

## AGENDA

### POLICY DEVELOPMENT AND REVIEW COMMITTEE MEETING

Date: Wednesday, 23 March 2016

Time: 7.00 pm

Venue: Council Chamber, Swale House, East Street, Sittingbourne, Kent, ME10 3HT

Membership:

Councillors Mike Baldock, Monique Bonney, Andy Booth (Vice-Chairman), Lloyd Bowen (Chairman), Katy Coleman, Alan Horton, James Hunt, Peter Marchington, George Samuel, Ben Stokes and Roger Truelove.

Quorum = 3

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Pages

1. Fire Evacuation Procedure

The Chairman will advise the meeting of the evacuation procedures to follow in the event of an emergency.

2. Apologies for Absence and Confirmation of Substitutes

3. Minutes

To approve the Minutes of the Meeting held on 24 February 2016 (Minute Nos. 525 - 530) as a correct record.

4. Declarations of Interest

Councillors should not act or take decisions in order to gain financial or other material benefits for themselves or their spouse, civil partner or person with whom they are living with as a spouse or civil partner. They must declare and resolve any interests and relationships.

The Chairman will ask Members if they have any interests to declare in respect of items on this agenda, under the following headings:

(a) Disclosable Pecuniary Interests (DPI) under the Localism Act 2011. The nature as well as the existence of any such interest must be declared. After declaring a DPI, the Member must leave the meeting and not take part in the discussion or vote. This applies even if there is provision for public speaking.

(b) Disclosable Non Pecuniary (DNPI) under the Code of Conduct

adopted by the Council in May 2012. The nature as well as the existence of any such interest must be declared. After declaring a DNPI interest, the Member may stay, speak and vote on the matter.

**Advice to Members:** If any Councillor has any doubt about the existence or nature of any DPI or DNPI which he/she may have in any item on this agenda, he/she should seek advice from the Director of Corporate Services as Monitoring Officer, the Head of Legal or from other Solicitors in Legal Services as early as possible, and in advance of the Meeting.

### **Part B reports for the Committee to decide**

5. Community Safety Plan 1 - 24
- To consider the Community Safety Plan.
- The Cabinet Member for Community Safety and Health and the Safer and Stronger Communities Officer have been invited to attend for this item.
6. Voluntary Code of Conduct for Street Entertaining and Busking In Swale 25 - 30
- The Committee is asked to consider the Voluntary Code of Conduct for Street Entertaining and Busking In Swale.
- The Cabinet Member for Community Safety and Health and the Economy and Community Services Manager have been invited to attend for this item.
7. Corporate Equality Scheme 31 - 62
- To consider the Corporate Equality Scheme.
- The Cabinet Member for Performance and the Policy and Performance Officer have been invited to attend for this item.

### **Issued on Monday, 14 March 2016**

The reports included in this agenda can be made available in **alternative formats**. For further information about this service, or to arrange for special facilities to be provided at the meeting, **please contact DEMOCRATIC SERVICES on 01795 417330**. To find out more about this Committee please visit [www.swale.gov.uk](http://www.swale.gov.uk)

**Swale Community  
Safety Partnership**



# **Swale Community Safety Plan 2016-19**

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### Contacting the CSP

Please email us at [csu@swale.gov.uk](mailto:csu@swale.gov.uk) or phone 01795 417193.

Visit the website for more information on the Partnership, along with updates on our activities and key crime reduction advice – [www.swale.gov.uk/community-safety](http://www.swale.gov.uk/community-safety)

# Swale Community Safety Plan 2016-19

## 1. Introduction

The Swale Community Safety Plan is a rolling three year document, which highlights how the Community Safety Partnership (CSP) plans to tackle community safety issues that matter to the local community.

This Plan is revised on an annual basis, through reviewing information provided from a wide range of organisations in a strategic assessment, to ensure that current issues can be taken into account into the activities undertaken by the CSP. These activities are also informed through consultation with the community, along with front line practitioners. It also takes into account local emerging issue and new legislative requirements.

## 2. Background

Swale CSP is a statutory body bringing together a number of public sector agencies to tackle crime, disorder, anti-social behaviour, substance misuse and reduce re-offending. These agencies include Swale Borough Council, Kent County Council, Kent Police, Kent Fire and Rescue Service, Probation services, and Clinical Commissioning Groups, working closely with the local housing associations such as AmicusHorizon, voluntary and community sector organisations, HM Prison Service, and HM Court Service.

## 3. Key activities delivered during the previous year

A number of activities have been delivered by the Community Safety Partnership in order to address its priorities for 2015/16. Key activities that have been delivered include the following.

- **Support to domestic abuse victims:** domestic abuse victims within the Borough have continued to be supported, with a large range of services and access points in place. The Independent Domestic Violence Advisor (IDVA) has supported the highest risk victims. A One Stop Shop has been developed for Sheppey, along with the continuing provision in Sittingbourne. The 'Switch-Up Adolescent Parent Violence' programme has been developed and being delivered for the Borough. A communications Campaign was run as part of the International Day for Elimination of Violence Against Women and Girls on 25 November, which saw many organisations wearing orange to raise awareness of domestic abuse services.
- **Partnership Training:** a variety of training sessions have taken place for staff across all partnership agencies this year, including inputs on domestic abuse; child sexual exploitation; modern slavery and trafficking; preventing extremism; and substance misuse.
- **Support to victims of crime:** the Community Safety Unit (CSU) has continued to undertake the delivery of crime reduction campaigns in relation to burglary. This has included providing Smartwater to vulnerable victims and their neighbours. Kent County Council (KCC) Wardens have also been providing support to vulnerable adults who could become targets of scamming.

Agreement for additional Automatic Number Plate Recognition (ANPR) cameras to be installed within the Borough is now in place from Kent Police.

- **ASB Campaigns:** the CSU continues to ensure that support is in place for all victims of ASB, and that where required multi-agency operations have been undertaken to tackle likely peak periods. This has included for the school summer holidays and Halloween.
- **Troubled Families:** the Troubled Families Programme has moved into Phase 2 of delivery, with a greater number of referral criteria for families, allowing for support to be provided for a wider variety of concerns. A Local Delivery Model has also been in place to support Swale families, including the provision of family finance work.
- **Supporting offenders to reduce reoffending:** a Reducing Reoffending Partnership group has been formed to support offenders to address their needs, particularly for accommodation and employment. A welfare fund has also been established to allow for the purchase of identification and other small items to support offenders into accommodation or employment. A pilot protocol has also been created to work to increase information sharing with housing services in relation to prisoner releases, aiming to prevent high risk offenders presenting as homeless.
- **Community Engagement:** the Voluntary and Community Sector continue to be engaged with the delivery of community safety priorities. Work has also been undertaken to engage with those residents from new and emerging communities through a joint project with Gravesham and Medway Councils, along with Kent Fire and Rescue Service.

#### 4. Strategic Drivers

Key strategic drivers have been identified which will impact on the work of the CSP over the next 12 months include the following.

- (i) **Engagement with Police and Crime Commissioner (PCC):** PCC elections will be taking place in May 2016, and the CSP will need to continue to engage with the Commissioner beyond this point. The Police and Crime Plan is currently being refreshed, with a large cross-over in priorities. Following the recent announcement by the Government that PCCs will have responsibility locally for Fire and Rescue services, there may be implications for the Partnership as this new governance and management scheme is implemented.
- (ii) **Counter Terrorism and Security Act 2015:** this Act has placed a duty on public sector organisations to 'have due regard for the need to prevent people being drawn into terrorism'. A Prevent Duty Implementation Plan was drawn up and implemented for the Partnership, but further awareness-raising work, particularly with young people and parents, needs to occur.
- (iii) **Modern Slavery Act 2015:** this Act has provided law enforcement agencies with tools to fight modern slavery, and requires other public sector organisations the need to identify and support victims of trafficking/slavery. Awareness-raising training for officers across various agencies has taken place; however, further work to raise knowledge of this issues needs to occur.

- (iv) **Serious Organised Crime Act 2015:** this Act builds on existing legislation to tackle serious organised crime, and includes provisions to strengthen support and protection of vulnerable groups. New Government advice on tackling gang violence has also been released. There is a need within Swale to increase the intelligence picture on these issues, both with officers and communities.
- (v) **Psychoactive Substances Bill:** due to become an Act in April 2016, this will make it an offence to produce, supply and import or export psychoactive substances. The implications of this Act for Swale and wider partners will need to be considered, including any impact on communities and the prison population.

## 5. Community Concerns

A community priority setting questionnaire was circulated through a number of mediums to ask the community their feelings on a wide range of community safety issues, and what their top priorities are for the Partnership to tackle.

The ‘tell us what matters to you’ questionnaire received 249 responses between August and October 2015, the most since the survey began in 2010.

When asked for their top three community safety issues to be tackled, the following categories had the greatest number listed.

<b>Community Safety Issue to be Tackled</b>	<b>No. of Responses</b>
ASB	49
Speeding	27
Burglary	25
Drugs	20
Litter	13

Respondents were asked how much of a problem a number of specific community safety issues are in the local area, and rate them either a high, medium or low problem or not a problem at all.

Those problems that were ranked as high included: ASB, Burglary Other than Dwelling, Dog Fouling, Fly tipping, and Speeding. In comparison with the table above, Burglary Dwelling was overall rated as a low problem, as were Drugs. Of the 27 categories listed, 21 were deemed as a ‘low’ level of issue in their local area.

Some of these ‘low’ categories are those that might be considered hidden crimes that take place behind closed doors, and for which awareness with communities needs to be raised.

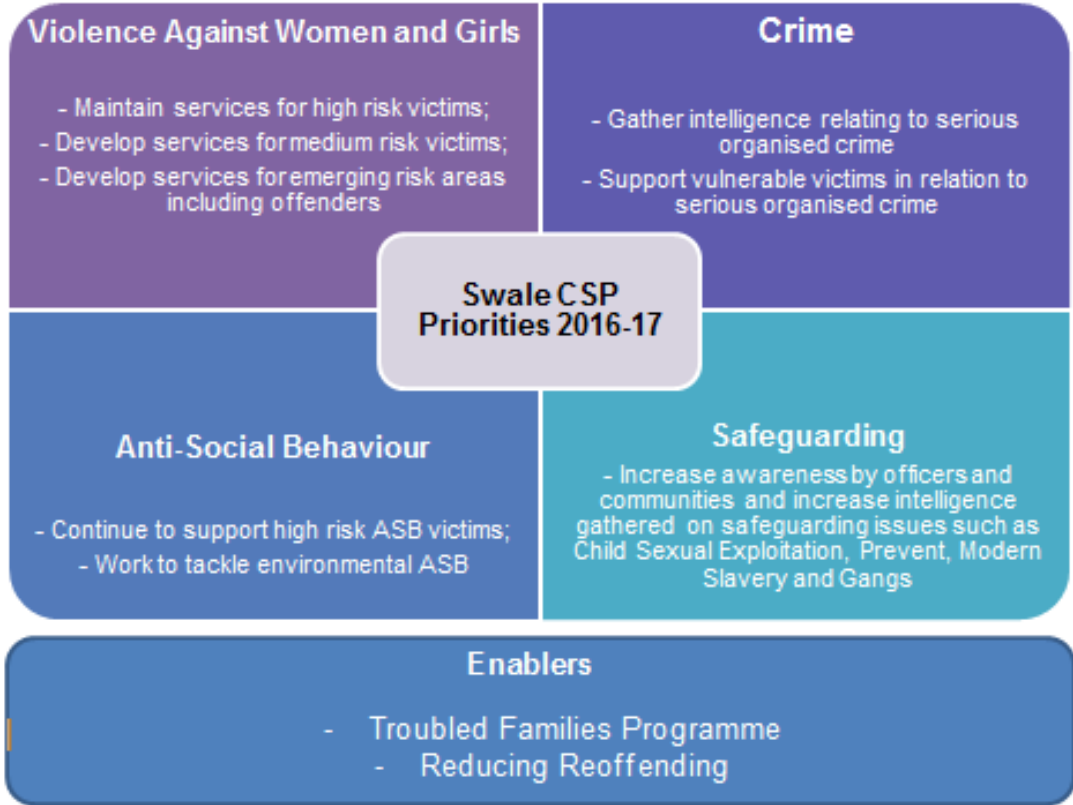
**6. Priorities for 2016/17**

A Strategic Assessment is compiled annually to show progress for the Partnership against its current priorities, along with identifying emerging issues, and recommended priorities for the next 12 months.

The priorities for 2016/17 for the CSP were selected by members of the Partnership following a Strategic Planning Session in January 2016, taking into account the findings from the strategic assessment, along with community concerns and front line practitioner’s views.

A series of enablers have also been identified which are key initiatives that will support the delivery of all of the priorities.

**Swale CSP Priorities and Enablers 2016/17**



Further details on how these priorities will be achieved are shown on the following pages, which include a summary of the issue; clear actions to be undertaken; and how performance will be measured. Details of the enablers are also discussed including what the CSP will do to achieve these.

All data generally relates to the period October 2014 – end September 2015.



## Summary of Swale CSP Priorities

### Priority – Violence Against Women and Girls

**Summary of issue:** The total number of domestic abuse incidents has increased to 2622, with Swale having the second highest in Kent in terms of volume. However, this should be seen in a positive light as victims have the confidence and knowledge to report. The percentage of repeat victimisation has decreased to 23.0%, and is now the second lowest in Kent. This is also indicative of the positive impact support services have when engaged with victims.

The number of support services for victims within the Borough has continued to increase over the past year; however, financial stability of these services remains a concern. A County Independent Domestic Violence Advisor (IDVA) contract has been place for the last three years, ensuring support to the highest risk victims; however, this provision is being recommissioned for April 2017. Access to a wide range of support services continues through the provision of One Stop Shops, and remains a priority to ensure all victims can seek support.

The Violence Against Women and Girls Strategic Group has continued to operate and identify emerging issues. In previous years this has included the need to support victims who experience abuse from their adolescent children, for which the Switch-Up Programme is now in place. Moving forward into 2016/17, it is support for victims of abuse from their adult sons/daughters that needs to be developed, along with support for perpetrators.

**Activities to tackle issue:** Activities that will be undertaken by the Partnership to tackle this priority include:

- manage the Violence Against Women and Girls Group to provide strategic overview and co-ordinate services in Swale;
- ensure Independent Domestic Violence Advisor (IDVA) provision is in place for high risk victims and engaged with all relevant partners;
- deliver a practitioners group for domestic abuse staff across all partners;
- ensure services are in place for medium and standard risk victims, with ease of access;
- develop perpetrator programmes for Swale residents; and
- development of support for victims experiencing abuse from their adult son/daughter.

**Performance measures:**

- % repeat victims of domestic abuse
- Number of incidents of domestic abuse
- Number of incidents of stalking

## Priority – Crime

**Summary of issue:** All crime has seen a reduction in incidents by 7% to 9,533 incidents. Positive performance can also be seen in relation to burglary – both within dwellings and other than dwellings (sheds and outbuildings), which have seen reductions of 45% and 37% respectively. This has been in part due to issues that had arisen with crime recording standards in previous years, but also due to the work of local Policing teams and the Community Safety Unit. Given the volume of issues and level of concern regarding these issues by the community, the Partnership will continue to undertake activity to address spikes in incidents within these areas.

Shoplifting is one crime type that has grown significantly, with a 24% increase in incidents; however, support can be given to retailers to tackle this issue through security advice and support from the local Business Crime Reduction Partnership, SwaleSafe.

The level of crime experienced by residents in the rural parts of the Borough is also recognised, and the Partnership will continue to play a role in supporting these rural communities.

With the development of the National Serious Organised Crime Strategy in 2015, and a production of a Serious Organised Crime Profile for Kent, there is an increasing need for the Partnership to support the tackling of Serious Organised Crime (SOC).

The National Crime Agency (NCA) defines SOC as: “Serious Crime planned, coordinated and conducted by people working together on a continuing basis. Their motivation is often, but not always, financial gain. Organised criminals working together for a particular criminal activity are called Organised Crime Groups (OCGs)”.

The Partnership has a role to play in intelligence gathering from communities to better understand the local picture and prevalence; identifying and safeguarding vulnerable children and adults; using powers to disrupt criminal activity; and protecting communities from activities such as fraud and cyber crime. There is also a close linkage with the ‘Safeguarding’ priority, and the work to address modern slavery and child sexual exploitation.

Through increasing internet usage, there is an increasing prevalence of cybercrime, including fraud, which needs to be explored locally and support provided to communities to better understand these issues and protect themselves.

**Activities to tackle issue:** Activities that will be undertaken by the Partnership to tackle this priority include:

- delivery of crime reduction campaigns for acquisitive crime types following hotspots or spikes in incidents;
- delivery of activity to raise awareness of Serious Organised

Crime with partners, and undertake activities to disrupt activity and gather community intelligence; and

- support to tackle rural crime.
- Number of incidents of all crime
- Number of incidents of burglary dwelling
- Number of incidents of burglary other than dwelling
- Number of Serious Organised Crime Groups (Swale)

**Performance measures:**

**Priority – Anti-Social Behaviour**

**Summary of issue:** The total number of ASB incidents reported to Kent Police had reduced by 7%, although the volume remains high at 4,059 incidents, with an additional 1,025 incidents reported to AmicusHorizon.

The level of environmental ASB incidents, including fly tipping and noise, continues to remain relatively high, with fly tipping issues also increasing nationally. It has also been recognised that there is an emerging issues with lorry parking in specific locations within the Borough, causing a number of associated environmental issues. This is an issue being experienced across the County, and Swale CSP will be working with other districts and partners to work to resolve this.

ASB continues to be a high concern for the community as recognised in the community priority setting questionnaire that was undertaken. In particular, dog fouling and speeding being the highest concerns. The Partnership will work to address both of these issues through communication campaigns, either led at a local level or County level by organisations such as KFRS.

**Activities to tackle issue:** Activities that will be undertaken by the Partnership to tackle this priority include:

- provision of support to high risk ASB victims;
- delivery of ASB Reduction Campaigns/Task and Finish Groups;
- support to activities to tackle environmental ASB;
- delivery of Positive Ticketing Pilot;
- support KFRS in delivery of speeding/road safety initiatives; and
- continued delivery of mobile CCTV system.

**Performance measures:**

- Number of incidents of ASB (reported to Kent Police and AmicusHorizon)
- Number of incidents of rowdy/nuisance gatherings; neighbour disputes; and drunk or rowdy behaviour
- Number of incidents of deliberate fires
- Number of incidents of environmental ASB (specifically noise

and fly-tipping)

- The % people who consider ASB to be a very or fairly large problem in their local area (Local Area Perception Survey)
- ASB Satisfaction at a Kent Level

## Priority – Safeguarding

**Summary of Issue:** This Safeguarding priority has been introduced for 2016/17. It seeks to address a number of emerging issues that relate to the safeguarding of vulnerable people. These include tackling Child Sexual Exploitation; Modern Slavery and Trafficking; and tackling gangs and Preventing Extremism. For all of these issues, there is either legislation requiring partner organisations to seek to identify and support the victims, or a level of data to indicate that the issue is prevalent in Swale.

The number of reports of Child Sexual Exploitation (CSE) to both local and national agencies has been increasing, and can be closely linked to levels of missing children, for which there has been a large increase in Swale. Incidents of CSE have been reported to Kent Police. Operation Willow has been convened for the County to tackle this issue.

For Modern Slavery and trafficking, along with Preventing extremism, there are statutory duties to report concerns. The prevalence of each within Swale is believed at present to be low. However, it is important to continue to increase awareness in relation to these issues, in particular grooming of vulnerable groups.

Gang activity within Kent has been increasing, including specifically within Sheerness. Operation Jupiter has been in place led by Kent Police to tackle this, with some success in disruption. However, the confidence of communities is needed in not only reporting concerns but in supporting prosecutions.

With all of these issues, there is a need to increase understanding with partners and communities in order to build our understanding of the picture and prevalence within Swale. This will be addressed through training, along with communication campaigns.

There is also a need to ensure that victims are confident to come forward, with services in place to support them. Vulnerable groups have been identified as being those from emerging communities, along with young people. Specific work to engage with these groups will be undertaken throughout the year.

**Activities to tackle issue:** The main activities as part of the programme for the next year includes:

- delivery of campaigns to both partners and communities to raise awareness of modern slavery/trafficking, gangs and grooming risks;

- delivery of projects to specific vulnerability groups such as emerging communities and young people;
- review reports of safeguarding concerns to partners, where appropriate, to identify lessons learnt and improve processes;
- delivery of training inputs to partners as required; and
- review findings from Kent Children Safeguarding Board's review of Operation Lakeland.

**Performance Measures:** To be confirmed following discussions with partners as to data recorded in relation to each of these issues, and what can be shared on a regular basis.

### Enabler – Troubled Families Programme

**Summary of enabler:** The Troubled Families programme continues and is within the first year of Phase 2, with a target of 1,794 families to be engaged within Swale over five years.

The programme has identified 254 families against its target as of October 2015, largely from the KCC Early Help and Preventative Services Units. Of those families engaged, a great number of them have issues with children who have a large level of absence from school, or a behavioural concern for at least one child.

Commissioning of local work to support the delivery of the programme is being undertaken, including for Family Finance Work, and to establish a pilot that will seek to tackle children's behaviour within a home setting where they are at risk of exclusion from school.

**Activities:** The main activity as part of the programme for the next year will be to ensure the effective implementation of the Troubled Families Programme within Swale.

**Performance measures:**

- Number of families engaged with Troubled Families Programme in Swale
- % families against the target for which a Payment By Results claim have been submitted

### Enabler – Reducing Reoffending

**Summary of enabler:** The Partnership has worked to address the needs of offenders, with their accommodation and employment needs having been prioritised by the Reducing Reoffending Group. In particular, there is a lack of provision of supported accommodation for offenders with a high level of need, for which the Group will be working with KCC to support their recommissioning of service for this group.

The Integrated Offender Management (IOM) process continues to be developed, with good engagement by partners. A welfare fund has been established and will be developed over the next year to provide support to offenders to gain employment and accommodation through, for example, the provision of identification.

Support continues to be provided to offenders by Probation Services, including the Kent Surrey and Sussex Community Rehabilitation Company and the National Probation Service. Their processes continue to be developed, and a protocol has been agreed to be piloted to support prisoners being released with an accommodation need. Additionally, work is being undertaken to better understand the use of legal highs by offenders, and the impact on their mental health.

- Activities:** The main activities as part of the programme for the next year includes:
- manage the Reducing Reoffending Group to provide strategic overview and work to address offenders needs within Swale;
  - continue implementation of effective Integrated Offender Management mechanisms;
  - monitor the implementation of the prison release protocol;
  - support KCC in their recommissioning of offender homelessness provision; and
  - consider approaches to tackle impact of substance misuse, including legal highs.

**Performance measures:** To be confirmed following discussions with Probation Services.

## 7. Action Plan 2016/17

No.	Action	Desired Outcome	Key Milestones	Timescales	Lead agency
<b>Priority 1: Violence Against Women and Girls (VAWG)</b>					
1.1	Manage the Violence Against Women and Girls group to provide strategic overview and co-ordinate services in Swale.	Strategic oversight of VAWG issues in Swale achieved including gaps or issues with services	Mapping exercise reviewed on quarterly basis. Management of Flight Fund Develop SOP for Prison release information to safety plan victims	Quarterly	Swale CSU
1.2	Ensure IDVA provision is in place for high risk victims and engaged with all relevant partners	Reduction in repeat victimisation of domestic abuse victims	Agreement of procurement route for IDVA provision. IDVA provision in place Monitoring of impact of IDVA provision.	Apr 16 Apr 16 Quarterly	Swale BC
1.3	Deliver a practitioners group for domestic abuse staff across all partners	Strengthen frontline engagement services and continue to build relationships	Quarterly meetings delivered	Quarterly	New Leaf Support
1.4	Ensure services are in place for medium and standard risk victims, with ease of access	Increase reporting of domestic abuse incidents, including by those from emerging communities	Annual review of OSSs Support partner engagement in OSSs and Drop-Ins Pilot of volunteer translator service at Sheppey OSS	November 16 Weekly By Sept 16	SATEDA
1.5	Development of perpetrator programmes for Swale residents	Ensure Swale perpetrators have access to suitable programmes to work to reduce their offending	Review evaluation of CRC pilot programme Develop proposal for Swale programme Undertake pilot programme	Apr 16 Jun 16 By Sept 16	VAWG group
1.6	Development of support for victims experiencing abuse	Reduction in domestic abuse incidents	Delivery of pilot programme Evaluation of programme	By Sept 16 By Oct 16	Kent Police/ SATEDA

	from their adult son/ daughter	experienced by these victims	Seek funding for continuation	By Mar 17	
<b>Priority 2: Crime</b>					
2.1	Delivery of Crime reduction campaigns for acquisitive crime types following hotspot or spike in incidents	Reduction in number of incidents of acquisitive crime	Campaigns undertaken as required for each crime type; Support to Swalesafe and retailers in tackling shoplifting.	Ongoing Ongoing	Swale CSU
2.2	Delivery of activity to raise awareness of Serious Organised Crime (SOC) with partners and undertake activities to disrupt activity and gather intelligence.	Increased understanding of SOC by partners and communities; reduction in SOC activities taking place.	Delivery of training input to partners on SOC and their role Intelligence gathering and analysis to better understand Swale picture (including CCTV operators, Licensing and Housing partners) Establish mechanism with Lead Responsible Officers to provide support to deliver 4P plans to tackle OCGs. Raising awareness of SOC types with communities and partners, through communication campaigns such as Crimestoppers and other mechanisms. Develop fraud awareness campaign	By May 16 Ongoing Ongoing Ongoing June 2016	Swale CSU
2.3	Support to tackle rural crime	Reduction in rural crime	Quarterly Rural Policing Meetings undertaken Delivery of an increased number of ANPR cameras Tackling of equestrian crime Ensure crime reduction input into Rural Bulletin.	Quarterly By Mar 16 Ongoing Quarterly	Swale CSU/Kent Police



Priority 3: ASB					
3.1	Provision of support to high risk victims of ASB	Reduction in ASB and increased satisfaction of victims	Weekly case management by CSU Quality Assurance of cases by Project and Performance Group ASB Campaigns in hotspot locations/peak periods as required	Weekly Quarterly As required	Swale CSU
3.2	Delivery of ASB Reduction Campaigns/Task and Finish Groups	To reduce ASB in specific hotspots/periods	Delivery of ASB campaigns as required Halloween/School Holiday Operations Lorry Parking Task and Finish activity Deliberate Fire activities as required Targeted outreach to tackle youth nuisance/legal high use	Ongoing	Swale CSU/KFRS
3.3	Delivery of Sheerness enforcement project	Reduction in environmental ASB within Marine Town in Sheerness, through use of new ASB Tools and Powers	Month of enforcement action Review of action taken Creation and consultation for PSPO Review impact of PSPO	May 16 June 16 By Sept 16 Mar 17	Swale CSU/SBC ERT
3.4	Delivery of Positive Ticketing pilot	To reward positive behaviour in young people and build engagement with uniformed services	Project Planning Project start Six month evaluation	Apr-June 16 July 16 Jan 17	KCC Wardens
3.5	Support KFRS in delivery of speeding/road safety initiatives	To reduce incidents of speeding and road traffic collisions; and assure community that speeding is being actioned.	Agreement of action plan Delivery of action plan Communication campaign support	May 16 By Mar 17 Ongoing	KFRS
3.6	Continue delivery of a mobile	Reduction in ASB and	Monitoring of service	Ongoing	Swale CSU

	CCTV system and other evidential capture mechanisms	Crime. Increased satisfaction with service by partners.	Continuation of other evidential capture as needed		
3.7	Continue to support activities to tackle environmental ASB including noise, fly tipping and dog fouling	Reduction on fly tipping, litter, noise and other environmental issues	Bag It, Bin It, Win It campaign Noise Action Week Other campaigns throughout the year, including awareness raising of processes and actions that can be taken. Deployment of mobile CCTV in marine town to tackle fly-tipping	Ongoing	SBC ERT
<b>Priority 4: Safeguarding</b>					
4.1	Delivery of campaigns to both partners and communities to raise awareness of modern slavery/trafficking, gangs and grooming risks	To raise awareness of modern slavery/trafficking and grooming (radicalisation and CSE) with partners and communities including with victims to build confidence and encourage reporting	Partner facing communication campaign Community facing communication campaign Taxi driver CSE and Modern Slavery campaigns	By June 16 By Aug 16 By May 16	Swale CSU
4.2	Delivery of projects to specific vulnerability groups including emerging communities and young people	Delivery of activities to increase understanding of grooming/slavery/trafficking issues and build confidence to come forward and seek advice/support	Inputs to young people/parents on grooming Continuation of emerging communities project with Gravesham and Medway Targeted communication campaigns Deliver of interventions to support Unaccompanied Asylum Seeking Children as required. Delivery of support to vulnerable victims	Sept 16 Sept 16 Ongoing Sept 16 Ongoing	Swale CSU

			as required.		
4.3	Review reports of modern slavery/trafficking to partners, where appropriate, to identify lessons learnt and improve processes	To better understand local prevalence of these issues and determine if processes need to be amended to better support victims.	Quarterly review of referrals/intelligence to partners by Project and Performance Group.	Quarterly	Project and Performance Group
4.4	Delivery of training inputs as required to partners	To raise awareness with partners of these safeguarding issues and increasing their understanding and community intelligence gathered.	Online Safety input Gangs input Other inputs as required by partners.	April 16 May 16 Ongoing	Swale CSU
4.5	Review findings from KCSB review of Operation Lakeland	To better understand lessons learnt from Operation Lakeland (to tackle CSE) and implement within Swale as required.	Operation Lakeland review to be shared Discussion on lessons learnt to be undertaken and local implementation as required.	By Mar 17	Project and Performance Group
<b>Enabler 1: Troubled Families</b>					
5.1	Ensure effective implementation of Troubled Families Programme in Swale	Reduction in offending behaviour, exclusions, worklessness, domestic abuse, children needing help and improvement in their health.	Continued engagement of families Delivery of family finance work and procurement of other specific services as required for families using Local Grant. Payment By Results claims submitted Quarterly feedback to CSP Executive	By Mar 17	Kent County Council; Swale Borough Council
<b>Enabler 2: Reducing Offending</b>					
6.1	Manage the Reducing reoffending Group to provide strategic overview and work to	To reduce reoffending through addressing offender needs and	Continuation of the welfare fund Monitor the implementation of the pilot	Quarterly	Swale CSU

	address offenders needs within Swale	increased engagement of partners within this agenda	prison release protocol Delivery of projects to tackle accommodation and employment needs of offenders		
6.2	Continued implementation of effective IOM mechanism	Reduced offending by those engaged on IOM	Continued delivery of IOM and integration into offender hubs. Identification of development opportunities for local scheme Delivery of improvements as required Engagement by wider range of partners	Ongoing	KSS CRC/ Kent Police
6.3	Monitor the implementation of the pilot prison release protocol	To support offenders with mental health needs and address their accommodation needs	Monitor and evaluate pilot protocol	By Sept 16	Swale CSU
6.4	Support KCC in their recommissioning of homelessness provision	To ensure that provision is made for supported accommodation for offenders with a high level of need	Data collection exercise to demonstrate local need Respond to consultation on contract model New provider(s) in place	By Mar 17	Reducing Reoffending Group
6.5	Consider approaches to tackle impact of use of legal highs/ substance misuse	Increased understanding of impact of substance misuse on reoffending and how this can be tackled.	Consider implications of Psychoactive Substances Bill; Input into recommissioning of substance misuse support services including availability of needle exchange. Input to partners on legal highs/dual diagnosis and mental health.	June 16 By Mar 17 Sept 16	Reducing Reoffending Group

## 8. Priority Champions

Lead officers have been assigned to each of the priorities and enablers within this Community Safety Plan. These officers will take the strategic lead for that priority or enabler. The table below identifies these lead officers for 2016/17.

<b>Priority/Enabler</b>	<b>Lead Officer</b>
Violence Against Women and Girls	Regional Director – Kent, AmicusHorizon
Crime	CSU Inspector, Kent Police
ASB	CSU Inspector, Kent Police
Safeguarding	Economy and Community Services Manager, Swale Borough Council
Troubled Families	Economy and Community Services Manager, Swale Borough Council
Reducing Reoffending	Senior Probation Officer, Kent Surrey and Sussex Community Rehabilitation Company

## 9. Target Selection Process 2016/17

Key Performance Indicators and management data have been selected with agreement by the Partnership, based upon those set by individual partners but identifying where the CSP can best add value. Performance against these indicators will be reported quarterly to the CSP Executive. Population and Household figures should be calculated using the latest ONS estimates.

### Performance Indicators

Priority	Performance Indicator	Agency	Target (15/16)	Target Met?	Target 2016/17		
					Most recent Data (end Dec 15)	Target 2016/17	Comment
Violence Against Women and Girls	Repeat % Victims of Domestic Abuse	Kent Police	25.5%	Yes	23.7%	23.7%	Maintain current position
Crime	Number of incidents of all crime per 1,000 population	Kent Police	60.7	No	69.1	65.1	To reach average position for most similar group (based upon end Dec rolling data).
Troubled Families	Number of families engaged with programme	Kent County Council	258	No	175	516	Swale target set as part of Troubled Families Programme for entirety of Phase 2 (5 years) of 1,292. Therefore suggested target for this year is two fifths of this figure (years 1 and 2).

## Management Data Indicators

Priority/Enabler	Indicator Details	Agency	Baseline
			End Dec 2015
Violence Against Women and Girls	Number of Incidents of Stalking	Kent Police	8
Violence Against Women and Girls	Number of Incidents of Domestic Abuse	Kent Police	2738
Crime	Number of incidents of burglary dwelling per 1000 households	Kent Police	6.4
Crime	Number of incidents of burglary other than dwelling per 1000 population	Kent Police	5.7
Crime	Number of incidents of shoplifting per 1000 population	Kent Police	8.7
Crime	Number of Serious Organised Crime Groups (Swale)	Kent Police	U/A
ASB	Number of incidents of ASB per 1000 population	Kent Police	29.4
ASB	Number of incidents of rowdy or nuisance gatherings	Kent Police	1341
ASB	Number of incidents of neighbour disputes	Kent Police	750
ASB	Number of incidents of drunken or rowdy behaviour	Kent Police	888
ASB	Number of incidents of deliberate fires	KFRS	257
ASB	Number of incidents of noise incidents	Swale Borough Council	720
ASB	Number of incidents of fly tipping	Swale Borough Council	3005
ASB	The % people who consider ASB to be a very or fairly large problem in their local area	Local Area Perception Survey	16%
ASB	ASB Satisfaction at a Kent Level	Kent Police	79.9%
Safeguarding	To be agreed following discussions with partners	TBC	U/A
Troubled Families	% of target cohort for which Payments by Results has been claimed	Kent County Council	TBC
Reducing Reoffending	To be agreed following discussions with Probation Services	KSS CRC	U/A

## 10. Risk Assessment 2016/17

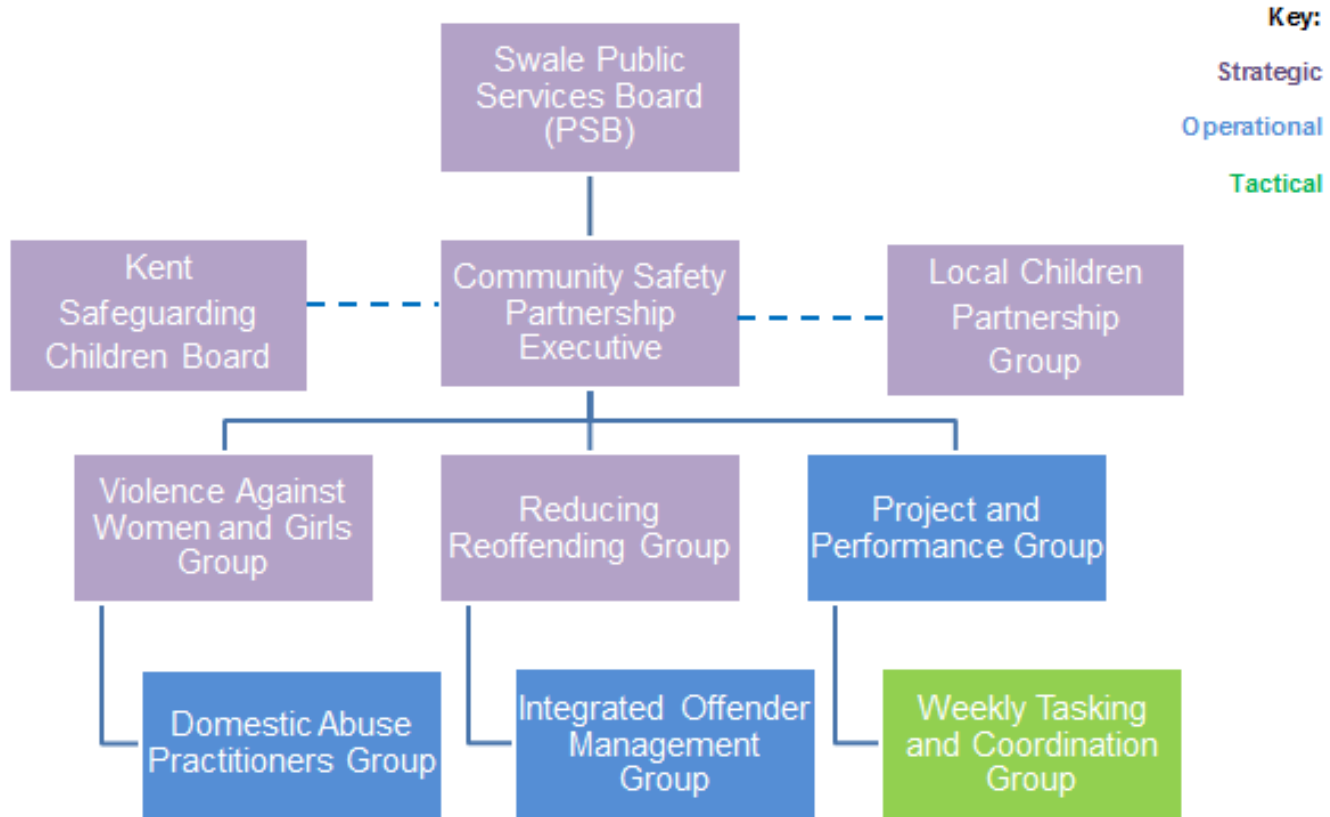
The creation and monitoring of the risks associated with the Community Safety Plan will be undertaken in line with Swale Borough Council's Risk Management Procedures.

Ref	Risk	Score	Implications	Controls	Score Post control	Risk Mitigated
1.0	Sustainability of local domestic abuse services	3*3=9	Lack of consistent funding for a number of domestic abuse support services causes an issue in their sustainability and possible access by victims.	Violence Against Women and Girls Group to monitor services within area including any finance issues. Action to be taken to support fundraising for services as required by group.	2*3=6	Risk managed.
2.0	Organisational changes and reduction in personnel due to funding reductions	4*3=12	Comprehensive Spending Review and other legislative changes impacting on partner organisations may result in organisational changes and resource availability for delivery of CSP Plan.	Executive Group to discuss organisational changes on a quarterly basis. Impacts to be considered and discussed.	3*3=6	Risk managed.
3.0	Police and Crime Commissioner elections 2016	3*3=9	A change in the elected PCC may impact on the level of Community Safety Grant provided to the CSP post-election, along with a change in Police and Crime Plan priorities.	Representative of the Office of the PCC sits on Executive Group and can raise any changes for discussion at the earliest opportunity.	3*2=6	Risk managed.



4.0	Transforming Rehabilitation and Prison Reform	2*3=6	Changes within Probation Services are ongoing and could result in further changes in representation at partnership groups and information sharing needs. Prison Reform announcements in February 2016 may impact upon Sheppey Cluster within this financial year.	Names representatives from KSS CRC, NPS and HMPS on Executive and Reducing Reoffending Group. Will be revisited if any staff are changed.  Pilot prisoner release protocol in place and to be monitored by CSU to ensure information is shared with housing services.  Transforming Rehabilitation standing item at Exec meetings.	2*2=4	Risk managed.
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# 11. Swale Community Safety Partnership Structure



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Formalised relationships between the CSP and both the Swale Local Children Partnership Group and the Kent Safeguarding Board need to be established.

<b>Policy Development and Review Committee</b>		<b>Agenda Item: 6</b>
<b>Meeting Date</b>	23 March 2016	
<b>Report Title</b>	Voluntary Code of Conduct for Street Entertaining and Busking In Swale	
<b>Cabinet Member</b>	Cllr Ken Pugh, Cabinet Member for Community Safety and Health	
<b>SMT Lead</b>	Kathryn Carr, Director of Regeneration	
<b>Head of Service</b>	Emma Wiggins, Head of Economy and Communities	
<b>Lead Officer</b>	Lyn Newton, Economy and Community Services Manager	
<b>Key Decision</b>	Yes	
<b>Classification</b>	<b>Open</b>	
<b>Forward Plan</b>	Yes	
<b>Recommendations</b>	1. To provide feedback and input into the draft Voluntary Code of Conduct for street entertaining and busking in Swale prior to consultation	

## 1 Purpose of Report and Executive Summary

- 1.1 This report provides details regarding a draft Voluntary Code of Conduct for street entertaining and busking in town centre locations in Swale (Appendix I).
- 1.2 The Council now wishes to consult residents and business organisations that may have an interest before seeking approval to adopt the draft Voluntary Code of Conduct for street entertaining and busking. It is proposed that a review is undertaken within two years following an initial trial period.

## 2 Background

- 2.1 In 2014, the Musician’s Union requested policy details for street entertainers and buskers performing in public places. Swale does not currently have such a policy. In order to ‘build a picture’, an information call-out and general comments around street entertainment and busking nationally have come via the Local Government Association, British Destinations, Statistical Neighbours and the multi-agency Safety Advisory Group.
- 2.2 The Council is keen to encourage a vibrant street scene providing a platform for performances of music, dance, street theatre or song in public places with the intention of attracting and engaging an audience.

- 2.3 The Council does not licence street entertainers or buskers but does have an obligation in law relating to noise, obstruction and anti-social behaviour.
- 2.4 A Voluntary Code of Conduct is intended to encourage good community practice in shared spaces allowing performers and buskers to co-exist with business and residents.
- 2.5 The performances are normally impromptu and informal but set within the parameters of the Voluntary Code of Conduct. Performers are not paid or hired for performances but may receive contributions from members of the public.

### **3 Proposals**

- 3.1 This report invites the Committee to consider the draft Voluntary Code of Conduct.
- 3.2 Feedback from the Committee is specifically sought on the following issues
- Do you agree with the proposed hours of operation?
  - Are the performance exceptions adequate?
  - Is the restriction of two hours performance for entertainers and buskers in any one area correct?
  - Do you agree with the proposed outcomes for the towns arising from the Voluntary Code of Conduct?
  - Do you agree that the policy should be reviewed within two years?
  - Are there any potential unintended negative consequences to groups with protected characteristics from implementing this Voluntary Code of Conduct?
  - Are there any general comments?

### **4 Alternative Options**

- 4.1 Not to agree to consult and adopt the Voluntary Code of Conduct. This is not recommended as the Council is keen to encourage a vibrant street scene and to take a view from local business and residents to measure the level of support for developing a culture within our town centres which supports performances of music, dances, street theatre or song in public places. The Council suggests the performances meet the standards set out in a Voluntary Code of Conduct for street entertaining and busking in Swale.

### **5 Consultation Undertaken or Proposed**

- 5.1 Informal consultation has been undertaken to source good practice through the Local Government Association, British Destinations, CIPFA Statistical Near Neighbours and the multi-agency Safety Advisory Group..

- 5.2 An 8 week consultation will be undertaken with local businesses, residents, The Musician’s Union, The Keep Streets Live Campaign, Equity (incorporating the Variety Artistes’ Federation) and other stakeholders (statutory agencies, town teams, market co-operatives) and internal service areas (e.g. licensing)

## 6 Implications

Issue	Implications
Corporate Plan	<p>A Borough To Be Proud Of – priority theme focuses on actions with promote Swale as a physical place</p> <p>A Community To Be Proud Of – priority theme focuses on the Council’s aspirations for the people of Swale</p>
Financial, Resource and Property	<p>One-off corporate communication costs associated with the creation of a web-based promotional leaflet promoting the Voluntary Code of Conduct. Staff resource may be required for conflict resolution (Environment Warden/Police) but this would be exceptional rather than a regular occurrence based on other local authority experiences. In exceptional cases where legal action may be required there could be financial costs arising from legal action. There are no licensing implications but this could be subject to review following a trial period.</p>
Legal and Statutory	<p>Busking does not generally require a licence under the Licensing Act 2003. Use of legislation under: The Environmental Protection Act 1990. The Highways Act, 1980, The Noise and Statutory Nuisance Act 1993 and The Anti-Social Behaviour, Crime and Policing Act 2014.</p> <p>Children under the age of 14 are not allowed to busk by law.</p>
Crime and Disorder	<p>There are public spaces where people live and work and as such there is a greater potential for performances to cause unintentional disturbance. The Police also have powers where they consider a public nuisance, obstruction or anti-social behaviour is being caused and may also take action, on receiving a complaint. To minimise the potential impact entertainers and buskers are advised to follow the Voluntary Code of Conduct.</p>
Sustainability	<p>The Voluntary Code of Conduct should be reviewed after a period of up to two years to measure the benefits and/or disbenefits to entertainers and buskers as well as residents and businesses.</p>
Health and Wellbeing	<p>Where possible street entertainers and buskers should speak to residents and businesses in close proximity to performance areas anticipating the impact that performance will have on other users of the space. Sharing public space and co-operating with others is an important aspect of outdoor performances. A willingness to</p>

	compromise and to engage with others will help to resolve any issues.
Risk Management and Health and Safety	There are no recommendations around fixed street entertainment or busking pitches in Swale. There will be ever-changing considerations according to the time of the day and season. The Voluntary Code of Conduct provides guidelines in using shared spaces and the value and importance of dialogue between all users of the space. Street entertainers and buskers must take full responsibility for their performance taking reasonable steps to ensure that the performance does not put the public at risk of injury, that the law is observed at all times. It is recommended that all entertainers carry suitable Public Liability insurance.
Equality and Diversity	Common-sense, care and judgement will be critical in deciding on performance space. Performance should not cause any distress, offence or similar. The Voluntary Code of Conduct seeks to promote positive community engagement.

## 7 Appendices

7.1 The following documents are to be published with this report and form part of the report:

- Appendix I: Voluntary Code of Conduct for Street Entertaining and Busking

## 8 Background Papers

None

## The Voluntary Code of Conduct for Street Entertaining and Busking in Swale

Swale welcomes street entertainers and buskers on Council-owned land and between the hours of 10am and 4pm. No licence is required for street entertainment or busking in Swale but please respect the guidelines set out:

- Noise – music and voice – should not be so loud that it can be heard beyond the immediate audience. Drumming should only be included as a minor part of the entertainment. Keep noise at a reasonable level so local shops and businesses can continue their business without interruption
- Please do not use mains or generator power for amplification
- Performances should **not** include fire, knives, weapons, removal of clothing, nudity, live animals (other than registered assistance dogs); performers should not act in such a way, say something or use language that is likely to cause offence
- Do not obstruct the flow of pedestrians on the pavement or vehicles on the highway (this includes pavements and pedestrianised areas) and leave access clear on the street at all times for emergency vehicles. Crowds can cause a problem with access. If you know your act will draw a crowd please select an appropriate area that can accommodate them
- An entertainer or busker should have consideration for people who live, work and visit the locality and limit the length and volume of their performance. We recommend that each performance should last no longer than 20 minutes with a break of at least 30 minutes. Entertainers or buskers are advised to move to another pitch after a **maximum** of two hours and should not perform again at that location for three hours. This helps keep complaints to a minimum
- An entertainer or busker should not locate within earshot of another entertainer or busker who is already performing or in close proximity to a public telephone shop entrance/ window display or cash machine either because of noise or obstruction
- An entertainer or busker should move on or stop performing if requested to do so by a Police Officer or an Environment Warden from the Council
- Please do not make use of street furniture or trees (Memorials, lamp columns, cycle stands, waste bins, walls, shelters, public seats, flower planters or baskets)
- We do not permit selling by street entertainers or buskers. If you wish to sell copies of your performance as ancillary to the street entertainment or busking you will require a street trading licence from Swale Borough Council (01795 XXXXXX) or [licensing@swale.gov.uk](mailto:licensing@swale.gov.uk) or see [www.swale.gov.uk/licensing](http://www.swale.gov.uk/licensing); donations from the public may be collected in a small receptacle (e.g. hat, music case, box)
- An entertainer or busker is not permitted to collect for charitable purposes. This would be a 'street collection' and requires a permit

- The quality of the performance should demonstrate a positive intention to passers-by, not to solicit money through sympathy
- It is advised the Public Liability Insurance be obtained for all performers
- If you play or perform music in public, a licence fee must be paid to the Performing Rights society (PRS) for the copyright. You can contact the Performing rights Society on Freephone 08000 68 48 28, or email [musiclicence@prs.co.uk](mailto:musiclicence@prs.co.uk)
- If the music is played in public on sound recordings such as CDs or tapes, an additional licence fee is also required for the sound recording copyright, paid to the Phonographic Performance Ltd (PPL) and distributed to record companies and performers

Please check on [www.visit-swale.co.uk](http://www.visit-swale.co.uk) for any major events or festivals on the day you are planning to visit and liaise with the event or festival organiser to see how you might get involved

#### Feedback

The Council welcomes feedback via [csc@swale.gov.uk](mailto:csc@swale.gov.uk) or on 01795 41 6421



<b>Policy Development and Review Committee</b>	
<b>Meeting Date</b>	23 March 2016
<b>Report Title</b>	Draft Corporate Equalities Scheme 2016-2020
<b>Cabinet Member</b>	Clr Ted Wilcox, Cabinet Member for Performance
<b>SMT Lead</b>	Abdool Kara, Chief Executive
<b>Head of Service</b>	David Clifford, Policy and Performance Manager
<b>Lead Officer</b>	Bob Pullen, Policy and Performance Officer
<b>Recommendations</b>	<p>1. That the Committee are asked to consider the draft Corporate Equality Scheme and provide any comments, e.g.:</p> <p>a. are the four proposed objectives the right ones?</p> <p>b. are the proposed actions under each of the four objectives the right ones?</p>

## **1 Purpose of Report and Executive Summary**

- 1.1 This report invites the Committee to consider the Council's draft Corporate Equalities Strategy 2016-2010 which is currently out for public consultation.

## **2 Background**

- 2.1 Public authorities in England and Wales are subject to the general and specific duties of the Equality Act 2010.
- 2.2 As a local authority, we are required to publish information about our duties under the Equality Act every four years and the draft Scheme at Appendix I is intended to cover the period 2016 - 2020.
- 2.3 The Policy Development and Review Committee considered an outline of the proposed objectives for the new scheme at its meeting of 18 March 2015.

## **3 Proposal**

- 3.1 The General Equality Duty is set out in Section 149 of the Equality Act 2010. In summary, those subject to the Act (including local authorities) must in the exercise of their functions, have regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

- 3.2 The duty covers eight protected characteristics – age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These are also known as protected groups. The duty covers marriage and civil partnership but not for all aspects of the duty.
- 3.3 The specific duties require a public authority to publish specific items of information:
- evidence of analysis that they have undertaken to establish whether their policies or practices have (or would) further the aims of the general equality duty;
  - details of the information that they considered in carrying out this analysis;
  - details of engagement that they undertook with people who they considered to have an interest in furthering the aims of the general duty; and
  - prepare and publish equality objectives.
- 3.4 The Council has sought to meet these requirements by publishing a Corporate Equality Scheme which incorporates all of the elements of paragraph 3.3, and the draft Corporate Equality Scheme 2016 – 2020 continues this approach.
- 3.5 The draft Corporate Equalities Scheme 2016 -2020 is different from the Council's previous schemes in that the objectives and key actions focus on Swale's communities rather than the Council's internal processes.
- 3.6 The Committee is invited to consider the draft Scheme at Appendix I and provide any comments.

## **4 Alternative Options**

- 4.1 Not to publish a new Corporate Equalities Scheme, although this would run the risk of censure by the Equality and Human Rights Commission who have powers to serve public authorities with compliance notices in the event of breaches of the general duty.

## **5 Consultation Undertaken or Proposed**

- 5.1 SMT and the Policy Development and Review Committee have been involved in early discussions to help shape the new objectives for the period 2016 – 2020.
- 5.2 A full public consultation on the draft Scheme, incorporating engagement with voluntary organisations and representative groups, was launched on 26 February for nine weeks. As part of this, the Cabinet Member and Lead Officer are actively seeking to engage with organisations in the Borough who represent residents in the community with protected characteristics and we are using the good offices of Swale Community and Voluntary Services and Diversity House to try and achieve this.
- 5.3 A 'Do-it-online' facility has been set up on the Council's website to enable individuals and organisations to respond to the consultation with their comments as well as an invitation to respond in writing or by e-mail.

## 6 Implications

Issue	Implications
Corporate Plan	The Corporate Equalities Scheme will support all three objectives in the Corporate Plan, and numerous cross-references to the Corporate Plan have been included within the text.
Financial, Resource and Property	There will be minimal financial implications for publishing a new Corporate Equalities Strategy. Staff and publication costs were planned for in the last Service Planning round.
Legal and Statutory	As a public authority, we are required by statute to publish equality objectives and associated information by the Equality Act 2010.
Crime and Disorder	None envisaged at this stage. Some of the key actions in the Scheme refer to existing activity being undertaken by the Swale Community Safety Partnership.
Sustainability	None envisaged at this stage.
Health and Wellbeing	None envisaged at this stage.
Risk Management and Health and Safety	None envisaged at this stage.
Equality and Diversity	The entire draft Corporate Equality Scheme is concerned with the Council's obligations under the Equality Act 2010.

## 7 Appendices

7.1 The following documents are to be published with this report and form part of the report:

- Appendix I: *Swale Borough Council – Draft Corporate Equality Scheme 2016 – 2020.*

## 8 Background Papers

- SBC Corporate Equality Scheme 2011-2015, available at: <http://services.swale.gov.uk/meetings/CeListDocuments.aspx?MID=162&RD=Notice%20of%20Meeting&DF=18%2f05%2f2011&A=1&R=0>

# **Swale Borough Council**

## **Corporate Equality Scheme 2016 – 2020**

Consultation draft - February 2016

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Appendix I: Swale – Equality and diversity key characteristics

Appendix II: Swale Borough Council workforce – Equality and diversity key characteristics

## Foreword

Thank you for taking the time to read the draft version of Swale Borough Council's Corporate Equality Scheme for 2016-2020. We hope that you will review the draft Scheme and provide us with any comments you have on it.

We view equality, human rights and good relations between people as something that affects us all, regardless of our backgrounds, and we are committed to working closely with all those who are interested in, or affected by, our work. We see this as an ongoing process enabling individuals and organisations to influence and shape our work.

In developing the Council's Corporate Equality Scheme 2016-2020, we have carefully considered all of the evidence and data that is available to us. This is the third Scheme the Council has developed since 2007, and we have decided to publish comprehensive data on the key equality and diversity characteristics of the Borough of Swale and of our residents.

The purpose of the Scheme is to describe how Swale Borough Council will fulfil its moral, social and legal obligations to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations.

Swale Borough Council's overarching purpose is making Swale a better place. We have put in place a three year Corporate Plan with three priorities:

- A Borough to be proud of – focussing on the Council's aspirations for Swale as a physical place;
- A Community to produce of – focussing on the Council's aspirations for the people of Swale; and
- A Council to be proud of – focussing on the Council's need to develop its own organisational capacity and culture as it continually re-assesses how it can best achieve the objectives of the other two priority themes.

The Corporate Plan and priorities are further underpinned by our core values:

- **Fairness** - being objective to balance the needs of all those in our community;
- **Integrity** - being open, honest and taking responsibility;
- **Respect** - embracing and valuing the diversity of others;
- **Service** - delivering high quality, cost effective public service; and
- **Trust** - delivering on our promises to each other, customers and our partners.

We have tried through this Scheme to focus more on what is important to Swale's community than on internal Council processes, although these are still important as reflected in the Scheme's objectives.

Our first equality objective – Supporting integration and cohesion in our local communities – is designed to foster good relations between different groups. The

second equality objective – Supporting our vulnerable residents – is about supporting Swale’s more vulnerable residents, particularly those with a disability.

Taken together, these objectives are designed to underpin the first two objectives of our Corporate Plan.

The third equality objective – Ensuring easy, clear and convenient access to our services – is about improving our customer care and working with our communities to make our services more responsive to the needs of Swale’s residents. The fourth equality objective – Promoting equality as a local employer – is about ensuring that those policies and practices that affect our staff are fair and promote equality of outcome.

Taken together, these objectives are designed to underpin the third objective of our Corporate Plan.

Looking ahead, this equality scheme sets out how our aims to make Swale a fairer place. The Borough of Swale is becoming an increasingly diverse place, and as a Council we need to tailor our services to meet those changing needs whilst providing value for money for local residents.

We also need to take a leading role in making Swale a place where everyone has equal life chances – regardless of age, race, disability, sexual orientation, religion or belief, gender, marital status, gender identity, pregnancy or maternity leave rights.

Cllr Ted Wilcox  
Cabinet Member for Performance

## Introduction

The Equality Act 2010 introduced the Public Sector Equality Duty which applies to all public bodies and any private and voluntary bodies carrying out public functions. The Duty places a legal requirement on Swale Borough Council in carrying out its functions to have regard for the need to:

- eliminate discrimination, harassment, victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

The Duty covers people with the following protected characteristics:

- age;
- race;
- disability;
- sexual orientation;
- religion or belief;
- sex;
- gender reassignment; and
- pregnancy and maternity.

The eliminating discrimination aim also covers marriage and civil partnership.

Advancing equality of opportunity between people who share protected characteristics and persons who do not includes:

- removing or minimising disadvantage suffered by people who share a relevant protected characteristic that are connected to that characteristic;
- taking 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
- encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such a person is disproportionately low.

Fostering good relations between persons who share a relevant protected characteristic and persons who do not includes tackling prejudice, promoting understanding, and may involve treating some persons more favourably than others.

Our four year equality scheme sets out how we will meet these legal requirements.

Swale Borough Council views equality, human rights and good relations between people as something that affects us all, regardless of our backgrounds, and we are committed to working closely with all those who are interested in, or affected by, our work. We see



this as an ongoing process enabling individuals and organisations to influence and shape our work.

## **The scheme**

This four year equality scheme covers the period July 2016 to July 2020, is closely linked to our Corporate Plan<sup>1</sup> and describes how Swale Borough Council will fulfil its moral, social and legal obligations to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations.

## **Council Services**

Swale Borough Council is one of 12 districts, which together with Kent County Council and Medway Unitary Authority comprise the local authorities within Kent. Local authorities are created by Acts of Parliament and their powers are determined by Parliament.

Councils provide three types of service to their communities:

- **statutory services** – these are services that councils must provide as set out in legislation such as refuse collection;
- **regulatory services** – this is the name given to a group of services which exist to ensure public, consumer, environmental and worker protection and includes services such as development control and licensing; and
- **discretionary services** – these are services that councils may choose to provide such as leisure and tourism.

## **Profile of Swale Borough Council**

The Council is made up of 47 elected councillors, who represent 24 wards. The last local elections were held on 7 May 2015 and coincided with the UK Parliamentary elections. The current political balance on the Council is Conservative 32 seats, United Kingdom Independence Party nine seats, Labour four seats, and Independent Group two seats. As a result, the Conservative Party form the Administration of the Council, and are likely to through to the next local government elections in 2019.

The whole council comes together to decide on the most important issues, but day-to-day political leadership is undertaken by a smaller group of councillors known as the Cabinet.

Councillors have an important role to play in representing the interests of their wards, scrutinising the Cabinet's decisions, and contributing to the development of policy.

With an annual gross expenditure of £26.8 million of public money, we need to be absolutely sure that the money we spend is going to achieve the maximum possible benefit for the Borough. To help us do this, we have set ourselves three priorities which were developed to ensure that we focussed on what really matters to local people.

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<sup>1</sup> **Swale Borough Council: Make Swale a better place – Corporate Plan 2015-2018**

Following a thorough analysis of all the relevant evidence available, including what our residents told us was important to them, we set the following Priority Themes and Objectives in our Corporate Plan for the period 2015-2018:

<b>Priority Theme 1: A Borough To Be Proud Of</b>	
<b>Objective</b>	
1.1	Deliver major regeneration projects
1.2	Enhance the Borough's economic and tourism offer
1.3	Keep Swale clean and tidy
1.4	Protect and improve the natural and built environments
1.5	Lobby for better roads and transport
<b>Priority Theme 2: A Community To Be Proud Of</b>	
<b>Objective</b>	
2.1	Foster economic growth and prosperity for all
2.2	Encourage active communities and support the voluntary sector
2.3	Reduce crime and disorder
2.4	Use our influence to ensure local skills are matched to local jobs
2.5	Work collaboratively to improve health and mental health
<b>Priority Theme 3: A Council To Be Proud Of</b>	
<b>Objective</b>	
3.1	Improve residents' perceptions and customers' experiences
3.2	Ensure that Swale's internal governance and decision-making are second to none
3.3	Encourage innovation at every level
3.4	Strengthen our financial and political resilience
3.5	Enhance our capacity for achieving outcomes collaboratively

### **Profile of Swale**

The Borough of Swale enjoys a great location on the North Kent coast, within easy reach of London but set in rolling Kentish countryside, less than 30 miles from the Channel Tunnel. With an area of 140 square miles and a population of 140,800, Swale includes the towns of Sittingbourne and Faversham, the Isle of Sheppey, and an extensive rural hinterland. The Borough is proud of the quality of its natural environment, and contains a large number of protected sites of scientific interest and outstanding natural beauty.

Much of the Borough's traditional employment has been low-skilled, which has left a legacy in some areas of low ambitions and relatively high deprivation. Swale has a growing population, with increasing demand for new homes, jobs and services, which needs to be managed in a fair and sustainable way. Along with many of our partners, this is a key role for the Borough Council.

### **Our evidence base**

In developing our equality scheme we have gathered evidence from a number of sources to determine the key characteristics of our equality and diversity if Swale's population. The key evidence has been drawn from the following sources:

- Kent County Council Business Intelligence Statistical Bulletins:
  - [2011 Census: Cultural diversity in Kent – January 2013](#)
  - [2014 Mid-Year Population Estimates: Age and gender profile – July 2015](#)
  - [Disability in Kent – September 2015](#).
- Office for National Statistics:
  - Marital and Civil Partnership Status, local authorities in England and Wales – December 2012
- Department for Work and Pensions:
  - NOMIS – labour market statistics.
- Local Area Perception Survey:
  - an annual postal survey on behalf of the council to provide a statistically robust way of assessing Swale residents' views and priorities.

The detailed data which has informed this strategy can be found in Appendix I.

## **Our Equality Priorities**

We have identified the following three key priorities for our equality scheme:

- Equality Objective One: Supporting integration and cohesion in our local communities
- Equality Objective Two: Supporting our vulnerable residents
- Equality Objective Three: Ensuring easy, clear and convenient access to our services
- Equality Objective Four: Promoting equality as a local employer

## **Equality Objective 1: Supporting integration and cohesion in our local communities**

This objective is about fostering good relations between different groups.

### **Background**

Through our annual residents survey, over three-quarters of people in Swale have told us that they are generally satisfied with their local area as a place to live. However, only two thirds of those surveyed believed that Swale is a place where people from different backgrounds get on well together.

Swale has a growing population<sup>2</sup> with more and more people coming to live here from other areas of the UK. The data also shows that people of other ethnic backgrounds, including Black and Minority Ethnic (BME) people and people from the European Union Accession States<sup>3</sup>, are part of this population growth.

As a council, we need to ensure that all communities feel safe, have equal access to our services, and that our services are designed to avoid any discrimination on people with a protected characteristic. Furthermore, we want to foster good relations between people who share a protected characteristic and people who do not by tackling prejudice and promoting understanding. This is best served by incorporating a specific equality objective aimed at tackling these issues.

### **Key actions**

We will aim to achieve this objective over the next four years by:

- fulfilling our community leadership role;
- consulting, involving and engaging representative networks covering all equality areas to help inform our future activities;
- continuing to tackle crime, disorder and anti-social behaviour through the Swale Community Safety Partnership;
- implementing the Swale PREVENT Action Plan to fulfil our duty to have due regard to the need to prevent people from being drawn into terrorism;
- continuing to promote and support the Swale Youth Forum;
- ensuring effective implementation of the Troubled Families programme;
- continuing to encourage the number of people giving their time to help others in Swale by supporting the voluntary and community sector;
- continuing to support community-led initiatives (eg. Neighbourhood Planning) which encourage communities themselves to work together to solve issues locally;

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<sup>2</sup> See Appendix I for detailed information

<sup>3</sup> From 2001 Cyprus, Czech Republic, Estonia, Hungary, Latvia, Malta, Slovakia and Slovenia and from 2007 Bulgaria and Romania

- continuing to use the local Health and Wellbeing Board to influence the local health and public health agendas; and
- continuing to enable healthier lifestyles and physical activity through the implementation of the Sport and Physical Activity Framework for Swale and the Indoor Sports Strategy 2015-25.

## **Equality objective 2: Supporting our vulnerable residents**

This objective is about supporting Swale's more vulnerable residents, particularly those with a disability.

### **Background**

A major area where Swale's equality and diversity profile is different is disability. There is no single measure of the number of people with a disability. The definitions of disability vary and often rely on an individual's perception of their own health; a condition that one person considers disabling is not necessarily considered in the same way by another with the same condition.

At the time of the 2011 Census, Swale was among the highest district in Kent where people live with a long term health problem or disability. Swale is above the average for all Kent districts in this respect, and higher than the average for the South East and England and Wales.

Variations in lifestyle choices and in access to opportunities to improve health mean that average life expectancy is up to 10 years lower in the Borough's worst-off neighbourhoods than in its more affluent.

As a result of Swale having a higher percentage of residents either with a long term health problem or disability, and more claiming disability benefits than the average for Kent, South East and national averages, we have decided to set a specific equality objective to support this section of our population.

### **Key actions**

We will aim to achieve this objective over the next four years by:

- continuing to support Swale's elderly and vulnerable residents through programmes such as the Staying Put service;
- supporting partners to improve health and reduce hospital admissions through effective home adaptations and by improving conditions in privately rented homes;
- supporting households in most housing need to access affordable homes, whilst promoting choice and developing sustainable communities through the provisions of a fair and transparent system to prioritise the allocation of social homes in Swale through the Housing Allocations Policy;
- providing assistance to households where no one living at the property is able to physically move their refuse or recycling to the boundary for collection; and
- actively supporting victims of domestic abuse through the Swale Community Safety Partnership, and voluntary organisations such as Swale Action to End Domestic Abuse (SATEDA).

### **Equality objective 3: Ensuring easy, clear and convenient access to our services**

This objective is about improving our customer care and working with our communities to make our services more responsive to the needs of all of Swale's residents.

#### **Background**

The provision of excellent customer care is very important to Swale Borough Council and something that we are working to improve further. One of our priority themes, stated in our Corporate Plan, is "a Council to be proud of" and this describes our focus in terms of our approach to customer contact and the provision of consistently high standards of customer service.

We will continue to provide a choice of access to our services through a balance of cost-effective and convenient options, and pursue initiatives to improve customer service at reduced cost, including self-service options where appropriate.

Although our equality and diversity profile is broadly similar to other local authorities in Kent and the South East, we recognise that a 'one size fits all' approach to service delivery is not the right approach. Therefore, when designing services we will focus on the diverse needs of Swale residents by consulting service users and through the use of tools such as Community Impact Assessments.

#### **Key actions**

We will aim to achieve this objective over the next four years by:

- providing a choice of access to our services through a balance of cost-effective and convenient options, and pursue initiatives to improve customer service at reduced cost (eg. face-to-face, electronic, phone or written letter depending on customer need);
- delivering high levels of customer satisfaction with our services;
- treating all of our customers with respect by being polite, welcoming and courteous;
- continuing to improve accessibility of our working practices and buildings;
- providing Council documents in alternatives formats, i.e. large print, audio, different language;
- consulting on the webcasting of Council meetings;
- retaining the industry-standard accreditation Customer Service Excellence for a range of our services;
- promoting opportunities to bid for Council contracts among local voluntary/ community organisations, and using social value criteria when assessing tenders to ensure fair competition;
- maintain our procurement framework to continue to ensure that suppliers can demonstrate their commitment to equality; and



- endeavour to have greater consideration of cultural diversity when commissioning new services.

## **Equality objective 4: Promoting equality as a local employer**

This objective is about ensuring that those policies and practices that affect our staff are fair and promote equality of outcome.

### **Background**

Members of staff have rights in their capacity as employees. We want to enable all our staff to be fully involved in the Council's work, to protect them from unfair treatment, to uphold our obligations to provide job descriptions, work plans, appraisals and related performance and monitoring systems, and to give the support, development opportunities and training.

To inform our key actions we have gathered evidence from our equality monitoring data, equality impact assessments, and consultation with staff, including our staff survey. The key equality and diversity characteristics for Swale Borough Council employees are at Appendix II.

### **Key actions**

We will aim to achieve this objective over the next four years by:

- promoting a workplace environment where all of our staff are treated with dignity and respect;
- encouraging the diversity of our staff to reflect the communities we serve across all the equality characteristics, and will continue to monitor our workforce profile;
- adopting non-discriminatory practices;
- retaining industry-standard accreditations such as Investors in People; and
- continuing to provide our staff and councillors with relevant on-going training and development on equality and diversity issues.

## **Community Impact Assessments**

A Community Impact Assessment (CIA) is a document that summarises how the Council has had due regard to the Public Sector Equality Duty in decision-making.

The Council undertakes CIAs whenever it is changing, removing or introducing a new service, policy or function.

## **Responsibility and Accountability**

The Council is ultimately responsible for delivering the General and Specific Duties set out in the Equality Scheme.

Our Chief Executive has overall accountability for making sure that we carry out the actions in this scheme. However, actions have been allocated to the relevant Directors and Heads of Service across the council, and they are responsible for carrying these out and reporting on progress.

The Scheme will be monitored, and regular progress reports will be made to the Strategic Management Team.

## **Publication**

This 2016-2020 scheme will be available on our website. A summary of this document will be made available in alternative formats on request.

## **How to give us feedback about the Scheme**

We welcome feedback on any aspect of our Equality Scheme and more generally on our approach to equality and inclusion. You can contact us at [policyteam@swale.gov.uk](mailto:policyteam@swale.gov.uk)

At Swale Borough Council we value what our customers think about us. We would therefore be very grateful if you would provide us with feedback about our services and in fact anything relating to the Council be it good or bad.

Members of the public who feel that they have experienced unlawful discrimination in the way they have been treated by the council may make a complaint through the corporate complaints procedure. The council promises to take all complaints seriously, and will not accept discrimination of any kind. The council will also monitor complaints to see whether we are meeting our equality duties.

The Members' Code of Conduct deals with complaints about the conduct of elected Members. Members who experience unlawful discrimination can alert the council through the grievance procedure.

If you feel the Council has not delivered its services to your satisfaction and would like to complain, there is a four step complaints process which is free to use and details can be found on the website at: <http://www.swale.gov.uk/compliments-and-complaints/>

## Swale – Equality and diversity key characteristics

<b>AGE AND GENDER<sup>4</sup></b>
<p><b>Key observations</b></p> <ul style="list-style-type: none"> <li>▪ The 45-49 age group is the highest proportion of Swale's population (7.5%)</li> <li>▪ The 90+ age group is the smallest proportion of the population (0.7%)</li> <li>▪ 50.6% of the population in Swale are female and 49.4% are male</li> </ul>

The source of data for these observations is Kent County Council's Business Intelligence Statistical Bulletin: 2014 Mid-Year Population Estimates – Age and gender profile: July 2015. This is in turn based on information published by the Office for National Statistics compiled from the 2011 Census.

### Total population

Swale is the third most populous district in Kent. Swale's population has been growing for over 20 years as a result of migration (i.e. more people entering the borough than leaving it), coupled with an increase in natural change (i.e. increased life expectancy with less people dying and an increase in the number of births). Swale is no different from most other Kent districts in this respect.

	<b>Swale</b>		<b>Kent districts</b>	
<b>Population</b>	140,800		1,510,400	
	Males	Females	Males	Females
<b>No.</b>	69,600	71,200	740,100	770,300
<b>%</b>	49.4%	50.6%	49.0%	51.0%

### Population growth

In the early 1990s, all areas of Kent including Swale experienced net outward migration – i.e. more people were leaving the county than entering it, and with all population growth attributed to positive natural change – i.e. more births than deaths. From mid-1993 onwards, Swale<sup>5</sup> and the other Kent districts began to experience net inward migration (more people entering the county than leaving), and the rate of this net migration has been the predominant factor in Swale's population growth ever since.

<b>Swale population growth since 1994</b>	
1994	116,800
2004	125,900
2014	140,800

<sup>4</sup>2014 mid-year population estimates – ONS, 25/06/15

<sup>5</sup> Kent County Council interactive populations estimates toolkit

## Mean age

There are more females than males in Swale, but this pattern is seen across Kent. Swale has the least percentage difference between females and males in Kent. Similarly, the male/female ratio changes with age. On the whole, there are more males compared with females in the younger age groups, but as age increases there become more females to males.

	Swale			Kent districts		
	Total persons	Males	Females	Total persons	Males	Females
<b>Mean age</b>	40.1	39.2	41.0	40.7	39.6	41.7

## Swale 2014 Mid-year Population Estimates by five-year Group and Gender

	Total persons		Males		Females	
	No.	% of total population	No.	%	No.	%
<b>All ages</b>	140,800	-	69,600	49.4%	71,200	50.6%
<b>0-4</b>	9,200	6.5%	4,700	51.8%	4,400	48.2%
<b>5-9</b>	8,900	6.3%	4,600	51.8%	4,300	48.2%
<b>10-14</b>	8,200	5.8%	4,200	51.1%	4,000	48.9%
<b>15-19</b>	8,900	6.3%	4,600	51.1%	4,400	48.9%
<b>20-24</b>	8,000	5.7%	4,300	53.1%	3,800	46.9%
<b>25-29</b>	8,200	5.8%	4,000	49.2%	4,200	50.8%
<b>30-34</b>	8,500	6.1%	4,100	48.1%	4,400	51.9%
<b>35-39</b>	7,900	5.6%	3,800	48.2%	4,100	51.8%
<b>40-44</b>	9,400	6.6%	4,600	49.1%	4,800	50.9%
<b>45-49</b>	10,600	7.5%	5,200	49.2%	5,400	50.8%
<b>50-54</b>	10,100	7.2%	5,100	50.0%	5,100	50.0%
<b>55-59</b>	8,700	6.2%	4,500	51.1%	4,300	48.9%
<b>60-64</b>	8,100	5.8%	4,000	49.7%	4,100	50.3%
<b>65-69</b>	9,000	6.4%	4,400	48.7%	4,600	51.3%
<b>70-74</b>	6,200	4.4%	3,000	48.5%	3,200	51.5%
<b>75-79</b>	4,700	3.4%	2,200	47.4%	2,500	52.6%
<b>80-84</b>	3,200	2.3%	1,300	41.7%	1,900	58.3%
<b>85-89</b>	1,900	1.4%	700	37.9%	1,200	62.1%
<b>90+</b>	1,100	0.7%	300	25.4%	800	73.6%

## Kent districts 2014 Mid-year Population Estimates by five-year Group and Gender

	Total persons		Males		Females	
	No.	% of total population	No.	%	No.	%
<b>All ages</b>	1,510,400	-	740,100	49.0%	770,300	51.0%
<b>0-4</b>	91,700	6.1%	47,100	51.4%	44,600	48.6%
<b>5-9</b>	91,800	6.1%	47,200	51.4%	44,600	48.6%
<b>10-14</b>	87,100	5.8%	44,600	51.2%	42,500	48.8%
<b>15-19</b>	94,900	6.3%	48,500	51.1%	46,400	48.9%
<b>20-24</b>	92,900	6.2%	47,100	50.7%	45,800	49.3%
<b>25-29</b>	87,400	5.8%	43,800	50.2%	43,600	49.8%
<b>30-34</b>	87,300	5.8%	41,900	48.1%	45,300	51.9%
<b>35-39</b>	85,700	5.7%	41,700	48.7%	44,000	51.3%
<b>40-44</b>	102,100	6.8%	49,800	48.8%	52,200	51.2%
<b>45-49</b>	112,800	7.5%	55,800	49.5%	57,000	50.5%
<b>50-54</b>	105,500	7.0%	52,500	49.7%	53,000	50.3%
<b>55-59</b>	91,300	6.0%	45,200	49.4%	46,200	50.6%
<b>60-64</b>	85,500	5.7%	41,700	48.8%	43,700	51.2%
<b>65-69</b>	93,900	6.2%	45,500	48.5%	48,400	51.5%
<b>70-74</b>	67,200	4.5%	32,100	47.7%	35,200	52.3%
<b>75-79</b>	53,400	3.5%	24,700	46.3%	28,700	53.7%
<b>80-84</b>	40,000	2.6%	17,000	42.7%	22,900	57.3%
<b>85-89</b>	25,000	1.7%	9,500	37.8%	15,500	62.2%
<b>90+</b>	15,000	1.0%	4,200	28.3%	10,800	71.7%

## Ethnicity

### Key observations

- The white ethnic group is the largest group within Swale (96.6%)
- Of these, 92.9% are White English, Welsh, Scottish or Northern Irish; 0.6% are Irish, 0.5% are Gypsy or Irish Traveller; and 2.6% are from other white ethnic groups
- Black and Minority Ethnic (BME) residents account for 3.4% of Swale residents, and the Borough has the second lowest number and proportion of residents from a BME group in Kent
- BME groups in Swale consist of mixed/ multiple ethnic groups (1.2%), Asian/ British Asian (1.2%), Black/African/Caribbean/Black British (1%); and other ethnic groups (0.1%)

The source for these observations is Kent County Council's Business Intelligence Statistical Bulletin, Census 2011: Cultural Diversity in Kent – January 2013, and the Office for National Statistics 2014 Mid-Year Populations Estimates.

Swale's population is overwhelmingly white British, more so than other Kent districts. Although it is not possible to separate out how many people born in the EU Accession States live in Swale from those born in other countries of the world, taken together these groups increased by 12 percent between the 2001 and 2011 censuses, representing the largest annual rate of change for any ethnicity during that period.

The largest Black and Minority Ethnic group are Black Africans, making them the largest ethnic group in Swale. The next largest ethnic group are Gypsy and Irish Travellers.

Swale has the largest proportion of population born in England in Kent, and has 97 per cent of households where all occupants have English as their main language. This too is the highest proportion of all local authority areas in Kent, and is significantly higher than the regional and national averages.

Swale still has a relatively small number of Black and Minority Ethnic (BME) residents compared with the national average. As a result of changes to questions which have been included in each Census since 1991, it is not possible to give an accurate and comparable time series of whether the various groups within this broad ethnic category have increased or decreased in numbers over the years.

However, Kent's BME population has increased by 275 percent over the past twenty years, which is higher than the regional figure of 269 percent, and the rate for England of 166 percent. Since 1991, Swale's BME population has increased by 301 percent, which is slightly higher than the county average.

<b>Swale BME population 1991 to 2011<sup>6</sup></b>	
1991	1,166
2001	2,285
2011	4,680

The other ethnic group which is growing in Swale is the number of people from countries that joined the European Union (EU) in 2004 (i.e. the Accession States - Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia, plus Bulgaria and Romania who joined in 2007).

Of those Kent residents who were born in the EU, the majority (25,872 people or 1.8 percent) were born in countries which were part of the EU after April 2001. 20,778 people, or 1.4 percent, were born in countries which were part of the EU before April 2001. 5.4 percent of Kent residents were born in countries outside of the UK and the EU. This is considerably lower than the national figure of 9.4 percent for England, or the regional figure of 7.7 percent for the South East.

Swale's average annual rate of change in the number of residents who were not born in the UK or in any of the EU states which were part of the EU before 2004-07 was 12 percent between 2001 and 2011, slightly higher than the equivalent figure for Kent as a whole (11 percent), and half as much again than the figure for England (8 percent).

Swale's 2015 Local Area Perception Survey showed that 66 percent of those surveyed believed that the local area is a place where people from different backgrounds get on well together. This is unchanged from the previous survey undertaken in 2014, but the results of both the 2014 and 2015 surveys showed a statistically significant improvement in this area compared with previous years.

The Local Area Perception Survey results also show that the proportion of residents who have given unpaid help to a club, society or organisation at least once a month in the past year has risen.

With the exception of disabled people (see Objective 2), Swale has a similar equality and diversity profile to other Kent districts in respect of the other protected characteristics of age and gender, religion or belief, and marital status.

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<sup>6</sup> Kent County Council Business Intelligence Statistical Bulletin – 2011 Census: Cultural diversity in Kent



**Percentage of population by detailed ethnic category in Kent districts, the South East and England – Census 2011**

	<b>Swale</b>	<b>Kent districts</b>	<b>South East</b>	<b>England</b>
<b>White</b>				
English/Welsh/Scottish/ Northern Irish/British	92.9%	89.1%	85.2%	79.8%
Irish	0.6%	0.7%	0.9%	1.0%
Gypsy or Irish Traveller	0.5%	0.3%	0.2%	0.1%
Other white	2.6%	3.6%	4.4%	4.6%
<b>Mixed/multiple ethnic groups</b>				
White and black Caribbean	0.4%	0.4%	0.5%	0.8%
White and black African	0.2%	0.2%	0.3%	0.3%
White and Asian	0.3%	0.5%	0.7%	0.6%
Other mixed	0.3%	0.4%	0.5%	0.5%
<b>Asian/Asian British</b>				
Indian	0.4%	1.2%	1.8%	2.6%
Pakistani	0.1%	0.2%	1.1%	2.1%
Bangladeshi	0.2%	0.2%	0.3%	0.8%
Chinese	0.2%	0.4%	0.6%	0.7%
Other Asian	0.3%	1.2%	1.4%	1.5%
<b>Black/African/Caribbean/ Black British</b>				
African	0.7%	0.8%	1.0%	1.8%
Caribbean	0.2%	0.2%	0.4%	1.1%
Other black	0.1%	0.1%	0.2%	0.5%
<b>Other ethnic group</b>				
Arab	0.0%	0.1%	0.2%	0.4%
Any other ethnic group	0.1%	0.4%	0.4%	0.6%

**Percentage of population by country of birth in Kent districts, the South East and England – Census 2011**

	<b>Swale</b>	<b>Kent districts</b>	<b>South East</b>	<b>England</b>
England	92.5%	88.6%	84.4%	83.5%
Northern Ireland	0.3%	0.4%	0.4%	0.4%
Scotland	0.9%	1.2%	1.6%	1.3%
Wales	0.6%	0.7%	1.1%	1.0%
Republic of Ireland	0.5%	0.6%	0.7%	0.7%
Other EU: Member countries in March 2011	0.9%	1.4%	1.9%	1.7%
Other EU: Accession countries April 2001 to March 2011	1.6%	1.8%	1.8%	2.0%
Other countries	2.8%	5.4%	7.7%	9.4%

**2001 to 2011 percentage annual rate of change in country of birth of residents in Kent districts, the South East and England – Census 2011**

	<b>Swale</b>	<b>Kent districts</b>	<b>South East</b>	<b>England</b>
England	0.9%	0.7%	0.4%	0.3%
Northern Ireland	-0.1%	-0.3%	-0.6%	-0.4%
Scotland	-1.3%	-0.9%	-1.2%	-1.1%
Wales	-2.8%	-2.1%	-1.8%	-1.7%
Republic of Ireland	0.1%	-0.2%	-0.8%	-1.4%
Other EU: Member countries in March 2001	0.8%	1.4%	1.3%	2.9%
Other countries (includes EU Accession countries plus the rest of the world)	12.0%	10.9%	8.5%	7.8%

**Proportion of households by main language in Kent local authority districts, Kent, the South East and England – Census 2011**

	<b>Swale</b>	<b>Kent districts</b>	<b>South East</b>	<b>England</b>
All people aged 16 and over in household have English as a main language	97.0%	94.4%	93.2%	90.9%
At least one but not all people aged 16 and over in household have English as a main language	1.4%	2.3%	3.2%	3.9%
Non people aged 16 and over in household but at least one person aged 3 to 15 has English as a main language	0.2%	0.4%	0.5%	0.8%
No people in household have English as a main language	1.4%	2.5%	3.1%	4.4%

## DISABILITY

### Key observations

- 18.6% of residents in Swale have a limiting long term illness - this is above the Kent average (17.6%), the South East (15.7%), and England and Wales (17.9%) averages
- 9.0% of people claim a disability related benefit in Swale - this is above the Kent (7.6%), South East (6.4%), and England and Wales (8.0%) averages

The sources for these observations are Kent County Council's Business Intelligence Statistical Bulletin, Disability in Kent – September 2015, and the Department for Work and Pensions Disability Benefit Claimant data – February 2015.

There is no single measure of the number of people with a disability. The definitions of disability vary and often rely on an individual's perception of their own health. The data provided here relates to the number of people with a disability or a disabling condition.

At the time of the 2011 Census, Swale was the fourth highest district in Kent for having the most people with a long term health problem or disability. Swale is a percentage point above the average for all Kent districts in this respect, and higher than the average for the South East and England and Wales.

The percentage of people in Swale claiming a disability benefit as at February 2015 equates to 12,629 claimants. The percentage is above the Kent, South East and England and Wales averages, and the fourth highest of the Kent districts.

### People with a long term health problem or disability<sup>7</sup>

	Swale	Kent districts	South East	England and Wales
<b>Total</b>	135,835	1,463,730	8,634,750	56,075,912
<b>% of all people with long-term health problem or disability</b>	18.6%	17.6%	15.7%	17.9%
<b>% of all people without long-term health problem or disability</b>	81.4%	82.4%	84.3%	82.1%

### Total disability benefits claimants, February 2015<sup>8</sup>

	Swale	Kent districts	South East	England and Wales
<b>% of total population</b>	9.0%	7.6%	6.4%	8.0%

<sup>7</sup> 2011 Census, Office for National Statistics

<sup>8</sup> NOMIS – Department for Work and Pensions



## Religion or belief

### Key observations

- In Swale, the highest proportion of people (63%) state their religion as Christianity
- A higher proportion of people in Swale say they are Christian or have no religion than the average for Kent
- After no religion (28.8%), a greater proportion of people in Swale state they are Muslims (0.6%) than any other religion, although this figure is lower than the average for Kent (1%), the South East (2.3%), and England and Wales (5%)

The source for these observations is Kent County Council's Business Intelligence Statistical Bulletin, Census 2011: Cultural Diversity in Kent – January 2013.

In 2011, Christianity remains the largest religion in Swale, and this is a similar picture to the average for Kent, the South East, and England and Wales. There are significantly fewer people in Swale who stated their religion as Buddhist, Hindu, Jewish, Muslim, Sikh or other non-Christian religion than in the South East region or England and Wales.

### Religion in Swale, Kent districts, South East and England – Census 2011

	Swale	Kent districts	South East	England and Wales
<b>Christian</b>	63.0%	62.5%	59.8%	59.4%
<b>Buddhist</b>	0.2%	0.5%	0.5%	0.5%
<b>Hindu</b>	0.3%	0.7%	1.1%	1.5%
<b>Jewish</b>	0.1%	0.1%	0.2%	0.5%
<b>Muslim</b>	0.6%	1.0%	2.3%	5.0%
<b>Sikh</b>	0.1%	0.7%	0.6%	0.8%
<b>Other religion</b>	0.4%	0.4%	0.5%	0.4%
<b>No religion</b>	28.8%	26.8%	27.2%	24.7%
<b>Religion not stated</b>	6.6%	7.3%	7.4%	7.2%

## Marriage and civil partnerships

### Key observations

- 31.1% of residents in Swale are single
- 48.3% of residents are married
- 10% of Swale residents are divorced
- 7% are widowed
- 3.2% are separated
- 0.2% are in a registered same sex partnership.

The source for these observations are the 2011 Census: Key Statistics for local authorities, published in December 2012 by the Office for National Statistics.

There is no data available on the number of people in Swale whose sexual orientation is to their own sex, to the opposite sex, or to both sexes. Similarly there is no data available on the number of people in Swale who are going through or have gone through gender reassignment.

However, the 2011 Census gathered information for the first time on Civil Partnerships, and this showed that 197 people stated in the Census that they were in a Civil Partnership, which equates to 0.2% of Swale's adult population.

Swale has a similar profile to Kent, the South East and nationally in terms of marital and civil partnership status.

### Marital and civil partnership status – Census 2011

	Swale	Kent districts	South East	England
<b>Single</b>	31.1%	31.3%	31.9%	34.6%
<b>Married</b>	48.3%	48.8%	49.3%	46.6%
<b>In a registered same sex partnership</b>	0.2%	0.2%	0.2%	0.2%
<b>Separated</b>	3.2%	2.8%	2.5%	2.5%
<b>Divorced</b>	10.0%	9.6%	9.1%	9.0%
<b>Widowed</b>	7.0%	7.3%	6.9%	6.9%

### Swale Borough Council workforce – Equality and diversity key characteristics<sup>9</sup>

- 71 per cent of the Swale Borough Council workforce are female, much higher than the proportion of economically active women in the Swale workforce as a whole which is around 46 per cent
- 4.6 per cent of our workforce describe themselves as having a disability, compared with 8 per cent of the economically active Swale population who describe themselves as having a disability
- 1.8 per cent of our workforce are from black and minority ethnic groups compared to 3.1 per cent of the economically active Swale population from black and minority ethnic groups
- Just over 30 per cent of staff are aged 20 to 39, with 2.5 per cent aged 16 to 19 and the remainder (just over two thirds) aged 40 or above. 8.6 per cent of staff are over 60
- A third of staff did not wish to give details of their sexual orientation but 63.8 per cent stated that they were heterosexual, 0.9% as gay or lesbian and 0.3 per cent as bisexual
- Just under a third of staff did not wish to give details of their religion or belief. 40.6 per cent of staff gave their religion as Christian, 24.5% stated they had no religion or belief, 0.6% stated they were Muslim, 0.3% stated they were Sikh and 1.2% stated their religion or belief was not any of these, nor Buddhist, Hindu or Jewish.

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<sup>9</sup> Swale Borough Council People Performance Management report: 1 January 2016 and NOMIS datasets, Office for National Statistics

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