

6. Equality objectives 2017-2019

The specific duty of the Equality Act 2010 requires public service providers to publish at least one equality objective to demonstrate how it will meet the general equality duty. We published some equality objectives in April 2016, and our review of those objectives can be found in Appendix A.

Below are the council's new equality objectives.

Service Area	Objective	Who	When
1. Syrian Refugees	<p>Ensure that a further 40 refugees are safely accommodated in the community, and supported to becoming independent.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Monitoring and managing the agency we have commissioned to resettle refugees into the county Ensure that appropriate ESOL classes are provided Work in close partnership with other agencies to provide support as necessary (eg. police, job centre, schools) 	Refugee and Asylum Seeker Coordinator	January-December 2017
	<p>Progress:</p> <p>60 refugees were safely accommodated in the community between November 2016 and June 2017. These refugees are continuing to develop their independence. The first 20 refugees have exited the initial 12 months of commissioned support, although they continue to access ESOL training, are provided with enhanced housing management and presented with the opportunity to engage with mentoring and moving towards employment. The remaining 40 families will exit the initial support between January to June 2018.</p> <p>Herefordshire Council has agreed to accept up to a further 35 refugees via the Syrian vulnerable persons resettlement scheme or the vulnerable children's resettlement scheme and will be seeking to accept arrivals from June 2018.</p>		
2. Unaccompanied asylum seeking children (UASCs)	<p>Build numbers during 2017 to ensure that at any one time a total of 25 unaccompanied asylum seeking children are safely accommodated in the community, and supported to become independent.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Continuing to identify a range of suitable placements to meet the care and support needs of the Unaccompanied Asylum Seeking Children. Ensure that appropriate educational support is available Work in close partnership with other agencies to provide support as necessary (e.g. police, schools) 	Refugee and Asylum Seeker Coordinator	January-December 2017
	<p>Progress:</p> <p>As at 31 December 2017 there were 9 UASCs with an additional 7 care leavers that the service is supporting. Herefordshire has accepted transfer of 10 children through the National Transfer scheme since it was established in summer 2016. The demand has been lower than originally anticipated. Specific recruitment of foster carers and supported lodging providers has been successful and one shared house with support has been established. It has been challenging to work with colleges to meet the educational needs of these young people and to provide them with a range of opportunities however young people have now been given choices. Some young people have expressed unhappiness about being placed in Herefordshire and have requested moves to other parts of the UK. Due to these challenges discussions are now taking place regionally and with the Home Office regarding Herefordshire's future participation in the National Transfer scheme.</p>		
3. Training	<p>Establish a comprehensive picture of what constitutes mandatory equality training for staff and managers.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Reviewing current provision and up-take Reviewing and promoting our training priorities 	Head of HR and Equality Manager	March 2017

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	<p>Progress: A council-wide training and development programme is being developed to complement our mandatory training offer. The programme will have two strands: 1) Development for managers of all levels and 2) Core skills for all staff. The programmes will include equality and diversity training which will sit alongside our mandatory training offer.</p> <p>100% of our staff and managers complete their mandatory equality training.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Ensuring we maintain our records showing who has completed their mandatory equality training, and following up with individuals who have not completed it Ensuring that our induction for new staff members fully explains the requirements and process for training 	Head of HR and Equality Manager	March 2018
4. Diversity data of workforce	<p>Analyse diversity data of job applicants to highlight any notable anomalies between the protected characteristics of applicants versus successful candidates.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Generating quarterly reports for analysis <p>Progress: Statistics are now available for those job applicants who provided diversity monitoring information (19.2% of all applicants from January-December 2017). However the process is not in place to analyse these figures against successful applicants.</p> <p>Capture the diversity data of 95% of all council employees.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Encouraging new staff members at induction to complete this information Internal promotion to staff about the reasons for collecting the information <p>Progress: At induction, all new staff members are shown Business World, and given time to complete their diversity data. One article was placed in the internal e-mail communication for staff, encouraging them to complete their diversity data. As at 31 December 2017, only 60.4% of the data had been captured, however this increases to 79.9% if the choice “prefer not to say” is counted as an option.</p> <p>Analyse diversity data of all candidates standing for election for Herefordshire Council, to highlight any notable anomalies between the protected characteristics of successful candidates versus unsuccessful candidates.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Capturing and analysing the diversity data of all candidates <p>Progress: Some diversity data from candidates has been received, however the number of individuals responding is too low to be of statistical value. Data from new councillors was requested, and 75% of information was received.</p>	HR and Equality Officer	January 2018
	<p>Capture the diversity data of 95% of all council employees.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Encouraging new staff members at induction to complete this information Internal promotion to staff about the reasons for collecting the information 	HR and Equality Officer	December 2018
	<p>Analyse diversity data of all candidates standing for election for Herefordshire Council, to highlight any notable anomalies between the protected characteristics of successful candidates versus unsuccessful candidates.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Capturing and analysing the diversity data of all candidates 	Democratic Services Manager	December 2018

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5. Gypsy, Roma & Traveller (GRT) communities	<p>Agree on a location, and develop a transit site/temporary stopping place in Herefordshire.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Working with the Gypsy, Roma & Traveller community and local partners (such as Police) to identify a suitable site Addressing community cohesion issues in the chosen locality 	Director for Economy Communities and Corporate	December 2019
	<p>Progress: The Travellers Sites Development Plan has identified a site for use as a temporary stopping place on the outskirts of Leominster. The Travellers Sites Development Plan has reached pre-submission stage and will be submitted to the Planning Inspectorate for examination in mid-February 2018.</p>		
	<p>Produce a Gypsy, Roma & Traveller strategy with associated actions to improve facilities and services for GRT communities.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Focusing on key areas such as education, employment, accommodation and health 	Director for Economy Communities and Corporate	December 2018
	<p>Progress: The Traveller Sites Development Plan includes proposals for 9 additional pitches at four of the council owned and managed sites in the county.</p>		
6. Gender pay gap	<p>We will publish our employees' pay by gender in accordance with regulations under section 78 of the Equality Act 2010.</p> <p>We will do this by:</p> <ul style="list-style-type: none"> Generating appropriate comparisons and statistics using our human resources database 	Head of HR	April 2018
	<p>Progress: Gender pay gap analysis published 31 January 2018, as part of our annual equality analysis of the workforce.</p>		