



## **Stratford-on-Avon District Council**

### **Single Equality Scheme 2012 - 2016**

#### **Introduction**

In 2007 the Council published its Diversity Scheme to reflect continual changes in the way we work including new laws, review equality and diversity performance and reflect the ambitions in our Corporate Strategy. The scheme consolidated the work the Council had been undertaking and set out plans for the next three years ending in 2010.

Since then equality legislation has changed culminating in the publication of the 2010 Equality Act which came into force on the 1 October 2010. The public sector Equality Duty (section 149 of the Act) came into force on the 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. More information is set out later in this document.

The Equality Duty is supported by specific duties which came into force on 10 September 2011. The duties require public bodies to publish relevant, proportionate information demonstrating compliance with the Equality Duty and to set measurable equality objectives. More information about this is set out later in the document.

These legislative changes have provided the impetus for the Council to review its activities and its approach to equality and diversity and to incorporate this in a revised Single Equality Scheme.

The revised scheme brings together and strengthens the work we have done on equality and diversity. It includes our approach for compliance with the Equality Duty and also a commitment to ensuring diversity and equality issues are part of all our work.

We do hope that those who read this scheme will see that the Council is committed to take a leading role in diversity and equality issues for all residents, employees and visitors to the District.

Copies of the scheme are available at any of the Council's offices and on the Council's website [www.stratford.gov.uk](http://www.stratford.gov.uk)

#### **Our Vision for the future**

The community that make up the population of Stratford-on-Avon District is becoming more and more diverse and as a community leader we have a vital role to play.

The District Council is looking to achieve the following:

- To encourage and challenge partners and organisations we work with to improve their approach to equality and diversity;
- To be recognised as promoting equality and diversity, being able to show how this approach has a benefit for all our residents and users of our services; and
- To be seen as an employer people would choose to work with.

### **The refreshed Single Equality Scheme**

The Council's track record and approach in addressing diversity and equality issues has been confirmed with the award of Level 3 of the Equality Standard for Local Government in September 2009. The Council is now categorised as an 'achieving' authority under the Equality Framework.

The Council's approach has previously been encapsulated under a Single Equality Scheme. However, the current scheme is in need of an update, particularly in light of new Equality Duties set out in the Equality Act 2010.

The refreshed Single Equality Scheme brings together all strands of Equality and Diversity

The scheme reflects what we will do to promote equality and diversity, not just within the Council but externally with the help of partners. We will build on the work already undertaken and continue to be an organisation which includes everyone, acknowledges and is comfortable with people's differences and has the confidence to promote equality and diversity.

The Council seeks to be a leading exponent of good practice ensuring that it is both a fair and equitable employer and that the services it delivers does not discriminate against any of its users.

This Single Equality Scheme covers age, disability, gender (equality between men and women), sexual orientation, race, religion and belief. This approach will help us:

- Make sure we focus on specific inequalities; and
- Create links between equality (promoting fairness) and diversity (valuing people's differences) for us and the organisations we work with.

### **The Equality Act 2010**

The Equality Act was published on 27 April 2009, and became an Act of Parliament on 8<sup>th</sup> April 2010. 90% of the provisions of the Act came into force on 1<sup>st</sup> October 2010. The remaining 10% have been set aside by Government as it wants to be able to consider in more detail how it might work.

In November 2010, the Home Secretary announced that the Government would not be proceeding with the socio-economic duty for public bodies.

The Act incorporates nine pieces of legislation and over 100 pieces of secondary legislation covering issues of inequality in society. Each of these pieces of legislation has previously had a specific focus on a single equality strand, i.e. the Disability Discrimination Act 1995, the Sex Discrimination Act 1975, and Race Relations Act 1976. The new act brings together the various pieces of legislation with the aim of making the law easier to understand and apply.

## **Equality Duty**

Under section 149 of the Equality Act the Council must publish information to show it's compliance with the Equality Duty. The information published must have regard to the following three aims: -

- Eliminate unlawful discrimination (harassment and victimisation and any other conduct prohibited by the Act);
- Advance equality of opportunity (between people who share a protected characteristic and people who do not share it); and
- Foster good relations (between people who share a protected characteristic and people who do not share it).

The protected characteristics covered by the Equality Duty are: -

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership (in respect of eliminating unlawful discrimination);
- Pregnancy and maternity;
- Race – this includes ethnic or national origins, colour or nationality;
- Religion or belief – this includes lack of belief;
- Sex; and
- Sexual orientation.

The Council must publish information to show that it has consciously thought about the three aims of the Equality Duty in its decision making process. The Council was required to publish the information by the 31 January 2012 and this is appended to the Equality Scheme. The Council is required to publish the information on an annual basis. Current and future information will be available on the Council's website [www.stratford.gov.uk](http://www.stratford.gov.uk).

In addition to this Scheme the Council is required to publish its first equality objectives by 6 April 2012 and at least every four years. This information will be made available on the Council's website [www.stratford.gov.uk](http://www.stratford.gov.uk).

## **Aims of the Single Equality Scheme**

We will comply with the public sector equality duty and have due regard to the three aims when making decisions. Fostering Equality and Diversity is one of our core values and is an integral part of our day to day delivery of services. We will take our role seriously by:-

- Meeting our responsibilities for equal opportunities;
- Taking positive action to address all forms of disadvantage or exclusion;
- Making equalities the responsibility of every officer and elected member;
- Ensure all newly appointed officers and new elected members receive mandatory training on Equality and Diversity;
- Offer all officers and elected members refresher and supplementary training on individual aspects of Equality and Diversity;
- Seek to ensure that the workforce is representative of the community we serve; and
- Publish Equality and Diversity information every 12 months.

## **Delivering the Scheme**

We will achieve our aims and meet our legal responsibilities by continuing to:

- Carry out Equality Impact Assessments (EIA), which helps make sure our work does not have a negative impact upon people and communities and enable us to measure whether we have fulfilled the general duties. The results of these will be available on our website.
- Train our staff and regularly review the way we work to take account of any new directives
- Give staff and Councillors the necessary skills and training.
- Make sure managers have the information available to allow them to make reasonable adjustments (for example, providing different equipment or information in a different way) to meet the needs of staff with disabilities so they can carry out their work; improving our monitoring systems, assessing the information we collect and acting on the results.
- Review how we recruit our staff and ensuring that they reflect the community we serve – this may require positive discrimination.
- Ensure that there is no pay gap between men and women doing the same job or jobs of similar value
- Provide flexible working to assist all staff.
- Ensure that any gender imbalance at senior management level is addressed.
- Ensure that women are encouraged to return from maternity leave.

There are particular issues that need to be addressed in the Lesbian, Gay, Bisexual and Transgender (LGBT) community, including:-

- Ensure that our equal opportunities policy and dignity at work policy cover these areas.
- Ensure that LGBT staff are aware of and given access to staff network groups established by WCC.
- Ensure that practises and procedures support the dignity and privacy of transgender people.
- Ensure that there is suitable provision of support for employees who are undergoing gender reassignment.

We will continue to identify areas of need within each of the Equality strands as well as maintaining an overarching focus on a Single Equality Scheme. The Council recognises that promoting equality will improve the quality of life for all residents.

## **Our arrangements and resources for this scheme**

- Councillors and Senior Managers will 'champion' the approach to equality and diversity.
- Ad hoc support and assistance will be available from Warwickshire County Council.
- The Council will continue its commitment to staff training and this will be delivered with the help of partner organisations, including The Academy (a Warwickshire County Council initiative), Warwick Faiths Forum, and Warwickshire Race Equality Partnership.

## **Access to employment**

We run our employment and promotion processes in line with our principles of being open and making sure we do not discriminate against anyone. For example The 'Two Ticks' symbol encourages disabled people to apply for vacancies and will ensure that, should they fulfil the minimum requirements, they are guaranteed an interview.

We will monitor all applications for all strands of equality and diversity to ensure that all sectors are represented.

We are committed to the principle of being open and making sure that we do not discriminate against anybody in the recruitment, retention and promotion of staff.

### **Our commitment as an employer**

- We will treat all Councillors and members of staff fairly and in line with our legal duties and our human resource policies.
- Where required we will make sure every Councillor and member of staff takes part in Equality and Diversity training.
- We will give every Councillor and member of staff equal opportunity for training, development and promotion, and our recruitment and promotion processes will be open and transparent.
- We will give all managers the training and support they need to include principles relating to equality and diversity in the way they manage people and plan their work.
- We will ensure that every Councillor and member of staff is made aware of their responsibility under Equality and Diversity legislation.

### **What we expect from our employees**

We expect our Councillors and staff to:

- Treat each other and our customers with respect and dignity, putting into practice the principles of equality and diversity in daily working life.
- As appropriate to their role, challenge the Council and its partners to include good practice on equality and diversity as part of all the services they deliver.
- Take responsibility for their own learning and professional development, making good use of the opportunities and resources we offer.
- Ensure that all Members and staff are aware of current Equality and Diversity Legislation and of their responsibilities within that legislation.

**Stratford-on-Avon District Council  
Single Equality Scheme – Protected Characteristics**

**Headcount at 31 December 2011 - 296**

|                                   | No         | Workforce      | Population     | Training Events Attended | Grievances (No. of employees) | Disciplinary Investigations | Vacancy Applicants | Shortlisted for Interview | Appointed      |
|-----------------------------------|------------|----------------|----------------|--------------------------|-------------------------------|-----------------------------|--------------------|---------------------------|----------------|
| <b>TOTAL</b>                      |            | <b>296</b>     | <b>118,800</b> | <b>404</b>               | <b>1</b>                      | <b>1</b>                    | <b>281</b>         | <b>82</b>                 | <b>14</b>      |
| <b>Ethnic Minority Background</b> |            |                |                |                          |                               |                             |                    |                           |                |
| Asian/Indian                      | 6          | 2.03%          | 2.43%          | 1.49%                    | 0                             | 0                           | 5.69%              | 6.10%                     | 14.29%         |
| Other Black                       | 1          | 0.34%          |                | 0.00%                    | 0                             | 0                           | 2.85%              | 0.00%                     | 0.00%          |
| Chinese                           | 1          | 0.34%          | 0.42%          | 0.00%                    | 0                             | 0                           | 0.36%              | 1.22%                     | 0.00%          |
| Other White                       | 1          | 0.34%          | 3.19%          | 0.74%                    | 0                             | 0                           | 0.71%              | 0.00%                     | 0.00%          |
| Other Mixed                       | 0          | 0.00%          | 0.33%          | 0.00%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| White & Black Caribbean           | 0          | 0.00%          | 0.83%          | 0.00%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| White & Black African             | 0          | 0.00%          | 0.58%          | 0.00%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| Pakistani                         | 0          | 0.00%          | 0.67%          | 0.00%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| Bangladeshi                       | 0          | 0.00%          | 0.16%          | 0.00%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| Irish                             | 0          | 0.00%          | 1.01%          | 0.00%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| Undisclosed                       | 15         | 5.07%          | 0.00%          | 3.70%                    | 0                             | 0                           | 6.41%              | 7.32%                     | 21.43%         |
| White                             | 272        | 91.89%         | 89.89%         | 94.06%                   | 1                             | 1                           | 79.71%             | 81.70%                    | 64.28%         |
| Other Black                       | 0          | 0.00%          | 0.50%          | 0.00%                    | 0                             | 0                           | 4.27%              | 3.66%                     | 0.00%          |
|                                   | <b>296</b> | <b>100.00%</b> |                | <b>100.00%</b>           | <b>1</b>                      | <b>1</b>                    | <b>100.00%</b>     | <b>100.00%</b>            | <b>100.00%</b> |
| <b>Disability</b>                 |            |                |                |                          |                               |                             |                    |                           |                |
| Yes                               | 9          | 3.04%          | 15.4%          | 2.23%                    | 0                             | 0                           | 3.91%              | 8.54%                     | 0.00%          |
| No                                | 264        | 89.19%         | 84.6%          | 92.57%                   | 1                             | 1                           | 91.11%             | 87.80%                    | 85.71%         |
| Undisclosed                       | 23         | 7.77%          | 0.00%          | 5.20%                    | 0                             | 0                           | 4.98%              | 3.66%                     | 14.29%         |
|                                   | <b>296</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b>           | <b>1</b>                      | <b>1</b>                    | <b>100.00%</b>     | <b>100.00%</b>            | <b>100.00%</b> |

|                                                              | No         | Workforce      | Population     | Training Events Attended | Grievances (No. of employees) | Disciplinary Investigations | Vacancy Applicants | Shortlisted for Interview | Appointed      |
|--------------------------------------------------------------|------------|----------------|----------------|--------------------------|-------------------------------|-----------------------------|--------------------|---------------------------|----------------|
| <b>Gender</b>                                                |            |                |                |                          |                               |                             |                    |                           |                |
| Male                                                         | 111        | 37.50%         | 48.8%          | 40.59%                   | 0                             | 1                           | 57.65%             | 51.22%                    | 42.86%         |
| Female                                                       | 185        | 62.50%         | 51.2%          | 59.41%                   | 1                             | 0                           | 41.28%             | 47.56%                    | 57.14%         |
| Undisclosed                                                  | 0          | 0.00%          |                | 0.00%                    | 0                             | 0                           | 1.07%              | 1.22%                     | 0.00%          |
|                                                              | <b>296</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b>           | <b>1</b>                      | <b>1</b>                    | <b>100.00%</b>     | <b>100.00%</b>            | <b>100.00%</b> |
| <b>Sexuality</b>                                             |            |                |                |                          |                               |                             |                    |                           |                |
| Hetrosexual                                                  | 178        | 60.14%         | 86.5%          | 66.33%                   | 0                             | 0                           | not recorded       | not recorded              | Not recorded   |
| Gay                                                          | 1          | 0.34%          | 6.5%           | 0.50%                    | 0                             | 0                           | not recorded       | not recorded              | Not recorded   |
| Bisexual                                                     | 1          | 0.34%          | 7%             | 0.00%                    | 0                             | 0                           | not recorded       | not recorded              | Not recorded   |
| Not stated                                                   | 116        | 39.19%         | 0.00%          | 33.17%                   | 1                             | 1                           | not recorded       | not recorded              | Not recorded   |
|                                                              | <b>296</b> | <b>100.00%</b> |                | <b>100.00%</b>           | <b>1</b>                      | <b>1</b>                    |                    |                           |                |
| <b>Religion/Belief</b>                                       |            |                |                |                          |                               |                             |                    |                           |                |
| Sikh                                                         | 2          | 0.68%          | 0.1%           | 0.50%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| Other                                                        | 1          | 0.34%          | 0.8%           | 0.50%                    | 0                             | 0                           | 0.00%              | 0.00%                     | 0.00%          |
| None                                                         | 38         | 12.84%         | 11.7%          | 16.58%                   | 0                             | 0                           | 0.71%              | 2.44%                     | 0.00%          |
| Christian                                                    | 138        | 46.62%         | 81%            | 46.29%                   | 0                             | 0                           | 1.07%              | 3.66%                     | 7.14%          |
| Not Stated                                                   | 117        | 39.53%         | 6.3%           | 36.13%                   | 1                             | 1                           | 98.22%             | 93.90%                    | 92.86%         |
|                                                              | <b>296</b> | <b>100.00%</b> |                | <b>100.00%</b>           | <b>1</b>                      | <b>1</b>                    | <b>100.00%</b>     | <b>100.00%</b>            | <b>100.00%</b> |
| <b>Age (Population breakdown based on working age 18-64)</b> |            |                |                |                          |                               |                             |                    |                           |                |
| under 18                                                     | 0          | 0.00%          | -              | 0.00%                    | 0                             | 0                           | 0.36%              | 1.22%                     | 7.14%          |
| 18-24                                                        | 5          | 1.69%          | 10.67%         | 0.50%                    | 0                             | 0                           | 24.56%             | 26.83%                    | 28.57%         |
| 25-34                                                        | 45         | 15.20%         | 14.63%         | 13.86%                   | 0                             | 0                           | 26.68%             | 25.61%                    | 28.57%         |
| 35-44                                                        | 85         | 28.72%         | 23.08%         | 32.91%                   | 1                             | 0                           | 13.17%             | 14.63%                    | 21.44%         |
| 45-49                                                        | 48         | 16.22%         | 13.62%         | 16.09%                   | 0                             | 0                           | 12.10%             | 4.88%                     | 0.00%          |
| 50-54                                                        | 40         | 13.51%         | 12.33%         | 15.35%                   | 0                             | 0                           | 9.61%              | 13.41%                    | 7.14%          |

|             | <b>No</b>  | <b>Workforce</b> | <b>Population</b> | <b>Training Events Attended</b> | <b>Grievances (No. of employees)</b> | <b>Disciplinary Investigations</b> | <b>Vacancy Applicants</b> | <b>Shortlisted for Interview</b> | <b>Appointed</b> |
|-------------|------------|------------------|-------------------|---------------------------------|--------------------------------------|------------------------------------|---------------------------|----------------------------------|------------------|
| 55-59       | 41         | 13.85%           | 12.04%            | 14.85%                          | 0                                    | 1                                  | 4.98%                     | 6.10%                            | 0.00%            |
| 60-64       | 26         | 8.78%            | 13.62%            | 5.94%                           | 0                                    | 0                                  | 2.85%                     | 2.44%                            | 0.00%            |
| 65 plus     | 6          | 2.03%            | -                 | 0.50%                           | 0                                    | 0                                  | 0.00%                     | 0.00%                            | 0.00%            |
| Undisclosed | 0          | 0                | 0                 | 0.00%                           | 0                                    | 0                                  | 5.69%                     | 4.88%                            | 7.14%            |
|             | <b>296</b> | <b>100.00%</b>   |                   | <b>100.00%</b>                  | <b>1</b>                             | <b>1</b>                           | <b>100.00%</b>            | <b>100.00%</b>                   | <b>100.00%</b>   |

**Sources:**

Mid-2009 population estimates, Office of National Statistics.  
Office for National Statistics.  
2001 Census.