

NORTHUMBERLAND

Northumberland County Council

Advancing equality in Northumberland - the current situation

30 January 2018



Acknowledgement

Northumberland County Council would like to thank all the individuals, groups and organisations who gave their time and expertise to contribute to the publication of this equality information, and who continue to help us to remove obstacles to equality in Northumberland.

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1. Introduction

We are committed to making Northumberland County Council an accessible and inclusive organisation that welcomes and respects the diversity of all people who live and work in the County, its employees, elected members, and visitors to Northumberland.

We are working to eliminate unfair discrimination and promote equality, in our employment practices and in the way we deliver services, and are fully committed to fulfilling the duties placed on us as an employer, service provider and public body under the Equality Act 2010 and other relevant legislation to combat discrimination and promote equality.

This document and the appendices set out how we are fulfilling our duties as a public body under the Equality Act. The Act gives us a duty to advance equality between people who differ in respect of any of a list of “protected characteristics”: disability, sex, race, age, sexual orientation, religion or belief, gender reassignment, and pregnancy or having a young baby. In each case, the Act requires us to consider three key equality objectives which are to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a characteristic and those who do not;
- Foster good relations between people who share a characteristic and those who do not.

The Council has a duty to publish information on the effect that their policies and practices have on employees, service users and others from the protected groups

These documents show the **results of our analysis** of the information we currently hold about how our services and our actions as an employer, impact on equality. Detailed information about each service area can be found in the appendices

This document also sets out how Northumberland County Council recognises the differences between people, and how we aim to make sure that (as far as possible) any gaps and inequalities are identified and addressed, in line with our corporate objectives.

Collecting, using and publishing equality information helps the Council to:

- plan more effectively and identify any risks of discrimination
- identify what the key equality issues are for our organisation
- develop our equality objectives and measure progress
- meet our obligation to analyse the effect of our policies and practices and
- demonstrate to the public how we are performing and what we are achieving.

It is a fully 'live' document will be regularly reviewed and updated as appropriate by the Council's Equality, Diversity and Human Rights Steering Group. Ongoing work is also taking place to explore how best to enable stakeholders to hold the Council to account for its work around equality, and to increase involvement and ownership in the work.

2. About Northumberland County Council

Northumberland County Council was established as a unitary authority in May 2009 following local government reorganisation.

Northumberland is England's most northerly county. The County is uniquely shaped by its border history, stretching from Tyneside in the South to the Scottish Borders in the North, west to the Cheviots and the Pennines and bordered on the east by the North Sea.

Around half of the population live in the south east of the county, which covers only 3% of the area of Northumberland. The principal towns of Ashington, Blyth and Cramlington are distinctly built up in character with modern housing development and many industrial estates.

In comparison, the rural parts of the county are very sparsely populated. The majority of the population live in the market towns of Alnwick, Berwick upon Tweed, Morpeth and Hexham together with a number of small towns and villages. These towns have become centres of activity for the rural areas of the County supplying services, job opportunities and community facilities.

Population density is a calculation of the number of people per square metre. Northumberland has a population density of 63 residents per square metre, lower than any other local authority in the north east region. Northumberland has the seventh lowest population density of all local authorities in England and the tenth

lowest population density in England and Wales.

This presents challenges for the council in delivering services to a dispersed population over a large geographical area. To overcome some of the difficulties, the Council has utilised new technologies to communicate, using social media such as twitter and facebook, as well as traditional communication routes. There has been a huge rise in the percentage of residents making enquiries, paying bills and accessing services online. The Council recognises the difficulties in some parts of Northumberland which have limited or no access to the internet and is actively working to support improved access and provide alternative means of accessing services for people who are digitally excluded. Some groups of residents including some older people and some groups of disabled people also have less access to the internet or need additional support to be able to access services in this way. Northumberland County Council has been involved in a project called iNorthumberland to help tackle some of these issues. In 2013 one in five of the county's residents had never been online and Northumberland had some of the poorest availability of broadband provision in the whole UK. 70% of tourism businesses lacked any online presence and surveys showed that businesses in general were not aware of the benefits of being online, and needed to increase their digital skills.

iNorthumberland has led a number of award winning initiatives that have improved digital inclusion.

Key Figures

Population

- Northumberland is home to 316,000 people and covers an area of 5,013 km², of which 96.7% is classed as rural.
- 49.1% of the population live in rural areas compared to the North East (18.8%) and England (18.9%)
- The number of people aged 65+ is set to increase by 42.4% by 2035 (North East 37.2% and England 41% (2014 based population projections).
- Life expectancy at birth for males is 79.2 and females 82.6 (2013-15).

- The county is sparsely populated with 63 people per km² (North East 308 and England 426 (2016)).
- 51% of the population live in the 3% of urban land based mainly in the South East of the county

Deprivation

- 13.2% of the population live in one of the 10% most deprived areas of England, which is an increase on the figures published in 2016, this compares to 16.98% in the North East and 9.9% across England (2015).
- 20.8% of the population are classed as income deprived, this is a decrease on 2016 figures and 25.4% are employment deprived.(2015 IMD)
- 14.5% of all children in Northumberland - almost 9,500 - are living in poverty (before housing costs this is a reduction of approximately 500 children living in poverty), November 2016.

Crime

Crime rates (per 1,000 population) are low in Northumberland. At 65, this is the lowest rate in the Northumbria force area where the rate is 91 (June 2017 Crime Survey England and Wales).

Economy and the labour market

- Unemployment is lower than the regional level. The unemployment rate to June 2017 is 5.5%, for the North East region it is 6.5%, for England it is 4.6%.
- The employment rate in Northumberland is 70.6% compared to the North East (70.2%) and England (74.6) (Jul 16-June 17).
- Wages in the county are lower than the country figure, with the weekly average (median) pay of workers in Northumberland being-£480 compared to £556 in England (2017).

Children education and skills

In 2017, pupils sat new redesigned GCSEs in English language, English literature and mathematics for the first time, graded on a 9-1 scale. New GCSEs in other subjects are being phased in over 3 years.

38.5% of pupils in Northumberland achieved a grade 5 or above, compared with 37.4% across the North East and 39.1% across England. Due to changes in methodology, these figures cannot be compared with other years. (Source: DfE 2016/17)

Northumberland's 2016 percentage of young people aged for 16-17 years who are Not in Education, Employment or Training (NEET) of 4.6% is one of the lowest in the North East area. North Tyneside had the lowest at 4.2%. The North East average was 5.4% and the England average was 6.0% for the same period. In 2016, 9.1% of the population in Northumberland (aged 16-64) had no qualifications. This is lower than the North East Local Education Partnership (9.3%) and the region (9.4%) but is higher than England (7.8%).

3. The Budget

The Council's budget is split into two main parts:

Revenue: which pays for day-to-day costs such as staff and equipment

Capital: which pays for major projects such as buildings, schools and roads

The revenue budget provides both:

- Statutory services: these must be provided by law
- Discretionary services – the Council is not legally obliged to provide these

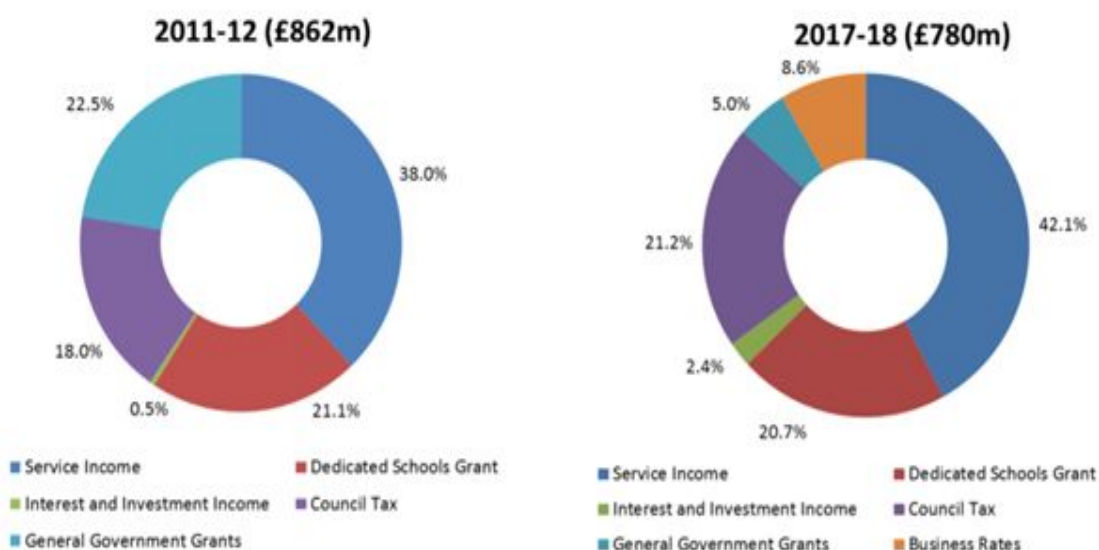
The Council's gross revenue budget for 2017-18 is around £780 million. Some of this budget is made up of grants that can only be spent on specific services. For example, Dedicated Schools Grant and Public Health Grant.

The net budget is funded mainly by general government grants - the biggest of which is called the Revenue Support Grant. The amount allocated to the Council from the Revenue Support Grant has decreased. The rest of the net budget is made up of

Council Tax collected from residents, along with money we make through income from fees and charges on planning applications and garden waste collections. We also collect taxes from businesses in the form of Business Rates. The council is allowed to keep some of this money and the remainder is paid over to central government, some of which comes back to the council as a grant. Northumberland has experienced a higher relative cut in government funding and has also faced other pressures on its budget from inflation and new financial burdens.

Local Authority	Revenue Support Grant				Change in RSG	
	2016-17	2017-18	2018-19	2019-20	2017-18	By 2019-20
	£000	£000	£000	£000	%	%
All England	7,183.90	4,981.79	3,573.31	2,283.95	(30.65)	(68.21)
Average of the 7 North East Councils	47.72	35.43	27.20	18.93	(25.75)	(60.33)
NCC	41.46	27.80	18.99	10.28	(32.95)	(75.21)

The charts below show how funding for the budget has changed from 2011-12 to 2017-18, with much more emphasis on locally raised income such as Council tax and business rates.



Efficiency savings of £6 million pounds were proposed in order to balance the [budget for 2017-18](#).

In December 2013 there were 28 senior managers; by 2015 this was reduced to 16. The senior management structure of the council is currently being reviewed again. Information on this will be published when the new structure is finalised. The Chief Executive of the Council is Daljit Lally. The [management salary information](#) was last updated on 22 September 2017.

A new Medium Term Financial Plan has been proposed covering the period 2018-22. The final financial position could alter as the government's settlement which outlines how much the government will give to Northumberland is not due until February 2018, which could affect the financial position.

The council has produced a draft budget which proposes efficiencies of £8.2m in 2018-19, increasing to £21.1m in 2019-20, and rising to £65.1m over the term of the plan. The Medium Term Financial Plan 2018-2022 and Budget 2018-19 document can be viewed [here](#)

Demands on services are set to continue - whether it's repairing our roads or looking after the most vulnerable in our society - so the next three years will be more challenging and have a significant impact on the way we deliver services over that period.

Our approach therefore needs to be transformational in terms of service integration and new ways of working, to identify more effective and efficient service delivery, as well as explore opportunities to generate income.

The budget proposals have been debated at Local Area Councils throughout January 2018. These will be discussed further by the Council's Overview and Scrutiny Committee, and put forward for approval to Full Council on 21 February 2018.

If you'd like to have your say, please email budget@northumberland.gov.uk

The Government is currently reviewing the funding mechanisms for Local Government. As part of the provisional Local Government Finance Settlement of 19 December 2017 the Secretary of State launched a "Fair funding review: a review of relative needs and resources" consultation which runs until 12 March 2018. The Secretary of State has said that the results of the review will be introduced in

2020-21.

4. Assessing the Equality Impact

As a public sector organisation Northumberland County Council has a duty to analyse the effects of our services and practices on equality across all of the protected characteristics. This helps us to consider if the way we do things has any unintended consequences for some groups, and to check if they will be fully effective for all target groups.

It can help us identify any practical steps to tackle any negative effects or discrimination, and to promote equality and foster good relations between different groups. We publish equality information and undertake equality impact assessments to help us do this.

4.1 Annual Equality Information Analysis

The council completes an annual analysis of its core functions and services and their impact on equality, with an additional analysis covering our workforce and employment issues across the whole Council.

This analysis identifies key areas where changes may be needed to ensure that services respond fairly to the needs of different groups, and also areas where further information and feedback needs to be gathered. It is an ongoing cyclical process which is reported on and published annually and fed into the **service planning process** where any actions and performance can be monitored.

4.2 Equality Impact Assessment

Our equality information gives the Council an understanding of the overarching equality impacts of its services on different groups in the community, there will be key changes, decisions and proposals that will arise during the year that will require an individual and specific equality impact assessment to be completed. In order to do this, the Council has an equality impact assessment (EIA) tool in place to complement the equality information.

All reports going to the Council's decision-making Executive, or to the full Council, are screened for any relevance to equality, and a detailed EIA is completed if required. In addition, given that this is a very challenging time financially for all public sector

organisations, all of the Council's budget proposals have been screened for their impact on equality and EIAs completed as appropriate. A summary of EIA's and any actions that have been identified are available to the public and are also published on the Council's website.

4.3 Engagement

The Council has a range of things in place to make sure that it listens to the views of the people who uses its services and involves them in decision making. This includes helping us get a better understanding of the specific equality issues that impact on different groups in the community. High quality, coordinated and proactive consultation and engagement is essential for:

- ensuring all residents have the opportunity to shape services
- good decision-making
- evaluating the Council's progress against strategic priorities and medium and long-term objectives.

The Council continues to maintain a **People's Panel**. This is a representative consultative body of local residents, used to help identify local priorities and to consult service users and non-users on a range of customer satisfaction and local quality of life issues. Every three years we refresh the panel, to give current members the opportunity to opt out and so that residents have the opportunity to get involved. If you are interested in becoming a member of the panel or want to know more, please contact us by email: peoplespanel@northumberland.gov.uk

- **Youth Cabinet**– The Youth Cabinet are elected annually by young people in Northumberland as a body working to represent the views of their peers within the County to decision makers. [Click here to visit NYP page.](#)
- **Voices Making Choices** is made up of 15 young people aged 14 to 21 with experiences of the care system. They are from different backgrounds and have different experiences. [Click here to visit the Voices Making Choices website.](#)
- **1001 Voices** – 1001 Voices specifically seeks the views of young people through online surveying. Each survey is written by young people and they compile the results to feedback to young people and decision makers.

- Local people have been invited to contribute to housing needs assessments
- A consultation has taken place on the 2017-2020 SEND (Special Educational Needs and/or Disability) Strategy and the implementation of the national funding formula which affects how funding is allocated to schools
- Traffic management, planning, licensing and local services regularly consult with the public.

2015 Residents' Perception Survey – Northumberland Summary

A Residents' Perception Survey was undertaken by independent researchers. The research took place through a self-completion postal questionnaire during September and October 2015. The results were analysed by age, ethnicity, gender, disability, caring responsibility household tenure and work status. The full report is available on the Council's website and can be provided in other formats.

Between 2012 and 2015 resident's views of the Council in terms of overall satisfaction, trust, value for money and that the Council acts on residents' concerns have improved significantly in a number of areas. A full detailed report produced by Ipsos Mori and the topline results tables can be viewed on the Northumberland Knowledge website [here](#).

Key findings

- Over half (53%) of residents are satisfied with the Council, an increase of ten percentage points from 2012.
- More than a third (36%) of residents feel the Council provides value for money (an increase of seven percentage points on 2012).
- 45% of residents feel the Council acts on residents' concerns (up six percentage points).
- Half (50%) of residents trust the Council, an increase of four percentage points on 2012.
- Attitudes towards the local area have remained consistent since 2012. Three in four residents (77%) are satisfied with their local area (an increase of two percentage points).
- A quarter of residents (25%) feel their local area has got worse over the past 12

months, a fall of four percentage points.

- 76% feel they belong to their local area compared to 74% in 2012.
- Three fifths (62%) of residents agree that people from different ethnic backgrounds get on well.

There is stark contrast between the different areas of Northumberland. Those in the North and the West are generally more positive about the area in which they live, the Council and the services which it provides. They are well connected to the local community and are more likely to volunteer in community activities. Residents from South East are less satisfied across all of these issues and are more isolated from the community. Dissatisfaction with leisure and cultural facilities is quite clearly concentrated in South East Northumberland, where residents are more often dissatisfied with theatres and concert halls, museums and galleries, and sports and leisure facilities. This supports earlier findings that sports and leisure facilities, and activities for both young children and teenagers are seen to be requiring improvement in this area.

Residents were presented with a list of 22 factors that are thought to impact on the quality of life of an area, from this they selected the following as being the most important in making somewhere a good place to live:

Health Services (54%)
Education/schooling (46%)
Clean streets (42%)
Affordable / Decent Housing (39%)

While the least important were:

Cultural Facilities (6%)
High profile events and tourist attractions (7%)
Wage levels (13%)

Of the same 22 factors road and pavement repairs (56%) and job prospects (38%) were felt to be the most in need improvement in the local area.

When the most important factors in making an area a good place to live are set against the local issues that need improvement, the priorities are shown to be road and pavement repairs, clean streets, job prospects and affordable housing. Health services and local schools are important but are comparatively less urgent local

priorities. The lowest priorities (low importance and low need for improvement) include the cost of living, cultural facilities, and leisure facilities.

The factors seen as most in need of improvement differ across the County. Whereas the focus in the rural areas is on road and pavements repairs residents in the South East feel improvement should be focused on street cleanliness and anti-social behaviour:

<p>North:</p> <ul style="list-style-type: none"> • Road & pavement repairs (61%) • Job prospects (48%) • Affordable decent housing (34%) • Public transport (30%) • Health services (28%) • Wages levels & local cost of living (23%) • Education provision/schools (17%) 	<p>South East:</p> <ul style="list-style-type: none"> • Clean streets (42%) • The level of anti-social behaviour (32%) • Shopping facilities (31%) • Facilities for teenagers (29%) • Facilities for young children (24%) • The level of crime (21%) • Sports and leisure facilities (16%) • Parks and green spaces (15%)
<p>West:</p> <ul style="list-style-type: none"> • Road & pavement repairs (68%) • Care and support for older people (31%) • Education provision/schools (19%) 	<p>Central:</p> <ul style="list-style-type: none"> • Road & pavement repairs (65%) • The level of traffic congestion (37%) • Sports and leisure facilities (18%)

Adapted from Ipsos MORI table

Feeling safe after dark is higher in Northumberland than for other council's. Residents most likely to feel unsafe after dark are women (22% compared to 13% of men), older residents aged 65+ (20% compared to 16% of those aged 35-64), disabled residents (23% compared to 16% of those who are not disabled) and those who live in South East Northumberland (28% compared to 18% overall)

Staff Engagement -the Council undertook a Staff Survey in 2017 as part of a larger survey asking for employees' views, experiences and perceptions of workplace equality. These results will be reported to the Executive Directors and Heads of Service, who have been challenged to use them to shape their service planning, and

will be used to inform our strategic equality analysis of our workforce and performance against equality objectives - progress on achieving equality objectives are monitored by The Council's Equality, Diversity and Human Rights Steering group.

Wider community engagement - activity to increase the number of people getting involved in local decision making. An example of this is the extensive engagement with communities across Northumberland on the Council's Core Planning strategy this included targeted engagement with protected groups to ensure a wide range of views are considered in producing the final strategy. The people's panel was also consulted about planned changes to pharmacy services.

Engagement with the Voluntary and Community Sector has been integrated within the work of the Voluntary and Community Sector Assembly.

Equality Objectives Engagement - The Council worked with many local people and community groups to help identify strategic **Equality Objectives** and to monitor the actions to help deliver the objectives. The Council established the equality objectives which were published in April 2016 through conducting a survey, holding regular meetings, forums and surveys with representatives from across all protected groups, and via reviewing any complaints or comments about Council. The Council has reviewed its Equality Objectives. Information on equality objectives can be found on the council's equality and diversity webpage [here](#)

4.4 Joint Strategic Needs Assessment (JSNA)

This assessment provides the Council with valuable information to help it better understand the needs of its population. It gives us a shared picture of the health, care and related needs of the people of Northumberland. It has been used to inform the Council's equality information analysis. [The JSNA is available on the Council Website.](#)

5. Understanding our Community

Information is organised into the following key sections on the Know Northumberland

[webpage](#).

- **State of health** provides statistics by health issues.
- **Our people** provides statistics about people with health and care needs in Northumberland.
- **Our place** provides statistics, arranged by topic, covering the areas where these people live.
- Information in the 'our people' and 'our place' sections helps to set evidence-based priorities for Northumberland.
- The **our strategy** section describes priorities and how they will be met to improve the public's health and reduce inequalities.
- **Our approach** provides details of the Northumberland health and wellbeing board and how health and care needs in Northumberland are addressed.

Information about Northumberland is provided in bulletins produced on a quarterly basis:

Bulletin Quarter One - Population and Health

[Population and health](#) explores population change and density, age and ethnicity composition, life expectancy, birth and death rates, and healthy lifestyles

(latest update February 2017).

Bulletin Quarter Two - Housing and Quality of Place

[Housing and quality of place](#) exploring housing, the environment, transport, access to services, connectivity and tourism

(Last update April 2016)

Information on housing and how we plan to tackle homelessness can be found [here](#)

Bulletin Quarter Three - Community Wellbeing

[Community Wellbeing](#) explores deprivation, poverty, volunteering, cultural participation, neighbourhood satisfaction and crime

(Latest update August 2017)

Bulletin Quarter Four - Business and Economy

[Business and economy](#) exploring levels of economic activity and worklessness, earnings, skills and education, business stock, economic growth and spending

(Latest update November 2017)

5.1 Council Directorate Strategic Equality Analyses

Council directorates have undertaken a detailed strategic equality analysis of their key functions and services and how they may impact on different groups in the community (see Appendices). This analysis includes information such as: what the directorate knows about the use and experience of its services by different groups; what the key equality impacts are likely to be on people from different groups who use the services; the things each directorate already has in place to promote equality and demonstrate due regard to the Council's equality duties; and what things the directorate still needs to do to further promote equality.

5.2 A summary of our community equality profile

The information below sets out broadly what we know about the profile of different groups of people in Northumberland, and helps us to understand better the equality issues which may impact on the people who may use our services. The individual Group Equality Analyses give more specific detail about the equality impacts of specific Council services (see Appendices).

5.2.1 Disability

In relation to the Equality Act, a person has a disability if they have “a mental or physical impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities”.

According to some definitions there are currently around 11 million disabled adults and 770,000 children in the UK, equivalent to 24% of the adult population and 7% of all children¹. Around half the working-age disabled population, over 3.5 million people, are out of work resulting in a significant waste of talent and potential productivity².

The population of disabled people includes wheelchair users, blind people and deaf people – these are an important minority of the total, but the majority of disabled people have other (often less visible) impairments.

¹ Office for National Statistics (2004) “Living in Britain: Results from the 2002 General Household Survey”

² Sayce Report, 2011

Among adults, trends show increasing numbers of people reporting mental illness and behavioural disorders, while the number of people reporting physical impairments is decreasing.

Although older people are more likely to be disabled than younger people, trends show an increasing number of children reported as having complex needs, Autistic Spectrum Disorders or mental health issues.

Research suggests that disabled people are doing less well than non-disabled people across a wide range of indicators and opportunities. Disabled people are more likely to achieve lower outcomes in terms of employment, income and education. They are more likely to face discrimination and negative attitudes, and often experience problems with housing and transport.

The Life Opportunities Survey (LOS)³ is a large-scale longitudinal survey of disability in Great Britain. The a comparison found the following restrictions on participation for key life areas:

- 16% of adults with impairments experienced participation restrictions in their learning opportunities compared with 9% of adults without impairments.
- 58% of adults with impairments experienced restrictions in the type or amount of paid work they did, compared with 31% of adults without impairments.
- 75% of adults with impairments experienced restrictions in using transport compared with 60% of adults without impairments.
- 45% of households where at least one person had an impairment, experienced a participation restriction to economic life and living standards (that is, being able to afford expenses or make loan repayments). This compares with 29% of households without any people with impairments.
- 72% of adults with impairments experienced a participation restriction in leisure,

³ http://www.statistics.gov.uk/about/methodology_by_theme/life-opp-survey.asp

social and cultural activities compared with 78% of adults without impairments.

- 24% of adults with impairments experienced a participation restriction to social contact (that is, being able to meet with close contacts as much as they would like) compared to 21% of adults without impairments.
- 12% of adults with impairments experienced a participation restriction to housing (that is, difficulty accessing rooms within their home or difficulty getting in or out of their home) compared with 1% of adults without impairments.
- The most common enabler for improving employment opportunities for adults with impairments was modified hours or days or reduced work hours. This was identified by 25% of adults with impairments, compared with 30% of adults without impairments.
- 2% of all adults felt that they had been a victim of a hate crime over the past 12 months.

In the 2011 census 15% of adults aged 16-64 had a disability that limited work or daily living activities in the North East the highest percentage in England.

Northumberland and learning disability

Northumberland has a higher proportion of learning disabled people than the country as a whole. It also has:

- More children with severe learning difficulties (proportionally) than the rest of England, and
- More adults with a learning disability receiving council support than the national average.
- More people with learning disabilities are reported by GPs than in the rest of England – 3.47% of the population compared with 2.63% in England as a whole (the figure for weighted prevalence).
- A higher proportion of children with severe learning difficulties known to schools than the national average – 4.9% per 1000 compared with 3.73% in England.

- A higher proportion of adults with a learning disability receiving long term support from the council – 2.12 people in every 1,000, compared with 1.67% people in every 1,000 in England.

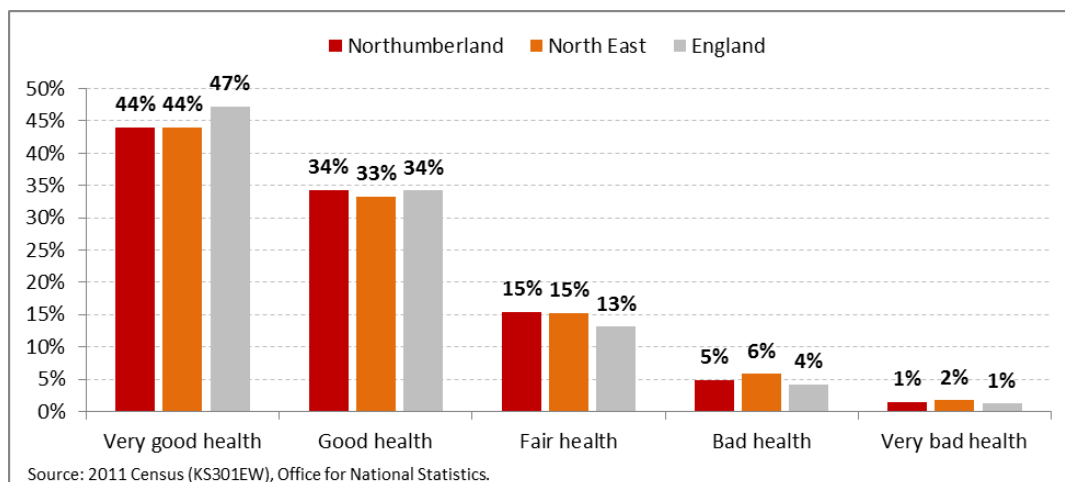
Source:Public Health England (2015) [here](#)

Health

In Northumberland 78% (247,400) of residents assessed their general health as either very good or good. A further 15% described their health as fair (48,600), and 6% (20,000) described their general health as either bad or very bad.

Figure 1 below shows that residents in Northumberland generally assess their health as being better than residents in the North East but the opposite is true when compared to England. The North East has the fewest residents rating their health as very good and the most residents rating their health as bad or very bad out of all regions in England.

Figure 1: General Health



Residents were asked to state 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. In Northumberland 21 % (65,500) of residents reported a long-term activity-limiting illness, while 79 % (250,000) reported that they had no limiting long-term illness. Of the 21 % with a long-term activity-limiting illness ten % (30,900) stated that their day to day activities were limited a lot while 11 % (34,600) stated

their day to day activities were limited a little.

Disability amongst people aged 16-64 (Oct 2011- Sept 2012)

(Based on the Equality Act definition)	Northumberland	North East	England
% disabled	11.7	14.1	11.7
% work-limiting disabled	3.8	4.2	3.6
% both work-limiting disabled and disabled	20.5	24.0	20.4

Source: ONS Neighbourhood Statistics Local Authority profiles

The estimated proportion of people aged 16-64 in Northumberland who were disabled (based on the Equality Act definition) from Oct 11 - Sept 12 was 11.7%. The figure for England was the same although the North East was higher at 14.1% for the same period. For those people who were classed as both work-limiting disabled and disabled, Northumberland and England had similar figures of around 20.4%, but the North East region had a far higher proportion (24.0%).

Provision of unpaid care

A person is a provider of unpaid care if they look after or give help or support to family members, friends, neighbours or others because of long-term physical or mental ill health or disability, or problems related to old age. The population in Northumberland is an ageing one, with more adults of pensionable age than the national average, alongside this, advances in healthcare means that people with significant health problems are living longer. Many of us will take on a caring role at some point in our lives, we may not recognise ourselves as such.

According to the 2011 Census the number of people providing unpaid care in Northumberland has increased by 6% in the last ten years to almost 36,000. We also know that the greatest increase has been among those providing over 20 hours of care, the point at which caring starts to significantly impact on the health and wellbeing of the carer. Over 8,800 people provide more than 50 hours unpaid care a week. Census data so far released reveals the number of five to seven year old carers in England has increased by around 80% over the last ten years to 9,371. The

total number of children caring for parents, siblings and family members is up by 20% to 166,363 since the Census 2001 with nearly 15,000 providing more than 50 hours of care a week. The Children's Society's own analysis reveals this is likely to massively under represent the true picture.

This also impacts on the carers' ability to hold down employment as well as caring responsibilities, in turn having implications for the delivery of services in a sparsely populated county in which public sector organisations are major employers.

The council values the contribution that carers make and a joint carers strategy has been produced for Northumberland this strategy is the result the result of collaboration between carers living in Northumberland and professionals from a range of statutory and voluntary agencies. Based on full consultation with carers, the strategy provides, a clear framework for addressing carer priorities.

Our vision for carers in Northumberland is that: "Carers will be recognised and valued for the positive contribution they make to our community. The rights of all carers to a life beyond caring, to social inclusion and equal opportunities will be understood and facilitated. Carers will be involved and feel that in Northumberland the national vision for carers is delivered."

The primary concern for most carers is around the health and wellbeing of the person they care for and appropriate quality services for that person. It is therefore equally imperative that professionals recognise the impact of caring upon the carers own health and wellbeing and encourage carers to also think about their own needs. For information on support for carers please click [here](#)

The council is also introducing a carers policy to support staff with caring responsibilities.

5.2.2 Gender

Gender identity is one's personal experience of one's own gender. Gender identity can correlate with assigned sex at birth, or can differ from it. All societies have a set of gender categories that can serve as the basis of the formation of a person's social

identity in relation to other members of society. In most societies, there is a basic division between gender attributes assigned to males and females, a gender binary to which most people adhere and which includes expectations of masculinity and femininity in all aspects of sex and gender: biological sex, gender identity, and gender expression. In all societies, some individuals do not identify with some (or all) of the aspects of gender that are assigned to their biological sex; some of those individuals identify in a wide range of ways including, genderqueer non-binary or intersex. Northumberland county council uses the term Trans* to include those people who have transitioned from the the sex they were assigned at birth and people with gender variant identities.

The council has policies in place to support job applicants and staff who are in the process of transitioning or who have different gender identities. National Census data currently only collects information on people who identify as males and females

The gender profile of Northumberland broadly reflects the national picture. This is shown in Table 2:

Gender Statistics (Census 2011)

Area	Total Population	Male	%	Female	%
Northumberland	316,000	154,100	49%	161,900	51%
North East	2,596,900	1,269,700	49%	1,327,200	51%
England	53,012,500	26,069,200	49%	26,943,300	51%

The lives of older women are often very different from those of older men. On average, women live longer but have lower incomes and are more likely to be disabled. Because women are also often younger than their partners, more women than men live alone in their later years. Traditionally, women have also left the labour market earlier, though this is likely to change over time.

The number of trans* people is not accurately known. Because of a widespread lack of awareness, it is something that is often kept hidden. Therefore it is only possible to collect statistics on the numbers of declared trans* people and such figures undoubtedly represent only a proportion of those people. Previous estimates were

based on those who changed their passports or who were granted gender recognition certificates (5,714 as of 31 December 2015)

The Equality Human Rights Commission's online survey of 10,000 people found, 1% answered "yes" to a question about gender reassignment. The growth in referrals to the gender identity clinics has substantially increased.

GIRES figures prepared for the home office found the following percentages :

gender nonconforming to some degree (1%)

likely to seek medical treatment for their condition at some stage (0.2%);

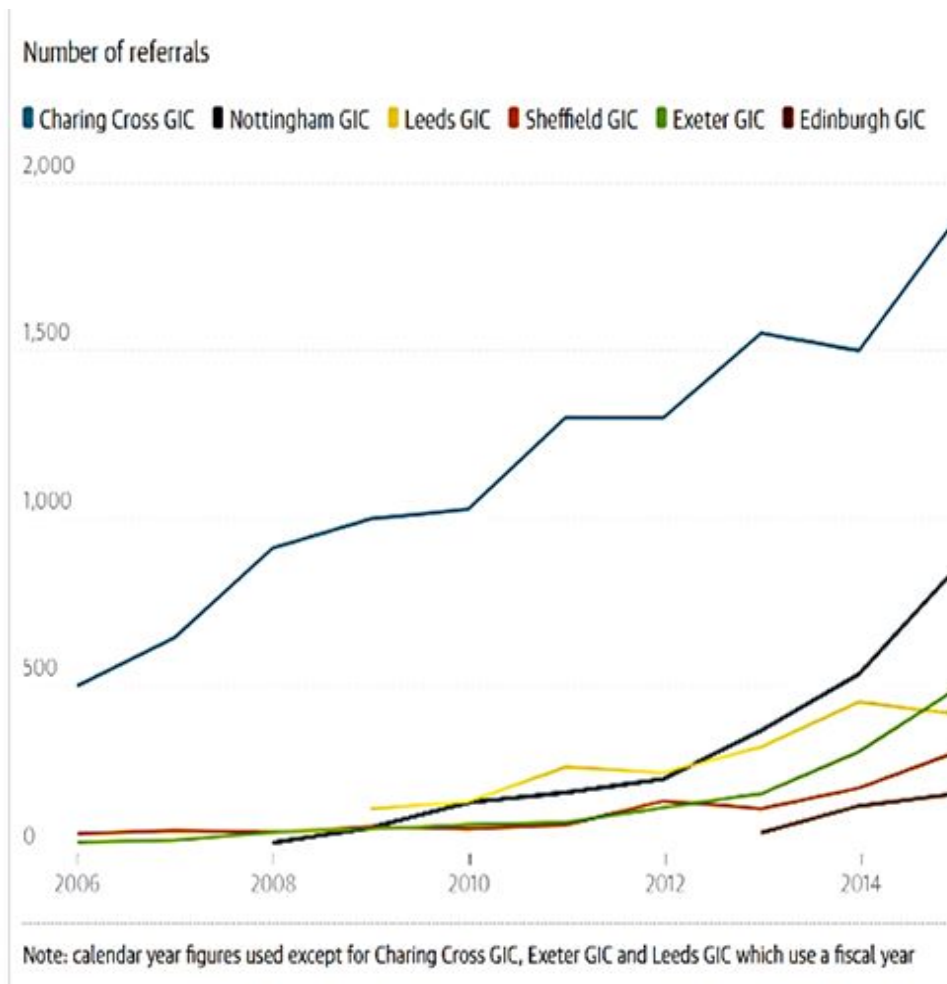
receiving such treatment already (0.03%);

having already undergone transition (0.02%);

having a Gender Recognition Certificate (0.005%);

likely to begin treatment during the year (0.004%).

The number who have sought treatment seems likely to continue growing. Referrals for treatment of young people are growing even more rapidly Full report [here](#)



The Tavistock clinic, the only centre for children and adolescents in England, has seen referral increases of about 50% a year since 2010-11. In 2016 it had an unexpected and unprecedented increase of over 100%, up from 697 to 1,398 referrals.

We do not yet have the means to gather reliable data on the numbers of our transgender or gender variant residents. However we are working to improve the data available to us. There has been a substantial increase in the number of people seeking to transition from the gender assigned at birth. In Northumberland a joint working group which includes representatives who have experience of the gender transition process has been established with Northumbria Healthcare Trust and the Council to look at ways of improving services and support for this group of people. Rates of occurrence of known female-to-male transitioning are lower, typically being around a third to a quarter of the rate for male-to-female trans people. However, this rate has varied somewhat with time and between different parts of the world. This suggests that varying cultural factors might play a role in the decision to be open

about the condition.

The council has offered training to staff to help improve awareness of gender identity and Trans* issues. Some schools have undertaken specific training and a resource pack has been produced and shared with schools in northumberland.

A link to this resource can be found [here](#)

In a survey of 870 transpeople⁴:

- 73% had experienced harassment in public
- 10% had encountered threatening behaviour from the public
- 42% feared losing their job on transition
- A quarter felt obliged to leave their job
- 10% had experienced verbal abuse at work
- 6% had been physically assaulted
- 6% had been refused healthcare
- 1 in 4 said they were made to use an inappropriate toilet.

5.2.3 Race

In the Equality Act race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport. The census in England and Wales includes a question on ethnic groups.

Ethnic Group

In 2011 most residents in the county belonged to the white ethnic group (98%, 311,100), a decrease of one percentage point since 2001 (99%, 304,200). A dedicated multi-disciplinary team, to support the integration of Asylum Seekers and Refugees into the local community has been established. The council has offered places to Syrian Refugees through the Syrian Vulnerable Persons Relocation Scheme (SVPRS) – placement arrangements are made directly with the Local Authority who sources accommodation and provides support. A financial support

⁴ Engendered Penalties – The Equalities Review, Feb 2007

package to meet the costs incurred by the council is available with this scheme.

The following information is taken from our school census data in 2017. The total number of pupils in Northumberland schools on this date was 45,797.

Ethnicity

Ascription of ethnicity was refused by parents or carers of 64 pupils

There are 61 pupils for whom schools have not yet obtained an ethnicity. 95% (43,508) pupils are ascribed as White British (or Cornish). 4.7% (2,159) of the pupil population has been ascribed a BAME ethnicity. As a percentage of all minority ethnic groups in Northumberland schools:

24%	Any other White
12%	Any other mixed
11%	White and Asian
8%	Indian
8%	Other Asian
6%	Pakistani
5%	White and Black African
5%	White and Black Caribbean
4%	Chinese
4%	Bangladeshi

Gypsy, Roma, Traveller and Irish Traveller pupils constitute 0.12% of the pupil population and 2.5% of the minority ethnic pupil population.

Language

In Northumberland schools in January 2017, 50 community languages in addition to English were spoken. One of these is British Sign Language.

There may be languages which are spoken in addition to this number, but they are not ascribed. 40 pupils had their language ascribed as 'other', 9 as 'believed other' and 2 were not obtained.

14 pupils are the unique speaker of their community language in any of our schools. These languages are: Bulgarian, Welsh, Ebra, Efik-Ibibio, Gujarati, Hebrew, Maltese, Pahari, Indonesian, Shona, Slovak, Vietnamese, Visayan-Bisaya and Yoruba.

The capacity within the team delivering support in English as an Additional language (EAL) doubled in 2017 due to the arrival of Syrian Refugee families and some increased funding which has been made available through the Syrian Vulnerable Persons Resettlement Scheme.

The most frequently spoken community languages in Northumberland schools in 2017 are:

Language	No. Pupils	% EAL pop	% pupil pop
Polish	141	20%	0.3%
Panjabi	77	11%	0.17%
Chinese	76	11%	0.16%
Bengali	51	7%	0.1%
Romanian	30	4%	0.06%
Tagalog/Filipino	30	4%	
Arabic	27	4%	0.05%
Urdu	26	3.6%	0.05%
French	21	3%	0.04%
Portuguese	21	3%	0.04%
Russian	20	2.7%	0.04%
Thai	20	2.7%	0.04%
Lithuanian	16	2.2%	0.03%

The most linguistically diverse schools in the county are Berwick Academy and Ponteland Middle School, each with 11 community languages spoken. Hexham East First School has only one community language spoken by 6 pupils, all of whom speak Romanian.

30% of Northumberland schools have no speakers of other languages.

70% of Northumberland schools have at least one speaker of a community language.

Hate crime

All schools are able to log racist incidents with the LA and there were 94 incidents recorded in 2016-17. There is no question that these are under-reported.

The number of hate crime offences in 2016/17 for the five centrally monitored strands nationally were as follows:

62,685 (78%) were race hate crimes (up by 27%)

9,157 (11%) were sexual orientation hate crimes (up by 27%)

5,949 (7%) were religious hate crimes (up 35%)

5,558 (7%) were disability hate crimes (up 53%)

1,248 (2%) were transgender hate crimes. (up 29%)

(Source: [Home Office. Hate Crime England and Wales 2016/17](#))

Nationally, high profile political events such as terrorist attacks and the vote to leave the European Union resulted in an increase in the number of anti-Muslim incidents. Perpetrators often drew upon racist ideas associated with immigration, terrorism and the EU referendum when attacking their victims. 1,223 cases of anti-Islamic hate were reported to Tell MAMA in 2016 and 64% took place offline

Most involved abusive and threatening behaviour with nearly 20% of these incidents involving physical attacks. Nearly half of the incidents were in public spaces and on public transport. 56% of the victims were women yet two-thirds of the perpetrators are men. Source ([Tell MAMA annual report](#). 2016).

LGBT pupils of faith are somewhat more likely to have tried to take their own life than those who aren't of faith (30 per cent compared to 25 per cent). ([Stonewall School Report 2017](#))

Special educational needs and disability inclusion

The [Inclusive Northumberland](#) annual report for 2016-17 tells us that:

Special school overall absence has improved over time and after a significant

improvement in 2016 is now well below the national average.

Persistent absence for pupils with a statement or Education Health and Care (EHC) Plan is better than the national average but at 19.78% is more than three times as high as those pupils with no identified SEND.

In Northumberland FSM (eligible for Free School Meals) pupils are twice as likely to be persistent absentees.

More detailed information on Children's Services, which incorporates Education, Children's Centres, Adult Learning, Special Educational Needs and Disability (SEND) and Children's Social Care. Please see Appendix 2

The gypsy/roma traveller communities have been described as the most disadvantaged ethnic groups in the country. Information below is taken from the [Gypsy Traveller Accommodation Assessment 2015](#).

The Traveller community is by definition mobile, but:

- Approximately 250,000 – 300,000 are housed in bricks & mortar
- Approximately 90,000 live a semi-nomadic life
- The last year has seen an increase in caravans overall, as well as increase in unauthorised sites
- North East region recorded lowest proportion of caravans on unauthorised sites in England
- Gypsy/Roma pupils are amongst the lowest achieving groups at every Key Stage of education, although individual GRT pupils can and do achieve very well.

Northumberland has a higher percentage of people belonging to the white ethnic group compared with the North East region (95%) and England (85%). This is shown in the table below:

Table Broad Ethnic Group (as identified in the Census 2011)

(Northumberland)	2001		2011		Change	
	Number	%	Number	%	Number	%
White	304,221	99.0	311,066	98.4	6,845	-0.6
Mixed/multiple	871	0.3	1,692	0.5	821	0.3

Asian/Asian British	1,653	0.5	2,658	0.8	1,005	0.3
Black/African	204	0.1	338	0.1	134	0.0
Other	241	0.1	274	0.1	33	0.0

Source: 2011 and 2001 Census (KS201EW & KS06), Office for National Statistics.

Household Language

All usual residents in 99% (136,800) of households spoke English as a main language in Northumberland, while households containing no children or adults who have English as a main language accounted for 0.5 % (700) of all households.

The North East has a relatively small black and ethnic minority population compared to the rest of the country. Gypsies and Travellers, including those identifying themselves as Gypsy Romany or Irish Travellers, were separately identified for the first time in the 2011 census. In England and Wales 56,000 people identified themselves as Gypsy/Irish traveller, with 156 living in Northumberland.

5.2.4 Age

Age equality is concerned with responding to differences between people that are linked to age, and with avoiding preventable inequalities between people of different age groups. The population has grown by 8,600 in the last 10 years, rising from 307,400 in 2001, an increase of 3%. 20% of Northumberland's 2011 Census population is aged 65 and over an increase from 18% in 2001.

The shift in the age balance of the population covered by the Council in Northumberland is part of a broader national and international pattern. However, there are a higher proportion of people aged over 65 in our local population as compared with the regional and national picture. Table 4 presents a profile of Northumberland's population based on age.

Table Population Age Statistics (Census 2011)

Area	Total Population	0-14 (yrs) %	15-64 (yrs) %	65+ (yrs) %
Northumberland	316,000	15.8	64.1	20

North East	2,596,900	16.6	66.1	17.3
England	53,012,500	17.7	66	16.3

Around 68,500 children and young people aged 0 to 19 live in Northumberland in a total population of around 316,000 (21.7%). This includes 16,000 children under 5 years old and 46,000 children of compulsory school age (5 to 16). From the School Census 2015 we know that within the school population around 96% of children and young people are White British, with 4% from minority ethnic backgrounds.

5.2.5 Sexual Orientation

Although there is no hard data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexual orientation, government actuaries estimate that 6% of the population is lesbian, gay bisexual (LGB). This represents around 3.6 million people – or 1 in 16 Britons.

The proportion of the population who identified as lesbian, gay or bisexual surveyed by the office of national statistics (LGB) increased from 1.7% in 2015 to 2.0% in 2016; this was a statistically significant increase. 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories. A further 4.1% declined to answer or did not know so it is possible the declared figures may be an underestimate.

Sexual identity, UK, 2015 and 2016

Sexual Identity	2015	2016
Heterosexual or straight	93.7	93.4
Gay or lesbian	1.1	1.2
Bisexual	0.6	0.8
Lesbian, gay or bisexual (LGB)	1.7	2.0
Other	0.4	0.5

Do not know or refuse	4.1	4.1
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Source: Office for National Statistics

Totals may not sum due to rounding

Civil Partnerships 2008-11

	2008	2009	2010	2011
United Kingdom	7,169	6,281	6,385	6,795
England	6,276	5,443	5,536	5,900
North East	197	183	179	212
Northumberland	21	30	31	26

Source: Office for National Statistics, Civil Formations Data, 2011

475 households in Northumberland declared they were in a Civil Partnership in the 2011 Census. The Registrars Service conducted 19 Civil Partnerships during 2012/13 and 28 in 2013/14. When the right to marry was introduced for same same couples this has led to a reduction in civil partnerships

Northumberland	2016/17	2017/18	2018/19
Same Sex Marriages	59	79	55 to date
Civil Partnership	2	3	
Civil Partnership Conversions - this is a ceremony to convert a civil partnership to a marriage	2	1	

The Service actively promoted Northumberland as a destination by attending Northern Pride. Northumberland has continued to promote workplace equality for LGBT employees he Council has also undertaken specific work to promote and target services to meet the needs of LGBT service users including training for domestic abuse champions, providing information and support for same sex fostering and adoption to increase the potential pool of people who can adopt. This is part of a campaign to raise awareness that applications are accepted from a wide range of people as there is currently a shortage of people coming forward to foster or adopt children.

5.2.6 Religion or Belief

A breakdown of the population by religion or belief is given in the Table below.

The majority of residents in Northumberland (69%, 216,700) stated their religion was Christian which was a higher percentage than in the North East (68%) and England (59%). Christian was also the largest group in 2001 but saw the largest decrease of 13% from 81% of residents (this is in line with the decrease in the North East and England).

Christianity is the only religion in the county that has seen a decrease in numbers (by 32,400) between 2001 and 2011 despite population growth. The group stating they had no religious affiliation was the next largest response category increasing 12% to 24% (75,600) since 2001. None of the other listed religions accounted for more than 1% of the total population and Muslim was the only other listed religion selected by more than a thousand residents in Northumberland.

Table Religion or Belief (Census 2011)

(Northumberland)	2001		2011		Change	
	Number	%	Number	%	Number	%
Christian	249,029	81.1	216,673	68.6	-32,356	-12.5
Buddhist	352	0.1	578	0.2	226	0.1
Hindu	258	0.1	335	0.1	77	0.0
Jewish	129	0.0	169	0.1	40	0.1
Muslim	663	0.2	1,018	0.3	355	0.1
Sikh	385	0.1	494	0.2	109	0.1
Other religion	596	0.2	980	0.3	384	0.1
No religion	36,156	11.8	75,620	23.9	39,464	12.1
Religion not stated	19,622	6.4	20,161	6.4	539	0.0

Source: 2011 and 2001 Census (KS201EW & KS06), Office for National Statistics.

5.3 A summary of the key equality issues for people who use our services

The individual Council directorate information analysis gives more detail on the impact of specific services and functions on people sharing different protected characteristics (see Appendices), however, some of the key potential impacts we have considered, from the feedback we have had from people who use services, and from local and national research, are listed below. This is followed by a summary of some of the things the Council has in place to address these (listed in 5.4).

Communication

Across all Council services there are specific issues around ensuring accessibility of information and communication particularly for disabled people with access needs and people who do not speak or read English. The 2011 Census identified that 1,737 households in Northumberland have one or more people who do not speak English as a main language of these 651 households had no-one who spoke English as a main language. Our library service has provided access to 'English as a Second Language' resources to over 450 people.

While it is our aim to support all those moving into our area to learn to speak English so as to be able to participate fully, it is also important to make sure that the Council can make key information available in a range of languages for those who cannot yet understand English. All information on our website can be translated online into a wide range of languages, adjustments can also be made to text size and font contrast and colour. Information on website accessibility is published on the council website.

It is also important that information is available in a range of formats to support different groups, such as disabled people for example, and ensure that information is appropriately targeted, is age appropriate, and uses inclusive images and words. We have produced guidance on accessibility for our services. Access to telephone interpretation is available, and face to face and British Sign Language interpretation can be arranged.

Physical Access

Physical access to Council buildings and services can be an issue for some people in particular for some disabled people, older people, pregnant women and people with young children. Access to accessible transport is also an issue that is raised by people in the community, as are issues around the maintenance of pavements and roads.

In addition, the opening times of services may make accessing certain services more difficult for some groups of people due to work, caring or religious commitments.

Understanding Needs and Engagement

The needs of some groups of people are less well understood by some services due to limited information being collected around the use and experience of those services by people of different groups, and also through a lack of specific engagement. In particular, the needs of people from BAME groups and people who are LGBT tend to be less well understood by Council services. In the case of BAME groups, low numbers and geographical dispersion present particular issues in Northumberland. Services have tried to address this by reviewing the collection of Equalities monitoring data and conducting carry specific consultation with their service users. We have also undertaken a staff survey to understand the equalities issues of our employees. The Council has engaged with representatives of protected groups through the Voluntary and Community Sector Assembly and groups such as the Older People's Forum, local disability groups and migrant support groups. A specific strategy is in place for providing services and support for the Gypsy/Roma and Traveller communities.

Delivering Personalised Services and Providing Choice and Control

We know that in order to achieve equality it may mean that services may need to be delivered differently to different people.

Individual needs, lifestyles and preferences need to be taken fully into account particularly in delivering care services for disabled children and adults and within education, to enable people to have real choice and control over their lives.

Responding to Cultural Needs

Some groups of people may have particular requirements, due to religious or cultural beliefs, which may mean services need to be offered in different ways. For example, in providing a choice in the gender of person to work with someone where this is appropriate, or in following particular protocols around the handling and preparation of food.

Negative Attitudes

All protected groups are at risk of negative attitudes, stereotypes and prejudice in particular disabled people, people from BAME groups, and people who are LGBT. This can have a significant impact on their daily lives and on community cohesion in general. It is therefore essential that Council services are able to identify this and respond appropriately.

Social Isolation

We know that some groups in our local communities are more at risk of social isolation than others. This includes in particular disabled and older people, people new to the County and those who do not speak English.

Physical and emotional isolation caused by not understanding the language or culture of a new country can threaten the feelings of safety and security of newly arrived BAME families particularly as there are very small numbers of people, sometimes settling in rural locations, and a lack of ethnic minority community support organisations locally.

In addition, research suggests that LGBT people are more likely to be single, live alone, less likely to have children and less likely to be in touch with their family which increases their risk of social isolation.

5.4 Promoting equality in the community

The Council has a range of measures in place to help eliminate unlawful discrimination, promote equality and to foster good relations in the local community. Some of these are generic and impact on all groups of people, whereas others are more targeted at specific groups sharing particular protected characteristics. The list

below gives a summary of what we currently have in place:

Summary of the measures the Council has in place⁵

- Clear policies outlining the Council's firm commitment to equality
- Equality Objectives that are regularly monitored by the Council's Equality, Diversity and Human Rights Steering Group
- Targeted services designed to support disabled people and their carers in a way that promotes choice, independence and control
- Access to interpreting and information in other formats and languages
- The Council is leading on an 'Ageing Well in Northumberland' programme which considers the opportunities presented by an ageing population, as well as ensuring that mental and physical needs are effectively addressed
- Equality training for employees with specific reference to all protected characteristics
- Clear eligibility criteria for services
- Clear and consistent processes in place for undertaking equality analysis and for assessing the equality impact of changes and decisions on people who use services
- Equality leads for all Council directorates and involvement of Elected Members in overseeing the Council's performance on equality
- Strong partnership arrangements with community, voluntary and statutory groups and organisations to work together to promote equality in Northumberland
- Targeted marketing of certain services to particular groups (e.g. Civil Partnerships promotion)
- Initiatives to improve opportunities for specific groups or communities
Dedicated roles assigned to support particular groups of people (e.g. Gypsy and Travellers)
- Support Planners, some based in Social Care and Health Information Points have helped to improve access to support and advice for disabled people
- Attendance at Northern Pride to demonstrate the Council's commitment to better understanding and meeting the needs of Northumberland's LGBT community

⁵ More specific detail relating to individual Council directorates is given in the Appendices.

- Personal Budgets and Self Directed Support for Disabled People has substantially increased
- Robust safeguarding arrangements to protect vulnerable children and adults in Northumberland and to report Hate Crime
- Effective transitional arrangements in place to support disabled children moving into adult services
- Anti-bullying initiatives within Children's' and Adult Services
- Domestic Violence support for both women and men
- Promoting community safety through working with the Safer Northumberland Partnership
- Requirements for organisations providing services on behalf of the Council to adhere to Equality legislation

6. Understanding our Workforce

6.1 Workforce equality information

Our detailed equality analysis of our workforce information is given in Appendix 1. This includes: information and data on the composition of our workforce in terms of the protected characteristics, pay bands and part time or full time status; our understanding of the key equality impacts for employees from different groups; the things we have in place already to promote equality and demonstrate due regard to our equality duties; and a list of the things we feel we still need to do.

6.2 A summary of our workforce equality information

The Council collects a range of equality profile information about our new and current workforce, however, not all employees have chosen to declare certain information about themselves. The Council is working to increase the rates of declaration and is in the process of inviting all employees to review and refresh their equality information in a confidential and secure way. The diversity of our workforce is still gradually increasing we have recruited more people from ethnic minority groups and different faith groups although the percentages remain small. This reflects the population profile of Northumberland. We now have a higher percentage of men employed although the majority of council employees are women. The percentage of employees in the 25-44 Age group has declined but all other age groups have increased. The percentage of our workforce that have declared they are LGBT is very low and a low percentage of employees, who made a declaration, have declared a disability. This is

likely to be because of under-reporting, and reluctance to make a declaration rather than an absence of disabled employees. We are putting measures in place to help people feel more confident about completing Equality Monitoring data and to provide more support to LGBT and disabled employees.

6.3 A Summary of the Key Workforce Equality Issues

We know that employees with certain protected equality characteristics are sometimes more likely to face discrimination, prejudice and barriers in the workplace. Although the Council has a range of measures in place to try and address this, it is important that we use the quantitative and qualitative data we have to understand what the potential impacts on different groups of employees may be – both positive and negative impacts. Our analysis in Appendix 1 provides more detail about what these impacts may be, however, some of the key potential impacts we have considered are listed below. This is followed by a summary of some of the things the Council has in place to address these issues (in section 6.4). Staff from ethnic minority backgrounds in a recent study reported less issues with discrimination than disabled staff or other groups of staff.

Accessibility of recruitment and selection

- Operation of the Guaranteed Interview Scheme aims to improve access to employment opportunities within the Council for disabled people.
- Job applicants with certain disabilities may require adjustments to be made to the application and recruitment process, or may find using online recruitment systems more difficult. Alternative formats for application forms will be made available for people who need them and reasonable adjustments will be made.
- The council has joined the disability confident scheme to provide support for job applicants and disabled employees
- If job descriptions and person specifications may inadvertently discriminate against some disabled people. Guidance has been issued to recruiters to address this issue
- The provision of reasonable adjustments means that appointed disabled employees are able to get the support they need to effectively carry out their role.

- Job applicants educated outside of the UK, or older applicants may not have commonly recognised qualifications and unless job adverts are worded correctly to ensure equivalent qualifications are accepted, the advert may act as a barrier to people applying for jobs.

Policies and Procedures

- The HR policies that the Council has in place should ensure all employees of all protected characteristics are treated fairly and consistently across all Council Groups.
- A new carers policy has been introduced
- a domestic violence policy has been introduced
- Information on retirement options is made available to staff
- A policy to support people through the transition process is in place and includes gender identity.
- During maternity leave, pregnant women need to be kept up to date and informed about any key work developments that may impact on them.

Attitudes and Prejudice

- Some disabled employees may face prejudice or negative attitudes from others around their perceived ability to perform their jobs which will impact on their experience at work.
- There is evidence to suggest that LGB employees who feel comfortable about being out at work about their sexual orientation, perform better at work and have a better work experience.
- Homophobic attitudes can negatively impact on the health and wellbeing of LGB employees and also impact on business productivity.
- Employees of any age can be subject to ageist prejudice from others, however younger and older employees are more likely to be affected.

Physical Access

Physical barriers to accessing some of the Council buildings may negatively impact on disabled employees with mobility or sensory impairment, and therefore consideration to things like referral to Access to Work, and offering Personal

Emergency Evacuation Plans (PEEP) may need to be considered. In refurbishing council buildings opportunities to improve access are considered.

Flexible Working

- For all staff but particularly carers and some disabled people, the flexible working arrangements enable them to maintain their work/life balance more easily.
- Research suggests that women are more likely to have caring responsibilities outside of their employment, and this does potentially have an impact on their employment needs.
- Women are more likely to require part time work, therefore greater consideration may need to be given to advertising jobs in more flexible ways (e.g. job share opportunities) so they are not disadvantaged.
- People with particular religions or beliefs may wish to take time out during the day for religious observance or have particular requirements to take leave around particular religious festivals or events (e.g. Easter, Eid etc.).

Changing Needs

- There are some physically demanding jobs within the Council which, for some people, may become more difficult to manage as they get older or acquire a disability.
- Disability increases significantly with age and this may have implications on the support required at work.
- New ways of working are being introduced to enable staff to work more flexibly and efficiently and staff have been engaged in the process of introducing these changes

Practical Considerations

- Employees with certain beliefs may have particular requirements around food preparation and storage.
- Employees with certain beliefs may have objections to carrying out certain tasks (e.g. handling alcohol) which may need to be managed by the organisation.
- Employees working in certain roles (e.g. catering staff) may have particular

training needs around the preparation and handling of food for people of different religions and beliefs.

- Women with young children who have returned to work who are still breastfeeding may have particular requirements around milk expression and storage.

6.4 Promoting equality in the workplace

The Council has a range of things in place to help eliminate unlawful discrimination, promote equality and to foster good relations in the workplace. Some of these things are generic and impact on all employee groups, whereas others are more targeted at employees sharing particular protected characteristics. Table 10 below gives a summary of the measures we currently have in place (for more detail on the employee groups these may specifically impact on, Appendix 1).

Summary of the Employment / Workforce Measures the Council has in Place

- A commitment to operating to the 'disability confident scheme to employ, maintain and develop the abilities of disabled employees
- Support for disabled employees and carers at work
- An Occupational Health Referral system to support employees to return to or maintain employment
- Equality training for managers and employees to help them understand their responsibilities and to ensure that Council policies and procedures are applied consistently. This makes explicit reference to all of the protected characteristics and the Council's duties
- An Equality Monitoring Process for new and existing employees to help improve the Council's understanding of any equality impacts on employees
- A staff survey highlighting areas of good practice and those in need of improvement as perceived by employees themselves
- A range of maternity, paternity and other family friendly policies to promote work life balance all benefits are open to all eligible staff
- Domestic violence policy to support both men and women in violent relationships
- An equal pay policy outlining how the Council's pay and reward policies are determined and applied across the Council a gender pay gap audit will be published shortly

- The Council has established a joint Lesbian, Gay, Bisexual and Transgender (LGBT) staff network group with Northumbria Healthcare NHS Foundation Trust to help work towards improving workplace experience for LGBT people. There are also a joint Autism Spectrum disorder group, a disability staff group and BAME (black,Asian and minority ethnic) staff group.
- An LGBT Champion who acts as a source of advice and guidance for employees
- The Council used information from the our joint Pride Survey and the Joint NCC/Trust LGBT staff group to develop an action plan to support LGBT staff **and** service users.
- The Council has a 'Coming out at work' guide to support LGB employees and a Manager's Guide to support LGB employees
- The Council and Northumbria Healthcare NHS Foundation Trust hosted a joint stall at the Northern Pride event to raise the profile of the organisations and to demonstrate their commitment to LGBT equality
- The Council is taking a leading role promoting the "Ageing Well in Northumberland" programme which will have positive impacts for employees as well as older people within the community
- An apprenticeship and work experience scheme is offered to promote work experience and employment opportunities
- The Council is taking a leading role promoting the "Ageing Well in Northumberland" programme which will have positive impacts for employees as well as older people within the community

Glossary of Terms

Here is a guide to some of the commonly used terms that are used in relation to equality and diversity, many of which have been used in this publication.

Term	What it means
Access	The extent to which people are able to receive the information, services or care they need and are not discouraged from seeking help (e.g. premises suitable for wheelchairs; information in Braille/large print and other formats and languages; and the provision of culturally appropriate services).
Ageism	Discrimination against people based on assumptions and stereotypes about age.
Black and Minority Ethnic (BME)	Term currently used to describe range of minority ethnic communities and groups in the UK – can be used to mean the main Black and Asian and Mixed racial minority communities or it can be used to include all minority communities, including white minority communities, such as people of Irish background. In this document BME includes all people who do not identify themselves as ‘White British’.
Champion	Someone who is appointed to stand up for the interests of a particular user group or issue (e.g. Equality and Diversity). A champion can be a senior staff member in health or social services; a Councillor; or a representative of the group concerned, e.g. older people.
Commissioning	The process of specifying, purchasing and monitoring services to meet the needs of the local population.
Direct Discrimination	Treating one person less favourably than another on the grounds of one of the protected characteristics.

Disability	The Equality Act 2010 defines disability as: “a mental or physical impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.”
Discrimination	Unfair treatment based on prejudice. In health and social care, discrimination may relate to a conscious decision to treat a person or group differently and to deny them access to relevant treatment or care.
Discrimination by association	This is discrimination against someone because they associate with another person who possesses a protected characteristic.
Discrimination by perception	Discrimination against someone because they <i>appear</i> to possess a particular protected characteristic (even if, in fact, they do not).
Diversity	Appreciating diversity goes beyond the mere recognition that everyone is different; it is about valuing and celebrating difference and recognising that everyone through their unique mixture of skills, experience and talent has their own valuable contribution to make.
Equality	Equality is about making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way, but it recognises that their needs are met in different ways.
Equality Impact Assessment	The Council’s Equality Impact Assessment (EIA) process is a way of systematically assessing the effects that a proposed decision is likely to have on different groups, and the potential for modifying the decision so as to increase its positive and reduce its negative impacts on equality.
Ethnicity	A sense of cultural and historical identity based on

	belonging by birth to a distinctive cultural group.
Harassment	Behaviour which is unwelcome or unacceptable and which results in the creation of a stressful or intimidating environment for the victim amounts to harassment. It can consist of verbal abuse, racist jokes, insensitive comments, leering, physical contact, unwanted sexual advances, ridicule or isolation.
Homophobia	An irrational fear of, aversion to, or discrimination against people who are gay and homosexual.
Gender identity	a person's concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.
Gender expression	External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.
Indirect Discrimination	Setting rules or conditions that apply to all, but which make it difficult for a protected characteristic group to comply with.
Institutional Racism	Occurs when the systems and procedures in an organisation discriminate against a person – or a group of people – on the basis of race.
Interpreting	The conversion of one spoken language or sign language into another, enabling communication between people who do not share a common language.

LGBT	Lesbian, Gay, Bisexual and Transgender
Multicultural	Of, or relating to many cultures; including people who have many different customs and beliefs. For example, Britain is increasingly a multicultural society.
National Origin	Relates to the country where someone was born, regardless of where they are now living and their current citizenship.
Perception discrimination	This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.
Positive Action	<p>Activity intended to improve the representation in a workforce where monitoring has shown a particular group to be under-represented, either in proportion to the profile of the total workforce or of the local population. Positive action allows a person to:</p> <ul style="list-style-type: none"> • provide facilities to meet the special needs of people from particular groups in relation to their training, education or welfare, and • target job training at people from groups that are under-represented in a particular area of work, or encourage them to apply for such work. <p>Positive action is not the same as positive discrimination.</p>
Positive Discrimination	Selecting someone for a job / promotion / training / transfer etc purely on the basis of their race, disability, gender, age, religion or belief, or sexual orientation, and not on their ability to do the job. Positive discrimination is against the law.
PREVENT	The national Prevent strategy seeks to stop people becoming terrorists or supporting terrorism. It is the

	preventative strand of the government's counter-terrorism strategy.
Protected Characteristic	Age, Disability, Gender, Race, Religion/Belief, Sexual Orientation, Gender reassignment, Pregnancy and maternity, and Marriage and civil partnership are all protected characteristics. This means it is against the law to discriminate against someone who has a one of these characteristics.
Race	A human population considered distinct based on physical characteristics such as skin colour. This term is often interchanged with ethnicity. Ethnicity is a term which represents social groups with a shared history, sense of identity, geography and cultural roots which may occur despite racial difference.
Racial Group	A group of people defined by race, colour, nationality and ethnic or national origins. All racial groups are protected from unlawful racial discrimination.
Racism	Belief (conscious or unconscious) in the superiority of a particular race, leading to acts of discrimination and unequal treatment based on an individual's skin colour or ethnic origin or identity.
Sexual Orientation	<p>Within the sexual orientation regulations, sexual orientation is defined as:</p> <ul style="list-style-type: none"> An orientation towards persons of the same sex (lesbians and gay men) An orientation towards persons of the opposite sex (heterosexual) An orientation towards persons of the same sex and opposite sex (bisexual) <p>An inherent or immutable enduring emotional, romantic or sexual attraction to other people.</p>
Social inclusion	Enabling someone to access and benefit from the full range of opportunities available to members of

	<p>society. It aims to remove barriers (social exclusion) for people or for areas that experience a combination of linked problems, such as unemployment, poor skills, low incomes, poor housing, high crime environments, poor health and family breakdown.</p>
Social Model of disability	<p>A model created and endorsed by disabled people internationally, this reverses common assumptions about the nature of disability, suggesting that disability is not caused by an individual's physical or mental conditions, but by the social arrangements which impose barriers (physical, organisational and attitudinal) that prevent people from being able to participate in society. A social model approach aims to remove barriers so that disabled people have the same opportunity as everyone else to determine their own life styles.</p>
Stereotypes	<p>Generalisations concerning perceived characteristics of all members of a group – rather than treating people as individuals.</p>
Third Party Harassment	<p>Third party harassment means harassment caused by a person or group of people who work outside the control of the employer, such as contractors, clients, customers, vendors and suppliers, or some other party which makes frequent visits in the place of business.</p>
Transsexual / Transgender People. Trans*	<p>Transgender, transsexual or trans person describes a person who appears as, wishes to be considered as, or has undergone or is undergoing surgery to become a member of the opposite sex. The term Trans* can be used to include people of with different gender identities</p>
Victimisation	<p>Treating people less favourably because they have made a complaint or intend to make a complaint about discrimination or harassment.</p>
Workforce Profile	<p>What our workforce looks like. Make up of the</p>

	<p>people who work for an organisation. Analysing the workforce profile allows us to see how many people from different groups work for the organisation. It also allows us to see what kind of jobs people do, how much they are paid and at what grades to see if there are any patterns.</p>
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