2019/20 BEA outcomes grid

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| **Equality Challenge Number**  | **Strategic Plan Priority**  | **Strategic Plan Outcome**  | **Protected Characteristic**  | **Equality Challenge**  |
| **1** | **People are aspirational, independent and have equal access to opportunities** | **People access a range of education, training, and employment opportunities** | Age  | Increase employment levels of residents aged 50+ |
| **2** |  |  | Disability  | Increase employment levels amongst residents with disabilities  |
| **3** |  |  | Sex | Increase employment levels amongst working age women  |
| **4** |  |  | Race  | Reduce the ethnic (White and BAME) gap in employment rate  |
| **5** |  |  | Sex/Race | Reduce the ethnic (White and BAME) gap in employment amongst women  |
| **6** |  |  | Age  | Reduce levels of 16 and 17 year olds who were not in education, employment or training (NEET) |
| **7** |  |  | Race  | Increase attainment levels for White British and Black Caribbean pupils at key stage 4 (GCSE) compared to non-white British  |
| **8** |  | **People access joined-up services when they need them and feel healthier and more independent** | Age  | Reduce levels of year 6 children who are overweight or obese |
| **9** |  |  | Sex | Increase the healthy life expectancy of men  |
| **10** |  |  | Sex | Increase the healthy life expectancy of women |
| **11** |  |  | All  | Reduce the mortality rate for chronic obstructive pulmonary disease (COPD) |
| **12** |  | **Inequality is reduced and people feel that they fairly share the benefits from growth** | Age  | Reduce levels of pensioner poverty  |
| **13** |  |  | Age  | Reduce levels of child poverty  |
| **14** |  |  | All  | Reduce the number of in work families who need to receive tax credits  |
| **15** |  |  | All  | Reduce the number of in work families who need to claim the housing benefit |
| **16** | **A borough that our residents are proud of and love to live in** | **People live in good quality affordable homes and well-designed neighbourhoods** | Age  | Reduce the overrepresentation of residents aged 16 – 44 in homelessness acceptances |
| **17** |  |  | Race  | Increase the number of BAME & Muslim families supported into appropriate housing |
| **18** |  | **People feel safer in their neighbourhoods and anti-social behaviour is tackled.** | Sex | Reduce the levels of domestic violence incidents against women and girls |
| **19** |  |  | Race  | Reduce the number of BAME youth offenders  |
| **20** |  | **People feel they are part of a cohesive and vibrant community** | Gender Reassignment  |  Reduce levels of hate crime offences amongst residents undergoing gender reassignment |
| **21** |  |  | Sexual orientation | Reduce levels of sexual orientation hate crime offences  |
| **22** |  |  | Disability  | Reduce hate crime against disabled residents  |
| **23** |  |  | Faith/belief  | Reduce levels of faith/belief hate crime offices  |
| **24** |  |  | Race | Reduce levels of race hate crime offences  |
| **25** | **A dynamic, outcomes-based council using digital innovation and partnership working to respond to the changing needs of our borough** | **People say we continuously seek innovation and strive for excellence to embed a culture of sustainable improvement** | Disability  | Increase levels of disabled staff at senior management level  |
| **26** |  |  | Race  | Increase levels of BAME staff at Senior Management Level  |