



Equality Impact Assessment Record Form 2012-16

This form is to be used for recording the Equality Impact Assessment (EIA) of Council activities. It should be used in conjunction with the guidance on carrying out EIA in **Annex 2** of the Equality Scheme. The activities that may be subject to EIA are set out in the guidance.

EIA is particularly important in supporting the Council to make fair decisions. The Public Sector Equality Duty requires the Council to have regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.

Using this form will help Council officers to carry out EIA in an effective and transparent way and provide decision-makers with full information on the potential impact of their decisions. The purpose is to avoid inadvertent disadvantage or discrimination resulting from decisions.

EIA is not a fixed process – it will vary according to the scale and type of activity. The form and guidance are designed to cover all eventualities. Officers should not be discouraged by the form, but should use their discretion in using it flexibly according to the activity they are assessing.

EIA does not happen at a single point in time. It is an ongoing and integral part of the development of the activity or proposal. This EIA template should be kept open and live as a planning document, and updated as the activity or proposal progresses.

Section 1 – Service Details and Summary of EIA Activity

Title of activity:	Full Fee Payers
Lead Officer responsible for this EIA:	Warren Tweed
Telephone:	01325 388066
Service Group:	Development and Commissioning
Service or Team:	
Assistant Director accountable for this EIA	Chris Sivers
Who else will be involved in carrying out the EIA:	Jeanette Crompton

What stage has the EIA reached?

This table provides a 'cover note' of progress to be maintained as the EIA is developed over time.

Stage categories 1-3 listed below refer to the funnel model. Note the stage reached and any consultation or engagement carried out. Simple activities may not need all these stages. Provide details of population/individuals affected in Section 2

Stage	Date	Summary of position
Stage 1: Initial Officer Assessment. Whole Population likely to be affected identified		<i>Whole population, e.g. whole borough, a neighbourhood, a whole demographic group such as older people</i>
Stage 2: Further Assessment. Target Population likely to be affected identified		<i>Target population, e.g. rural communities, community centre users in neighbourhood, older users of particular services</i>
Stage 3: Further Assessment. Individuals likely to be affected identified		<i>Individuals, e.g. disabled users of a particular rural bus service, mother and toddler group within community centre, older people who will lose service</i>
Stage 4: Analysis of Findings		
Stage 5: Sign-Off		
Stage 6: Reporting and Action Planning		

Section 2 – The Activity and Supporting Information

Details of the activity (including the main purpose and aims)
<p>It has been proposed to withdraw the managed services under Darlington Borough Council's contract for residential care for older people, for those who are full fee payers (FFP) and who have been assessed as having an eligible need for social care. The Council will still fulfil its statutory duty of carrying out the assessment of need, but annual/unscheduled reviews will no longer be carried out if their capital exceeds the current threshold of £23,250. The proposal will also affect those individuals who have opted to use the deferred payment scheme, where they will not pay their residential care fees, but these will be recovered by a charge on the property which will recoup the fees on the death of the individual</p> <p>This is an historic arrangement which has been offered to those who under the Fairer Contributions Policy are deemed to be able to afford to pay the full cost of their support. The Council's Finance section invoices the individual for the current contracted rate and consequently the providers are prevented from charging the market rate.</p> <p>The proposal is that those with less than one year's funding above the threshold are included in the Council's contract.</p> <p>As at September 2012 there were 90 individuals in residential care who are full fee payers and 27 individuals on the deferred payment scheme.</p>
Who will be affected by the activity?
<p>See the guidance on carrying out equality impact assessment within the Equality Scheme 2012-16. Provide details of the groups and numbers of people affected below, updating the table as the EIA develops and the understanding of who will be affected emerges in more detail.</p>
Whole population
No
Target population
No
Individuals
<p>The proposal may affect 90 individuals in residential care who are full fee payers and 27 individuals on the deferred payment scheme (information as at 11 September).</p> <p>This will be dependent on the outcome of capacity assessments being carried out.</p> <p>Where a service users lacks capacity or where they are unable to make their own arrangements or where they have no-one who is willing and able to make arrangements for them, for appropriate care, then the LA has duty of care to provide accommodation under DBCs contract for FFP's who's funds are above the threshold.</p>
What data, research and other evidence or information is available which is relevant to the EIA?

There is no statutory duty for the local authority to provide a managed service to those individuals who are assessed as having a social care need, but are determined to be full fee payers as they have been financially assessed as being able to afford to pay for services.

Regionally, councils generally do not allow FFP's to access care home beds under contract, but the majority still do for domiciliary and day care. This is mainly due to historical reasons.

Check: before proceeding to the officer assessment, have you obtained all the data and information that is currently available?

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Section 3: Officer Assessment

Use this table to record your views on potential impact on Protected Characteristics. As the activity and the assessment develop your views may change – record them here.
It is important to be searching and honest about this – many Council activities are planned to be of positive benefit to identified target groups but can often have the potential for inadvertent effects on other groups.

Protected Characteristics	Potential Impact			Potential level of impact				Summary of Impact
	Positive	Negative	Not Applicable	High	Medium	Low	Nil	
Age		N		H				<p>There is a disproportionate number of older people living in residential care therefore the proposal will have a greater impact on older people.</p> <p>The lack of a care review may make people more vulnerable and cause safeguarding issues</p>
Race			NA				nil	
Sex			NA				nil	
Gender Reassignment			NA				nil	
Disability (summary of detail on next page)		N		H				<p>See over- however it should be noted that older people do have disproportionately more disabilities than younger people</p> <p>The lack of a care review may make people more vulnerable and cause safeguarding issues (although all people assessed for nursing care receive an annual nursing review)</p>
Religion or belief			NA				nil	
Sexual Orientation			NA				nil	
Pregnancy or maternity			NA				nil	

Marriage/ Civil Partnership			NA				nil	
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Section 3: Officer Assessment - continued

The Council must have due regard to disabled people's impairments when making decisions about 'activities'. This list is provided only as a starting point to assist officers with the assessment process. It is important to remember that people with similar impairments may in reality experience completely different impacts. Consider the potential impacts and summarise in the Disability section on the previous page. Officers should consider how the 'activity' may affect a disabled person.

Mobility Impairment		N		H				<p>Older people do have disproportionately more disabilities than younger people. The impact of the proposal on older people with a disability is a financial impact, ie they will use up their resources more quickly if the residential provider charges them a rate higher than the contracted rate. However, once their resources are below the threshold to be eligible for funding support people will have a financial assessment to determine their contribution, under the contracted rate.</p> <p>The lack of a care review may make people more vulnerable and cause safeguarding issues (although all people assessed for nursing care receive an annual nursing review)</p> <p>Not all people who are disabled currently access Adult Social Care contracts and for those people the above is also applicable.</p>
Visual impairment		N		H				See above
Hearing impairment		N		H				See above
Learning Disability			NA				nil	
Mental Health		N		H				See above
Long Term Limiting Illness		N		H				See above
Multiple Impairments		N		H				See above
Other - Specify			NA				nil	

Cumulative Impacts

The officer responsible for this EIA should seek input from the Corporate Equalities Group on the potential for this activity to combine with other recent, current or proposed activities, both Council and in the external environment, to result in more severe impacts on people with Protected Characteristics through their cumulative effects. The Corporate Equalities Group will advise on the content for this section of the EIA.

Change activities

Potential cumulative impacts

No potential cumulative impacts were identified by the Corporate Equalities Group when the proposal was discussed at their meeting of 26 July 2012.

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Section 4: Engagement Decision

The decision about who to engage with, and how and when to engage, is the key to effective EIA. Please see Annex 2 of the Equality Scheme for guidance on the engagement decision.

Is engagement with affected people with Protected Characteristics required, now or during the further development of the activity?	Yes
<p>If YES, proceed to the next section.</p> <p>If NO, briefly summarise below the reasons why you have reached this conclusion.</p>	
<p>Engagement with people affected is required during further development of the proposal.</p> <p>The local authority has a duty to provide accommodation under its contract if an individual lacks capacity, is unable to make their own arrangements or where they have no-one who is willing and able to make arrangements for them.</p> <p>In order to determine the above, all individuals affected will have a capacity assessment. Those who are deemed to have capacity in respect of the proposal (important note: capacity is issue specific) will be asked for their views on the proposal and supported to identify any individual positive/ negative impacts.</p> <p>It will also be important to engage with the families of the individuals concerned and with the providers of residential care.</p> <p>Legal advice has been sought to confirm the Council's statutory duty with regard to Full Fee Payers.</p>	

If you have come to the conclusion that engagement is not required, seek ratification from the Corporate Equalities Group through your service Equalities Co-ordinator.

If engagement is not required but the officer assessment has identified changes that should be made to the activity, please complete Sections 7 and 8. If not the assessment can be signed-off at Section 9.

Any reports to decision-makers during the development of the activity, for example feasibility or options appraisal reports, should include content on the latest thinking and findings of the EIA even though, like the activity, further development of the EIA may be required before final reporting.

The findings of the officer assessment should be included in any reports to decision-makers. These may be feasibility or options appraisal reports where the activity is at an early stage of development, but it is essential that any equality findings are taken into account in formal decisions at all stages of development of the activity.

Section 5 – Involvement and Engagement Planning

Has the assessment shown that the activity will treat any groups of people with Protected Characteristics differently from other people? Yes/No
If yes, please state which groups and how No, but it is noted that older and disabled people are disproportionately represented in residential care provision
Will the differential treatment advance equality for people with Protected Characteristics? Yes/No
If yes, please state which groups and how No
Will the differential treatment cause or increase disadvantage for people with Protected Characteristics? Yes/No
If yes, please state which groups and how There may be a financial disadvantage in so much as individuals may be charged more for their care once they no longer are under the contract that the local authority has with the providers of residential care

From the above, prepare a simple plan using the template overleaf for involving and engaging with the organisations, groups and individuals likely to be affected by the activity.

There may be several stages of involvement and engagement, particularly for more complex activities. Initially it may be possible to identify and engage only with stakeholder and representative organisations for the people with Protected Characteristics who may be affected. Further development of the activity may be required before the individuals who will be affected can be identified.

The Involvement and Engagement Plan should evolve accordingly, with new engagement proposals added as they are identified.

Involvement and Engagement Plan			
Which organisations, groups and individuals do you need to involve or engage and how?			
Date of plan entry	Organisation, Group or Individuals	Date of event or activity	Type of activity – venue, channels, method and staffing
	Residential Care Provider Forum	16 Oct 12	Planned meeting with Residential Care providers- attended by Strategic Commissioners
	Individuals who are full fee payers or on deferred payment scheme	Nov-March 2013	Individual appointments to assess capacity, ability to manage affairs, and family members who are able/ willing to offer support

Engagement to identify impacts works best in face-to-face and small group settings

Section 6: Engagement Findings

	Date/summary of engagement carried out	Summary of impacts identified
Age		
Disability		
Mobility Impairment		
Visual impairment		
Hearing impairment		
Learning Disability		
Mental Health		
Long Term Limiting Illness		
Multiple Impairments		
Other - Specify		
Race		
Sex		
Gender Reassignment		
Religion or belief		
Sexual Orientation		
Pregnancy or maternity		
Marriage / Civil Partnership		

Section 6: Engagement Findings – Continued

Drawing on the engagement findings and your understanding of the effects of the activity, indicate how it will contribute, if at all, to the three strands of the Public Sector Equality Duty.

a) How will the proposal help to eliminate discrimination, harassment and victimisation?
N/A
b) How will the proposal help to advance equality of opportunity?
Some individuals who are able to afford to fund their care themselves approach residential care providers directly and do not therefore come under the Council's contract. This proposal will mean that all individuals who have the means to self fund are treated the same.
c) How will the proposal help to foster good relations?
This proposal will improve relations with the residential care providers who are unhappy that the Council is able to set the rate for self funders and therefore restrict their income from those individuals.
During the engagement process were there any suggestions on how to avoid, minimise or mitigate any negative impacts? If so, please give details.
<p>It has already been acknowledged that the Council will continue to fulfil it's statutory duty and those who lack capacity, are unable to make their own arrangements or who have no-one who is willing and able to make arrangements for them will continue to receive a managed service under the Council's contract.</p> <p>Could introduce the proposal for new assessments only and leave those under the contract to reduce as people are no longer FFP's</p>

This completes the assessment, but there will be further work to do to contribute to the reporting and implementation stages of the activity. First though, it is important to draw a line under the assessment to maintain a separation between assessment of impacts and any proposals to manage those impacts. The assessment should therefore be signed-off at this stage.

Section 7 - Sign-off when assessment is completed

Officer Completing the Form:		
Signed	Name:	Warren Tweed
	Date:	12 September 2012
	Job Title:	Strategic Commissioner
Assistant Director:		
Signed	Name:	Chris Sivers
	Date:	12 September 2012
	Service:	Services for People

Section 8 – Reporting of Findings and Recommendations to Decision Makers

The findings of the EIA may be reported to decision-makers at several stages during the development of an activity. For example, the initial officer assessment findings may be included in a feasibility report or options appraisal to be considered by the Transformation Board or Chief Officers' Executive.

Any report for formal decisions by Cabinet or Council should include the latest findings of the EIA, even if these are at a relatively early stage. The report recommending final approval of the activity should await and include the findings of the completed EIA. The report should present clearly the impacts that have been identified through the engagement process, including potential cumulative impacts.

The report may include recommendations based on the findings of the EIA, but these should be separate from the reporting of impacts. Recommendations will be developed separately from the EIA and arise from considering equalities impacts combined with other aspects of the activity such as finance, the benefits of the activity, and so on.

Based on the EIA findings, the report may consider the options in the table below, but the report must contain a clear statement of the impacts so that decision-makers can understand the effects of the decision that is being recommended.

What does the review of the information show?	
a)	No negative impact on people because of their Protected Characteristics - continue with the activity and monitor progress on implementation
b)	Negative impact identified – recommend continuing with the activity; clearly specify the people affected and the impacts, and providing reasons and supporting evidence for the decision to continue
c)	Negative impact identified - adjust the activity in light of the identified impact to avoid, minimise or mitigate the impact
d)	Negative impact identified - stop activity and provide an explanation why

Section 9 – Action Plan and Performance Management

The report to decision-makers, and the decision made may require actions to be taken to avoid, minimise or mitigate the negative impacts of the activity. Option C in the table in Section 8, combined with mitigation measures that may have been highlighted during engagement and listed in Section 6 (if adopted) will require action planning to implement them.

Any actions to address equalities impacts should be listed below, with performance management review proposals, to complete the full EIA.

What is the negative impact?	Actions required to reduce/eliminate the negative impact (if applicable)	Who will lead on action	Target completion date

Performance Management	
Date of the next review of the EIA	
How often will the EIA action plan be reviewed?	
Who will carry out this review?	

Equality Analysis Summary

There are specific legal duties that require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty at least annually.

The information published must include:

- Information relating to employees who share Protected Characteristics (for public bodies with 150 or more employees); and
- Information relating to people who are affected by the public body's policies and practices who share Protected Characteristics (i.e. service users).

This aims to make public bodies transparent about their decision-making processes and accountable to their service users. It aims to give the public the information they need to hold public bodies into account for their performance on equality.

Information about employees

The Equality Duty requires public bodies to consider how their activities as employers affect people who share different Protected Characteristics.

This could include information relating to:

- The make-up of the overall workforce
- The gender pay gap and pay equality issues more generally for the Council
- Recruitment and retention rates for staff with different Protected Characteristics
- Applications for flexible working and their outcomes for different Protected Characteristics

- Applications for learning and development opportunities and their outcomes for staff with different Protected Characteristics
- Grievance and disciplinary issues for staff with different Protected Characteristics.

Published information could also include details of policies and programmes that have been put in place to address equality concerns within the workforce and information from staff surveys.

The specific duties do not require the Council to ask every member of staff about such issues as their age, sexual orientation or religious beliefs. It is for the Council to decide whether such information is necessary for us to demonstrate compliance with the Equality Duty.

Councils are also able to draw on equality information from external sources for comparative purposes. This will in future enable performance to be benchmarked and good practice to be sourced and implemented.

Information should not be published if doing so would breach the Data Protection Act 1998.

Information published must not identify individuals and good practice indicates that this means not publishing information about groups of fewer than 10 people. Instead, small numbers can be represented using an asterisk or a range (for example < 10).

Information about policies and services

The Equality Duty requires public bodies to consider how the decisions that they make, and the services they deliver, affect people who share different Protected Characteristics. The specific duties require public bodies to publish information to show they did this.

This could include information they considered relating to:

- the number of people with different Protected Characteristics who access and use services in different ways
- customer satisfaction levels and informal feedback from service users with different Protected Characteristics and results of consultations

- complaints about discrimination and complaints from people with different Protected Characteristics
- service outcomes for people with different Protected Characteristics.

Published information could also include details of policies and programmes that have been put in place to address equality concerns in service delivery.

External Equality Information

This information is provided for comparative and analytical purposes. The information relates to Darlington where such information is available and nationally where not. The Borough of Darlington has a population of 105,600 according to the latest figures available from the Census 2011.

Age and Gender

The table below provides a breakdown of the working age population of 63,648 by gender. This information was collated prior to the removal of a default retirement age (from April 2011), when the population of working age was defined as people aged from age 16 to 64. The percentages relate to 31,416 males (49%) and 32,232 females (51%). (Source: ONS Mid-2010 population estimates).

Age Range	% Male	% Female	% Total
16-19	8.3	7.2	7.7
20-29	18.7	17.9	18.3
30-39	18.5	20	19.3
40-49	23.6	23.9	23.8
50-59	20.7	20.7	20.7
60-64	10.2	10.3	10.2

Ethnicity and Disability

The percentage of non-white people in Darlington is estimated to be 4.4% of the total population according to the latest data available (ONS 2009). The demographic information in relation to the number of disabled people in Darlington as a percentage is 20.42% which is taken from the 2001 Census long-term conditions

figure. It should be noted that this is not the same definition that is used in the Equality Act 2010 and it is dependent on an individual's self-definition.

Religion

The 2001 Census also appears to provide the most recent information in terms of religion. This is summarised in the table below.

Religion	% of Population (working age - 16-64)
Christian	79.6
Buddhist	0.2
Hindu	0.2
Jewish	0.04
Muslim	0.53
Sikh	0.33
Any other religion	0.2
No religion	12.5
Religion not stated	6.4

Marriage and Civil Partnership

The Council's Register Office holds information about the number of marriages and civil partnerships in the Borough. Information relating to the last 2 years is shown in the table below:

Information collected	12 months (2009/10)	12 months (2010/11)
No. of Civil Marriages	431 (97.5%)	597 (98.7%)
No. of Civil Partnerships	11 (2.5%)	8 (1.3%)

There is no central information available on the number of religious marriages conducted in churches. It is worth noting that churches are not currently authorised to conduct Civil Partnerships.

Pregnancy and Maternity

There were 1,357 live births in the Darlington Unitary Authority area in 2010 (Source: ONS Live births by Area of usual Residence 2010).

Sexual Orientation

There is no information available regarding sexual identity in Darlington and this will need to be developed in the future. However, the following table provides an indication of the UK position (Source: ONS 'Measuring Sexual Identity: An Evaluation Report' Sept. 2010).

Definition	% Male	% Female	% All Adults
Heterosexual/Straight	94	94.5	94.2
Gay / Lesbian	1.3	0.6	0.9
Bisexual	0.3	0.6	0.5
Other	0.5	0.5	0.5
Don't Know / Refusal	3.1	3.3	3.2
No Response	0.8	0.5	0.6

Gender Reassignment

Again, there is no information available regarding gender reassignment in Darlington. However, there were 137 gender reassignment operations in England according to the NHS' Hospital Episode Statistics for 2010/11. This does not take into account people who get treatment privately, or choose not to go through surgery.

Using Equality Analysis

When reviewing, commissioning or de-commissioning services it is essential that the Council uses evidence to inform its decision making processes. Information about residents and service users comes from a wide variety of sources including and from a range of organisations including from other public sector partners and the voluntary and community sector.

Equality Analysis will be updated with new information as soon as it becomes available and will be published at least annually.

Information given above is only an extract from the full Equality Analysis data and further details can be found by contacting the Communities team on (01325) 388457 or by e-mailing the team at communities@darlington.gov.uk

Full details of the Equality Analysis are available on the Darlington Borough Council Website at

www.darlington.gov.uk/Living/equalityanalysis/equalityanalysis.htm

Darlington Borough Council
Summary of the Equality Objectives for 2012-2016

Background

The Council is required by law¹ to publish Equality Objectives by 6th April 2012.

Guidance published by the Equalities and Human Rights Commission says Equalities Objectives must be proportionate to the size of the authority and the capacity it has to deliver them. With this in mind the Council has identified four areas or themes for improvement:

- Information – improving access to information about services for everybody
- Procurement – the Council using its buying power (purchasing goods and commissioning services) to deliver fair outcomes
- Community Safety and Crime – tackling crimes motivated by hatred or prejudice against victims' personal characteristics
- Employment – promoting equality within the Council's workforce.

In setting Equality Objectives for these four areas the Council will address the most important priorities within the capacity that it has to deliver equality improvements in its services and activities.

Theme 1: Information

Provision of information about Council services in formats and languages that are accessible for people with different Protected Characteristics is an issue that is raised regularly at consultation events, forums and meetings.

A number of arrangements are in place to support fair access to information.

However, long-term progress in making information accessible to everybody in the borough is more likely to come from enhancing the accessibility of mainstream information and communication

¹ The Equality Act 2010 came into force in April 2011, and regulations under the act, requiring the publication of an Equality Analysis and Equality Objectives were passed by Parliament in September 2011.

provision rather than developing additional specialist and one-off facilities for people with particular Protected Characteristics.

Objective 1: Accessible Information

Improve access to information about Council services for people with Protected Characteristics, within the Council's Think Customer transformation programme.

By 31st March 2013 the Council will incorporate British Sign Language (BSL) video translation into five pages of its website, and engage with BSL users to set priorities for a programme of further pages in future years.

The short-term objective of incorporating BSL translation into the Council website will open up access to information for a significant group of people in Darlington. The incorporation of BSL translation into five web pages in the first year will be followed by an ongoing programme based on priorities set by the deaf community.

Equalities impact assessment will be an integral part of the Think Customer transformation programme, which will transform the way the Council connects with people using its services, and the wider community.

There will be a number of different components within the programme and some of them have yet to be approved for development. Key principles will include a better understanding of the needs and interests of individual customers across all the Council's activities, simplifying the points of access to Council services, and simplifying and standardising the content and layout of information on the Council website.

The website will have fewer pages and users will be able to carry out most transactions with the Council via the web. We will increase use of social media like Facebook and Twitter as ways of listening to, discussing and influencing, and broadcasting messages to the community. We will use Plain English in all written communications.

The whole transformation programme will not be completed within the four year cycle of these Equality Objectives, but the web site developments, set out in the Web Content Strategy, are programmed over the next one to three years. The programme will offer opportunities to improve access to information and services for people with Protected Characteristics. We will ensure that

those opportunities are maximised through equalities impact assessment.

Theme 2: The Council as a Commissioning Organisation

Darlington Borough Council is increasingly becoming a commissioning organisation. Every year the Council procures goods, works and services from external providers and performance manages and reviews internal services. This affects every area of the Council and impacts across all sections of our community.

The Equality Act 2010 requires local authorities to use their resources to promote equality. It is important that equality compliance is embedded both within internal Council services and into the external supply chain and that those contractors and service providers working on our behalf fully comply with equality legislation. To build upon the existing Darlington Compact Code for Equalities, the Council will also make use of The North East Procurement Organisation's (NEPO) Equality Charter for North East Suppliers (The Charter). It is important that the Council not only sets appropriate equalities objectives and targets in its contracts, but also monitors them to ensure that these objectives and targets are achieved. This work will be developed in conjunction with the Single Equality Scheme later in 2012. Internal monitoring of compliance will take place through the corporate performance framework.

Objective 2: Improve compliance with the equality requirements of our external tender specifications and contracts, by ensuring that:

- **25% of our external suppliers are signed up to the NEPO Charter by 31 March 2013 rising to 100% by 31 March 2016**

Theme 3: Community Safety and Crime

Sustainable Community Strategy (SCS) Outcome(s): Our Communities are Safe and Free of Crime

Hate crime is the key equalities issue in relation to this SCS outcome. We need to encourage the reporting of hate crime,

reduce the occurrence of hate crime, and ensure victims receive fair treatment and outcomes.

Hate crime is defined in the national plan to tackle hate crime, 'Challenge it, Report it, Stop it' (March 2012), as "any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a personal characteristic", such as the victim's race, disability, gender or sexual orientation.

Defining, identifying and tackling hate crime is especially important. Hate crimes are motivated by hostility towards, or prejudice against, a person's personal characteristics. Fear of repeat victimisation is likely to be more intense than for victims of other forms of crime.

Objective 3: Hate Crime

Improve understanding and awareness of hate crime in Darlington, increase reporting of hate crime, and ensure that agencies provide appropriate support to victims; in 2012/13 this will include:

- **Developing a Darlington profile of hate crime**
- **Staging a workshop involving representatives of equalities Protected Characteristics to develop our understanding of local hate crime issues**
- **Developing an action plan focused on improving the identification and reporting of hate crime.**

A multi-agency 'Vulnerability Group' has been set up in Darlington and this will provide a forum for leading and co-ordinating research, planning and carrying out hate crime programmes. The Police have set up a hate crime group, led by a sergeant based at Police headquarters and with PCSOs responsible for hate crime in each of the divisions, including one in Darlington.

The Vulnerability Group will stage a workshop during summer 2012 on hate crime involving people from across the Equality Act Protected Characteristics. This will explore issues and experiences and lead to the development of a detailed action plan, setting out actions and targets for all the organisations with a role in tackling hate crime in the borough. Darlington Borough Council's current work on hate crime and vulnerability with learning disabled people will contribute to the workshop.

The action plan included in the above objective will focus on these priorities of raising awareness and understanding and increasing

reporting. This is essential if hate crime is to be tackled and reduced. Future action plans will focus on reduction.

The action plan will include measures to make it as easy as possible to report hate crimes. At present there are three local hate crime reporting centres, at Darlington Association on Disability, Gay Advice Darlington and Durham, and Darlington College. We will consider whether further centres are required in locations convenient for people sharing Protected Characteristics.

Increasing reporting is also dependent on ensuring that victims are treated appropriately by the police, public services and other agencies like Victim Support. Action planning will include measures to improve support where necessary.

Theme 4: The Council as an Employer

The Council is one of the largest employers in Darlington, with a workforce of 2444 people as at the mid-point of the 2011/12 financial year. This figure excludes staff in community schools, which are subject to separate arrangements under the Equality Act 2010.

Reductions in government funding and the Council's ongoing transformation agenda have led to workforce reductions over the last two financial years. There were 128 redundancies during the 2010/11 financial year, with 120 further redundancies between April and November 2011.

The Council actively monitors the composition of the workforce by age, disability, race and gender and current data is set out in our Equalities Analysis, published on the Council website in January 2012. This also refers to the position on other Protected Characteristics, namely gender reassignment, pregnancy and maternity and marriage and civil partnerships.

The current climate of redundancies and redeployment makes it difficult to address workforce composition issues through recruitment in the short-to-medium term. However, Equality and Human Rights Commission guidance suggests that organisations may wish to gather evidence of any 'occupational segregation' in terms of members of the workforce with Protected Characteristics. We feel that we can continue to make positive progress in this area via the Council's equal pay audit. This will help the Council to identify and address as appropriate any pay and grading issues that demonstrate inequality on the grounds of any of the Protected Characteristics identified in the Equality Act 2010.

Objective 4: Undertake Comprehensive Equal Pay Audit

The Council will continue to apply and develop the Single Status Agreement and other equality in employment arrangements by undertaking an equal pay audit by March 2013 and address all identified equal pay concerns by March 2016.

The key milestones are:

- 2012/13 - undertake 2012 Equal Pay Audit and develop action plan by March 2013
- 2013/14 - implement year 1 actions in 2012 Equal Pay Audit Action Plan by March 2014
- 2014/15 - implement year 2 actions in 2012 Equal Pay Audit Action Plan and undertake 2014 Equal Pay Audit and develop action plan by March 2015
- 2015/16 - implement year 3 actions in 2012 Equal Pay Audit Action Plan / Year 1 actions in 2014 Equal Pay Audit and Action Plan by March 2016.

The Council has also identified further areas in terms of the workforce which we will continue to develop as part of our routine work.

Information given above is only an extract from the full Equality Analysis data and further details can be found by contacting the Communities team on (01325) 388457 or by e-mailing the team at communities@darlington.gov.uk

Full details of the Equality Analysis are available on the Darlington Borough Council Website at

www.darlington.gov.uk/Living/equality/equalityobjectives.htm