2017 BEA outcomes grid

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| **Equality Challenge Number** | **Strategic Plan priority/ Protected characteristic** | **Protected Characteristic** | **Equality Challenge** |
| **1** | **1.2 More residents in good quality, well paid jobs** | Age | Address high levels of pensioner poverty |
| **2** |  | Age | Increase employment rates for people aged 50+ |
| **3** |  | Age | Address high levels of child poverty |
| **4** |  | Disability | Increase employment levels amongst residents with disabilities |
| **5** |  | Gender | Increase employment levels amongst working age women |
| **6** |  | Race | Increase employment levels amongst Somali and Bangladeshi residents |
| **7** |  | Religion and Belief | Increase employment levels amongst Muslim residents |
| **8** | **1.3 Children get the best start in life and young people realise their potential** | Age | Reduce number of NEET (Compared to London / England) - Including unknown cohort |
| **9** |  | Age | Reduce the number of Looked After Children who are NEET |
| **10** |  | Gender | Improve attainment for boys at GCSE (Reduce attainment gap between girls and boys) |
| **11** |  | Race | Reduce number of White British NEET (Compared to London / England) |
| **12** |  | Race | Improve White British attainment at GCSE |
| **13** |  | Gender Reassignment | Reduce transphobia in schools and promote understanding |
| **14** |  | Sexual Orientation | Reduce homophobia in schools and promote understanding |
| **15** | **1.4 More people living healthy and independently for longer** | Age | Reduce childhood obesity |
| **16** |  | Disability | Improve access to health services for people with a learning disability |
| **17** |  | Gender | Improve healthy life expectancy amongst men - Lowest healthy life expectancy in the country amongst men |
| **18** |  | Gender | Improve healthy life expectancy amongst women - 5th Lowest healthy life expectancy in the country for Women |
| **19** |  | Race | Reduce childhood obesity amongst BAME children |
| **20** |  | Race | Improve BAME health outcomes as they are worse than the rest of their peers |
| **21** |  | Race | Support more BAME smokers to quit smoking |
| **22** |  | Race | Improve BAME resident satisfaction with Social Care services |
| **23** |  | Religion and Belief | Improve Muslim health outcomes as they are worse than their peers |
| **24** |  | Gender reassignment | Improve the trans community’s access to primary health care services |
| **25** |  | Gender reassignment | Improve access for trans people in need of mental health services |
| **26** |  | Sexual Orientation | Improve access for LGB people in need of mental health services; |
| **27** |  | Sexual Orientation | Improve access to domestic violence services for same sex victims |
| **28** |  | Sexual Orientation | Tackle the growth in ‘chemsex’ amongst the gay community |
| **29** |  | Pregnancy and maternity | Support more pregnant women and new mothers to quit smoking |
| **30** | **2.2 Better quality homes for all** | Age | Address increasing homelessness amongst younger age groups |
| **31** |  | Disability | Increase access to housing for disabled residents (P120 – demand still outstripping supply) |
| **32** |  | Gender | Address the high levels of lone parent women in temporary accommodation |
| **33** |  | Race | Fewer BAME families live in overcrowded housing |
| **34** |  | Faith and Belief | Fewer Muslim families live in overcrowded housing |
| **35** |  | Gender reassignment | Fewer trans young people become homeless (Reduce over-representation) |
| **36** |  | Sexual orientation | Fewer LGB young people become homeless (reduce over-representation) |
| **37** | **2.3 Less crime and anti-social behaviour** | Gender | Reduce violence against women and girls |
| **38** |  | Gender reassignment | Improve hate crime reporting amongst trans community and ensure they feel safe  Reduce trans hate crime |
| **39** |  | Sexual orientation | Improve hate crime reporting amongst LGBT community and ensure they feel safe |
| **40** |  | Sexual orientation | Reduce Homophobic abuse and ensure the LGBT community feel safe |
| **41** | **2.4 Engaged, resilient and cohesive communities** | Age | Reduce isolation and loneliness amongst people aged 65+ |
| **42** |  | Disability | Give disabled people a voice in decision making |
| **43** |  | Disability | Address increasing hate crime and negative stereotyping of disabled people |
| **44** |  | Disability | Tackle isolation as a result of the built environment |
| **45** |  | Race | Address the vulnerability and increases in intolerance and abuse faced by new residents and migrants |
| **46** |  | Gender reassignment | Improve hate crime reporting amongst trans community and ensure they feel safe  Reduce trans hate crime |
| **47** |  | Sexual orientation | Improve hate crime reporting amongst LGBT community and ensure they feel safe |
| **48** |  | Sexual orientation | Reduce Homophobic abuse and ensure the LGBT community feel safe |
| **49** | **Enabling objective: a transformed council, making best use of resources and with an outward looking culture** | Disability | Ensure that there is adequate representation of disabled staff at the senior manager level |
| **50** |  | Gender | Ensure that there is adequate representation of women at the senior manager level |
| **51** |  | Race | Ensure that there is adequate representation of BAME staff at the senior manager level |
| **52** |  | Gender reassignment | Support staff who are transitioning in the workplace |
| **53** |  | Sexual orientation | Ensure that the council is an inclusive environment for LGB staff |