

**KNOWSLEY METROPOLITAN BOROUGH COUNCIL**

**SINGLE EQUALITY SCHEME**

**2011 – 2014**

**The Borough of Choice**

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## THE VISION

### “Knowsley the Borough of Choice”

Knowsley Council is committed to progressing issues of concern for residents and staff; the Knowsley vision is the foundation upon which the Sustainable Community Strategy rests. The Sustainable Community Strategy is the overarching process for enabling social and economic progress within the borough and reflects the intention to develop and support:

- Attractive, sustainable neighbourhoods with a wide choice of housing and excellent community facilities;
- Vibrant and welcoming town centres;
- Residents and local communities who are able to make positive lifestyle choices;
- High quality employment areas which help to drive economic growth not just in Knowsley but also in the Liverpool City region; and
- Narrow the gap in deprivation levels, both between different parts of the borough and between Knowsley and elsewhere

The Knowsley Single Equality Scheme and action plan will contribute directly to the principles and outcomes of the Sustainable Community Strategy, through demonstrating the Council as:

- A champion for equality for all Knowsley residents and staff;
- Promoting equality so that all people who live and work in Knowsley can enjoy their full human, social and political rights free from discrimination;
- Challenging and working towards the eradication of discrimination against all people;
- Providing responsive and accessible services for all Knowsley residents and staff;
- Fostering good relations between all those who live and work within the borough; and
- Meeting and where possible, exceeding all statutory obligations.

## **FOREWORD**

Knowsley is a diverse community and our Single Equality Scheme represents our commitment to ensuring that equality and diversity is at the heart of what we do and that all members of our communities can access our services.

We want to do more than comply with the present legislation for equal opportunities. We intend to go beyond it to make our policies and practice fully inclusive, eliminating discrimination, promoting equality and embracing diversity in all its aspects.

We know that our Scheme will only succeed if there is commitment at every level within the organisation, our partner agencies and our residents.

We can only realise our vision of being the borough of choice if we remove barriers, eliminate discrimination, address disadvantage, and raise the aspirations of staff, residents and visitors alike.

Our Single Equality Scheme shows how we will put this into practice. By incorporating our individual schemes for race, disability and gender equality into one overarching scheme, we are creating a coherent framework for promoting equality and diversity within all services across the Council.

**Councillor Ronnie Round**  
**Leader**

## **A MESSAGE OF COMMITMENT**

### **Making Knowsley the Borough of Choice**

Addressing issues of Equality and Diversity is not simply about making or considering reasonable adjustments, it is about empowering people and the wider community so everyone can enjoy life equally. This is reflected as a corporate commitment to equality, diversity and community cohesion.

The Council strives to ensure that it can be a flexible and responsive organisation to meet the challenges of global change, policy, themes and directives issued by Central Government which may result in a need to review how we do things. The Council's Corporate Plan and Organisational Development Strategy set the framework to meeting these challenges and will serve to ensure that our structure and workforce are adaptable.

To achieve our aims as a Council our approach will be to facilitate and commission services to ensure that every effort is made so that both members of the community and our own employees receive fair and equitable services.

We will work towards embedding these principles, which affect all people into our working processes. This Single Equality Scheme and action plan will help us reach our aspirations.

Knowsley's Single Equality Scheme reflects a wider corporate commitment to equality and diversity complying with statutory duties set out within the Equality Act 2010 which draws together previous legislation. In addition the Council has committed to addressing localised issues which are reflected within the scheme and demonstrates an intention to exceed the minimum obligations.

**Sheena Ramsey**  
**Chief Executive**

## INTRODUCTION

The Equality Act 2010 (sec. 149) states that:

1. A public authority must, in the exercise of its functions, have due regard to the need to:-
  - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
  - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
2. A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1) above.
3. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
  - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
4. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
5. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - a) tackle prejudice; and
  - b) promote understanding.
6. Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

The Single Equality Scheme will help the Council and where appropriate our partners to:

- Work towards achieving equality of opportunity for all Knowsley residents and staff;
- Meet the requirements of the Single Equality Act 2010 and set out our plans to improve access to employment and service delivery;
- Ensure that we are taking the needs and views of all people, old and young into account, for example when we design and deliver services, make access improvements or develop policies as part of all Knowsley Council policy planning activities; and
- Continuously monitor and improve the ways in which we deliver services to all people as an integral part of the Council's equality and diversity commitments.

This Single Equality Scheme identifies what the Council can do directly and through its influence, to improve the lives of all people in Knowsley. The Scheme and its action plan demonstrate that the Council is working towards the eradication of all forms of discrimination as described within the Equality Act 2010.

In addition we will take positive steps to ensure that we provide services according to individual needs and that we will make reasonable adjustments to the features of our services and employment to overcome barriers to access.

Equality and Diversity in the truest sense of the meaning is about ensuring the range of diversity within every community is supported on the basis of individual characteristics and need. The Equality Act 2010 sets out definitions of "protected characteristics" or groups that experience disadvantage and lists these as:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including Gypsies and Travellers)
- Religion and Belief
- Sex (Gender)
- Sexual Orientation

Knowsley Council's Single Equality Scheme also recognises carer's status and an individual's offending past as being important considerations as well as socio economic status when making strategic decisions. The latter is particularly important in a borough like Knowsley, which experiences disproportionate levels of multiple disadvantage.

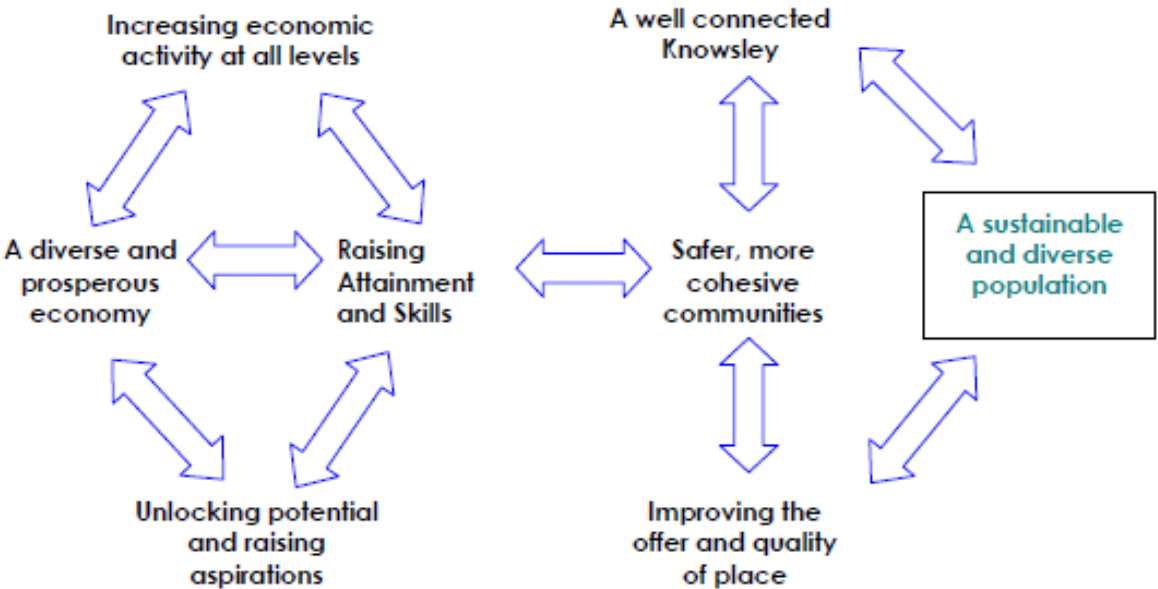
To demonstrate commitment and leadership to this agenda equality and diversity sits within the portfolio of the Leader of the Council and the Chief Executive chairs the Corporate Equality and Diversity Strategy group.

**CONTEXT: KNOWSLEY AND THE SUSTAINABLE COMMUNITIES STRATEGY**

Knowsley is one of six local authorities making up the Liverpool City Region – the natural economic area or labour market. The borough has a population of 149,400 people occupying 66,000 households.

Knowsley’s Sustainable Community Strategy (SCS) sets out our 15 year plan for addressing the social and economic issues facing the borough and provides the broader strategic framework within which our Single Equality Scheme must operate.

The SCS itself is structured around seven drivers of change that focus on both ‘people’ and ‘place’ to break cycles of poverty and deprivation. The diagram below illustrates how these all relate to one another to deliver a sustainable and diverse population.



Health and wellbeing are cross-cutting themes which, whilst not explicit in the above diagram, are given particular emphasis in analysis of all seven drivers. Special attention is also given to health and wellbeing issues in our Partnership Needs Assessment, where the improvement of health in absolute terms and the reduction of health inequalities both within the borough, and with national health averages, are given high priority.

The Partnership Needs Assessment provides the analysis of all the key issues facing the borough. (Appendix 1 provides a summary of key issues from this related to the SCS drivers of change). It is evident from the needs assessment that socio-economic deprivation should underpin much of the equality and diversity agenda in Knowsley.

The borough’s population is subject to disproportionate levels of deprivation, being the fifth most deprived in England, the source of which can go back three or four generations. Based on ‘ACORN’ classifications, one in two Knowsley households are ‘Hard Pressed’ and virtually no households are in the ‘Urban Prosperity’ category; both significantly worse rates than the wider Liverpool City Region Economic Area.

Our Job Seekers Allowance, Incapacity Benefit and Employment Support Allowance claimant rates are all around twice the national average. So too is our rate for lone parents on income support; and national evidence on child and family poverty (a field in which Knowsley has been involved as the lead for the Liverpool City Region) has revealed that 4 out of every 5 children living in poverty are in lone parent families. Facts such as these bring the borough’s equality issues into sharp relief.

We recognise that issues of economic inequality are predominantly subject to national pressures, but when looking at what we can do locally, at the community and neighbourhood level, we have to extend the context in which we examine equality.

Available *quantitative* data can provide some idea of the numbers and proportion of the population in the Knowsley that fall into groups that might be subject to different types and degree of inequality. The following figures are taken from a range of sources (More detailed tables are provided in Appendix 2)

Group	Number	Knowsley %	National %
Female	78,300	52	51
Disabled*	25,200	26	19.6
Over 50	49,700	33	35
Young People 15-30	31,000	21	20
Out-of- Work Benefit Claimant*	25,270	26	15
Lone Parent Benefits*	3,090	3	2
BME**	5,200	3	12
Non-Christian faith***	-	13	30
Gay/Lesbian/Bi-sexual***	-	5	7

\* As % of working age population      \*\* Figure for England and Wales  
 \*\*\* From DoH Survey of General Practitioners, national figure for England

However, we also have to seek *qualitative* evidence to add greater insight into the nature of these groups the issues facing them. This is reflected in the way we seek and monitor residents’ opinion about the awareness of people perceived to be of different backgrounds in their community and the extent to which there is perceived tension between them – something we have been monitoring through a quarterly ‘tracker’ survey since April 2009.

In our surveys, we have defined ‘different backgrounds’ to include:

- People of older/younger generations
- People who are employed / out of work
- People who were born in this country but have different coloured skin
- People who live in the neighbourhood but came from another country

- People who follow a Christian faith/religion
- People who follow a non-Christian faith/religion
- People who are better/worse off than others
- People who live in rented houses
- People who live in homes that they own
- People who have lived in the neighbourhood for a long/short time
- People who are gay or lesbian
- People who are disabled

Our research shows that, in general, Knowsley residents are most strongly aware of age differences, how long people have lived in their community, whether they are employed or out of work, and how well off they are. The presence of people from BME backgrounds is not strongly perceived – a simple reflection of the fact that we have such a low BME population.

Whilst this is a small part of our population and we have little evidence that our BME population is disproportionately disadvantaged in economic terms (many residents are in good jobs paying better than average incomes), we recognise that they are likely to experience social prejudices and inequalities.

In terms of ethnicity, Knowsley's population is clearly not as diverse as those of nearby urban centres, Liverpool and Manchester; but the fact that our local BME population is so small, makes it all the more significant, and awareness of the potential equality challenges facing these residents is that much higher.

The Partnership Needs Assessment highlights our proximity to Liverpool (with its ethnically very diverse population and social infrastructure to support it) as a factor that has a negative impact on perceptions of the borough's ability to cater for diversity. The assessment highlights the need to diversify the population.

Our resident consultation (through our quarterly Tracker Surveys) has also indicated that the groups perceived to exhibit the highest degrees of tension were the younger generation (highlighted by 17% of respondents), the older generation (6%), and people out of work.

Knowsley reflects significant contrasts, it is clearly characterised by relatively poor health and wellbeing, but conversely in qualitative assessments the borough was highest or highly rated by residents for:

- Feeling they belong to their immediate area;
- Feeling safe in their home at night, and outdoors in the day;
- Likelihood of talking regularly with neighbours;
- Likelihood of being able to find help in a crisis; and
- Likelihood of finding help, if ill.

In very broad terms, our analysis indicates that for the people who live here, Knowsley's sustainability lies in building on the many positive aspects of local communities, encouraging diversity, and building economic sustainability to support equality and social growth.

## **EQUALITY AND DIVERSITY FOR ALL PEOPLE**

For Knowsley Council equal opportunities is not just about meeting legal obligations. It is also about fairness, good sense and community cohesion.

- Fairness – because we are serious in keeping to our obligation to provide services to everyone living, working or schooling in this borough.
- Good sense – because if we recruit people fairly, we will get the best people who are best qualified and able to help provide good services.
- Community cohesion – because it is critical to the quality of life. All local authorities have a key role in facilitating a common vision and sense of belonging for all the individuals that make up the communities they serve and the people they employ to deliver their services. Whatever the local circumstance, building cohesion is a necessary step towards improving the quality of people’s lives and their opportunities to achieve their potential.
- In conjunction with public, private and voluntary sector partners, the Council has developed a borough Community Cohesion Strategy.

Knowsley Council has many roles which include service provider, commissioner of services, as an employer, as an enforcer, as a facilitator of partnerships and community working and as a regulator. We are committed to equality and diversity within all of these roles.

The Council vision includes working towards a cohesive borough where there are dynamic and strong relationships being developed between and with communities. We are committed to encouraging all communities to share a common vision and a sense of belonging so that the diversity of people’s backgrounds and circumstances are appreciated. This Single Equality Scheme is an intrinsic component of all of our other commitments to work with the local communities and our partner organisations to promote community cohesion and social inclusion.

Knowsley Council recognises and values the fundamental human rights which can ensure equal access for everyone in both employment and service delivery. We acknowledge that disadvantage and discrimination are common and experienced by the range of people who make up our communities. We recognise that different individuals have varying needs, however we aim to treat everyone fairly without discriminating and to eliminate unfair and unlawful discrimination.

## **PERFORMANCE AND MONITORING**

In line with the Council’s commitment to transparency and scrutiny we have subscribed to the Equality Framework for Local Government (EFLG). The framework is a national performance improvement and benchmarking tool. Progressing through the EFLG to the point of “Excellent” should not be interpreted as reaching a final destination; it is merely a stage of the journey.

The Council’s Corporate Performance Monitoring Framework (COVALENT) enables the Council to monitor and report on all service area outputs and outcomes. This information allows the Council to produce performance reports identifying

achievements and areas for improvement. The Knowsley Single Equality Scheme action plan and the criteria of the EFLG are aligned to COVALENT in order to ensure a common approach within all the processes for measuring and reporting on performance.

## **GATHERING AND ANALYSING INFORMATION**

Our approach to gathering, analysing and using information around protected characteristics contributes to a systematic way of developing an active anti-discriminatory approach to service delivery and workforce composition. This approach helps to monitor compliance with our localised commitments to equality, diversity and community cohesion as well as our legal and statutory duties. In addition it enables us to build a comprehensive picture of performance against all relative indicators.

For Knowsley Council, the aim of equalities monitoring is to give an indication of the extent to which we provide a fair and equitable service to all residents. This is particularly important for service delivery, because if we cannot demonstrate that we are considering the outcomes of all of our residents then we may not be providing services to meet those outcomes on a fair and equitable basis.

Good equality and diversity practice should demonstrate that the outcomes for the same service users are being considered in the same way. Service delivery should be able to reflect that services have been adapted to suit varying needs of diverse groups where appropriate. To do this, the Council needs to be aware of who its customers are so that it can determine whether services are being delivered on a fair and equal basis.

Equality Impact Assessments (EIAs) enable the Council to assess if service delivery or policy discriminates against certain groups and whether outcomes are being met on a fair and equal basis. This process is well established within the Council and all services, policies and processes are impact assessed against the potential positive or negative impact on the individual protected characteristics.

Knowsley Council currently uses a variety of methods to monitor functions and policies for any positive or adverse impact on different groups. These include:

- The Executive Directors across the Council implementing policies within their directorates and having corporate responsibility for Council wide activity;
- Executive Directors supporting directorate equality and diversity working groups, impact assess the localised application of policy and develop directorate equality plans that sit within their business plans;
- Production of annual updates showing the progress we are making to meet the objectives of all equalities issues, which includes the objectives of this Single Equality Scheme and action plan;
- Using national and local standards for managing overall performance on equality and diversity within the Council; and
- Formal completion of EIA using template attached at appendix 3.

The Corporate Equality and Diversity Strategy group chaired by the Chief Executive administrates quality control of these arrangements through reports received from Directorates. All relative reports are appropriately adapted for regular submission to Cabinet, Scrutiny, Corporate Management Team and the Senior Management Group.

## **PUBLISHING THE SINGLE EQUALITY SCHEME**

The Single Equality scheme and accompanying action plan details and outcomes will be published for the 3 year period between June 2011 and March 2014, through the internet, libraries, one stop shops, Knowsley News and most Council premises. The action plan will be reviewed on an annual basis with a report published detailing the impact of the actions and how the Council implement the scheme. The scheme and all associated reports will be available in a range of accessible formats. The following are the range of example communication mediums we will utilise:

- All printed information available to the general public
- Website and intranet
- Letters and e-mails
- Public meetings and events
- Public contact - reception, visitor's centre, telephone contact
- Braille/Audio/Large print
- Electronic formats-floppy disk/CD-ROM/e-mail word/portable document format (PDF) and rich text format (RTF)
- British Sign Language

The Council recognises that some people may have difficulty in accessing information. These may be people with disabilities, non English speakers, or young people. The Council offers a translation service to those who may require it and we are able to provide information in audio format and through the web in accessible formats.

## **IMPLEMENTATION**

Implementing a Single Equality Scheme will enable us to meet the duty imposed upon all public bodies to promote equality as defined within section 149 of the Equality Act 2010. The accompanying action plan to this scheme enables the Council to focus on the priorities that are most important in helping us to deliver on our objectives. Appendix 4 shows the action plan template that has been completed by each directorate and will be monitored via the corporate performance system Covalent.

In the process of producing this Single Equality Scheme and action plan we have:

- Involved local people and staff in producing the scheme and developing the action plan;
- Gathered and analysed evidence to inform our actions and track progress;
- Set out how we will assess the impact of our existing and proposed activities;
- Produced an action plan for the next 12 months; and

- Committed to reporting on progress every year, reviewing and making appropriate revisions to this scheme at least every three years.

## **KEY CONTACTS**

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## **APPENDIX 1: KNOWSLEY PARTNERSHIP NEEDS ASSESSMENT: KEY ISSUES**

### **RAISING ATTAINMENT AND SKILLS, AND UNLOCKING POTENTIAL AND RASING ASPIRATIONS**

- Overall Knowsley has low skill levels. Fewer people than average are qualified to degree level while the number of adults qualified to NVQ Levels 1 and 2 also lags behind the national average.
- Potential role of the voluntary and community sector in provision of work experience for young people, or work rehabilitation for those transitioning from IB to JSA or JSA to the jobs market.
- Almost one in four working-age Knowsley residents do not hold any qualifications; almost double the GB rate.
- The percentage of schoolchildren in year 6 (age 10 -11) who are obese has risen from 21 to over 23%. This represents 377 obese children, an actual increase of 23 children.
- Around 58% of Knowsley children live in poverty, compared with 42% nationally – In 2008 this equated to 21,320 children, of which 9,640 were in ‘in-work poverty’ (Based on households at 60% or less of median weekly wages)
- In 2008 the number of teenage conceptions was 144 compared to 178 in the previous year, a positive trend but a significant challenge.
- In the North West Mental Health Survey (2009), whilst Knowsley was clearly characterised by relatively poor health and wellbeing, the borough was highest or highly rated by residents for: Feeling they belong to their immediate area; Feeling safe in their home at night, and outdoors in the day; Likelihood of talking regularly with neighbours; Likelihood of being able to find help in a crisis; and Likelihood of finding help, if ill.
- The young face a greater likelihood of developmental disadvantage, leading to educational disadvantage, subsequent employment disadvantage, and then income disadvantage, maintaining the inter-generational nature of the poverty cycle. In an area like Knowsley where a high proportion of the indigenous population are subject to, and exhibit the symptoms of long-term economic deprivation, there is a tendency for policy to become skewed towards addressing the symptoms rather than the causes of problems.
- However, real sustainability is more likely to come from addressing causes rather than symptoms, and giving appropriate attention to the ‘engine’ for sustainability, which is usually the younger working age population.
- The younger more mobile 25-45 age band has reduced as a proportion of the working age population, and is projected to continue, even whilst total population is projected to rise. The implication is that it is this group that are likely to make

up a significant share of those leaving the Borough, weakening the engine of economic sustainability.

- The education and skills base of the population is relatively weak and local businesses rely more on people who commute from outside the Borough.
- In-commuters tend to get the higher paid local jobs and Knowsley residents in work tend to have wages that are significantly below the national average. In order to achieve sustainability and establish a local economy that can sustain good quality service provision to meet all needs, Knowsley must retain the most economically mobile among its indigenous population and attract others from outside the Borough.

### **IMPROVING THE OFFER OF PLACE, SAFER MORE COHESIVE COMMUNITIES, AND A WELL-CONNECTED KNOWSLEY**

- A lack of affordable housing and lack of diversity works against fostering sustainability. Housing regeneration schemes have a major role to play in improving the Borough's housing offer and in supporting the development of a more diverse population. With such a high proportion of families living in deprived neighbourhoods, these have typically been the focus of higher levels of public spending.
- Knowsley's BME population is low, and proximity to Liverpool, which has the social infrastructure to support a diverse population, may have significant impact on the borough's perceived ability to cater for, and accept difference.
- Almost 96% of Knowsley residents are 'White British'. This is comparable with the other districts in the City Region except Liverpool, where the figure is closer to 88%.
- The 15-59 population overall is projected to fall by 3,400 by 2021. However, within this, the older working age (45-59) group is actually projected to increase. This means that the decline will be entirely within the younger 15-44 age group.
- Alcohol-related issues (deaths, hospital admissions, binge drinking) continue to rise at a faster rate than national averages.
- The percentage of people who believe people from different backgrounds get on well together (71.9%) in their local area is below regional (73.6%) and national averages (76.4%), based on the 2008 Place Survey.
- It is estimated that nearly half of all males aged 18-39 years binge drink regularly in Knowsley and there has been a significant increase in the proportion of females binge drinking over the last decade.
- There is evidence to suggest that Internal transport connections need improvement – particularly between Knowsley's towns and villages, and more specifically public transport connections between the North and South of the Borough and access by public transport to the Borough's employment sites.

- Securing improved access to local employment sites from residential areas in the borough is a priority for future policy; as is access to leisure and cultural facilities.
- Under the Government's 'Big Society' agenda, the role of the voluntary and community sector becomes increasingly important in delivering public sector services to vulnerable residents.

## **DIVERSE AND PROSPEROUS ECONOMY, AND INCREASING ECONOMIC ACTIVITY AT ALL LEVELS**

- For Knowsley residents there is a stark economic reality that, if recession deepens, none are more vulnerable than people in less deprived areas; if it improves, then recovery is likely to take longer as it is much easier for jobs to go than be created. In purely financial terms, inflationary pressures, and the rise in VAT will have a disproportionate impact on those with lower incomes. For those with mortgages, interest rates rising even to 2% or 3% (historically very low) from the current 0.5% rate could be in even greater difficulty.
- In the current economic climate, with associated budget pressures across the Local Strategic Partnership, the challenges become even greater and progress will be even more difficult to achieve. Most recently, this has been highlighted by the borough's latest population estimate (June 2009) which is 1,400 fewer residents than in the previous year. This is the figure that is used to calculate many elements of the Council's funding from Central Government. Whilst our population has fallen, nationally the population has increased. This means that Knowsley is likely to get an even smaller share of an overall budget that has to be spread even more thinly across the country.
- In the last 10 years Incapacity Benefit claimant levels have reduced and the gap with the national average narrowed but still remains high
- Over 13% of working age people claim Incapacity Benefits/ESA (12,330 people) compared with 7% nationally; with over 80% of all IB claimants claiming for 2 years or more.
- Knowsley's Lone Parent Benefits claimant level is 3.6% of the working age population compared to 1.9% nationally.
- Part-time work has risen from 21.8% of employees in 1995 to 30.8% in 2008. (GB has moved from 28.6% to 31.2%) (NOTE: E+D implication is that people are only able to work PT due to learning difficulties, disability, childcare responsibilities)

## **HEALTH AND WELLBEING**

- The prevailing conditions of deprivation are reflected in health and wellbeing outcomes. For both males and females in Knowsley life expectancy is almost 3 years below national levels. Knowsley experiences relatively worse mortality rates than most other local authorities in England. The borough's mortality rate for all causes of death can be as much as 25% higher than the national average.

- However, health in Knowsley has improved at a faster rate than for the whole of England showing a reduction in almost all health inequalities towards 2011 targets.
- The quality of life for vulnerable people has improved; but demographic challenges put this progress at risk.
- In the population, the age groups that are increasing in numbers are the most vulnerable: the young (0-14) and older people, particularly those over 80. Support for this latter group will become a major challenge in the next few years, as a significant shift in population make up is expected from 2013 onwards, leading to an increase in demand for adult social care and cost pressures for current service configurations across the Council.
- One of the most substantial and wide-ranging policy changes being progressed by the Coalition Government is the White Paper: “Equality and Excellence – Liberating the NHS”. This sets out a new agenda for health and social care, introducing significant changes in the commissioning and delivery of health services from 2013.
- This is particularly significant in Knowsley, where health outcomes play such an important role in the future sustainability of the population. In many ways, health and wellbeing indicators provide the barometer for the borough as a place. This is because health and wellbeing are affected by many factors, such as housing conditions, the environment, green space, educational attainment, work (or lack of it), social contact, experience or fear of crime, transport and access to facilities. .

## **CHILD AND FAMILY POVERTY**

- There are 12,095 children, living in poverty in Knowsley; this equates to almost 1 in 3 children. Growing up in poverty has a huge impact on children during their childhood and also adult life. A child growing up in poverty is less likely to achieve their academic potential and secure employment in adulthood, plus they are more likely to experience a wide range of health inequalities and live in an unsafe environment.
- Most children living in poverty in Knowsley live in a household in receipt of out of work benefits (87.6%). However figures also suggest that the number of families in low paid employment and are deemed to be in ‘in-work poverty’ is also rising. Children in lone parent households are at a greater risk of experiencing poverty; around 80% of all children in poverty in Knowsley are living in a one parent household. For these parents, balancing work and childcare often presents large challenges. Often a basic salary is not enough to cover the costs of childcare, housing, and other basic needs.
- The Council’s approach to tackling poverty and improving life chances is built on strong local and City Region partnerships. The developing Child Poverty Strategies for Knowsley and the City Region will address not only income deprivation but also the broader determinants of family and children’s outcomes.

## APPENDIX 2: KNOWSLEY'S POPULATION: SOCIAL AND ECONOMIC SUMMARY DATA

	Estimated population	Knowsley %	National %	Source
Female	78,300	52	51	ONS Mid Year Estimates '09
Disabled	25,200	26.1		Annual Population Survey
Over 50	49,700	33.3	32	ONS Mid Year Estimates '09
Ex-Offender	-	-		
Out of Work Benefit Claimant	25,270	26.2	15	Nomis Nov 2010
Lone Parent	3,090	3.2	2	Nomis Nov 2010
Young People 15-30	31,000	20.7	20	ONS Mid Year Estimates '09
BME	5,200	3.5	12	"
Mixed: White and Black Caribbean	600	0.4	0.6	"
Mixed: White and Black African	400	0.3	0.2	"
Mixed: White and Asian	400	0.3	0.6	"
Mixed: Other Mixed	500	0.3	0.4	"
Asian or Asian British: Indian	900	0.6	3	"
Asian or Asian British: Pakistani	400	0.3	2	"
Asian or Asian British: Bangladeshi	100	0.1	0.7	"
Asian or Asian British: Other Asian	200	0.1	0.7	"
Black or Black British: Black Caribbean	200	0.1	1.1	"
Black or Black British: Black African	500	0.3	2	"
Black or Black British: Other Black	100	0.1	0.2	"
Chinese or Other Ethnic Group: Chinese	600	0.4	0.8	"
Chinese or Other Ethnic Group: Other	300	0.2	0.8	"

The following data are taken from a survey of General Practitioners commissioned by the Department of Health that has been run since April 2009. It is sent to a different sample of patients within each GP practice every quarter. The tables illustrate the characteristics of Knowsley residents in the survey:

### SEXUAL ORIENTATION

	<b>Knowsley</b>	<b>Knowsley %</b>	<b>National %</b>
Heterosexual/Straight	5,512	95.5	92.7
Gay or Lesbian	21	0.4	1
Bisexual	14	0.2	0.5
Other	29	0.5	0.8
Prefer not to say	196	3.4	5.1
<b>Total</b>	<b>5,772</b>	<b>100</b>	<b>100</b>

### RELIGION OR BELIEF

	<b>Knowsley</b>	<b>Knowsley %</b>	<b>National %</b>
Buddhist	20	0.3	0.6
Christian	5,291	86.7	69.6
Hindu	13	0.2	1.9
Jewish	7	0.1	0.7
Muslim	14	0.2	4.1
Sikh	0	0	0.9
Other	29	0.5	1.1
Prefer not to say	119	1.9	2.8
None	612	10	18.4
<b>Total</b>	<b>6,105</b>	<b>100</b>	<b>100</b>

**APPENDIX 3:**

**EQUALITY IMPACT ASSESSMENT TEMPLATE**

<b>Directorate:</b>	<b>Service area:</b>	<b>Responsible Officer:</b>	<b>Completed by:</b>	<b>Date:</b>
<b>Name and brief description of Policy/Decision/Function/Project/Service to be reviewed:</b>				
<p>Give details, with evidence, of the impact of the function on each of the protected characteristics in relation to the general duty:</p> <ol style="list-style-type: none"> <li>1. Eliminate discrimination, harassment and victimisation</li> <li>2. Advancing equality of opportunity between people who share protected characteristics and those who don't share it</li> <li>3. Foster good relations between people who share a protected characteristic and those who don't</li> </ol> <p>Please give special consideration to, (this list is not intended to be exhaustive)</p> <ul style="list-style-type: none"> <li>• Accessibility</li> <li>• Community Cohesion</li> <li>• Delivery of contracts</li> <li>• Human Rights Act</li> <li>• Positive action</li> <li>• Procurement</li> <li>• Reasonable adjustments</li> </ul>				
Does the Policy/Decision/Function/Project/Service have a direct impact on people?		Yes	No	
If yes, please complete the grid below. If no, consider whether or not an Equality Impact Assessment is necessary, if not state why not and exit the process:				
Have you conducted a consultation? Yes/No (if yes please attach evidence or include link)				
Who did you consult with?		How and when did you consult?	What was the feedback?	

	<b>Is there any potential positive Impact?</b>	<b>Is there any potential negative Impact?</b>	<b>What evidence do you have?</b> (E.g. complaints, statistics, surveys etc disaggregated by equality groups.)	<b>What action will you take to mitigate negative impact?</b> Please state if negative impact is intended due to positive action.	<b>How will you monitor and review the actions that you have taken to mitigate the impact?</b>
<b>Age</b>					
<b>Carer's Status</b>					
<b>Disability</b>					
<b>Sex/Gender</b>					
<b>Gender Identity</b>					
<b>Offending Past</b>					
<b>Sexual Orientation</b>					
<b>Race (inc. Gypsies and Travellers)</b>					
<b>Religion or Belief</b>					
<b>Social Economic Status</b>					

**APPENDIX 4:**

**DIRECTORATE ACTION PLAN TEMPLATE**

R-Race D-Disability G-Gender (including Pregnancy and Maternity) SO-Sexual Orientation RB-Religion & Belief A-Age CR-Caring Responsibility  
 OP-Offending Past GI-Gender Identity SS-Socio Economic Status

<b>Equality Outcome / SCS Driver</b>											<b>Responsibility:</b>					
<b>ACTIONS</b>											<b>DUE DATE</b>					
<b>PERFORMANCE MEASURE AND TARGETS</b>																
<b>Equality Strand</b>	<b>R</b>	<b>D</b>	<b>G</b>	<b>SO</b>	<b>RB</b>	<b>A</b>	<b>CR</b>	<b>OP</b>	<b>GI</b>	<b>SS</b>	<b>EFLG</b>	Mapping	Place	Engagement	Services	Workforce