

Headline Equality Measures

Appendix A

Royal Greenwich's Equality Objectives will be measured against the Headline Equality Measures (HEMS), to clearly document the Council's achievements over the next four years. The HEMS can be revised each year if more relevant or useful forms of measuring our Equality Objectives become available. It is proposed that this data continue to be measured in support of the new Equality Objectives for 2020-2024.

No.	Title	Description
Workforce		
1	% of disabled employees	The percentage of Council employees who have declared that they are disabled. Improvement measured by an increase in the percentage.
2	% top 5% of earners who are disabled	The percentage of Council employees in the top 5% of earners who have declared that they are disabled. Improvement measured by an increase in the percentage.
3	% ethnic minority employees	The percentage of Council employees disaggregated by ethnic group. Improvement measured by a reduction in the disproportionality of different ethnic groups compared to their representation in the local working age population.
4	% top 5% of earners from ethnic minorities	The percentage of Council employees in the top 5% of earners from different backgrounds. Improvement measured by a reduction in the disproportionality of different ethnic groups of staff compared to their representation in the working age population and the profile of all Council employees.
5	% employees aged under 25 years	The percentage of Council employees aged under 25. Improvement measured by an increase in the percentage.
6	Staff network/forum membership	Network consultation and events.

		<p>Improvement measured by:</p> <ul style="list-style-type: none"> • Staff networks arranging / participating in a minimum of three events over the year. Events should be open to all staff. • Membership and participation in the Joint Policy Forum.
Employment and skills		
7	Working age population on out-of-work benefits	<p>The number and percentage of people of working age claiming out-of-work benefits: Job Seeker's Allowance, Incapacity Benefit, Employment and Support Allowance, Income Support for lone parents, disaggregated by gender, ethnicity and age.</p> <p>Improvement measured by:</p> <ul style="list-style-type: none"> • A reduction in the percentage of people claiming out-of-work benefits. • A reduction in disproportionality based on gender, ethnicity and age compared to the profile of the general working age population. <p>Increase in the number of vulnerable adults supported into employment</p>
Education		
8	Number and percentage of 16-18 year olds who are NEET by ethnicity, gender and disability	<p>The number and percentage of 16 – 18 year olds who are NEET disaggregated by ethnicity, gender and disability.</p> <p>Improvement measured by:</p> <ul style="list-style-type: none"> • A reduction in numbers and percentage compared with the previous year. • A decrease in the disproportionality of individual ethnic groups compared to the previous.

9	Early Years Foundation Stage Profile: Achievement of a good level of development across the EYFS by ethnicity, gender and pupil premium	Improvement measured by: <ul style="list-style-type: none"> • A reduction in the percentage gap from previous year. • A decrease in the disproportionality of individual ethnic groups, which are under- achieving. • A decrease in the difference between boys and girls.
10	Key Stage 4: Pupils achieving 5+ A*-C / 4+ and 5+ grades at KS4 (including Maths and English) by ethnicity, gender, pupil premium and SEN) – please note change in indicator A*-C transitioned to 9-1 scale.	Numbers and percentage of young people achieving 5 or more A* - C / 4+ and 5+ grades at GCSE or equivalent including English and Maths, disaggregated by gender, ethnicity and SEN. Improvement measured by: <ul style="list-style-type: none"> • Increased percentage of young people achieving 5 or more from the previous year. • Increased percentage of young people achieving 5 or more, etc. from previous year from underachieving ethnic groups.
A healthy and safe living environment		
11	The number of discriminatory incidents recorded by the Council	Number of incidents of graffiti, reports of discrimination by Council tenants and Council employees, and Council employee grievances and disciplinaries. Improvement measured by a reduction in overall numbers and in each disaggregated category from previous year.
12	The number of recorded hate offences	Number of hate offences recorded by the police. Improvement measured by a reduction in numbers overall and in each disaggregated category from previous year.

Children and families		
13	Care leavers: % of care leavers in employment, education or training and in suitable accommodation	Improvement measured by: <ul style="list-style-type: none"> An increase in the percentage compared with the previous year.
14	Repeat incidents of domestic abuse	Number of repeat referrals reviewed by the Multi-Agency Risk Assessment Conference (MARAC). Improvement measured by a reduction in the number of repeat referrals from the previous year.
15	Under 18 conception rate	Number and percentage of under 18 year olds who conceive. Improvement measured by a reduction in overall numbers from the previous year.
Social Care and Health		
16	Self-reported experience of adult social care; quality of life (source: annual Adult Social Care Survey ASCOF IA)	The average quality of life score for people completing the Adult Social Care Survey (ASCS). Improvement measured by a higher score compared with the previous year.
17	Self-reported experience of adult social care; social contact; proportion of people who use services who reported that they had as much social contact as they would like (source: annual Adult Social Care Survey ASCOF IL)	Reported from Adult Social Care Survey ASCOF IL(1). Improvement measured by a higher score compared with the previous year.
18	Written and spoken language translations – number of requests met	Measure over 97% of written and spoken language translations requests met.
19	Sign language translations – number of requests met	Measure Over 97% of sign language translations requests met.
20	Advocacy – number of service users referred to advocacy services	Demonstrates improved accessibility of services.

Housing		
21	The differential outcome in the ratio of applicants to lettings; % lettings to ethnic minority applicants compared to the % on the housing waiting list	The percentage of lettings to ethnic minority applicants compared to percentage on the housing waiting list. Improvement measured by a reduction in disproportionality by ethnic groups compared with the previous year.
Tourism, Culture and Sport		
22	Adult participation in sport	The percentage of leisure services use by gender and disability and work to improve adult participation in sport.