



COUNCIL OF THE ISLES OF SCILLY

SINGLE EQUALITY SCHEME

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1 Foreword

The Council of the Isles of Scilly is producing its first Single Equality Scheme (SES) in accordance with the requirements of the Race Relations Amendment Act 2002, Disability Discrimination Act 2005, and Equality Act 2006 (Gender). This includes the three schemes legally required on Disability, Race and Gender equality.

The Acts require the Council to demonstrate how it is going to promote positively equality of opportunity and eliminate discrimination and harassment. The Authority is committed to ensuring race, disability and gender equality and this Equality Scheme sets out the actions we intend to take to reinforce this commitment.

Many traditionally excluded groups face inequality, disadvantage and discrimination during their lives and our scheme also refers to other areas of disadvantage not yet covered by the requirements positively to promote equality. These include the areas of Age, Religion and Belief, and Sexual Orientation. For us on the Isles of Scilly we also need to take account of the interests of those who do not live on the main island (“off islanders”) who sometimes can face disadvantage.

We have already produced a Disability Equality Scheme to show how we would enable disabled people to become full and active members of the community in which they live. We aimed to ensure that when we delivered services we thought about how we met the diverse needs of disabled people. We continued to acknowledge the skills and abilities of disabled people who apply for jobs and are employed by us.

This first Disability Equality Scheme (DES) and action plan were developed in 2007. As part of this process we consulted with both staff and stakeholders of the Authority and the local community. Part of this new Single Equality Scheme is a review and update of the 2007 Disability Equality Scheme.

Philip Hygate
Chief Executive

Julia Day
Chairman of Council

Signed February 2010

2. Introduction and background

The Council of the Isles of Scilly has yet to produce a Race Equality or Gender Equality Scheme. It has produced a Disability Equality Scheme which is now due for review.

This **Single Equality Scheme** begins with an explanation of the legal requirements to produce equality schemes. It goes on to explain the context and situation in Scilly, before reporting on the actions required on Race and Gender, followed by a review and updating of the existing Disability scheme.

The document concludes with reference to the remaining equality strands where there is not yet a legal duty positively to promote equality, but this is to be included in the Equality Act of 2010. These areas are equality on the grounds of:

- Age:
- Religion or Belief
- Sexual Orientation

In section 8 we describe our achievements against these three strands and also the important area for us of equality for off islanders, which is a key equality dimension on the Isles of Scilly.

3. Race Equality Duty: Race Equality Scheme

The Race Relations Amendment Act 2002 put a positive duty on all public authorities to promote equality of opportunity and encourage good race relations.

They must produce a Race Equality Scheme, within which Public authorities set out their arrangements for:

- Prioritising and monitoring their policies and functions for any adverse impact on race equality
- Publishing the results of any assessments, consultations and monitoring they carry out to see whether their policies have an adverse impact on race equality
- Making sure that the public have access to information and services the authority provides
- Training staff in connection with the general duty to promote race equality and any specific duties

3.1 Specific duties in employment (Race)

There is a duty to monitor, in an authority of our size, by reference to the racial groups to which they belong, the numbers of:

- Staff in post
- Applicants for employment, training and promotion from each such group

4. Gender Equality Duty: Gender Equality Scheme

The Equality Act of 2006, and other legislation, puts similar requirements on authorities to promote gender equality.

The act places a general duty on public authorities from April 2007, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between men and women
- Eliminate unlawful sex discrimination and harassment

The specific duties are:

- To prepare and publish a Gender Equality Scheme showing how the authority will meet its general and specific duties and setting out its gender equality objectives
- To formulate its overall objectives, the authority should consider the need to include objectives to address the causes of any gender pay gap and occupational segregation
- To gather and use information on how its policies and practices affect gender equality in the workforce and in the delivery of services
- To consult stakeholders (i.e. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives
- To assess the impact of its current and proposed policies and practices on gender equality
- To implement the actions set out in its scheme within three years, unless it is unreasonable and impracticable to do so
- To report against the scheme every year and review the scheme every three years

This involves the need to:

- Avoid the concentration of women and men into particular areas of work and addressing it where it already exists
- Develop and publish a policy on ensuring equal pay arrangements between men and women. This should include measures to promote equal pay and ensure fair promotion; it should also include development opportunities and tackle occupational segregation between men and women
- Promote and manage flexible working, including in higher grade jobs

5. Disability Equality Duty and Disability Equality Scheme

This section summarises the content of our original Disability Equality scheme, which is reviewed in section 9.

The Disability Discrimination Act 2005 (DDA) is an amendment of the Disability Discrimination Act 1995. The 2005 Act places a statutory General Duty on all Public Authorities to promote disability equality, defining this as:

“A physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”

Disability Discrimination Act (amended) 2005

As previously reported in our Disability Equality Scheme 2007 we have a:

General Duty to have due regard to the need to:

- Promote equality of opportunity between disabled people and other persons
- Eliminate discrimination which is unlawful under the DDA
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled people
- Encourage participation of disabled people in public life
- Take into account disabled people’s needs, even where this requires treating disabled people more favourably than others

Specific duty to:

- Produce a Disability Equality Scheme
- To produce a statement to show how disabled people have been involved in its development
- To show how impact assessments will be undertaken
- To produce an action plan setting out the steps needed to meet the general duty
- To put into place arrangements for gathering information on the effect of policies and procedures on disabled people
- To put in place arrangements for using this information, including reviewing the effectiveness of the action plan, and preparing subsequent Disability equality schemes
- Report annually on progress and review the scheme every three years. This first review is included in this Single Equality Scheme in section 9

6. About the Isles of Scilly

Constitutionally, geographically and in terms of the tiny, scattered population it represents, the Council of the Isles of Scilly has no equivalent in terms of local government anywhere in the United Kingdom. And yet over the past 100 years the Council has provided a broad range of services that bears little comparison with any large mainland unitary authority.

Scilly consists of more than 200 low-lying granite islands and rocks, five of which are inhabited. It is located on the edge of the Atlantic, some 28 miles South West of Land's End. The Islands are most popularly reached by ship from Penzance (2.5 hours), helicopter from Penzance (20 minutes) or plane from Lands End (15 minutes). Distances, and more particularly the high cost of travel, mean that the population is required to be self-sufficient in terms of all day-to-day services. The role of the Council as a Unitary Authority is of central importance in service provision to the community.

The 2001 Census gives the usually resident population on the Islands as 2,153. This compares with 2,048 in 1991. Settlement is centred on St Mary's, which has a population of 1,607. There are also small though significant communities on four of the off-islands: 83 residents on St Agnes, 78 on Bryher, 167 on Tresco and 113 on St Martin's (1991 census). Overall, these population figures appear relatively stable.

Visitors in the tourist season swell the population considerably. The season itself lasts more than seven months and stretches well into the 'shoulder periods'. In 2005 visitor numbers were 120,000. Such a large influx of holidaymakers, particularly in peak season, has a significant impact on most local services provided by the Council. Annually this equates to approximately 58 visitors per resident.

The Authority has a commitment to promoting equality and diversity. To date there are no refugee groups or travellers on the Islands, however there is a significant number of seasonal workers, mainly from Eastern Europe, estimated to be approximately 120 in 2007 and over 100 in 2008.

The Isles of Scilly has 12.91% of people living with a disability or a limiting long-term illness (census 2001). The table below outlines some local statistics from the census. Of these 1.1% (approximately 21 people) of working age and are permanently sick or disabled.

Data on Equality strands, 2001 census

Information	England & Wales	South West	Isles of Scilly
Population	52,041,916	4,928,434	2,153
People who have a limiting long-term illness	18.2%	18.1%	12.91%
People of a working age who are permanently sick or disabled	5.5%	0.1%	1.1%
Under 15 years		18%	15%
16-19		5%	2%
20-44		32%	33%
45-65		25%	28%
65+		18%	18%
White		97.37	99.58
Mixed race		0.76%	0.42%
Other		1.14%	0
Religion and Belief Christian		72%	68%
Religion and Belief No religion		20%	25%
Religion and Belief (Other religions. 2 mentioned) Not stated			10%

The 2001 census gave figures of just under 1% of residents coming from a Black or Minority Ethnic background (BME). In March of every year the numbers of permanent residents are swelled by an average of 100 migrant workers. The Council, in conjunction with the Police, arranges a welcome for the migrant workers and distributes the Cornwall and Isles of Scilly migrant workers pack, which is translated into a variety of Eastern European languages.

The other significant ethnic minorities visiting the Isles of Scilly are tourists, particularly French tourists arriving under sail. The Tourist Information Centre has information available in French and there are signs at St Mary's harbor in French as well as English.

The Place survey of 2008 updated the census information. The survey had 304 responses which is a good proportion of the island's 2153 residents. Of these 82 people reported that they had a long-term illness, disability or infirmity. However, only 51 people said their illness "limited their activities". 121 were male and 160 female. 91% of those surveyed were white British, 3% were white other and 3% were mixed race, with 3% not answering the question.

As with every Island authority, the Council is a major employer. It has a total of 205 staff, of which 136 are full-time and 69 work part-time, which means 30 hours or less. Central Services in the Town Hall account for 18 staff, of whom 14 are full-time and four are part time. The rest are employed within children's services, the fire service, water and sewerage, as the direct labour force, at the airport, in community services, tourist information and the library.

Many Council Officers and other employees have multiple roles to try and ensure the lowest possible unit cost on staffing. In recent years the Council has actively sought to increase its corporate capacity and resilience while ensuring it continues to provide value for money in terms of human resources.

The workforce of the Isles of Scilly Council is predominantly White British with 2 White other staff. It is difficult therefore for the statistics required to be statistically significant.

The reception desk in the Town Hall on St Mary's is a 'one-stop-shop' for information on the bulk of the Council's activities and this is supported by our website www.scilly.gov.uk.

6.1 The Council of the Isles of Scilly

The Authority is currently made up of 21 independent members: eight from the four off-islands and 13 from St Mary's. It has 11 committees with delegated powers: Children and Young People, Community Services, General Purposes (which has responsibility for the Airport), Health Scrutiny, Licensing, Planning and Economic Development, Policy and Resources, Sea-Fisheries, Standards, the Tourist Board and Transport Strategy.

Our Vision Statement

"The Isles of Scilly – a strong, sustainable and dynamic Island Community"

Community Strategy Priorities 2006-2020

- Providing excellent services for children, young people and families
- Promoting healthy and inclusive communities, including working towards meeting the housing needs of every generation of our community
- Promoting economic vitality
- Protecting our outstanding natural environment
- Meeting the local transport and local infrastructure needs of our community

These are the principles that guide our work:

Customers come first – consulting with, listening to and putting the customer at the heart of our thinking

Valuing our staff – developing and supporting all staff in their roles in order to deliver our goals

Performance matters – being clear about what is most important and what the success is, then making it happen

Working together – members of staff understanding each others' roles and working together to promote the Authority and its services

Learning and innovating – embracing change and seeking better ways of doing things

Accountability – listening to what people say and being prepared to take action

Equity and fairness – working to ensure that our services are accessible to all and fairly allocated

7. Meeting the Equality Duties

There are a number of core, common elements to meeting the three duties, which are discussed in general, before moving on to the specific requirements of each scheme. These are:

1. Equality Impact and Needs Assessments (EINA)
2. Equality Monitoring
3. Consultation
4. Training
5. Procurement

7.1 Equality Impact and Needs Assessment (EINA)

At the Council of the Isles of Scilly we need to be sure that our services are meeting everyone's needs and that all people who need our services have equal access to them. To help us to do this we will carry out Equality Impact and Needs Assessments on all services and policies. To enable the Council to meet its general duty to promote equality on the three grounds of Race, Disability and Gender the Council has put in place an Equality Impact Assessment Process.

The Equality Impact and Needs Assessments will help us to:

- Make sure that we are thinking carefully about the likely impact of new or existing policies on people with disabilities
- develop policies that focus on promoting equality of opportunity
- identify what is working well
- encourage greater openness and public involvement

A template for conducting EINAs was created and initial training held. Follow up training took place in Autumn 2007. Some EINAs have been completed.

EINA High Priority areas

Function or Policy area	EINA	Date
Extended school day		
Staying Safe		
Adult and Community Learning		
Fair Access (Adult Services)		
Procurement		
Human Resources (various)		
Registration	Yes	Summer 2007
Local Area Agreement	Yes	November 2007
Appraisal scheme	Yes	October 2009

In autumn 2009 the priority list was reviewed and refreshed and is an appendix to this Single Equality scheme. An EINA has been conducted on the Appraisal system.

7.2 Monitoring

Equality monitoring is the process of gathering and analysing data on the equality strands. The six equality strands are race, gender (including transgender), disability, sexual orientation, religion or belief and age.

The Council of the Isles Scilly recognises that equality monitoring is an important way of assessing the impact, effectiveness and fairness of our services. Monitoring is an essential part of tackling inequality and discrimination, and if done effectively will help us to check whether our policies, services and organisational culture are meeting the needs of our community.

The Council plans to implement a standard equality monitoring form that will be used for all internal and external equality monitoring. Implementing a standard equality monitoring form will enable the same information to be collected from across the different services. This will show whether different services are meeting the needs of the community.

Data collected will be analysed and reported on and can be used within the Council for:

- Setting Targets
- Reviewing our service delivery by comparing our performance over time
- Developing services and assist with making changes
- Monitoring can also take place through Equality Impact and Needs Assessments, consultation and comments, compliments and complaints

It is very important that full consideration is given to confidentiality, particularly in a small community. People will be reluctant to provide sensitive monitoring information which they feel may be used inappropriately or made available to an overly wide audience.

It is a requirement of all the equality schemes that we monitor the makeup of applicants shortlisted and appointed to our posts as well as the composition of those who are in post by equality strand. This information is completed by applicants with a tear off form being filled in and held separately from the short listing and recruitment process.

We will be updating the information on staff in post and analysing future recruitment data.

7.3 Consultation and involvement

The Council recognises that consultation and involvement is an important part of its decision making process. The Council of the Isles of Scilly has a statement and framework to deliver improvement in how the authority consults with its community.

Consultation is about gathering information and feedback from customers, stakeholders and employees. It is an important method for ensuring our policies and services have been influenced directly by those they will affect.

The Authority wants to ensure that people traditionally excluded are part of any consultation process that it undertakes.

The Council of the Isles of Scilly has already conducted a number of consultations relevant to its duty to promote equality. These include:

The Place survey 2008

(The demographic data from this is included in section 6 above)

Comparing the results with the national findings on all the indicators of satisfaction and community cohesion, the Isles of Scilly perform above average. See the Audit Commission www.communities.gov.uk/publications/corporate/statistics/placesurvey2008.

87% of People on Scilly feel they belong to their “neighbourhood” (islands) compared with a national figure of 80%; 88% are satisfied overall with the local area as a place to live, compared with a national figure of 59%. 78% (nationally 76%) of people believe that those from different backgrounds get on well together. Only 12% on Scilly, compared with 31% nationally, felt that there were problems with people in their local area not treating one another with respect and consideration.

On issues of community safety 93% (nationally 51%) of people feel very safe or safe after dark when outside in their local area.

58% on Scilly feel that public services “treat all types of people fairly” (either to a great or some extent).

35% (nationally 29%) felt they could influence decisions in their local area.

47% were strongly or fairly satisfied with the way the Council runs things. (45% nationally.)

49% had given voluntary help to local clubs and organisations during the last week or month, compared with a national figure of 23%.

50% of the sample felt that older people are able to get the support they need to continue to live at home.

Questions were asked on what makes an area a good place to live. Most of the answers do not relate to equality and diversity. On Scilly, race relations were seen as the least important factor in making somewhere a good place to live. (Only 2.4% of people mentioned this.) This is also of low significance elsewhere in the South West and compares with 0.16% in West Devon and 0.35% in South Hams. Scilly may have more regular minority ethnic visitors and workers than these two districts.

This data indicates that Scilly is a place with high community cohesion. However it is not possible to establish how sub groups, such as ethnic minorities, feel about living on the islands. This will be examined in the focus groups established as part of this Single Equality Scheme (SES).

We will consult in relation to the Race Equality and Gender Equality duties through this Single Equality Scheme. The scheme will be published and comments invited.

Consultation plan

It is our intention to run a number of focus groups, for example with migrant workers, with elderly and disabled people and with parents to obtain views on the scheme. We will also consult with staff by means of a survey.

7.4 Training

The Council is providing training sessions on the implications of the Single Equality Scheme and how the authority can share its best practice and achievements in order to evidence the good work being done.

Some training has been provided on the mainland on equality impact assessments. Two workshops have been held on this and more are planned for April 2010. Managers are to be trained on their responsibilities in recruitment and selection and on dealing with harassment.

7.5 Procurement

The Council of the Isles of Scilly enters into regular contracts for the procurement of goods and services from a variety of companies and service providers.

The Council has an obligation to ensure that these companies and service providers are not discriminating in any way in the delivery of their service.

The statement below appears in the terms and conditions of the procurement strategy for the Council of the Isles of Scilly:

Equal Opportunities

The Council is committed to equal opportunities in all its activities and requires that the Contractor shall ensure that it complies with current appropriate legislation and without prejudice will not discriminate on the grounds of race or skin colour or nationality or ethnic background or national origin or gender or sexual orientation or marital status or disability or age or religious belief or class at any time in the execution of the Contract.

Added to this the Council's duty is to promote equality positively to its contractors and other partners. The duties of the Council accrue also to its contractors and partners.

The procurement strategy requires potential suppliers to provide a copy of their equal opportunities policy. It then asks:

“Is it the policy of the Potential Provider and/or its named supply chain members (sub-contractors) as employers to comply with their statutory obligations under the Race Relations Act 1976, the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Disability Discrimination Act 1995 and the Equality Act 2006?”

The statement also needs to mention the requirements under the Race Relations Amendment Act 2002, **the** Disability Discrimination Act 2005 and the Equality Act 2006. These require not only the negative ‘**not to discriminate**’ duty of the earlier acts, but also lay a positive duty on public authorities to promote equality.

8. Putting the Single Equality Scheme into practice

One of the Council's core values is to "promote equality and fairness to all". In order to meet this value the Single Equality Scheme and what it represents will be mainstreamed in to the day to day running of the council.

Part of this mainstreaming will be to carry out awareness training within the Council both to raise the profile of the scheme and to demonstrate to staff how it will play a part in their job.

This scheme will be made available to all staff and stakeholders on the Council's website and in other formats on request.

Raising the awareness of this scheme will also take place with the public. The scheme will be available on the Council's website and will be sent to individuals and community or voluntary organisations and groups. It will be made available in other formats on request for example on audio tape or in large print or an alternative language.

The Council has established an Equality and Diversity group, which includes one member of staff from each department area. It meets monthly and will be the driving force for embedding best practice into the day to day running of the council. The members of this group are being trained in carrying out Equality Impact and Needs Assessments and they will be responsible for performing these assessments on all new or reviewed policies, procedures and plans. The results of each assessment will be passed to the PA to the Director of Finance and Resources who will publish the results and add them to a 3 year rolling register.

8.1 Our achievements on Equality

This list identifies the existing good practice by the Council of the Isle of Scilly, across all of the six strands and, specifically, for Off-Islanders. It describes how we are meeting our duties.

All Equality Strands

- The local strategic partnership (LSP) looks at meeting community wishes in each service area
- The Council's newspaper gives information on the Council's work, celebrations and events
- The Place Survey has been conducted to highlight the needs and views of different neighbourhoods, including off islands
- The Community Safety Drugs and Alcohol Referral Group (CSDARG) with partners identifies individuals who may need assistance
- We are on target to meet the Decent Homes Standard

8.1.1 Achievements in Human Resources

- All posts are now advertised and HR sit on every appointment panel
- Strong flexible working arrangements and home working to meet the needs of employees who may be cut off by bad weather
- There are extensive opportunities for people to develop, with secondment opportunities and the fact that almost everyone has more than one job
- People can and do report any harassment cases direct to HR
- There is a dedicated phone line offering counselling services
- There is a “slow time” return to work system where anyone who has been off work for more than a month has a return to work plan which can include working fewer hours
- There is a “keep in touch days” system for maternity returners
- The paternity and parental leave system works well, with men taking this up
- There is single status and a job evaluation scheme. Preliminary work has been done in mapping salary levels of all individuals in preparation for an Equal Pay Review

8.1.2 Achievements on Race Equality

Children’s Services

- Awareness that there are 10 Black and Minority Ethnic children on Scilly and their needs may differ
- Support for Black and Minority Ethnic children in transition to post 16 education
- Need to liaise with partners to keep accurate data on ethnicity and first language spoken

Customer Services

- Reception staff to be made aware of contract with language line (poster to be put up) and how to use it

Life Long Learning

- English as a Second Language (ESOL) Project
- Copies of Cornwall and Isles of Scilly guide to migrant workers are available

Chief Executive’s Department

- Tourist Information centre (TIC) have information in French

Community Safety Emergency Plan

- Welcome meetings for all migrant workers at hotels and businesses across the islands
- Migrant worker handbook and local leaflet (in partnership with the Police)

Finance and Resources Department

- We have a service level agreement with a translation company that allows us access to translations in spoken, written and Braille easily read formats

8.1.3 Achievements on Gender Equality

- There is a “keep in touch days” system for maternity returners
- The paternity and parental leave system works well, with men taking this up

Children’s’ Social Care

- Provides targeted support for vulnerable families
- Provides short break respite service for families of disabled young people
- Participation work with parents or carers of disabled young people
- Runs parenting courses, including some targeted at fathers

Community Safety Emergency Plan

- Domestic Violence Forum detailed action plan and Information provided
- Members of West Cornwall Women’s Aid and Domestic Violence Officers Group
- Sanctuary Scheme to provide a safe room in a house for cases of domestic violence

Finance and Resources Department

- Remote working packages for off Island and flexible working

Technical Services Department

- Lone Working Lifeline – emergency call out
- Safety clothing for manual workers
- Wet weather gear (both in male and female sizes)

Airport and Fire Service

- One female full time fire fighter out of a total of ten
- Female Senior Air Traffic Controller
- One female retained fire fighter on every off island with a fire station - a total of 6 women out of 41

Community Services Department

- Female Director of Community Services

Elected Members

- Female Chairman and Vice Chairman of Council

Life Long Learning

- Subsidised child care for parents undertaking courses

8.1.4 Achievements on Disability Equality

Chief Executives Office

- The Administration Department - Members support - provides large print documents and there is a hearing loop and microphones in the Council chamber and in all meeting rooms
- Tourism brochures have information on disability access to hotels

Children's Social Care

- Support for disabled children and young people via:
 - Short Break (Respite Service)
 - Participation – work to encourage participation of disabled young people in design of Services
 - Transition to post 16 education (support provided by “Together for Disabled Children”)
- Developing direct payments scheme for disabled young people
- Practitioner, Multi-Agency group co-operation to support disabled children
- Barnados providing an advocacy service so that children with disabilities, as well as others, have support

Customer Services

- One stop shop is now wheelchair accessible
- Hearing loop is in place
- All documents can now be put into large text and Braille

Finance and Resources

- Passport interviews are conducted on Scilly on behalf of the Passport Office via video link. The volume can be turned up. The Passport Service has won an Equality and Diversity award for this work with us.

ICT

- Providing IT equipment for disabled staff e.g. larger screen, mouse pads
- Remote access to off Islanders who can work from home

Community Relations Officer

- Information provided to non computer users through Notice Boards, the staff newsletter “The Wave” and inserts included with pay packets

Technical Services

- Adult Services liaise to make sure disabled people’s rubbish is collected
- Disabled access to toilets on St Marys. Off island facilities are now being upgraded
- Re-designed application forms for temporary road closure or water connections to be simpler and available in one stop shop

Life Long Learning

- Disabled access ramps to buildings
- Hearing loops in place
- E learning available – via web cam
- Yoga lessons on off islands

8.1.5 Achievements on Age Equality

- The modern apprenticeship scheme has been of benefit to younger people
- A large number of people over the age of 65 are still working

Children’s Services

- Advocacy service for young people, provided by Barnardos, so their voice can be heard
- Service Level Agreement with Cornwall Rural Community Council to provide support for young carers
- Brochures from tourist information – Children on Isles of Scilly

Community Services

- Team of outreach visitors to help people stay in their own homes
- Passport interviews held on Scilly is of particular benefit to older people
- Senior social worker dedicated to adult social care
- Direct payment scheme being developed
- Case co-ordinator organises adaptations to client's home
- Council has adopted a grant that will finance the development of a "Handyperson" scheme (also of benefit to disabled people)

Life Long Learning

- IT courses for older people
- Distance learning
- Yoga classes are held on the off islands
- Flat screen TVs will be provided at the Town hall and at information points on the off islands to provide older people with one point availability of vital information

8.1.6 Achievements on Sexual Orientation Equality

- Web page on civil partnership
- Positive use of Equality Impact and Needs Assessment ensured compliance with legal requirements of charging for civil partnerships and weddings

8.1.7 Achievements on Religion and Belief Equality

- Brochures are available on worship and religion on Isles of Scilly from the Tourist Information Centre

8.1.8 Achievements on Off Island Equality

- Liaison workers for adult social care
- Remote working packages
- Boating subsidy for children and elderly people.
- Boating subsidy for members
- Senior officers – infrastructure to support people who live on the mainland
- Relocation costs and assistance
- Intranet access to documents and notice boards

- Service Level Agreement with individuals who collect and sort waste on off islands working for Environment Agency so that off islanders have equal access to waste recycling
- New weigh bridge weighing building materials so correct charges are levied
- Council pays for contractors for toilet cleaning and Waste Management
- One Community Liaison Officer on each off island to provide and access vital services for the community

8.2 Progressing Equality: mechanisms

To deliver our overall commitment to equality and diversity, the Council of the Isles of Scilly adopted the Equality Standard for Local Government. Although not a legal requirement, it was produced to provide a framework through which local authorities could meet their legal obligation under anti-discrimination legislation. The Equality Standard had five levels of achievement:

Level 1: Commitment to a Comprehensive Equality Policy

Level 2: Assessment and consultation

Level 3: Setting equality objectives and targets

Level 4: Information systems and monitoring against targets

Level 5: Achieving and reviewing outcomes

The Standard was also about making equalities part of our day to day activities. The Council was working towards level 2.

This standard has now been replaced by the Equality Framework for Local Government with 3 levels: Developing, Achieving and Excellent. The Council is in the Developing phase and has completed a gap analysis against the performance areas of the Framework.

8.3 Meeting the specific duties

8.3.1 Race Equality Scheme

Race Equality is a key concern in our equality impact assessment process described above. We have taken a number of steps to recognise the diverse needs of our community and of the visitors to the Islands (see the Achievement section). Our resident population is small and largely homogenous. This makes equality monitoring a sensitive matter as individuals can easily be identified and numbers are too small for changes to be statistically significant. However, our action plan makes clear that we will meet our legal duties to monitor staff in post and to analyse the data we collect on recruitment and selection.

8.3 2 Gender Equality Scheme

Gender Equality is a key concern in our equality impact assessment process described above. We have a range of achievements which recognise the specific differences in the lives of men and women (see the Achievement section).

- The authority has achieved Single Status and Job Evaluation is in place
- There is a flexible and family friendly working culture and women are to be found in non-traditional roles, e.g. Fire Fighters, Air Traffic Control, Chief Officer, Chairman of Council and Vice-Chair of Council
- There is significant partnership working in which the authority takes a lead on Domestic Violence and Abuse (see the Achievement section)

9 Original Disability Equality Scheme Detailed Review

The Council's Disability Equality Scheme demonstrated how it intended to fulfill its general and specific duties.

The scheme included a statement of:

- The Council's methods for Equality Impact and Needs Assessment
- Steps which the Council will take towards fulfilling its general duty (the Action Plan)
- The Council's arrangements for gathering information
- The Council's arrangements for putting the information gathered to use, in particular in reviewing the effectiveness of its action plan and in preparing subsequent Disability Equality Schemes

An important aspect of the specific duty is that the Disability Equality Scheme must show how disabled people have been involved in producing the scheme and action plan. We rolled out a consultation exercise in December 2007. A survey on disability and caring for disabled people was sent to every household on the islands.

Responses to survey on disability

24 responses were received, with 16 from people considering themselves to be disabled. Eight people had mobility impairments, five were deaf or hard of hearing two were visually impaired, nine had a long term illness or health condition and one a learning disability.

The biggest barriers faced were physical access to buildings, stressful situations (five responses each), with access issues in speech or writing as well as other people's attitudes having three responses each.

Most of the respondents (18) were retired, with four in employment.

Most people (10) were satisfied with how their own accommodation met their needs as a disabled person. Of those who were not it was either that the accommodation was too small or the bathroom was not accessible. The greatest support needs mentioned (11) were with housework, shopping and home care.

The vast majority of respondents (18) had not heard of direct payments.

The analysis of the survey showed that the greatest access difficulty was with the roads, (11 responses) five had difficulty with access to the schools, four had difficulty with accessing parks and open spaces and three had difficulty accessing the council's web site, local shops, registration and housing services.

In response to these concerns the council has improved access to the town hall offices and work has been done to introduce and encourage the use of direct payments to

people. There has also been a training session from an external service on direct payments.

The original Disability Action Plan outlined how the Council intends to try to amend its approach and, where possible, remove the barriers disabled people face in accessing our services. The updated DES Action plan reports on progress, with outstanding items being included in the action plan for the SES.

9.1 Access to Information and Buildings

The Council of the Isles of Scilly aims to ensure that every one can access our services. If barriers are identified then we will try to make the necessary reasonable adjustments to reduce or remove the barrier.

The authority will aim to ensure that people with disabilities:

- Know about particular services the council provides to meet their needs, e.g. text in large or audio format
- Are confident about contacting the authority, by using the method appropriate to meet their needs
- Do not meet barriers when trying to use and access our services

Access audits of all council buildings have taken place and will continue to be carried out. If a barrier is identified the council will endeavour to make any necessary reasonable adjustments. The Town Hall, Tourist Information Centre and Lifelong Learning all now have disabled access.

If a barrier is identified that is outside of the control of the authority, e.g. access to a building that is not owned by the council, steps will be taken to address it by drawing it to the attention of the appropriate organisation.

Information is available in alternative formats, such as braille, large print and audio upon request. The Council of the Isles of Scilly monitors requests and customers are contacted to ask them if they would like any future correspondence in that particular format and to request that their details can be shared across services within the council.

9.3 Employment and Training

The Council of the Isles of Scilly is the major employer on the islands and we take positive steps to ensure that discrimination and harassment on any grounds towards our staff and job applicants is eliminated. The Council will ensure employment policies and procedures follow the requirements of legislation and that best practice is applied to prevent discrimination.

The Council recognises that it is critical for our staff and members to have the skills and knowledge to do their job without unlawfully discriminating against any person or group. The Council of the Isles of Scilly will train all existing and newly appointed staff and Members in equality with the objective of raising awareness on how the Single Equality Scheme impacts their individual roles.

10 Conclusions

This Single Equality Scheme and its action plan is a working document and the authority will continue to consult and involve people once it is adopted. To continue our current consultation this document will be sent to individuals who have requested it and to stakeholders asking for their feedback and comments. It will be available on our website and will also be available in other languages and other formats where needed. If you have any comments on this scheme please contact us on diversity@scilly.gov.uk or The Town Hall, St Mary's, Isles of Scilly TR21 0LW or by calling 01720 424000

We would like to hear your views about our Single Equality Scheme and Action Plan. If you wish us to reply to specific points it would be helpful if you could include the following information:

1. Your comments
2. Your name and organisation's name
3. Your address, telephone number and/ or email address

However we are happy to receive your views anonymously also.

Town Hall Reception 01720 424000
Email diversity@scilly.gov.uk
Or visit the website www.scilly.gov.uk

ANNUAL REVIEW – FEBRUARY 2011

The Single Equality Scheme (2010 to 2013) is the Equality and Diversity document for the Council of the Isles of Scilly and was approved by Members of the Policy and Resources Committee on 16th February 2010.

In December 2010 the Equality Act 2010 was introduced by Central Government. The Single Equality Scheme was written to address any obligations that the Council of the Isles of Scilly had with respect this Act.

On review of the Single Equality Scheme 2010 it is concluded that no significant changes need be made. The Single Equality Scheme Action Plan for the forthcoming year (2011/12) outlines the actions that are required to meet the Councils policy in the next year.

The Single Equality Scheme will be reviewed again in 2012, and completely refreshed in 2013.