

Scarborough Borough Council

Draft Corporate Equalities and Diversity Scheme 2015

Consultation Results

OUR OBJECTIVES

Please say whether or not you agree with each of our equality objectives which are as follows:

As a Community Leader:

We will work to develop a culture which values the diversity of people from all sections of society, and to promote community cohesion.

Do you agree we should work towards this?

Yes	No
80	5
94.1%	5.9%

We will set an example to others who provide goods and services by promotion and publicity of policies and practices, which are designed to encourage equality of opportunities, and eliminate all forms of discrimination, whether direct or indirect.

Do you agree we should have this as an objective?

Yes	No
82	3
96.5%	3.5%

We will work to ensure that issues such as race, gender/gender identity, age, disability, religion or belief, and sexual orientation are not barriers to the receipt of services.

Do you agree we should work towards this?

Yes	No
80	5
94.1%	5.9%

Is there anything else you think we should aim to do as a Community Leader?

Please give details below:

yes try to employ LOCAL people as you do not appear to now

Like everyone else, you have gone far too far at the cost to the ordinary man/woman in the street. Please do not forget that we live in England and we should be encompassing OUR culture and activities and NOT looking to represent anyone else.

Need to consult with the majority as well as the minority's so everyone is of one view to promoting a safer and cohesive community

In principal I can agree to all three of these aims but they need to be more specific

Lead by example, become leaders in diversity.

**Is there anything else you think we should aim to do as a Community Leader?
Please give details below: (continued)**

Why not set an example by being awarded Investors in People - Champion Leader in Diversity Accredited NYCIL

How will you achieve the above? At the moment SBC do NOT involve or consult regularly with disabled people.

I refuse to give a yes or no answer to something that, as a council, should be ongoing. Scarborough council should be ashamed even to suggest that it does not offer equality on sex, religion disability or any of the items listed. Further more if said council is still having to work towards equality after something like four years, then we obviously voted in the wrong people.

Try to promote local products for local people.

Encourage and invite people from diverse groups to participate in local community activities.

Seek to give opportunities to young people.

Do not do so much that it becomes a waste of money.

There should be more people of ethnic origins working in the Town Hall

ENSURE ALL CONTRACTORS USED BY THE COUNCIL SIGN UP TO THIS CHARTER

Yes, very importantly - listen to, acknowledge and consult the public, the electorate, the residents

Yes support local businesses when employing from the Town Hall

All these questions can only have one answer and that is YES ! The real question is this " Do you as a citizen of this Town, County and Country believe in Multiculturalism ?" A truly honest answer would be "NO!!" Diversity is just that....diverse and I am very afraid a major if not inevitable stumbling block for the development you seek.

More places for Pensioners

Recognise that the rights of some to fair treatment can be compromised by the vocal actions of others asking for different treatment. Vexatious individuals should not be allowed to use the values expressed to perpetrate harassment or intimidation of any group.

As a service provider, we will continue in our commitment to achieving equality for all

Our services are accessible. **Do you agree we should work towards this?**

Yes	No
85	0
100.0%	0.0%

Our services are flexible and responsive to the needs of the community. **Do you agree we should work towards this?**

Yes	No
85	0
100.0%	0.0%

Users of our services are treated fairly and all complaints are dealt with in accordance with our Equalities Scheme and Equality policies. **Do you agree we should have this as an objective?**

Yes	No
82	3
96.5%	3.5%

There is consultation within the community on the way in which services are planned and delivered. **Do you agree we should have this as an objective?**

Yes	No
82	3
96.5%	3.5%

Systems are in place to monitor our services and plans are implemented to achieve continual improvement. **Do you agree we should have this as an objective?**

Yes	No
81	4
95.3%	4.7%

The results of consultations and monitoring are published and the public has access to the information provided. **Do you agree we should have this as an objective?**

Yes	No
82	3
96.5%	3.5%

All contracts are monitored to comply with the Council's Equalities and Diversity Scheme and Equal Opportunities Policy. **Do you agree we should have this as an objective?**

Yes	No
81	3
96.4%	3.6%

Councillors and employees receive training to raise the awareness of equality and diversity issues and the Council's policies and procedures, to enable them to understand their responsibilities for equality and expected standards of behaviour. **Do you agree we should have this as an objective?**

Yes	No
82	2
97.6%	2.4%

Individuals and communities are encouraged to report all forms of discrimination. **Do you agree we should have this as an objective?**

Yes	No
77	8
90.6%	9.4%

Is there anything else you think we should aim to do as a Service Provider? Please give details below:

I think the main improvement would be to make the Council staff and Cllrs more accountable for their actions, and an outside body other than 'The Standards committee' should deal with all complaints made against any member who is accused of wrongdoing. This would go a great way towards people trusting SBC more

I would say that you should also have a caveat that puts a responsibility on the person who is wanting to access the services to possess the skills or be attempting to gain the skills to be able to access the services especially if resident in the area.

No to the last point because "encouraged", does not feel like the right word. They shouldn't be deterred, but "encouraged", sounds like actively seeking, even if it isn't there.

stop the head of council making his own rulings ,that is why we have a council.

all this should and if I remember correctly you were supposed to implement last year I do wonder if all this is costing more to correlate Is it done in house ?

Training is vital and should involve disabled people. Should a central Disability and other Hate Crime point in the borough.

For goodness sake if the council is still working towards all of the above, when all of the above should already be available as a service provider then a higher authority should be informed of the need for an investigation to fathom out why members of the local council have to now request my assistance in forming policy.

Listen to individuals and not just groups of people. Currently the police believe two people or more over an individual because one person can collaborate with another against an individual. This leads to bias and prejudice against the individual and means that perpetrators of crime can go unaccounted for.

Yes - front line staff should not hide behind simply stating "Its council policy" - they should be educated as to what that policy is and be able to explain it

All councillors and employees should be given basic knowledge on deaf awareness.

Training should be offered to Parish Councillors

I don't think there is sufficient consultation within communities on the way in which services are planned and delivered and I don't know how much monitoring actually goes on, though not enough, I suspect and publication and access to information provided leaves much to be desired. I am very disturbed that there seems such a want of knowledge amongst councillors and employees on such fundamental issues as equality and diversity.

This question is very difficult to object to anything the way it has been worded Yes as service provider Really Listen to answers from us

Is there anything else you think we should aim to do as a Service Provider? Please give details below:

An impossible task if one is truly honest about it. Man maybe equal but some, if not many, are more equal than others. To report all forms of discrimination is a charter for the envious, peevish and the more stupid among us to "Tell Tales" so as to get one over some poor wretch.

Councillors should talk to the residents more!

We can not be the panacea for all social ill. However our organization is made up of 'PROFESSIONALS' who are in the main acutely aware of the above, and strive for this on a daily basis. WHEN ? AS AN ORGANISATION ARE WE GOING TO RECOGNISE THIS ?????????? National evidence has shown that public consultations with such a narrow proportion similar to that which we employ and in realistic terms are 'useless' and are subject to prejudice and local bias - and again are used as a tools by local authorities to secure a prescribed outcome. This distorts priorities and service response.

As an employer, we are committed to eliminating discrimination in employment through the establishment of good employment practices applied equally to all employees. All employees will:

Have equality of opportunity in recruitment and selection, redundancy, retirement and redeployment, grievance and disciplinary procedures, performance appraisal, career development and training. **Do you agree we should have this as an objective?**

Yes	No
82	3
96.5%	3.5%

Be consulted on the way in which policies are developed and implemented. **Do you agree we should have this as an objective?**

Yes	No
81	4
95.3%	4.7%

Have any complaints fairly and properly investigated. **Do you agree we should have this as an objective?**

Yes	No
85	0
100.0%	0.0%

As an Employer we will:

Ensure policies are in place to meet the varying needs and work/life responsibilities of employees. **Do you agree we should have this as an objective?**

Yes	No
79	5
94.0%	6.0%

Work to achieve a workforce which is representative of the community we serve. **Do you agree we should have this as an objective?**

Yes	No
74	11
87.1%	12.9%

Is there anything else you think we should aim to do as an Employer? Please give details below:

<p>You do not need to reflect the same mix of the population to be able to represent them. eg men can represent women and women can represent men. You should not use positive discrimination. Could the council lead the way in ending the reliance on seasonal work/benefits in the region - working with schools to raise aspirations of the young who come from homes where this is the case.</p>
<p>The second policy on this list, where representation of community is suggested, can often lead to boxes being ticked to fill a position rather than relevant skills being covered.</p>
<p>allow staff to voice their opinions with out feeling they may lose their job I cannot comment further on this but am aware it goes on Allow the councillors that we elected to make the decisions NOT the paid council staff Use them for guidance only</p>
<p>Aim to improve the culture within the council, so that disability, race and religion do not separate people but bring them together in unity. Disability is currently seen as a hindrance and a drain on resources, as opposed to something that brings differing experience and skills, compared to those who haven't experienced disability first hand. As an employer I believe you should work with charities, eg disabled and religious charities / organisation to develop your policies and procedures, so that first hand knowledge and skill is filtered through, as apposed to a policy that is created by white, non disabled council members, which can often lead to a tokenist</p>
<p>Doesn't matter if you're male,female, white brown or whatever.. the jobs should be filled by someone who can do the job. No matter who they are.</p>
<p>All the above should happen years ago and NOT play catch up with other authorities across the UK.</p>
<p>Look at keeping jobs in house instead of using external businesses where possible. Such as print plus and general maintenance work.</p>
<p>Ensure inclusivity to represent a diverse employee base. Encourage quality improvement programs and training for all staff.</p>
<p>People should not receive preferential treatment because they fall into a target or minority group.</p>
<p>to make all senior council workers and council members declare all income from council related work, have a very transparent policy concerning expenses, and ban all counsellors having vested interests in other companies that earn money by working for the council</p>
<p>of course we all agree, but will the council do it ?????</p>

Is there anything else you think we should aim to do as an Employer? Please give details below:

Encouraging people to report all forms of discrimination can lead to a culture of suspicion and fear. The workforce should be evaluated on the basis of skills and abilities, regardless of whether it is representative of the community.

NO TICKED - AS YOUR STATEMENT MEANS THE BEST PERSON MAY BE EXCLUDED TO BALANCE THINGS UP

What does the first box mean? Council employees seem very well cared for, especially the most senior ones. Living wage would be the envy of many a private sector worker, as would months of sickness pay, as for many, no work means no or very much less pay.

The workforce should be employed on their ability (ie the best applicant for any given post) to provide the service in their respective fields rather than to meet certain goals of diversity within the Local Authority. If a particular employer requires special needs eg wheelchair accessibility then this should be provided, but each need should be assessed rather than have a blanket policy

Yes but you really don't always use the workforce from the local area the Benchmark jumps to mind the contractors ,the lack of management of council workers

We are already doing this - why are we re-inventing the wheel. Can we be realistic about one of the objective we already work to.... No 5 - Improving the council. Surveys like this, and the resources to collate and use the data, is like trying to polish out the scratches on the bodywork of a car when the engine isn't running right, because its being starved of fuel !!!!! Lets get back to basics and strive for excellence in providing services for our residents and visitors, and recognize the hard work and professionalism of the people who are doing this on a daily basis.

Other Comments

This Policy can lead to positive Discrimination the setting of employment targets for different ethnic groups or gender .The best candidate for the job is the only way forward

See previous sheets.

You have gone daft and forgotten where you are and who you represent and serve.

I could put my reasons into words but not in writing as I put no in 3 of the aims,

You shouldn't have to bend backwards because of someone's colour, age or gender.. you fill the jobs or opportunities by the most skilled person available.. to say this is a multi cultural country is wrong where the best peeps available no matter where they're from should be the ones to be chosen to fill the jobs.

Staff should be recruited on their ability to perform the duties and services of the job not merely to meet targets of gender, disability, age or sexual orientation

you do not want people spying on other people , This is not Russia

I do not think it is necessary to use resources other than those required to comply with Legislation. It appears to me that what is proposed goes beyond the basic legal requirements of an employer - so stop wasting money on unnecessary activities.

Is there anything else you think we should aim to do as an Employer? Please give details below:

Large towns have implemented equality and diversity schemes in the past and sometimes to ensure "diversity", it has been detrimental to the quality. I believe in fairness, but not in ticking boxes, just to ensure diversity of workforce is covered.

achieve a workforce which is representative of the community we live in, and not biased by diversity schemes.

have commented at the appropriate questions. I really think the council spends a lot of our tax payers money foolishly eg the laptops for councillors, the cuts back on local grass cutting, allowing our town hall to get neglected, not sorting out the seagulls just numerous questionnaires no actual action. The fiasco of the water park looks as though it is going the same way as the corner café development. This comes under DIVERSITY

Yes scrap it!

One of the main objectives should be to become or work towards: • Disability Smart Awards • Leader in Diversity • Investors in People - Champion • Accredited by North Yorkshire Centre for Independent Living (NYCIL)

Constantly involved people from all walks of life on a regular basis, with plenty of timescale. To listen and have a working partnership board making our society more accessible and inclusive to everyone.

Be aware of positive discrimination.

Once again, do not let the cost outweigh the benefits.

I wish this survey applied to the Council chamber, where equality and proportional representation would be so much more democratic than the "strong leader" model which is failing us.

Set a frequent mechanism to periodically review our current policy, and compare the outcome of the review with other local authorities with a similar ethos, then see how this compares with organisations who are expert in this field (ACAS) etc - this is not rocket science.