

Equality report and needs analysis

March 2018

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1. Introduction

The Equality Act 2010 contains the Public Sector Equality Duty, the aim of which is to support good decision making by ensuring public bodies consider how different people will be affected by their activities so helping them to deliver policies and services that are efficient and effective, and meet different people's needs.

The Public Sector Equality Duty requires us to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between people who share a protected characteristic and people who do not

The Equality Act sets out a number of 'protected characteristics', these are:

- age
- disability
- gender reassignment
- marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

For a number of years, in considering equality issues, the Council has also recognised that for our area 'rurality' and 'low income households' are important characteristics that can seriously affect equality of opportunity and access to services for our residents.

The Equality Duty is supported by specific duties which we, as a local authority have to meet. Revised regulations were introduced in 2017 (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) requiring us to:

- publish equality information at least annually relating to its employees and residents
- set and publish one or more equality objectives not later than 30 March 2018 and at least every four years (unless up to date equality objectives are in place)
- publish gender pay gap information by 30 March 2018, and annually thereafter

This document outlines key data and information relating to equalities in Allerdale and the Council, and sets out the Council's equality objectives.

2. Summary of equality data

This section outlines key data and information relating to Allerdale and the Council, and sets out the main trends and issues that cut across all services. The Council publishes a summary of equality data on its website which is updated annually, this includes data about the population and also an analysis of the Council's workforce. From 2018 this will also include gender pay gap information as per the requirement set out in new regulations which came into force in 2017.

The paragraphs below set out summary changes and key issues relating to the population that need to be considered in planning and delivering the Council's services.

Age: The numbers of 0-15 year olds fell in Allerdale between 2001-2011 (and across all of Cumbria's districts), whilst the numbers of residents aged over 65 rose in Allerdale between 2001-2011 by 17% - a higher rate of increase than the national average (+11%)¹. Allerdale has also seen the greatest rise (between 2001 and 2011) in the number of residents aged over 85 years in Cumbria.

Traditionally we have seen many young people moving away after school for further education or employment elsewhere. The 16-64 population increased slightly in Allerdale between 2001-2011.

The latest figures (2018²) show that the proportion of the Council's workforce aged over 60 has risen slightly from 5.6% at March 2017 to 7.6% at March 2018.

So, Allerdale has an older population profile than England and Wales and the population is 'ageing' at a faster rate than the population nationally. By 2037 33.3% of all residents are projected to be aged 65 and over³.

Gender: The percentage of residents in Cumbria that are female is 50.8% and the percentage that are male is 49.2%¹. Allerdale as a district has a very similar proportion of females (50.9%) and males (49.1%). Latest workforce data for the Council (March 2018²) shows that 65% of the Council's workforce is female and 35% male. Women are therefore over represented in the workforce compared to the county and borough populations.

Disability: Allerdale has slightly above average rates of disability. In the 2011 Census residents were asked if their day-to-day activities were limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months. 10.1% in Allerdale reported that their day-to-day activities were limited a lot, and 10.7% reported that their day-to-day activities were limited a little. When compared to England & Wales, Allerdale has a slightly higher proportion of residents whose day-to-day activities are limited (Allerdale: 20.8%, England & Wales: 17.9%).

In terms of numbers, approximately 8,600 households in Allerdale (22%) have at least 1 member of the household with a limiting illness or disability⁴.

¹ Census 2011

² Allerdale Borough Council workforce analysis, March 2018

³ ONS population projections

⁴ Census 2011

Migration: Between mid-2004 and mid-2014, internal migration (to and from other parts of the UK) and other changes (i.e. changes in prisoners, armed forces personnel etc.) accounted for a net increase of 2,400 persons in Allerdale, while international migration (to and from overseas) accounted for a net increase of 700 persons⁵. Overall trends suggest that the rate of overseas migration to Allerdale and Cumbria has slowed in recent years.

Black and Minority Ethnic people: Cumbria's BME population remains one of the lowest in England, but has grown from 1.8% to 3% from 2001-11. Allerdale has the smallest proportion (2.4%) of residents from BME groups in Cumbria and the second highest rate of White British residents of any district nationally (97.6%)⁴.

Marital status: 28% of Allerdale's population is single (never been married) compared to 34.6% in England & Wales, 52% are married (46.6% in England & Wales) and 0.2% are part of a same-sex civil partnership (same as England & Wales)⁴. The number of married residents in Allerdale has fallen slightly between 2001 and 2011.

Religion: 75.4% of Allerdale's population stated their religion was Christianity (compared to 59.3% in England and Wales), with 17.3% stating that they had no religion. Other religions accounted for less than 1% of the population of Allerdale, much lower than England and Wales (8.4%)⁴.

The paragraphs above cover data relating to the protected characteristics defined in the Public Sector Equality Duty. For a number of years though, in considering equality issues, the Council has also recognised that for our area 'rurality' and 'low income households' are important characteristics that can seriously affect equality of opportunity and access to services for our residents.

Rurality: Allerdale has a population of 75 people per square kilometre compared with the northwest average of 480. Allerdale is predominantly rural in nature with 69.8% of Allerdale's population classed as living in rural areas. Over a half of people living in low income households in Allerdale live in rural areas. Because many people live in sparse rural areas with sometimes poor transport links, this affects the accessibility of a range of services and opportunities such as further education, health services, jobs and leisure activities. This is a particular issue for older people and young people, people with a disability and those on low incomes.

Low income households: Overall Allerdale's ranking in the Indices of Multiple Deprivation is 115 out of 326 local authorities⁶. However, this figure masks significant differences at a more local level with some considerable areas of deprivation. There are seven areas in the 10% most deprived in England.

Average household income in Allerdale is similar to the county average and a little below the national average; however, there are significant variations in income levels

⁵ ONS

⁶ Indices of Multiple Deprivation, 2015

across wards from £17,000 to £37,400 and 14.4% of households with an annual income of less than £10,000 and this has risen from 8.7% in 2009⁷.

16.7% of Allerdale's children are living in poverty according to the latest figures (3,090 children)⁸. The figures across the district vary considerably though, with four wards having levels of child poverty above 25%, the highest being 34.5%.

Nationally we know that 1.6 million (14%) pensioners in the UK live in poverty (that is with incomes below 60% of median household income after housing costs). We also know that women are more likely to be in poverty than men, and older pensioners (especially those aged 85+), single people living alone and private tenants are at particular risk⁹. 14.6% of all households in Allerdale are lone pensioner households¹⁰.

Figures show that Allerdale has 5 Lower Super Output areas that fall into the worst 20% nationally in terms of the Income Deprivation Affecting Older People measure¹¹ and that these are in the South Workington and parts of Maryport, correlating with the more deprived areas of Allerdale.

3. Additional relevant socio-economic data

In addition to the data above the summary information below gives other socio economic data that has an impact on different groups within our population and has helped to shape our equality objectives.

Health and wellbeing: Allerdale's overall performance in a range of health and wellbeing indicators disguises significant inequalities in health outcomes. Looking across the district, life expectancy is 6.6 years lower for men and 8.1 years lower for women in the most deprived areas of Allerdale than in the least deprived areas.

Allerdale has an above average adult obesity rate and childhood obesity levels are slightly higher than the Cumbria and national averages. The percentage of children in Reception year who are classified as having excess weight has increased recently.

Smoking and alcohol consumption are key areas of concern, Allerdale has the highest alcohol specific mortality rate of all the districts in Cumbria.

An increasingly ageing population raises a number of health issues for the area in terms of increasing demand for health services, issues with access to a variety of services, increasing incidences of age related illness such as dementia and potential increases in the numbers of people with a physical disability.

Housing: Levels of home ownership for the district are above the national average, although there are much lower levels in Workington and Maryport which also see the

⁷ CACI Paycheck data, 2015

⁸ Department for Work and Pensions (Children in low-income families - local measure)

⁹ Households below average income: An analysis of the UK income distribution: 1994/95-2014/15 DWP, 2016

¹⁰ Census 2011

¹¹ Indices of Multiple Deprivation, 2015

highest rates of social rented properties. In line with the national picture Allerdale has seen an increase in private rented accommodation with the private rented sector proportion of housing stock rising from 9% in 2011 to 16% in 2016¹².

Those on low incomes in the private rented sector lack the support network offered by landlords in the social rented sector and can be particularly vulnerable to income reduction potentially leading to homelessness. Those on low incomes in the private rented sector can also be coping with substandard living conditions. Recent research has shown that privately rented dwellings in Allerdale show higher rates of non-decency (29.2%) than those which are owner occupied (20.3%)¹².

The median cost of a dwelling is nearly 5 times the median household income, but there is a huge variation across Allerdale in terms of affordability and some of our communities face significant affordability issues. The areas facing particularly marked affordability issues are Keswick and Cockermouth. A first time buyer in Keswick is likely to need over 12 times their income to match house prices. Affordable housing issues particularly affect those trying to get onto the housing market who may be younger, first time buyers.

Latest studies show that Allerdale does not have the right mix of housing to meet future demand and this applies across all tenures. Suitable housing options for our ageing population and for our more vulnerable residents is a particular concern.

Fuel poverty: 11.4% of households in Allerdale experience fuel poverty with wide variation across the district¹³. Fuel poverty is a particular problem for vulnerable residents including pensioners and people with disabilities or long-term health problems. These groups of people are at risk of fuel poverty due to lower incomes and are more likely to spend long periods sitting at home which will increase their exposure to the cold if unable to heat their homes sufficiently. The rural nature of Allerdale further exacerbates the issue affecting fuel prices and mains gas access.

4. Key challenges

The summary of the latest available equality data and other relevant socio-economic data set out above suggests that our key challenges are:

Ageing population

We have a 'super ageing' population which raises a number of issues for the area in terms of increasing demand for health services, issues with access to a variety of services, increasing incidences of age related illness such as dementia and potential increases in the numbers of people with a physical disability. There are also related issues to do with the suitability of housing stock in the borough for that older population.

¹² Allerdale Housing Study 2016

¹³ Department of Energy and Climate change, 2016

Rurality

The rural nature of our area makes it harder for many people to access some services, this combined with other issues such as age (older people, as well as young people without their own transport), disability and low income, mean that locally or digitally accessible services are very important in our area.

Low income households and poverty issues

Allerdale has some considerable areas of deprivation with seven areas in the 10% most deprived in England. Being on a low income can affect people's opportunities and access to services and can have related impacts on their health. Lower income can affect the goods and services that people can afford and therefore affect their health and conversely poor health may affect income by preventing people from taking paid employment. Improving employment opportunities in Allerdale and tackling some of the barriers people face is therefore important for us. Fuel poverty is a particular problem for vulnerable residents including pensioners and people with disabilities or long-term health problems.

Children and young people

According to the latest figures 16.7% of Allerdale's children are living in poverty and in four of our wards this figure rises above 25%. Living in poverty will affect children's life chances and their ability to access activities. Childhood obesity rates can be seen to be increasing in Allerdale which is a concern. We have also traditionally seen young people leaving the area after school for higher education or employment opportunities.

Suitable housing

This is an issue for a number of groups within our community. There is a need for suitable housing for older people, and for people with disabilities, as well as for increased availability of affordable housing to meet the needs of low income households and younger people in particular. Some groups have very specific housing needs such as the gypsy and traveller community and ex-Armed Forces personnel.

Limited availability of some data

The ethnic make-up of our borough being 97.6% white British can make it difficult to get any meaningful data on the needs and views of those from other backgrounds. Meaningful data on sexual orientation for our area and service users is also currently very limited. We need to ensure that we do not overlook the needs of these groups through lack of data and do what we can to get appropriate information from groups within the local community. We can for example, continue to pool knowledge with partners such as through the Community Safety Partnership to ensure we are not missing any emerging issues around community tensions or hate crime.

5. Progress to date

The Council uses Equality Impact Assessments (EIAs) to show how we consider equality issues in our strategic and service planning. EIAs are undertaken on a proportionate basis where proposals have a potential impact on equality and diversity. As stated above, alongside the 'protected characteristics', consideration of rurality and low income households is also included in the Council's equality impact assessments given their importance for the district. We also consider equality and diversity issues as part of reports that go to committee meetings to help inform the decisions being made.

The Council has also built equality and diversity considerations into the set of principles that inform our decision-making. These principles are set out in the Corporate Business Plan and are as follows:

- **Strong community leadership** – demonstrating leadership within our communities is vital if we are to achieve our ambitions and we will continue to support the role of councillors in providing collective community leadership and articulating the issues and priorities in their local areas.
- **Partnership and collaboration** – whilst the Council does still deliver a range of services directly we recognise that only through collaborating with others will we achieve our ambitions for our area.
- **Clear priorities based on understanding and evidence** – a sound evidence base is vital if the Council is to identify the right priorities and make sound decisions using our resources to the best effect.
- **Access and fairness** - people have different requirements and preferences when it comes to how they access our services so we will make sure we take those into account when we design and deliver services.
- **Being flexible and responsive in the delivery of services that support local need** - Allerdale is made up of distinct areas with differing issues and needs so we may need to adapt the way we deliver services across those areas depending on identified need.
- **Openness and transparency** – we believe in the importance of being open and transparent in all that we do, providing the public with the information that they need to decide if we are performing well and responding to their needs.

Progress against each of the Council's previous equality objectives is given below. Other recent activity that demonstrates the Council's commitment to equality and diversity includes:

- The recent refurbishment of the Customer Service Centre at Allerdale House has been undertaken to ensure not only improved physical access, but has also been designed with a dementia-friendly layout. The new confidential meeting rooms also ensure more privacy for customers who may need to discuss sensitive personal issues such as health or family circumstances.
- In the past two years we have introduced improved signposting and referrals for benefits customers who need additional money matters or other support –

in particular a process has been developed in partnership with DWP to provide personal budgeting support for Universal Credit customers, ensuring that we offer support to households on low incomes and our more vulnerable residents.

- The Council is working with Cumbria County Council on the Syrian refugee resettlement programme and have committed to welcoming refugee families to Allerdale.
- We continue to provide and use translation services as required to ensure that our customers can access the information they need, in particular in the work of customer services and our environmental health team.
- Training has focused in 2017/18 on mental health issues. A number of staff have been trained to become Dementia Friends (21 employees) with further training being offered to staff and elected members. 15 employees have also been trained as mental health at work first aiders. The Council has also encouraged staff and members to participate in suicide awareness and prevention training and a number of people have now participated in this training.
- The Council has recognised Armed Forces and ex-Armed Forces personnel as a group within our community that face particular issues and has signed up to the Armed Forces Covenant. A regular weekly advice service provided by the Royal British Legion has been available in Allerdale House. In 2016 we worked with partners to support delivery of a 14 unit Armed Forces accommodation scheme and during 2017 we have supported an army officer in his transition from military to civilian life through practical work experience leading to the individual gaining full time employment.
- Continued working with our partner organisations and the West Cumbria Safety Partnership to address community safety issues including tackling the causes of attacks motivated by race, religion, disability and gender or sexuality.
- Successful delivery of the Central Heating Fund during 2017, a government funded scheme that has helped to install 77 first time central heating systems into fuel poor households in Allerdale, supporting some of our most vulnerable residents.
- Successful delivery of our Housing Grants Assistance Programme including Disabled Facilities Grants and Safe and Warm Grants targeted at our more vulnerable residents (in particular our older residents and those with a disability).
- Work to create more affordable housing in those areas where it is needed most and for those groups who need it most. In 2016/17 we supported 43 affordable homes for general needs use and two extra care housing schemes providing 111 units of older persons' accommodation. An additional 46 affordable homes were provided in Keswick along with a toilet block conversion in partnership with the Keswick Community Housing Trust creating 4 single person dwellings.

- Engagement with the gypsy and traveller community to consider their temporary and long term 'housing' need
- Delivery of a range of arts and cultural activity aimed at addressing issues faced by particular groups of people including:
 - Supporting West Cumbria Carers Arts Summer School at Rosehill Theatre – a project working with young carers aged 5-18 to work with a visual artist, writer, storyteller, poet and theatre practitioner.
 - Supporting the first multi-organisation bid from the West Cumbria Cultural Education Partnership to Children and the Arts. The project will work with young people from disadvantaged backgrounds and local arts and heritage organisations.
 - Supporting Theatre by the Lake's Celebrating Age Arts Council England bid a partnership project with Keswick Museum and Northern Fells Group aiming to reach around 700 participants over three years. The project aims to make cultural spaces be open, positive and welcoming places for older people and take high quality arts and culture into places where older people will find it easier to engage.
- Work with our partner GLL to increase usage across all our leisure centres with a particular focus on young people and those at risk of being inactive including those with a disability and those aged over 60.
- Continuing to be an active partner in the Allerdale Health and Wellbeing Forum – in the past year the Forum has appointed a Community Falls Worker and introduced a slipper exchange scheme targeted at our older people. The Forum has also organised a series of mental health awareness training sessions and supported the creation of a number of local Dementia Action Alliances.

The section below outlines progress against our previous equality objectives.

Objective: Reduce the effect of rural isolation by increasing the number of payment points available for Council services and increasing the number of services available online	
<p>Since 2014 residents and business owners in Allerdale have been able to pay their Council related bills at around 60 places in the borough hugely increasing the numbers of locally accessible places to pay (more than 10 times more places than previously) and helping to alleviate some access issues for our more rural residents. Payments can be made at any shop, business or post office accepting Paypoint payments.</p> <p>The Council has also continued to make more services available online and in 2016 introduced the MyAllerdale app allowing customers to carry out a much wider range of services online with the easy to use app.</p>	

Work with partners to develop an anti-poverty strategy that advances equality of opportunity between those who share a protected characteristic and those who do not



Since 2012 the Council has been committed to tackling poverty in Allerdale with Reducing Poverty and Tackling Inequality being front and centre as priorities in the current and previous Council Plan. The Council developed its first Reducing Poverty Strategy in 2013, developed and written with the contributions of partners with experience of working with the poverty agenda. The strategy was ambitious and delivered many exciting projects. The Strategy has recently been revised and a new Tackling Poverty Strategy adopted for 2018-2020. Through delivery of the strategy to date the Council has:

- Taken a decision to pay the Living Wage to all employees and to work towards becoming a Living Wage employer and signed up the Fair Finance Pledge in 2016
- Supported advice and advocacy services with grant funding, including services specifically for those with a disability via Allerdale Disability Association
- Supported the Credit Union to promote financial resilience and support low income households
- Worked with partners in our more deprived on areas to deliver community projects aimed at getting people into work, and engaging with older and younger people to improve health and wellbeing.
- Run a Council apprenticeship scheme paying the Living Wage to those apprentices and supported external apprenticeships (10 supported in 2016).
- Supported skills and employment schemes and projects such as the Dream Scheme.
- Delivered services and support around housing to our most vulnerable residents such as Discretionary Housing Payments, homelessness support and preventative work, work to alleviate fuel poverty with the introduction of the Allerdale Big Switch the Central Heating fund, delivery of Disabled Facilities Grants and the introduction of Safe and Warm Grants.
- Supported people in the transition to Universal Credit working with partners to provide appropriate budgeting advice and advocacy services to support those on low incomes.

Foster good relations by putting in place arrangements to actively facilitate and support festivals and events across West Cumbria to promote understanding amongst diverse communities and encouraging community cohesion



Over the past few years the Council has supported a range of festivals and events through grants support and direct funding. These events and festivals range from small community events to large scale festivals and events. Supporting these events and festivals helps to bring communities together as well as enhancing the vitality and raising the profile of the area, offering cultural and sporting opportunities to improve health and wellbeing.

Examples of events supported through our festivals and events fund over the past year include:

- Town Arts Trail Cockermouth and support for the establishment of West Cumbria Artistic Network (collective of professional and non-professional artists from a range of genres)
- Cockermouth River Lantern Parade and Finale Show
- Keswick Victorian Fayre
- Silloth Vintage Rally
- Aspatria Music Festival 2017
- Workington Kite Festival
- Braithwaite Big Lunch
- Keswick Band Night (as part of Keswick Mid-Summer Festival)
- Vintage in the Town Workington
- "The Beauty of Earth" visual arts exhibition in Wigton
- Solfest 2017

Implement the Council Equality Scheme which ensures that all decisions consider the needs of protected groups in line with the Equality Act



The Council has continued to undertake Equality Impact Assessments (EIAs) to ensure that decisions about policies, strategies and services consider the needs of protected groups. EIAs are carried out on strategic documents and decisions. EIAs are also carried out for service changes or improvements where there is considered that there may be an impact on one or more equality group. Some examples are given below:

- Council Plan 2015-19
- Licensing Policy Review 2016
- Gambling policy review 2016
- Business Growth Strategy 2016-21
- Housing Strategy 2016-21
- Tackling Poverty Strategy 2018-20
- Changes to fees and charges for car parking
- Introduction of new pay and display machines in car parks
- Decision to fund West Cumbria Credit Union to improve access to affordable loans

Ongoing work is required to ensure that EIAs are consistently and comprehensively undertaken in a timely manner across the organisation.

6. Equality objectives 2018

Our Council Plan already has a strong commitment to addressing issues of inequality and advancing equality of opportunity. The Council's new equality objectives are drawn from our current Council Plan to fully align them with the Council's current priorities.

The new **Equality Objectives** are:

1. Tackling poverty and helping those most in need
2. Giving people skills, education and employment opportunities
3. Providing great services to people and communities
4. Working to create healthier communities including activity to:
 - Provide access to quality leisure and cultural activities
 - Ensure access to suitable and safe housing

In support of each of these overarching objectives, the Council is already undertaking a range of activity. These actions are integrated in the Council's Business Plan, Customer Access Strategy, Tackling Poverty Strategy, Housing Strategy, Business Growth Strategy and other key operational plans. Some examples of activity are given below for each objective. Progress towards implementing these objectives will be monitored as part of the Council's corporate performance management arrangements.

The paragraphs below set out examples of activity that will take place to support each of the proposed equality objectives.

Objective 1: Tackling poverty and helping those most in need

Action will include:

- Support healthy eating/ food growing initiatives, supporting activities such as demonstrations and training sessions
- Develop a scheme to provide meals for children eligible for free school meals during school holidays
- Continue to invest in advice and advocacy services to support vulnerable people with financial issues and support disabled people to access benefits and understand welfare reform changes
- Promote benefits advice and undertake targeted campaigns to ensure residents, in particular pensioners, are claiming what they are entitled to
- Run the Big Allerdale Switch three times a year and target towards our deprived neighbourhoods and those on pre-payment metres
- Promote and deliver Safe and Warm Grants targeted at our older and more vulnerable residents

Objective 2: Giving people skills, education and employment opportunities

Action will include:

- Work with partners to ensure that there is a network of support for young people to enhance their employability
- Monitor and support the implementation of ESF funded skills and training programmes to improve access to employment with focus on young people
- Work with local businesses and employment support/education providers to identify skill shortages or gaps alongside potential skill enhancement opportunities

Objective 3: Providing great services to people and communities

Action will include:

- Deliver the Customer Access Strategy to improve the service we deliver to customers through improving service consistency, delivering right first time and improving the use of customer intelligence to develop and design the service. Promote self-service where appropriate to streamline processes between the customer and the organisation.
- Continue programme of co-location of customer access points across the district into libraries/other appropriate locations to ensure continued and improved access to our services locally.
- Undertake work across the organisation to promote the use of available equality data and explore opportunities for improving the collection of equality data about our service users to further improve our approach to assessing equality impacts in our decision making and service planning.

Objective 4: Working to create healthier communities

Action will include:

- Support the Allerdale Health and Wellbeing Forum in addressing health outcomes in relation to healthy weight, smoking cessation, healthy attitudes towards alcohol, mental wellbeing and ageing well - with a focus in 2018/19 on falls prevention, smoking and healthy weight.
- Empower communities to deliver affordable housing through Community Land Trusts
- Support developers to provide a range of options to deliver affordable housing through Homes and Communities Agency schemes
- Proactive work with Registered Providers to evaluate allocations for housing to ensure there is a fair and transparent approach to support those in greatest housing need
- Promote and deliver Disabled Facilities Grants

- Ensure new legislation around the licensing of Houses in Multiple Occupation (HMOs) is enforced and all HMOs falling into the new licensing criteria are licensed.
- Work with GLL to develop the leisure offer within the Council's leisure facilities, increasing usage across all sites, with a focus on young people, people with a disability and those at risk of being inactive
- Supporting local festivals, cultural activities and events to encourage community belonging and wellbeing

To underpin delivery of these objectives and ensure a continued focus on equality and diversity issues the Council will continue to support and develop its staff and elected members.

During the early part of 2018 we will be rolling out a new e-learning platform to enable more training to be delivered supporting the Council's strategic objectives. One of the mandatory training packages will be equality and diversity and all staff and elected members will be asked to complete this.