



CHALLENGING INEQUALITY
& CELEBRATING DIVERSITY

Fair for All Programme

Annual Report to April 2011





Further information and alternative formats

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Foreword

This annual report describes what Devon County Council has achieved between March 2010 and April 2011 in relation to eliminating discrimination, advancing equality and fostering good relations between people.

The report contains examples from across the Council's services, highlighting changes in practices and initiatives from improving access within libraries to addressing bullying and negative stereotyping.

It's a positive reflection of the Council's resilience during tough times. Last year we faced an unprecedented period of change which affected, to lesser or greater degrees, every part of the Council's work.

With a reduced budget, we had to make difficult decisions about reducing some services, ensuring the process was well informed by public consultation and impact assessment throughout.

The year ahead will continue to be difficult but the Equality Act and other government drivers such as Localism make it clear that we need to ensure the needs of all communities are considered and that we are accountable to everyone in Devon.

I would like to pay tribute to members of the Council's Equality Strategy Group, in particular our partners in the voluntary and community sector who make up the Equality Reference Group, for their continued support and commitment.

Councillor Andrew Leadbetter



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Progress and Achievements - Summary

Corporate Equality Scheme

Under the General Duty of the Equality Act a public authority must, in the exercise of its functions, give due regard to the need to (in relation to protected characteristics of age, disability, gender re-assignment, pregnancy and maternity, race, religion/belief, sex and sexual orientation):

- Eliminate discrimination, harassment, victimisation and any other prohibited conduct.
- Advance equality of opportunity (remove or minimise disadvantage; meet people's needs; take account of disabilities; encourage participation in public life).
- Foster good relations between people (tackle prejudice and promote understanding).

The Fair for All Programme acts as our equality scheme and sets out a number of objectives to help meet the General Duty above, as well as previous Race, Disability and Gender Equality Duties. The programme began in April 2008 and will be completely refreshed during 2011.

Each year we report on progress with our Fair for All Programme. Over a three year period we achieved 60 objectives. 12 original objectives ceased because they were no longer relevant (due to a change in practice). There are 32 remaining objectives, of which 27 are 'work in progress' (including longer term projects) and these will be reviewed as we prioritise future work.

Articles in this year's Annual Report that are linked to a Fair for All objective are marked with a flag:



Equality Impact and Needs Assessments

During 2010-11 we developed a new approach to Impact Assessment. Launched in May 2011, our new toolkit is available online at www.devon.gov.uk/impact. The new toolkit builds on and replaces our well known 'EINA Toolkit'. Our new approach is to consider economic and environmental impacts alongside equality/social ones. This will help planners and decision makers explore conflicts between different priorities and make sure what we do is sustainable in the broadest sense. There is more guidance around equality and diversity including a comprehensive checklist.

During 2010 the Council also faced severe cuts to its budget and had to make tough choices about reductions to services. An Equality Challenge Panel was brought together to assess the impact of the proposals around service reductions and an Impact Assessment report was produced. Impact assessments were widely debated in Council meetings, which could also be watched through our web casting facilities, leading up to the

ratification of the final budget in February 2011. Following this exercise the Council was pleased to be part of a national review carried out by LGID (Local Government Improvement and Development) which looked at Council's approaches to assessing the impact of budget cuts on communities. The review found Devon County Council had adopted a good approach.

The impact assessments for the service cuts are available at:
www.devon.gov.uk/impactbudget2011

Top stories from across the Council...

Outcome: People achieve their own potential and a good quality of life.

Bilingual Support Workers



Under the Fair for All Objective to deliver the migrant worker multi-agency action plan and task group, Devon was successful in securing funding from the Migrant Impact Fund. This funding comes from central government and is supported by a levy on (non-EU) migrant visas. Part of the funding was used to pay for Bilingual Support Workers in schools. The BSWs work for the Ethnic Minority Achievement Service.

Between January 2010 and July 2011 the BSWs have supported 200 pupils, from 120 families, across 80 schools and settings. They have been bridging the communication gap between teachers and parents/guardians, providing resources and cultural awareness training for teachers, and making the curriculum more accessible for pupils.

Their intervention has resulted in improvements in pupil achievement, more parents taking part in school life, and an increase in confidence and self-esteem for pupils with English as a second/additional language.

Some comments about the service:

- “The impact I’ve seen in my daughter is that she has more confidence in her reading and writing”.
- “The BSW helped me make friends.”
- “I understood the content of the lesson and more about what I was expected to do.”



Outcome: Everyone can use or access our services, facilities or information.

Advocacy Services for adults

Within the Fair for All Programme the Council had an objective to help people with communication or other difficulties resolve issues with us through its advocacy strategy.

The development of the Devon Advocacy Consortium and the arrangements across health and social care services for commissioning advocacy through the Consortium has been a major success story.

By developing a county-wide and corporate approach to the commissioning and provision of advocacy, greater consistency of access and quality of service has been achieved. Economies of scale and budget reductions have been delivered whilst service developments, including a dedicated Black and Minority Ethnic advocacy service, have been implemented.

Referrals in the first quarter of 200/12 have increased 80% from the first quarter of 2010/11 to 152, providing not only valuable support to the particular individuals concerned, but also enabling strategic intelligence on the quality of health and social care in Devon to be fed back in to the system.

An excellent example of 'delivering more for less' through partnership working.

Providing accessible library services for all

From January 2011, a new mobile library service began stopping for longer in central locations, linked where possible to existing facilities or events like market days and school pick-up times. Saturday stops have also been introduced.

From December 2011, Carers received an improved service in recognition of the support they provide to many people using the library service, the changes bring their entitlements in line with the person they care for and include free music CD and audiobook loans and reduced overdue and reservation charges.

From February 2011 Devon Libraries have been involved in a pilot project making computers, internet access and training support available to a number of Home Library Service clients. Under the project WRVS library volunteers were to provide support to 50 people, with funding coming from the Museums Libraries Archives Council and UK Online together with support and computers provided by Microsoft.

An Easy Read version of library information is now being offered to people with learning disabilities when they join the library and during December a group of people with learning

disabilities selected £1,000 worth of books for their local library in Honiton. The library service has also created a collection of resources such as books and DVDs that are designed to be accessible to people with learning disabilities.

And finally, in a move designed to give better access to the town centre and save money, Devon County Council expanded its plans to refurbish Newton Abbot Library to include services that support people with learning disabilities. In addition, the multi million pound redeveloped building will contain a modern, 21st Century library and adult learning centre, an IT suite with WIFI technology, and meeting rooms available for local groups to use.

Cllr Stuart Barker, the County Council's Cabinet Member responsible for Adult and Community Services believes that the location, in addition to the public services available within the building itself, will present more opportunities and make it easier for people with learning disabilities to enjoy what the town has to offer.

Cllr Barker said: "I am delighted by the opportunity for people with learning disability to use this town centre location as a base from which they can choose what they want to do during the day; using facilities within the building as well as everything else in the town centre."

People currently using the Kingsteignton service have also looked forward to the move:

Shane Bowden said: "It will be great. I can go into town and do all I want to do." Susan Wills said: "I like it. It's a nice building. I can't wait to move in."

Devon County Council has funded the project with a contribution from the Teignbridge Growth Point Partnership.

Stover Park receives Teignbridge Access Award

Devon County Council's Stover Country Park was presented with an award and certificate in early December for their outstanding commitment to providing good disability access and services.

The award was presented by Lord Clifford of Chudleigh on behalf of the Teignbridge Access Group. Awards were also presented to Sainsburys and Newton Abbot Hospital at the Scout Headquarters, Newton Abbot on 1st December.

At Stover Country Park, Rangers and volunteers have worked to upgrade the surfaces to the lake paths and improvements have been made to the disabled car parking areas. An independent Accessibility Audit has been carried out by Living Options Devon to help identify all aspects of disabled access and requirements at the Country Park.

This year Stover has worked with the Countryside Mobility South West Scheme and was the first Country Park to obtain a Mobility Scooter called a Trampler, which is available for visitors to use to and get around and explore the park. Two manual wheelchairs are also available for visitors to borrow from the visitor centre.

Audible pens have also been produced to help visitors or visiting groups to explore the Ted Hughes Poetry Trail and the Children's Poetry and Sculpture Trail. The audible pens are particularly useful to visitors with poor sight and the poems are read out by poet Alice Oswald.

Improving outcomes for Deaf People



Devon County Council has been making good progress with the Devon British Sign Language Charter. Following a self assessment against the Charter criteria it has established that it is meeting pledges 1,2 and 5:

- Pledge 1 - Improve access for Deaf people to local services and information
- Pledge 2 - Promote learning and high quality teaching of British Sign Language
- Pledge 5 - Consult with our local Deaf community on a regular basis.

The Corporate Equality Officer supports the work of the Devon BSL Charter Group, led by Living Options Devon Deaf Project, and has been involved in developing a revised national Charter with the British Deaf Association, which will be launched later in 2011. It is likely that organisations using the Devon Charter will adopt the National Charter and continue to work towards achieving the Pledges.

Improving access through interpreters



Devon County Council uses a Telephone Interpreting Service so that people who cannot speak English can contact the Council by telephone. We wanted to test the effectiveness of this service and skills of staff at our MyDevon 'call centre' in Tiverton.

We held a 'mystery shopping' event with local service users from the Hikmat Centre in Exeter. All the service users are older people who speak a range of other languages. We invited them to the Centre where they were able to have a go at speaking to a member of staff via a telephone interpreter.

The exercise highlighted a few areas for improvement and we plan to run it again in the near future to check these problems have gone. Once we are confident that we can provide an excellent service then we will promote this to communities.

Improving access to public transport information



In order to ensure access to public transport and information, Area Timetable Guides have been updated. A Special Journey Devon website has also been created to improve access to information. Travel Trainers promote the use of the Text4Times facility and specialist literature is available. All main routes in Devon are now covered and, when texting for a bus time in Exeter, if Real Time is available it will be displayed.

Bus Stop Codes are available on internet, maps and guides so that people can check the next time of a bus before heading to the bus stop. This helps people who are concerned about personal safety particularly when travelling alone at night.



Outcome: There is public influence over decision making, planning, policy and service delivery.

Community Needs Survey



FFA

Between November 2010 and January 2011 a Community Needs Survey was carried out. The aim was to measure people's quality of life (outcomes), access to services and satisfaction with services. The survey targeted groups (through a network of voluntary and community sector organisations) that are at risk of exclusion or disadvantage.

The results of the survey will be used alongside other information to form an 'evidence base' of performance data, profiles and feedback - with the Joint Strategic Needs Assessment being a key component. The evidence base will then be used to identify priorities and set new objectives from 2011.

Part of the survey included questions that were used in the Touch Choices public consultation so that we could check to see if the views of minority, disadvantaged and vulnerable communities differ from those of the public in general. Interpreters were offered where needed. (Touch Choices was our way of consulting with the public about service cuts.)

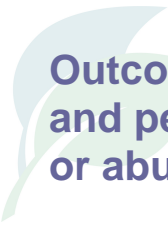
At the time of writing this annual report we are analysing all the data and will publish the results as soon as they are available. Because of the nature of the survey we were not expecting a huge response in terms of numbers but we have successfully reached a diverse mix of people, with only a few gaps.

Health and social care involvement



FFA

Under objectives to ensure engagement activities include 'hard to reach' groups, the Health and Social Care engagement contract is now up and running with the Fusion Partnership (voluntary and community sector). The contract includes obligations to engage 'hard to reach' groups. Likewise, the Public Involvement Review project is complete. Information about our engagement strategy is available in a range of formats including Easy Read <http://www.devon.gov.uk/jointengagementstrategy.htm>.



Outcome: Devon is a stronger, safer and inclusive community and people have trust and confidence in us to report incidents or abuse or discrimination.

Authorities working together to promote personal safety



FFA

Nine out of ten people with learning disabilities have experienced harassment and bullying, with nearly a third stating that bullying took place on a daily or weekly basis, according to Mencap research.

As a result, the County Council, with funding from the South West Prejudice and Hate Crime Task Group, organised three workshops to raise awareness of personal safety and how people with learning disabilities can stay safe.

Abuse can be physical, verbal, or sexual. It can be targeted antisocial behaviour, damage to the victim's property or theft, or bullying at school. It might be perpetrated by people known to the victim, and who have their trust. Or it might be bullying through other means, such as the internet.

While many examples of abuse are clear, research from the Equality of Human Rights Commission suggests the prevalence of ongoing, low-level abuse - which is less obvious - goes undetected.

There are potentially thousands of people in the South West with learning disabilities, including approximately 2,000 people receiving some level of social service support from Devon County council (08/09 figure).

Rebecca King, a Member of Devon's Learning Disability Parliament who helped launch a Keeping Safe scheme in Exeter for people with learning disabilities, said:

"Bullying and harassment is a big problem and it can happen anywhere and at any time. That is why these roadshows are so important, to raise awareness of this important issue.

"The Keeping Safe Campaign is helping, but I feel that people should be more aware of the issue."

The roadshows were held across Devon in September 2011.

Schools community cohesion competition



As part of its Prejudice and Hate Crime Strategy, schools across Devon won prizes which included trips to London and the chance to spend a day with a professional TV production company for their pupils, and cash prizes for the schools themselves.

Students from five primary schools and four secondary schools were winners in the Safer Devon Partnership's Community Cohesion Competition, aimed at pupils across the county.

Primary School winners were Bampton Primary, Whimble Primary, Clyst St Mary Church of England Primary, Wolborough Primary and Woodlands Park Primary.

Secondary schools which came out on top were Exmouth Community College, Okehampton School, South Molton Community College and Exeter School.

The aim of the contest was to get youngsters to explore the diversity of the county's communities and to come up with new ways of tackling prejudice and discrimination.

Students could take photographs, make films, design posters, create assemblies or develop projects. There were separate categories for primary and secondary schools. In total the organisers received more than 120 entries.

Wolborough Primary School, in Newton Abbot, won the community project category for its Chair Project. The entry was the brainchild of the school's One World Global Club, an after school club set up to promote community cohesion and encourage families who have English as an additional language to come together.

Headteacher Tracy Hoare said: "Some of the pupils noticed we were getting rid of some old wooden chairs and said they wanted to do something with them. They painted them white and decorated them with flags from different countries. We've still got a lot of chairs left over so we're going to give them to other schools and community groups.

"The pupils loved working on the project and now we've won £500 for the club so it's great news."

Dave Wright, of the Safer Devon Partnership, said: "Congratulations go out to all the winners. We had some really high-quality entries and it was very difficult for the judges to come to their decisions.

"We had very positive feedback from the teachers and heads of schools which took part. However, we would like to have seen more schools enter – we want to see all Devon schools thinking more about prejudice, extremism and community cohesion."

Councillor Christine Channon, Devon County Council's cabinet member for Schools and Skills, said: "Judging by the standard of entries in this competition, there are obviously some very creative children in our schools. This contest also shows that pupils and teachers are thinking about issues around racism and bullying and tolerance.

"Devon County Council is fully behind any initiatives which aim to foster a better level of understanding and respect between different communities. Although Devon is certainly not an intolerant place to live, none of us must get complacent."

The winning films and projects will be put onto a CD Rom, and along with the winning posters, will be incorporated into a Hate Crime Resource Pack which will be distributed to schools and colleges in Devon.

Youth group partnership with local newspaper receives national award

A partnership between local young people supported by Devon County Council's Youth Service and the Express and Echo newspaper received a national accolade for its work in changing perceptions of young people.

The Teen Team project was announced the winner of the Children and Young People Now Positive Images Awards for best local press coverage of young people.

“Teen Team” is a project where a group of young people produce a weekly page for the Express and Echo, which began in September 2009 when the local newspaper approached Devon Youth Service with the idea that they wanted to do something to combat the negative image of young people in the press. Through a series of meetings with young people the idea of Teen Team was developed.

Young people came up with the name “Teen Team” with Teen standing for Together Everyone Equally Noticed. They wanted their page to contain articles about issues that matter to young people as well as having regular comments on that weeks news stories from a young persons perspective and a (youth worker) agony aunt to answer problems.

The group consists of eight regular members who, supported by a youth worker produce the main article as well as other young people who contribute to the comments.

The group picks a topic and discuss it together, producing the article during the course of the meeting. Young people are also encouraged to produce individual articles on things that are of particular interest to them.

Articles so far have included a diverse range of subjects such as the cervical cancer jab, the X factor, underage drinking, sex education and the mosquito device.

Through her involvement with Teen Team one of the young people had the opportunity to put questions to Gordon Brown when he came to visit Exeter. She asked him about opportunities for young people in terms of places to go where they could be themselves, as well as asking him about transport and employment opportunities. This was a life changing experience for the young person who said “people like me never get to talk to people like him”.

Young people also decided that in order to counter negative stereotypes they wanted to interview young people who were carrying out positive activities or who embodied a particular stereotype - for example young people excluded from school, young parents and young people with disabilities.

In this way they felt they could show the people behind the stereotype and make people think twice about believing the negative stories they hear. The group have carried out interviews with a number of groups such as a youth council, the youth parliament, young

musicians, a group of young people from a pupil referral unit and a young parents' group. For international women's day Teen Team handed over the main article to a young women's group who wanted to write about inspirational women.

This way of working has enabled a broad range of young people's voices to be heard, some of whom have never seen positive stories about themselves in the press before.

Councillor Andrea Davis, Devon County Council's Cabinet Member for Young People's health and wellbeing, said: "The Express and Echo has been focused on young people during this project, handing over editorial control to them. The page really is a place where young people can get an opportunity to combat negative press and also give their opinions on issues that directly affect their lives. Congratulations to the young people involved in this highly successful venture, and to the Express and Echo for its commitment to supporting positive images of local young people."

Further information on Teen Team can be found at www.cypnow.co.uk/news/1015527/Positive-Images-Awards-2010-winners

Local buses join scheme to help people feel safe in Devon

The logo for FFA (Families For All) is a teal-colored wave shape with the letters 'FFA' in white inside.

Local transport company Stagecoach South West joined Devon County Council and Devon and Cornwall Police in a scheme to help thousands of people with learning disabilities in Devon feel safer.

The Safe Places Scheme aims to help people with learning disabilities when they are out and about in the community.

In the scheme people with learning disabilities carry 'I Need Help' cards, which contain contact information for a person who cares for them. If they are feeling lost or threatened they can go to any shop displaying a 'Safe Place' sticker and show staff their card and get some help.

The addition of Stagecoach means that the scheme will now extend beyond the town and city centres, to help people with learning disabilities when they are travelling around the County. All buses across the Stagecoach fleet (approximately 500) will display 'Safe Place' stickers to indicate their staff are on hand to help if needed.

Councillor Stuart Barker, Cabinet Member with responsibility for Adult and Community Services will be at the launch. He said:

"This is a really useful initiative, which genuinely assists people with learning disabilities. The scheme is already well established in the market towns across Devon and is working well, making a huge difference to people's lives. It truly demonstrates what can be achieved when we all work together to help vulnerable people in our community."

Sergeant Glynn Currey, Diversity Manager with the Devon and Cornwall Police said:

"This scheme is designed to help some of the more vulnerable members of our community feel safe when they are out and about in the county. By working together the agencies and businesses involved have already made the Safe Place scheme a successful and valued initiative in towns in Devon. With Stagecoach now onboard we hope more people will benefit from Safe Place as they enjoy travelling through the county feeling safe and

reassured that, should they need it, help is close by."

Michelle Hargreaves, Managing Director of Stagecoach South West said:

"The key to a successful business is the participation of all involved. We are determined to provide safe and reliable transport to all our customers and are delighted to be involved in the 'Safe Place' initiative."

Robert Hawken, Joint Chair of the Devon Learning Disability Partnership Board, has praised the project:

He said: "The Safe Place Scheme is a really good idea, it will be helpful to a lot of people and it is a brilliant idea to have them on buses."

Additional information about the scheme can be found at www.keepingSAFE.org.uk

Intergenerational conference paved the way for community cohesion

A conference aimed at bridging the gap between the young and old has shown the two generations share much common ground.

The first intergenerational conference, organised by The Senior Council for Devon and Devon County Council's Youth Service, brought together senior council members and young people to share and discuss issues of common interest, and showcase the intergenerational work happening around the county.

Guest speaker at the conference was Patrick Hanfling from the Beth Johnson Foundation - a national organisation that aims to find new ways to improve the lives of older people through intergenerational practice.

Speaking at the conference, Mr Hanfling said: "Often young people are seen in a certain light in society - as a problem - and something to be dealt with. This is often the same for older people, who are increasingly seen as a drain on society.

"The idea of intergenerational practice brings people together in purposeful, beneficial activities. Young people get a bad rap today, and this is replicated across to older people. They both suffer prejudice and exclusion. The aim of intergenerational work is to build a bridge and promote greater understanding and respect between the two generations."

The conference also featured presentations from Young Devon, who talked about some of the intergenerational projects they had been involved with, followed by a roundup of some of Devon's youth service activities around the county.

An official launch of Don't Judge Us Till You Know Us - a campaign being led by a group of young people supported by the Devon Children's Trust Partnership, marked the start of a programme of activities and publicity to raise awareness of the positive activities young people are involved in, and the negative stereotypes they are often branded with in the media.

Lloyd Buffery, one of the young people involved in the campaign, said: "We're trying to show people that they shouldn't judge a book by its cover - there are loads of young people doing really positive stuff yet all you see are headlines about jobs and hoodies."

This experience of prejudice is all too familiar for many minority communities, a parallel can be drawn with the way Muslims are represented in the media.

Mary Nisbett, Independent Chair of the Devon Children's Trust Partnership, said: "I'm really excited about launching this campaign, which has finally come to fruition after much work on the part of everyone involved. I'd like to thank all the young people who have been endlessly enthusiastic and creative, and to all the partners who have helped get this off the ground."

"Young people and older people have worked together on ideas for this campaign and this in itself is a great example of intergenerational work."

Speaking after the conference, Maggie Durkin, of the Bideford branch of the Senior Council, said: "It was a brilliant day, which I found really inspiring. The youngsters showed that the images of young people as just cynical layabouts are lazy and tired stereotypes, and we should be following their example and demonstrating that the idea of old people as dry-as-dust has-beens is equally wrong."

Yvonne Wardrop, chair of the Senior Council, said: "It was excellent to hear all that interested young people are prepared to do for their community, whatever their age."

Anti-bullying conference for schools



Following the success of the Devon 2009 Tackling Bullying Conference the Devon Reducing Bullying Steering Group ran another conference.

The 2010 'You Make Me Wanna Shout Conference' took place on Thursday, 21st October 2010, before Anti-Bullying Week (15-19 November 2010) in order to provide ideas to support schools and organisations in planning their Anti-Bullying Week activities.

The focus of Anti-Bullying Week was the need for everyone in the community to take responsibility for challenging bullying. The conference aimed to link the national focus with the principle of developing ways of hearing the voices of children and young people, as set out in the Devon Children and Young People's Plan. (See www.devonchildrenstrust.org.uk for the most recent Devon report.)

The conference and workshops looked at how organisations work with, or support those who work with, children and young people. Children and young people were invited to attend the conference and facilitate workshops in order to outline their experiences of bullying and present their ideas on how organisations can tackle bullying effectively in schools and the community.

We heard from Amber Harpum, SW representative on the Board of The Young Anti-Bullying Alliance, a group of young people who have either been bullied or have experience of the hurt that bullying can cause. The Young Anti-Bullying Alliance Board makes sure that the experiences and opinions of children and young people - from right across England - are listened to and acted upon.

The conference also focussed on strategies for tackling homophobic bullying in response to research carried out in 2007 by The Intercom Trust that considered the life experiences of gay, lesbian, bisexual and transgender young people living in the South West peninsula and like the new report from the Equalities and Human Rights Commission (EHRC) national research that confirmed lesbian, gay, bisexual and transgender young people are being bullied in the education system, at school and beyond.

The target audience for the conference was Head-teachers, Governors, PSHE Co-ordinators, Healthy School Co-ordinators, pastoral leads, support staff, youth workers, community police officers, parenting support advisers, educational welfare officers, family liaison officers, educational psychologists and behaviour support advisers.

Driver safety for all

Devon Drivers Centre has run 112 driving courses for older people to increase their independence 'Driving Safer for Longer'. The workshops have reached over 2,500 people since running in 2008.

The 'Wheels to Learn' initiative for young people (students in full time education) has been very successful. 12 students are currently using scheme across the county. Publicity has been through College packs and press release.



Outcome: Across all levels, our workforce is supported and reflects the community

e-quality 'question time' events



As part of our objective to deliver equality training to staff across the large county of Devon, the Council has made use of its web casting technology at County Hall.

E-quality is an innovative approach to learning through an hour long 'question time' style event on the subject of equality & diversity. It is aimed at service and senior managers and Councillors, but will also benefit others including policy officers. It provides an opportunity for people to have their questions answered by a panel of experts.

We film the sessions, providing people an opportunity to learn:

- in their space – whether in person by attending the event or by watching the webcast either at work or at home, for example.
- at their pace – the events can be watched live or after the event, so they can be viewed any time, they can be paused, fast forwarded and repeated.

Subject areas were identified through a Training Needs Analysis, in consultation with service managers, who gave us a number of questions which were answered by the panels.

Four 'pilot' events were run between May and November 2010 and were part-funded by the South West Regional Improvement and Efficiency Partnership. We promoted these events to partner organisations in Devon and across the South West. Over 160 people watched the first event in the first week – more people than we could fill in training room for a single event.

More details are available at www.devon.gov.uk/e-quality

Understanding pregnancy related discrimination and disadvantage



An investigation has been carried out to ascertain the employment outcomes for women who become pregnant. We are in the process of analysing the results and a report will be published.

The report highlighted:

- In general, women had a positive experience.
- There were apparent differences between teaching staff in schools and other staff. For non-teaching staff, experience through pregnancy and maternity leave appears to be very positive, but this can fall when the member of staff returns to work. The reverse of

this seems to be true for teaching staff, with the likelihood of a negative experience to be higher when on maternity leave compared to when they return.

Key Areas for Improvement:

- Better information about Keep In Touch days and Childcare vouchers within the Maternity Pack.
- Support for managers in planning the return to work of employees.
- Review policy and raise awareness of all DCC policies and guidance relating to Pregnancy and Maternity leave.
- Ensuring all Risk Assessments are completed within Schools.

Equality Budget 2010-11

The Equality Budget is managed by the Corporate Equality Officer and is used to support the Fair for All Programme, in particular community events/projects, corporate groups (including external scrutiny) and improvement and development initiatives.

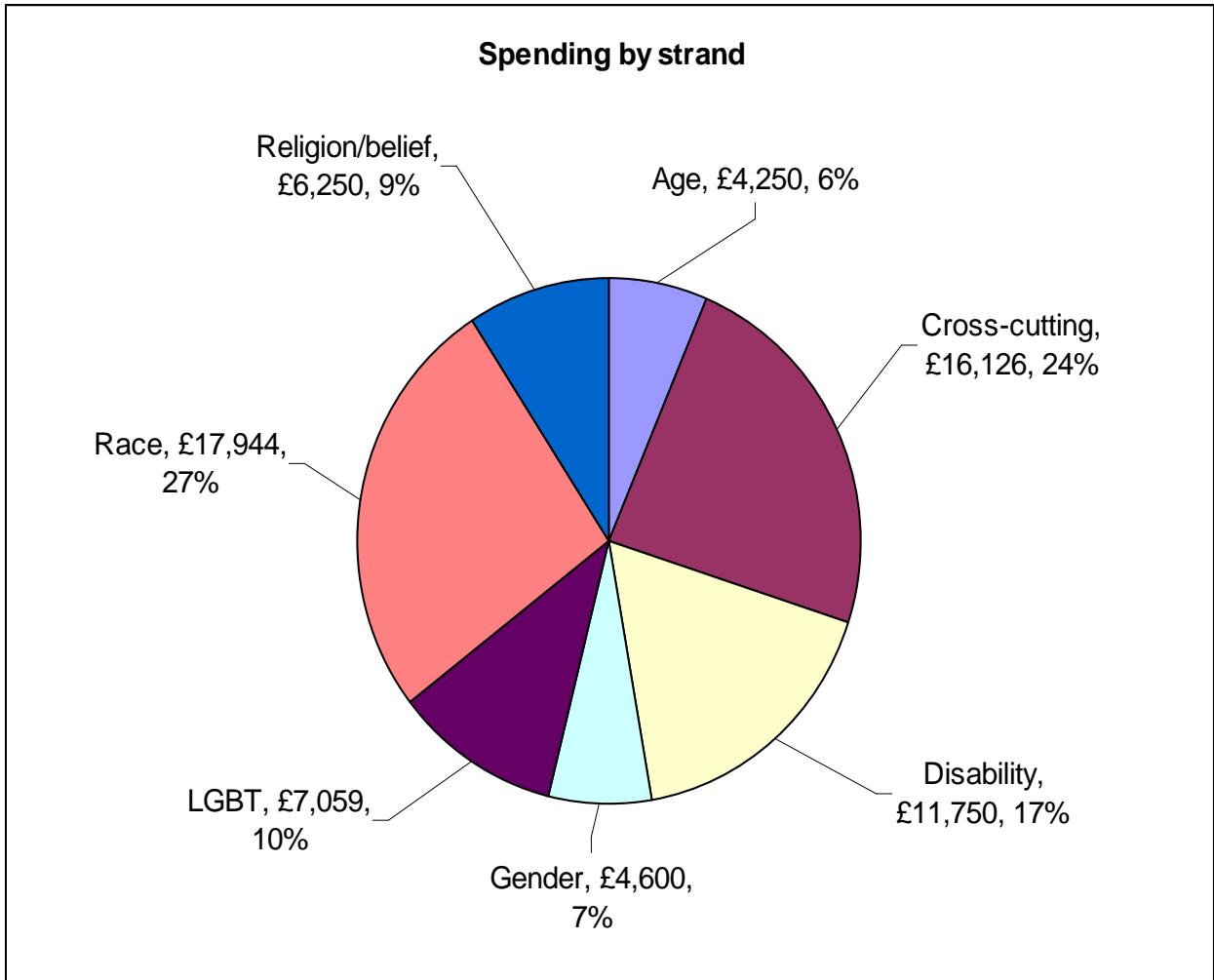
Because of complexities in terms of financial reporting, the figures below do not reflect the full extent of investment by the Council on activities which can lead to equal outcomes, including activities delivered by statutory services. For example, the 2010/11 revenue outturn for adult social care was £1.83m (26% for people with learning disabilities, 6% for people with mental health needs/substance misuse, 10% for people with physical and sensory disabilities and 48% towards services for older people).¹ Other targeted services include: Community Safety/Hate Crime Prevention Officer, Against Domestic Violence and Abuse Team, Traveller and Gypsy Officers, Ethnic Minority Achievement Service and Teacher Advisory Service (supporting children with special needs including language needs in schools).

Strand	Activity	Project (if applicable)	TOTAL
Disability	Campaigns/projects	LIVING OPTIONS - ACCESS NORTH DEVON GRANT	£1,500
Disability	Campaigns/projects	LIVING OPTIONS DEAF PROJECT (SUPPORTING THE BSL CHARTER)	£3,000
Race	Community Development	DEVON RACIAL EQUALITY COUNCIL CAPACITY BUILDING GRANT	£6,950
Religion/belief	Community Development	DEVON FAITH AND BELIEF FORUM CAPACITY BUILDING GRANT	£2,000
Cross-cutting	Community Engagement	COMMUNITY NEEDS SURVEY	£2,736
Race	Community Engagement	EXCELLENCE NOT EXCUSES MULTI ETHNIC FORUM	£4,536
Disability	Community Engagement	LIVING OPTIONS USER LED MAGAZINE GRANT	£3,000
Race	Community Events	EXETER RESPECT GRANT	£1,500
Race	Community Events	REFUGEE SUPPORT WEEK GRANT	£500
Gender	Community Events	WOMEN'S RURAL WORKSHOP 'EQUALITY DAY' GRANT	£350
Religion/belief	Consultancy/Scrutiny	EQUALITY REFERENCE GROUP SLA (DEVON FAITH AND BELIEF FORUM)	£4,250

¹ http://www.devon.gov.uk/mps_demand_analysis.pdf

Gender	Consultancy/Scrutiny	EQUALITY REFERENCE GROUP SLA (DEVON FAWCETT)	£4,250
Age	Consultancy/Scrutiny	EQUALITY REFERENCE GROUP SLA (DEVON SENIOR COUNCIL)	£4,250
LGBT	Consultancy/Scrutiny	EQUALITY REFERENCE GROUP SLA (INTERCOM TRUST)	£4,250
Disability	Consultancy/Scrutiny	EQUALITY REFERENCE GROUP SLA (LIVING OPTIONS DEVON)	£4,250
Race	Consultancy/Scrutiny	EQUALITY REFERENCE GROUP SLA (DEVON RACIAL EQUALITY COUNCIL)	£4,250
Cross-cutting	Other	EQUALITY STRATEGY GROUP MEETING COSTS	£577
Cross-cutting	Other	PRINTING/PUBLISHING	£192
Cross-cutting	Other	DEVON EQUALITY PARTNERSHIP MEETING COSTS (Venues)	£129
Cross-cutting	Consultancy/Scrutiny	SERVICE PRIORITISATION IMPACT ASSESSMENT VENUE AND CONSULTATION COSTS	£379
LGBT	Recruitment advertising	POSITIVE ACTION ADVERT (LGBT PRESS)	£100
LGBT	Staff networks	LGBT STAFF NETWORK	£689
LGBT	Community Events	EXETER PRIDE SPONSORSHIP AND STAND	£520
Cross-cutting	Learning and development	LEARNING AND DEVELOPMENT ACTIVITIES INCLUDING INTRODUCTION TO EQUALITY COURSE AND 'PERSPECTIVES' EXHIBITION	£12,035
Race	Learning and development	TELEPHONE INTERPRETING 'MYSTERY SHOPPING' EXERCISE	£208
LGBT	Learning and development	STONEWALL DIVERSITY CHAMPIONS SUBSCRIPTION	£1,500
Cross-cutting	Other	PURCHASE OF EQUALITY ACT CODES OF PRACTICE	£79
			£67,978

LGBT = Lesbian, gay, bisexual and transgender

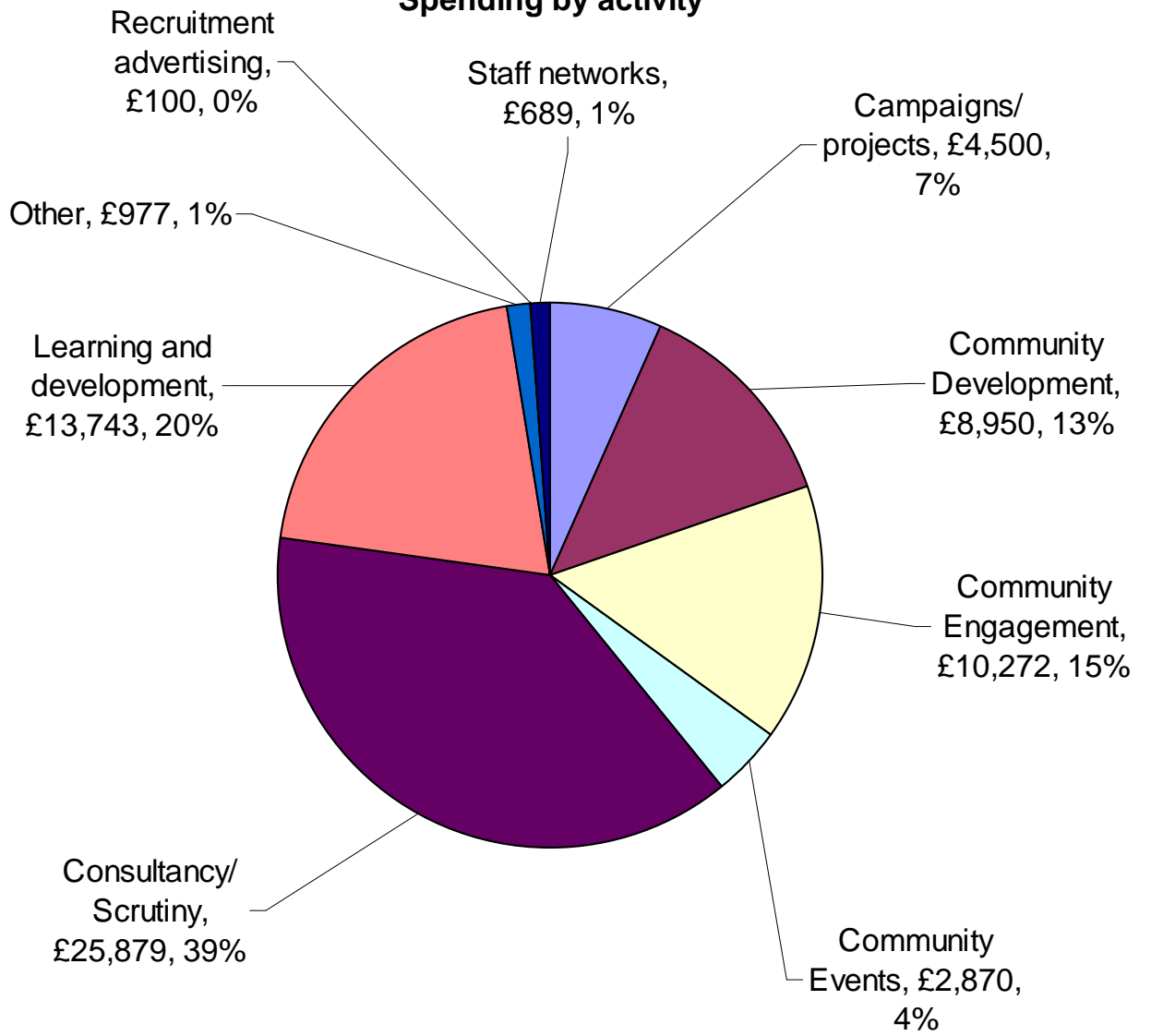


Note:

Some aspects relating to religion/belief may be picked up under Race because of the higher proportion of minority ethnic people also having a minority faith such as Muslims, Sikhs, Hindus.

Cross-cutting activities can cover two or more strands.

Spending by activity



Monitoring Information

Staff diversity profiles:

- http://www.devon.gov.uk/staff_profile.

Community profiles:

- <http://www.devon.gov.uk/factsandfigures.htm> (general information including population data and Devon Town Profiles).
- <http://www.devon.gov.uk/jsna.htm> (Joint Strategic Needs Assessment of Health and Wellbeing).
- <http://www.devon.gov.uk/devonforeveryone> (equality and diversity information).



www.devon.gov.uk/diversity