

# Why do we do equality monitoring?



Equality monitoring is about making sure that everyone is treated fairly, no matter who they are or where they come from.



It is against the law to treat someone differently because of a protected characteristic.

This is something about you like your age, disability, religion and so on.



The service you receive is funded by Bradford Council.

It is our responsibility to make sure that the service is accessible for everyone, whatever their protected characteristic.



Collecting information from you helps us to understand how these services are working and how we can make them better.



We want everyone to receive a good service and to be treated fairly.



All of the information you share with us will be kept private.

We will not share it with anyone outside of the council.



You do not need to answer any questions you are not comfortable with.



You can choose the option that says “prefer not to say” or just leave the question blank.

# How will we use the information?



The equality monitoring information will be used as part of our contract management work.

If we see that there are less people from some backgrounds using the service, we will work with the provider to try to find out why.



We will then work to make sure everyone from all backgrounds gets the most out of the service.

If a provider is doing a good job of making their service accessible to everyone, we will learn from this in other services.



When a contract is ending, we will review the service and use what we find to help us plan and design services for the future.



We will use it to make sure support staff at the service are from the same backgrounds as the people using it.

If they are not, we will make sure they have the right training to support people from different backgrounds.

# Why are we asking for this information?



## Question – what is your age?

Age is a protected characteristic.

People may want different things at different times in their lives.

Understanding how old people are when they use services helps us to make sure providers think about those difference.



## Question – what is your ethnicity?

Ethnicity is the background that you come from.

It is a protected characteristic.

People can be treated differently because of their ethnicity.

Bradford is an ethnically diverse district, there are lots of people from different backgrounds who live here.

We need to make sure our services are welcoming to everyone.

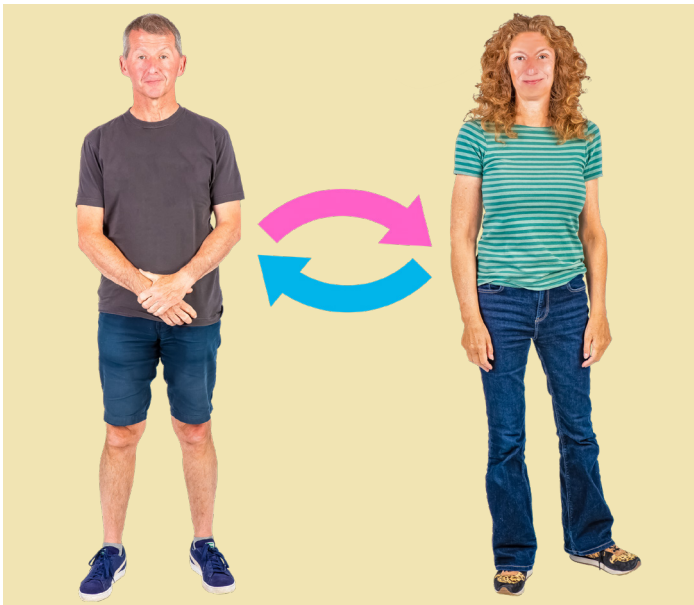


**Question – what gender do you identify as?**

Sex is a protected characteristic.

We know that people may identify as different genders.

We want to make sure our services meet the needs of men, women and other gender identities.



**Question – is your gender the same as when you were born?**

Gender reassignment is a protected characteristic.

We want to understand if people whose gender is different to when they were born are getting access to services.



**Question – do you have any disabilities?**

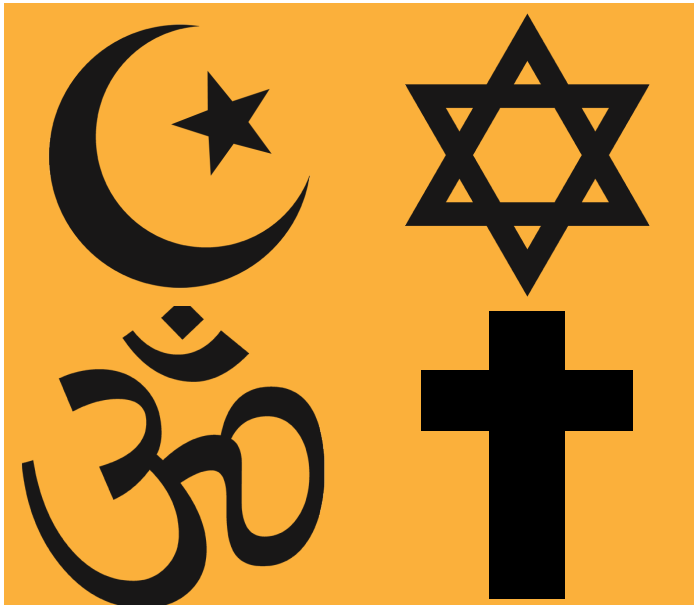
Disability is a protected characteristic.

Many of our services are targeted to support people with specific disabilities like learning disabilities, physical disabilities, and mental health issues.



But we know that some people may have a range of different conditions that affect how they live their lives.

By understanding these we can make adjustments to make our services accessible.



**Question – what is your religion?**

Religion is a protected characteristic.

Understanding what religion people practice will help our services to respond to the way they provide support.



**Question – are you pregnant at the moment or have you been pregnant in the last 12 months (year)?**

Being pregnant or recently having a baby is a protected characteristic.

This might affect the type of support you need.



**Question – which of the following best describes your sexual orientation?**

Sexual orientation is a protected characteristic.

People can face discrimination.

We need to make sure everyone feels welcome in services.



**Question – were you in care as a child?**

This is not a protected characteristic but people who were in care often have poorer outcomes in their adult life.

Understanding this will help us to check if services are making a positive difference.



**Question – are you a carer?**

This is not a protected characteristic but the council knows that this can be a barrier to accessing support.

Understanding if people who use services are also carers will help us to make sure the barriers are removed.



**Question – where do you live?**

**Please tell us your postcode?**

Understanding where people live will help us to make sure we have the right services all across the Bradford District.

It will also help to make sure the services are best to serve the people who live there.