

Surrey Heath Borough Council Human Resources

Equality Strategy 2016-19



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INTRODUCTION

1. SURREY HEATH'S VISION AND OBJECTIVES

Underpinning our vision is the Five Year Strategy which is grouped under 4 themes with objectives as follows:

Place – we want to make Surrey Heath an even better place where people are happy to live

Prosperity – We will support and promote our local economy so that people can work and do business across Surrey Heath

People – We will build and encourage communities where people can live happily and healthily

Performance – We will deliver effective and efficient services better and faster

Delivery of Equality Objectives under the Five Year Strategy demonstrates our commitment to embedding equality in everything we do.

Corporate Objective - *'We will build and encourage communities where people can live happily and healthily'*.

We will do this by:

- 'Helping **older and vulnerable people** to live independently and remain in their homes for as long as possible',
- '**Protecting the general health and wellbeing of the community** through our services, our health promotion and community development work',
- '**Engaging with young people** to help improve and sustain their leisure opportunities whilst encouraging them to take responsibility'.

Equality also comprises a vital element of the Council's internal CORE Values, specifically encompassed within the core value **Respect for All**. Defined as 'treating people in a fair, equitable and non-discriminatory manner that promotes trust, openness and honesty', staff are required to adopt linked behaviours while undertaking their duties to demonstrate the Council's commitment to equality.

2. APPROACH TO EQUALITY AND DIVERSITY

The Council takes responsibility to ensure that equality is integrated into both the service delivery and employment practices of the authority.

Recognising equality and accessibility is an integral part of our working approach.

The Council complies with the legal framework set out by the Equality Act 2010. We use the Local Government Equality Framework to measure our progress on mainstreaming equality and diversity into service delivery and employment and to adopt an equal life chances approach. The Council gained the 'Achieving' level of the Equality Framework in 2010.

This Strategy demonstrates our commitment to continue to embed equality and diversity in our employment practices and service delivery. The Council is also committed to work with partners to set equality objectives.

The Council and partners work to prevent discrimination, harassment and victimisation and to recognise the diversity of need within the local community and the need to ensure fair and equitable treatment.

We also work to

- ensure that all individuals/groups are given an opportunity to participate in the community
- promote equality of opportunity via internal and external policy
- improve the accessibility of public services for all groups
- abide by relevant equality and human rights legislation.

3. HOW OUR SERVICES ARE DELIVERED

Surrey Heath Borough Council is composed of 40 Members representing 16 Wards elected for a 4-year term and works with a Leader and Executive for decision making, including policy.

The Chief Executive and the Corporate Management Team have the overall responsibility for delivery of services and are tasked with effective implementation of the decisions and policies agreed by Council or the Executive, ensuring that services are provided efficiently within identified resources, and to meet the needs of the service users.

The Council's 5 Year Strategy, is reviewed annually and sets out our corporate objectives and key priorities. All current and future Council key strategies and policies will take account of equalities issues and aim to be fair to all.

4. OUR ROLE IN THE COMMUNITY AND WORKING IN PARTNERSHIP

The Council's approach to equality and accessibility is reflected in our work within and for the community, in all our partnerships and wherever we work with contractors.

The **Sustainable Community Strategy** includes themes on Children and Young People and Health and Wellbeing. It states that the Surrey Heath

Partnership 'will seek to embed equality for all and to recognise and celebrate diversity and to promote equality of opportunity to all parts of the borough'.

5. ROLES AND RESPONSIBILITIES

All individuals and groups working for or on behalf of the Council have a responsibility (a 'duty') to ensure that the objectives of the Equality Strategy are reflected in the design of organisation's policies and the delivery of services, including internal policies, and for these issues to be kept under review.

However, some individuals and groups have additional duties under the Equality Strategy, as described below:

Equality Champions

The Leader of the Council and the Corporate Portfolio Holder champion equality and diversity for the Council. The Chief Executive is responsible for ensuring that the Equality Strategy and legislation are integrated into both service delivery and employment.

Councillors

Council members have an important role to play in championing equal opportunities and promoting cohesion and fostering good relations within their constituencies.

They are responsible for paying due regard to equality and human rights in all of their constituency work. Councillors are encouraged to engage with their constituents on equality and human rights issues without political bias for the purposes of representing the views of their constituents relating to Council policy or service provision.

Councillors also have a responsibility to undertake reasonable efforts to ensure that they are operating in a manner that supports the objectives of the Equality Strategy, e.g. attending relevant training that may support their understanding and knowledge of equality and human rights issues.

Equality Working Group (EWG)

The councillor Equality Working Group has been set up to demonstrate high level commitment to equality from the Council members.

Performance and Scrutiny Committee Members

Members of the Performance and Scrutiny Committee are responsible for challenging Council members, officers and others about decisions impacting on equality and human rights issues and on the evidence base supporting those decisions.

Corporate Management Team (CMT)

Members of the Corporate Management Team are responsible for ensuring that the Equality Strategy is adopted across the council and integrated into all aspects of service planning and delivery.

Their role is to ensure that the new strategy is robust, represents a shared vision and meets the needs of the local area. Their responsibility lies in ensuring that measures are in place to monitor, challenge and review the progress of the Equality Strategy for their service area.

Working in conjunction with their team managers, individual CMT members should be able to demonstrate that they have oversight of the strategy in their service area and are managing how information about the impact of their services on equality and human rights is gathered, made available and evaluated.

Managers

Managers across all Council services are responsible for ensuring that the objectives of the Equality Strategy are pursued appropriately through the work undertaken by their teams. They are responsible for gathering and making information about the impact of their work on different communities available for evaluation.

Managers also have an individual responsibility to ensure that individual staff members understand their specific roles and responsibilities with regard to implementing the Equality Strategy and working in a manner that is accordant with the Council's approach to equality and human rights.

All Council Staff

All staff (i.e. employees, casual workers, contractors and volunteers) are responsible for conducting their work in a way that supports delivery of the strategy and which demonstrates the Council's CORE values (in particular, Respect for All). They also have a responsibility to attend any mandatory training that supports the objectives of the Equality Strategy.

Equality Action Group

The Equality Action Group, overseen by the Executive Head of Transformation/HR & OD Manager, is responsible for the operational management of the Equality Strategy and its monitoring and review. The EAG leads on Council wide equality impact assessment of functions and policies.

Group membership comprises a number of Service and minority representatives, who serve as 'Equality Champions'. The Equality Champions form a link between the EAG and individual Council Services,

working to promote good practice on equality and human rights across all functions of the council.

The Equality Action Group members and supporting officers are responsible for disseminating equalities and human rights information across the Council and co-ordinating the production of evaluative reports on progress of particular projects to be made available to the EWG and CMT.

Trade Unions

Recognised trade union representatives within the Council are responsible for supporting their members on matters including equality, diversity and human rights.

6. LEGAL FRAMEWORK

Equality Act 2010 and the Public Sector Equality duty

The Equality Act 2010 brought together over 116 separate pieces of legislation affecting many different equality groups into one single Act.

As a public sector organisation the Council has certain duties under the Equality Act 2010. We must have due regard to these when going about our business.

These are:

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

A summary of the legal framework under the Equality Act 2010 and the Public Sector Equality Duty is attached as Annex A.

7. PROTECTED CHARACTERISTICS

The Public Sector Equality Duty covers nine protected characteristics which are:

Race

Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Disability

A person has a disability if they have a physical or mental impairment and this impairment has a substantial and long term adverse effect on their ability to carry out normal day to day activities.

Sex

This is in relation to gender equality between men and women and to eliminating sex discrimination.

Gender Re-assignment

Gender re-assignment includes anyone who is proposing to undergo or has undergone a process (or part of a process) to reassign their sex.

Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.

Age

Discrimination on the grounds of age in relation to goods and services, employment and vocational training is unlawful.

Religion or Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sexual Orientation

Sexual orientation refers to a person's sexual attraction whether this is towards their own sex, the opposite sex or to both sexes.

Marriage and Civil Partnerships

Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples in England and Wales (see Section 1, Marriage (Same Sex Couples) Act 2013). This will also be true in Scotland when the relevant legislation is brought into force.

Civil partners must be treated the same as married couples on a wide range of legal matters. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

N.B. Marriage and civil partnerships are only covered for the first aim of the duty, i.e. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

8. OUR OBJECTIVES FOR EQUALITY AND DIVERSITY ARE:

Positive Culture

1. To further enhance the organisational culture which reflects, recognises and respects people's differences, their needs and treats them fairly

Engagement with Communities

2. To ensure that consultation is representative of the community and that consideration is given on how to consult hard to reach groups and positively learn from responses

Access to Services

3. To ensure that every effort is taken to provide access to our services for all members of the community

Workforce

4. To ensure that all our employees and potential employees are treated equally and fairly and aim to create a work environment that challenges all forms of discrimination, victimisation and harassment

9. HOW WE DELIVER OUR EQUALITY OBJECTIVES

Set out below is how the Council incorporates equality into services and employment and meets our equality objectives and the requirements of the legislation.

i) ACTION PLAN

The equality objectives are delivered via the Annual Equality Action Plan and are therefore specific and measurable. The Annual Equality Action Plan forms a key part of the performance management and monitoring process.

ii) EQUALITY IMPACT ASSESSMENT AND ACTIONS

The Council uses equality impact assessments on its services, policies (including HR policies) etc to demonstrate that equality is considered in the decision making process. Equality impact assessments (EIA) are conducted in relation to all the protected characteristics.

Equality impact assessments scheduled for the year and actions resulting from previous assessments are fed into the Annual Plan for implementation.

iii) PERFORMANCE MANAGEMENT AND MONITORING

Surrey Heath's performance management system is used to monitor equality performance indicators and equality impact assessments.

Executive reports include an 'equality impact heading' ensuring that consideration is given to this area.

The Executive, the Corporate Management Team and the Policy and Audit Scrutiny Committee receive an annual update report on moving forward with equality and diversity and reaching the Levels of the Equality Framework.

iv) RECRUITMENT AND EMPLOYMENT

The Council ensures that all relevant Human Resources documents and policies comply with the Equality Act 2010 and reflect the standards in this Equality Strategy. The Council is committed to investing in and developing its staff. The Council was accredited for **Investors in People (IIP) – Gold recognition award** in 2016.

The Council's People Strategy 2015 - 2020 drives Organisational Development so that Surrey Heath Borough Council becomes a sustainable organisation, employer of choice and an excellent place to work.

Policies and procedures are in place to ensure that concerns over discrimination, harassment and victimisation from staff are addressed and that staff are treated equally and fairly (these can be found in the Policies and Procedures page on the Council's Intranet).

If a member of staff feels they or another member of staff has been discriminated harassed or victimised then they should challenge this, report it to their manager or alternatively seek advice from HR.

v) KNOWING OUR COMMUNITY

Census and demographic information can be found here <http://www.surreyheath.gov.uk/business/economic-development/census-demographic-information>

vi) PUBLISHING STAFF EQUALITY MONITORING DATA

The Council currently publishes annual performance indicator information of overall staff figures broken down by: race, disability and gender. The

Council undertakes more in depth equality monitoring through a staff survey.

vii) TRAINING

The Council is committed to providing all staff and Members with up-to-date training on equality, diversity and human rights. Equality and diversity training is part of the induction process for new staff and Members.

The Council offers further training on specific aspects of equality, diversity and human rights where deemed appropriate or relevant for particular roles. Refresher training is also available via e-learning modules provided by the Council.

viii) SERVICE DELIVERY

In delivering services, the Council is aware of its responsibilities to be fair to all in the provision of those services and the ability to access services. We aim to provide the public with access to services and service information as widely as possible.

Data relating to the profile of service users is collected e.g. through satisfaction surveys.

10. PROCUREMENT AND GRANTS

An organisation which is not a public authority but which conducts public functions must, in the exercise of those functions, have due regard to the 3 aims of the Public Sector Equality Duty. Equality is embedded in our Procurement Strategy and procedures. Contractors are required to meet best practise equality standards developed as part of the Procurement Toolkit. The EIA template also includes a section on procurement. As part of the contract review process for major contracts, contractors are now required to confirm that they comply with our equality criteria in the Toolkit.

11. COMPLAINTS

We are committed to high standards of service delivery, but we recognise that mistakes are made and would wish to learn from our mistakes. Members of the public can use the Council's Complaints procedure available on the web site to raise any equality issues.

12. COMMUNITY ENGAGEMENT

The Council's Consultation Strategy demonstrates the Council's commitment to ensure that consultation conducted is representative of the

community and that consideration is given on how to consult hard to reach groups, in order to develop services and policies that are fair to all.

The Council has a consultative approach with staff on service delivery and policy development in terms of equality and diversity.

The Statement of Community Involvement (SCI) sets out how the Local Planning Authority intends to achieve continuous community involvement in the preparation of the Local Development Framework (LDF) and determination of planning applications within Surrey Heath. The SCI outlines the Council's methods of involving all Borough residents in consultations as outlined above.

ANNEXES

Annex A	Legal Framework
Annex B	Equality Framework for Local Government
Annex C	Public Sector Equality Duty Performance Indicators (Internal) 2016

Annex A

Legal Framework

Summary of the Requirements of the Equality Act 2010 and the Public Sector Equality Duty

1. The Equality Act 2010 came into force on 1 October 2010 and replaces the separate pieces of legislation relating to the different equality groups.
2. The public sector equality duty consists of a general equality duty, which is set out in section 149 of the Equality Act 2010, and specific duties which are imposed by secondary legislation. The general equality duty came into force on 6 April 2011. The specific duties came into force in September 2011.

Protected Characteristics

3. The general equality duty covers nine protected characteristics which are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnership, but only for the first aim of the duty (to eliminate discrimination etc).

Equality Act 2010

4. The Equality Act 2010 provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all.

Discrimination, Harassment and Victimisation

5. The Equality Act 2010 introduces a basic framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions etc.

Discrimination

This occurs when someone is treated less well than someone else in the same situation because of their equality group

Harassment

This occurs when unwanted behaviour towards someone causes them to feel intimidated, degraded humiliated or offended

Victimisation

This occurs when a person treats another badly because they have or intend to make a complaint against them in relation to being discriminated against or harassed

Indirect discrimination

This occurs when a policy which applies in the same way for everyone has an effect which particularly disadvantages people from an equality group

Discrimination by Association

This occurs when a person is treated less favourably because of their association with a person who has a protected characteristic; this can be a husband, wife, partner, friend, child or primary carer.

Discrimination due to Perception

This occurs if someone is treated less favourably because another person thought that they had a protected characteristic even though they didn't.

Discrimination Arising from Disability

A new concept of 'discrimination arising from disability' has been introduced by the Equality Act. There is a requirement to make reasonable adjustments for people with disabilities.

Employment – Health Related Questions

6. Employers will only be able to ask prospective candidate's health related questions to enable a decision to be made as to whether reasonable adjustments are needed for the person in the selection process and whether an applicant can carry out an essential function of the job. It is unlawful to ask a candidate or referee verbal or written questions about the health of a candidate prior to an offer being made.

Public Sector Equality Duty

The Aims of the General Equality Duty

7. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.

8. The Act explains that having due regard for advancing equality involves:
 - Removing or minimising disadvantages suffered by people due to their protected characteristics.
 - Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
 - Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
9. The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.
10. The general equality duty therefore requires equality considerations to be reflected into the design of organisation's policies and the delivery of services, including internal policies, and for these issues to be kept under review.

The Specific Duties:

11. In summary, a public authority covered by the specific duties (listed body) is required to:

Publish information

- Publish sufficient information to demonstrate its compliance with the general equality duty across its functions. This must be done by 31 December 2011, and at least annually after that, from the first date of publication. (The general duty to have due regard requires local authorities to have an adequate evidence base for its decision making.)

This information must include, in particular:

- Information on the effect that its policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which it furthered the aims of the general equality duty for its employees and for others with an interest in the way it performs its functions.
- Evidence of analysis that they have undertaken to establish whether their policies and practices have (or would) further the aims of the general equality duty. (Case law demonstrates that the analysis must include consideration as to whether there is any detrimental

impact and how this can be mitigated. This should be in a written format before a decision is made.)

- Details of the information that they considered in carrying out this analysis.
- Details of engagement that they undertook with people whom they consider to have an interest in furthering the aims of the general equality duty.

Prepare and Publish Equality Objectives

12. A public authority covered by the specific duties (listed body) is also required to:
 - Prepare and publish one or more objectives detailed in the aims of the general equality duty, by 6 April 2012, and at least every four years thereafter
 - Ensure that those objectives are specific and measurable.
 - Publish those objectives in such a manner that they are accessible to the public
13. The following principles from **case law** on the previous equality duties will, however, continue to apply for the new duty. In order to comply with the general equality duty, a public authority must ensure that:
 - Those who exercise its functions (for example, its staff and leadership) are aware of the duty's requirements. Compliance involves 'a conscious approach and state of mind'. This means that decision-makers must be fully aware of the implications of the duty when making decisions about their policies and practices.
 - The duty is complied with before and at the time that a particular policy is under consideration and a decision is taken. A public authority cannot satisfy the duty by justifying a decision after it has been taken.
 - Consideration of the need to advance equality forms an integral part of the decision-making process. The duty must be exercised in such a way that it influences the final decision.
 - Any third parties exercising public functions on its behalf are required to comply with the duty, and that they do so in practice. This is because the duty rests with the public authority even if they have delegated any functions to a third party.
 - Regard is given to the need to advance equality when a policy is implemented and reviewed.

Publishing Employee Equality Monitoring Information

14. Listed bodies with 150 staff or more also need to publish information in relation to their employees.

Bodies with 150 staff or more are expected to publish the below information:

- the race, disability, gender, age breakdown and distribution within your workforce
 - indication of likely representation on sexual orientation and religion or belief, provided that no individuals can be identified as a result
 - an indication of any issues for staff who are proposing to undergo or have undergone a process (or part of a process) to reassign their sex based on your engagement with staff or voluntary groups
15. In relation to services, the Equality and Human Rights Commission would normally expect to see the information that you routinely publish broken down by protected group. This will obviously depend on what services you deliver but would usually include:
- performance information relating to functions relevant to furthering the aims of the duty
 - access to services
 - satisfaction with services, and
 - complaints (broken down by protected group, with an indication of reasons for complaints).

Procurement and Grants

16. The general equality duty applies to other organisations who exercise public functions. This will include private bodies or voluntary organisations which are carrying out public functions on behalf of a public authority. The duty therefore applies to where the Council has contracted out a service or is considering contracting out or is decommissioning a service. It also applies to the allocation or withdrawal of grants.
17. The specific duty on information requires listed bodies to publish information about their compliance with the duty across all of their functions, including contracted-out functions. Where a function is contracted out, there maybe a need to specify in the tender documentation what information the contractor should collect and report on, in order for the Council to meet the General Equality Duty.

Annex B

The Equality Framework for Local Government

The Equality Framework (originally the Equality Standard) provides guidance for local authorities to mainstream equality and diversity into Council policy, services and employment. The Framework also advocates an equal life approach to provide fair opportunities for the whole community.

The Framework has 5 main areas:

- Knowing our Community – Equality Mapping
- Place Shaping, Leadership, Partnership and Organisational Commitment
- Community Engagement and Satisfaction
- Responsive Services and Customer Care
- Modern and Diverse Workforce

The Equality Framework has 3 levels:

Levels
Developing
Achieving
Excellent

Measuring our Equality Performance

The Council achieved Level 1 of the Equality Standard in January 2007 and Level 2 in October 2008.

In September 2010 after undertaking a self assessment, creating a narrative of our equality journey and undertaking a Diversity Peer Challenge by external assessors involving interviews with staff, members and stakeholders the **Council was awarded the 'Achieving' Level of the Framework**. The Council has been working towards implementing the recommendations made in the Diversity Peer Challenge report.

The Council intends to undertake re-assessment in the next 3 years to obtain a revised overview of our performance relative to the framework levels.

PUBLIC SECTOR EQUALITY DUTY PERFORMANCE INDICATORS [INTERNAL] – 2016

Annex C

	Performance Indicators	Training	Comments
Age	This is a key area for the Council to focus on, with 50% of the workforce over 50 (versus 35% in 2013) and the employee age increasing each year. Meanwhile, the percentage of employees under 30 has fallen from 12% in 2013 to only 8% today. Age was identified by 27.27% of responses to the E&D Survey as a perceived barrier to career progression; the most commonly reported protected characteristic. The Council has a duty to ensure that the needs of all age groups are being met during both internal and external policy implementation/review.	Equality & Diversity; Dementia Awareness; Safeguarding Adults & Children; Implementing Effective Apprenticeship Schemes	This is an important area and need appropriate attention, i.e. reassurance of the Council's equal investment in older and younger employees alike. Highlighting relevant PET candidates and rising stars could be a good way to draw attention to this commitment. HR are currently developing a strategy to engage and recruit more young people whilst also developing those later in their career via Work-Based Learning initiatives.
Disability	Since 2014, the Council has attained the DWP's Two Ticks - Positive About Disability accreditation and has also registered under the government's Disability Confident scheme. Top 5% of earners that have a disability 8.33% (target 7%) [BVPI Q4 2015]. Percentage of employees declaring they meet the Disability Discrimination Act 1995 disability definition 8.2% (target 8%) [BVPI Q4 2015] 3.41% of responses reported Disability as a perceived barrier to career progression within SHBC [E&D 2015].	Equality & Diversity; Deaf Awareness; Mental Health Awareness	Good progress made, but more role-related training could be beneficial for specific disabilities. E.g. Those working more closely with individuals with autism or learning difficulties undertaking appropriate courses.
Pregnancy & Maternity	2.27% of responses reported Pregnancy & Maternity as a perceived barrier to career progression within SHBC [E&D 2015].	Equality and Diversity	Based on the indicators, this is not a priority for 2016/17 but will be reviewed following the 2016 E&D Survey.

Race	The percentage of local authority employees from minority ethnical communities 5.74% (5% target)[BVPI Q4 2015]. 3.25 % of responses reported Race as a perceived barrier to career progression within SHBC [E&D 2015].	Equality & Diversity	Needs further investigation to identify which groups are perceiving possible discrimination. Arrange outreach initiatives with Minority Representative?
Religion or Belief	4.55 % of responses reported Religion or Belief as a perceived barrier to career progression within SHBC [E&D 2015].	Equality & Diversity	Needs further investigation to identify which groups are perceiving possible discrimination. Arrange outreach initiatives with Minority Representative?
Marriage & Civil Partnership	1.14 % of responses reported Marriage & Civil Partnership as a perceived barrier to career progression within SHBC [E&D 2015].	Equality & Diversity	Based on the indicators, this is not a priority for 2016/17 but will be reviewed following the 2016 E&D Survey.
Gender Reassignment	Based on a recent report (March 2016), the global incidences of intersex individuals (i.e. those possessing characteristics that are not easily discerned as male or female) is currently reported between 1.7-4%. The Council's reported incidence within the current employee group is much lower.	Equality & Diversity; Gender Reassignment Awareness (Manager)	Requirement for increased managerial support and general awareness, e.g. accessible resources / redirection to appropriate support sites. Promote SHBC acceptance of non-binary gender.
Sex	The percentage of top 5% of earners that are women 41.67% (target 20%) [BVPI Q4 2015]. 5.88 % of responses reported Sex as a perceived barrier to career progression within SHBC [E&D 2015].	Equality & Diversity	Needs further investigation to identify which groups are perceiving possible discrimination.
Sexual Orientation	2.27 % of responses reported Sexual Orientation as a perceived barrier to career progression within SHBC [E&D 2015].	Equality & Diversity	Based on the indicators, this is not a priority for 2016/17 but will be reviewed following the 2016 E&D Survey.

Please contact us if you would like the Equality Strategy in another format

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www.surreyheath.gov.uk - the Equality Strategy is also available on the web site.



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