

Meeting the Public Sector Equality Duty

EQUALITY

PROGRESS REPORT

2024

(April 2023 – March 2024)

Everyone Different Everyone Matters: Meeting the Equality Duty

2024 Progress Report

Introduction

The Equality Act 2010 came into force in April 2011 and created a new public sector duty ('Equality Duty'). The Equality Act requires public authorities, like Calderdale Council, to publish relevant information to demonstrate their compliance with the 'Equality Duty' and report progress on their locally agreed equality objectives.

This report shows how as a Council we showing due regard to our 'Equality Duty' and sets out our progress on delivering our six corporate equality objectives; it also describes examples of the equalities work undertaken in the period April 2023 – March 2024.

Background

2.1 Public Sector Equality Duty

The public sector equality duty (the equality duty) is made up of a general duty which is supported by specific duties. The general duty requires public organisations in carrying out their business to have due regard to the need to:

- i. **Eliminate discrimination, harassment and victimisation** and any other conduct that is prohibited by or under this Act;
- ii. **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- iii. **Foster good relations** between people who share a relevant protected characteristic and those who do not share it.

The general duty requires public authorities to understand the impact of their policies and practices on people with protected characteristics. Collecting and analysing equality information is an important way for public authorities to develop this understanding. It requires public authorities to consider the needs of these protected groups in, for example, employment and when designing and delivering services.

The protected characteristics covered by the Equality Duty are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships (in relation to employment).

2.2 Calderdale Demographic Profile

Data collected by the Census is used to provide statistical outputs which central government uses to plan and allocate local authority services funding, and which local authorities, such as Calderdale Council, along with other surveys, use to identify and meet the needs of their local communities. To provide a full overview of the local population this report includes local data as well as data from the Census 2021.

a. Population Size

According to Census 2021 Calderdale's population grew 1.4% from 203,800 to 206,600 between 2011 and 2021. This compares to 6.3% for England and Wales, and 3.7% for the Yorkshire and Humber region. This was the lowest increase within West Yorkshire.

This increase means the population density has grown to 568 usual residents per square kilometre, up from 560 in 2011. According to Census 2021 Calderdale has the 11th lowest population density in the Yorkshire and Humber region.

b. Age

The age profile in Calderdale has changed between the 2011 and 2023. There have been small changes for most age groups with larger increases in older age groups:

The following age groups reduced between 2011 and 2023:

- The number of children aged 0 to 4 reduced by 16%.
- The number of young people aged 15 to 24 reduced by 7%
- The number of people aged 35 to 44 and 45 to 54 reduced by 9% and 7% respectively.

The following age groups increased between 2011 and 2023:

- The number of children aged 5 to 14 increased by 7%
- The number of adults aged 25 to 34 increased by 3%
- The number of adults aged 55 and over increased by 19%.

Using the Office of National Statistics (ONS) 2023 Mid-year population estimates it is noted that the proportion of adults in Calderdale compared with England is different for some age groups. For example:

- In Calderdale 17% of residents are in the 20 to 34 age group compared with 19% in England
 - while 21% of Calderdale residents are in the 50 to 64 age group compared with 19% for England.
- In January 2024 the Schools Census indicated that there were 35,855 pupils (19,057 primary and 16,798 secondary school pupils) on roll at 84 primary (of which 2 are special schools) and 12 secondary schools. Compared to January 2023 we have seen a decrease of 525 in primary school pupils and a decrease

of 76 in secondary school pupils resulting in a decrease of 781 in the overall school population.

c. Disability

In March 2024 28.4% (37,500) of Calderdale residents aged 16 to 64 had an Equality Act core or work-limiting disability. This compares with 24.8% in England. (Annual Population Survey, c/o NOMIS, accessed 31 July 2024

Using the data source: <https://www.calderdale.gov.uk/v2/residents/health-and-social-care/joint-strategic-needs-assessment/calderdale-demographic-information#disability>

In November 2023

- 5,143 (4%) of Calderdale's residents aged 16 to 64 received Employment Support Allowance and its predecessor Incapacity Benefit. This is a benefit that is available to working age people with severe ill-health and/or disability which is gradually being replaced by Universal Credit (so numbers are falling).
- 10,899 (8.5%) Calderdale residents aged 16 to 64 were in receipt of Disability Living Allowance and its successor Personal Independence Payment (non-means tested benefits). This benefit aims to help people up to the age of 65 with some of the mobility and care costs of long-term illness and disability.
- 4,868 (12%) people aged 65 years old and over were entitled to Attendance Allowance (non-means tested benefit) paid to people aged 65 years old and over who are severely disabled. This was an increase of 264 people from the previous reporting period.

In February 2024 6,410 (29.7%) of households claiming universal credit were entitled to limited capability to work support

Using the data source: [local.gov report](#) (2022/2023):

- As of January 2024, 17.5% of pupils in Calderdale have a statutory plan known as the Education Health and Care Plan (EHCP) or are receiving SEN Support; this compares to an average of 18.2% across All English metropolitan boroughs. A child or young person has SEN if they have a learning difficulty or disability which calls for special educational provision to be made for them. All pupils with SEN have an assessment of their primary need.
- In Calderdale, 26.8% of looked after children are on SEN support, compared to 28.0% in All English metropolitan boroughs. 30.6% of looked after children in Calderdale have an EHCP, compared to 27.6% in All English metropolitan boroughs.

According to the Calderdale All Age Disability Strategy 2017-18 approximately 20,000 people - about 10% of the population were carers.

d. Gender Reassignment

Using the data source <https://www.westyorks-ca.gov.uk/media/9681/census-2021-sexual-orientation-gender-identity.pdf> :

- In 2021, 333 people in Calderdale (0.2% of the population) stated they have a gender identity different from the sex they were registered at birth.
- 156 residents (0.9%) identify as a Trans woman and 131 residents (0.8%) identify as a Trans man.

e. Sex

ONS 2023 mid-year population estimates shows the balance of men and women in Calderdale is now 49.0% male (102,200) and 51.0% (106,500) female.

The major difference in numbers comes in the older age-groups, in the 75 and over age group the proportion of males to females reduces. This shows that the key determinant is the higher life expectancy of women.

f. Marriage and Civil Partnerships

According to Census data, in 2021 just over 4 in 10 people (44.2%) were married or in a registered civil partnership, compared with 47.0% in 2011. The percentage of adults in Calderdale that had divorced or dissolved a civil partnership increased from 10.5% to 10.6%.

g. Pregnancy and Maternity

While the fertility rate in Calderdale continues to be just above the Yorkshire and Humber average, new births in Calderdale to mothers who were born outside the UK remain lower than the average of 21% for Yorkshire and Humber, at 16% of all new births in 2019 (Migration Yorkshire, 2020).

h. Race

The white population fell from 89.7% in 2011 to 82.7% in 2021. Individuals of mixed heritage increased from 1.3% to 1.9%, individuals of Asian/British Asian heritage increased from 8.3% to 10.5%, individuals of Black/Black British heritage from 0.4% to 0.7% and those of other ethnic backgrounds from 0.3% to 0.4%.

According to the Census 2011 in Calderdale 15.6% of 0- to 4-year-olds and 13.4% of 5- to 14-year-olds were Asian. The pensioner population was largely white with less than 3% of this age group comprising of Black, Asian and Minority Ethnicity groups.

The growth in Calderdale's population in recent years has, to a substantial degree, been the result of migration into Calderdale from other parts of the UK. Growth amongst the Pakistani and Indian communities is principally "natural growth" (that is, births minus deaths), that of the White Other grouping is likely to reflect increased international migration, in part from the EU accession states in Central and Eastern Europe.

Using the data source: <https://www.westyorks-ca.gov.uk/media/9683/census-2021-ethnicity-language-religion.pdf>:

- In 2021, 91.3% of West Yorkshire residents aged 3 and over spoke English as their main language, higher than the England average (90.8%).
- Within West Yorkshire, Calderdale has the greatest share of the resident population who speak English as their main language (95.4%).
- Calderdale has a lower proportion of non-UK language speakers than other West Yorkshire Districts.
- Of the Calderdale residents whose main language is not English, the most commonly spoken language is Panjabi, Urdu and Polish.
- Calderdale also has 460 residents who are Czech-language speakers, account for 1.6% of all Czech language speakers in England.

From statistics obtained from Migration Yorkshire (2024)

- The non-British population has increased and in 2021 comprised 9% of the Calderdale community (7% in 2011), this is compared to an average of 11% (9% 2011) for the Yorkshire and Humber region.
- The top 3 nationalities in 2021 were Pakistan, Poland, and India, With India overtaking Ireland since the 2011 census. The top 3 nationalities were the same for the Yorkshire & Humber region.

National insurance numbers are proxy indicator for new migrant workers. They also include people who apply for a NINO to claim benefits:

- The overall number of new NINOs applied for in Calderdale increased from 3,325 in 2022 to 3,943 in 2023.
- The top three nationalities to apply for NINO in 2023 were Pakistan with 1081 arrivals, followed by India with 514, and Nigeria with 361.
- In relation to work, Pakistan was the top country of origin in 2023 with 1,081 arrivals, followed by India with 514, and Nigeria with 361 arrivals. In the previous year India had been ranked first with 623, followed by Pakistan with 585 and Ukraine with 503.

Home Office figures show that:

- At the end of March 2024, 614 asylum seekers were housed and supported in Calderdale through the Home Office accommodation system while awaiting a decision on their claim.
- There were 21 unaccompanied asylum-seeking children being looked after by the local authority at the end of March 2024.
- Since 2014 Calderdale has resettled 88 Refugees from Syria as part of its commitment to support the national Vulnerable Persons Resettlement and Vulnerable Children's Resettlement Schemes.

i. Religion or Belief

- The 2021 Census saw an increase in the percentage of people identifying as Buddhist and Muslim. The largest increase was for Muslims which rose by

2.2% in 2011 to 9.5% in 2021. Similar to the national picture, Muslims continue to form the second largest practising faith in Calderdale.

- Although Christians remain the largest faith at 41.5%, this number has declined; in 2011 this figure was 56.3%.
- The percentage of people identifying as Jewish and Sikh has decreased slightly. The number of Jewish people fell from 1.0% in 2011 to 0.8% in 2021 and Sikh from 0.2% to 0.17%.
- Individuals declaring no religion increased significantly from 28.1% in 2011 to 42.0% in 2021.

j. Sexual Orientation

The LGBT charity Stonewall has suggested nationally the population of Lesbian, Gay or Bisexual (LGB) is between 5% and 7% while others have put it as high as one in 10. If the Stonewall proportion was applied to Calderdale using Census 2011 data this would equate to approximately 12,096 to 14,112 LGBT people in Calderdale.

In Census 2021 5,329 people in Calderdale (3.2% of the population) stated they were Gay or Lesbian (2,811), Bisexual (1,968), Pansexual (395), Asexual (71), Queer (62), or have other sexual orientation (22).

k. Socio-economic data

Calderdale's diverse communities contain contrasts of affluence and poverty. Areas with the highest levels of multiple deprivation are within the Halifax wards of Park, Ovenden, Illingworth & Mixenden and Town. Significant pockets of deprivation are also found in other wards. For those affected, particularly outside Halifax, difficulties with transport and access compound other aspects of social exclusion.

Compliance with the Public Sector Equality Duty

3.1 Due Regard

Calderdale Council is firmly committed to the principle of equality of opportunity. We are committed to delivering services that meet the needs of all our diverse communities and ensuring fair and equal access for all. We ensure we pay due regard to the public sector equality duty when making decisions about overarching policies, budget and general decisions which affect staff and customers.

Examples of where we have given due regard and advanced equality of opportunity resulting in service improvements during the timeline of the report include:

Top Ofsted rating for “warm and welcoming” short breaks service

This is one of many glowing comments in the latest Ofsted report for Calderdale Council's Linden Brook short breaks service for children with disabilities and complex needs, which has been rated outstanding for the fifth year in a row.

The respite facility provides short break services for children and young people, during the day and overnight, from the ages of four to 17. Care, support, and a wide range of activities are delivered in a safe environment, giving young people the opportunity to develop, and parents and carers the chance to rest.

The service was rated outstanding in all areas inspected by Ofsted – children and young people's overall experiences and progress; how well children and young people are helped and protected; and the effectiveness of leaders and managers.

The Ofsted report praises Linden Brook for the "exceptionally high-quality care from a staff team that has expertise in supporting disabled children". It says: "The staff are nurturing and committed to making sure that children feel settled and secure during their stay. They know each child well...and understand their emotional wellbeing and physical health needs. Staff strive to understand children's views and ensure that children are consulted with."

Linden Brook's child-centred approach means that young people are supported to improve their skills and independence, and "Staff are clear about how to access the right support for individual children. They work proactively with other agencies, such as child and adolescent mental health services, schools, specialist health professionals and the social workers...This collaborative approach means that the children are better protected."

Inter Faith Week strengthens Community connections.

Events in Calderdale continue to increase awareness of different faith communities and strengthening connections in [Inter Faith Week](#) (Sunday 12 – Sunday 19 November 2023).

Calderdale's support for the national week officially began on Remembrance Sunday, with Calderdale Interfaith members coming together to attend the civic service at Halifax Minster to honour those who have served and sacrificed. Representatives from Calderdale Council and other organisations were also in attendance.

People from all of Calderdale's diverse communities were invited to join the borough's annual faith walk on Saturday 18 November. It started at Jami' Masjid Noorani Mosque on Gibraltar Road, Halifax at 1.30pm, and progressed to St Hilda's Church, Gibraltar Road for 2.30pm. The event was an opportunity to listen to speakers talking about their beliefs and to ask questions. The aim is to build better relations and promote social cohesion.

Calderdale's different places of worship welcome school pupils all year round to encourage learning across faiths. During Inter Faith Week, Madni Mosque in Halifax hosted a visit by local primary school pupils. Children toured the Mosque, learned about Islam, observed the call to prayer at midday and asked questions.

Encouraging positive conversation between people of all faiths and beliefs is a key part of Inter Faith Week. People of all backgrounds can use the week as an opportunity to

open up conversations with their colleagues, friends and neighbours of different faiths or non-religious beliefs.

New Changing Places facility improves accessibility in Todmorden.

The first of three new Changing Places toilets in Calderdale is now open at Todmorden Learning Centre, improving facilities in the town, particularly for those with severe disabilities or complex needs.

As part of the Changing Places programme, a partnership between the Department for Levelling Up, Housing and Communities (DLUHC) and Muscular Dystrophy UK, Calderdale has been awarded funding for three Changing Places toilets.

These fully accessible toilets are for people who cannot use standard accessible toilets. They include specialist equipment such as hoists, curtains, adult-sized changing benches, and space for carers.

The first installation is now complete at Todmorden Learning Centre and Community Hub and includes a changing bench, hoist, peninsular toilet, and plenty of space. The facility will allow increased access to the learning and leisure opportunities offered at the centre. The centre also has an 'open toilet' policy meaning the toilets can be used by anyone visiting the town, making other town centre services and attractions more accessible.

Work to install a Changing Places toilet is also underway at Ogden Water, with completion scheduled for later this autumn. The facility will complement the wheelchair-friendly routes around the reservoir, making Ogden Water a more inclusive place to visit. It will also provide the opportunity for people with a range of disabilities to enjoy the countryside and the associated mental and physical health benefits.

The third of the facilities will be included as part of works on the Fire & Water building – the former fire station, swimming pool and Council offices. The facility will be managed by Sowerby Bridge Fire & Water community group and will support their ambition to provide facilities for all community-related groups and individuals in the town. It's anticipated that work on the facility will commence in late 2023/early 2024.

3.2 Equality monitoring

We recognise the importance of the equality monitoring of our services, functions and employment practices. We continue to develop our mechanisms for improving the way we carry out equality monitoring.

The data we collect (a few examples given below) is used to inform learning and understanding of the impact of our services, functions and policies on our communities and is also used to inform equality impact assessments and business planning and improvement.

a. Schools Data

Analysis of the school data collected in January 2024 (including special schools) shows that the Calderdale school population is becoming more diverse:

- 74% of primary and 71% of secondary school pupils (*75.1% and 72.9% in Jan 2023*) were from a White background while 24.9% of primary and 27.5% in secondary school were from a minority ethnic background (*24% and 26.4% in Jan 2023*).
- English was an additional language for 5,610 pupils at schools in Calderdale, 16.3% of pupils at primary school level and 14.9% secondary school (*16.1 % and 13.9% in Jan 2023*).
- 13.9% of primary school pupils and 11.5% of secondary school pupils have special educational needs (*13.2% and 11.0% in Jan 2023*).
- The figure for pupils eligible for school meals increased for both primary and secondary pupils and were higher in primary school 25.9% than secondary 25.1% (*25.9% and 24.2% in 2023*).

b. Hate Crime

The Hate Crime Partnership monitor and advise regarding hate crime in Calderdale and report to the Community Safety Partnership.

Over the period July 2021 to July 2024 overall hate crime has seen a slight reduction of 4%. The greatest increase from 2023 to 2024 was seen in hate crime relating to religion and belief at an increase of 71% (from 35 to 60 crimes) and the greatest reduction was seen in disability hate crime at 12% fewer crimes (from 211 crimes to 106).

3.3 Performance Management and Scrutiny

As part of the statutory requirements of the Equality Act 2010, the Council agreed the following equality objectives in 2021.

1. The Council's work environment and services are accessible and capable of responding to the different and changing needs of our communities.
2. Vulnerable communities and individuals are supported to achieve and develop safe, healthy, and resilient communities.
3. Economic inequalities are addressed with partners to tackle low pay and support inclusive growth.
4. The Councils workforce is committed to equality and is reflective of the diverse communities it serves.
5. Equality is promoted in partnerships, procurement and when commissioning our services.
6. The heritage and diversity of Calderdale is celebrated, and good relations are fostered between people of different backgrounds.

Examples of progress against the six equality objectives 2021-2025 can be found at Appendix 1.

It is important to note that these are corporate objectives and they do not reflect all the equality work/ good practise being carried out by the Council. Progress on the equality objectives is reviewed on an annual basis by members of the Council's Corporate Equality Group and Council Cabinet and published on the Council's web site in the form of this annual report.

The Corporate Equality Group, whose membership includes identified Directorate Equality Champions and representatives from staff networks and the trade union (Unison), meets quarterly to review equality performance and ensure a consistent approach to equality across the Council.

One of the main ways in which we are mainstreaming equality into day-to-day activity is by using the Equality Impact Assessment (EIA) process to help determine where our business has a relevance to equality. With that information we have built equality into our business processes supported by an on-line internal Equality Impact Assessment (EIA) register. This method of recording is currently subject to review to put in place a less resource intensive directorate owned model of action plans and EIA recording.

Overview and Scrutiny

In undertaking a scrutiny review, councillors investigate services and strategic issues; examine how policies are being implemented, what people think of them and what changes, if any, are needed.

Councillors carrying out a scrutiny review can question Cabinet members and senior Council staff about their decisions and service performance, they can also undertake visits and research and hear from and gather evidence from staff, other organisations and members of the public.

Scrutiny does not make decisions, investigate individual complaints or resolve individual people's problems, but it can seek to better understand those problems and the impact they have had on people's lives, and try to understand if those problems have wider implications. The outcome of the review is the publication of a report which outlines the scrutiny board's key findings and recommendations. Cabinet (or another relevant body) should respond to the scrutiny report and decide whether to accept any recommendations.

Workforce

Part of the equality duty on Calderdale Council as a public authority is to publish information that demonstrates we are meeting our responsibilities as an employer. Workforce analysis and gender pay analysis reports are published as separate documents alongside and supporting this document. Similar to last year we have included some referencing to the ethnicity pay gap within the Gender Pay Gap Report.

Conclusion

Calderdale Council is committed to the principles of equality, diversity, fairness and inclusion both in terms of our own workforce and with respect to the services we commission and deliver for local residents.

This progress report, like previous years, provides insight into our ongoing commitment to equality. Appendix 1 attached to this report highlights examples of the Council's achievements in relation to its equality objectives and sets out examples describing the different ways we have sought to and are continuing to ensure that services are fair, inclusive and accessible.

Appendix 1

Examples of Progress against Calderdale Council's Corporate Equality Objectives (April 2023 to March 2024)

At Extended Leadership Team in November 2023 a dynamic model of measuring and recording our organisations work to deliver our equality objectives maintained by each directorate and reported to Corporate Equalities Group was agreed was established. This model is a live document and so is updated with regularity. Below are some examples as demonstration of this model.

Please note this is a sample of the action plans and does not represent the entirety of the work taking place:

Adult Services & Wellbeing				
Corporate Equality Objectives	Notes	By When	Action Owner	BRAG (see key at end of document)
<i>The Council's work environment and services are accessible and capable of responding to the different and changing needs of our communities</i>	Online referral Information and Advice Community Directory Introduction of online ASC Payments Calculator Review of Direct Payments systems and processes co-produced with people lived experience	December 2023 June 2023 April 2024	Anne Flanagan	
<i>The Council's workforce is committed to equality and is reflective of the diverse communities it serves</i>	Adoption of 'Diverse by Design' programme to support Adult Services and wellbeing to articulate and evidence EDI strengths and create an action plan for areas for development.		Adult Services & Organisational Development	Progress: Workshops attended to understand and facilitate the next step: The baseline self-assessment planned for September 24.

	<p>Development of Cultural Competence Training for Adult services and wellbeing</p> <p>Framework for Cultural Competence and Humility –work has been on-going since late 2021 to develop a training framework around cultural competency and humility. The initial driver for this work was that cross-sector partners of the West Yorkshire Community Mental Health Transformation (CMHT) workforce identified the need for this training as a top priority. This framework (see below) was completed in June 2022 with cross-sector partners. Further funding was secured to develop this framework into a training package. This has now been delivered across partner organisations and to support the roll out of training a network has been established where trainers can meet and discuss ways of delivering. To run alongside this, Adults also commissioned the same training package and are currently being trained on this. A team around the training will then be formed to enable Organisation Development and Adults to roll out across the directorate and organisation and other social care providers in Calderdale.</p>		<p>Adult Services and Wellbeing/ Organisational Development</p>	<p>Cultural Competence session has been developed and is available through the Council's Adults Services & Wellbeing programme.</p>
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Corporate Equality Objectives	Notes	By When	Action Owner	BRAG (see key at end of document)
<i>Vulnerable communities and individuals are supported to achieve and develop safe, healthy and resilient communities</i>	<p>‘Supporting Families Programme’: Getting parents into work; addressing poor school attendance; substance use and focusing on healthy relationships.</p> <p>Currently on 3 year programme, significant changes with 10 headline problems, getting parents into work, so focus on worklessness has been removed, more financial stability. Continue to have employment adviser co-located within the Family Intervention Team to support parents back into work or into volunteering. Target this year is to turn around 424 families. Currently submitted 130 family claims.</p>	3 year programme – March 2025. Payment by results monitored by DHLUCH	Sharon Field, Service Manager Early Intervention	
<i>Economic inequalities are addressed to tackle low pay and support inclusive growth</i>	Focus on school readiness for all children as part of the Starting Well Strategy		Nikki Woods Early Years team	
	<p>Making sure that Family Hubs, health visiting and children’s centres are all focused on school readiness, i.e. toilet trained, early reading etc.</p> <p>Commissioning: The current Children’s Centres Specification has a specific focus on improving school readiness. The new Service Specification also has a focus on increasing overall school readiness, in line with the Starting Well Strategy.</p>		Public Health Commissioning	

Resources and Transformation

<p>The Council's workforce is committed to equality and is reflective of the diverse communities it serves</p>	<p>The Human Resources and Organisational Development Equality action plan has three key themes:</p> <ul style="list-style-type: none"> • Addressing under representation and progression of all employees • Elimination all forms of harassment and discrimination • Building cultural competence across the organisation <p>Example objectives:</p> <p>Make progress towards an aspirational target of achieving a representation of 15% of Black, Asian, and Minority Ethnic workforce by 2026.</p> <p>Increase the number of employees with disabilities in the workforce from 6% to 10% and to aspire to better reflect the working-age population with disabilities in Calderdale (28.7%) CMBC data</p> <p>Increase the representation of Black, Asian, and Minority Ethnic individuals among the top 5% of earners from 5.92% to broadly reflect the wider workforce 12%</p>		<p>Human Resources & Organisational Development</p>	<p>In 2020/21 Total Ethnic Minority employees made up 9.5% of the workforce – this has risen to 12% in 23/24</p> <p>In 2020/21 the percentage of employees declaring a disability was 5% in 2023/24 it has remained static rising slightly to 6%</p> <p>In 2020/21 the percentage of employees in the top 5% of earners from Tot Ethnic Minority communities was 6%</p>
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	<p>Increase the representation of disabled individuals among the top 5% of earners from 3.29% to 10% and to aspire to better reflect the working-age population with disabilities in Calderdale (28.7%) CMBC data</p> <p>For post 16 children looked after and care leavers to be in further education or employment with Calderdale Council or successful entry into the local employment market</p>			<p>this has risen to 9.6% in 2023/24</p> <p>In 2020/21 3% of the Top 5% of earners disclosed a disability this has risen to 9% in 2023/24</p> <p>Organisational Development to provide a work placement through Project Hope</p>
Equality is promoted in partnerships, procurement and when commissioning our services				
The heritage and diversity of Calderdale is celebrated, and good relations are fostered between people of different backgrounds	<p>Staff networks self organised events that ran in 2023/24 included Islamophobia Awareness event & Disability Pride in July 23. Both events were examples of collaborations between the Council's</p>			

	internal staff equality networks and members of our communities.			
Vulnerable communities and individuals are supported to achieve and develop safe, healthy and resilient communities	<p>Digital Inclusion initiatives through the Council’s Digital Strategy</p> <p>Digital inclusion initiatives include providing opportunities to build skills, confidence and the ability to use information and communication technologies (ICTs).</p> <p>This includes having the digital skills to use devices like computers and smartphones, connectivity through broadband or mobile, and accessibility of services designed to meet all users’ needs, including those who rely on assistive technology.</p> <p>Equality of access particularly for groups that are more likely to be digitally excluded, such as older adults, people with disabilities, and those in lower income brackets.</p>		Digital and ICT	
Economic inequalities are addressed to tackle low pay and support inclusive growth				
The Council’s workforce is committed to equality and is reflective of the diverse communities it serves	Equip Service Leads and Managers with the skills and knowledge to complete Equality Impact Assessments as needed.			Equality Impact Assessment training developed and available

	<p>To ensure all employees receive comprehensive equality training that promotes understanding, respect, and appreciation for diversity within the workplace.</p> <p>Directorates are supported to view and understand the diversity data of their directorate</p>			<p>on the Council's Learning Hub.</p> <p>Equalities Training is mandatory for all employees. Completion rates monitored quarterly.</p> <p>Cultural Competence training has been developed by Organisational Development and provided regularly.</p> <p>HR pull diversity data quarterly</p>
Corporate Equality Objectives	Notes	By When	Action Owner	BRAG (see key at end of document)

<p><i>The Council's workforce is committed to equality and is reflective of the diverse communities it serves</i></p>			<p>Human Resources</p>	
<p>Chief Executives</p>				
<p>The Council's workforce is committed to equality and is reflective of the diverse communities it serves</p>				
<p>Equality is promoted in partnerships, procurement and when commissioning our services</p>				
<p>The heritage and diversity of Calderdale is celebrated, and good relations are fostered between people of different backgrounds</p>	<p>healthy weight programme for people with a learning disability that the Better Living Service has developed.</p> <p>A six week course took place at the Hub@BullGreen. This was a central location which had good transport links and a fully accessible building. Six clients with their carers attended for a one hour session each week, focusing on healthy eating, portion sizes, and each of the food groups – carbohydrates, fats, protein, dairy and fruit and vegetables. Sessions were fun and interactive with a mixture of basic theory and practical activities to engage the clients. Each activity was short and</p>			<p>Public Health</p>

	<p>tailored to the audience so that key health messages could be conveyed whilst not being overwhelming. Additionally, each session included 10 minutes of chair-based exercise to demonstrate the value of physical activity whilst also being fun. It proved to be a great success with many clients making changes and showing an understanding of what it means to be healthy and how they can be healthy at home. On completion of the course, many clients wanted to continue the sessions as they had built bonds as a group and enjoyed the peer support. As such, we are exploring the possibility of a monthly maintenance group. Further to this, there is already a waiting list for another course, which we are in the process of arranging.</p>			
<p>Vulnerable communities and individuals are supported to achieve and develop safe, healthy and resilient communities</p>	<ul style="list-style-type: none"> Active Parks Project- ACDAF audits have been completed as part of our insight and community engagement to ensure any issues with accessibility are addressed when looking at improvements within the focus areas e.g. accessible benches funded, Safer Parks event to encourage decision makers and local organisations to include needs of women and girls in any improvements or activities within parks / green spaces, bystander training organised to be delivered by Suzy Lamplugh trust to encourage confidence regarding harassment. Due to success more being planned for GSSS. Policy change for GSSS to consider women and girls safety 			<p>Public Health</p>

	<p>when looking at any improvements / maintenance of parks and green spaces.</p> <ul style="list-style-type: none"> • St Augustine's – bike loan hub, encouraging collaboration with other organisations and services. • AC funded Leisure services collaboration with ST Augustine's, Women Centre, Noah's Ark and ReEngage to explore accessible membership costs for users. • Our Community Led approach specifically uses a community panel to approve proposals based within the focus areas, 			
Economic inequalities are addressed to tackle low pay and support inclusive growth	<p>The Council is an early adopter of the Fair Work Charter. The charter launched in Autumn 2023 – he Fair Work Charter is an initiative designed to support and celebrate good employers and promote fair work practices. It encompasses principles such as good pay, fair and flexible working conditions, and the wellbeing, diversity, and social mobility of workers. The charter encourages progress in five key areas: Opportunity, Wellbeing, Employee Voice, Fulfilme</p>			
The Council's workforce is committed to equality and is reflective of the diverse communities it serves				

Public Services

Corporate Equality Objectives	Notes	By When	Action Owner	BRAG (see key at end of document)
<p><i>Equality is promoted in partnerships, procurement and when commissioning our services</i></p>	<p>Year of Culture The Year of culture programme will create a step change in how we engage with our diverse communities by supporting and enabling their creative, heritage and community sports aspirations to flourish. Targeted interventions include:</p> <p>Micro commissions for disable and global majority artists.</p> <p>Key commission contracts EDI targets negotiated and agreed in partnership</p> <p>Reconfigure Anne Lister Festival</p>	<p>March 2025</p> <p>September 2024</p> <p>June 2024</p> <p>October 2024</p>	<p>Bobsie Robinson/Sarah Richardson</p>	
	<p>Bereavement Services <i>To ensure we continue to meet the needs of all faith communities (as well as those of no faith) and specifically to identify additional burial land in the upper valley to ensure people in the area have the option to be buried locally and to meet the needs of all faith communities.</i></p>	<p>March 2025</p>	<p>Deborah Anderson/Andrew Pitts</p>	
	<p>Transport Services Ensure all pupils eligible for free school transport arrive at school and home safely using specialist accessible vehicles and staffing resources where necessary.</p>	<p>March 2025</p>	<p>Phil Taylor/Andrew Pitts</p>	

	Parking Services Continue to provide 'free' parking in Council car parks for Blue Badge Holders		Debbie Harrison/Andrew Pitts	
<i>The heritage and diversity of Calderdale is celebrated, and good relations are fostered between people of different backgrounds</i>	Re-establish People's Park International film, food and music festival	August 2024		
	Deliver Calder Tales NHLF programme.	March 2025		
	Enhance various community events/moments such as Older People's Week, Black History Month, Pride, LGBTQI+ Heritage Month etc	March 2025		

Regeneration & Strategy

Corporate Equality Objectives	SMART target	By When	Action Owner	BRAG (see key at end of document)
<i>Vulnerable communities and individuals are supported to achieve and develop safe, healthy and resilient communities</i>	Investment in voluntary and community sector infrastructure to support the sector to work with communities. Reflecting the commitments via the Corporate Peer Challenge action plan, re will review Calderdale's voluntary and community sector strategy to ensure we continue to develop strong relationships and a	Refreshed VCS strategy approved by March 2024	Sian Rogers	

	vibrant sector that has a positive impact on people and communities.			
	Targeted investment of UKSPF resources in most deprived wards in North and Central Halifax, with a focus on building community capacity and achieving economic and health outcomes.	Funding approved, with delivery to March 2025	Vicky McGhee	
	Implement an A-Board Licencing trial in Hebden Bridge to ensure that people with visual impairments or mobility issues can safely navigate the town centre. In conjunction with the Portfolio Holder, Town Board, Disability Access Forum and other partners assess the success of the trial and wider implementation across the borough.	June 2023 - ongoing	Mary Farrar	
	Through Active Calderdale programme reducing health inequalities between different communities Incorporating physical activity into the design process through the Building for Healthy Life standard via the Placemaking Supplementary Planning Document (SPD)	The Building for a Healthy Life standard is being incorporated into Placemaking SPD that will be adopted by end of 2023/24. The SPD will be applied to the determination of planning applications. The implementation of the SPD will be subject to ongoing monitoring	Richard Seaman/Paul Copeland	
	Increased affordable homes delivery in order to ensure that all residents can access a decent quality of housing that is affordable. This will be supported through the adoption of an	Adoption of the SPD by end of 2023/24. Annual monitoring of affordable Housing Delivery will continue.	Richard Seaman/Paul Copeland/Katie Kavanagh	

	Affordable Housing Supplementary Planning Document			
<i>Economic inequalities are addressed to tackle low pay and support inclusive growth</i>	Implementation of the West Yorkshire Fair Work Charter to support a thriving economy where businesses of all sizes can meet their ambitions and work together to ensure the diverse people and communities of Calderdale contribute to, and benefit from, economic prosperity The Council is an early adopter of the Fair Work Charter. The charter launched in Autumn 2023 – the Fair Work Charter is an initiative designed to support and celebrate good employers and promote fair work practices. It encompasses principles such as good pay, fair and flexible working conditions, and the wellbeing, diversity, and social mobility of workers. The charter encourages progress in five key areas: Opportunity, Wellbeing, Employee Voice, Fulfilme	Launch with early adopters November 2023. Business Engagement team to support and promote	Diana Greenwood	
	Low cost, good quality fresh produce and a diverse range of employment opportunities are provided locally through the Council's network of markets.	31 March, 2025, and ongoing	Markets Manager	
<i>The Council's workforce is committed to equality and is reflective of the diverse communities it serves</i>	Use of Calderdale Employment Hub to upskill and support applications from local communities to apply for and gain employment at the Council.	Ongoing to Mar 25	Heather Campbell-Firth	