

Some examples of our other work during 2018-2019 to meet the Public Sector Equality Duty

- Neath Port Talbot Youth Council is now fully elected with young people elected from schools and also from special interest groups such as Looked after Children, Speech & Language Club, Young Carers, Lesbian Gay Bisexual Transgender Queer + and Colleges.
- A young person from the Youth Council is currently on the Children's Commissioner's Advisory Board with another elected as a Member of Youth Parliament for Neath Port Talbot and winning a Youth Excellence Award 2018.
- Young Carers Awareness Raising sessions have taken place in schools with 1,500 young people taking part.
- We enhanced our procurement arrangements by signing up to the Ethical Supply Chains Programme. This makes a commitment to ensuring that we actively examine where we source our goods and services to ensure those arrangements are ethical.
- We have a Third Sector Grant Scheme that was co-produced with representatives of the local third sector.
- Last year, the [Corporate Communications and Community Relations Strategy \(2018-2020\)](#) was approved. The Strategy was developed to help us meet the requirement under the Well-being of Future Generations (Wales) Act 2015, to involve people in the work that we carry out. It has also been designed to make our collective communications and community relations efforts more consistent, effective and relevant.
- Programmes to educate children and young people about wider community safety programmes are well-established and we have been continuously reviewing our programmes to ensure that they remain relevant. For example, equipping children and young people to stay safe on-line has become a key area of focus.
- There is a particular focus on children most at risk of an adverse childhood experience with the intention of strengthening prevention and early intervention work. We are also building on our children's rights work to ensure that children and young people have a say in matters that affect them.
- We continue to work with bus operators and community transport organisations to improve transport connectivity for our communities. We also support the Community Transport Association with their 'connecting communities' project and in developing community car schemes in our valleys which help residents to access health facilities.

- Our annual Black History Month (BHM) event, hosted by the Minority Ethnic Achievement Support (MEAS) Team and pupils from our schools was held in November 2018. The theme of the 2018 event was 'Icons of Black Wales' where we showcased the talent in our schools and recognised and celebrated the achievements of our Black Minority Ethnic (BME) young people and others locally, nationally and on the global stage.
- As a result of the loss of funding for the MEAS and the Gypsy and Traveller Education Support teams a reduced Vulnerable Learners Service has been created. Whilst continuing to provide support to pupils across all age groups there is a likelihood that the reduction in capacity will impact those who are amongst the most vulnerable in our schools.
- An access card has been developed by the BME Community Association to help identify those people who have limited Welsh or English language. The community profile work undertaken identified a number of people who are not accessing services or are needing to rely on inappropriate means to access services because of language barriers. It is anticipated that the card will be introduced during 2019-2020.
- Welsh Government funding was received for a new Community Cohesion Officer post to support the delivery of the Western Bay Community Cohesion Delivery Plan. The post holder, working with the Regional Community Cohesion Coordinator the post holder, will identify and mitigate community tensions, in particular as a result of Brexit and to coordinate a multi-agency response in developing community based solutions. It is anticipated that recruitment to this post will be completed by November 2019.
- In September 2018, delivery of the Welsh Government's Childcare Offer scheme was piloted in 14 wards in Neath Port Talbot and was rolled out to all wards by the end of January 2019. As at July 2019 there were 775 active (approved) applications for the offer.
- We organised an engagement event with key partners to consider the research on adverse childhood experiences and the 'first 1,000 days' of a child's life. The event brought together 165 front-line practitioners from across public services and the third sector to start mapping the current systems and identify improvements to help every child have the best start in life. The focus of the event was on working more effectively together in developing opportunities for prevention and earlier intervention. Following the event a report was prepared with recommendations to progress the work. We were also successful in gaining funding from Welsh Government to hold future engagement events regarding the 'first 1,000 days'.

- Further services have been included within the Families First programme to provide social opportunities for children and young people with a disability aged 0-25 years.
- The Youth Service supported 12 community based youth clubs which provided young people aged 11-18 access to a range of educational, social and recreational activities (such clubs are a positive contribution to making a difference to the young people's social, cultural, economic and environmental wellbeing).
- Since April 2018 Families First and the Youth Service have delivered community based targeted provision to support vulnerable groups of young people who are carers, lesbian gay bisexual or transgender, and those with speech, language and communications needs as well as daily one to one caseload support for vulnerable young people
- As part of the Families First programme monitoring, equalities data is sought from each participant to improve our understanding of our current users and to help us target provision at all groups. Changes to the programme equalities form are being planned following feedback from the programme's LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Queer +) youth club. User engagement has also been undertaken throughout the year, including with children and young people using the youth clubs and disability services, to understand the impact of the services and any potential areas for improvement.
- The Active young people programme is offering a range of activities to encourage participation by all members of the community. The Park Lives and Street Games Programmes are delivered in the heart of the communities and a number of different sessions have been set up in the most deprived areas of the county borough. Sessions are well attended and specific disability sport clubs have been set up and are being well attended.
- Last year we reviewed our 2017-2020 Welsh in Education Strategic Plan (WESP). The Plan details how we will support and further develop Welsh language education in schools and in the wider communities and how we plan for future growth. It is aligned to national policy and guidance in order to contribute to the Welsh Government's aim of achieving a million Welsh speakers by 2050.
- Schools have been supported to embed a rights based approach as a framework for wellbeing within their schools. This was launched in the wellbeing conference in June 2018. So far 39 schools have signed up for the Rights Respecting Schools Award with UNICEF. A training event for schools for the Bronze award was held last

November and Rights Respecting packs were distributed to all schools who have signed up; 41 schools have signed up, 19 have achieved Bronze and 9 have achieved Silver.

- 30 members of staff from the Think Families Partnership, Families First commissioned projects, schools, Children Services and the NHS attended accredited participation training on the 26 and 27 March at Margam Orangery. The two day course was designed to improve knowledge and understanding of children and young people participation and develop the ability of staff to embed this into practice. 100% of attendees who completed feedback forms indicated that their knowledge of children & young people's participation had improved, as well as their confidence to apply this knowledge.
- Last October, we held an event for council staff to celebrate 100 years of Women's suffrage. It was hosted by the Mayor of Neath Port Talbot with a panel consisting of the Cabinet Member for Corporate Services and Equalities, Chair of Scrutiny Committee for Social Care Health & Wellbeing, the Leader of the Welsh Local Government Association and the local Unison Branch secretary to discuss their experiences as Women in politics and their hopes for the future.
- In March 2019, a 'Question Time' event for students was held in partnership with Neath College. It was hosted by the Mayor of Neath Port Talbot with a focus on the legislation currently being drafted by the Welsh Assembly to enable 16 year olds to vote at the 2021 National Assembly for Wales Elections.
- 300 disabled facility grants were completed during the year compared to 258 the previous year and the average time take to deliver a grant was 232 days compared to 242 the previous year. These variations can largely be attributed to fluctuations in demand. There were more low cost smaller adaptations completed during this year.
- We have developed an Autism Spectrum Disorder (ASD) Group made up of professionals, parents and carers who meet on a monthly basis to devise working plans in order to improve the lives of people with Autism, their families and carers. We have also developed an ASD Strategic Plan and a new ASD lead is in the process of being appointed to deliver the plan.
- We signed the UK Government's Armed Forces Covenant, as well as encouraging all of our strategic partners to sign the Covenant too. The objectives of the Covenant include encouraging everyone to offer support to the local Armed Forces Community to make it easier for them to access the help and support available. During the past 12 months, the our Armed Forces Covenant Liaison Officer has encouraged participation and sharing of information

amongst organisations that support veterans and families who are experiencing health and wellbeing issues; organisations included NHS Veterans Wales (NHS mental health therapists), Change Step (working with the Welsh Centre for Action on Dependency and Addiction (WCADA)), Poppy Factory (Employment for veterans with a disability), Age Cymru 360 project (support for elderly veterans and their carers), Royal British Legion (Admiral Nurse Project and Home from Hospital support), BLESMA (Support for limbless veterans). Action on Hearing Loss (Project for veterans whose hearing has been damaged by service), Blind Veterans UK.

- As part of our support for those service families that have experienced domestic abuse, we have also liaised with BAWSO, the organisation that supports women of ethnic backgrounds who experience domestic abuse, to discuss the particular issues of women from the commonwealth countries who had married service people and were experiencing difficulties in their relationship.
- A Member has been appointed as our Armed Forces Champion, to ensure that the voice of all members of the armed forces community are heard.
- We commissioned work to better understand the number and circumstances of people on low incomes across the county borough. We will use the findings of this work to inform the design of a poverty symposium which we will be holding in autumn 2019.
- We led work through the Public Services Board to identify people vulnerable to being drawn into drug-related crime. A Critical Incident Group met during 2018-2019 to identify the range of measures that agencies could take to protect vulnerable people from being drawn into county lines whilst also identifying opportunities to improve access to support for those who are drug-dependent.

Integrated Impact Assessments

We have reviewed and revised our equality impact assessment process to include our new legal duties introduced by the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016 as well as maintaining the focus of equalities and the Welsh language. The aim has been to develop a more integrated approach to assessing the impact of our policies and services not only on people who share protected characteristics but also on the wider community, both now and in the future.

With the introduction of the new assessment process and in acknowledgement of the limited experience amongst staff (due to the significant loss of staff as a result of the financial constraints we have faced, and continue to do so) we have developed a training programme to ensure our staff fully understand the why as well as the how to undertake assessments, the importance of consultation and involvement as well as recognising the wider sustainable development principle.

The revised integrated impact assessment process was introduced across all service areas in April 2019, following delays in the delivery of training sessions (due unforeseen circumstances), further revision of the forms and process as well as the need to hold additional sessions for relevant staff.

The Council's Executive and Non-Executive/Regulatory Report Guidance was also updated to reinforce current and reflect new legislative requirements. This update of the report guidance also provided an opportunity to reinforce the way in which impact assessments are reported to members.

A review of the impact assessment process and the success of its implementation is scheduled to be undertaken in May 2020.

Specific Employment Information

Employment Information for the period 2018-2019 will be reported to the Equality and Community Cohesion Group and the Personnel Committee during the latter part of 2019, when a full analysis of the data will be available; data analysed by the protected characteristics of sex, race, disability and age and by other specific criteria.

The data will be for the 12 month period 1 April 2018 to 31 March 2019, or, where appropriate, a snapshot of the workforce on 31 March 2019.

We recognise that gaps remain in the information available as providing this data is voluntary. Data collection is low in relation to the following protected characteristics: gender reassignment, pregnancy and maternity, religion and belief

and sexual orientation. However, the employee portal has provide staff with an opportunity to update their own personal records, including the ability to update their protected characteristics, securely and in confidence. The number of staff accessing the employee portal at 31 March 2019 was 3,991.

Our second gender pay gap report, to be published in December 2019, sets out the difference between the average pay of the men and women who work in the Council for the period 2018-2019. The pay data was taken from the Council's workforce of 6002 employees, at 31 March 2019 and excludes casual employees and all schools' employees.

During 2018-2019 external recruitment has once again been reduced significantly to only specialist and hard to fill posts e.g. qualified social care workers.

Section 5 - Have your say

We welcome feedback on the information contained with this Report via:

Email: policy@npt.gov.uk or post: Chief Executive, Neath Port Talbot County Borough Council, Civic Centre, Port Talbot, SA13 1PJ

We also have a number of consultation/engagement events about various services which we promote in the press and on the website which you can access via the following link: <http://www.npt.gov.uk/haveyoursay>



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

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Section 6 - Performance Measures

Performance Key	
↑	Performance has improved
↔	Performance has been maintained
↓	Performance has declined.
-	No comparable data (data not suitable for comparison/no data available for comparison)

Equality Objective 1: Address harassment, discrimination and other threats to personal safety experienced by people due to their protected characteristics					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
1	EQ1.1	Number of hate crime reports	122	162	-
2	EQ1.2	Number of hate crime reports – Disability	14	19	-
3	EQ1.3	Number of hate crime reports – Race	68	106	-
4	EQ1.4	Number of hate crime reports – Religion	3	3	-
5	EQ1.5	Number of hate crime reports – Sexual Orientation	37	24	-
6	EQ1.6	Number of hate crime reports – Transgender	4	12	-
It is not possible to clearly define the direction of improvement as the reason for the increase in the number of reports cannot be accurately established.					

Equality Objective 1: Address harassment, discrimination and other threats to personal safety experienced by people due to their protected characteristics					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
		Reasons for the increase in numbers could be due to the Community Profile exercise with the communities especially providing information around hate crime and how and where to report.			
7	EQ1.7	Number of referrals to the Channel Panel	0	2	-
		<p>Due to concerns around the low number of referrals to Channel for 2017-2018, the referral pathway was amended and publicised during staff training sessions. In addition, flyers were created and posted on the Intranet.</p> <p>The Community Safety Team, in partnership with the Training & Development Team, also undertook a review of the 'Worskhop To Raise Awareness of Prevent' Training (WRAP Training) to ensure we were clearly communicating the purpose of Channel Panel, the PREVENT agenda and how to refer to all staff across the authority.</p> <p>Whilst figures then slightly increased during 2018-2019, not all referrals are accepted into Channel. However, referral figures continue to rise with the more training and awareness raising that takes place across the authority and within other organisations.</p>			
8	EQ1.8	Number of new referrals to Independent Domestic Violence Advisor Multi Agency Risk Assessment Conference/ specialist domestic violence agencies	1997	2650	-
		This is an expected rise in the number of referrals due to the roll out of Welsh Governments National Training Framework which sees all local authority staff and public services trained to understand the signs of Domestic Abuse. Training ensures staff are able to confidently respond to any disclosures, signposting victims to an appropriate support service. In addition to the training roll out, the local Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) Communications & Engagement Group and its partners are actively raising awareness of Domestic Abuse in the community, aiming to encourage victims to come forward and seek help.			

Equality Objective 1: Address harassment, discrimination and other threats to personal safety experienced by people due to their protected characteristics

No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
<p>With the continuation of the training roll out and awareness raising work, this figure is expected to rise year on year.</p> <p>However, it should be noted that this figure comprises victims at all risk levels from low-medium risk to very high risk and victims may be supported across more than one area e.g. open to the IDVA service and known to specialist provider or MARAC.</p>					
9	EQ1.9	Number of repeat referrals to Independent Domestic Violence Advisor Multi Agency Risk Assessment Conference/specialist domestic violence agencies	279	617	-
<p>Victims can often struggle to engage with support due to the nature of the abuse and the controlling / coercive behaviour patterns of an abusive partner. For this reason, victims may disengage with a service but then present again at a later stage.</p> <p>Alternatively, some victims will fully engage with support and no longer require any services.</p> <p>However, there are a cohort of people with complex needs who struggle to engage with services and will continually access multiple services with very poor outcomes. A piece of work is being conducted to better understand the approach in these instances and whether an alternative approach would be more fit for purpose and lead to better outcomes.</p>					

Equality Objective 2: Improve access to information by meeting the needs of people from protected groups where these are different from the needs of other people					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
11	EQ2.2	% of website pages available in Welsh	100%	100%	↑
13	EQ2.4 (DBC/006)	Improve the professional rating of our website page rating from a 1 star (maximum rating is 4 star)	2**	SOCITM no longer undertake this process	
Measure to be deleted					
14	EQ2.5 (DBC/007)	% of customers very satisfied/satisfied or Ok with improvements made to service available on-line – general look and feel	84% (37 out of 44)	100% (21 out of 21)	↑
15	EQ2.6 (DBC/008)	More of our customers find the website easier to use: % very satisfied/satisfied or Ok with ease of getting around site	84% (37 out of 44)	85.71% (18 out of 21)	↑
16	EQ2.7 (DBC/009)	More of our customers can access the information and find the website easier/service they want (on our website) first time: % very satisfied/satisfied or Ok with ease of finding information/services	84% (37 out of 44)	88.1% (18.5 out of 21)	↑
We continue to be in the top third with our customer feedback from our website developments. Continuous improvement of the website is ongoing and regular customer feedback will continue to be collected.					
17	EQ2.8 (DBC/010)	Number of customers assisted to use self-service options by Customer Services One Stop Shop staff	94	23	-

Equality Objective 2: Improve access to information by meeting the needs of people from protected groups where these are different from the needs of other people					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
		<p>It is difficult to pinpoint a particular reason for the decrease in the number of customers assisted to use self-service options however the ongoing digital awareness initiatives along with the changes in the way customers access information and services will have had an impact on the number of people needing assistance.</p> <p>This is borne out by the number of visitors to our One Stop Shops 60,194 in 2018-2019 compared to 65,259 callers in 2017-2018</p>			
18	EQ2.9 (DBC/001)	% of transactions completed on line (new services)	71.1% (60,623 of 85,245)	80%	↑
		<p>Data for this measure includes information for the following services: Bulks, refuse and recycling equipment requests, location based reporting for dog bins, grit bins and missed waste collections reporting. Pest control appointment booking, and van permits can also be requested on-line. The demand for online provision in these services continues to grow in line with the Corporate direction</p>			
19	EQ2.10 (DBC/002)	Number of new services available on line	31	16	-
		<p>New and upgraded services introduced during 2018-2019 include: applications for free school meals, missed recycling collections, purchasing Margam Park membership, skip and scaffolding permits, ordering Registrar's birth, death and marriage certificates, school uniform grants, Warm Homes Fund applications, payments for school dinner money.</p> <p>In addition, work has been ongoing in relation to Gov Notify services for the following areas: school transport, education, children and family services and council tax. This has allowed automatic messages to be sent to relevant individuals/ taxi and bus operators informing them of school closures during inclement weather; information of parenting courses and reminders to those residents who are in council tax arrears</p>			

Equality Objective 2: Improve access to information by meeting the needs of people from protected groups where these are different from the needs of other people					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
21	EQ2.12	Number of complaints upheld in relation to compliance with the Council's Welsh Language Scheme/Standards	2 out of 4	1 out of 5	↑
<p>A total of five complaints were received during 2018-2019. Four complaints were received via the Welsh Language Commissioner; two were not investigated, one continues to be investigated and in one it was found that we had failed to comply with the relevant standard and an action plan has been agreed to reduce the risk of the failure reoccurring.</p> <p>The remaining complaint was received direct to the Council but the matter did not fall under the Council's responsibilities and was referred to partner language organisations to consider any possible action.</p> <p>More information on these complaints can be found in the Welsh Language Standards Annual Report 2018-2019.</p>					

Equality Objective 3: Improve access to services by meeting the needs of people from protected groups where these are different from the needs of other people - Social Services

No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
22	EQ3.1	Number of adults receiving services from adult services at 31st March	2,726	2,721	↑
23	EQ3.2	Number of children receiving care and support from Children's Services at 31 March	1,200	1,182	↑
Data relates to adults who are in receipt of care and support who have a care and support plan, or have a support plan if they are a carer as at 31 March.					
24	EQ3.3	Number of carers who were assessed as at 31 March	282	287	↑
Carers' assessments are undertaken by the social work teams and Neath Port Talbot Carers Service on behalf of the Council. All carers are offered an assessment and those who accept this offer receive an assessment. Carers which reject the offer of an assessment are still provided with access to information, advice and assistance as well as services provided by Neath Port Talbot Carers Service.					

Equality Objective 4: Monitor information and data effectively in order to identify disadvantages experienced by people due to their protected characteristics					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
25	EQ4.1	Number of equality impact assessments undertaken and reported to the relevant Cabinet Board	10	6	↓
There is no apparent reason for the decrease in the number of equality impact assessments undertaken and reported. A number of factors could contribute to this decrease including the possible reduction in the number of new/revised policies being reported and that the screening process has identified that a 'full' impact assessment has not been required.					
26	EQ4.2	Number of people actively participating in: Black and Minority Ethnic (BME) Community Association	10	10	↔
		Disability Network Action Group	0	0	
BME Community Association – the figure quoted is the number of Trustees on the Executive Committee.					
The measure relating to the Disability Network Action Group to be deleted as the Group no longer meets.					

Equality Objective 5: Deliver staff training in line with the Equality Act requirements					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
27	EQ5.1	Number of staff attending training on specific topics	2406 (1993 of which were NPT staff)	1876 (1485 of which were NPT staff)	-
	Topics offered in 2018-2019 were not entirely the same as those offered in 2017-2018; however, all were equality or Prevent related.				

Equality Objective 6: Improve access to the environment by meeting the needs of people from protected groups where these are different from the needs of other people					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
28	EQ6.1	Number of complaints received in relation to accessibility	0	0	↔
29	EQ6.2	% of complaints upheld in relation to accessibility	0	0	↔
30	EQ6.3	% of adults aged 60 or over who hold a concessionary bus pass	95.15%	87%	-
<p>Welsh Government has, via the National Fraud Initiative along with Applied Card Technologies, identified approximately 28,000 deceased bus pass holders across Wales and cancelled the passes. This has had a significant impact on the number, which has reduced by 3,571 cards. In addition, First Cymru have switched on a piece of software on their ticket machines that identify inactive cards (termed as hot listed cards) this will have further impact on the reduction of concessionary cards in circulation, as most routes in the county borough are operated by their business.</p> <p>The requirement for all concessionary cards to be reissued by the end of December 2019 is likely to have a further significant impact on the number of cards in circulation.</p>					
31	EQ6.4	Number of mobility scooter trips facilitated by Shopmobility			↓
		Neath	1,714	1,555	
		Port Talbot	2,830	2,402	↓
The methodology used previously for counting scooter trips has changed.					

Equality Objective 6: Improve access to the environment by meeting the needs of people from protected groups where these are different from the needs of other people					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
		<p>Prior to 2018, trips were counted in sessions which spanned morning and afternoon time slots used as a basis for a different charging structure. Following the introduction of a simple unitary daily charge for scooter hire, this is no longer necessary and leads to a simpler and more accurate assessment of actual trips.</p> <p>The 2017 - 2018 figures have been restated on the new simpler basis making the comparison with the current year more meaningful.</p>			
32	EQ6.5	Number of customers enrolled with Shopmobility			
		Neath	138	164	↑
		Port Talbot	213	202	↓

Equality Objective 7: Reduce gaps in the educational performance experienced by pupils due to their protected characteristics					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
33	EQ7.1	% of girls attaining Outcome 5+ in literacy at Foundation Phase	79.42%	77.12%	↓
		% of boys attaining Outcome 5+ in literacy at Foundation Phase	66.27%	65.29%	↓
34	EQ7.2	% of girls attaining Outcome 5+ in numeracy at Foundation Phase	79.18%	76.58%	↓
		% of boys attaining Outcome 5+ in numeracy at Foundation Phase	71.92%	70.77%	↓
35	EQ7.3	% of girls attaining Level 4+ literacy at Key Stage 2	90.49%	89.27%	↓
		% of boys attaining Level 4+ literacy at Key Stage 2	84.21%	81.38%	↓
36	EQ7.4	% of girls attaining Level 4+ numeracy at Key Stage 2	90.35%	87.64%	↓
		% of boys attaining Level 4+ numeracy at Key Stage 2	87.93%	85.25%	↓
37	EQ7.5	% of girls attaining Level 5+ literacy at Key Stage 3	90.89%	90.16%	↓
		% of boys attaining Level 5+ literacy at Key Stage 3	78.31%	80.48%	↑
38	EQ7.6	% of girls attaining Level 5+ numeracy at Key Stage 3	86.79%	86.27%	↓
		% of boys attaining Level 5+ numeracy at Key Stage 3	81.00%	80.00%	↓
39	EQ7.7	% of girls attaining Level 2 literacy at Key Stage 4	74.06%	Data for 2018-2019 (academic year) will be available in December	
		% of boys attaining Level 2 literacy at Key Stage 4	52.43%		
40	EQ7.8	% of girls attaining Level 2 numeracy at Key Stage 4	60.75%		
		% of boys attaining Level 2 numeracy at Key Stage 4	56.47%		

Equality Objective 7: Reduce gaps in the educational performance experienced by pupils due to their protected characteristics

No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
41	EQ7.9	% of pupil attendance in primary schools:	94.14%	94.02% (p)	↔
		girls	94.30%	94.20% (p)	↔
		boys	93.99%	93.86% (p)	↔
		pupils identifying as non-white British	93.45%	93.63% (p)	↑
		pupils identifying as white British	94.20%	94.07% (p)	↔
		pupils with special educational needs	92.92%	92.70% (p)	↔
		pupils with no special educational needs	94.62%	94.55% (p)	↔
		traveller pupils	81.14%	84.58% (p)	↑
		non-traveller pupils	94.46%	94.07% (p)	↔
<p>The figures for attendance at primary school are provisional and if confirmed will be updated prior to publication. The difference in the figures between 2017-2018 and 2018-2019 are so small that it is considered appropriate to report the direction of improvement as 'maintained' as opposed to strictly reporting the slight differences. However, where the difference in the figures is more significant this has been acknowledged</p>					
42	EQ7.10	% of pupil attendance in secondary schools	93.48%	93.46%	↔
		girls	93.56%	93.51%	↔
		boys	93.40%	93.41%	↔
		pupils identifying as non-white British	94.03%	94.40%	↑
		pupils identifying as white British	93.44%	93.43%	↔

Equality Objective 7: Reduce gaps in the educational performance experienced by pupils due to their protected characteristics					
No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
		pupils with special educational needs	91.27%	91.47%	↑
		pupils with no special educational needs	94.28%	94.23%	↔
		traveller pupils	78.05%	76.62%	↓
		non-traveller pupils	93.51%	93.49%	↔
The difference in the figures between 2107-2018 and 2018-2019 are so small that it is considered appropriate to report the direction of improvement as 'maintained' as opposed to strictly reporting the slight differences. However, where the difference in the figures is more significant this has been acknowledged					
43	EQ7.11	The number of permanent exclusions during the academic year in primary schools	1	1	↔
		Boys	1	1	↔
		Girls	0	0	↔
		SEN	0	1	↓
		Travellers	0	0	↔
		BME	0	0	↔
44	EQ7.12	The number of permanent exclusions during the academic year in secondary schools	9	17	↓
		Boys	7	13	↓
		Girls	2	4	↓
		SEN	7	13	↓

Equality Objective 7: Reduce gaps in the educational performance experienced by pupils due to their protected characteristics

No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
		Travellers	0	0	↔
		BME	0	0	↔

Equality Objective 8: Ensure our employment and recruitment processes promote fairness and equality for all.

No	Ref	Measure	2017-2018	2018-2019	Direction of Improvement
45	EQ8.1	Number of staff attending recruitment training	76	29	↓
46	EQ8.2	% of participants of training sessions that considered their knowledge had increased	100%	100%	↔
47	EQ8.3	Number of recruitment complaints	0	0	↔
48	EQ8.4	Number of new starters commencing above the minimum point of the grade	31	35	↑