are often based on false or misleading information.

5.7 *Positive Action* is used to describe measures taken to help employers, training bodies, trade unions and employers associations to:

- encourage applications for jobs from members of a particular underrepresented group; and
- provide training to overcome / redress the inequalities in access to employment.

5.8 The Council has developed a positive action strategy that outlines action the Council will take to remove barriers and promote equality of opportunity in terms of recruitment and retention. Copies are available from the Policy & Strategy team in Human Resource Management Division. The plan is also published as part of the Corporate Equalities Review and Plan.

5.9 *Positive Discrimination* is illegal, irrespective of whether it is done against or in favour of people who are under-represented in the workforce. An example of positive discrimination in the recruitment and selection process would be to appoint a person to a post purely because they are from a black or ethnic minority group, or female, to give the organisation a good image

5.10 Under the Sex Discrimination Act 1975, Race Relations Act 1976 and the Employment Equality Regulations 2003 concerning religion, belief and sexual orientation, any job may be restricted to people of a particular gender, race, national

or ethnic origin or sexuality if one of the characteristics of a post is a '*Genuine Occupational Requirement*' (GOR).

5.11 For example, providing that certain conditions apply, it is possible to advertise for and select female care assistants to attend to the personal needs of women in local authority care homes. Another example would be to advertise for and select an Asian woman for the post of caseworker for an Asian women's refuge.

5.12 In terms of religion or belief, a faith school may be able to show that being of a specific faith is a requirement of its teachers whatever subject they teach. Teachers may be required to promote the ethos of the specific faith in all their contact with pupils (e.g. counselling, saying Grace before meals). However, they may not be able to justify a similar requirement for their maintenance staff whose job does not require them to provide spiritual leadership to the pupils.

5.13 In terms of sexual orientation, it might be lawful to require all personal carers in a service provided exclusively for gay men, to be gay men. However, if only a part of the service is for this client group, it would be unlawful to apply a blanket provision that all carers in the service were gay men.

5.14 In all cases, an employer would have to show that the nature of the job or the context in which it is carried out requires a GOR and that the benefits of employing people of a particular gender, racial group, religion or belief or sexual orientation outweighs the effects of discrimination against other groups protected by legislation.

## **6.0 Corporate Performance**

6.1 The Council will make equality a part of Corporate and Service Planning, Comprehensive Performance Assessments and Improvement Planning, Best Value Reviews and Corporate Governance Arrangements.

6.2 We will monitor Best Value Performance Indicators (BVPIs) and local indicators relating to equality. We will use this information to set targets and write plans and policies to address any issues these might identify. **Appendix C** gives a list of the indicators relating to equality. Information on achievements against these indicators is available in the Council's Corporate and Best Value Performance Plan. This is published on an annual basis and is available on the Internet at [www.darlington.gov.uk](http://www.darlington.gov.uk).

6.3 The Council will make sure that equality impact assessments of Council services are also a part of service planning and policy development. All these assessments will be in line with the recommendations of the Race Relations (Amendment) Act 2000, the Equality Standard for Local Government and any future equalities legislation that is introduced.

## **7.0 Service Delivery**

7.1 The Council is taking action to ensure that our services are equally accessible to all people, free from discrimination and sensitive to the needs of all local communities. We will ensure that:

- we deliver services that are flexible and responsive to the needs of the community
- we target appropriate needs and remove barriers which may deny access wherever possible
- our decision making process is open and visible to members of the community (but that we always respect the confidentiality of individual cases and any legal restrictions)
- when we enter into contracts or tender for the provision of goods or services, we ensure that companies comply with equalities legislation and good practice, as far as the law allows us to. This aligns with the Council's Procurement Strategy and Corporate Equalities Review and Plan
- we monitor performance on equality issues. Where organisations do not meet the equalities standards that we require, we may use this as a reason for terminating a contract
- when the Council enters into a partnership arrangement with other organisations, these organisations are also required to uphold equality principles. The Council will also ensure that these organisations have an equality policy / statement and work with partner organisations to ensure that the services we provide meet the requirements of this policy and other Council policies and strategies.

## **8.0 Employment Issues**

8.1 Employing people from a wide range of backgrounds (particularly in terms of gender, disability and ethnic origin) will help the Council to meet customer needs over a broader area of issues. It will also give the Council the range of skills to help us meet demands and agendas, which change all the time.

8.2 We are committed to eliminating unfair discrimination in all aspects of our employment practice. As one of the largest employers in the Borough, the Council will:

- ensure that all policies and procedures in relation to employment and training are applied fairly to all employees
- eliminate unlawful discrimination from the employment opportunities offered to existing employees. We will do this by making sure that we consider all employees for promotion on the basis of their merits, abilities and skills
- take positive action to work towards achieving and retaining a workforce that reflects the community we serve at all levels
- provide trained Listening Officers to support employees under the Anti Harassment and Bullying Policy
- carry out exit interviews / surveys with employees leaving the authority or moving between departments to find out areas of best practice on equality issues and put right any areas of concern
- continue to be a Disability Symbol user

- make reasonable adjustments to ensure that potential or existing employees are not placed at a substantial disadvantage in comparison with persons who are not disabled, in line with the requirements of the Disability Discrimination Act 1995
- monitor recruitment and selection, employment and training in terms of race, gender and/or disability and take action to address any inequalities identified.

### ***Recruitment and Selection***

8.3 The Council will provide equality of opportunity to people who apply for jobs with the Council applicants by making sure that there is no unlawful discrimination in our recruitment and selection procedures.

8.4 We will advertise job vacancies in a way that promotes a workforce that is genuinely representative of the local community and our customer base. As a minimum, we will advertise all posts on the Council's website, in the Council's vacancy bulletin and in the Town Hall reception area (unless there is a potential redundancy / redeployment situation). We will also advertise in local and national press and relevant journals where we need to do so to attract a sufficient number of applications. We will liaise with organisations in Darlington that work with under-represented groups. We will also use specialised press and other forms of positive action where necessary to encourage applicants from under-represented groups.

8.5 We will ensure that all applicants compete in fair and open competition and that the successful candidate is appointed on merit alone. Further details are given in the Council's Recruitment and Selection Policy.

### ***Training and Development***

8.6 The Council will ensure that all employees and elected members have equal access to training and development opportunities in relation to their job/role in the Council, so that they can realise their full potential and contribute to the Council's aims and objectives.

8.7 We will:

- provide training to Elected Members and employees on equality as part of the standard training and development programme and promote attendance on such training as mandatory.
- make sure that this training covers the Equality Standard for Local Government and the Council's action plans and targets in relation to this
- make sure that the training covers their rights to be protected from discrimination, harassment or victimisation
- make sure that everyone engaged in the recruitment and selection process has had appropriate equalities training – be this a formal course or individual briefing /self-directed learning whilst waiting for the formal course.
- make sure that employees who investigate a case under the Council's Grievance Procedure, Anti Harassment and Bullying Policy and/or the Council's Disciplinary Procedure have had relevant equalities training.

- ensure that the content of all our training courses reflects our commitment to equality
- assess and evaluate internal and external training providers to make sure that the way they deliver courses and the course material they use complies with the Equality Policy Statement and guidance.

8.8 There are further details on this area in the Council's Training and Development Policy and Directory. These are both available on the Intranet under 'Human Resources - Workforce and Organisational Development'.

### ***Job Evaluation and Equal Pay***

8.9 The Council recognises the principles of the Equal Pay Act 1970 and other legislation that can give rise to claims related to pay discrimination. We are committed to the principle of equal pay for all our employees.

8.10 It is in the Council's interest to ensure that we have a fair and equitable pay system. We have already implemented job evaluation for staff under the Joint Negotiating Committee for Chief Officers of Local Authorities terms and conditions. We are doing a job evaluation exercise for staff under the National Joint Council for Local Government Services terms and conditions, in partnership with the trade unions. This will result in a revised pay and grading structure and Single Status Agreement.

8.11 The Council believes that, in eliminating any sex bias in our pay system, we are sending a positive message to our employees. It makes good business sense to have a fair, transparent reward system and it helps the Council to manage costs. We recognise that avoiding unfair discrimination will improve employee moral and enhance efficiency.

8.12 The Council's objectives are to eliminate any unfair, unjust or unlawful practices that impact on pay. The Council will implement job evaluation in partnership with the trade unions. We will provide training and guidance for employees involved in determining pay. We will also inform employees of how these practices work and how their pay is determined. We will respond to grievances on equal pay as a priority and monitor pay statistics annually in conjunction with the trade unions.

8.13 Where an existing job changes or needs additional duties adding, we will evaluate the post to make sure that the salary and grade awarded is correct, fair and non-discriminatory to other posts.

8.14 When a new position is created, the line manager will write a job description and person specification and the post will be evaluated before it is advertised. The evaluation will be based on the duties and responsibilities in the job description to make sure that a fair and accurate grade is applied to the post.

## **9.0 Action for the Way Forward**

9.1 The Strategic Social Inclusion Group and Social Inclusion Implementation Groups will:

- deliver a Social Inclusion Strategy for Darlington
- deliver a Corporate Equalities Review and Plan for the Council
- oversee the incorporation of the Council's Race Equality Scheme into the Corporate Equalities Review and Plan
- share and promote good social inclusion (including equality and diversity) practice across Council departments and partner organisations
- prepare strategies and plans that anticipate future equalities legislation
- co-opt members and establish sub-groups where appropriate
- clearly link the Council's work on social inclusion to other corporate and borough-wide strategies and plans, ensuring effective co-ordination and avoiding duplication in the delivery of this agenda
- monitor performance on a number of relevant corporate performance indicators, as detailed in **Appendix C**, and on any future changes to these.

9.2 Every Department within the Council will be responsible for driving forward its own work to achieve successive levels of the Equality Standard for Local Government.

## **10.0 Monitoring and Review**

10.1 This policy is not a static document and it will need to be reviewed regularly. Changes may be needed for a number of reasons, including new legislation or best practice.

10.2 The overall responsibility for monitoring and updating this policy lies with the Corporate Management Team, Joint Consultative Committee and Cabinet, in consultation with the Equality Policy Review Group, Strategic Social Inclusion and Social Inclusion Implementation Groups, the Policy Unit within the Chief Executive's Office and Human Resource Management Division.

## **11.0 Making an Equalities Complaint**

11.1 Any employee who feels that they have not been fairly treated in line with the Equality Policy Statement and guidance should raise the matter through the Council's Grievance Procedure or Anti Harassment and Bullying Policy.

11.2 Any act within the course of an employee's employment with the Council that breaches this or any related equality policy/procedure, will be treated as potential gross misconduct under the Council's Disciplinary Procedure and could result in action up to and including dismissal.

11.3 Any service user who does not feel that they have been treated in line with the Equality Policy Statement and guidance should make a complaint under the Council's 'Feedback' procedure.

11.4 All racial incidents should be reported using the Council's Guidelines for Reporting and Dealing with Suspected Racial Incidents. These will be investigated under the Council's Anti Harassment and Bullying Policy if the incident relates to Council employees.

## **12.0 Further Guidance**

12.1 If you have any problems putting this Policy Statement and guidance into practice, please speak to your supervisor/line manager in the first instance.

12.2 If you have any other questions or need any further information about the Policy Statement or guidance, please speak to your trade union representative, Departmental Human Resources Team, Departmental representative of the Social Inclusion Implementation Group or the Policy Advisor (Social Inclusion).

MS 11/10/05

**List of Related Equality Documents/Standards**

Organisational Development Strategy “Striving for Excellence”

This has been developed through a process of consultation with all key stakeholders within the Council and sets out the core values, the rights and responsibilities and management frameworks to assist the delivery and continual improvement of our employees and our services.

Social Inclusion Strategy

This defines what Social Inclusion means and puts the Council’s aims and objectives into context in terms of moving the Borough of Darlington forward to improve the life chances of those at risk of disadvantage and discrimination. The Strategy establishes a vision showing where Darlington will be in 10 years’ time and gives an assessment of Darlington’s current position in relation to progress against the social inclusion agenda.

Corporate and Best Value Performance Plan

This sets out the Council’s priorities for improvement over the next three years to ensure that the Council continues to contribute to delivering the vision for Darlington.

Corporate Equalities Review and Plan

This sets out the Council’s corporate approach to the equalities agenda and shows the Council’s performance against the Equality Standard for Local Government.

Investors in People (IiP)

This is a quality standard that shows that an organisation has effective investment in the training and development of employees to achieve business goals and improved work performance. The Council was first accredited in 1997 and re-accredited in 2002 and 2004.

Race Equality Scheme

This outlines the action that the Council will be taking to tackle racial discrimination in line with the statutory duty to implement the Race relations (Amendment) Act 2000. It also sets out the action that the Council will take to ensure equality and promote good relations in Darlington.

Guidelines for Reporting and Dealing with Suspected Racial Incidents

These set out how the Council will progress information/complaints in relation to suspected racial incidents.

## HR Policies and Procedures

These set out fair and equitable employment rights in line with legislation and best practice and are listed below:

Anti Harassment and Bullying Policy  
Recruitment and Selection Policy  
Training and Development Policy  
The Positive Action Strategy

## Appendix B

### Relevant Acts of Parliament and Codes of Practice Associated with Equality Issues

The following Acts of Parliament and Codes of Practice are not exhaustive, but represent the key equality issues at the time of writing this policy.

- Local Government Act 1966 (Section 11);
- Rehabilitation of Offenders Act 1974;
- Sex Discrimination Act 1975 and 1986;
- Race Relations Act 1976 and Race Relations (Amendment) Act 2000;
- Equal Pay Act 1970 and Amendments 1983;
- The Public Order Act 1986;
- Employment Act 1989;
- The Local Government and Housing Act 1989
- The Disability Discrimination Act 1995;
- Human Rights Act 1998;
- The Asylum and Immigration Act 1996;
- Protection from Harassment Act 1997;
- Part Time Worker Regulations 2000.
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sex Discrimination) Regulations 2005
- The Children's Act
- The Education Act
- The Carers and Disabled Children Act 2000
- The Carers and Equal Opportunities Act 2004

In addition, the council will comply with the following codes of practice relating to equal opportunities:

- Disability Rights Code of Practice;
- Age Discrimination Code of Practice.
- Age Positive Code of Practice
- Code of Practice and Explanatory Notes on Disclosure
- Code of Practice Equal Pay

and guidance available from:

- Equal Opportunities Commission;
- Commission for Racial Equality;
- Disability Rights Commission;
- ACAS: Advisory Conciliation and Arbitration Service;
- Department for Trade and Industry (DTI)

- Local Government Employers Organisation

The implications and findings of the McPherson Inquiry into the death of Stephen Lawrence have also been taken into account

## Appendix C

### Best Value and Local Performance Indicators/Quality of Life Indicators relating to Equality

BVPI 2a	The level of the Equality Standard for Local Government to which the Authority conforms
BVPI 2b	The Duty Promote Race Equality
BVPI 11a	% of the top 5% of Earners that are Women
BVPI 11b	% of the top 5% of Earners that are from BME Communities
BVPI 11c	% of the top 5% of Earners with a Disability
BVPI 16a/b	% of employees declaring that they meet the requirements of the Disability Discrimination Act 1995 compared with the % of economically active disabled people in the authority area
BVPI 17a/b	% of economically active BME people employed compared to the percentage in the community
BVPI 74b	Satisfaction of black and minority ethnic tenants with the overall service provided by their landlord
BVPI 74c	Satisfaction of non-black and minority ethnic tenants with the overall service provided by their landlord
BVPI 75b	Satisfaction of tenants of council housing with opportunities for participation in management and decision making in relation to housing services provided by their landlord - Black and minority ethnic tenants
BVPI 75c	Satisfaction of tenants of council housing with opportunities for participation in management and decision making in relation to housing services provided by their landlord - Non - black and minority ethnic tenants
BVPI 156	Percentage of public buildings in which all public areas are suitable for and accessible to disabled people
BVPI 164	Does the authority follow the Commission for Racial Equality's code of practice in rented housing and follow the Good Practice Standards for social landlords on tackling harassment included in the Code of Practice for Social Landlords: Tackling Racial Harassment?
BVPI 165	The percentage of pedestrian crossings with facilities for disabled people
BVPI 174	The number of racial incidents recorded by the authority per 100,000 population
BVPI 175	The percentage of racial incidents that resulted in further action
BVPI 197	Number of Conceptions to females under 18 per thousand females aged 15-17
ED4	Number of pupils with SEN placed in schools outside the Borough
ED5	Wheelchair access to Darlington schools
ED9	% of year 11 children who were in public care gaining 5 or more GCSEs A*-C

ED10	% of year 11 children who were in public care gaining 1 or more GCSEs A*-G
ED11	The number of children with additional educational needs accessing mainstream provision or links
ED25a	% of primary schools expressing satisfaction with the effectiveness of LEA support for meeting the needs of pupils from ethnic minority groups, refugees and travellers
ED25b	% of secondary schools expressing satisfaction with the effectiveness of LEA support for meeting the needs of pupils from ethnic minority groups, refugees and travellers
ED110	% of 15 year old BME pupils in schools maintained by the Authority achieving 5 or more GCSEs at grades A* - C or equivalent
ED111	% of 15 year old BME pupils in schools maintained by the Authority achieving 5 or more GCSEs at grades A* - C or equivalent, including English and Maths
ED112	% of 15 year old BME pupils in schools maintained by the Authority achieving Level 4 or above in the KS2 Mathematics Test
ED113	% of 15 year old BME pupils in schools maintained by the Authority achieving Level 4 or above in the KS2 English Test
ED114a	% of 15 year old BME pupils in schools maintained by the Authority achieving Level 5 or above in the KS3 English Test
ED114b	% of 15 year old BME pupils in schools maintained by the Authority achieving Level 5 or above in the KS3 Mathematics Test
ED114c	% of 15 year old BME pupils in schools maintained by the Authority achieving Level 5 or above in the KS3 Science Test
Local	% of 14 year old BME pupils in schools maintained by the Authority achieving Level 5 or above in the Key Stage 3 test in English, Mathematics & Science
Local 16	Number of racial incidents recorded in schools
Local 17	% or racial incidents that resulted in further action
SS4	Number of adults with learning disabilities living in supported tenancies
SS6	Number of adults with mental health problems helped to live at home per 1000 population (PAF C31)
SS14	Number of people with a physical disability or sensory impairment in receipt of direct payments
SS15	Adults with physical disabilities helped to live at home (PAF C29)
SS16	Assessments of adults/older people leading to a provision
SS17	No. of informal carers receiving an assessment
SS19	Ratio of the proportion of Children on the Child Protection register who are from ME groups to the proportion of children from ME groups in the local population
SS22	Impact of policies on promoting race equality for children

SS / D7	% of schools expressing satisfaction with the effectiveness of LEA support for meeting the needs of pupils with English as an additional language. a) Primary b) Secondary c) All Schools
SS / D8	% of schools expressing satisfaction with the effectiveness of LEA support for meeting the needs of pupils from ethnic minority groups, refugees and travellers. a) Primary b) Secondary c) All Schools
SS/D10	% of schools expressing satisfaction with the effectiveness of support for combating racism. A) Primary b) secondary c) All Schools
SS / D14	% of schools expressing overall satisfaction with how well the LEA promotes access to education and social inclusion. A) primary b) secondary c) All Schools
SS/E1	% of schools expressing satisfaction with the quality of the Local Authority's SEN strategy. a) Primary b) Secondary c) All Schools
SS/E4	% of schools expressing satisfaction with the efficiency with which statutory assessments of pupils with SEN are made
SS / E10	% of schools expressing overall satisfaction with the LEA's capacity to support special educational needs. a) Primary b) Secondary c) All schools
SS20/ E45	Ethnicity of Children in Need: Ratio of the percentage of Children in Need that were from ME groups to the % of the children from ME groups in the local population
E67	Number of disabled children supported in their families or living independently, receiving services in the census week, as a percentage of the estimated population of disabled children in the council area
F4/170	% of children who are in public care who were permanently excluded in relation to all exclusions
PAF E47	Ethnicity of older people receiving assessment
PAF E48	Ethnicity of older people receiving services following an assessment
SS21	Ratio of the proportion of Looked After Children from ME groups to the proportion of children from ME groups in the local population
SS23	Well managed transition for children with disabilities from Children's to Adult Services
DE44	Level of provision for socially inclusive reception services a) language support b) disabled access c) visually impaired d) hearing impaired
DIS 3339	Number of direct payments for disabled children
C30	Adults with learning disabilities helped to live at home

- QOL2 Community cohesion and involvement: % of residents who think that people being attacked because of their skin colour, ethnic origin or religion is a very big or fairly big problem in their local area
- QOL6ii Deprivation level : % of the population who live in wards that rank within the most deprived 25% of wards
- QOL25 Community cohesion: % of people who feel that their local area is a place where people from different backgrounds get on well together

NB – this is not exhaustive and will be subject to updating.