

# People Commissioning Equalities Data Monitoring: Additional Information

## Why we do equality monitoring

The service you receive is commissioned by Bradford Council. This means that the Council has responsibility for ensuring that the service is accessible to people whatever their background and that people are treated fairly.

Bradford Council also has a “public sector equality duty” to consider how we can:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Collecting information from you helps us to understand who is using our commissioned service, and who might be missing out because of characteristics they share. By understanding who is and isn't using services we can learn from services that are working well or work to fix problems if we find them.

By sharing your information, you are helping to make our services more inclusive.

All responses will be anonymous. You do not need to answer any questions you aren't comfortable with.

Individual responses will not be shared outside the Council.

## How Bradford Council will use this information

- We will use this information as part of our **'contract management' work**. We will work with the provider to look at who is using the service now. If fewer people that share certain characteristics are using the service than expected, we will work with the provider to understand the reasons for this, and to address barriers that might be stopping people with those characteristics from getting the most out of the service. If a provider is doing a good job of ensuring that their service is accessible and inclusive we will learn from this in other services.
- We will use this information when **reviewing the service** when the contract is ending, and for planning future services and to meet future demand.
- The information will be used to **improve service delivery and design**.

- The information will also be used to help make sure that the **staff that support people in services are reflective of the people who use them** and have the right **training** to support people with different characteristics.
- We will use this information to inform **‘Equality Impact Assessments.’** This is when we look at how any plans for changing services and consider if they will have a negative impact on groups of people with shared characteristics. If we think there is going to be a negative impact, we then have to decide how to reduce the impact or change plans so there is no negative impact.

## Why we are asking for this information

Question	Why we’re asking it
What is your age?	Age is a protected characteristic under the Equality Act 2010. People may need and want different things at different times in their life. Understanding how old people are when they use services helps us make sure providers consider those differences in the way services are delivered.
What is your ethnicity?	Ethnicity is a protected characteristic under the Equality Act 2010. People can face discrimination because of their ethnicity. Bradford is an ethnically diverse district and it is important we make sure that our services reflect this.
What gender do you identify as?	Sex is a protected characteristic under the Equality Act 2010. We ask about gender, as we recognise people may identify as different genders. We want to make sure our services meet the needs of men, women and other gender identities.
Is your gender the same as the sex you were registered at birth?	Gender reassignment is a protected characteristic under the Equality Act 2010. The trans community and people who identify by non-traditional genders term often face discrimination. We want to understand if people who identify as different genders to their sex at birth are getting access to services, so we can address barriers to access if needed.
Do you have any disabilities that impact on your ability to carry out day-to day activities?	Disability is a protected characteristic under the Equality Act 2010. Many of our services are targeted to support people with specific disabilities (such as learning disabilities, physical disabilities or mental health needs that impact on day-to-day life). However we also know that within any service, people may have a range of different conditions that impact on how they live their lives. By understanding these, adjustments can be made to ensure services are accessible.

<p>What is your religion?</p>	<p>Religion is a protected characteristic under the Equality Act 2010. Religion may impact on a range of things that services may help with such as the food people eat, the times people need support, the days people want to spend celebrating or with family and end of life care. Understanding what religion people practice will help our services to respond in the way they provide support.</p>
<p>Are you currently pregnant or have you been pregnant in the last calendar year?</p>	<p>Being pregnant or recently having had a baby is a protected characteristic under the Equality Act 2010. Being pregnant or having a young baby might affect the type of support people need.</p>
<p>Which of the following best describes your sexual orientation?</p>	<p>Sexual Orientation is a protected characteristic under the Equality Act 2010. People who are LGBTQ+ can face discrimination and sometimes services can work in a 'heteronormative' way (where they assume someone is straight unless told otherwise). We need to make sure everyone feels welcome in services, whatever their sexual orientation.</p>
<p>Were you in care as a child?</p>	<p>This is not a protected characteristic, but people who were in care as a child (for example who were in foster care or a children's home) often have less positive outcomes in adulthood than people who weren't in care. Understanding if people in services are 'care-experienced' will help us to check services are making a positive difference and are addressing issues that may have resulted from a person being in care as a child.</p>
<p>Are you an unpaid carer?</p>	<p>This is not a protected characteristic, but the Council recognises that caring for someone can be a barrier to accessing support. Understanding if people who use services are also carers will help us to ensure any barriers are removed.</p>
<p>Where do you live?</p>	<p>Understanding where people live will help us to ensure we have the right services accessible across the Bradford District and that services are representative of the communities where they are delivered.</p>