

Equality Needs Analysis 2021

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1. Introduction and approach

What is an Equality Needs Analysis?

The Council's Equality Needs Analysis is an annual report that looks across services and employment to identify how the council has improved in addressing Equality and Diversity.

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'.¹

Section 149 of the Equality Act sets out the public sector Equality Duty, in which all public bodies must ensure that in decision making and carrying out of its functions it pays due regard to:

This is known as the general duty which is underpinned by the specific duty, which consists of:

- Setting of four yearly Equality Objectives
- Annual review of information on people who share a protected characteristic across services and employment to be published no later than 30 March.

The 2021 Equality Needs Analysis sets out the diversity profile of the following information held by the Council:

- People Services - Children and Families Services and Adult Social Care
- Customer and Community Services – libraries, and Adult Education
- The Council as an employer.

The report provides a high-level overview of actions taken to meet the Council's Equality Objectives along with data to look at levels of over/underrepresentation of people who share a protected characteristic under the Equality Act across services and employment.

One of the requirements of the specific duty is that public bodies provide access to the data on which it bases its assessment. This data is included in a suite of hyperlinks which can be found at the end of the report.

Due to COVID 19 the Equality and Human Rights Commission suspended the requirement to produce annual information for March 2020 and 2021 but has reinstated it for March 2022. Due to COVID disruption there is limited reliable data comparing service outcomes against pre-COVID baselines. This will be addressed in next year's Equality Needs Analysis which will also be able to include new population baseline data from the 2021 Census.

In the context of Local Government Reform, this report and the following one for 2023 will provide valuable information for the two new Local Authorities being developed who will be responsible to producing future annual assessments in line with the Specific Duty from March 2024.

¹ <https://www.equalityhumanrights.com/en/publication-download/equality-information-and-equality-duty-guide-public-authorities>

Future trends

Brexit and COVID have had an impact on the county's diverse population. Currently the Health and Wellbeing Board is carrying out a review into the impact of COVID on health inequalities, which will give a picture of the impacts on racial disparities, people with disabilities and other protected characteristics. A key challenge linked to the Levelling Up agenda will be to increase the current rates of Healthy Life Expectancy and the reverse the trend of people living longer while HLE remains the same in 2022 as in 2010 (or worse for women).

The 2021 Census will provide updated information on disability in terms of numbers of people who have a long term limiting health condition. A significant challenge for the decade ahead will be to support the working age disabled population into work, to continue to make environments accessible and to increase acceptance of Autism and other neurodiverse conditions.

Economically Cumbria will have a continued reliance on international migration due to the nature of the economy and an aging population. This will result in a greater spread of international migration than over the previous couple of decades. A concomitant affect of the aging population is also likely to be reflected in a greater demand for international labour to fill vacancies in the Health and Care professions.

With the Levelling-Up agenda, the next decade is likely to see an effort to increase skill levels across the population, and to seek to recruit locally to jobs that previously had been filled through internal UK or international migration. A potential change could be in an increase in retirees re-entering the workforce and less outward mobility of young people, who seek work in their local areas with the expansion of T-Levels and Apprenticeship programmes.

Between the 2021 and 2031 Censuses the shift in attitudes to gender identity is likely to consolidate with greater numbers of people across ages and geographies identifying as transgender or non-gender conforming. This will have widespread implications across, education settings, the workplace, health settings and the community.

How the information is presented

The Equality Needs Analysis is based on data and information held by the Council that can be disaggregated, or broken down, into any of the following nine protected characteristics of the Equality Act:²

- Age; Sex; Gender Reassignment; Race; Religion/belief; Disability; Sexual Orientation; Pregnancy/maternity; Marital Status.

The focus in this report is on protected characteristics where there is sufficient data to carry out a comparison between people who share protected characteristic and people who do not, primarily focusing on levels of under/overrepresentation by comparing data on a protected characteristic against the underlying population data is found in the 2011 Census. Proxy data is used where relevant such as the bi-annual school census.

Each chapter includes a summary with hyperlinks to the supporting information.

² The Equality and Human Rights Commission provides definitions of each protected characteristic and guidance on discrimination for each of the protected characteristics: <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

2. Protected Characteristics in Cumbria

This section outlines key data and information relating to Cumbria and sets out the main trends and issues that cut across all services.

Ethnicity and Migration: While Cumbria's Ethnic Minority population³ is among the smallest in England, it has grown proportionately faster than the national average over the past 20 years. Census data shows that the percentage identifying as non-White British has increased from 1.8% in 2001 to 3.5% in 2011. The 2020 School Census has the figure at 5.9%.

The county has also seen an increase in diversity, with over 80 languages recorded as spoken in the county's schools. Specific examples of the diversity include:

- Polish and Eastern Europeans migrating to work since 2005 – fluctuating around 10,000 people;
- Nepalese Ghurkas – mainly in Carlisle;
- Settlement of refugees – mainly to date from Syria, the Middle East and North Africa and Afghanistan;
- Expansion of higher education and NHS demand for labour;
- Second and third generation migrants moving from major cities – mainly South Asian and African Caribbean;
- Increase in number of people of Mixed Heritage, who are the second largest group after Polish people;
- Increase in registered people of Gypsy Roma Heritage, linked to increase in authorised sites over the past decade.

In areas such as the central Lakes and Botchergate Carlisle, this has resulted in diversity reflected in one local school where over 60% of pupils speak English as an Additional Language, and another school where the total Ethnic Minority cohort is at 25%.

While Brexit may impact on the numbers of new migrants from the EU, by the 2031 Census Cumbria is likely to be:

- More diverse with increased economic migration and study related migration from Sub-Saharan Africa, India and China – depending on post-Brexit trade deals – evidence of this is being seen in the NHS with recent recruitment of a cohort of Nigerian doctors; the LEP's economic forecasts show a need to continue to source labour outside the UK;
- EU citizens with settled status being firmly established bringing up second generation of Cumbrians with Eastern European heritage, and the potential legacy of the Russian invasion of Ukraine resulting a small but substantial Ukrainian community;
- Participation in Refugee programmes resulting in a larger number of settled refugees from wars, natural disasters and potentially the impact of climate change;

³ The term Ethnic Minorities/ Ethnic Minority Groups is used when referring collectively to non-White British groups instead of alternatives such as BAME or acronyms, and Census categories or terms by which a group defines themselves is used when referring to specific groups. It has been adopted by Government departments. <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/writing-about-ethnicity>

- Gradual increase in people identifying as Black African Caribbean, Indian, Pakistani and Bangladeshi as a result of migration from urban centres;
- Potentially up to 10% of Cumbria's population being non-White British; their age profile will be significantly younger than the White British population, and will disproportionately be of working age; though there will be an increase in older people from Minority Ethnic Groups who will be likely to experience health inequalities.

General 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. The latest percentage of staff declaring a disability is 1.7%

The COVID pandemic is likely to see an increase in numbers of disabled people due to a combination of long-COVID, impacts on physical and mental health and increases in unhealthy lifestyles.

In terms of mental health and wellbeing the Joint Strategic Needs Assessment for Mental Health identified a number of equality issues relating to the profile of people who use mental health services.

Females aged 16 to 24 years are most at risk of poor mental health (common mental health disorders); and also both men and women aged 55-64 years. In Cumbria there are 23,007 females aged 16-24 years; and there are 68,856 people aged 55-64 years who experience poor mental health.

Pregnancy and maternity: In Cumbria (in 2014) there were 5,758 conceptions at a rate of 70.6 per 1,000 women, this is below the rate in England of 78.0. In Cumbria (in 2015) there were 4,719 maternities, a rate of 58.8 per 1,000 women aged 15-44 years, this is below the rate in England of 61.7; in the same year, there were 4,789 live births, a rate of 9.6 per 1,000 population, below the rate in England of 12.1.

Religion and Belief: In the 2011 Census, the majority of people living in Cumbria reported that their religion was Christian, accounting for 71.9% of the total population; 1 in 5 people reported they had no religion, (20.3%). There were 1,336 people identifying as Muslims in 2001, and 1,353 identifying as Buddhist. All other religious groups were significantly below this level.

Gender reassignment and transgender: Gender reassignment is defined under the Equality Act as someone who is in the process of transitioning from one sex to another. There is no baseline demographic data on this group.

Transgender is a generic term which refers to any individual who does not define their gender identity according to either the sex of their birth or the binary opposition between male and female. The 2021 Census introduced a question on gender identity for the first time, which means baseline data will be available from spring 2022 and it will be possible to carry out equality analysis of employment and services against demographic data.

Sexual orientation: There is limited publicly available information on the profile of LGBT+ people in Cumbria. The 2011 Census recorded 737 people living in same sex households (0.2%). Over the past ten years the profile of LGB people has increased in Cumbria, and Carlisle hosts an LGBT resource centre and café, and stages each year Cumbria Pride which has become a successful public event. The Council works with the organisation Outreach Cumbria to understand the issues facing LGBT people.

Age 65+: At mid-2015 23.1% of Cumbria's residents were aged 65+, this was higher than the national average of 17.9% and an increase of 22.9% since mid-2005 (England & Wales +20.9%). Of Cumbria's districts, South Lakeland has the highest proportion of residents aged 65+ (27.4%), while Eden has experience the greatest proportional increase in this age group over the last decade (+30.5%). 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 8.07% of the workforce is aged over 60.

Age 0-65: At mid-2015 16.4% of Cumbria's residents were aged 0-15 years, this was lower than the national average of 18.9%. Numbers of 0-15 year olds have decreased in Cumbria by 8% since mid-2005, this is contrary to the national trend where numbers of 0-15 year olds have increased by 5.6%. Numbers of 0-15 year olds have decreased across all of Cumbria's districts over the last decade, with the exception of Carlisle, where numbers have increased by 0.9%. Barrow-in-Furness has experienced the greatest decrease in 0-15 year olds across the county since mid-2005 (-13.7%). The latest Council figures shows 19.09% of the workforce are aged between 46 and 50 years old.

3. Equality Objectives

In October 2020 the Council revised its Equality Objectives to begin a new 2020-24 cycle. In the light of Local Government Reform these objectives will run from October 2020 to 31 March 2023. The objectives and their delivery will inform the creation of the two new councils including the shadow authorities from May 2022 and the authorities when they come into operation on 1 April 2023.

What follows is a summary of progress in delivering the following objectives during their first year.

- Objective 1: Services and partnerships have clear information about Cumbria's diversity profile to inform public services;
- Objective 2: People who share a protected characteristic or experience inequalities are involved in shaping public policy in Cumbria;
- Objective 3: Commissioning and prevention work reflects the needs of people who share a protected characteristic or experience inequalities and can demonstrate outcomes in addressing structural inequalities;
- Objective 4: Employment outcomes for people who share a protected characteristic or experience inequalities demonstrate the benefits of a proactive approach to Equalities;
- Objective 5: Ensure that COVID-19 recovery actively addresses structural inequalities, including those caused by socio-economic inequality.

Objective 1: Services and partnerships have clear information about Cumbria's diversity profile to inform public services

Area diversity Profiles: In 2019 the Council published six Area Profiles that summarised disaggregated population data based on the 2011 Census and service information.⁴ This information is still used as a baseline for:

- Information sharing on the diversity of the population;
- Equality Impact Assessments;
- Assessment of over/underrepresentation of protected characteristics in services.

During COVID they was used to inform the Equality Impact Assessment of the Outbreak Management Plan. This information will be updated when the 2021 Census data is published.

Sight register, accessible information and translation: Following a complaint about access to public information for people with visual impairments, the Communications Team has co-ordinated a cross organisational project to look at refreshing the register of people with visual impairments who require information in specific formats to be available across services and departments including the contact centre and for any public information sent to households. This is in the process of being implemented and includes a refresh of the approach to ensuring all customer service handlers know how to access professional interpretation services at first point of contact.

⁴ <https://cumbria.gov.uk/equalities/profiles.asp>

Objective 2: People who share a protected characteristic or experience inequalities are involved in shaping public policy in Cumbria

Race Equality and public policy: In the wake of Black Lives Matter AWAZ Cumbria held a leadership summit on race equality with public service leaders and followed this up with a presentation to Cumbria Leaders Board – this has resulted in a new working group across local authorities to collaborate on Equality and Diversity, and the Police and Crime Commissioner to establish a Hate Crime working group.

In September 2020 Anti Racist Cumbria held a seminar with over 70 schools which has resulted in the County Council commissioning them to deliver a collaborative programme to work with schools to address racism within the curriculum and the whole school.

SEND Improvement Programme: In 2019 the Council and partners received a Written Statement of Action to improve services and outcomes for children with Special Educational Needs and Disabilities and their families. Key areas highlighted for improvement include geographical inequities in access to services between Cumbria's districts and engagement with parents/carers and young people with SEND. In response Parent/Carer Forums have been set up with representation on the SEND Improvement Board and workstreams and a working group on geographical inequities has begun to make significant differences in narrowing the gap across a range of services.

Autism awareness: Following a scrutiny review into Autism a Member Autism Champions Network was set up to promote awareness of autism and neurodiversity both within the council and in communities. The network also engages with members of the community and staff who have lived experience of Neurodiversity. During the past year the Network has:

- Worked with the Council's People Management Team to develop a Neurodiversity policy for managers supporting neurodiverse staff;
- Produced a Frequently Asked Questions Page on the Council's website which includes signposting to help and support;
- Raised questions about autism in Local Committee and other council meetings.

Equality training: Revised its Equality e-learning to strengthen the sections on structural inequalities, identity, prejudice and stereotyping, with a stronger focus on the interaction between institutions and personal behaviour. The learning is mandatory and managers receive reports on who has been trained;

Objective 3: Commissioning and prevention work reflects the needs of people who share a protected characteristic or experience inequalities and can demonstrate outcomes in addressing structural inequalities

Equality Impact Assessments: Public Health have begun to revise and improve the standard of Equality Impact Assessing public health contracts and commissions, this has piloted with the Healthy Weight Management Programme in October 2021; this will be used to extend to other commissioning activities.

Refugee Resettlement Programme and Unaccompanied Asylum Seekers: The County Council has been co-ordinating refugee settlement programmes with partners since 2016. Prior to COVID 244 individuals were resettled mainly from the MENA region (Middle East and North Africa). Recent events in Afghanistan and Ukraine are seeing a substantial increase in refugees from these countries, and we will be able to report figures in the next Equality Needs Analysis. The Council's involvement in the programme has resulted in

significant improvements in the organisation's ability to work with people displaced from around the world, and to work well with refugees across races, nationalities and cultures.

Objective 4: Employment outcomes for people who share a protected characteristic or experience inequalities demonstrate the benefits of a proactive approach to Equalities

Pay Gap Assessments: The Council continues to carry out annual Gender Pay gap assessments and assesses the pay gaps of other protected characteristics. In 2021:

- The Gender Pay Gap narrowed in line with continuing to employ a high proportion in leadership roles across all parts of the organisation;
- The pay gap for other protected characteristics showed

Diversity Staff Networks: Just before the COVID pandemic the Council established its first disability, race and LGBT+ staff networks. These networks remained active during the pandemic meeting virtually. During the past year they have:

- Co-produced new guidance on supporting transgender staff and supporting neurodiverse staff;
- Strengthened links between diversity staff networks and Trade Unions;
- Increased awareness of equality through publicity and promotions linked to Black History Month, UN Day for the Elimination of Racial Discrimination, Holocaust Memorial Day, Autism Week, International Women's Day, Pride Month and Cumbria Pride;
- They were also consulted on key employment policies and strategies including the refresh of the Workforce Plan.

Apprenticeship programme: The Council's apprenticeship programme has continued to be successful increasing representation among people who share a protected characteristic. The programme has set up the Young Apprentice Ambassador Group who are increasingly co-producing aspects of the programme and acting as promoters. They are currently undertaking an engagement exercise with people in the workforce and communities who share a protected characteristic about their application to be an apprentice, experience of being an apprentice and outcomes from having been an apprentice. This will influence the future shape of the programme and provide recommendations for the new unitary authorities who will be required to establish apprenticeship programmes.

Objective 5: Ensure that COVID-19 recovery actively addresses structural inequalities, including those caused by socio-economic inequality.

Outbreak Management Plan: In 2020 the EIA of the COVID Outbreak Management Plan highlighted the key issues facing people who share a protected characteristic, and mapped local support against known groups who had been overrepresented in the data for infection and death during the first wave (most especially Ethnic Minorities, disabled people, older people and males over 50).

Health Inequalities: The Health and Well Being Board has commissioned a task and finish group on Health Inequalities in the wake of COVID, which is engaging with groups to develop an Equality Impact Assessment of the findings and recommendations to HWBB in the spring of 2022.

4. People Services

People is the Council's largest directorate with responsibility for a range of services for children and families and adults. Many of these services provide direct support to individuals and collect customer data on protected characteristics including:

- Adult Social Care Single Point of Referral;
- Children's Services – including children on a child protection plan, children in need children in care and care leavers;
- Schools – including the school census which is carried out bi-annually.

Adult Social Care Single Point of Referral (SPAR)

Adult Social Care provides care services in line with government legislation including the Care Act (2014). The SPAR takes details of everyone who contacts them for a form of support, which can range from self-help, referrals to other support or full care packages.

The SPAR has the capacity to record the protected characteristic of people who make contact, including transgender and non-binary gender. A snapshot of the profile of active Adult Social Care Cases on 28 January 2022 shows that there were 17,876 open cases disaggregated by age, gender, ethnicity, religion, and sexual orientation.

Insert hyperlink to data

Overall, people aged 65+ make up 63% of the total cohort. 60% of the cohort are female, 40% male, which reflects the predominance of females in the 65+ age group (63%). Notably among those aged 18-64, 42% are male and 57% female, which suggests that males in this age group are underrepresented.

11 service users identify as transgender or non-binary, which will provide a baseline to check against the 2021 Census figures when they are released.

Ethnicity information has been recorded for 85% of the cohort. 97.3% of those whose ethnicity is recorded are White British (including 348 who have identified as English, Scottish, Northern Irish and Welsh) and 2.7% are from an ethnic minority (including 162 who are White European). The overall proportion of people from an ethnic minority group reflects the proportion of people aged 65+ in Cumbria from an ethnic minority group.

Religion/belief information has been recorded for 13% of the cohort. 1956 people are Christian, with 113 from a non-Christian religion and a smaller number identifying as atheist or agnostic. Of the 13% recorded the number of people with no religion appear to be underrepresented, though this group may be better represented among those where there information has not been obtained.

Sexual orientation information has been recorded for 5.2% of the cohort. 679 have identified as heterosexual, 14 as Lesbian, Gay, Bisexual (1.5% of the total declared) or other and 218 not sure/don't know.

Electronic Care Planning System: Currently work has been completed to convert paper based care planning records an electronic system that will be able to disaggregate data on Residential and Domiciliary Care, Disability and Mental Health and Reablement Services by protected characteristic.

Actions to address equality

- Set up quarterly Equality monitoring sessions to look at the Electronic Care Planning system to spot trends and prioritise Equality activity across a range of services;
- Produce Equality Impact Assessments of Extra Care Housing Schemes to ensure they meet the needs of people who share a protected characteristic;
- Work with people with Learning Disabilities to identify and take action to address Health Inequalities arising out of COVID;
- Develop a positive action programme to increase the diversity of people on interview panels to increase opportunities for career progression for people who share a protected characteristic;
- Commissioning of Anti-Racist training for social workers, overseen by the Principle Social Worker to address unconscious bias and structural discrimination within the profession;
- Shift from standardised care packages to more individual approaches which can take into account the needs of people who are minoritized or traditionally underrepresented in Adult Social Care system.

Children and Family Services

Children and Families Services brings together all education, children's social care and early help support to children and families.

Based on the cohort of 31 March 2021, the paragraphs below summarise a comparison of Cumbrian children to national figures by those protected characteristics where comparative data is available.

[Data can be found here](#)

Children Looked After and Children in Need: On 31 March 2021 there were 739 children looked after in Cumbria. The data shows the following in relation to sex, age and race.

Boys nationally are more likely to be in care than girls, and this trend is slightly stronger in Cumbria with 59% of children in care being male. The gender profile of children in need mirrors the national profile, which suggests that in Cumbria boys are slightly more likely to be overrepresented in more acute services.

The national picture of the age profile of children in care and children in need is largely reflected in Cumbria, with Cumbria having slightly less people aged 16+ in care (this is regardless of sex or race).

The proportion of Ethnic Minority Children in care and children in need is in line with the school Census which suggests that they are not overrepresented in the care system – this is better than the national picture where there is significant overrepresentation of some groups.

Currently the service is working with 25 Unaccompanied Asylum Seeking Children (UASCs), who have arrived in the UK from Afghanistan, Iran, Sudan, Eritrea, Iraq, Mianwali/Pakistan, Republic of Congo and Syria. Of this group 8 are of compulsory school age and 16 are aged 16+. 11 are supported in county and 14 out of county. 14 are in foster care, 10 living independently and 1 in residential care.

Actions to address equality

- Increasing the number of Unaccompanied Asylum Seekers who are cared for in Cumbria rather than cared for out of county due to the increasing capacity within the community to support children from diverse cultures.
- LGBT+ support included in the online Care Leaver Offer and work with young LGBT+ people to raise their experiences through the Children in Care Councils and at Corporate Parenting Board and plans to put in place LGBT+ care leaver event to coincide with 2022 Pride.
- Increasing the number of LGBT+ fosterers and adopters and training existing Foster Carers in LGBT+ awareness.
- The role out of the Signs of Safety approach to working with families, which focuses on the unique strengths of the family and can take greater account of people who share protected characteristic than models which focus on what is not working within a family.

Early Help

Child and Family Support Service

Cumbria Child and Family Support Service provide whole family support for children and young people from pre-birth to 19. They offer a range of support services and activities for children and their families, to give every child the best start in life and ensure their needs are met at the earliest opportunity.

The Council's Commissioning Team collects data on the numbers of people using the service by age, gender and ethnicity.

[Data can be found here](#)

In 2021 figures show that 8,504 people accessed the service, 2413 aged under 5, 2284 aged 5-18 and 3806 aged over 18.

Overall, the proportion of disabled children increases in the over 5's compared to the under 5's and ethnicity declines.

The proportion of school age ethnic minority children accessing the service is at around half the total population suggesting underrepresentation (around 3% of 5-18 years are from ethnic minority groups compared to 6% of all school pupils). Interesting the proportion of adults from an ethnic minority as in line with the county population at 5%.

Boys are overrepresented compared to girls for all age groups below 18 (53.5% male, 46.5% female), but the reverse holds for adults accessing the service with women significantly overrepresented (86% female and 14% male). This suggests that male carers are highly underrepresented in the service.

Education and Schools

This section provides an overview of the diversity profile of Cumbria's school population and analysis of education attainment gaps.

School Census October 2022: The School Census takes place twice a year and is based on the entire cohort of children in schools.

The key data from the October census shows that there are 70,021 pupils in LA maintained schools and academies, with 35,538 boys and 34,483 girls.

Disaggregation of the data by ethnicity, English as an Additional Language (EAL), Special Educational Needs and Disabilities (SEND) and pupils on an Educational Health Care Plan.

- Ethnicity: 4276 pupils, 6.1% (January 2021).
- EAL: 2454 pupils, 3.5% (October 2021).
- EHCP: 2782 pupils, 4.0% (October 2021).
- SEND Support: 8108 pupils, 11.6% (October 2021)
- No SEND: 59131 pupils, 84.4% (October 2021)

From a diversity perspective the following stands out:

Ethnicity: 6.1% of primary and 6% of secondary school children are from a Black and Minority Ethnic heritage (this includes White Other and Gypsy Roma and Traveller children). Overall this is greater than the totals in the Cumbria 2011 Census, and reflects an increase of approximately 2.5% over the past decade. 3.6% of primary pupils and 3.3% of secondary speak English as an Additional Language (EAL). The total number of languages spoken in Cumbria's schools now stands at 80 and has increased over the past decade.

Early Years Foundation Stage: Given the impact of COVID, the baseline figures are based on the 2019 which provides reliable nationally comparative data. Achieving the expected level is vitally important in supporting a child's further development. In Cumbria 70.5% of children achieved the expected level compared to 71.8% nationally.

- Ethnicity: It is notable that achievement rates for Black and Minority Ethnic children are *lower* than White British children in Cumbria. This is the opposite to the national trend, though it will be based on a small cohort given the numbers of children from BME groups at Foundation Stage. Most strikingly on 59% of Asian children in Cumbria meet the level compared to 71% nationally, and 55% of EAL children compared to 67% nationally.
- SEN support: The EYF gap between SEN and non-SEN children exists in Cumbria and nationally. In Cumbria the gap is wider, with 23% of SEN children meeting the expected level instead of 29% nationally.

Key stage 2 (2019): Overall 66% of Cumbrian pupils reached the expected standard in reading, writing and mathematics (state funded schools) – England average 65%.

- Ethnicity: Achievement rates are on a par with most ethnic groups except for Black, in which the Cumbria achievement rate is 56% compared to 64% nationally. This is in contrast to the EYF results in which Black Cumbrian children compare equitably with White Cumbrian children (though it should be noted that the cohort of Black children in each is small and within the margin of error).
- Gender: The Cumbrian split between boys and girls achieving at KS2 is similar to the national rate (60% male and 70% female), but shows boys underperform at KS2.
- SEN: The Cumbrian gap between SEN and non-SEN pupils is similar to the national rate (27% SEN in Cumbria achieving KS2). For children with an Education and Health Care Plan the rate is lower at 12%.

Actions to address Equality:

- Commissioned Anti Racist Cumbria to work with schools to develop Anti-Racism as part of the curriculum. The project facilitates those schools which have chosen to be Anti-Racist Champions;
- The SEND Improvement Programme is looking at addressing attainment gaps for SEND pupils and wider measures to support an inclusive education, the programme works extensively with health services, community organisations and has established networks for young people with lived experience of SEND and parent/carer representation on the Board and workstreams.

5. Customer and Communities

The Council provides a range of services to customers and the wider community. These range from services where a customer may be applying for a bus pass or a Free School Meal, to library services, registrars and services which deliver community programmes and projects.

For the Equality Needs Analysis the following customer and community services have been looked at:

- Adult Learning
- Libraries;
- Refugees.

Adult Learning

The Council's Adult Learning service delivers community learning and skills provision to around 6,000 adults per year (when not affected by Covid-19) in over 100 venues across Cumbria including a network of Council-run community learning centres, libraries, schools, children's centres, employer premises, and a wide range of community outreach locations.

The service collects data on protected characteristics for learners. Here data is reported for ethnicity, Learning Difficulties and Disabilities (LDD), Sex and Age (there are transgender learners and tutors, but the figures are not large enough for monitoring purposes).

The academic year 2020-21 is the most recent year with full data when there were 3277 enrolments.

Ethnicity: Data is available on the ethnicity of learners which includes enrolments, achievement and progression.

- Over the past years there has been an increase in the proportion of BME learners from 7.45% in 2018/19 to 8.96%. Contributing to this is the delivery of the ESOL programme to refugee groups.
- The achievement rate for BME learners has reduced by 8 percentage points to 80% over the three-year period. There has been a reduction of 2 percentage points for non-BME learners. This shows that the achievement of BME learners has been affected more by Covid-19 than that of non-BME.
- Progression of BME learners to further training or employment is equal to White British learners in Cumbria.

Learning Difficulties and Disabilities (LDD): Data is collected on LDD and routinely compared to non-LDD learners, which includes enrolments, achievement and progression.

- The number of LDD learners has decreased over the last three years. However, Adult learning continue to support a high proportion of LDD (18% of the cohort).
- LDD learners perform slightly lower than non LDD.
- LDD learners have a positive progression rate of 87% compared to 91% for non-LDD learners.

Sex: Data is collected on male and female learners is routinely compared, which includes enrolments, achievement and progression.

- There has been a decrease of female learners over the past 3 years. This is due to a change in the curriculum moving away from leisure courses to skills-based learning. Historically women were overrepresented on the leisure courses, compared to skills courses so the rate of male participation has not decreased.
- The pass rate for male learners has risen slightly over the three years. The rate for females has risen by more percentage points and is slightly higher than the figure for males.
- The performance of males and females is above the national rate (especially the female rate). Females are also 8 percentage points more likely to have a positive progression rate than males. This means that a higher proportion of male learners remain unemployed.

Age Groups: Data is collected on learners across the following age ranges 19-24, 25-34, 35-49, 50-64, 65-74, 75+.

- All age groups have seen a decrease in learner numbers as a result of Covid-19 in line with overall trends.
- The majority of learners completing a programme with are aged 35 to 64.
- The two groups with the smallest number of learners are 19-24 and 75+.
- Trends show that there is no significant shift in proportion distribution.
- Achievement rates have decreased for all age groups as a result of Covid-19. The reduction is greater for learners aged under 50.
- 19-64 year olds have a positive progression rate of 91%.
- 65+ year olds have a rate of 98%. This is inflated by a large number of older learners progressing to further non-accredited community learning.

Actions to address equality

- Close work with the Refugee Resettlement programme to target and tailor the adult learning programme, including access to ESOL courses and Level 1 and 2 skills courses;
- Provision of family learning courses to support parent/s/guardians of pre-school children with Learning Difficulties and Disabilities including family literacy, numeracy and ICT, Early Years help, Money Matters, Fun with Phonics and Settling in at School, among other bespoke courses.

Libraries and Archives

Cumbria has a network 58 libraries and archive centres with a current membership of 94,143 people which is nearly 20% of Cumbria's total population. This is in proportion with the most recent national figures of active library membership (9.88 million).⁵

Overall, 26% of library members are under 18, 39% aged 18+, 26% 65+ and 2% supported.

Focusing on the main six libraries:

- Under 18: Workington and Penrith have the highest proportion of younger members with Kendal the lowest;
- 18+: Barrow has the highest proportion of adult members with Penrith the lowest;
- Over 65: Kendal has the highest proportion and Workington the lowest;

⁵ See <https://www.statista.com/statistics/290527/number-of-active-library-borrowers-in-the-united-kingdom/>

- Supported: All six libraries have 1-2% members recorded as supported.

In 2021 the Library Service was restructured and has now established a new community outreach team who are developing bespoke projects to engage with people who share a protected characteristic. These include:

- Black Memories Matter – this is a project to gather life stories and artifacts from BME, migrant, refugee and asylum seeking communities to ensure their histories are represented in both the libraries and the Cumbrian archives. The project is supported by awareness raising events and partnership work with museums and groups representing ethnic minority communities;
- Museum of Youth – the library service is working with Pride in North Cumbria and Carlisle Free Radicals to gather the stories of young LGBT+ people and raise awareness and knowledge of LGBT+ history in the county.

Refugees

UK Resettlement Programme

The County Council has resettled 244 individuals as part of the county's participation in refugee resettlement programmes which is now called UK Resettlement Scheme prior to the first COVID lockdown in 2020. UKRS accept refugees from Syria, the middle east and Mena region. Refugees have come from Iraq, Syria, Sudan, Palestine and Kurdish territories which are spread across a range of countries.

In relation to the UKRS, the Council recruited a part-time translator from the community, who has since secured a post in the casework team. An increasing number are working, running business or in further and higher education.

The Council and Police and Crime Commission has also provided funding to establish a Minute 2 Miles programme (M2M) which supports an individual in a family through the theory test and provides a driving instructor for lessons and test.

First cohort (April 17) are now eligible to apply for leave to remain, and the team are providing informational support.

Afghan resettlement programmes

In relation to Afghanistan, Cumbria has taken 53 individuals to date, with 84 remaining on the pledge. The Council is working hard in trying to get the holding hotels cleared and have trialled a couple of pilot approaches, i.e. visiting the hotels and speaking directly to families along with teams meeting with others.

The Council has recruited 2 part time interpreters/translators from Afghan community who are due to start. One of them was a teacher the other worked for anti-terrorism. Other members of the Afghan community have found jobs in Cumbria.

6. Equality and the Council as Employer

Introduction

The purpose of this workforce data is to provide some quantitative analysis to inform and support the development of the People Plan and other workforce strategies and policy developments.

The Equality Act, which sets out the Public Sector Equality Duty (PSED), requires the Council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between people with different protected characteristics when carrying out their activities. Protected characteristics include *Age, Race, Sex, Gender reassignment, Religion/belief, Sexual orientation, marital status, Disability and Maternity*. The Council's approach to Equality also looks at Socio-economic status (which includes low pay).

The findings of the workforce analysis has informed the People Plan for 2022 / 23 sets out the Council's workforce priorities over the next year.

Summary of findings

Overall data analysis shows the continuing trend towards a more diverse and inclusive workforce.

1. Workforce profile:

The workforce profile shows the latest employee profile and is based on positions rather than people. It monitors the trends over the years to ascertain if there are any emerging features or issues. The latest data used is 2021 data and adds to the overall picture.

Despite actions to improve data capture (asking every employee to update their personal information held by the Council), there continues to be a relatively large percentage of the workforce who do not declare or provide data in relation to some of the protected characteristics. Analysis can therefore only be undertaken on what is known and may not be the full picture.

The council does not capture some of the data, for example, it currently does not capture any Gender Reassignment or Transgender data, but it has expanded the gender section to include a 'self-describe' option.

Hyperlink to Workforce Profile

- a. Key points arising from the data
 - The workforce numbers across 3 of 4 of the protected characteristics continue to increase due to more staff recording their ethnicity, religion and sexual orientation. Reasons for this could include improved data capture and the success of recruitment reaching wider audiences and positive action campaigns. There is slight reduction in those declaring a disability.
 - In line with most local authorities the majority of the workforce are female (69.79%). This is a slight decrease from the previous year which reflects a gradual year on year trend.
 - Ethnic Minority and LGBT+ staff are underrepresented but the percentage of the workforce that identify themselves in these groups has increased. Those declaring a disability has reduced slightly.

- Currently 2787 of employees don't know if they are 'disabled', 819 are undeclared in relation to their ethnicity and 2153 have not specified their sexual orientation.
- There is a Gender Pay Gap, but the trend is that this is reducing year on year.
- For those who have declared a disability, religion or belief, or LGBTQ+, there is no pay gap, with both Mean and Median figures. In fact pay is generally more favourable.
- For ethnicity, the average mean pay gap figure is small but the median, (mid-point) is greater. Given the small percentage of those who are BAME across the workforce, the midpoint entirely depends on the spread across the workforce. The trend is a small increase in the pay gap so this should be monitored. The Government is currently considering introducing ethnicity pay gap reporting.
- 58% of the workforce is 46 or over and of that, 27% are 56 or over and therefore, succession planning may be an issue to consider.
- The Council currently employs people from the age of 19 up to 77. Apprentices ages range from 16 to 46 excluding existing employees undertaking apprenticeships. Therefore, there are no indications of an age bias.
- Nearly 10,000 training courses have been completed covering a range of job specific training but also including health, safety and wellbeing and a range of development courses supporting the People Plan for:
 - Looking After Our People
 - Enabling Our People
 - Growing Our People

