

Equality Needs Analysis

2016-17

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1. Executive Summary

Executive Summary: Each year the council produces an Equality Needs Analysis that looks across all services and employment to identify how the council has improved in addressing Equality and Diversity.

The Equality Needs Analysis forms part of the council's statutory duty under the Equality Act (2010), which requires equal treatment on the grounds of ethnicity, age, gender, disability, marital status, sexual orientation, maternity, gender reassignment and religion/belief. These nine areas are described in the Equality Act as 'protected characteristics'.

The Equality Needs Analysis aims to:

- Demonstrate improvements in the previous year and priorities for the year ahead;
- Outline key information held by the council relevant to the Equality Duty;
- Link the analysis to the council's Equality Objectives, which were set in 2012;
- Summarise key trends.

The overall picture for 2015 demonstrates progress in delivering the council's Equality objectives. Key highlights include:

- A demonstrable commitment to include Equality in the delivery of the Council's functions;
- Continued progress in addressing issues related to domestic violence and hate crime;
- Continued progress in addressing Equality in relation to changes in the Council's workforce, including recruitment of female firefighters.

The main focus for 2016 is to agree a new set of Equality Objectives, and ensure that in delivering on its objectives the Council takes full account of its duties under equality legislation.

This year's Equality Needs Analysis supports the delivery of the council's overall Equality Strategy: Equality for All (2012-16), and reports on progress against the Council's Equality Objectives. Additionally, the Equality Needs Analysis forms part of a suite of documents that is available to all Officers and Members to allow them to consider Equality in their deliberations.

2. Introduction and Methodology

Cumbria County Council produces an annual Equality Needs Analysis that sets out the organisation's achievements in advancing equality of opportunity, eliminating discrimination and fostering good community relations. The Equality Needs Analysis covers all services and the employment of staff.

In 2010 The Equality Act came into force and set out a number of requirements on public authorities. This includes the Public Sector Equality Duty and the requirement to publish information relating to demonstrate how the council has:

- Identified equality challenges across the organisation;
- Developed plans to mitigate any adverse impact;
- Set equality objectives based on relevant evidence;
- Demonstrated improving outcomes for individuals protected under the Equality Act.

The Equality Needs Analysis supports the delivery of Equality for All, the County Council's Equality Strategy for 2012-16. The strategy sets out how the Council plans to meet its duties under the Equality Act (2010), and in particular sets the Council's strategy in the light of:

- The social context for Equality in the UK and Cumbria;
- Key changes in policy and legislation and Equality implications;
- How Equality fits with the Council's Priorities;
- How Equality will be embedded within programmes of work.

A key part of the Council's legislative requirements includes the setting of four year Equality objectives. The aim of the Equality objectives is to set medium-long term priorities for addressing Equality as part of the delivery of the Council Plan. In 2012 the Council agreed the following objectives. This report will summarise our performance against these objectives as we come to the end of the four year cycle.

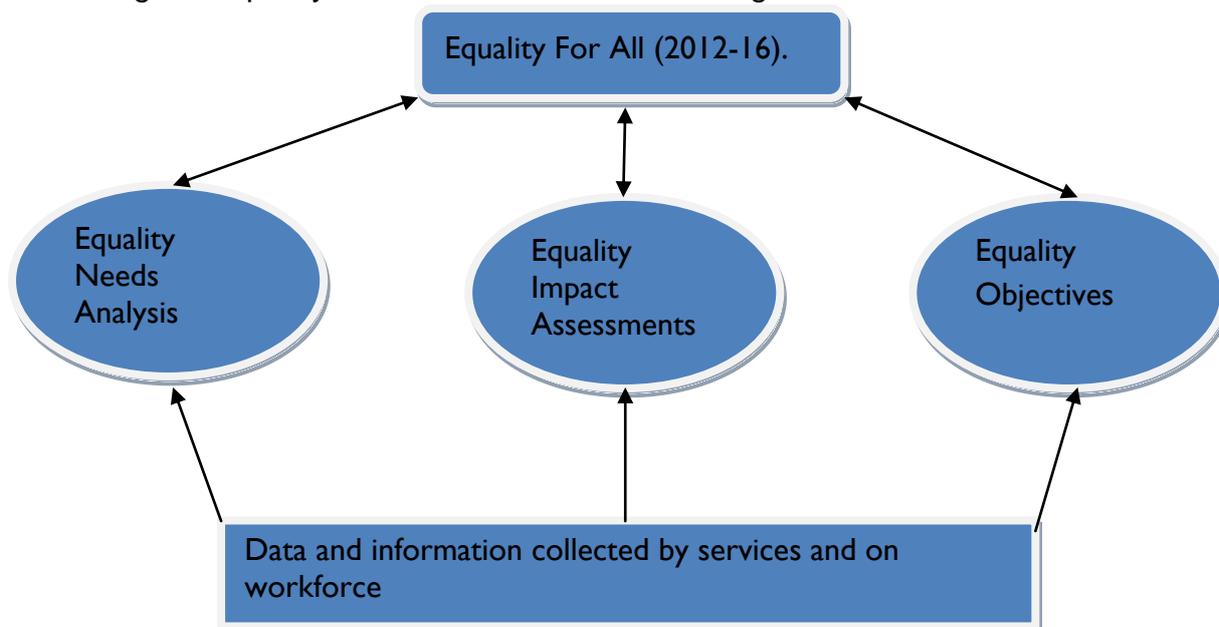
- Diffuse community tensions and promote tolerance and understanding;
- Continue progress in collection of diversity data in relation to workforce and services;
- Continue to roll out training programme introduced following the Equality Act (2010);
- Continue positive action scheme to increase numbers of women in the Fire Service;
- Improve support for victims of domestic violence;
- Improve disability access to Council premises;
- Increase personalisation of services to ensure that people have choice and control;
- Work with Gypsy Roma and Traveller families to improve access to education;
- Continue to monitor school racial incidents as part of anti-bullying activities;
- Ensure that migrants can access information about the Council in multi-lingual formats;
- Increase opportunities for young people to work for the Council;
- Include addressing homophobia in school anti-bullying work.

It is recognised that many of these objectives will be achieved gradually with improvement each year

In 2014 the Council introduced a new Council Plan. The following priorities were considered to be relevant to the Equality Duty:

- To safeguard children and ensure Cumbria is a great place to be a child and grow up;
- To ensure communities live safely and shape services locally;
- To promote health and wellbeing and tackle poverty;
- To provide safe and well maintained roads and an improved transport network;
- To Promote sustainable economic growth and create jobs;
- To support older and vulnerable people to live independent and healthy lives.

The Equality Needs Analysis forms an integral part of the council's approach to implementing the Equality Act as summarised in the diagram below.



Equality for All: This is the council's overall Equality Strategy that runs from 2012-16. The strategy sets out how the council will manage Equality through decision making, and sets Equality Objectives that are managed through the Council's Directorates. From 2016 this will be replaced with an annual report to Cabinet that outlines progress against objectives

Equality Needs Analysis: This is a statutory annual document that outlines the data held by the Council and considers how we have performed in meeting our equality objectives

Equality Impact Assessments: These are equality assessments of key decisions, such as the Council Budget, or functions carried out by the Council. EIAs are published on the Council's website.

Equality Objectives: These tackle long term equality issues as identified when Equality for All was developed. Annual updates are incorporated into the Equality Needs Analysis.

Internal Data and Information: Council services collect a range of information that can be monitored by Protected Characteristic. These are used by Directorates in developing Equality Impact Assessments and when carrying out a self-assessment of the Equality Needs Analysis.

External Data and Information: The Cumbria Intelligence Observatory publishes Equality Briefings on the Census, and hosts the Cumbria Atlas, that enables members of the public to check data at Census ward level and includes information on disability, ethnicity, age and gender.

The table below sets out the information held by Directorates that can be used in Equality Impact Assessments

Directorate	Service	Protected Characteristics	Content
Chief Executives	HR	<ul style="list-style-type: none"> • Age • Ethnicity • Gender • Sexual orientation • Disability • Religion/belief 	Staff profile, grades, part-time vs. full-time roles, absence. This is reviewed annually in line with the Council's commitment to monitor for Equal Pay.
Children's Services	Children's Social Care	<ul style="list-style-type: none"> • Age • Gender • Ethnicity • Disability 	Child placements and engagement with social care.
	Schools and Learning		Termly census information on pupils, Key Stage attainment.
Health and Care	Adult Social Care	<ul style="list-style-type: none"> • Age • Ethnicity • Gender • Sexual orientation • Disability • Religion/belief 	All people who have a care package have their diversity details monitored and this is used to assess changes to services, planning and EIAs.
	Contracts managed by Public Health		
Environment and Community Services	Libraries	<ul style="list-style-type: none"> • Age • Ethnicity • Gender • Sexual orientation • Disability • Religion/belief 	Library membership data.

3. Summary of data

This section outlines key data and information relating to Cumbria and the County Council, and sets out the main trends and issues that cut across all services. The paragraphs below set out summary changes in the past year and key issues relating to population for managers to consider.

Migration: Overall trends suggest that the rate of overseas migration to Cumbria has slowed since 2009. However evidence from Children's Services shows an increase in demand for social care and schools and education relating to numbers of migrants who have settled and formed families. In 2011 the Council conducted a survey of over 800 migrants which provided a snapshot of issues relevant to service managers, this can be found on: <http://www.cumbriaobservatory.org.uk/Population/equality.asp>

Black and Minority Ethnic People: Although Cumbria has among the fewest numbers of people from Black and Minority Ethnic people in England; the rate of increase has been above the national average. The percentage has increased from 1.8% in 2001 to 3.5% in 2011. Looking at the Council's workforce the latest percentage of Black and Minority Ethnic people is 2.45% which is in line with previous years.

Disability: In the 2011 Census the total percentage of disabled people in the county was higher than the national average at 20.3% compared to 17.9%. The highest proportion of disabled people is in Barrow with 24.7% of the population, and the lowest is Eden at 18%. Working age disabled people in the Census range from 15% in Carlisle to 30.4% in Barrow. Addressing disability equality cuts across most Council services, and will be addressed in a number of the case studies below. The latest percentage of staff declaring a disability is 1.61%.

Age 65+: In the 2011 Census the total percentage of people aged 65+ was higher than the national average at 20.6% compared to 16.4%. The highest proportion of people aged 65+ is in South Lakes 24.2% and the lowest is in Carlisle at 18.5%. As with disability most Council services will need to consider the implications of changes for people aged 65+, and in some cases for people aged 75+ and 85+. The latest Council figures show 8.57% of the workforce is aged over 60.

Age younger people: In the 2011 Census the total percentage of people aged 0-15 in Cumbria was 16.7%. The main change from 2001 is the decline in numbers of people below 15 years old as a proportion of the population. In Barrow this trend has been fastest, and in Carlisle the slowest.

This information shows that both Cumbria's population and the Council's workforce is becoming more diverse, and reflects changing population trends across the UK.

4. Our Progress against our Equality Objectives.

In 2012, the Council set itself a series of objectives, with the aim of different objectives that if met would allow it to tackle some of the long term equality issues within Cumbria. These objectives are reviewed every four years and a new set will be presented to Cabinet in April 2016. The section below outlines our progress against these objectives over the previous four years.

Promoting tolerance and understanding: Taking Hate Crime: The County Council works in partnership with the Police and Crime Commissioner to tackle Hate Crime, which includes a working group of the Safer Cumbria Partnership.

Over the last year we have seen an increase in the level of hate crime reporting, after a stable previous three years. This has been caused by an increased awareness and confidence of the issues involved. Work is currently ongoing to further strengthen the relationship between the Police and Victim support to ensure that victims receive the support they need.

Promoting tolerance and understanding: Prevent: Under the new legislation introduced by the current Government, the Council has a number of responsibilities in address the issue of radicalization within Cumbria. The Council recognises that this is a sensitive area and is ensuring that in meeting its responsibilities, the equality impact of the Prevent agenda is considered.

Continue progress in collection of diversity data in relation to workforce and services

The County Council has made excellent progress and established over the last four years the Cumbria Intelligence Observatory to bring together high quality research, information, and intelligence about the county. Information is available on a wide range of themes including the economy, population and people, poverty and deprivation and crime and community safety. This information is available to the Council when planning and delivering services.

The table on page 4 of this report summarises the information the Council collects in terms of equality and diversity

Continue to roll out training programme introduced following the Equality Act (2010)

Continue positive action scheme to increase numbers of women in the Fire Service

A number of initiatives continue to be used to increase female numbers, these include 1-1 and female specific physical training events, awareness raising sessions and tailoring the recruitment programme to minimise possible effects on childcare arrangements. The proportion of women within the Fire and Rescue service has increased every year for the last four years and is now at 6.68%

Improve support for victims of domestic violence

In partnership with the Police and Crime Commissioner, the County Council continues to fund a county-wide IDVA (Independent Domestic Violence Advisor) specialist support service provided by Let Go for victims of domestic abuse. In October 2015 there were 498 service users reported on the Let Go register since the start of the contract year and in quarter 2 there were 140 open cases benefiting from the service. Case studies supplied by Let Go have evidenced how IDVA support has ensured clients are safeguarded in their homes: by arranging the implementation of target hardening; providing victims with advice on income entitlements, finances, housing support, health and well-being issues.

Within the last 12 months December 2014 to November 2015 there has been a 4% decrease from 7,117 to 6,853 in the number of domestic abuse incidents. However the number of incidents with a 1st time reporting victim has increased by 11% from 4,311 to 4,418, an increase of 107. This is in line with the drive within Cumbria to increase the number of people coming forward and encourage victims to have the confidence to report to the police. The Councils commitment to vulnerable victims ensures that Domestic Violence is considered where appropriate in all our strategic planning. Domestic Violence is also a priority for the Local Safeguarding Children's Board on which the County Council plays a key role.

Improve disability access to Council premises

During 2014 the council commissioned a major building project in central Carlisle that will lead to a reduction in offices and relocation of all council activities. A key part of the benefits realisation for the project was that it would mean that all Council premises in Carlisle would be fully compliant with disability and access requirements.

The Council has also commissioned a number of Community Fire Stations over the last four years. These stations are all fully compliant with disability and access requirements and are a valuable resource that can be used internally by Officers and Members of the Council and externally by members of the public.

Increase personalisation of services to ensure that people have choice and control

Cumbria County Council Health & Social Care Services have the responsibility for meeting the social care needs of adults 18 years and older in Cumbria and are committed to providing the best possible outcomes for individuals and their carers to enable them to:

- Be as independent as possible;
- Have choice and control over their life;
- Lead a healthier, safer, active and fulfilling life;
- Have the same opportunities as everyone else; and
- Play a full role in their community.

Health and Care Services commission a range of support to adults aged 18+ who may, for example, have a physical disability, learning disability, sensory impairment, mental health needs, vulnerable older adults or substance misuse problems as well as carers of individuals. We also support the transition of young people who may be transferring from Children's Services to Health & Social Care Services for Adults.

Health & Social Care Service practitioners (including social workers, rehabilitation officers for the visually impaired, social care workers and occupational therapists) have a statutory duty, as detailed in the NHS and Community Care Act, to safeguard adults at risk and assess the needs of individuals whose circumstances mean they may need support. The directorate is the lead when it comes to the protection of adults at risk and leads the Cumbria Adult Safeguarding Board. In addition the directorate is the lead for the provision of Mental Health Act assessments in order for the Council to meet its statutory duty.

As the Equality Duty touches on everything Adult Social Care does, the main areas of focus that have supported people who share a protected characteristic include:

- Extra care housing;
- Assistive technology;
- Reablement;
- Neighbourhood Care Independence Programme;

Work with Gypsy Roma and Traveller families to improve access to education

Throughout the life of our equality objectives, Children's Services has continued to support the Gypsy, Roma Traveller (GRT) community by addressing the equality issues in education, access to provision, attainment and outcomes.

- The attainment rates continue to show improvement in Key stage 2, there are good levels of progress within the cohort, and continued improvement within reading;
- Access to nursery and free 2 year old places has been developed and timely access to education provision is monitored is a priority;
- Exclusions are monitored and are below the national average.

Monitoring school racial incidents and addressing homophobia in school anti-bullying work:

In 2014 there was a focus on supporting schools to raise awareness of hate incidents and embedding best practice. From January 2015 the Council introduced a new integrated Prejudice Based Reporting System for schools. In the run up to this a number of activities were undertaken including the following:

- Homophobia awareness incorporated into training delivered to School Governors as well to staff in Early Years setting and in two workshops for Key Stage 4 students, reaching 90 young people in each session;
- Bespoke training to staff on a number of schools, on Educating OUT Discrimination with a focus on race, sexual orientation and gender;
- Equalities training to Governors via the Local Learning Network, covering 3 areas of the County, reaching 23 Governors with a lead on Equalities in own settings;
- Two sessions delivered in the Autumn Term 2014 to school leaders and governors on the Equality Act 2010, reaching 40 schools.

Ensure that migrants can access information about the Council in multi-lingual formats

The Council makes all its key documents available in a variety of multi lingual formats upon request. We also have a responsibility to address interpreter requests in regard children. In the last complete financial year, we dealt with 527 requests for translation services, in the majority of cases Polish and within the Carlisle and Eden areas of Cumbria. In the latest year, this has increased significant and is at 852 requests for the nine months to December.

Increase opportunities for young people to work for the Council

Recently the Council's apprenticeship programme has continued to succeed, with 80 people active on the programme and 37 people successful in securing a job or progressing to further and higher education in 2014/2015

The programme continues to play a major role in demonstrating how the Council is addressing Equality. A particular focus this year has been on Gender Equality, especially in relation to recruiting males and females into areas of work where they have been historically under-represented. Examples have included females working in Highways and the fire service, and males in social care and business administration roles.

Subsequent Equality Impact Assessments will monitor progress against the new set of objectives, due to be agreed by Cabinet in April 2016, and look at Equality within the new Council Plan due to be agreed in February 2016

5. Conclusions and Supporting Information

The Equality Needs Analysis demonstrates that the Council is continuing to meet the Equality Duty. Over 2016-7 the Council will maintain progress by:

- Ensuring that the decisions made by the council continue to meet the Equality Duty;
- Ensuring that equality is integral to the delivery of Council Plan and the Council's Policy Framework;
- Develop a new set of Equality Objectives that can be reported on annually
- Having purpose build premises in Carlisle that fully meet disability and access requirements.

County Council Service Information

Equality for All

<http://www.intouch.ccc/eLibrary/Content/Internet/535/609/41025134225.doc>

Cumbria County Council's Equality Strategy for 2012-16

Published Equality Impact Assessments

<http://www.cumbria.gov.uk/equalities/equalityimpact/departmentaleia.asp>

Adult Social Care Equality Impact Assessments

<http://www.cumbria.gov.uk/adultsocialcare/equalities/eia.asp>

Children's Services Equality Impact Assessments

<http://www.intouch.ccc/equalities/equalityimpact/childrensserveia.asp>

Cumbria Intelligence Observatory

District Equality Profiles and Equality Briefing on 2011 Census

<http://www.cumbriaobservatory.org.uk/Population/equality.asp>

Information on Migration

<http://www.cumbriaobservatory.org.uk/Population/migration.asp>

Other Cumbria Equality sites

Cumbria Equality Resource Centre provides updates on groups and activities relating to ethnicity, faith, disability and sexual orientation.

<https://equalitycumbria.org/>