

Board Meeting

9 June 2016

Agenda item 7: Annual equality, diversity and human rights/ Equality and Human Rights Objectives report

The Equality, Diversity and Human Rights Forum has merged with the Co-production Steering Group. This will increase the number of people scrutinising SCIE's approach to equality, diversity and human rights issues.

- This year has seen a strong performance in way new products have addressed equality, diversity and human rights issues.
- A growing proportion of SCIE's work is focused on training and consultancy. We need to ensure that these services incorporate equality, diversity and human rights appropriately.
- The agreement of a new approach to Equality Impact Assessments will support equality, diversity and human rights in SCIE's project work.
- Monitoring of the Co-production Network demonstrates the diversity of the network.
- We need to improve our monitoring of other aspects of SCIE's work.
- SCIE continues to have a diverse staff group which reflects the diversity of the population of London.

Recommendations

The Board is asked to:

- Consider the report and how SCIE maintains a focus on equality, diversity and human rights in an increasingly commercial context

Ewan King
Director of Business
Development and Delivery

Pete Fleischmann
Head of Co-production

Michael Turner
Co-production Support Manager

Human rights have become an increasingly central issue when creating policies and practices aimed at improving the quality of life and participation in society on equal terms for disabled people. The UN Convention on the Rights of Persons with Disabilities created a shared global understanding for the first time about what constitutes equality for disabled people and how to achieve this. This has provided a valuable focus for SCIE as well as the disabled people's movement.

Co-production enables disabled people and carers to work together with SCIE to identify equality and human rights issues, to agree strategies and to achieve change, learning together how best to improve services and raise standards within social care. This also enables SCIE to develop new projects and funding streams with the support of people who use services, confident that this meets our needs and priorities. No doubt we will continue to identify new challenges in the year ahead, but with growing confidence that the systems are in place to meet these.

Dr Ju Gosling (Co-chair REGARD and Co-production network member).

SCIE demonstrates strong performance on equality and diversity. Activities have included monitoring of the diversity of stakeholders, staff and trustees, accessibility issues and developing a system for Equality Impact Assessment.

This shows a real commitment to equality, diversity and human rights and the use of a coproduction model has helped to shape and evaluate how SCIE does this. Addressing issues and awareness of human rights in SCIE requires further work and this will be supported by the new Co-production, Equalities and Human Rights Steering Group.

Annie Southerst (Opening Doors LGBT project at Age UK Camden and Co-production Network member).

Background and operating context

SCIE's Equality and Human Rights Objectives

1. The board approved the Equality and Human Rights Objectives in May 2015. They replaced the Single Equality Scheme which had been in place since 2009.
2. The new objectives provide a more streamlined approach to equality and diversity and to support the development of SCIE's coverage of human rights issues. At the same time ensures that SCIE continues to meet the Equality Act's Public Sector Equality Duty.
3. This report fulfils the requirement in the Objectives for an annual report on progress on equality, diversity and human rights issues. It also fulfils the Public Sector Equality Duty's requirement for organisations providing publicly funded services to report on their equality objectives.

4. This report focuses on progress on the objectives set out in the Equality and Human Rights Objectives action plan. The measures set out how SCIE will check that it is achieving its objectives on equality, diversity and human rights. Where appropriate the report also comments on some of the specific actions set out in the plan.
5. A copy of the full Equality and Human Rights Objectives action plan is included in Appendix 1.
6. SCIE continues to perform well on most measures of equality and diversity. There is still work to be done to embed the relevance of human rights issues to social care in SCIE's products and services. While the number of SCIE's guidance and learning products has gone down, they do demonstrate an increase in our understanding of the relevance of human rights issues, reflecting the growing awareness and understanding of these issues in the organisation.
7. With the growing emphasis on services and consultancy, SCIE needs to find ways of ensuring that this work is informed by equality, diversity and human rights as fully as possible.

SCIE's Equality, Diversity and Human Rights Forum

8. SCIE set up an Equality and Diversity Forum in 2009 as part of the Single Equality Scheme. The Forum added human rights to its remit in 2013.
9. Since the implementation of the Co-production Strategy in 2012 there has been a level of overlap between the role of the Forum and that of the Co-production Steering Group. There are parallels in the work they have been doing about how to measure co-production/equalities in SCIE projects, addressing issues such as staff recruitment, training, and producing board reports.
10. In early 2016 it was agreed that the groups would merge to form the Co-production, Equalities and Human Rights Steering Group.
11. The new group will be reviewed after a year to ensure that it is addressing co-production, equalities and human rights issues appropriately.
12. The Equality and Human Rights Objectives action plan needs to be updated to replace references to the Forum with references to the new Steering Group.
13. The following members of the Forum joined Co-production, Equalities and Human Rights Steering Group the new group :
 - Sid Jeewa: Shaping Our Lives
 - Clenton Farquharson: Think Local, Act Personal National Co-production Advisory Group
 - Annie Southerst: Opening Doors (LGBT older people's project)

- Laura Able: National User Survivor Network (NSUN)
- June Sadd: SCIE Independent Mental Health Advocacy Project
- Margaret Ogden (NCCSC scoping group older people with long-term conditions)

14. The new Co-production, Equalities and Human Rights Steering Group is serviced by the Co-production Team. The Executive Management Group is represented by Stephen Goulder. The Communications Team and other staff attend as required.
15. In November 2016 nominations from SCIE Co-production network will be requested for membership of the Co-production, Equalities and Human Rights Steering Group. A panel consisting of the Head of Co-production and two trustees will make the appointments.
16. The new structure streamlines the oversight of co-production, equality, diversity and human rights, which have considerable overlap in terms of content. In addition, both areas are led by the Co-production team so having two groups rather than one makes practical and financial sense. The merger of the two groups also ensures that a greater number of people scrutinise SCIE's work on equality, diversity and human rights.

Review of the Equality and Human Rights Objectives action plan

Objective 1. All SCIE's outputs include appropriate consideration of equality, diversity and human rights

Measures:

- **SCIE will monitor the content of all new products.**
 - **The Equality, Diversity and Human Rights Forum will give an assessment of how well SCIE's products have covered equality, diversity and human rights each year.**
17. As SCIE offers more training and consultancy there are fewer projects that lead to products. However the products which have been produced have a good focus on equality, diversity and in particular human rights:
 - MCA: 'Deprivation of liberty' in light of the Supreme Court judgement
<http://www.scie.org.uk/socialcare/videoplayer.asp?v=dols-in-light-of-the-supreme-court-judgement>
 This film looks at the Supreme Court's judgement that people who lack capacity to give consent for treatment have the same right to liberty as everyone else under Article 5 of the European Convention on Human Rights. It also considers how this relates to Article 8 on autonomy. The panel featured in the film look at how people involved in the Deprivation of Liberty process can ensure that people's Human Rights are not breached.

- MCA: Deprivation of liberty - the Supreme Court judgment in practice
<http://www.scie.org.uk/socialcaretv/video-player.asp?v=dols-in-light-of-the-supreme-court-judgment-practice>
 The panel of experts in the Mental Capacity Act in this film discuss a number of case studies arising from their discussions include substantive consideration of how human rights articles apply to deprivation of liberty and how poor practice can lead to breaches of service users' human rights.
- Mental Capacity Act: Using The Key Principles In Care Planning
<http://www.scie.org.uk/publications/mca/care-planning/key-principles-in-care-planning.asp>
 This film features input from a self-advocate and some strong sequences of a range of people who use services being involved in decision making.
- Restraint: a human rights issue
<http://www.scie.org.uk/socialcaretv/video-player.asp?v=restraint-a-human-rights-issue>
 This film is thoroughly grounded in a human rights approach and includes a substantial discussion of how restraint impacts on human rights and the importance of human rights based approaches to social care. There is also a diverse range of participants and diversity in the animations used to illustrate the topic.
- Care Act 2014: Strength based approach
<http://www.scie.org.uk/care-act-2014/assessment-and-eligibility/strengths-based-approach/care-act-video-eligibility-approach.asp>
 This animated film includes diverse imagery in terms of race and gender.
- Living with young onset dementia
<http://www.scie.org.uk/socialcaretv/video-player.asp?guid=61aa9350-6c43-4098-bb5d-1c0ee733f3c7>
 This film highlights the issues faced by people living with young onset dementia including the difficulties caused for younger people who have an impairment usually associated with older people.

18. Members of the Co-production, Equalities and Human Rights Steering Group reviewed some of SCIE's products from this year. They commended their quality and clarity, though noted that the use of music hindered accessibility in places. They also said it would be useful to make versions of the films for people who use services and carers. This would mean that SCIE's resources support both practitioners and people who use services and carers to work to improve social care practice and to implement legal and human rights.

Action:

- **May 2015 – July 2015 there will be discussions with staff, managers and the Equality, Diversity and Human Rights Forum to identify the best way to ensure**

that we achieve objective 1 including the role of Equality Impact Assessments (EIAs).

19. The final few meetings of the Equality, Diversity and Human Rights Forum continued to discuss the future of EIAs at SCIE. Several project development managers have taken part in the most recent discussions.
20. It is recognised that the changes in the way SCIE works mean that a new approach is needed to EIAs. This includes applying them to broader programmes of work rather than specific pieces of work. For example, SCIE's overall training programme would be assessed rather than assessing every small piece of training.
21. There is now a plan for a new approach to EIAs. This focuses on project managers working with the Co-production Team and the Steering Group to identify and address the equality, diversity and human rights issues in their projects. A new form has been developed to guide and record EIAs. We will be piloting this new approach in the next months.

Objective 2. A diverse range of stakeholders is engaged in SCIE's work

Measures

- **The Co-production Team will carry out a survey of the diversity of the membership Co-production Network every year.**
 - **Monitoring the diversity of people who take part in SCIE's work where it is practical to do so**
 - **Monitoring the diversity of people featured in Social Care TV films.**
22. The Co-production Team survey the diversity of the Co-production Network for the first time this year. Thirty-three of the 75 members (44 percent) responded to the survey.
 23. The full results are in Appendix 2. The key figures are:

Group	Number	Percentage
Women	17	52
BME communities	5	15
LGB communities	6	18
Disabled people	25	78
Carer	17	55

24. Monitoring the diversity of involvement beyond the Co-production Network is proving difficult and there are no figures to report this year. We may need to review whether this is a practical measure.

25. The low number of films that SCIE has made this year has meant that it has not been practical to monitor the diversity of participants and produce meaningful numbers.
26. We need to think innovatively about how to collect more meaningful data about the diversity of SCIE's audience. There is some data that we already collect but do not currently analyse: When people sign up for a MySCIE account they have the option of completing a very simple equalities form which asks about gender, age and disability. It should be noted that proportion of people who complete this part of the form may be fairly low. However, in 2016-17 we intend to undertake some analysis of this data to explore if it can provide useful evidence about the diversity of the 100,000 plus people signed up for MySCIE accounts which is a key audience for SCIE.

Action:

- **Project managers, with support from the Co-production, Communications and Digital Team, will work to ensure that SCIE's products and marketing activity feature a diverse range of people.**
27. As SCIE's main communication platform, it is essential for SCIE to use a range of imagery that reflects a continued commitment to diversity in terms of different types of people who use services and carers and different protected characteristics. SCIE has been doing this successfully for many years and continues to do so through each re-development of the website.
 28. This commitment is equally evident in SCIE's other communications. For example, the Training and Consultancy Services leaflet includes diverse pictures that strike the balance of being positive without being patronising.

Objective 3. Everything that SCIE does and everything it produces is as accessible as possible.

Measures

- **Evaluations for events will include questions for participants to rate the accessibility of the meeting.**
 - **User testing of SCIE's products will include tests for accessibility, working with people with access needs as far as possible.**
 - **Complaints and suggestions about accessibility viewed positively**
29. Access continues to be a key concern in all SCIE activities. Staff are very aware of the need to ensure that all activities involving Co-production Network members and other external stakeholders are accessible and make the necessary arrangements.

30. This year the NICE Collaborating Centre for Social Care and the Co-production Team have been particularly concerned with making the Guideline Committee process accessible for members with learning difficulties. Two new committees (care and support of older people with learning difficulties and service model for people with learning difficulties and behaviour that challenges) involve a number of people with learning difficulties.
31. As well as providing information in easy read we have provided a comprehensive range of additional support for the committee members and training for staff to ensure the complex procedures that committees have to follow are accessible for people with learning difficulties. There are further details of this in the co-production report.
32. The accessibility of SCIE's products also continues to be a priority. The website continues to meet access standards (WAI AA and WCAG 2.0). This ensures that the website is generally accessible and that it is suitable for people using technology such as screen readers for people with visual impairments. All SCIE's films are subtitled.
33. SCIE has also responded positively to concerns about access raised by disabled people visiting the office. For example SCIE works closely with members of the NCCSC Guideline Committees to try to ensure that concerns about the accessibility of the office are addressed as far as possible given the limitations of the building. This has included purchasing of new equipment such as audio microphones for meeting rooms.

Objective 4. SCIE has a diverse workforce and board of trustees.

Measures:

- **SCIE will compare the diversity of its staff to the diversity of the working age population of London.**
34. SCIE carried out its annual survey of staff diversity and the results show that it continues to meet the aim for its staff group to reflect the working age population of London.
 35. Comparisons for women and disabled people are from Nomis (Official Labour Market Statistics/Office for National Statistics); for Black and Minority Ethnic groups the figure comes from Race for Opportunity. Employers for Carers put the proportion of carers in the workforce nationally at 11%, there does not appear to be a specific figure for London. There are general issues around the reliability of statistics around lesbian, gay and bisexual people. The proportion for the general population in London according to

an Office of National Statistics survey in 2014 was 2.6 percent; in previous years we have referenced a figure of 5 percent for lesbian, gay and bisexual people of working age from a programme set up by the Mayor of London which no longer exists.

Group	London %	SCIE this year %	SCIE last year %
Women	50	62	66
BME communities	38	37	38
LGB communities	5	7	9.5
Disabled people	20	19	12.7
Carers	11	13	9.5

36. The full survey results are in Appendix 3.
37. This year the Co-production Team has also taken on aggregating the diversity monitoring forms completed by people apply for jobs at SCIE.
38. Six jobs have been advertised externally by SCIE this year and 34 applicants completed a diversity monitoring form. The main results from this were applications from:

Group	Number	Percentage
Women	24	70
BME communities	8	24
LGB communities	3	9
Disabled people	3	9

39. The monitoring form was updated in 2015 to bring it into line with the form used for staff and board members. This included adding a question about caring responsibilities. However, the responses to date were not sufficient to include.
40. The full results of the monitoring are in Appendix 4.
41. SCIE has re-introduced forms for job applicants this year following concerns raised by the Co-production, Equalities and Human Rights Steering Group. Members of the group advised that allowing people to apply for jobs at SCIE using CVs and covering letters is not good practice in terms of ensuring equality of opportunity. This was supported by SCIE's human resources consultants and forms have been reintroduced in May 2016.

Measure

- **SCIE will continue to meet the requirements of the 'positive about disabled people' scheme and the Mindful Employer charter.**

42. SCIE continues to meet the main requirements of the ‘positive about disabled people’ scheme by offering guaranteed interviews to applicants who identify as disabled people and meet minimum criteria. However, SCIE does need to put in place annual reviews of SCIE's support for disabled employees individually and organisationally.
43. SCIE maintains its commitment to the Mindful Employer Charter.

Measure

- **SCIE's board will include a diverse range of perspectives. There will always be at least two people who use services on the board, including the chair of the Co-production Network.**

44. The key results from this year’s diversity survey of the board were:

Group	Percentage 2016	Percentage 2015
Women	47	53
BME communities	14	16
LGB communities	7	8
Disabled people	21	16
Carers	7	8

Objective 5. Everyone taking part in SCIE's work has the knowledge, awareness and support that they need to address equality, diversity and human rights issues in their role (as a staff member, trustee, co-producer or other stakeholder).

Measure

- **All staff members, board members and other stakeholders are trained or briefed to an appropriate level on equality, diversity and human rights issues.**
45. SCIE ran a programme of equality, diversity and human rights training in early 2015. We ran a final session in June 2015 for staff who had not been able to attend the initial programme and a small number of new staff.
46. We continue to review the need to repeat the training and will do so when there is a sufficient number of new staff. In the meantime members of the Co-production Team provide a briefing on co-production and equality, diversity and human rights as part of the induction programme for all new staff.
47. Recent discussions at the Steering Group have led to consideration of the potential benefits of training in unconscious bias. This is training that increases people's awareness of how their views and experiences shape the way they make choices and decisions about people, and how increased understanding of this can reduce its impact and support equality and diversity in the work place. The Steering Group is exploring the possibility of providing unconscious bias training for SCIE staff.

Measure

- **SCIE has staff with specific expertise in equality, diversity and human rights issues who can support other staff, board members and stakeholders.**
49. The Co-production Team works with the Co-production, Equalities and Human Rights Steering Group to provide advice and support on these issues.

Recommendation

50. This report is for information and discussion.

Ewan King

Director of Business Development and Delivery

Pete Fleischmann
Head of Co-production

Michael Turner
Co-production Support Manager

30 May 2016

Appendix 1: Equality and Human Rights Objectives

SCIE equality and human rights objectives and action plan

Introduction

Equality, diversity and human rights are key issues SCIE's role to improve the lives of people who use services and carers.

SCIE's' vision and values says that the way we work is:

‘We promote equality and value diversity and human rights.’

SCIE is required to set and report on equality objectives under the Equality Act's Public Sector Equality Duty for the work that it carries out with public funding. The objectives set out in this document represent SCIE's compliance with the Duty.

SCIE will apply these objectives to any work that is funded from other sources to ensure that there is a consistent approach to equality and diversity.

SCIE will link human rights to its equality and diversity approach. As making sure everyone can obtain their human rights is an essential part of everyone being equal. SCIE's approach to human rights is based on applying the FREDA principles (fairness, respect, equality, dignity and autonomy) to health and social care. This is the approach being used by many organisations in the health and social care field including the Care Quality Commission.

SCIE will follow the Equalities and Human Rights Commission (ERHC) recommendation that equality objectives are linked to business objectives.

SCIE will report on progress on the objectives annually and publish the report on its website. This report will meet the requirement under the Public Sector Equality Duty to publish information about progress on equality objectives once a year. The report will be written by the Co-production Team in collaboration with the Equality, Diversity and Human Rights Forum and approved by SCIE's board of trustees (usually in May).

This plan gives:

- our overall objectives around equality and diversity and human rights
- our specific objectives on equality, diversity and human rights in relation to SCIE's business objectives
- how SCIE will measure progress on each objective
- the actions we will take to achieve each objective
- the outcomes of each objective, including the outcomes in relate to SCIE's business objectives.

Summary of SCIE's overall equality, diversity and human rights objectives

1. All SCIE's outputs include appropriate consideration of equality, diversity and human rights.
2. A diverse range of stakeholders is engaged in SCIE's work.
3. Everything that SCIE does and everything it produces is as accessible as possible.
4. SCIE has a diverse workforce and board of trustees.
5. Everyone taking part in SCIE's work has the knowledge, awareness and support that they need to address equality, diversity and human rights issues in their role (as a staff member, trustee, co-producer or other stakeholder).

The objectives with details of how SCIE will measure them and the actions SCIE will take and the outcomes SCIE seeks to achieve.

Detailed action plan for overall objectives

Objective 1	Measures	Actions and leads	Outcomes
<p>Outputs include appropriate consideration of equality, diversity and human rights</p>	<p>SCIE will monitor the content of all new products.</p> <p>The Equality, Diversity and Human Rights Forum will give an assessment how well SCIE's products have covered equality, diversity and human rights each year.</p>	<p>May 2015 – July 2015 there will be discussions with staff, managers and the Equality, Diversity and Human Rights Forum to identify the best way to ensure that we achieve objective 1 including the role of Equality Impact Assessments (EIAs). Leads: Ewan King and Pete Fleischmann</p> <p>The Equality, Diversity and Human Rights Forum will give input on projects where possible. Leads: Pete Fleischmann and Michael Turner</p>	<p>SCIE's products raise understanding and improve practice around equality, diversity and human rights issues in social care sector</p> <p>SCIE's business objective 1 is enhanced (Build SCIE's position as the leading knowledge and evidence based agency recognised for supporting improvement of the social care and support system)</p> <p>SCIE's business objectives 2 and 3 are supported and enhanced (work programmes for Department of Health, Wales and Northern Ireland and National Institute for Health and Care Excellence.</p> <p>SCIE is recognised for its expertise on equality, diversity and human rights in social care. This will also support SCIE's business objective 5 (building a commercial offer).</p>
Objective 2	Measures	Actions and leads	Outcomes
<p>A diverse range of stakeholders is engaged in SCIE's work</p>	<p>The Co-production Team will carry out a survey of the diversity of the membership Co-production Network every year.</p> <p>Monitoring the diversity of people</p>	<p>The Co-production Team will make sure that the Co-production Network fulfils its role to involve people with protected characteristics and organisations that represent them in SCIE's work. Leads: Pete Fleischmann and Michael Turner</p> <p>The Co-production Team will also make sure that the Co-production Network includes a range of people who use different types of social care services.</p>	<p>SCIE's work is informed by a diverse range of people.</p> <p>SCIE's work is seen to feature a diverse range of people.</p> <p>Equality Objective 1 is achieved.</p> <p>SCIE's business objective 4 is achieved (ensuring co-production).</p>

	<p>who take part in SCIE's work where it is practical to do so</p> <p>Monitoring the diversity of people featured in Social Care TV films.</p>	<p>Leads: Pete Fleischmann and Michael Turner</p> <p>Project managers, with support from the Co-production, Communications and Digital Team, will work to ensure that SCIE's products and marketing activity feature a diverse range of people.</p> <p>Leads: David Cundy, Iris Steen, Dave Anderson and Pete Fleischmann</p>	
Objective 3	Measures	Actions and leads	Outcomes
<p>Everything that SCIE does and everything it produces is as accessible as possible.</p>	<p>Evaluations for events will include questions for participants to rate the accessibility of the meeting.</p> <p>User testing of SCIE's products will include tests for accessibility, working with people with access needs as far as possible.</p> <p>Complaints and suggestions about</p>	<p>SCIE will only hold meetings and events at venues with good access facilities. This includes SCIE having a high standard of access for its offices.</p> <p>Leads: Iris Steen and Nishal Rooplal</p> <p>The Digital Team will ensure that SCIE's website continues to be at least WAI AA and WCAG 2.0 rated for accessibility and incorporates any other access features that are required by users of the site and reasonable for SCIE to provide.</p> <p>Lead: Keith Spink</p> <p>The Digital Team, with support from the Co-production Team, will provide SCIE's products in specific accessible formats when SCIE decides this is appropriate for the topic covered or when it is requested.</p> <p>Lead: Dave Anderson and Pete Fleischmann</p>	<p>Equality Objective 2 is achieved.</p> <p>SCIE's products can be used by as many people as possible.</p>

	<p>accessibility viewed positively</p> <p>The Co-production Team will monitor any complaints about access.</p>		
Objective 4	Measures	Actions and leads	Outcomes
<p>SCIE has a diverse workforce and board of trustees</p>	<p>SCIE will compare the diversity of its staff to the diversity of the working age population of London.</p> <p>SCIE will continue to meet the requirements of the 'positive about disabled people' scheme and the Mindful Employer charter.</p> <p>SCIE's board will include a diverse range of perspectives. There will always be at least two people who use</p>	<p>All staff involved in recruitment will follow SCIE's equal opportunities policy. Lead: Stephen Goulder</p> <p>SCIE will carry out an annual survey of the diversity of staff and the board of trustees. Leads: Pete Fleischmann and Michael Turner</p> <p>SCIE will monitor the diversity of applicants for jobs at SCIE. Lead: Stephen Goulder</p> <p>SCIE will aim to have a workforce that reflects the diversity of the working age population of London. Lead: Stephen Goulder and Pete Fleischmann</p> <p>When new appointments are made to the board there will be appropriate consideration of the inclusion of a diverse range of perspectives on the board. Lead: Michael Bichard and Tony Hunter</p>	<p>SCIE's work is informed by a range of perspectives and experiences.</p> <p>Equality Objectives 1, 2 and 3 are achieved.</p>

	services on the board, including the chair of the Co-production Network.		
Objective 5	Measures	Actions and leads	Outcomes
Knowledge, awareness, support	<p>All staff members, board members and other stakeholders are trained or briefed to an appropriate level on equality, diversity and human rights issues.</p> <p>SCIE has staff with specific expertise in equality, diversity and human rights issues who can support other staff, board members and stakeholders.</p>	<p>SCIE staff trained on equality, diversity and human rights issues and SCIE's approach. Lead: Stephen Goulder and Pete Fleischmann</p> <p>New staff and board members are given a briefing on equality, diversity and human rights issues and SCIE's approach. Lead: Stephen Goulder and Pete Fleischmann</p> <p>The Co-production Team provides support to staff and the board on equality, diversity and human rights issues. Lead: Pete Fleischmann and Michael Turner</p> <p>The Equality, Diversity and Human Rights Forum supports the Co-production Team and other staff as required. Lead: Pete Fleischmann and Michael Turner</p>	<p>Equality Objectives 1, 2 and 3 are achieved.</p> <p>SCIE's business objective 6 (enabling staff) is achieved.</p>

Appendix 2: Co-production Network diversity survey

The Co-production Team surveyed the members of the Co-production Network at the start of May. Thirty-three (44 percent) of members completed the survey.

Gender	Percentage	Number
Female	17	52
Male	16	48
Preferred not to answer	0	0

Age	Percentage	Number
18 – 24	1	3
25 – 34	2	6
35 – 44	3	9
45 – 54	13	39
55 – 64	6	19
65 and over	8	24
Preferred not to answer	0	0

Race/ethnicity	Percentage	Number
Black British	2	6
White	21	65
White – other background	6	20
White – Irish	1	3
Asian or Asian British – Indian	2	6
Prefer not to state	1	3

Religion	Percentage	Number
Atheist	3	9
Christian	15	45
Islamic	3	9
Jewish	2	6
No religion	8	25
Other	1	3
Prefer not to state	1	3

Sexuality	Percentage	Number
Bisexual	2	6
Heterosexual	25	80
Lesbian or gay man	4	12

Prefer not to state	2	6
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Disability	Percentage	Number
Disabled	25	78
Non-disabled	7	22
Prefer not to state	1	3

Caring responsibilities	Percentage	Number
Carer	17	55
Not a carer	14	45
Prefer not to say	2	6

Appendix 3: Staff diversity audit results

The Co-production Team carried out a staff audit in March 2016. Fifty-eight (83 percent) of SCIE's 70 staff available at that time responded.

Gender	Percentage	Number
Female	36	62
Male	20	35
Preferred not to answer	0	0

Age	Percentage	Number
18 – 24	1	2
25 – 34	9	16
35 – 44	17	29
45 – 54	18	31
55 – 64	12	21
65 and over	0	0
Preferred not to answer	1	2

Race/ethnicity	Percentage	Number
Black British	5	9
White	36	63
White – other background	3	5
White – Irish	2	4
Chinese	2	4
Asian or Asian British – Indian	3	5

Asian or Asian British – Bangladeshi	1	2
Asian or Asian British - Other Asian background	1	2
Mixed -- Any other mixed background	3	5
Other Background	1	2
Prefer not to state	1	2

Religion	Percentage	Number
Atheist	10	17
Buddhist	1	2
Christian	12	20
Hindu	2	3
Islamic	3	5
Jewish	1	2
No religion	40	40
Other	1	2
Prefer not to state	5	9

Sexuality	Percentage	Number
Bisexual	1	2
Heterosexual	48	83
Lesbian or gay man	3	5
Prefer not to state	6	10

Disability	Percentage	Number
Disabled	11	19
Non-disabled	44	76
Prefer not to state	3	5

Caring responsibilities	Percentage	Number
Carer	8	13
Not a carer	45	78
Prefer not to say	5	9

Appendix 4: diversity monitoring of job applicants

Gender	Percentage	Number
Female	24	70

Male	9	26
Preferred not to answer	1	3

Age	Percentage	Number
18 – 24	10	29
25 – 34	12	35
35 – 44	6	18
45 – 54	3	9
55 – 64	0	0
65 and over	0	0
Preferred not to answer	3	9

Race/ethnicity	Percentage	Number
Black British	4	12
White	15	44
White – other background	9	26
Asian or Asian British –	4	12
Prefer not to state	2	6

Religion	Percentage	Number
Buddhist	1	3
Christian	14	41
Hindu	2	6
Islamic	1	3
Jewish	1	3
No religion	9	26
Prefer not to state	5	15

Sexuality	Percentage	Number
Bisexual	1	3
Heterosexual	27	79
Lesbian or gay man	2	6
Prefer not to state	4	12

Disability	Percentage	Number
Disabled	3	9
Non-disabled	30	88
Prefer not to state	1	3

The diversity form for job applicants was updated part-way through this year to bring into line with the form used internally. This meant that most applicants did not have the question about caring responsibilities so it will be included next year.

Appendix 5: Board diversity survey results

All 15 members of the board completed a diversity survey form in April 2016.

Gender	Percentage
Female	47
Male	53
Prefer not to answer	0

Age	Percentage
Under 18	0
18 – 24	0
25 – 34	7
35 – 44	13
45 – 54	13
55 – 65	53
65 and over	13
Prefer not to say	0

Race/ethnicity	Percentage
Black British	7
White	80
White – other background	7
White – Irish	7
Prefer not to state	0

Religion	Percentage
Atheist	13
Christian	27
Jewish	7
No religion	47
Other	7
Prefer not to state	0

Sexuality	Percentage
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Bisexual	0
Heterosexual	87
Lesbian or gay man	7
Prefer not to state	7

Disability	Percentage
Disabled	21
Non-disabled	71
Prefer not to state	7

Caring responsibilities	Percentage
Carer	7
Not a carer	93
Prefer not to say	0