



Richmondshire District Council Equalities, Diversity, and Inclusion Report – 2020/21 to 2021/22

1.0 Introduction

- 1.1 This report sets out how the Council has performed, between April 2020 to March 2022, in delivering its statutory equality duty (Equality Act 2010) for public bodies, which requires it to:
- Have due regard to the need to eliminate discrimination
 - Advance equality of opportunity; and
 - Foster good relations between different people when carrying out their activities
- 1.2 We should not treat people unfairly because of their age, sex, disability, race, religion or belief, pregnancy or maternity, marriage or civil partnership, gender reassignment, sexual orientation. The Equality Act defines these as “protected characteristics”.
- 1.3 The Equalities Act requires the Council to publish a report setting out its local equality objectives and actions to improve its performance. We published our first Equalities Report in April 2014. This latest report is an update on how the Council has equipped itself to deliver the duty, increase its understanding of local people with the Equality Act’s protected characteristics and used this to improve its business.
- 1.4 Richmondshire District Council will cease to exist as of 31 March 2023, as result of Local Government reorganisation for North Yorkshire. This report covers 2020/21 to 2021/22 due to resources having focussed on Council related issues for the last two years. Given we are almost three quarters of the way through 2022/23, it is proposed to continue and deliver the previous objectives/actions until Richmondshire District Council ceases to exist.

2.0 Local Communities

- 2.1 Local communities are diverse and reflect many places and many interests across this area. This section summarises the key features of the local population related to Equality Act’s protected characteristics, which are:
- Age
 - Sex
 - Disability
 - Race

- Religion or belief
- Pregnancy or maternity
- Marriage or civil partnership
- Gender reassignment, and
- Sexual orientation

Local Profile

2.2 There are two key issues, which demand that Richmondshire's population information is read with care. First, it is one of the most sparsely populated districts in the country. Second, the substantial armed forces population at Catterick Garrison. The military population accounts for around one fifth of the total population, but its complement is difficult to disaggregate from general population statistics. Military personnel skew the overall population by substantially increasing the number of fit young men as well as young families. It also brings with it military recruits from foreign and commonwealth countries and, to a small extent, their dependants. This population is also unusual in that it changes through military policy and recruitment, rather than natural change and migration. **Annex 1** provides the background information to the comments below. Population decreased from 52,000 to 49,700 between 2011 and 2021, whilst some information from the 2021 census is available, most of the information is currently in the process of being interpreted and cleansed.

Age

2.3 As indicated above, the age structure of the local population is skewed in the younger age groups because of the large military presence. How the population is changing is an important consideration for all public bodies. In this, Richmondshire's population is not very different. We now have some 2021 Census data which shows that the local population is broadly similar in structure to the national and regional populations.

The familiar first "baby-boom" spike currently sits at about age 70, although it is a little higher (0.1% of population at this age), than the larger populations. Of equal note is the smaller population of younger adults with a deep trough around age 35. Between 2001 and 2011 the local population has aged as expected suggesting lower levels of movement, which are also observed in local migration statistics.

Sex

2.4 NOMIS confirms this may have more up to date info too, that the Richmondshire population had more men than women in 2020 (53.6% are male). This is the reverse of national (49.4% men) and regional (49.4% men) populations, in which women slightly outnumber men. This is not a surprising result given the large military population and the very high proportion of men in the army.

Disability

- 2.5 Disability has many dimensions, which means that it needs to be looked at from several angles. There are several models of disability, and the most reliable source is the Census, which is based on the medical model of disability. In general, the Census shows that the Richmondshire population appears proportionately healthier than the regional and national populations. It provides information on the self-reported prevalence of limiting illness, general health and the level of unpaid care. Together these suggest a general level of impairment in the local population, which may affect access to and participation in the Council's business. About 8,000 local people considered their health fair or worse and a similar number reported that their daily activities were limited. It is likely that there is considerable overlap in these groups. The most recent information on NOMIS (November 2016), the Working-age client group - main benefit claimants' dataset is now discontinued - reports that about 960 people are in receipt of Employment Support Allowance and Incapacity benefit with a further 170 receiving Disability Living Allowance. (NOMIS is a service provided by the Office for National Statistics and provides labour market statistics).

Race

- 2.6 Richmondshire has a proportionately smaller ethnic minority population than the regional and national levels with 95.4% of the population declaring themselves as white British. The number of foreign and commonwealth members of the armed forces and their dependants influences the local population mix. This is important because membership of the armed forces brings with it a higher level of English language competency than might be expected from similar populations elsewhere. Just 278 people indicated, in 2011 Census, that they could not speak English or speak it well. This is small in comparison to the 1,682 people whose first language is not English. Richmondshire's usually resident Nepali community numbered 748 in 2011 Census and, not surprisingly its main second language is Nepalese reflecting serving and veteran Gurkhas and their dependants.
- 2.7 Richmondshire has a very small resident gypsy and traveller population. The Accommodation Assessment carried out in 2021 identified that there were 20 pitches available on local sites. The caravan count in 2021 recorded an occupancy rate of approximately 50%, which follows a similar pattern to previous years.

Religion or belief

- 2.8 The religions identified in 2011 Census reflect what would be expected from the mix of the local community, with the higher prevalence of Buddhism (0.7%) again reflecting the Nepali people locally.

Pregnancy or maternity

- 2.9 The birth rate in Richmondshire has remained virtually constant at around 550 births a year since 2004.

Marriage or civil partnership

- 2.10 The proportion of people living as married couples is much higher in Richmondshire than at the regional and national level. Consequently, the proportion of single people is lower in comparison.

Gender reassignment and Sexual orientation

- 2.11 There are no reliable local data on these subjects.

Key Local Issues

- 2.12 The main local challenge remains the longstanding trend towards an ageing population. This imbalance risks having an older population with increasing needs and reduced numbers of younger people to ensure continuing support. A lack of housing and employment opportunity drives the growing deficit in the younger local population.
- 2.13 Apart from the ageing population, local conditions indicate that the Council is less likely to meet people with the protected characteristics than in the wider national and regional populations. The Council should ensure that it is ready to meet its Equality Duty, but this should be proportionate to local circumstances and backed up by business systems and structures that are alert to these responsibilities.

3.0 The Council

- 3.1 Richmondshire District Council has many points of contact with local people, visitors, and businesses, through the services it provides. In the year 2021/22 1,428,563 people contacted the Council. During 2021/22 the Council received 59 complaints; a review of these showed none were in relation to Equality & Diversity issues. The quality of all aspects of service delivery directly affects how the Council meets its general equality duty, because every transaction has the capacity to either discriminate or promote equality at the point of contact and through the service design behind it.

The Equality Policy was updated in November 2018 to reflect the change in word from gender to sex. This was adopted by Council in February 2019.

- 3.2 The Richmondshire District Council website (which went live 18 December 2017) was ranked in the top 10 in the United Kingdom for local authority sites in 2020 and 2021. Sitemorse scored the website 9.6 out of 10 in 2021 based on functionality, ease of use, quality of information and accessibility, in line with the Web Content Accessibility Guidelines (WCAG 2.0). These measures ensure users with visual, auditory, physical, speech, cognitive, language and neurological disabilities, as well as limitations associated with ageing, can access the site with ease. Sitemorse also provide monthly reports outlining any accessibility issues that need addressing. To ensure we access the most advanced automated assessments of website accessibility, we have now moved our in-house site testing from Sitemorse to Silktide. This now incorporates more detailed testing for issues such as mobile

accessibility, tabbed browsing, non-text contrast and PDF documents. We can now access reports highlighting any accessibility issues that need addressing more frequently rather than relying on monthly reports. Our current website score by Silktide is 90 out of 100 for accessibility.

In addition, the Council has purchased and incorporated ReachDeck software within the site to provide speech, reading and translation support to website pages and any associated PDF documents. It is free for web visitors to use and can be used on any computer, smartphone, or tablet. There are several benefits that this software can bring to a website including compliance with the UK Equality Act 2010 which requires websites to be accessible to users with disabilities. It also includes the following features:

- Translation of web pages and PDFs into 100 plus different languages and speaks translated text out aloud in 40 of the most spoken languages.
- An on-screen text magnifier, and the facility to change the background colour and text colour on a page to help those visitors with visual impairments
- A screen mask feature blocks on-screen clutter letting the reader focus on the main text being read, stripping away images and side menus
- Converts web text into speech with a choice of reading speeds by simply hovering over the text. It also announces to users when there are links on a web page
- An MP3 generator to convert online content into audio files for offline listening.
- Picture dictionary provides readers with a visual description of any word on the website. Using images removes the barrier that make reading and hearing text difficult
- Settings can be tailored to an individual's needs so that they can be saved and used every time they re-visit the site.

3.3 Services are organised into three main blocks, each with distinct points of contact with local people:

- Operational Services
- Strategy & Regulatory
- Resources

Operational Services

3.4 Operational Services comprises:

- Landlord Services
- Supported Housing and Improvement
- Open Spaces and Amenities
- Waste & Street Scene and Transport

3.5 **Landlord Services** – provides a landlord function to approximately 1,500 homes of which 500 are dedicated accommodation for older people (60 years plus). Around 450 applicants are registered for accommodation in Richmondshire on the North

Yorkshire Home Choice, the sub-regional Choice Based Lettings Scheme through which advice and assistance is provided to prospective applicants seeking accommodation. Applications are processed in accordance with policy and a band level is awarded (Emergency, Gold, Silver and Bronze) enabling applicants to 'bid' on properties advertised for letting.

A Housing Management service is provided including rent payment advice, a variety of payment methods/solutions. The Council works closely with specialist welfare advice workers at North Yorkshire County Council and the council's Benefit team to assist customers access financial help and assistance.

The Tenancy Relations Service provides advice to tenants regarding their tenancy obligations including upkeep of gardens and accommodation as well as neighbour disputes and tenancy breaches. The Repair and Maintenance Service is responsible for the upkeep of Council properties in respect of our landlord obligations. The council has, through its move to mobile working, been able to improve the repairs service offering additional time slots to take account of individual customer needs.

Support services include:

- **Sheltered Housing/Lifeline and Telecare** - handbooks for older people looking for sheltered accommodation and/or services to assist them to live independently
- **Tenants Handbook** –general tenants guide on a range of services and contacts in the council and partner agencies
- **Find a home** –guide for customers with Learning Difficulties in pictorial form about living more independently.
- **Decorating/paint packs** –provided to new customers and existing tenants who qualify for assistance with decorating. All literature is in Arial 14 font to assist those customers who are visually impaired. Type talk is also available as part of this service. All decorating materials are delivered to customers' homes.

The Council has continued its work to assist in the resettlement of refugee families. Since 2018 the Council has supported the resettlement of eight Syrian refugee families within the district, accommodating all but two households within the Council's own housing stock, with one accommodated by a partner Housing Association. All but two households remain in the district with two having moved to other localities outside of Richmondshire.

In 2021 the Council worked with North Yorkshire County Council and the Ministry of Defence to support the resettlement of Afghanistan Refugees. In total the Council has supported, through the use of vacant MOD houses 9 Afghan families. The accommodation used is only an interim measure and work is currently on going with a partner Housing Association and support workers to secure move on accommodation over the next 12-to-18-month period. To date, no move on accommodation has been identified.

3.6 **Supported Housing and Improvement** provides a range of support and housing improvement services across all tenures. These monitor wellbeing, provide support and signposting to other agencies and emergency response services. Replacement of major components (kitchens, bathrooms, heating systems, doors and windows etc.) within Council properties is undertaken via the Council Housing Improvement Programme and the adaptation / conversion of owned and privately rented properties is undertaken via the in-house Home Improvement Agency.

There were 23 DFGs (Disabled Facilities Grants) completed to private properties and 97 adaptations completed to our housing stock (some of which were in sheltered housing schemes). The communal boiler at Thornborough Hall Gardens sheltered housing scheme at Leyburn was replaced along with a new passenger lift. All seven of our sheltered housing schemes had a new digital warden call system installed.

The Home Improvement Programme continues to provide further improvements such as a replacement passenger lift at Noels Court, Catterick and new automatic doors at Queens Court, Richmond and Thornborough Hall Gardens, Leyburn.

An innovative project has been completed to convert two vacant bedsits into mobility scooter storage/charging rooms. Both rooms have level access with automatic doors. Funding for this was provided from the Housing Revenue Account (Capital).

3.7 **Open Spaces and Amenities** provides public open space / play parks, public conveniences, car park, pest control services and public lighting across the District. An Equalities Impact Assessment has been undertaken to ensure that facilities are accessible with improved public access to the public open spaces areas / play parks. Accessibility of the car parks and ticket machines has been improved and all of the Council's public toilets have accessible facilities and 73 % of the public toilets have baby-changing units. Pest Control can provide a bespoke service for customers.

3.8 **Waste, Street Scene and Transport** provides waste and recycling collections, street cleansing and transport services. Additional support is provided through:

- Assisted Collections (813 made in 2021/22)
- Bulky collections from inside the property for the elderly and infirm (5 in 2021/22)
- Special Collections for inaccessible properties (12 made in 2021/22)
- Literature available in alternative formats on request
- Assisted Delivery of sandbags during flooding
- Gritting of sheltered schemes
- Provision of larger bins to those meeting the criteria

Strategy & Regulatory

3.9 Strategy & Regulatory comprises:

- Democratic Services and Elections
- Planning (Development Management, Strategic Planning, Conservation and Enforcement)
- Environmental Health including Licensing
- Housing Options
- Business & Community

3.10 **Democratic Services and Elections** provide a range of services that enable local people to participate in democratic processes. It ensures polling places are accessible by conducting regular reviews of the facilities used and providing devices to assist voters (large print, tactile templates etc.). The Council undertook a review of all its polling stations during 2019. It consulted widely with the community and actively sought comments from people with expertise in relation to access to premises or facilities for persons who have different forms of disability. The recommendations made to Council highlighted the importance that in considering and reviewing the designation of its polling places and stations, it should seek to ensure that as far as reasonably practicable, every polling place for which it is responsible is accessible to electors who are disabled.

Postal and proxy voting is also available, subject to eligibility. All documents, including Committee papers, are available in a range of formats and the website is fully accessible. Improvements have been made to the accessibility information on our meeting agendas to encourage attendance and participation. Meetings in external venues are held in fully accessible venues and the Council's meeting rooms are fitted with induction loops to assist those with hearing impairments and speech to text services can be provided for Members with specific requirements. Since moving to paperless meetings, reasonable adjustments have been made for Members with medical conditions which prevent the use of electronic devices.

3.11 Planning consists of **Development Management** and **Community Development** (strategic planning).

Development Management provides a range of technical services that support the democratic processes to regulate the amount and quality of development in the District outside of the National Park. It deals with the range of applications made under the Town and Country Planning Acts and associated legislation; alleged breaches of planning control, formal enforcement action where necessary and conservation advice. Democratic and communications processes conform to the Council's processes. These promote engagement by providing the necessary access improvements.

Community Development provides the following services:

- Housing Strategy and Rural Housing Enabler

- Policy Development and Implementation including local plan preparation and master-planning.
- Conservation and Built Heritage

External customers are:

- Local population through enquiries
- consultation – e.g., statutory requirements and access to information – e.g. web pages and publications
- Development Industry
- Strategic partners
- Local representatives

Contact with local people occurs through main communication channels (e.g. - enquiries, consultation, publication). They are therefore likely to be representative of the background population and the Team activities are subject to corporate standards.

3.12 **Environmental Health** provides the following services:

- Food Safety
- Health and Safety
- Infectious Disease Control
- Private Water Supply
- Private Sector Housing
- Environmental Protection
- Licensing
- Housing Options

Democratic and communications processes conform with Council processes, which provides for necessary access improvements where necessary. Dementia awareness training is now a mandatory Licencing requirement for all hackney carriage and private hire drivers.

3.13 **Housing Options** provides support services to people who are or are likely to be at risk of homelessness. The most common age group accessing the service is 16-44 years old and most applicants are either lone women with dependants or single men. Housing enquiries and Homeless presentation forms are tailored to capture information on the protected characteristics, which may affect the Council's statutory duty to offer temporary and permanent accommodation to a client. Clients with a disability would be placed in a DDA compliant room in the homeless hostel. 16/17-year-old clients are referred to Social Care for support due to their age.

3.14 **Business & Community** facilitates engagement of target community groups through partnership working across the following range of activities, including; Economic development, Culture, Leisure, Health and Partnerships.

Specific projects have been developed and delivered in partnership with other statutory, voluntary and community sector services to meet the needs of our wider community.

Dementia Update

The Council facilitate the group previously known as Richmondshire Dementia Action Alliance which has now registered with the Dementia Friendly Communities as Dementia Friendly Richmondshire. We continue to play an active part in the annual National Dementia Awareness Week with a week-long programme of awareness raising and activities.

Estimated number of individuals in NY, currently living with dementia: 10,000 (4000 supported by Dementia Forward)

Estimated number of individuals in Richmondshire, currently living with dementia: 750 (299 supported by DF)

Other points to note:

- Approximately 1/3 of those living with dementia will live in a care home
- As an average across NY, DF supports approximately 50% of those living at home.

Inclusive Growth Project

In partnership with the National Collaborative Outreach Programme (NCOP) and other community partners we are looking to develop an inclusive growth project in Colburn using the ABCD (Asset Based Community Development) model to raise aspirations, education levels, skills and employability.

Work is focused on local areas where higher education participation is lower than might be expected given the GCSE results of the young people who live there.

Safeguarding Duties

We remain an active partner in the Local Safeguarding Partnership group for Hambleton and Richmondshire which replaces the previous individual meetings of the Local Delivery Team (Community Safety), Local Safeguarding Adults and Children Safeguarding Strategy Groups. We also remain members of the North Yorkshire Safeguarding Children Partnership and North Yorkshire Safeguarding Adults Board.

We are currently working with partners in NYCC Public Health and the LSP to explore the potential to establish a Suicide Prevention programme in response to a significant rise in suicide deaths in Colburn during 2022.

Syrian Refugees

Work continues with the Refugee Council Community Development Officer to develop support links for the families when intensive support ends in January 2019. Based on discussions with colleagues and the families, we are looking to establish a women's group in 2019 and work with DWP colleagues to look for employment placements and self-employment opportunities.

Nepalese Communities

The Council has recently joined an NHS scheme to support health improvement for our Nepalese residents and took part in a Nepalese Health Mela in June 2022. It is hoped that the event will be repeated.

Resources

- 3.15 Resources covers:
- Customer Services
 - Business Support
 - Revenues & Benefits
 - Human Resources and Payroll
 - Finance
 - Improvement and Procurement
 - ICT & Business Change
- 3.16 **Customer Services** delivers services on behalf of all departments in the Council. It does not provide specific services for people with the protected characteristics but ensures that customers are treated with respect. Staff make every effort to converse with customers, whether by email, over the phone or face to face. Customers feel welcome and safe in Council offices. The team ensures that all customers have access to Council services. Council offices are accessible and situated in the heart of the community allowing easy access for as many people as possible. One to one assistance is available if required. Private interview rooms are available also in most offices. Hearing loops, Language Line and Typetalk can be provided to allow open discussion.
- 3.17 **Business Support** delivers services on behalf of all departments in the Council and does not provide specific services for protected characteristics. The majority of work is for internal customers and procedures are tailored to meet their needs. Documents are available in different formats should they be required. There is quick and easy access to hearing loops, Language Line was used once to translate Polish, Type Talk and Sign Live (used three times) to allow open discussion. The hearing loop and typetalk are customer-controlled tools therefore we may not be aware that a customer is using the facility which makes monitoring use difficult.
- 3.18 **Revenues & Benefits** collect local Council tax and business rates and provide benefits to people who qualify. There are 24,208 Council taxpayers, including 2,138 MoD properties; 3,000 business properties; 958 housing benefit claimants (an increase of 122 despite ongoing migration to universal credit) and 2,082 Council tax reduction claimants. Specific support services include:

Council Tax and Business Rates

- Visiting Officer to assist vulnerable customers in all aspects of Council Tax and Business Rates.
- Produce documentation in alternative languages.
- Language Line (usually activated at first point of call).
- A softer approach to the collection of council tax and business rates on customers identified as vulnerable.
- Referral of any case of threatened suicide to the appropriate agency
- Advise customers to claim exemptions/disabled relief/discounts/CTR they have not previously claimed but maybe entitled to.

- Close liaison with our enforcement's agents' vulnerable case team.
- Award of 100% council tax reduction to cases identified as vulnerable
- Provision of exceptional hardship awards where hardship can be proved by an action taken by the council i.e., Changes to the council tax reduction scheme.

Benefits

- Assist vulnerable customers to complete Benefit application forms
- Advise customers of any benefits they might be able to claim e.g., PIP, UC, Carers Allowance etc.
- Access to NYCC visiting officers to visit certain vulnerable customers (subject to Customer's authorisation)
- Produce documentation in large print.
- Language Line (usually activated at 1st point of call).
- Ensure Armed Forces Covenant operates correctly.
- Provision of Discretionary Housing Payments.
- Provision of covid-19 business grants to businesses meeting certain criteria

3.19 **Human Resources and Payroll** - The Council operates specific employment policies, procedures and initiatives that support its equality and diversity responsibilities as an employer:

- Rigorous Job Evaluation
- Robust recruitment and selection procedures, with training of all relevant Officers
- Flexible working opportunities
- Flexi-time scheme
- 57.34% were female
- 3.67% identified themselves as disabled
- 86.24% identified themselves as white British
- 23.9% identified themselves as belonging to a religious group

The Council's Workforce Profile (2021/2022) is contained within **Annex 2**.

The Diversity Profile of Job Applications (April 2021 – March 2022) is contained within **Annex 3**.

Member Profile There are 24 elected Members of which 16 (66.67%) are male and 8 (33.33%) are female with an average age of 68.63 years.

3.20 **Finance and Improvement** provides management and financial accounts, performance and risk management and procurement services. We do not provide any services specifically for people with protected characteristics, occasionally procurements may be for services that are for people who may have protected characteristics and the impact is considered as part of the procurement process. Changes to payment mechanisms and preferred means of payment may have an impact and will need an EIA.

3.21 ICT & Business Change

The Council commenced a business change programme, running alongside improvements to ICT systems. The focus of the programme is to improve internal efficiency whilst enabling customers to access the Council's services directly. One of the key projects of the accessible website was an ability for users to self-serve through the website, which now hosts over 250 eForms. Alongside the website the team increased the use of Social Media tools Facebook and Twitter to reach more people about the services providing news and events. We have also used Granicus to keep residents up to date with information they have subscribed to through the Council website.

4.0 Managing the Duty and Improving Council Action

4.1 The Council Plan 2019 – 2023 is committed to ensure that all aspects of the Council's business respect the Equality Duty:

OUR VISION

To ensure that everyone that lives in or visits the district, receives top quality, value for money, services. We believe Richmondshire is a place where people support each other to ensure the wellbeing of future generations.

OUR VALUES

Putting equalities, diversity and inclusion (EDI) first – this is at the centre of all service delivery and employment practice to ensure compliance with Equality Act 2010 through the General Equality Duty (GED) by January 31 each year.

Delivering high quality, affordable services – we manage our services to deliver the best quality that we can for our council taxpayers; and operate a culture of openness and transparency in everything the council does.

Providing excellent and effective services to our customers – we work hard to deliver best value services by understanding the customer's needs and expectations.

Looking after our staff – we recognise the value and well-being of our workforce, encouraging them to develop in a supportive working environment.

Mitigating risks by effective Corporate Governance – we take the management of risk seriously and do our best to manage risks within our planning and performance processes.

These Values are provided across five priorities:

- Providing a Fit for Purpose Council
- Working with our Communities
- Helping Vulnerable People
- Providing a Healthy Environment

- Inclusive Growth

4.2 The Council's adopted corporate Equality Policy (Nov 2016) provides headline guidance to Members, staff, partners and contractors about how it expects compliance with the Council's general equality duty. This sets out the requirements for:

- Integration of the duty into ongoing decision making
- Demonstrating informed decision making; and
- Reporting

4.3 It published its first Equalities Report in April 2014 and this report updates on the progress made to embed the Equality Duty into Council business through the implementation of its Equalities Action plans.

4.4 The Chief Executive is responsible for the delivery of the Council's EDI Action Plans supported by the Council's Corporate Equalities and Diversity Group (CEDG). Individual service plans implement these headline actions across the Council. Routine service reporting monitors the achievement of these actions and informs the Annual Equalities Report. Routine performance management, through Council and service planning, does not yet provide basic information about how well its business has improved to support people with the specified characteristics.

4.5 EIAs are prepared for all key changes in the Council's business likely to have an impact on people with the protected characteristics. These help us consider how they may affect different people within the workforce and take action to address any areas that may have an adverse impact.

4.6 The Council provides training to raise awareness of the equality agenda and the related legislation and their responsibilities to others in this area:

- awareness of bullying and harassment programme for all supervisory staff,
- stress management training for all supervisory staff,
- stress awareness training available for all employees
- welfare mentors programme.
- Workshops on the internal Recruitment and Selection and Attendance Management procedures

4.7 The Council set the following equalities and diversity objectives for 2021/22.

1: The Council as an Employer: Employment policies, procedures, guidance and practice promote an inclusive workforce

2: Local Community Engagement: Community engagement through promoting and encouraging access to Council services across the District area

3: Governance: The Council collects, monitors, reports and acts on information relating to equalities and diversity to promote service improvement and reduce the potential for discrimination

The Action Plan which was used to deliver these objectives and progress made against these is reported in **Annex 4**.

- 4.8 The Equality Objectives for 2021/22 and 2022/23 are attached at **Annex 4**.
- 4.9 The proposed Action Plan to deliver the Equalities Objectives for 2022/23 to improve the accessibility of the Council's services and facilities is at **Annex 4**.

5.0 Annexes

Annex 1 - Local Conditions

Annex 2 – Council Workforce Profile

Annex 3 – Diversity Profile of Job Applications to the Council

Annex 4 – Action Plan to deliver the Equalities Objectives for 2021/22 (closed)