



Northumberland

County Council

Equality Objectives Consultation

This consultation is asking everyone who lives, works and studies in Northumberland to give us their views and ideas about:

- Our suggested [Equality Strategy and Vision](#)
- Our ideas for [Equality Objectives](#)
- Your views on equality issues in the Northumberland and any barriers to equal opportunities and inclusion faced by people in Northumberland.

Here is an [Easy Read copy](#) of what we are suggesting we do.

This consultation closes on April 9 2021.

Your views matter to us

We know that the best results and changes can only be achieved by working in partnership with you – residents, students, workers, partner organisations, voluntary organisations or businesses and anyone who has an interest in Northumberland.

Your feedback is really important so please get involved. We need to hear from you.

How to take part

Please share your views it should take no more than 10 minutes to complete. Please return completed paper questionnaires to:

Patrick Price
Human Resources
County Hall, A197,
Morpeth
NE61 2EF

If you have any questions or comments, or if you need support to help you to fill in the form, or need the information in a different way like Large Print or Braille please contact us.

Telephone: 0345 600 6400

Text Relay: 18001 01670 622674 (for people with a speech or hearing impairment)

Email: Patrick.Price01@northumberland.gov.uk

You can use Sign Video to contact us if you use British Sign Language.
To contact us using this service click this link:
<https://main.signvideo.me/app/8/10951?exitURL=https://www.northumberland.gov.uk>

You can find other information about how to contact us here:
<https://www.northumberland.gov.uk/About/Contact/contacts.aspx>

GDPR

You are providing this information to Northumberland County Council's Communication team. It is collected for the purpose of public consultation about our new equality objectives which we must do as part of the council's public sector duties under the Equality Act 2010.

To find out more about how Northumberland County Council protects and processes your data, your rights, and how to change the way your information is processed, please go to <https://www.northumberland.gov.uk/About/Contact/Information.aspx>

or contact: informationgovernance@northumberland.gov.uk

Individuals will not be named, all responses will be treated as confidential and only used to provide an anonymous report about the results of the consultation. By taking part in this survey, you are agreeing to this.

Suggested Vision

Our vision is to make Northumberland a great place to live, where you can access the things you enjoy, and have opportunities to learn and thrive. We are doing this by

- Ensuring our services are customer focused
- Supporting communities and staff to embrace change and innovation
- Involving communities and staff in decisions which affect them
- Supporting communities to feel safe and valued
- Creating a healthy and positive working environment

Promoting equality, diversity and inclusion helps to improve public services for all. We want Northumberland to be a place where everyone has a fair chance and people from all backgrounds can take part in community life. Our aim is to make equality, diversity and inclusion part of the way the Council works, placing it at the heart of everything we do.

We need to apply the principles of equality, diversity, fairness and inclusion in our decision making, in how we recruit and support our workforce and to the services we commission and deliver to our local residents. We will work with partners across the public, private and voluntary sector, with local organisations who are supporting individuals and communities, and with organisations who are providing services on behalf of the Council.

Do you agree or disagree with this vision?

Please select only one

- Agree
- Disagree

Do you have any comments on this vision?

Our draft objectives are to:

- Strengthen our knowledge and understanding of the needs of our communities.
- Listen, involve and respond to our communities effectively.
- Improve the diversity and skills of our workforce to help us embed equality, diversity and inclusion in how we deliver services and support our staff.
- Create a positive culture with strong leadership and, a commitment to excellence in improving equality outcomes, both within the council and amongst partners.

Do you agree or disagree with the following objective:

1) Strengthen our knowledge and understanding of the needs of our communities.

Please select only one

- Agree
- Disagree

Do you have any comments to make about this objective?

Do you agree or disagree with the following objective:

Listen, involve and respond to our communities effectively.

Please select only one

- Agree
- Disagree

Do you have any comments to make about this objective?

Do you agree or disagree with the following objective:

Improve the diversity and skills of our workforce to help us embed equality, diversity and inclusion in how we deliver services and support our staff.

Please select only one

- Agree
- Disagree

Do you have any comments to make about this objective?

Do you agree or disagree with the following objective:

Create a positive culture with strong leadership and, a commitment to excellence in improving equality outcomes, both within the council and amongst partners.

Please select only one

- Agree
- Disagree

Do you have any comments to make about this objective?

From these objectives, which 3 would be your top priorities? please tick up to 3 boxes.

- Strengthen our knowledge and understanding of the needs of our communities.
- Listen, involve and respond to our communities effectively.
- Improve the diversity and skills of our workforce to help us embed equality, diversity and inclusion in how we deliver services and support our staff.

- Create a positive culture with strong leadership and, a commitment to excellence in improving equality outcomes, both within the council and amongst partners.

Is there any other idea that you would like to suggest to help us improve equality, diversity and inclusion in Northumberland?

About you

We would like to know a bit about you. This is so we can be sure we have talked to people from all communities in Northumberland. This will help to make sure views of people from as many groups as possible have been considered. There are some extra questions for Council staff. The information you provide is voluntary you do not have to answer some questions if you do not want to. But it would help us to make sure the survey is fair and inclusive if you do answer the questions. No information that identifies any individuals will be published

Please tick which applies:

- Northumberland resident
- Northumberland County Council employee
- Councillor representing Northumberland County Council
- Representing an organisation
- Other

If you are representing an organisation or have ticked other, please tell us the name of your organisation or which groups you mostly work with:

Which of the following describes how you think of yourself?

- Female
- Male
- Prefer not to say
- I prefer to use a different term

If you prefer to use a different term, please tell us what this is:

Please indicate your age group.

- under 18

- 18-24
- 25 – 44
- 45 -64
- 65 – 74
- 75 – 84
- 85+
- prefer not to say

Are you married or in a civil partnership?

- Yes
- No
- Prefer not to say

Do you consider yourself to have a disability or health condition?

The Equality Act 2010 considers a person to be disabled 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.”

- Yes
- No
- Prefer not to say

If Yes, please indicate the type of disability or health condition you have. Please tick all those that apply. If none apply please mark ‘Other’ and give details.

- Physical disability such as difficulty using your arms or mobility issues
- Sensory impairment such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment
- Mental health condition such as anxiety or depression
- Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
- Learning disability (such as Down’s syndrome) or have neurodiversity (such as autistic spectrum disorder, ADHD or dyslexia)
- Prefer not to say
- Other:

Do you have any caring responsibilities?

Caring responsibilities could involve looking after children, someone who is ill or disabled, or someone who is elderly, either full time or part time.

- Yes
- No
- Prefer not to say

If yes, do you:

- Look after children
- Look after someone who is ill or disabled
- Look after someone who is elderly

Please indicate which of these groups you consider yourself to belong to:

-
- White English/Welsh/Scottish/Northern Irish/British
- Irish
- Gypsy/Roma
- Irish Traveller
- Any other white background
- Mixed / multiple ethnic groups White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed / multiple ethnic background
- Black British
- African
- Caribbean
- Any other Black / African /Caribbean background
- Asian British
- Indian
- Pakistani

- Bangladeshi
- Chinese
- Any other Asian background
- Arab
- Any other ethnic group
- Prefer not to say

What is your religion or belief?

- Buddhist
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Hindu
- Humanist
- Jewish
- Muslim
- No Religion
- Sikh
- Prefer not to say
- Any other religion or other belief, please specify:

Which of the following options best describes how you think of yourself?

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual or Straight
- Prefer not to say
- If you prefer to use a different term, please tell us what this is:

What kind of area do you live in?

- Rural area

- Market town
- Urban town
- Outskirts of a town
- Village
- Other, please specify:

Thank you for completing the consultation, and making your voice heard about our Equalities Objectives. This helps us to adapt our strategy and respond to your feedback to make our services more representative of our diverse community.

You can submit your feedback by sending this document to:

Patrick Price
Human Resources
County Hall, A197,
Morpeth
NE61 2EF

Or by emailing: Patrick.Price01@northumberland.gov.uk