



Richmondshire District Council Equalities Report – 2018-19

1.0 Introduction

1.1 This report sets out how the Council has performed, between April 2018 to March 2019, in delivering its statutory equality duty (Equality Act 2010) for public bodies, which requires it to:

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity; and
- Foster good relations between different people when carrying out their activities

1.2 We should not treat people unfairly because of their age, gender, disability, race, religion or belief, pregnancy or maternity, marriage or civil partnership, gender reassignment, sexual orientation. The Equality Act defines these as “protected characteristics”.

1.3 The Equalities Act requires the Council to publish a report setting out its local equality objectives and actions to improve its performance. We published our first Equalities Report in April 2014. This latest report is an update on how the Council has equipped itself to deliver the duty, increase its understanding of local people with the Equality Act’s protected characteristics and used this to improve its business. It also set objectives for the coming year to help us improve our performance and, more importantly, continue to promote local equality of opportunity.

2.0 Local Communities

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

- Age
- Sex
- Disability
- Race
- Religion or belief
- Pregnancy or maternity
- Marriage or civil partnership
- Gender reassignment, and
- Sexual orientation

Local Profile

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

Age

- 2.3 As indicated above, the age structure of the local population is skewed in the younger age groups because of the large military presence. How the population is changing is an important consideration for all public bodies. In this, Richmondshire's population is not very different. 2011 Census shows that the local population is broadly similar in structure to the national and regional populations.

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

Sex

- 2.4 NOMIS confirms that the Richmondshire population had more men than women in 2017 (53.4% compared with 46.6%). This is the reverse of national (49.3% men) and regional (49.3% men) populations, in which women slightly outnumber men. This is not a surprising result given the large military population and the very high proportion of men in the army. Growth of the military population in the coming years is expected to contribute to this local trend.

Disability

- 2.5 Disability has many dimensions, which means that it needs to be looked at from several angles. There are several models of disability and the most reliable source is the Census, which is based on the medical model of disability. In general, the Census shows that the Richmondshire population appears proportionately healthier than the regional and national populations. It provides information on the self-reported prevalence of limiting illness, general health and the level of unpaid care. Together these suggest a general level of impairment in the local population, which may affect access to and participation in the Council's business. About 8,000 local people considered their health fair or worse and a similar number reported that their daily activities were limited. It is likely that there is considerable overlap in these

groups. The most recent information on NOMIS (November 2016) reports that about 960 people are in receipt of Employment Support Allowance and Incapacity benefit with a further 170 receiving Disability Living Allowance. (NOMIS is a service provided by the Office for National Statistics and provides labour market statistics).

Race

- 2.6 Richmondshire has a proportionately smaller ethnic minority population than the regional and national levels. The number of foreign and commonwealth members of the armed forces and their dependants influences the local population mix. This is important because membership of the armed forces brings with it a higher level of English language competency than might be expected from similar populations elsewhere. Just 278 people indicated, in 2011 Census, that they could not speak English or speak it well. This is small in comparison to the 1,682 people whose first language is not English. Richmondshire's usually resident Nepali community numbered 748 in 2011 Census and, not surprisingly its main second language is Nepalese reflecting serving and veteran Gurkhas and their dependants.
- 2.7 Richmondshire has a very small resident gypsy and traveller population. The Accommodation Assessment carried out in October 2013 identified that there were 22 pitches available on local sites. The caravan count in January 2019 recorded an occupancy rate of 52%.

Religion or belief

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

Pregnancy or maternity

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

Marriage or civil partnership

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

Gender reassignment and Sexual orientation

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

Key Local Issues

- 2.12 The main local challenge remains the longstanding trend towards an ageing population. This imbalance risks having an older population with increasing needs and reduced numbers of younger people to ensure continuing support. A lack of

housing and employment opportunity drives the growing deficit in the younger local population.

- 2.13 Apart from the ageing population, local conditions indicate that the Council is less likely to meet people with the protected characteristics than in the wider national and regional populations. The Council should ensure that it is ready to meet its Equality Duty, but this should be proportionate to local circumstances and backed up by business systems and structures that are alert to these responsibilities.

3.0 The Council

- 3.1 Richmondshire District Council has many points of contact with local people, visitors and businesses, through the services it provides. In the year 2018/2019 383,844 people contacted the Council. During 2018/2019 the Council received 22 complaints; a review of these showed none were in relation to Equality & Diversity issues. The quality of all aspects of service delivery directly affects how the Council meets its general equality duty, because every transaction has the capacity to either discriminate or promote equality at the point of contact and through the service design behind it.

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

- 3.2 The Richmondshire District Council website (which went live 18 December 2017) was ranked number one in the United Kingdom in Q1 2019, with a Sitemorse score of 9.5 out of 10 based on functionality, ease of use, quality of information and accessibility, in line with the Web Content Accessibility Guidelines (WCAG 2.0). These measures ensure users with visual, auditory, physical, speech, cognitive, language and neurological disabilities, as well as limitations associated with ageing, can access the site with ease.

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

- Translation of web pages and PDFs into 99 different languages and speaks translated text out aloud in 40 languages
- An on-screen text magnifier, and the facility to change the background colour and text colour on a page to help those visitors with visual impairments
- A screen mask feature blocks on-screen clutter letting the reader focus on the main text being read, stripping away images and side menus
- Converts web text into speech with a choice of reading speeds by simply hovering over the text. It also announces to users when there are links on a web page

- An MP3 generator to convert online content into audio files for offline listening
- Settings can be tailored to an individual's needs so that they can be saved and used every time they re-visit the site

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

- Operational Services
- Strategy & Regulatory
- Resources

Operational Services

3.4 Operational Services comprises:

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

3.5 **Landlord Services** – provides a landlord function to approximately 1,500 homes of which 500 are dedicated accommodation for older people (60 years plus). Around 450 applicants are registered for accommodation in Richmondshire on the North Yorkshire Home Choice, the sub-regional Choice Based Lettings Scheme through which advice and assistance is provided to prospective applicants seeking accommodation. Applications are processed in accordance with policy and a band level is awarded (Emergency, Gold, Silver and Bronze) enabling applicants to 'bid' on properties advertised for letting. A Housing Management service is provided including rent payment advice, a variety of payment methods/solutions. The Tenancy Relations Service provides advice to tenants regarding their tenancy obligations including upkeep of gardens and accommodation as well as neighbour disputes and tenancy breaches. The Repair and Maintenance Service is responsible for the upkeep of Council properties in respect of our landlord obligations. Support services include:

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

One of the most significant pieces of work in relation to the Duty was the Council's role in resettling six Syrian refugee families in the District as part of the wider North Yorkshire programme. There are currently 5 households living within Richmondshire, two in Council accommodation, two in Housing Association and one renting privately. Two families have moved on to other localities outside the district. Initially, the Refugee Council and North Yorkshire County Council (NYCC) (Social and Health care) provided intense support for the first year with additional advice from the Council's own teams such as Benefits. However, the Refugee Council has now reduced their time with the families but the NYCC resettlement team is still fully involved. A fortnightly drop in session continues with landlord services attending once a month or more if required.

- 3.6 **Supported Housing and Improvement** provides a range of support and housing improvement services across all tenures. These monitor wellbeing, provide support and signposting to other agencies and emergency response services. Replacement of major components (kitchens, bathrooms, heating systems, doors and windows etc.) within Council properties is undertaken via the Council Housing Improvement Programme and the adaptation / conversion of owned and privately rented properties is undertaken via the in-house Home Improvement Agency.
- 3.7 During 2017/18 the Council prepared to move from an externally provided Home Improvement Agency to an in-house provided service. The new service went live on the 1st April 2018 and, complemented by a new and more flexible Disabled Facilities Grant policy, is achieving full spend and operating more efficiently.
- 3.8 **Open Spaces and Amenities** provides public open space / play parks, public conveniences, car park, pest control services and public lighting across the District. An Equalities Impact Assessment has been undertaken to ensure that facilities are accessible with improved public access to the public open spaces areas / play parks. Accessibility of the car parks and ticket machines has been improved and all of the Council's public toilets have accessible facilities and 73 % of the public toilets have baby changing units. Pest Control can provide a bespoke service for customers.
- 3.9 **Waste, Street Scene and Transport** provides waste and recycling collections, street cleansing and transport services. Additional support is provided through:
- Assisted Collections
 - Bulky collections from inside the property for the elderly and infirm.
 - Special Collections for inaccessible properties
 - Literature available in alternative formats on request
 - Assisted Delivery of sandbags during flooding
 - Gritting of sheltered schemes
 - Provision of larger bins to those meeting the criteria

Strategy & Regulatory

3.10 Strategy & Regulatory comprises:

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

3.11 **Democratic Services and Elections** provide a range of services that enable local people to participate in democratic processes. It ensures polling places are accessible by conducting regular reviews of the facilities used and providing devices to assist voters (large print, tactile templates etc.). Postal and proxy voting is also available, subject to eligibility. All documents, including Committee papers, are available in a range of formats and the website is fully accessible. Improvements have been made to the accessibility information on our meeting agendas to encourage attendance and participation. Meetings in external venues are held in fully accessible venues and the Council's meeting rooms are fitted with induction loops to assist those with hearing impairments and speech to text services can be provided for Members with specific requirements. Since moving to paperless meetings, reasonable adjustments have been made for Members with medical conditions which prevent the use of electronic devices.

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

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

Community Development provides the following services :

- Housing Strategy and Rural Housing Enabler
- Policy Development and Implementation including local plan preparation and master-planning.

External customers are:

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

- Local representatives

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

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

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

Democratic and communications processes conform with Council processes, which provides for necessary access improvements where necessary.

As of 6 April 2017 taxi and private hire vehicle drivers are obliged by law to:

- transport wheelchair users in their wheelchairs
- provide passengers in wheelchairs with appropriate assistance
- charge wheelchair users the same as non-wheelchair users

The new rules will apply in England, Wales and Scotland affecting vehicles that are designated as wheelchair accessible and will apply to both taxis and private hire vehicles.

In a change to the law, drivers found to be discriminating against wheelchair users face fines of up to £1,000 as part of provisions being enacted from the Equality Act. Drivers may also face having their taxi or private hire vehicle (PHV) licence suspended or revoked by their licencing authority. Drivers unable to provide assistance for medical reasons will be able to apply to their licensing authority for an exemption from the new requirements.

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

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

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

Healthy Horizons – an 18 month project funded by the Aged Veterans Fund at the Armed Forces Covenant Fund Trust, by the Chancellor using LIBOR funds for veterans aged 65+ to improve their mental and physical health and reduce isolation and loneliness. Healthy Horizons launched in October 2017 and has engaged with 62 individuals, 57 of whom have taken part and met the eligibility criteria. The programme produced 9 case studies, 1 exhibition, supporting 5 relatives/ carers and 18 volunteer buddies (veterans aged -65). During some of the outreach sessions, the project managed to reach a number of Nepalese Gurkha veterans and they went on to make two ploughs of traditional Nepalese design. Over the 17 months of the project, participants have been able to work with 12 professional artists. The project has now ended as the funding for the 12-month programme has ceased. The team is continues to work on the project with partners including 'Just the Job' and Community First Yorkshire in a new venue with alternative funding following a more self-sustainable model

Gurkha Health Needs Assessment – The team worked with partners including NYCC Public Health in addressing the needs identified in this assessment. The work has been on hold due the long term absence of the Public Health Officer.

Richmondshire Inclusive Sports Group – This group provides inclusive sports activities.

Dementia Friendly Richmondshire – Formerly Richmondshire Dementia Action Alliance. The local group has now become Dementia Friendly Richmondshire and will work closely with Dementia Friendly Communities in achieving their objectives. They have developed a package of support for local businesses to follow. There are 4635 registered Dementia Friends and 24 Dementia Champions in Richmondshire. The group developed an action plan along with annual activities which include an annual training plan, Dementia Awareness Week 2019 activity plan and an annual Memory Walk as part of the national Alzheimer's Society campaigns. This year's walk will take place at Catterick Racecourse as part of the annual Richmond Boots and Books Festival.

Looked After Children Promise – The Council has worked with NYCC Looked After Children partners in developing a local 'Promise' for looked after children including free access to leisure activities at Richmond Pool.

The Council continues to support CAB Mid North Yorkshire in meeting the needs of our most vulnerable residents.

The Council has a Safeguarding Adults and Children Policy and Procedure that meet statutory requirements and Members undertake awareness training.

Resources

3.17 Resources covers:

- Customer Services
- Business Support
- Revenues & Benefits
- Human Resources and Payroll
- Finance
- Improvement and Procurement
- ICT & Business Change

3.18 **Customer Services** delivers services on behalf of all departments in the Council. It does not provide specific services for people with the protected characteristics but ensures that customers are treated with respect. Staff make every effort to converse with customers, whether by email, over the phone or face to face. Customers feel welcome and safe in Council offices. The team ensures that all customers have access to Council services. Council offices are accessible and situated in the heart of the community allowing easy access for as many people as possible. One to one assistance is available if required. Private interview rooms are available also in most offices. Hearing loops, Language Line and Typetalk can be provided to allow open discussion.

3.19 **Business Support** delivers services on behalf of all departments in the Council and does not provide specific services for protected characteristics. The majority of work is for internal customers and procedures are tailored to meet their needs. Documents are available in different formats should they be required. There is quick and easy access to hearing loops, Language Line, Type Talk and Sign Live to allow open discussion.

3.20 **Revenues & Benefits** collect local council tax and business rates and provide benefits to people who qualify. There are 23,618 council taxpayers, including 2,014 MoD properties; 2,805 business properties; 1,067 housing benefit claimants (a reduction of 236 from last year due to the introduction of universal credit) and 2,166 council tax reduction claimants. Specific support services include:

Council Tax and Business Rates

- Visiting Officer to assist vulnerable customers in all aspects of Council Tax and Business Rates.
- Produce documentation in alternative languages.
- Language Line (usually activated at first point of call).
- A softer approach to the collection of council tax and business rates on customers identified as vulnerable.
- Referral of any case of threatened suicide to the appropriate agency
- Advise customers to claim exemptions/disabled relief/discounts/CTR they have not previously claimed but maybe entitled to.
- Close liaison with our enforcements agents' vulnerable case team.
- Award of 100% council tax reduction to cases identified as vulnerable

- Provision of exceptional hardship awards where hardship can be proved by an action taken by the council i.e. Changes to the council tax reduction scheme.

Benefits

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

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

- Rigorous Job Evaluation
- Robust recruitment and selection procedures, with training of all relevant Officers
- Flexible working opportunities
- Flexi-time scheme
- Maternity, paternity, adoption and parental leave
- Attendance Management procedures, with training of all relevant Officers
- Redeployment & Secondment opportunities
- Dignity at Work policy and procedures, to address unlawful discrimination, harassment and victimisation
- Grievance procedure
- Thorough ongoing health surveillance
- Managing Stress procedures
- Retirement policy and procedure

The small workforce is broadly similar to the local working age population outside of the army. In the period from 1st April 2018 to 31 March 2019, the Council employed 222 people. Of this workforce:

- 74.5% were aged over 40 and 53.1% were aged over 50.
- 60.8% were female
- 2.7% identified themselves as disabled
- 87.4 % identified themselves as white British
- 22.1% identified themselves as belonging to a religious group

The Council's Workforce Profile (1 April 2018 – 31 March 2019) is contained within **Annex 2**.

The Diversity Profile of Job Applications (April 2018 – March 2019) is contained within **Annex 3**.

Member Profile There are 34 elected Members of which 23 (67.65%) are male and 11 (32.35%) are female with an average age of 63.22 years. From May 2019 the number of elected members will reduce to 24 to reflect boundary changes.

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

3.23 **ICT & Business Change**

The Council commenced a business change programme, running alongside improvements to ICT systems. The focus of the programme is to improve internal efficiency whilst enabling customers to access the Council's services directly. One of the key projects of the accessible website was an ability for users to self-serve through the website, which hosts over 70 eForms. Alongside the website the team increased the use of Social Media tools Facebook and Twitter to reach more people about the services provided plus news and events.

4.0 **Managing the Duty and Improving Council Action**

- 4.1 The Council Plan 2015 – 2019 is committed to ensure that all aspects of the Council's business respect the Equality Duty:

“Managing the Council well to deliver high quality, affordable services

We will continue to manage our services so that they deliver the best quality that is affordable to us and our council taxpayer, establishing a culture of openness and transparency in everything the Council does.

- ***Providing excellent and effective services to our customers*** – We work hard to deliver customer-focused services at best value. We understand the customer's needs and expectations and will go out of our way to meet these.
- ***Looking after our staff*** – We recognise the value of our workforce.
- ***Mitigating risks to the Council through effective Corporate Governance*** – We will maintain an environment where risk management is an integral part of the planning and performance management process and the general culture of the Council.

- ***Putting equalities & diversity first - We will ensure compliance with the General Equality Duty (GED) and report on our performance by July each year***

- 4.2 The Council's adopted corporate Equality Policy (Nov 2016) provides headline guidance to Members, staff, partners and contractors about how it expects compliance with the Council's general equality duty. This sets out the requirements for:
- Integration of the duty into ongoing decision making
 - Demonstrating informed decision making; and
 - Reporting
- 4.3 It published its first Equalities Report in April 2014 and this report updates on the progress made to embed the Equality Duty into Council business through the implementation of its Equalities Action plans.
- 4.4 The Chief Executive is responsible for the delivery of the Council's Equalities Action Plans supported by the Council's Corporate Equalities and Diversity Group (CEDG). Individual service plans implement these headline actions across the Council. Routine service reporting monitors the achievement of these actions and informs the Annual Equalities Report. Routine performance management, through Council and service planning, does not yet provide basic information about how well its business has improved to support people with the specified characteristics.
- 4.5 EIAs are prepared for all key changes in the Council's business likely to have an impact on people with the protected characteristics. These help us consider how they may affect different people within the workforce and take action to address any areas that may have an adverse impact.
- 4.6 The Council provides training to raise awareness of the equality agenda and the related legislation and their responsibilities to others in this area:
- awareness of bullying and harassment programme for all supervisory staff,
 - stress management training for all supervisory staff,
 - stress awareness training available for all employees
 - welfare mentors programme.
 - Workshops on the internal Recruitment and Selection and Attendance Management procedures
- 4.7 The Council set the following equalities and diversity objectives for 2018/19
- 1: The Council as an Employer:** Employment policies, procedures, guidance and practice promote an inclusive workforce
- 2: Local Community Engagement:** Community engagement promotes and encourages access to Council services across the District area

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

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

4.8 The Equality Objectives for 2019/20 are attached at **Annex 5**.

4.9 The proposed Action Plan to deliver the Equalities Objectives for 2019/20 to improve the accessibility of the Council's services and facilities is at **Annex 6**.

5.0 Appendices

Annex 1 - Local Conditions

Annex 2 – Council Workforce Profile

Annex 3 – Diversity Profile of Job Applications to the Council

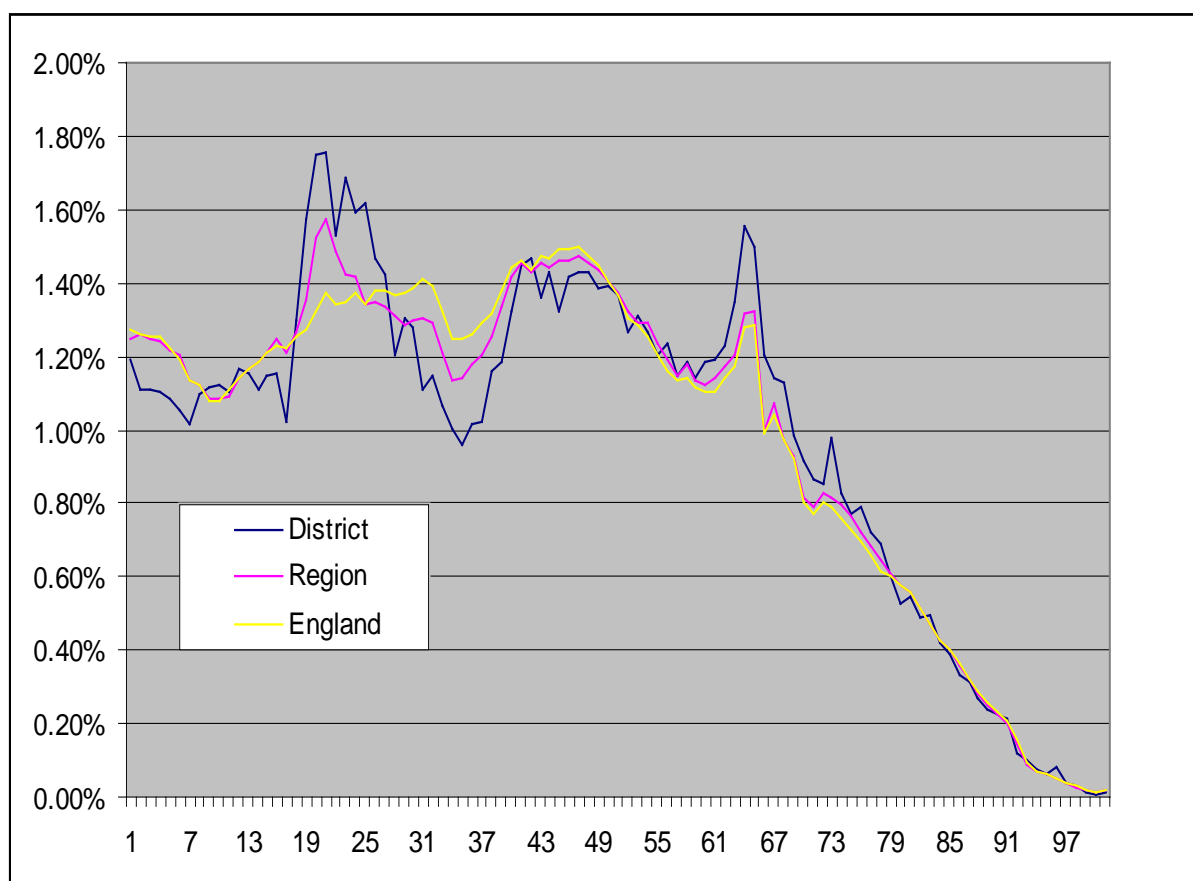
Annex 4 – Action Plan to deliver the Equalities Objectives for 2018-19 (closed)

Annex 5 – Equalities Objectives for 2019/20

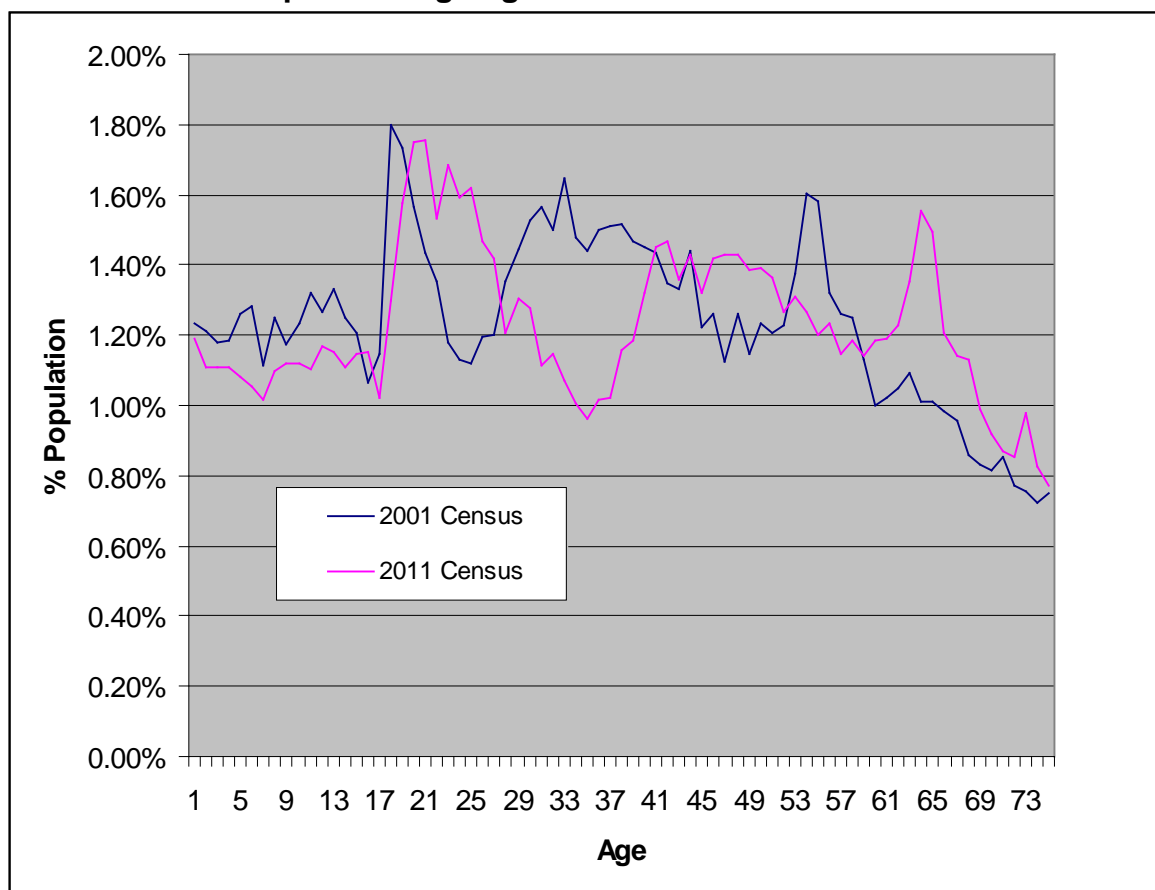
Annex 6 - Action Plan to deliver the Equalities Objectives for 2019-20 (proposed)

LOCAL CONDITIONS

Note: all data sourced from 2001 and 2011 Census except where indicated

Age**Richmondshire Single year Age Structure compared with region and England (2011)**

Richmondshire Population ageing 2001 - 2011



Richmondshire population ageing 75+ 2001 - 2011

	2001			2011		
	District	Region	England	District	Region	England
All People	47,010	4,964,833	49,138,831	51,965	5,283,733	53,012,456
75 to 79	2.99%	3.39%	3.35%	3.33%	3.23%	3.15%
80 to 84	2.09%	2.25%	2.25%	2.33%	2.38%	2.37%
85 to 89	1.24%	1.28%	1.30%	1.38%	1.44%	1.46%
90 to 94	0.47%	0.50%	0.51%	0.57%	0.57%	0.59%
95 to 99	0.11%	0.12%	0.12%	0.17%	0.14%	0.15%
100+	0.02%	0.02%	0.02%	0.01%	0.02%	0.02%

Sex

	2001			2011		
	District	Region	England	District	Region	England
All People	47,010	4,964,833	49,138,831	51,965	5,283,733	53,012,456
Male	51.6%	48.6%	48.7%	52.7%	49.2%	49.2%
Female	48.4%	51.4%	51.3%	47.3%	50.8%	50.8%

Disability

	District	Region	England
	2001		
All People	47,010	4,964,833	49,138,831
Good Health	73.0%	67.0%	68.8%
Fairly Good Health	20.3%	22.7%	22.2%
Not Good Health	6.7%	10.3%	9.0%
	2011		
All People	51,965	5,283,733	53,012,456
Very Good Health	51.3%	45.6%	47.2%
Good Health	33.5%	34.4%	34.2%
Fair Health	11.5%	14.0%	13.1%
Bad Health	2.9%	4.7%	4.2%
Very Bad Health	0.8%	1.3%	1.2%

	District	Region	England
	2001		
All Usual Residents	47,010	4,964,833	49,138,831
With a Limiting Long-Term Illness	15.0%	19.0%	18.0%
Without a Limiting Long-Term Illness	85.0%	81.0%	82.0%
	2011		
All Usual Residents	51,965	5,283,733	53,012,456
Day-to-Day Activities Limited a Lot	6.3%	9.1%	8.3%
Day-to-Day Activities Limited a Little	9.0%	9.8%	9.3%
Day-to-Day Activities Not Limited	84.8%	81.2%	82.4%

	2001			2011		
	District	Region	England	District	Region	England
All People	47,010	4,964,833	49,138,831	51,965	5,283,733	53,012,456
Provides no care	91.5%	89.6%	90.1%	90.8%	89.6%	89.8%
Provides 1 to 19 hours care a week	6.1%	7.0%	6.8%	6.3%	6.5%	6.5%
Provides 20 to 49 hours care a week	0.9%	1.2%	1.1%	1.1%	1.4%	1.4%
Provides 50 or more hours care a week	1.5%	2.3%	2.0%	1.8%	2.6%	2.4%

Workforce Disability related benefits (November 2016)

	District		Region	Great Britain
	N	%	%	%
ESA and incapacity	960	2.8	6.6	6.1
Carers	360	1.1	2.0	1.7
Disabled	170	0.5	0.8	0.8

%s are a proportion of working age population

Race

Ethnicity

	2001			2011		
	District	Region	England	District	Region	England
All People	47,009	4,964,833	49,138,831	51,965	5,283,733	53,012,456
White	98.2%	93.5%	90.9%	95.4%	88.8%	85.4%
Mixed	0.5%	0.9%	1.3%	1.0%	1.6%	2.3%
Asian / Asian British	0.9%	4.5%	4.6%	2.4%	7.3%	7.8%
Black / Black British	0.1%	0.7%	2.3%	1.0%	1.5%	3.5%
Chinese / Other	0.2%	0.4%	0.9%	0.3%	0.8%	1.0%

Richmondshire has a very small resident gypsy and traveller population. The Accommodation Assessment carried out in June 2014 identified that there were 20 pitches occupied in local sites, representing just 50% of the available capacity.

Nepali population 2011

Age	Total	M	F
0-14	176	88	88
15-24	230	174	56
25-44	234	122	112
45-64	71	40	31
65-74	45	25	20
75+	2	2	0

Source : 2011 Census Table SP101N

Note : only includes Medium Level Super Output areas where the local specific population is over 200

Language Capability

2011	District	Region	England
All Usual Residents Aged 3 and Over	50,193	5,085,191	51,005,610
Main Language is English	48,511	4,783,865	46,936,780
Main Language is Not English (Can Speak English Very Well	748	104,260	1,689,406
Main Language is Not English Can Speak English Well	676	115,293	1,535,579
Main Language is Not English Cannot Speak English Well	196	67,614	709,862
Main Language is Not English Cannot Speak English	62	14,159	133,983

Main Language not English

2011	N
Nepalese	819
Polish	183
Any Oceanic	107
Any East Asia	85
Any African	90
other	398
Total	1,682

Religion or belief

	2001			2011		
	District	Region	England	District	Region	England
All People	47,010	4,964,833	49,138,831	51,965	5,283,733	53,012,456
Christian	82.0%	73.1%	71.7%	69.4%	59.5%	59.4%
Buddhist	0.3%	0.1%	0.3%	0.7%	0.3%	0.5%
Hindu	0.7%	0.3%	1.1%	1.0%	0.5%	1.5%
Jewish	0.1%	0.2%	0.5%	0.1%	0.2%	0.5%
Muslim	0.1%	3.8%	3.1%	0.3%	6.2%	5.0%
Sikh	0.0%	0.4%	0.7%	0.0%	0.4%	0.8%
Any other religion	0.1%	0.2%	0.3%	0.3%	0.3%	0.4%
No religion	10.4%	14.1%	14.6%	21.4%	25.9%	24.7%
Religion not stated	6.4%	7.8%	7.7%	6.9%	6.8%	7.2%

Pregnancy or maternity

All Live Births	District	Region	England
January 2010 to December 2010	554	66,970	687,006
January 2009 to December 2009	558	66,358	671,058
January 2008 to December 2008	559	66,353	672,809
January 2007 to December 2007	534	64,191	655,357
January 2006 to December 2006	560	62,955	635,748
January 2005 to December 2005	527	60,664	613,028
January 2004 to December 2004	542	60,193	607,185

Source : Office of National Statistics, birth Registration data

Marriage or civil partnership

2011	District	Region	England
All Usual Residents Aged 16 and Over in Households	38,205	4,190,549	42,077,356
Living in a Couple; Total	67.5%	59.0%	57.8%
Living in a Couple; Married	57.3%	46.1%	45.7%
Living in a Couple; Cohabiting (Opposite-Sex)	9.4%	12.1%	11.2%
Living in a Couple; In a Registered Same-Sex Civil Partnership or Cohabiting (Same-Sex)	0.7%	0.8%	0.9%
Not Living in a Couple; Total	32.5%	41.0%	42.2%
Not Living in a Couple; Single (Never Married or Never Registered a Same-Sex Civil Partnership)	16.8%	24.5%	25.8%
Not Living in a Couple; Married or in a Registered Same-Sex Civil Partnership	1.4%	1.3%	1.5%
Not Living in a Couple; Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership)	1.9%	2.1%	2.1%
Not Living in a Couple; Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved	5.9%	6.6%	6.5%
Not Living in a Couple; Widowed or Surviving Partner from a Same-Sex Civil Partnership	6.4%	6.5%	6.3%

Gender reassignment

No reliable local data has been identified, although some national data is available, accessible through www.lgbt.co.uk.

Sexual orientation.

No reliable local data has been identified. The Integrated Household Survey April 2011 to March 2012 estimated that,

- 1.5 per cent of adults in the UK identified themselves as Gay, Lesbian or Bisexual. Other sources suggest a higher percentage, although none of the alternative surveys are considered an adequate basis to confirm the true size of the Gay/Lesbian/Bisexual population.
- 2.7 per cent of 16 to 24 year olds in the UK identified themselves as Gay, Lesbian or Bisexual compared with 0.4 per cent of 65 year olds and over.

It is recognised, however, that the smaller the numbers, the more social and health inequality can result.

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Annex 2

THE COUNCIL'S WORKFORCE PROFILE (1st APRIL 2018- 31 MARCH 2019)

Gender	Female	Male	Totals
Numbers	135	87	222
% of Workforce	60.81%	39.19%	100.00%

Age Groups	Under 20	20-29	30-39	40-49	50-59	60-65	65+	Totals
Numbers	0	13	43	48	92	22	4	222
% of Workforce	0	5.86%	19.37%	21.62%	41.44%	9.91%	1.80%	100.00%

Disability	Blank Record	Declined to specify	Disabled	Not disabled	Not known	Totals
Numbers	28	4	6	178	6	222
% of Workforce	12.61%	1.80%	2.70%	80.18%	2.70%	100.00%

Sexual Orientation	Blank Record	Declined to specify	Heterosexual	Other	Totals
Number	149	10	62	1	222
% of Workforce	67.12%	4.50%	27.93%	0.45%	100.00%

Religion	Agnostic	Atheist	Blank Record	Christian	Judaism	Other	Totals
Number	6	7	160	45	1	3	222
% of Workforce	2.7	3.1	72.1	20.3	0.45	1.35	100.0%

Ethnic Origin	White British	Any other White background	Black / Black British	Not Stated	Totals
Numbers	194	6	1	21	222
% of Workforce	87.4	2.7	0.4	9.5	100.0%

Marital Status	Blank Record	Divorced	Married	Not Specified	Partner	Single	Totals
Number	38	18	109	5	23	29	222
% of Workforce	17.12%	8.11%	49.10%	2.25%	10.36%	13.06%	100.00%

Annex 3

DIVERSITY PROFILE OF JOB APPLICATIONS; April 2018- March 2019

Details provided where equality monitoring return was provided; blank/ non-specified returns for each characteristic have been disregarded, hence differing numbers.

Gender					
Applications		Female		Male	
	N	N	%	N	%
Total	271	128	47.2	143	52.8
Shortlisted	162	68	41.9	94	58.1
Appointed	61	24	39.3	37	60.7

Age									
Applications		16-24		25-34		35-49		50+	
	N	N	%	N	%	N	%	N	%
Total	271	29	10.7	58	21.4	99	36.5	85	31.4
Shortlisted	162	9	5.6	31	19.1	66	40.7	56	34.6
Appointed	61	4	6.6	12	19.7	28	45.8	17	27.9

Disability

		Registered		Not Registered		No	
	N	N	%	N	%	N	%
Total	271	6	2.2	19	7.0	222	81.9
Shortlisted	162	2	1.2	9	5.6	141	87.0
Appointed	61	0	0	2	3.3	55	90.2

*nb- 24 applicants did not specify

Ethnic Origin									
Applications		White British		Other White		Asian or Asian British		Black or Black British	
	N	N	%	N	%	N	%	N	%
Total	271	244	90.0	12	4.4	5	1.8	6	2.2
Shortlisted	162	149	92.0	6	3.7	2	1.2	3	1.9
Appointed	61	59	96.7	1	1.6	1	1.6	0	0

*nb- 4 applicants did not specify

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19*Theme 1: The Council as an Employer***Objective: Employment policies, procedures, guidance and practice promote an inclusive workforce****1. Implement the Council's Workforce Strategy, developing and implementing actions to promote, and continue to train, a workforce reflective of the community we serve.**

Action		Progress	Owner	Target date	Complete
1.1	Workforce Strategy to be updated to reflect progress to date and actions needed for 2018/19.	Ongoing work. No issues to highlight at the July CE&DG	Senior Management Team / HR & Payroll Manager	June 2018	Yes
1.2	Staff induction process to be updated to ensure encouragement provided to those with protected characteristics.	No further progress.	HR & Payroll Manager	Sept 2019	No – c/f to 19/20
1.3	Six monthly sessions to be held (for new staff and as refresher training) and refresh of e-learning to be undertaken	Approach being reviewed – update to be provided to SMT Feb 2019 thereafter to CEDG	HR & Payroll Manager	March 2019	No - New contract for e-learning awarded – c/f to 19/20

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

Theme 1: The Council as an Employer

Objective: Community engagement through promoting and encouraging access to Council services across the District area

2. Through the Workforce Strategy, prioritise succession planning and the use of apprenticeships, ensuring a suitable mix across the protected characteristics.					
Action		Progress	Owner	Target date	Complete
2.1	Identify key posts required for future training / development and produce plan to recruit into.	Preparation work ongoing	HR & Payroll Manager	Ongoing March 2019	Yes but c/f
2.2	Develop suitable recruitment processes that encourage an appropriate mix of people with all protected characteristics to apply.	Preparation work ongoing	HR & Payroll Manager	Ongoing March 2019	No – being undertaken as part of CA£H project
2.3	Train and develop all staff, particularly apprentices, to retain a balanced workforce for the longer term.	Plans to recruit apprentices – Spring 2019	HR & Payroll Manager / All Managers	Ongoing March 2019	Started but c/f

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

Theme 2: Local Community Engagement

Objective: Community engagement through promoting and encouraging access to Council services across the District area

3. Continue to consult, engage and work with those groups representing the protected characteristics to ensure policies and action plans are effective and appropriately targeted.					
Action		Progress	Owner	Target date	Complete
3.1	Review list of contacts, confirming coverage of protected characteristics and willingness of participation.	Review completed & list updated, approved at CE&DG July 2018	Corporate Director (Resources)	July 2018	Yes
3.2	Consult on appropriateness of objectives, action plan and Annual Report, taking into account relevant feedback.	Consultation period ended 22 June. Limited feedback (some terminology revised). Annual report and appendices approved at July's Corporate Board and Full Council and published on website.	Corporate Director (Resources)	July 2018	Yes
3.3	Follow up any identified actions in line with timescales set out.	No actions identified to date	Corporate Equalities & Diversity Group	March 2019	Yes

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

Theme 2: Local Community Engagement

Objective: Community engagement through promoting and encouraging access to Council services across the District area

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Veterans' project and public health projects such as Step Up, Step Down.					
Action		Progress	Owner	Target date	Complete
4.1	<u>General</u> We will continue to support organisations including North Yorkshire Sport, Richmond School. North Yorkshire County Council is establishing ongoing sports groups, first aid and community safety support across the area.	Richmondshire Inclusive Sports Group merged and is now the Hawes and Richmondshire Inclusive Sports group We continue to work with stronger communities in building capacity within our communities.	Business & Community Manager	Ongoing March 2019	Yes Yes and c/f
4.2	<u>Veterans project</u> Work in partnership to deliver the Healthy Horizons project aimed at improving mental and physical health and wellbeing for aged veterans.	Project runs until 31 March 2019 with potential 12-month extension with underspend from CFY central pot.	Business & Community Manager	Ongoing March 2019	Yes
4.3	<u>Health related projects:</u> Work with partners (e.g. NYCC Public Health; Hambleton, Richmondshire and Whitby Clinical		Business & Community Manager / Team	Ongoing March 2019	Yes and c/f

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Veterans' project and public health projects such as Step Up, Step Down.					
Action		Progress	Owner	Target date	Complete
	Commissioning Group; North Yorkshire Fire and Rescue Service) on projects in Richmondshire, including: <ul style="list-style-type: none"> Gurkha health needs Dales pilot working group with Fire and Rescue Service Warm and Well initiative Healthy Weight, Healthy Lives initiative 	<p>On hold NYCC PH Officer on mat leave Ongoing led by CCG</p> <p>Ongoing, briefing sent to relevant staff Ended but we remain a partner of NYCC PH's Healthy Weight Healthy Lives Strategy Group</p>			<p>No – c/f</p> <p>Yes and c/f</p>
4.4	<u>Refugees</u> Continue to support and assist refugee families – through drop in sessions and dedicated support workers / liaison with other partner organisations.	<p>JS continues to work with the Refugee Council and the families to set up a woman's group and look at funding for business development, based on their traditional craft, skills and cooking.</p> <p>SS - Support has been provided by RDC through the drop in sessions over last 12 month period following arrival by refugee families Drop in sessions to continue for next 12 month period</p>	Landlord Services Manager	Ongoing March 2020	Yes and c/f

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Veterans' project and public health projects such as Step Up, Step Down.					
Action		Progress	Owner	Target date	Complete
4.5	<u>Dementia</u> As a key member of the Richmondshire Dementia Alliance Steering Group, continue to work towards a dementia friendly community. This is supported by Cllr Grose being the Council's dementia champion.	Ongoing progress. The group are changing to a Dementia friendly Community (DFC) and will be known as 'Dementia Friendly Richmondshire'. Dementia Action Week is 20 – 27 May 2019	Business & Community Manager	Ongoing March 2019	Yes and c/f

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

Theme 3: Governance

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

5. Improve reporting and follow up action on protected characteristics across staff and the community					
Action		Progress	Owner	Target date	Complete
5.1	Collect and report up to date information as part of annual report and quarterly Corporate Equalities and Diversity Group meetings (both internal and working with partners).	Part of quarterly reporting.	Corporate Equalities & Diversity Group	Aug 2018	Yes
				Nov 2018	Yes
				Feb 2019	Yes
				May 2019	c/f to 19/20
5.2	Undertake staff survey to identify any equality and diversity issues that need addressing.	Decision taken to postpone next staff survey until following year.	Corporate Director (Resources) / HR & Payroll Manager	n/a	c/f to 19/20
5.3	Identify and undertake actions needed to address issues in information requested, e.g. reduced performance.	We have set up Signline ready for customer use. IT are setting up a mobile device. We have not had a customer to test this as yet in the live environment, but may have one lined up before E & D meeting.	Corporate Equalities & Diversity Group / Officers as relevant	Ongoing	Yes and c/f
5.4	Ensure Equality Impact Assessments continue to be undertaken for proposed major	Limited progress with new template. All managers to be reminded to prepare as far of Service Plan preparation for 2019/20.	Corporate Equalities &	Ongoing	No – scheduled

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

5. Improve reporting and follow up action on protected characteristics across staff and the community

Action		Progress	Owner	Target date	Complete
	changes; any key actions to be added to service plans and flagged to Corporate Equalities & Diversity Group as relevant.		Diversity Group	March 2019	for Apr 19 – c/f
5.5	Continue to review Equality and Diversity objectives and report progress on an annual basis.	2018/19 objectives approved at Corporate Board and Full Council in July and published on website – August.	Corporate Director (Resources) / Principal Policy Officer	July 2018	Yes
5.6	Post-implementation review of Council website.	Carried forward from 2017/18 – awaiting confirmed resources and suitable timeframe.	CA&H Team	Dec 19	No – planned for Summer 19 – c/f
5.7	Review internal resources for ongoing support to E&D (annual review).	Discussed at CE&DG July. See 4.5 – links to Dementia accessibility audit of Mercury House.	CE&DG	May 2018	See 4.5

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2018/19

Theme 3: Governance

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

6. Continue to review the Council's policies and procedures across all services in line with agreed timescales, publishing where relevant.					
Action		Progress	Owner	Target date	Complete
6.1	Ensure Policies and Procedures schedule is reviewed six monthly and necessary actions taken to amend as needed.	Updated programme of policies and procedures considered at SMT 14 June. Any necessary follow up actions being progressed by Directors. Reporting to Corporate Board – Feb 2019	Corporate Director (Resources) / PA to Senior Team	June 2018	Yes
				December 2018	Yes
6.2	Publish external revised policies and procedures in line with agreed timelines.	Once approved by Corporate Board	All Managers	Ongoing	Yes
6.3	Equality Policy to be reviewed and updated as necessary.	Policy due its 2 year review in Autumn 2018. CE&DG provided feedback and amendments made. Consultation commenced in September.	Corporate Director (Resources)	July – October 2018	Yes
		Draft revised policy to CE&DG November 2018.		November 2018	Yes

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Richmondshire District Council
DRAFT Equalities Objectives 2019-20

Theme 1: The Council as an Employer

Objective: Employment policies, procedures, guidance and practice promote an inclusive workforce

We will:

1. Implement the Council's Workforce Strategy, developing and implementing actions to promote, and continue to train, a workforce reflective of the community we serve.
2. Through the Workforce Strategy, prioritise succession planning and the use of apprenticeships, ensuring a suitable mix across the protected characteristics.

Theme 2: Local Community Engagement

Objective: Community engagement through promoting and encouraging access to Council services across the District area

We will:

3. Continue to consult, engage and work with those groups representing the protected characteristics to ensure policies and action plans are effective and appropriately targeted.
4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Beacon, The Veterans' Lifestyle Programme, the **Council's External Apprenticeship scheme, and progressing the Council's Dementia friendly approach.**

Theme 3: Governance

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

We will:

5. Improve reporting and follow up action on protected characteristics across staff and the community.
 6. Continue to review the Council's policies and procedures across all services in line with agreed timescales, publishing where relevant.
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Action Plan to meet the Equalities Objectives – 2019/20**Theme 1: The Council as an Employer****Objective: Employment policies, procedures, guidance and practice promote an inclusive workforce****1. Implement the Council's Workforce Strategy, developing and implementing actions to promote, and continue to train, a workforce reflective of the community we serve.**

Action		Progress	Owner	Target date	Complete
1.1	Workforce Strategy to be reviewed to reflect progress to date and actions needed for 2019/20.		Senior Management Team / HR & Payroll Manager	Oct 2019	Yes
1.2	Staff induction process to be updated to ensure encouragement provided to those with protected characteristics.		HR & Payroll Manager	March 2020	
1.3	Six monthly sessions to be held (for new staff and as refresher training) and refresh of e-learning to be undertaken		HR & Payroll Manager	March 2020	
1.4					
1.5					

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

Theme 1: The Council as an Employer

Objective: Community engagement through promoting and encouraging access to Council services across the District area

2. Through the Workforce Strategy, prioritise succession planning and the use of apprenticeships, ensuring a suitable mix across the protected characteristics.

Action		Progress	Owner	Target date	Complete
2.1	Identify key posts required for future training / development and produce plan to recruit into.		HR & Payroll Manager	Ongoing March 2020	
2.2	Develop suitable recruitment processes that encourage an appropriate mix of people with all protected characteristics to apply.		HR & Payroll Manager	Ongoing March 2020	
2.3	Train and develop all staff, particularly apprentices, to retain a balanced workforce for the longer term.		HR & Payroll Manager / All Managers	Ongoing March 2020	
2.4					
2.5					

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

Theme 2: Local Community Engagement

Objective: Community engagement through promoting and encouraging access to Council services across the District area

3. Continue to consult, engage and work with those groups representing the protected characteristics to ensure policies and action plans are effective and appropriately targeted.					
Action		Progress	Owner	Target date	Complete
3.1	Review list of contacts, confirming coverage of protected characteristics and willingness of participation.		Corporate Director (Resources)	Aug 2019	Yes
3.2	Consult on appropriateness of objectives, action plan and Annual Report, taking into account relevant feedback.		Corporate Director (Resources)	July 2019	Yes
3.3	Follow up any identified actions in line with timescales set out.		Corporate Equalities & Diversity Group	March 2020 and ongoing	

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

Theme 2: Local Community Engagement

Objective: Community engagement through promoting and encouraging access to Council services across the District area

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Beacon, The Veterans' Lifestyle Programme, the Council's External Apprenticeship scheme, and progressing the Councils Dementia friendly approach.					
Action		Progress	Owner	Target date	Complete
4.1	<p>General We will continue to support organisations including North Yorkshire Sport, Richmond School.</p> <p>facilitate the reinvigoration of the Richmondshire Inclusive Sports Group that had ceased meeting on the merger with Hambleton</p>		Business & Community Manager	Ongoing March 2020	
4.3	<p>Health related projects: Work with partners (e.g. NYCC Public Health; Hambleton, Richmondshire and Whitby Clinical Commissioning Group; North Yorkshire Fire and Rescue Service) on projects in Richmondshire, including:</p>		Business & Community Manager / Team	Ongoing March 2020	

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Beacon, The Veterans' Lifestyle Programme, the Council's External Apprenticeship scheme, and progressing the Councils Dementia friendly approach.

Action					Complete
	<p>We remain partners in projects including</p> <ul style="list-style-type: none"> • Gurkha Health Needs Assessment (on hold until the PH Officer returns to work) • Dales Fire and Rescue and CCG pilot scheme to use Fires Safety Visits to gain health needs intelligence and offer signposting – 'Home Fire Safety and Wellness Check' • Promoting access to the Warm and Well initiative for the residents of Richmondshire through involvement in the NYCC Seasonal Health Strategy Group • Play an active role in the Healthy Weight, Healthy Lives Strategy Group • Worked with NYCC Looked After Children partners in developing a local 'Promise' 				

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Beacon, The Veterans' Lifestyle Programme, the Council's External Apprenticeship scheme, and progressing the Councils Dementia friendly approach.

Action		Progress	Owner	Target date	Complete
	for LAC including free access to leisure activities at Richmond Pool.				
4.4	<u>Refugees</u> Continue to play an active role in the Refugee Council North Yorkshire Resettlement Team and offer support where appropriate		Landlord Services Manager	Ongoing March 2020	
4.5	<u>Dementia</u> The local group have now become Dementia Friendly Richmondshire and will work closely with Dementia Friendly Communities in achieving their objectives. They have developed a package of support for local businesses to follow. We currently have 4635 registered Dementia Friends and 24 Dementia Champions in Richmondshire.		Business & Community Manager	Ongoing March 2020	
	Members to support the ongoing funding of Apprenticeships across the District through allocation of budget	Sue White	Chief Executive	Aug 2019	

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

4. Work with specific groups who are encouraging those with protected characteristics to become involved and lead across the community. Examples include The Beacon, The Veterans' Lifestyle Programme, the Council's External Apprenticeship scheme, and progressing the Council's Dementia friendly approach.

Action					Complete
	Reports on the achievements of apprentices to be regularly reported to Corporate Board	Sue White	Corporate Director (Resources)	Sept 2019 and quarterly	
	Lessons learned to be identified and shared appropriately		Chief Executive / Corporate Equalities & Diversity Group	March 2020 and ongoing	

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

Theme 3: Governance

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

5.Improve reporting and follow up action on protected characteristics across staff and the community

Action		Progress	Owner	Target date	Complete
5.1	Collect and report up to date information as part of annual report and quarterly Corporate Equalities and Diversity Group meetings (both internal and working with partners).		Corporate Equalities & Diversity Group	Aug 2019	
				Nov 2019	
				Feb 2020	
				May 2020	
5.2	Identify and undertake actions needed to address issues in information requested, e.g. reduced performance.		Corporate Equalities & Diversity Group / Officers as relevant	Ongoing	
5.3	Ensure Equality Impact Assessments continue to be undertaken for proposed major changes; any key actions to be added to service plans and flagged to Corporate Equalities & Diversity Group as relevant.		Corporate Equalities & Diversity Group	Ongoing March 2020	

Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

5.Improve reporting and follow up action on protected characteristics across staff and the community

Action		Progress	Owner	Target date	Complete
5.4	Continue to review Equality and Diversity objectives and report progress on an annual basis.		Corporate Director (Resources) / Principal Policy Officer	July 2019	
5.5	Post-implementation review of Council website.		CA&H Team	Dec 19	
5.6	Review internal resources for ongoing support to E&D (annual review).		CE&DG	May 2019	

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Richmondshire District Council

Action Plan to meet the Equalities Objectives – 2019/20

Theme 3: Governance

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

6.Continue to review the Council's policies and procedures across all services in line with agreed timescales, publishing where relevant.					
Action		Progress	Owner	Target date	Complete
6.1	Ensure Policies and Procedures schedule is reviewed six monthly and necessary actions taken to amend as needed.		Corporate Director (Resources) / PA to Senior Team	June 2019	
				December 2019	
6.2	Publish external revised policies and procedures in line with agreed timelines.		All Managers	Ongoing	
6.3	Equality Policy to be reviewed and updated as necessary.		Corporate Director (Resources)	July – October 2021	