

Public Sector Equality Duty

EQUALITY PROGRESS REPORT 2023

(April 2022 – March 2023)

Everyone Different Everyone Matters: Meeting the Equality Duty

2023 Progress Report

1. 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 are implementing our 'Equality Duty' and sets out our progress on delivering our six corporate equality objectives; it also describes the wider equalities work undertaken in the period April 2022 – March 2023.

2. 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 Census 2011 and 2021. There have been small changes for most age groups with larger increases in older age groups:

- The number of 0- to 4-year-olds in 2021 was 5.5%, slightly lower than the number in 2011 (6.3%)
- The proportion of children aged 5 to 14 was 12.6%, slightly higher than 2011 (12%)
- The proportion of young people aged 15 to 24 was 10.5%, slightly lower than 2011 (11.8%)
- The proportion of residents aged 25 to 34 was 12.1%, similar to that in 2011 (12%)
- There has been a fall in the proportion of residents aged 35 to 44 from 14.5% in 2011 to 12.4% in 2021
- There were increases in the proportion and the numbers of residents aged 55 and over. The group aged 65 to 74 increased 25% since 2011. This compares with a 1.4% increase for the whole population
- The population aged 85 and over has increased steadily by 7% from 4,294 in 2011 to over 4,600 in 2021.

Overall there has been an increase of 21% in people aged 65 years and over, a decrease of 3.1% in people aged 15 to 64 and a decrease of 0.1% in children aged under 15.

Using the Office of National Statistics (ONS) 2021 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 20% in England

- while 21% of Calderdale residents are in the 50 to 64 age group compared with 19% for England.

In January 2023 the Schools Census indicated that there were 36,636 pupils (19,582 primary and 16,874 secondary school pupils) on roll at 86 primary (of which 2 are special schools) and 16 secondary schools. Compared to January 2022 we have seen a decrease of 141 in primary school pupils and a decrease of 39 in secondary school pupils resulting in a decrease of 180 in the overall school population.

c. Disability

In December 2021, 21.9% of Calderdale residents aged 16 to 62 had a core or work-limiting disability as defined by the Equality Act 2010. This compares with 22.9% in England. (Annual Population Survey).

Using the data source: <https://www.calderdale.gov.uk/v2/residents/health-and-social-care/joint-strategic-needs-assessment/calderdale-demographic-information#disability> (August 2023):

- In November 2021 5,454 (4.6%) of Calderdale's residents aged 20 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).
- 8,312 (7%) Calderdale residents aged 20 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.
- 4,220 (10.7%) 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.

Using the data source: https://lginform.local.gov.uk/reports/view/send-research/local-area-send-report?mod-area=E08000033&mod-group=AllMetropolitanBoroughLainCountry_England&mod-type=namedComparisonGroup (2022/2023):

- In 2022/23 16.4% of pupils in Calderdale have a statutory plan of Special Education Needs (SEN) statement or 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 a statement of SEN or 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 date 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

The Census 2021 shows the balance of men and women in Calderdale has changed – Calderdale's population is now 48.7% male (100,614) and 51.3% (105,986) female, meaning there is now a slightly higher proportion of women in the area than 10 years ago (51.1%).

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%.

The 2011 Census found that there were 491 people in a registered same-sex civil partnerships across Calderdale (0.3% of the population). Ward level data showed a higher proportion registered in same-sex civil partnership in Calder (1.13%), Luddendenfoot (0.67%) and Todmorden (0.45%).

Since 5th December 2005 we have held 301 civil partnership ceremonies in Calderdale of which 34 took place over the period April 2022 – March 2023.

256 same sex marriage ceremonies have also taken place since 13th March 2014, when legislation came into effect, with 38 same sex ceremonies (out of a total 897) taking place during April 2022 – March 2023.

Civil Partnerships were open to opposite sex couples from 31st December 2019. 82 opposite sex civil partnerships have taken place since then, with 28 taking place between April 2022 – March 2023.

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 (2023)

- 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 NINI to claim benefits:

- The overall number of new migrant workers arriving in Calderdale in 2022 fell increased from 544 in 2021 to 838.
- The biggest changes were in new arrivals from Afghanistan (-340%), France (-340%) and Romania (-84%), which all had significant decreases, and increases in Ukraine (96%), Zimbabwe (78%) and Nigeria (66%)

- The top three nationalities to arrive in 2022 were India with 157 arrivals, followed by Pakistan with 145, and Ukraine with 132 arrivals.
- New arrivals from Ukraine to Calderdale increased from 5 in 2021 to 132 in 2022. This is the same at regional level with Ukrainians in Yorkshire and Humber increasing by 97% from 145 in 2021 to 4,320 in 2022.
- New arrivals from EU countries decreased by -87% from 2021 to 2022, Yorkshire and Humber down by -35%, whereas arrivals from Non-EU Europe increased by 89% in Calderdale and 79% in Yorkshire and Humber.

Published Home Office figures show that:

- At the end of March 2023, 709 asylum seekers were housed and supported in Calderdale through the Home Office dispersal system and in contingency (hotels) while awaiting a decision on their claim.
- There were 10 unaccompanied asylum-seeking children being looked after by the local authority at the end of March 2022.
- 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.

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.

3. 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:

Access for all Calderdale Sports Centres

As an inclusive organisation, the Council is committed to enabling everyone from Calderdale's diverse communities to access its services and facilities.

Disabled parking spaces and blue badges help those who have an identified disability, and are often unable to walk for long distances, to park in a convenient location near their destination. Misusing these bays takes up vital parking spaces for people who really need them.

Disabled parking bays at Todmorden and Brighouse sports centres are frequently being used by cars that are not displaying blue badges. This can make it difficult for disabled people to park and visit the centres.

The Council is taking action to enforce the correct use of disabled parking bays and double yellow lines in both Todmorden and Brighouse sports centre car parks. No parking charges are being introduced, but new, enforceable terms and conditions, which are standard across all Council car parks, will soon apply and fines will be issued for non-compliance:

- Parking in disabled bays is for blue badge holders only and a blue badge must be displayed in the parked vehicle
- All parking must be in a marked bay – no parking will be permitted on the double yellow lines
- There is a weight limit for parked vehicles of three tonnes

The Council is also in the process of refreshing the bay markings and lines in the car parks to ensure all restrictions and bays are clear, including the disabled parking spaces. New signage will also be installed to ensure that the parking restrictions are clear. Staff will continue to advise customers of the requirements.

"Our sports and leisure centres are welcoming places for all our diverse residents, and we are committed to ensuring inclusive facilities for everyone. We are improving the use of our car parks at Todmorden and Brighouse sports centres to ensure our continued support for disabled customers who have raised concerns about people misusing the disabled parking bays."

Sarah Richardson, Assistant Director of Customer Services

Unity Street Project

Unity Street offers a home to some of our most marginalised and stigmatised members of the Calderdale community.

A safeguarding review of the deaths of five men living street-based lives published in December 2021, found they were let down because they were considered to have 'burnt their bridges' and 'refused to engage'. Learning lessons from the review and integrated support to homeless people during the pandemic, partners took an innovative strengths-based approach to supporting people in what was considered a drug and crime 'hotspot'.

Public health has worked with a range of other partners, including the landlord to support residents address the issues that matter to them, one such initiative is described below:

Active Calderdale

Following several months of intensive work with residents by Public Health and the private landlord, (in partnership with The Basement Recovery Project and the Police), listening to residents discussing their needs and wishes for their home environment, an area of importance was identified - the opportunity for residents to be able to gradually improve their physical fitness in a non-threatening, close-to-home setting. The Unity Street courtyard offered an ideal space for this.

The concept of regular exercise in a standard setting is a much longer-term goal for Unity Street residents; to realistically achieve this goal, the priority in the short term was to enable incremental gains in residents' self-confidence, daily structure and physical fitness. The objective was to continue to develop the inclusive space, making it accessible and appealing for residents to spend time together and connect, whilst being introduced to manageable levels of physical activity.

In partnership with Active Calderdale, Unity Street installed a permanent table tennis table in the venue's courtyard, allowing residents the opportunity for positive social interaction and encouraging light exercise.

In the short time since its installation, the table has had a positive impact, mainly in a social sense bringing the residents together. Many of the residents are vulnerable due to addiction and alcoholism and usually live on their own, the table tennis allows them to come out and show their skills.

The table gets the residents moving in a low-impact way, perfect for the residents that may be in recovery or having a hard time. Furthermore, the relationship being built up with the Basement Recovery Project has meant they have already had requests from non-residents to come down and play as the word spreads.

A range of partners now provide outreach services in the hotspot and support environmental improvements to design-out crime and enable residents to take control. By taking a strengths-based approach and changing perceptions of the landlord and residents, partners have discovered a tireless advocate in the landlord, and a community with a wealth of strengths, happy to engage with services and support each other, given the opportunity. The work has led to a reduction in deaths and hospitalisation an outstanding CQC inspection for local drug and alcohol

treatment services and a shift in culture in partners enabling the provision of co-produced, joined up, trauma informed support.

Direct Payments - flexible provision that supports choice and continuity

Direct payments are offered to support people to access the support they wish to receive. The Commissioning and Contracts team have procured a range of Approved Provider Lists (APLs). The principle of this approach is to offer choice and control to people from a list of providers who have met quality thresholds. APLs include homecare, daytime opportunities, outreach and support living provision.

The APL for daytime opportunities was expanded following engagement with current and future people who use the service. The engagement identified gaps in the market around support to gain employment and drama-based activities. Commissioners engaged with providers from other localities and have successfully expanded the APL bringing in new providers who offer these opportunities. To offer guidance and information a Look Book has been created so that families can consider the opportunities available to them and make person centred choices.

An APL for Supported Living offers similar choice to existing and new tenant groups. Tenants and families have identified continuity of support as a key issue. APLs allow tenants to maintain the same support provider without the requirement to re-tender care and support if tenants and families remain happy with the standard of provision.

The APLs are jointly commissioned and procured with the ICB to offer continuity of support regardless of who funds the support.

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 2023 (including special schools) shows that the Calderdale school population is becoming more diverse:

- 75.1% of primary and 72.9% of secondary school pupils (75.7.0% and 73.7% in Jan 2022) were from a White background while 24.0% of primary and 26.4% in secondary school were from a minority ethnic background (23.7% and 25.8% in Jan 2022).

- English was an additional language for 5,487 pupils at schools in Calderdale, 16.1% of pupils at primary school level and 13.9% secondary school (15.9 % and 13.0% in Jan 2022).
- 13.2% of primary school pupils and 11.0% of secondary school pupils have special educational needs (12.7% and 12.2% in Jan 2022).
- 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 24.2% (25.3% and 21.7% in 2022).

b. Anti-social behaviour (ASB)

ASB is a broad term used to describe the day-to-day incidents of crime, nuisance and disorder that make many people's lives a misery – from vandalism to public drunkenness or aggressive dogs and noisy or abusive neighbours.

In terms of ASB which reflects harassment, alarm and distress that residents within Calderdale encounter, during the period 1st April 2022 to 31st March 2023 inclusive, there were a total of 54 referrals to the ASB and Vulnerability Panel. 43 cases were received for committing ASB and 11 vulnerable cases were received.

In this timeline the ASB Team assessed 4,068 calls to service, a drop of nearly 21% from the previous year.

c. Compliments and complaints

During 1st April 2022 to 31st March 2023, similar to the previous year, the Council's Complaints feedback system logged 28 complaints. The breakdown of complainants by ethnicity was as follows :

ETHNICITY	Total
Other White	4
White British	15
Pakistani	5
Indian	4

A new complaints system & process has been in place since 3 April with every complaint that is logged for investigation sent an equality & diversity monitoring form either by post or via email. The new system provides the option to email back to either the complaints team or a free postal address, it is hoped this will increase completion and return of the monitoring form.

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

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 are building equality into our business processes supported by an on-line internal Equality Impact Assessment (EIA) register which continues to be updated as Council policies and practises are developed and reviewed. The register enables Managers to better plan and monitor completion of actions identified in initial EIA's.

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.

The Buying our Care – Hurdles and Grievances report (of Maria-Christina Vogli and Equal Cares) was published in September 2022 after which a request was raised by two Councillors that there should be a scrutiny review relating to the issues arising from the report.

Following a discussion with the Council Chief Executive, it was agreed that a joint working party made up of Councillors from the Adult Health and Social Care Scrutiny Board and the Children and Young People Scrutiny Board should be established. The working party began its work on 11 November 2022 with the report being invaluable as a catalyst to examine the way that services to adults with disabilities were commissioned and provided by Calderdale Council.

The working party held a number of open enquiry meetings and received written evidence and presentations from senior managers, key stakeholders including affected families and community members. The working party has also considered appropriate legislation and the legal process by which cases are considered at the Court of Protection

The outcome of the review resulted in the 'Buying our Care – Opportunities and Challenges' report which outlined the scrutiny boards Key findings and recommendations:

Recommendation 1

We recommend that Adults Health and Social Care Scrutiny Board review progress on implementing the Action Plan by July 2023

Recommendation 2

We recommend that there is an independent review of those cases. That review should focus on whether procedures have been correctly followed in these cases and to identify whether there are any changes need to those procedures

Recommendation 3

We recommend that Adult Services and the NHS at least annually review the care provided by commissioned organisations to ensure that appropriate personalised care is given to service users. Adult Services and the NHS should welcome and respond to feedback from relatives.

Recommendation 4

We recommend that any dietary and/or religious needs raised or identified are recorded on an individual's care plan. We further recommend that there is active review as to whether an individual's dietary and/or religious needs are being met. Where there is evidence that those needs are not being met, every effort should be made to resolve the situation as quickly as possible.

Recommendation 5

We recommend that the wishes and views of the family are recorded in all service users' care plans and, wherever possible, that those wishes, and views are recognised and acted upon.

Recommendation 6

We recommend a review of commissioning processes both by the Council and the NHS locally to provide assurance that we are building religious and cultural needs into all commissioning and that through internal quality assurance processes, contract monitoring and independent CQC inspection we have effective ongoing oversight of the care provided. We recommend that this review is completed within 6 months. The Adult Health and Social Care Scrutiny Board should consider this review when it has been completed.

Recommendation 7

We recommend that families are supported throughout the Court of Protection process. The procedures of the Court should be explained to them in a clear manner, and, if necessary, in the first language of the family. Independent advocacy Services should always be clearly signposted to family members. The Adults Health and Social Care Scrutiny Board should consider a report on the use of the Court of Protection and the Mental Capacity Act at least once a year.

Recommendation 8

The Council's revised workforce strategy should address the need for the Council's workforce to be more diverse and representative of the communities it serves. A report on actions proposed should be presented to the AHSC Scrutiny Board by July 2023 and a further report presented to the Scrutiny Board in March 2024 on improvements achieved through the workforce strategy.

Recommendation 9

The working party recommends that the complaints procedures and the whistleblowing policy and procedures are actively reviewed and that it is recognised that complaints can be made in different ways and not just using a formal complaints procedure. A robust mechanism needs to be established to capture all concerns when they are raised so that patterns and trends can be identified and resolved. Strategy and Performance Scrutiny Board are requested to undertake a review of complaints procedures and the whistleblowing policy and procedures.

Recommendation 10

Both Healthwatch and CloverLeaf should have a specified point of access to the Adults Services and Wellbeing Directorate to report of complaints and concerns, and their resolution. It is recommended that ways to coordinate complaints handling in both health and social care systems are explored.

These recommendations were mainly addressed to the Council's Cabinet, but it was referenced that they should also be considered by the Council's partners in the health and care system, and by the Court of Protection.

As soon as the Buying our Care report was published, senior management within the Adults Services and Wellbeing Directorate took a lead on responding, established the Governance and Assurance Group and worked with community and partner organisations on preparing an action plan.

The implementation and delivery of the action plan provides a strong platform to build a service that is increasingly culturally competent, person-centred, and

diverse. This is a continuing journey of improvement and one that needs to be driven at pace.

4. 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.

5. 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 a detailed insight into our ongoing commitment to equality. Appendix A.1 attached to this report highlights 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. The report also reflects activity undertaken by the many partnerships that the Council supports and/or leads.

For further information contact: The Cohesion and Equality Team;
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Appendix A.1

Progress against Calderdale Council's Corporate Equality Objectives (April 2022 to March 2023)

(Note: this is not an exhaustive list of actions)

Objective	Progress
<p>1. The Council's work environment and services are accessible and capable of responding to the different and changing needs of our communities</p> <p><u>Why we feel this is a priority</u></p> <p>We know that some groups and communities are under-represented as users of our services. Providing fair and easy access to Council services is an important part of meeting our duties under the Equality Act 2010. As an employer we also want</p>	<p>Changing Places making Calderdale more accessible</p> <p>Standard accessible toilets do not meet the needs of all people with a disability. Over ¼ million people in the UK with a disability need extra equipment and space to allow them to use the toilets safely and comfortably. These needs are met by Changing Places toilets. Brighouse, Sowerby Bridge and Todmorden Pools and Fitness Centre's are now registered with 'Changing Places' detailing the accessible changing and toilet areas appropriate for individuals and groups with varying disabilities. These venues provide useful facilities beyond what is normally provided in a standard accessible toilet.</p> <p>As part of the Changing Places programme, a partnership between the Department for Levelling Up, Housing and Communities (DLUHC) and Muscular Dystrophy UK, Calderdale applied for and was awarded funding for a further 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 funding will enable three additional toilets to be located at Ogden Water, Sowerby Bridge Fire & Water and Todmorden College</p> <p>The enhanced facility at Ogden Water will form part of the existing toilet block. 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.</p> <p>In Sowerby Bridge, the Changing Places toilet will be the first in the town and is 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</p>

Objective	Progress
<p>to design out inaccessibility in our built environment.</p>	<p>for all community-related groups and individuals in the town.</p> <p>The Todmorden Learning Centre and Community Hub/ Todmorden College 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.</p> <p>Calderdale Council’s Cabinet Member for Towns, Engagement and Public Health, Cllr Sarah Courtney, said:</p> <p><i>“For many people living with disabilities, planning a day out can be difficult and a lack of adequate toilet facilities can restrict everyday activities such as shopping, meeting friends or enjoying the countryside. I’m delighted that the Council and local community groups have been successful in the bids for Government funding as part of the Changing Places programme. This will allow three additional new facilities to be installed in locations across the borough.</i></p> <p><i>“Having these larger spaces, with specialist equipment, will make a real difference for those living with a disability and for their carers, and improve access to a wide variety of different experiences in the borough.”</i></p> <p>Library of Sanctuary</p> <p>Public libraries play an important role in welcoming refugees and people seeking sanctuary in our communities. Advised by the Valley of Sanctuary and working with partners like St Augustine’s Calderdale Libraries has started work to achieve accreditation as a Library of Sanctuary. The Library of Sanctuary award recognises and celebrates the libraries that go above and beyond to show solidarity and welcome. The base of libraries of Sanctuary will be King Cross Library, with roll out to all other libraries soon after achieving accreditation. A video has been posted on YouTube which welcomes those seeking sanctuary and others to the library service https://www.youtube.com/watch?v=Mrw2U1H-i-4</p> <p>Spring into action and enjoy Healthy Holidays Calderdale</p> <p>As part of the Healthy Holidays Calderdale programme children and young people who are eligible for free school meals can access free holiday club places through the Healthy Holidays Calderdale programme. Also offered was a number of paid-for places available for children who were not eligible for free school meals.</p>

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	<p>A programme of activities taking place throughout Calderdale also offered activities ranging from team sports, dancing, yoga, street surfing, and canoeing, to crafts, music, climbing walls, and exploring nature with everyone receiving a healthy and nutritious meal.</p> <p>Feedback from previous sessions have been positive, with parents and carers welcoming the opportunities it provided for their children and praising the support offered by the coaches - when asked about the 2021 summer programme, 92% of parents and carers reported a positive impact on their children's physical, social and mental wellbeing. 83% of children and young people said they had been able to try out new foods which they enjoyed.</p> <p>This opportunity is provided as part of the government's Holiday Activities and Food programme. The free places are funded by the Department for Education and delivered by Calderdale Council in partnership with The Community Foundation for Calderdale (CFFC).</p> <p>Calderdale Council's Assistant Director for Customer Services, Sarah Richardson, said:</p> <p><i>"We understand that the school holidays can be worrying for many families, especially those with children who normally receive free school meals, as the family food budget needs to stretch even further.</i></p> <p><i>"The Healthy Holidays Calderdale programme is a great scheme which offers a wide variety of entertaining and enriching activities for young people to enjoy at locations across the borough. Each activity also includes a daily nutritious meal, ensuring young people have continued access to healthy food throughout the holidays, easing worries for families."</i></p> <p>Gypsy, Roma and Traveller Plan</p> <p>The Gypsy, Roma, Traveller (GRT) community experiences significant health inequalities compared to the non-traveller population and other ethnic groups. The public health team undertook a review of the health inequalities affecting GRT communities which led to the public health and community safety teams putting a process in place to engage with travellers encamped in Calderdale to rapidly assess and meet priority health needs. Lessons learned from this highlighted the need for a more systematic approach to reduce inequalities experienced by gypsy and traveller communities who live in and visit Calderdale. Working across the Council and in Partnership with Leeds GATE, a plan has been developed to do this. It includes the following objectives:</p>

Objective	Progress
	<ul style="list-style-type: none"> • To identify the strengths and needs of Calderdale's gypsy and traveller communities • To develop a traveller site or sites in Calderdale and explore the implementation of negotiated stopping • To ensure effective enforcement and response to unauthorised traveller encampments • To engage with gypsies and travellers encamped in the borough to identify health, wellbeing and education support needed • To undertake Calderdale Council's statutory duties under the Equality Act <p>NHS Health inequalities funding has been used to fund and agreement with Leeds GATE to engage GRT communities in the delivery of the plan.</p> <p>Review of Social care interaction – Families from Pakistani-Muslim Community Adult Services and Wellbeing (ASW) has been working closely with the Integrated Commissioning Board (ICB), Calderdale Council of Mosques and a Community Group to review the decision-making and practice regarding social care interaction with a number of families from within the Pakistani-Muslim community. Meetings are taking place chaired by the Director of Adult Social Services (DASS) and a comprehensive action plan has been drafted to which partners are dedicated to meeting to ensure the best practice is evidenced in their professional interactions with the people who draw on services and their carers. The Principal Social Worker (PSW) has secured joint funding to support a comprehensive Cultural Competence and Humility training package which incorporates a Train the Trainer element to it so that the training becomes embedded within usual social care and health practice. This training is currently being rolled out through the Children's and Young People, ASW, ICB and the private sector to ensure excellent cultural and person-centred practice.</p> <p>The DASS, the PSW, and the safeguarding Lead from the ICB are also seeking to meet with families who have identified as having some concerns about the care their loved ones are in receipt of and will then add to the action plan for resolving these. This has also generated the opportunity for a joint complaints policy between the ICB and the Council to enable complaints where they are crossing organisations are managed in one area rather than the complainant having to navigate two different complaints systems.</p> <p>Supporting library users - using accessible digital media As part of the 'building back' process following the pandemic the library service had to find new ways of connecting with its public. The Local Studies Team have continued to use social media and YouTube to share</p>

Objective	Progress
	<p>its knowledge and passion for Calderdale and its history. They have continued adding a information and videos covering all manner of subjects As a result, local history videos, which are free to view, have continued to be well used, and the service has received compliments from appreciative viewers. The Local Studies Team have also continued to develop the podcast ‘History Aloud’ which has attracted a lot of listeners and received excellent reviews.</p> <p>Other activities include:</p> <ul style="list-style-type: none"> • Removal of ID to join: Libraries removed the need to produce identification to register as a user. This enabled anyone who was unable to produce ID, also being able to access the library offer. • Library of Sanctuary: Libraries worked alongside partners to reach refugees and asylum seekers. This was achieved through outreach work and by raising our visibility in those areas housing those seeking sanctuary. This raised awareness of our offer in those communities and ensured they were not excluded. As part of this, staff undertook training around what it means to be a refugee. • Warm Banks: Delivery of warm banks in libraries during the colder winter months ensured vulnerable service users had a warm drink and a safe warm place to be. <p>Customer Services Team - Digital</p> <p>The Chat service allows residents to contact the Council’s customer service care advisers 24 hours a day, seven days a week. The service has benefited the deaf community and where English is not the first language. Live chat has become an integral and important part of the Customer First Service. It is the easiest communication platform to offer a real-time prompt response to customers. It’s accessible and free to use providing the customer has access to a smart phone or internet.</p> <p>ww.calderdale.gov.uk has adopted The Public Sector Bodies Accessibility Regulations 2018. By making the website accessible, the Council is ensuring that all of its potential users, including people with disabilities, have a decent user experience and are able to easily access information. By implementing accessibility best practices, we are also improving the usability of the site for all users.</p> <p>The Customer First Office has PCs available for all customers to use to either improve their digital skills or conduct their Council business with support from an adviser if required. There are also advisers who can</p>

Objective	Progress
	<p>provide extra support because a customer's condition or circumstances might mean they cannot use the digital or phone.</p> <p>EAST The Early Advice and Support Team (EAST) is a new team working within Customer First. The EAST advisers are people who are identified as having particular empathy and kindness skills as well as a good knowledge of our partners and the support available in the borough. They have all received 'Trauma Informed Approach' training which is training for frontline workers who want to learn more about how to recognise and sensitively respond to people who have experienced traumatic situations. This has enabled them to confidently support customers with a variety of different needs and circumstances ranging from budgeting support to help with well-being.</p> <p>The team have also completed the Money Guiders Programme meaning they are qualified to provide impartial guidance on money management and financial wellbeing in a non-regulated space.</p> <p>Partnership Working Customer First work in partnership with the Better Living Team, who are now based at Customer First, Horton Street, Halifax. Customers attend for help with services such as Benefits, Housing issues, & Disabled Bus Passes can be referred to BLT for assistance with health & wellbeing issues.</p> <p>Enhancing Customer Knowledge to Better Support Customers:</p> <ul style="list-style-type: none"> • Vulnerable customer webinar – This was to understand and discuss what it means to be a vulnerable customer, sharing best practice and idea around how we can support our customers. • Paying for fuel webinar – This was hugely helpful. It provided a breakdown of energy bills, what to look out for on bills, checking the usage, is the information correct on the bill. Information on smart meters, what do they mean? It was interesting to learn that a proportion of customers who were paying monthly Direct Debits, or quarterly were enquiring about pre-payment meters as they were finding they could manage their monies more using these. • Family Voice conference Event held at Calderdale College The event was held to support families with disabled children. The East team were on the cost-of-living table with CAB, they were

Objective	Progress
	<p>there to promote the work that the team do and to share what support was available. They also gained information from the other services who attended the event, a lot of which they have been able to pass on to new customers. One example was free parking at the hospital for families with relatives who have long term health conditions. Many of which are in financial hardship. The team find these types of events valuable as it gives us the chance to network, promote the team and gain information.</p> <ul style="list-style-type: none"> • Economic hardship and mental health webinar –This were delivered by Shelter and Money and Pensions service discussing what's happening with housing crisis and how this is impacting on people's mental health. • Energy saving tips – this was through Money Guiders and the team were able to share best practice and information regarding the new price cap and the impact n our customers. • “Fuel Your Knowledge: Cost of Living Support” this was held by Anti-Poverty Action at the Shay Stadium and had a lot of key guest speakers discussing the current (at the time) climate of Calderdale, and what help was available for customers. A lot of details were shared about energy costs, and how customers' bills would be increasing in the winter months. Notable organisations such live Noah's Ark, Yorkshire Water attended amongst others. The EAST team were able to network, find information out that could help our customers. • Older persons fair -Customer First have attended these for many years, the events are held at Brighouse and Todmorden. This allows residents and those in the local areas to attend to see what is available for them as they come to pension age or are now retired. Many services attend these and are always very well received. Some other services that attend are CAB, Healthy Homes, Together Housing, Walking Groups, Sewing Groups. <p>The Live Chat Service The Live Chat service part of the Contact Centre enables residents to contact the Council's Customer Service Care Advisers 24 hours a day, seven days a week, thereby providing a real-time prompt response to customers who have access to a smart phone or internet. The service has continued to benefit the deaf community and individuals for whom English is not their first language. In addition to Live Chat, the Digital Assistant (VIRA) which uses artificial intelligence and machine learning to respond to straight forward enquiries has freed up and enabled advisers to respond to customers who have queries that are more complex.</p>

Objective	Progress
	<p>EU Resettlement Scheme Support Following the decision that the UK would be leaving the European Union (EU) the Council's Neighbourhoods and Customer First teams have continued to support eligible EU citizens to apply to the EU Settlement Scheme to provide lawful residence status (either settled or pre-settled status) under the UK immigration rules. The benefit of applying is that it allows those eligible to continue to access public services, such as healthcare and schools, and to be able to access public funds and pensions. Individuals who register can also apply for British citizenship if they meet the relevant requirements and want to apply.</p> <p>Bereavement Services Bereavement Services has continued and will continue to be accessible to all communities on a 24/7 basis, 365 days a year and in doing so has continued to be able to support the needs of all religious communities.</p> <p>Staff continue to go the extra mile to make sure funerals take place in a professional and sympathetic manner now Covid precautions have been lifted. The annual Christmas memorial event was held December 2022, in conjunction with a local Funeral Director. It had both religious and non-religious elements included with both a Minister of Religion and a Civil Celebrant as speakers and this allowed people to come together to remember their loved ones in their own way and place a message on the memory tree. Thanks again were received from family members who felt this was a much-needed outlet at that time of year.</p> <p>The service also joined in with the Marie Curie National Day of Reflection on 23 March 2023 to remember loved ones lost –and a candle lighting event was held by a specially dedicated tree within the grounds.</p> <p>Calderdale Register Office Some faiths require quick burials, including the Muslim faith which represents the second largest faith community in Calderdale. To meet these religious needs Community Registrars, four volunteers recruited from the Calderdale Council of Mosques, who have been trained to issue the paperwork needed for funerals to take place have continued to support communities enabling funerals to go ahead in a timely manner outside of office hours. Under emergency legislation death registrations could be carried out over the phone which was the case up until 25th March 2022 when all new registrations had to be carried out face to face. The service continues to be received positively by the community enhancing the reputation of the bereavement and registrar services and Calderdale Council.</p>

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	<p>Some changes introduced during the pandemic have continued including the transfer of registration documents electronically. As with birth registration appointments, the service can collect information required for a death registration before the relatives attend the office, in this way contact for customers and staff can continue to be minimised.</p> <p>Creating accessible premises that support inclusion and are easy to use by all. The highways service tries to ensure that access to the highway (and to places that they connect) is freely available to everyone but due to the topography of Calderdale this can on occasions be limited, particularly for wheelchair users and those with mobility issues. Supported by designs that are in accordance with relevant technical advice, measures have been put in place to address this wherever possible; this includes dropped crossings, tactile paving, rotating cones etc.</p> <p>Victoria Theatre The lower floor (Stalls area of the theatre) is fully accessible, however, significant services and opportunities for cultural engagement are delivered on the second floor of the venue and in the main bar areas which currently are not fully accessible. The Theatre is progressing a capital programme aimed at resolving the existing access issues to the second floor to ensure the service becomes fully accessible, the programme will also seek to resolve issues for employees with mobility issues who currently cannot access existing office provision and workspaces in the venue.</p>
<p>2. Vulnerable communities and individuals are supported to achieve and develop safe, healthy and resilient communities</p> <p><u>Why we feel this is a priority</u></p>	<p>Transformed centre boosts respite care and short breaks The official opening of a new respite care and short breaks centre for people with learning disabilities showcased the difference it is making to local people's lives.</p> <p>Calderdale Council transformed the former Westgarth children's home in Elland to provide a new, modern location for the Council's respite care and short breaks service, which has moved from the old Glenholme building in West Vale. Since the fully refurbished Westgarth opened its doors in January 2022, 24 adults with learning disabilities have benefited from the new accommodation, giving them and their carers a welcome break.</p>

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<p>Many older, vulnerable or disadvantaged people can have lower levels of health and wellbeing, some as a consequence of loneliness and isolation. Vulnerable communities and individuals are more likely to experience hate crime and antisocial behaviour – investment in early intervention is key.</p>	<p>The new facility has top-quality, fully-accessible accommodation and en-suite bathrooms, a kitchen, laundry, lounge and dining area, office space for staff and self-contained living units to support people to maintain their independence and further develop the skills they need to lead full and active lives. The garden area has also been improved with new landscaping, seating areas and a vegetable patch to enable guests to help with gardening tasks.</p> <p>The Council commissions St Anne’s Community Services to run its respite care and short breaks service. St Anne’s provides person-centred support incorporating the values of respect and being open, understanding and dedicated. The activities it provides include baking, games, arts, crafts, film nights, outdoor activities and trips to restaurants, parks, shops and community events.</p> <p>DS* uses the service at Westgarth and said:</p> <p><i>“I really like the new building at Westgarth, it’s bright and modern and the bedroom is spacious with good facilities and a balcony, so I can look on to the nice garden.</i></p> <p><i>“I like to use the art room as I enjoy doing arts and crafts, and I particularly like the comfortable lounge where I can spend time relaxing and doing my puzzle books. Westgarth has good facilities to help me with my independence, like the kitchen as I enjoy baking and preparing my meals.”</i></p> <p>Cllr Josh Fenton-Glynn, Calderdale Council’s Cabinet Member for Adult Services and Wellbeing, said:</p> <p><i>“I’m proud to open a new facility that makes the best use of our resources in supporting residents and carers. A lot of people are happier in their homes, but for us to support that we need to make sure we can provide short breaks and support to their families when they need it. Respite along with day services are key to doing that for longer, and we have updated Westgarth so it has what people need.”</i></p> <p>Azra Kirkby, Chief Executive Officer for St Anne’s Community Services, said:</p> <p><i>“We pride ourselves on delivering leading person-centred care, putting the needs of the people we support at the heart of everything we do. We are very proud to be able to work in partnership with Calderdale Council to deliver the Westgarth Service. Westgarth has been planned with clients’ needs fully in mind, with superb accessible accommodation and facilities. These facilities that Calderdale Council has invested in, are very much in keeping with our care and support ethos, of constantly adapting to the needs of service users. We are proud that Westgarth</i></p>

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	<p><i>will enable all clients to flourish and enjoy many of the great local community facilities, which will further support people staying at the service.”</i></p> <p>Suicide prevention The suicide rate in Calderdale is high compared to other similar local authorities. Suicide can affect anyone, but people facing isolation, deprivation, stigma, or adversity are more at risk. Our suicide prevention strategy and action plan highlight the need to support vulnerable communities and tackling the unique circumstances they face. Our recent work has focused on reducing access to high-risk locations and mapping the pathways to support for the different types of people who frequently attend these places in a state of crisis. In 2022, the State of Mind- Sport Mental Health Awareness Sessions were very effective in targeting men from lower social-economic groups.</p> <p>Integrating health and wellbeing support for adults Calderdale has a range of services that provide health and wellbeing support for adults and connect people experiencing challenge to support in their community. Communities and partners have highlighted that these services can seem fragmented, duplicate each other and people sometimes need to tell their stories more than once. In response to this public health has been working to integrate work of health and well-being support for adults, centred community anchors, who know their communities and are trusted by them. This work encompasses the existing Staying Well teams (hosted by community anchors). Staying well work with individuals and communities to help people feel less lonely and isolated. An equality impact assessment and codesign with the public and staying well service users is currently in progress to ensure the model is accessible to those that can benefit the most.</p> <p>Long Covid There is still lots of uncertainty about Long Covid although we do know it is disproportionately affecting more vulnerable people. In the last year the Public Health team has worked with partners and people with the condition to understand more about Long Covid in the borough and ensure that people who are impacted have the support they need. An evidence review, needs assessment and engagement with people with Long Covid have been undertaken and have informed a programme of action.</p>

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	<p>We have supported individuals with lived experience of Long Covid to develop a peer support group, to provide support, signposting and community for others experiencing Long Covid in Calderdale. The group now has 40 members, with both in-person and online activities and is gaining momentum. The group is keen to increase the diversity of its members and to develop activities to support people with long covid manage their condition. To support this, a participatory budgeting programme is now being developed.</p> <p>Working with partners, the public health team has supported specific support for people with Long Covid be put in place in Calderdale, in response to the needs identified:</p> <ul style="list-style-type: none"> • The Shared Harmonies Relax Breathe Harmonise programme helps people manage symptoms. The NHS Long Covid clinics can be access by referral from GPs. • Engagement with people with Long Covid has found that existing local services including talking therapies, Social prescribing and Staying Well can be beneficial. • We have developed training film for managers in workplaces to help them better support people with Long Covid stay in work <p>A community Long Covid clinic has been established to support physical activity and symptom management around</p> <p>Supporting Calderdale’s unpaid carers</p> <p>Calderdale’s unpaid carers (someone who looks after a family member, friend or neighbour who is ill or disabled) were urged to come forward for support that they might be missing out on. As part of the national Carers Rights Day (Thursday 24 November), Calderdale Council helped local unpaid carers to know what support they’re entitled to, and launched a new web page where they can get the help they need: www.calderdale.gov.uk/v2/residents/health-and-social-care/carers/can-you-claim-carers-allowance. Eligible carers are entitled to Carer’s Allowance and could get £69.70 each week.</p> <p>Cllr Josh Fenton-Glynn, Calderdale Council’s Cabinet Member for Adult Services and Wellbeing, said:</p> <p><i>“Calderdale’s unpaid carers do an amazing job and we know how much we owe to their kindness and resilience. They can never be thanked enough for their contribution. We understand life as an unpaid carer can be</i></p>

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	<p><i>challenging, and we have an important responsibility to ensure they get the help they deserve – from financial support to advice and social events.”</i></p> <p>Calderdale’s Carers Wellbeing Service, ‘Making Space’ offers a range of services for unpaid carers, including information and advice, support groups and social events, access to funds and emergency back-up plans</p> <p>Staying Well Staying Well works with individuals and communities, including older people to help them feel less lonely and isolated. Projects supported by the service during 2022-2023 have included:</p> <ul style="list-style-type: none"> • The Befriending Service - The Staying Well Telephone Befriending Service has been further sustained. There has been a review of processes to include a closure process – meaning befriending matches move outside of a ‘managed sphere’ into natural ongoing social support. Volunteers have been reviewed and new ones recruited. A package of ongoing community training and awareness sessions has been facilitated including anxiety awareness, safeguarding and boundary setting. There was a celebration of volunteers during Volunteers Week and around the Christmas period. • Community events – Head, Shoulders, Knees and Toes - A range of community health education events were held around the themes of social isolation, mental health, physical activity and managing the rising cost of living. • Community Funding- North Halifax Partnership (NHP) has used their Staying Well teams to deliver a range of micro commissioning budgets. This has supported some community groups with projects and initiatives around physical activity, health and wellbeing and social isolation. They have also managed a specific pot of funding to support lunch clubs and similar groups across the borough. • Mental health First Aid training - Staying Well staff facilitated the delivery of Mental Health First Aid training with multi-agency frontline workers in Central and North Halifax. This upskilled staff seeing an increase in complex mental health through the clients referred into their services. <p>North Halifax Neighbourhood Team The North Halifax Neighbourhood Team have supported various projects and events including:</p> <ul style="list-style-type: none"> • Money guiders training-NHP has signed up, along with other Calderdale partners, to provide Money Guiders training to frontline staff. The aim of this training is to upskill staff to have more knowledge and confidence in discussing financial issues with those they work with.

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	<ul style="list-style-type: none"> • Ward forum grants - Ward forums were delivered as usual across the financial year. In Round 3 there was a focus on encouraging community groups to mitigate challenges related to rising costs by making of funds. Additionally there was a focused effort on promoting funds within the community to make best use of underspend. <p>National recognition for Council's risk management</p> <p>Calderdale Council's work to protect children at risk of harm has been shortlisted for a prestigious national award. The Council has been selected as a finalist in the Frontline Risk category of the ALARM Risk Awards 2022. The awards recognise achievement in risk management and acknowledge the work of risk and insurance practitioners across the country. ALARM is the Association of Local Authority Risk Managers.</p> <p>The Council was a pioneer in creating a Children's Social Care Risk Management Group in 2017, in response to the national increase in children at risk referrals and in line with its priority to safeguard the borough's young people. The group ensures that risks and opportunities are incorporated into decision-making across the Council and that different services work closely together. The group also enables the sharing of information from other partner agencies such as the Police, in relation to ongoing criminal cases.</p> <p>Cllr Silvia Dacre, Calderdale Council's Cabinet Member for Resources, said:</p> <p><i>"Calderdale is one of the only councils in England to have set up a multi-disciplinary Children's Social Care Risk Management Group, highlighting our enterprising approach. This level of joint working leads to significant efficiencies and creates real value for local taxpayers' money, and most importantly, positive outcomes for Calderdale's most vulnerable children."</i></p> <p>Supporting Afghan Families</p> <p>Calderdale has a long tradition of welcoming refugees and asylum seekers from around the world, and is proud of its kindness, diversity and togetherness. Calderdale Council, in partnership with Migration Yorkshire, the Home Office and the local voluntary and community sector, is currently supporting a number of Afghan families in the borough through the already-established ARAP (Afghan Relocations and Assistance Policy) resettlement and relocation scheme and is planning to help more. Twelve months of support is offered to refugees starting their new life in Calderdale, this includes helping to secure accommodation and advice on how to set up a new home, pay bills, access benefits and gain work or training. Through the strong Valley of</p>

Objective	Progress
	<p>Sanctuary partnership, the Council is also working with voluntary organisations to support refugees to adjust to life in the UK, including access to English language classes, cultural activity, community connections and skills development.</p> <p>Better support for drug treatment and recovery</p> <p>The Council and its partners do all they can to prevent drug related harm, treat addiction to drugs and support those with drug-related issues to get the help they need. The Recovery Steps Service is an integrated drug and alcohol treatment service provided by the Basement Recovery Project and Humankind from a single site in Halifax. Humankind also provides young people’s drug services in Calderdale through the Branching Out Service, which includes work with schools and the provision of treatment to young people.</p> <p>Following recommendations from a National Drug Strategy review, funding has been allocated to councils across the country to help them improve their drug and alcohol treatment and recovery systems. Calderdale Council’s Cabinet will look to accept grant funding of £800,000 over two years, with the potential to bid for an additional £700,000 in 2024/25.</p> <p>The money would be used to further invest in the work to tackle drug related harm, improve drug treatment and improve outcomes for people impacted by drug use ensuring that Calderdale is a place where one can recover.</p> <p>The situation with drug related harm Calderdale is complex, with some outcomes better than the national average and others comparing less favourably. The number of deaths from drug misuse is worse than the national average; between 2018 and 2020 there were 46 drug related deaths in Calderdale residents, a rate of 7.6 per 100,000 compared to a national average of five.</p> <p>Drug treatment services in Calderdale have developed in recent years, with recommendations already implemented from a recent review into services to better meet the needs of adults experiencing complex and multiple disadvantage.</p> <p>This additional funding would be used to further support treatment and recovery and integrate this with action from across health, care, wellbeing and community safety partners in Calderdale and in West Yorkshire.</p>

Objective	Progress
	<p>A new Calderdale Drug and Alcohol Strategic Partnership would also be established to co-ordinate multi-agency action to prevent drug use and improve drug related outcomes in the borough.</p> <p>Demonstrating commitment to community facilities in the heart of Mixenden Calderdale Council has pledged its support for the future of the Mixenden Hub scheme, following a Cabinet decision to approve the revised development strategy for the important regeneration project.</p> <p>The Council has been working to deliver a sustainable long-term development at the Mixenden Hub site for a significant period. The site has been cleared for some time, with plans in place to construct a new building providing community facilities, including healthcare provision, library services from one site and a community garden.</p> <p>Calderdale Council’s Cabinet Member for Regeneration and Strategy, Cllr Jane Scullion, said:</p> <p><i>“We’re committed to the North Halifax area, supporting its regeneration and the provision of high-quality services – a number of major improvement schemes are already underway and further significant investment is planned for the area.</i></p> <p><i>“These are challenging times, but despite previous setbacks we remain strongly supportive of the future of the Mixenden Hub development. We know how important it is for this project to move forward, delivering important improvements within the heart of Mixenden.</i></p> <p><i>“Our decision to support the vision and revised development strategy for the project demonstrates our commitment to providing an attractive central community hub, where people can look after their health, learn, relax and socialise.”</i></p> <p>Calderdale Safe Place Scheme The Cohesion and Equality Team has continued to raise awareness of the Safe Place Scheme and on opening up of venues provided briefings to individuals that have learning disabilities and those that can</p>

Objective	Progress
	<p>support them across different community, educational and other settings. The Safe Place Scheme encourages people with learning disabilities and anyone with any vulnerability to seek support from a number of public places and agencies that are identified as/act as 'safe havens'. A mobile phone APP enables service users to download where centres are established in the borough. In the event of an issue arising, individuals are briefed that they can go to a venue displaying a poster with the universally recognised Safe Place logo. The initiative has been positively received by both members of the public and service users.</p> <p>Calderdale Hate Crime partnership and Third Party Hate Incident Reporting Centres Calderdale Hate Crime Partnership supported by the Council's Cohesion & Equality Team has worked with partners from the public, private and voluntary sector to provide support to victims and take appropriate action against those that perpetrate the crime. Calderdale has over 20 Third Party Hate Incident Reporting Centres enhancing the development and coordination of services and working in partnership to deal with racist, homophobic, transphobic, disability and faith incidents.</p> <p>Hate Crime Awareness Week 10 - 15 October 2022 The Cohesion & Equality Team and Calderdale Police's Hate Crime Coordinator supported a number of activities to promote Hate Crime Awareness Week during October. Activities included hosting a stall at the Woolshops engaging with members of the public, delivering talks to Calderdale Schools and supporting the Dales Unit at Calderdale Royal Hospital engaging with staff and delivering short talks on hate crime. Calderdale Council of Mosques supported a hate crime session followed by a talk on hate crime and equality.</p> <p>Grant scheme supports events for International Day of Older Persons Calderdale is a member of the UK network for Age Friendly Communities and as an Age Friendly borough, the Council and many of our partners in the borough, are committed to ensuring that older residents have the support and opportunities they need to live a full and healthy life.</p> <p>As part of this commitment, work has been taking place across five key themes: Accessibility; Things to do; Feeling safe and belonging; Getting about; and Age friendly housing.</p> <p>One of the common themes in discussions was the desire for more opportunities for older people to socialise and more activities aimed at older people. To support this, the Council approved a grant scheme for local</p>

Objective	Progress
	<p>voluntary and community organisations to apply for funding of up to £400 to support events for International Day of Older Persons, a worldwide awareness day created by the United Nations and celebrated on 1 October every year. It recognises the valued contribution of older people in society and raises awareness of the issues they face.</p> <p>Eight organisations across the borough successfully applied for funding to host events throughout October aimed at engaging and entertaining older people. This includes tea dances, live entertainment, afternoon tea events, games and quizzes and the opportunity to take part in activities such as Tai Chi, art and New Age Kurling.</p> <p>Helping young people to Get Organised Young people in Calderdale were able to find out more about the options available after GCSEs at the popular Get Organised event.</p> <p>On Tuesday 11 October at the Shay Stadium in Halifax, Calderdale Council hosted the annual event aimed at those leaving Year 11 and their families. The event brought together representatives from sixth forms, colleges, apprenticeship providers and employers to help young people make an informed choice about their future pathway.</p> <p>Get Organised featured exhibitors from a range of organisations that were available to offer information, advice and guidance. They include:</p> <ul style="list-style-type: none"> • Career support: C and K Careers and The Employment Hub. • Sixth form schools: Trinity Academy, Brighouse High, Brooksbank Sixth Form, Crossley Heath Grammar Sixth, North Halifax Grammar Sixth and Ryburn Sixth. • Colleges: Calderdale College, Huddersfield New College and Kirklees College • A selection of local employers <p>There was also a series of presentations to help attendees gain a better understanding of topics including post-16 options, apprenticeships and T levels.</p>

Objective	Progress
	<p>Neighbourhood Teams</p> <p>Whilst the pandemic at times changed the way the Council's neighbourhood teams were able to engage with communities they continued to connect and maintain a wide network of community contacts and provide a visible and accessible service. The service has continued to work alongside and promote the resilience of communities and the sustainability of the VCS organisations that offer much needed support and activities with communities. Things like:</p> <ul style="list-style-type: none"> • Making best use of ward forum grant funding to support much needed activity in localities through the many voluntary and community groups in Calderdale. • The development and roll out of digital ward forums and online community meetings. • Building and maintaining vibrant and impactful local stakeholder partnerships • Working with community groups to support them to deliver activities in new and safe ways. <p>Young people enjoy a summer of fun</p> <p>Young people across Calderdale enjoyed fun and inclusive play sessions throughout the school holidays, as part of the Council's Play Development Service activity programme.</p> <p>The Play Development Service is part of Calderdale Council's Children and Young People's Service and offers regular inclusive play sessions in communities across the borough. The sessions were open to all young people between 5 and 14 years of age (or up to 16 for those with individual needs or disabilities) and the team included specially trained staff to enable those with additional needs to access mainstream activities .</p> <p>In addition to their regular sessions, throughout the summer holiday break the service delivered 28, four-hour sessions, for young people in the borough. Over 1260 young people attended and enjoyed a varied programme of activities which were not only fun, but also supported health, wellbeing, development, and social skills. These included:</p> <ul style="list-style-type: none"> ▪ Circus skills – Young people enjoyed the opportunity to learn new and exciting tricks, many of which they'd never experienced before. The sessions included an array of activities which tested abilities and developed skills such as balance, coordination and speed, alongside the stimulation of concentration levels.

Objective	Progress
	<ul style="list-style-type: none"> ▪ Rugby sessions – At the sessions, professional rugby players supported young people to take part in rugby team games and learn new skills. The games created healthy competition and encouraged teamwork. The active sessions supported hand-eye coordination, spatial awareness, and overall health and was a fun way to encourage exercise. ▪ Blender bikes sessions – These stationary bikes featured a smoothie maker which spins when the bikes are pedalled. The sessions also featured an adapted bike that can be powered by moving the arms, to allow those in wheelchairs to use the equipment. Alongside the excitement of making their own smoothies, young people enjoyed the health benefits from taking part in cycling and then sampling their own fruit smoothies. ▪ Football programme – The service partnered with Halifax Central Initiative and supported around 500 children to take part in a five-week football programme. The sessions included people from different ages, genders, ethnicities, abilities, and backgrounds in an environment that was inclusive and fun for all. Young people made friends and developed a knowledge and understanding of other people in a local area filled with diversity. <p>Many sessions also featured as part of the Council's Healthy Holidays programme, funded through the Department for Education's Holiday Activities and Food Programme (HAF) and in partnership with the Community Foundation for Calderdale.</p> <p>The play service worked with young people and staff from Project Challenge, a specialist education/training provider working with 16–19-year-olds, to provide hot meals for children who usually receive free school meal. The staff and young people at Project Challenge helped to prepare and deliver almost 1500 meals over the six-week summer period, catering for vegetarian, vegan and Halal diets, as well as different allergies and specific requirements.</p> <p>Play Services and Project Challenge share a base at the Orangebox young people's centre located in the heart of Halifax which offers a range of fun, educational and support services to young people from across the borough.</p> <p>Sign Language Service The Sign Language service helps reduce the communication difficulties that deaf people, face in their</p>

Objective	Progress
	<p>everyday lives. The service has continued to adapt to respond to changes and challenges affecting the deaf community. Pre Covid the process to book an interpreter, support mail reading or book a Customer First appointment would have taken about 2 weeks, however during lockdown new ways of working were brought in to respond to the impact of the Covid pandemic which resulted in delivery at speed. Now the deaf person sends a text message with their requirements to Customer services, or the sign language service and the service is immediate, usually in the day.</p> <p>Deaf people have accessed the Horton Street venue and Todmorden library with the Council interpreter to apply for Blue Badge applications and bus passes. The deaf community continue to have mail reading support via technology: WhatsApp, Microsoft office, email and taking photos of their documents or emailing them for the Council interpreter to translate a recorded BSL message or to have a face-to-face translation service for their various documents.</p> <p>Deaf service users struggling with isolation due to their deafness can attend a monthly wellness café in Mytholmroyd which has been organised to share skills, chat and offer new information as to what is happening in the community.</p>
<p>3. Economic inequalities are addressed in partnership with other organisations</p> <p><u>Why we feel this is a priority</u> By working in partnership and co-ordinating and maximising local initiatives the Council can make a huge contribution to</p>	<p>Investment in Central and North Halifax The Covid-19 pandemic disproportionately impacted communities in central and north Halifax, and these affects have been further exacerbated by the increased cost of living. In order to support an equitable recovery from the pandemic, the Public Health team has worked with partners to identify investment to support a community led recovery. A process has been established to engage and empower communities in North and Central Halifax to take a community centred approach to investment of the resources, responding to what is important to communities and enabling communities to lead where they can.</p> <p>Park/Warley Cost of Living Crisis This network meeting is a monthly catch up between partners working in a hyper local area of economic disadvantage. The network provides an opportunity for partners to share information about national and local initiatives that aim to address economic inequalities to maximise their reach and consider how individuals and communities can be assisted to access support available e.g. financial support, support into employment, food provision, affordable warmth. The network also shares information about other public health initiatives</p>

Objective	Progress
<p>narrowing economic inequalities which have a huge impact on life chances and opportunities</p>	<p>that the cost of living crisis has an impact on e.g. mental health, suicide prevention, health protection.</p> <p>Partnership event promotes cost of living support Calderdale Council, as part of the borough's Anti-Poverty Partnership, hosted the Fuel Your Knowledge event at the Shay Stadium on Thursday 22 September. The event welcomed over 200 people from across health, voluntary, banking and education sectors to hear more about how working together can support those affected by the rising cost of living.</p> <p>The Council has a longstanding commitment to work in partnership with statutory and voluntary sector partners to support the borough's most vulnerable residents. Increasing costs will affect everyone in the borough, but for those already living in or close to poverty the issues are likely to be more complex, requiring partnership working more than ever.</p> <p>The event included the launch of the Fuel Your Knowledge campaign, which signposts residents to the support available in Calderdale for extra help during the cost-of-living crisis, from advice on benefits and building skills, to help with housing, energy efficiency, food and money management. More information is available at the Council's Money and Wellbeing Information Centre: www.calderdale.gov.uk/mwic Attendees at the event were welcomed by Calderdale Council's Cabinet Member for Public Services and Communities, Cllr Jenny Lynn, who spoke about the scale of challenges currently faced by residents and the importance of collaboration.</p> <p>Further presentations from Council officers and the voluntary sector covered topics including affordable warmth, food support, budgeting skills and digital inclusion. The event also included a marketplace with activity zones on food, fuel, and money/digital access, where people could find out more about key projects, schemes and services.</p> <p>Major new fund provides cost of living support Community groups and other voluntary and faith organisations were able too apply for funding to help them support people affected by the current cost of living crisis.</p>

Objective	Progress
	<p>Calderdale Council, the Mayor of West Yorkshire's Cost of Living Emergency Fund, and the Community Foundation for Calderdale came together to help Calderdale residents in winter. The three organisations pledged over £225,000 to support voluntary and community organisations to provide practical help to people affected by increases in the cost of living.</p> <p>The Calderdale Cost of Living Fund is focused on three main areas – Emergency Support; Prevention; and Resilience. Each organisation can apply for funding in one or more of these areas of focus. Up to £3000 is available for organisations with a track record in helping people, to provide Emergency Support to individuals. This could be support with bills, warm clothing or bedding, or other one-off purchases where people need urgent financial support. This would take the form of a one-off payment of up to £200 per individual.</p> <p>Between £500 and £5000 is available as part of the Prevention fund, for organisations to prevent people reaching crisis by providing communal warm spaces to reduce domestic energy use.</p> <p>These warm and welcoming spaces would offer residents somewhere to keep warm, save money on heating and get access to support, advice, hot drinks and in some cases, provide services like Wi-Fi. Funding can be used to extend opening times or increase the facilities or provisions at existing community facilities.</p> <p>Groups were also able to apply for up to £15,000 to help build Resilience in residents and support people to move away from crisis through local advice and support services. This fund is for existing providers who are looking to boost capacity over the winter months to meet the increased level of need in Calderdale. Support in this area may include money management advice, employability and skills support, or benefits advice.</p> <p>Top award for Beech Hill transformation A pioneering housing and regeneration partnership scheme in Halifax won a prestigious regional award. The Beech Hill housing project just outside Halifax town centre was named Residential Development of the Year (in the 'more than 100 homes' category) at the Insider Yorkshire Property Industry Awards 2022 on Thursday 22 September.</p>

Objective	Progress
	<p>At Beech Hill, the Council, Together Housing and Esh Construction are working together to transform the area. The Calderdale and Together Housing Investment Partnership (CTHIP) is building 106 new affordable homes, creating more public open space and a cycle route on the site that previously housed three empty tower blocks. The existing homes at the Mount Pleasant estate at Beech Hill are also benefiting from energy efficiency improvements to help tackle climate change and reduce the cost of living through lower energy bills for residents.</p> <p>This ongoing project has been challenging from the outset. The way that the partnership has overcome the obstacles in an enterprising way is one of the reasons why it came top in the awards, becoming a benchmark for other Yorkshire organisations dealing with difficult sites.</p> <p>The challenging nature of Beech Hill's landscape meant that many developers found the site unviable due to high demolition and construction costs. The CTHIP unlocked investment with funding support from the West Yorkshire Combined Authority and Homes England.</p> <p>In partnership with the contractor, Esh Construction, careful design and innovative techniques have included installing a retaining slope and 90 metres of gabion retaining walls to make the best use of the whole site.</p> <p>This important regeneration work will provide high-quality, affordable homes within walking distance of Halifax town centre, plus a better choice of housing and quality of life for local people. Economic growth will be supported through the jobs and training opportunities created by the scheme, and the wider regeneration of the area. The new facilities for cycling and walking, and the lower-carbon homes, will contribute to Calderdale's climate action priority.</p> <p>Supporting bowling clubs in Calderdale Calderdale Council agreed that the planned price increases for the usage of Council-owned bowling greens in the borough will not take place next season, in acknowledgment of the rising cost of living.</p> <p>The Council has responsibility for 10 bowling greens across the borough, which are maintained twice-weekly by Council staff throughout the April-September bowling season.</p>

Objective	Progress
	<p>Charges for usage usually increase each year, but to support clubs and members with prices increases elsewhere, the fees for the 2023 season will instead only increase in line with inflation, calculated using the Consumer Price Index figure from next February.</p> <p>This also supports the Active Calderdale movement. Any form of exercise is good for your health, and there are many benefits to playing bowls, including:</p> <ul style="list-style-type: none"> • improved fitness • improved coordination and skill development • increased confidence and self-esteem • enhanced mental wellbeing • community connections and support <p>The low-impact nature of the sport means it can also be played by all ages, supporting people to keep active as they get older. Participating in a team sport, such as bowls, is also beneficial for social wellbeing, helping to combat loneliness.</p> <p>ISCAL</p> <p>As a CMBC supported factory manufacturing coasters, drip mats, napkins and other associated paper products for the hospitality industry ISCAL forms an integral part of the Council's Business and Skills service. For many years ISCAL has worked with other agencies/partners to help with building skills to those who have barriers getting into employment. Training providers and the voluntary sector that ISCAL works with include Calderdale College, Job Centre, Halifax Opportunities Trust, Change Programme and Calderdale Adult Learning. These organisations deliver vocational and employability skills training and provide work placements and volunteering opportunities to those furthest away from the labour market.</p> <p>The opportunities provided within ISCAL help a broad range of people who have multiple barriers in accessing the world of work, this includes people of all ages with health issues, learning disabilities and or physical disabilities. Individuals are supported in a variety of ways - giving someone focus and structure of getting to</p>

Objective	Progress
	<p>work on time, building confidence in communication, support with CV building, interview preparation, application forms and job searches etc.</p> <p>To help ensure that ISCAL can continue to deliver effective services for people with learning disabilities and other vulnerable adults, the service was included in a review of employability options, carried out by an external consultant. They looked at options to enable ISCAL to have a secure future and reduce its dependence on Council grant funding, allowing it to become more independent and sustainable.</p> <p>At the meeting of Calderdale Council's Cabinet on Monday 26 September, members discussed the options put forward and supported an approach that embeds ISCAL in wider support services for vulnerable people. This includes diversifying the products and employment experience it offers, which will enable it to establish a sustained financial position over the next three years.</p> <p>ISCAL is currently one of the country's leading manufacturers of coasters, napkins and other paper-based products. As part of the development of the service, expanded product ranges will be explored, in addition to the coaster manufacturing, with an environmental focus supporting the Council's net zero targets.</p> <p>This is likely to include the recycling of wood removed during construction and from pallets used in the delivery of goods, stopping it from going to landfill. The wood will be remodelled into affordable packs for DIY opportunities and fencing, providing low-cost products at a time when the cost of living is rising. New skill sets will be delivered offering wider opportunities for people to enter into a broader range of local jobs.</p> <p>This new venture was launched on July 5th with an open day where groups of visitors were able to enjoy a tour of the building and hear from existing staff members about the opportunities ISCAL provides.</p> <p>Attendees at the Open Day learnt more about ISCAL's role as one of the country's leading manufacturers of coasters, napkins and other tissue-based products. The tour included viewing the equipment used to make these coasters and hearing how employees support the process.</p>

Objective	Progress
	<p>The Council's Employment Hub was also on hand to answer questions and discuss support available and the ways in which barriers to employment can be overcome. The service is planning further open days later this year to ensure that as many people as possible are aware of the opportunities the facility provides.</p> <p>Calderdale Council's Cabinet Member for Resources, Cllr Silvia Dacre, said:</p> <p style="padding-left: 40px;">"ISCAL offers important support and opportunities for people with barriers to accessing employment, helping them learn vital skills and gain independence.</p> <p style="padding-left: 40px;">"At the recent open day, visitors were able to see for themselves the great work that goes on at the site and find out more about the opportunities at ISCAL, including the skills training on offer."</p> <p>The future provision of ISCAL will complement the Council's Inclusive Economy Strategy supporting the most vulnerable people to access employment. The ISCAL team has the potential to work more closely with colleagues across the Council to support the development of a broader range of provision for adults with learning disabilities.</p> <p>Change Internship Programme</p> <p>The CHANGE Internship Programme funded through the Business Rate Pool supports jobseekers with disabilities and long-term health conditions who face significant barriers when it comes to looking for work and retaining it. The Council Internship is targeted at people who live in the Park and Warley area and who wish to work for 16 hours a week for 6 months at a national minimum wage. The Interns receive 10 weeks of employability training which is structured and includes clarity on the Council's policy and procedures, confidence building, health and wellbeing, interview skills, setting up business advice, information about Unions, work ethics, health & safety and how to complete application forms.</p> <p>Following the training and a 4 Week unpaid placement within their chosen department (suited to their skills), the intern then becomes a paid Intern and Council Employee and gains access to further training, personal development, and internal vacancy opportunities. Nine people have been supported with paid internships.</p> <p>A case study includes a client who has a disability which includes a speech disability. He had been unemployed for more than 5 years was low in confidence and felt like he was never going to secure work</p>

Objective	Progress
	<p>again. Having met him and talked things through he was accepted on to the CHANGE Internship programme, with a particular interest in securing admin/data inputting work.</p> <p>There were some administration opportunities within Safer Cleaner Greener, the role was explained to him, and he expressed an interest in applying. He was supported with some interview preparation and was successful with his application. He carried out a 4-week un-paid placement successfully which then led to a 6 month paid Internship which he is still employed on. He enjoys the work; his confidence has grown and there is a very strong chance his contract will be extended.</p> <p>Inspire Inspire, was a pre-employment programme that aimed to help participants remove barriers to work and move forward towards employment. The delivery partners included Halifax Opportunities Trust, Newground, Disability Support Calderdale (DSC) and Noah's Ark. DSC and Noah's Ark were specialist partners on the programme offering specialist sessions and training to participants.</p> <p>The programme also hoped to promote diversity in the workplace by supporting businesses to employ those with barriers which may usually exclude them from employment, such as mental and physical health issues, and aimed to help people from minority backgrounds who may have been underrepresented in local employment by delivering in-depth support and connecting local employers who wish to offer work experience, placements and ongoing employment.</p> <p>Some key results of the programme were:</p> <ul style="list-style-type: none"> • Worked with 197 people aged over 50. • Helped 207 people from Ethnic Minority backgrounds. • Supported 416 participants who had a disability. • Helped 546 people who lacked Basic Skills in English, Maths, or ESOL qualifications. • Helped 59 people into work. • Supported 82 people to receive childcare support to help them while looking for work or beginning work. • Helped 83 people maintain work for at least 6 months.

Objective	Progress
	<p>By working with local partners, we helped to maintain or start initiatives locally to deliver support to a wide range of people from varied backgrounds with complex barriers and needs. We also connected with existing support offers in organisations such as the Women's Centre, Calderdale Adult Learning, and local libraries, to ensure our support could reach groups that needed additional help and to reduce inequalities in local employment. The programme ran between January 2020 and December 2022.</p> <p>Employment Hub 2</p> <p>The Employment Hub 2 in Calderdale provided a unique and tailored service to people aged 16 plus who were looking for employment, apprenticeships, or training opportunities. It also aimed to work with local businesses to understand the value of employing people who have multiple barriers and to encourage them to develop a workforce which better reflects its local community. The scheme was an extension of the European Social Fund (ESF) funded Employment Hub which concluded in December 2021. Employment Hub 2, which ran until March 2023, was funded by the West Yorkshire Combined Authority (WYCA) through their Gainshare Fund and has been invested in employment and skills as a response to the impact Covid 19 had on the economy. We have had further funding to continue the delivery of this activity through WYCA's Employment West Yorkshire programme, delivery for which starts in April 2023.</p> <p>Employment Hub 2 Calderdale employed a highly skilled team of guidance workers who worked with customers to ensure they had the support they needed to achieve their career aspirations. Key activities for the Employment Hub were as follows:</p> <ul style="list-style-type: none"> • Understanding and supporting with any barriers the client may have that is preventing them from accessing work – housing, financial. • Understanding their goals, and ensuring they have a marketable and compelling CV. • Helping employed people improve their labour market potential • Supporting them with upskilling and reskilling opportunities to improve their chances of employment. • Helping to access work experience opportunities • Support with completing application forms and interview practice • Regular contact with jobs circulated each week that reflect the type of work the client is looking for. • Linking clients with job opportunities in local companies via the Employment Advisor • Linking with schools to discuss apprenticeships as a post 16/18 option.

Objective		Progress																																
		<p>Hosting live and virtual events to help young people understand what options are available to them</p> <p>Achievements:</p> <ul style="list-style-type: none">Target 466 people supported. Actual 566 people during the lifetime of the programme (September 21 – March 23). <div><p>CALDERDALE</p><table><tr><th colspan="2">Starts (Target 466)</th></tr><tr><td>Total number of starts (active, inactive and employed) <i>*self calculates with formulas</i></td><td>566</td></tr><tr><td>Active</td><td>187</td></tr><tr><td>Inactive</td><td>290</td></tr><tr><td>Employed</td><td>89</td></tr><tr><td>Participants aged 15 -24</td><td>347</td></tr><tr><td>Participants aged 25 -49</td><td>139</td></tr><tr><td>Participants aged 50+</td><td>66</td></tr><tr><td>Participants from BAME</td><td>199</td></tr><tr><td>Participants with disabilities</td><td>88</td></tr><tr><td>Participants from a Single Adult Household with dependent children</td><td>79</td></tr><tr><td>Participants with a Basic Skills Need</td><td>331</td></tr><tr><th colspan="2">Positive Outcomes (373)</th></tr><tr><td>Progression into work</td><td>42</td></tr><tr><td>Reskilling and upskilling</td><td>352</td></tr><tr><td>Improved labour market status</td><td>15</td></tr></table></div>	Starts (Target 466)		Total number of starts (active, inactive and employed) <i>*self calculates with formulas</i>	566	Active	187	Inactive	290	Employed	89	Participants aged 15 -24	347	Participants aged 25 -49	139	Participants aged 50+	66	Participants from BAME	199	Participants with disabilities	88	Participants from a Single Adult Household with dependent children	79	Participants with a Basic Skills Need	331	Positive Outcomes (373)		Progression into work	42	Reskilling and upskilling	352	Improved labour market status	15
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Objective	Progress
<p>4. The heritage and diversity of Calderdale is celebrated and good relations are fostered between people of different backgrounds</p> <p><u>Why we feel this is a priority</u></p> <p>The Calderdale population profile is changing and becoming more diverse but many people still have little knowledge or experience of people from different backgrounds. The Council plays an important role in helping people from different backgrounds (age, disability, race, religion, sexual orientation etc.) to get on well together</p>	<p>Calderdale's new Cultural Strategy</p> <p>The pandemic has affected every aspect of life and has hit the cultural sector hard. To support the sector's recovery and to help it thrive, Calderdale Council, working with Calderdale Creates has developed a new landmark cultural strategy for the borough. The strategy covers the next 10 years and incorporates the ambitions for the borough's planned Year of Culture 2024.</p> <p>As part of Calderdale's 50th birthday in 2024 the whole year is being dedicated to culture, with a major events programme making the most of Calderdale's rich cultural heritage, and a commitment to inclusivity, ensuring that every individual can actively participate, contribute, and revel in cultural experiences. The framework for growth is based around the following five priorities:</p> <ul style="list-style-type: none"> • A Larger Creative Life – Each and every person has culture and creativity woven into the fabric of their lives, whatever their age, to delight and inspire, happier, healthier lives. • Creative Citizens – Every community is empowered to grow and sustain its own cultural capacity bringing to life the unique identity of each place and community. • A Resilient Valley – The cultural sector inspires creative and regenerative actions to build a sustainable future. • Distinctly Calderdale – Businesses and visitors are attracted by the vibrancy of the cultural offer strong sense of identity and creative possibilities. • A Thriving Cultural Scene – The sector, its people and organisations, is invested in so that it flourishes and plays a unique, dynamic and effective role in wider society. <p>Chair of Calderdale Creates partnership said:</p> <p><i>"The development of the 'Where Creativity Flows' has been very inclusive, and the process has been one of empowerment for the cultural sector. The priorities have been shaped based on the real needs of the sector and the communities that they live in and serve"</i></p> <p>Food and Culture festival</p> <p>The Flavourfest local market took place outside Calderdale College, as part of a month-long festival of events</p>

Objective	Progress
	<p>and activities in June 2022. The free event celebrated the richness of culture and diversity in Calderdale and promoted the Park and Warley areas of the borough as great places to live, work and visit.</p> <p>The festival was supported by Calderdale Council, with activities organised and delivered by local communities. The packed programme of events includes opportunities to celebrate the past, present and future of the area, with heritage walks, cooking workshops, a showcase of vintage and contemporary fashions and wellbeing activities.</p> <p>There was something for everyone, including family fun days in People's Park and West View Park, nostalgia events, including many associated with the Queen's jubilee; and group events aimed at reducing loneliness and boosting mental health and wellbeing.</p> <p>The centrepiece event, held outside Calderdale College, showcased the diversity of businesses in the Calderdale area and especially within the Park and Warley wards. Calderdale-based businesses and community organisations were offered the opportunity to take a stall at the event, with reduced rates available and further discounts for new traders. Stallholders were provided with either single or marquee type stalls and counter-top tables, making it the perfect opportunity for new or potential start-up businesses to get involved and try out a business idea.</p> <p>The Flavourfest event was part of the Park and Warley Inclusive Economy Project, a pilot project testing how local investment and can build community wealth and increase economic activity in the area. The approach is aspirational and builds on the enterprise and talent that already exists in the community. Any Calderdale-based food business were able to apply, however priority was given to businesses based in Park or Warley wards to showcase the area's enterprising and distinctive nature.</p> <p>Calderdale Council's Director of Regeneration and Strategy, Shelagh O'Neill, said:</p> <p><i>"The Flavourfest local market is an exciting opportunity for existing local food businesses and for those with a spark of an idea looking for a place to start out. Our markets team will provide the stalls and our business team is happy to offer advice to support anyone looking to use the event to start their own business."</i></p>

Objective	Progress
	<p><i>“The event itself will also be great for the local community and showcase the diversity of food businesses in the Calderdale area and especially within the Park and Warley wards. It will also support the borough’s continued economic recovery from COVID-19 and it will be great to see communities come together once again to enjoy a celebration of culture and world food.”</i></p> <p>Standing together with Ukrainian Communities Every weekend in April, from Saturday 9 April 2022 (including Good Friday and Easter Monday), Calderdale Council flew Ukraine’s blue and yellow flag from the Town Hall’s flagpole marking Calderdale’s ongoing solidarity with Ukrainian communities.</p> <p>As well as continuing to light up Wainhouse Tower in blue and yellow as a mark of respect on behalf of the whole borough, the Council also supported and promoted the ways local people could show unity with everyone affected by the heart-breaking events in Ukraine.</p> <p>This included launching a new web page giving details of the Government’s Homes for Ukraine scheme; the Council’s role in supporting local people who have offered to accommodate Ukrainian refugees; help for Ukrainians coming to Calderdale; and other ways that communities can give support and donations. Visit www.calderdale.gov.uk/v2/residents/community-and-living/equality-and-diversity/supporting-ukraine</p> <p>Calderdale has seen amazing examples of kindness across its communities. Through the Government’s Homes for Ukraine scheme, Calderdale households have been matched to Ukrainians who are seeking safety in the UK and have made visa applications.</p> <p>The Council is in regular contact with Migration Yorkshire (a local authority-led partnership which works across the whole of the Yorkshire and Humber region) about the situation in Ukraine and continues to show commitment to working with the Home Office to support national initiatives to ensure refugees are supported.</p> <p>As Government guidance has emerged, the Council has continued to develop its support for refugees and sponsors. This includes working with the local voluntary and faith sectors to provide a warm welcome, a new home where people can feel safe, and ongoing community connection for Ukrainian refugees coming to Calderdale.</p>

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	<p>Anne Lister of Shibden Hall – 182 Celebrations</p> <p>Thursday 22 September 2022 marked 182 years since the death of Anne Lister. To commemorate this anniversary, a series of events were held across Calderdale from Thursday 22 to Sunday 25 September as part of a memorial weekend.</p> <p>Events across the weekend celebrated her life and provided opportunities to reflect on her legacy:</p> <ul style="list-style-type: none"> • Halifax Minster hosted a formal memorial service on Friday 23 September and Anne-Lister themed tours across the weekend • During the weekend, Anne’s former home, Shibden Hall was open to visitors. • Bankfield Museum opened Tuesday to Saturday with free entry to showcase Anne Lister themed exhibitions ‘Costumes from Gentleman Jack’ and ‘Fashion in Anne Lister’s Time’, plus the Shibden 600 exhibition, Duke of Wellington’s Regiment Museum and much more. • Halifax Central Library and Archive hosted two displays that linked to Anne Lister and other aspects of 19th Century Halifax. The exhibitions were free to view and available during library opening times • Opportunities to find out more about Anne’s history included special heritage walks, including a special visit to Anne Lister’s Lower Brear and chance to see inside Lightcliffe Tower and the memorials it contains, including Ann Walker’s newly restored plaque. • On Saturday 24 September, Calderdale Industrial Museum hosted a special talk with historian and the editor/transcriber of the diaries of Anne Lister, Helena Whitbread. <p>Calderdale Council’s Cabinet Member for Regeneration and Strategy, Cllr Jane Scullion, said:</p> <p><i>“Anne Lister’s story is woven into the fabric of Halifax, with her diaries mentioning buildings and landmarks all across the town. We’re lucky that Halifax has retained so many of its heritage buildings, allowing visitors to build a picture of life in the time of Anne Lister and for Gentleman Jack fans to spot a few filming locations from the series.</i></p> <p><i>“The events as part of the memorial weekend may be more reflective than the celebrations of her incredibly successful birthday festival earlier this year, but we’re excited to once again welcome visitors from across the world to the borough to remember Anne and her remarkable legacy.”</i></p>

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	<p>Overwhelming feedback has been that the atmosphere is “welcoming and inclusive” to everyone. Access surveys have been done at Shibden Hall and Bankfield Museum with recommendations being taken into consideration and acted upon.</p> <p>Piece Hall fifth anniversary The Piece Hall Trust has run the iconic building and a hugely successful events programme since the 2017 reopening, following completion of the ground-breaking, Council-led Piece Hall transformation project which had funding from the Heritage Lottery Fund and the Garfield Weston and Wolfson Foundations.</p> <p>Over the past five years, this unique visitor attraction has welcomed hundreds of thousands of people to its makers markets and more than 140,000 music fans to its live shows, with almost 60,000 people attending Live at The Piece Hall 2022 alone.</p> <p>Offering a safe, free-to-enter space to support community and visitor wellbeing, The Piece Hall has entertained and engaged with more than 26,000 children and adults with arts, craft and community workshops and worked with almost 4,500 school children on various heritage projects. The Piece Hall’s dedicated volunteers have also given-up a massive total of 11,500 hours of their time to help support the smooth running of the venue and enrich the customer experience.</p> <p>Cllr Tim Swift, Leader of Calderdale Council, said:</p> <p><i>“The impact that The Piece Hall has had on Calderdale and the wider region over the last five years is phenomenal. It makes a substantial contribution to our economy, community and international profile as the place to be for culture.</i></p> <p><i>“We are seeing a great deal of energy, optimism and creativity in local businesses and our wider communities, who are eager to bounce back from the pandemic. This, and the level of ambition for Calderdale’s future, is clearly reflected in The Piece Hall’s hugely successful gigs season, ongoing events and independent businesses, supporting the Council’s priority to build strong, sustainable towns.</i></p> <p><i>“The Piece Hall embodies the Vision2024 for Calderdale and our new CultureDale brand, which is continuing to develop the borough’s place on the map as a vibrant cultural destination.”</i></p>

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	<p>Supporting activities ‘United by Birmingham’ The games, which took place in Birmingham, have created memories of sporting achievements, but these are joined by images of children learning to swim, young people representing local athletics clubs, and communities coming together to get active.</p> <p>This has also been reflected in Calderdale as people joined the free-swimming taster sessions at Brighthouse Pool and Fitness Centre to celebrate the Commonwealth Games. These were offered to all adults aged over 60 and young people on free school meals to help them move more and to support people struggling financially during the cost-of-living crisis.</p> <p>Young people also enjoyed sporting sessions, including the summer football league organised by the Halifax Central Initiative and supported by the Council and Himmat. The free sessions took place at Calderdale College’s Inspire Centre every Wednesday for ages 7 to 16 and attracted hundreds of young people.</p> <p>The Inspire Centre also hosted the successful launch of the Twilight League. Over 100 young people participated in the initial session which was organised as part of the Council and the Community Foundation for Calderdale’s Healthy Holidays programme funded by the Department for Education. The sessions, which were run by Team Unique Hub Halifax and their team of dedicated volunteers, included football activities in a league format, with a tasty and nutritious meal provided at the end of the session.</p> <p>Halifax Central Initiative The Halifax Central Initiative Team have supported various projects and events including:</p> <ul style="list-style-type: none"> • Community Iftar 14th April 2022 - Halifax Central Initiative held a face-to-face community Iftar in a local setting bringing together residents, partners, and services as part of Muslim Holy month of Ramadan. This event was attended by seventy people from across Calderdale including members from different faith organisation. The event gave people an opportunity to learn about Ramadan and how to support the Muslim community and colleagues during this period. • Summer football Camp 27th July- 24th August 2022 - Halifax Central Initiative in Partnership with Play Services held a summer football Camp at a local college for children aged 7 to 16 from the central area. Over 100 children attended each session, food and snacks were provided through the Healthy Holiday programme. This free event saw children (girls and boys) from diverse communities coming

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	<p>together through sport and play. At the final session all received medals for attending the event, trophies were given to tournament winners, most improved players, a fair play award and many more categories. Feedback from parents and children was that 'we need more things like this in the community'.</p> <ul style="list-style-type: none"> • International Women's Day 9th March 2023 - The face-to-face Internationals Women's Day event was a huge success attracting over 350 women from diverse and different communities across Calderdale. It gave people a chance to reconnect, see what services were up and running and provided an opportunity to engage with services and each other. Feedback included 'Great to see so many women together, so much information on offer'. <p>Interfaith Week (13 – 20 November 2022) - Imams, Clergy and Faith Leaders meeting Interfaith Week aims to strengthen good interfaith relations at all levels, increase awareness of the different and distinct faith communities, and celebrate and build on the contribution that their members make to their neighbourhoods and to wider society.</p> <p>The Imams, Clergy and Faith Leaders meeting was hosted at Halifax Minster on Monday, 14th November 2022 to support National Interfaith Week. The key note speaker was Bishop Toby Mathew Howarth the first area of Bishop of Bradford in the Diocese of Leeds. He spoke about the importance of faith networks, local connection and how faith communities can work together to support each other during challenging times.</p> <p>Faith leaders from the Christian, Muslim and Bahai faiths talked about coming together, some examples included the support around covid19 including food parcels, support for the most vulnerable and ensuring those who find themselves in financial difficult due to cost of living are supported.</p> <p>A discussion took place reflecting on the tensions between the Hindu and Muslim community in Leicester, the Bishop referenced that at times of increased tension it was important that faith leaders come together with the local authority and partnership organisations to work together to minimise the tensions.</p> <p>Holocaust Memorial Day: January 2023 Calderdale College hosted the annual Holocaust memorial Day event, on Wednesday 25 January, working</p>

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	<p>in partnership with Calderdale Council, Calderdale Interfaith, Holocaust Centre North, and the Holocaust Survivors friendship association.</p> <p>Stories were shared about personal experiences of modern day genocide. The evening brought community and leaders together to reflect and consider the roles and experiences of ordinary people in genocide, and what we can do to work towards a better future.</p> <p>Flying the flag for IDAHO Day In May 2022 for the seventh time running Calderdale Council flew the Rainbow Flag in a show of support and to mark International Day Against Homophobia and Transphobia (IDAHO) in Calderdale. This visible and colourful support of lesbian, gay, bisexual and transgender (LGBT) communities emphasised the Council's commitment to promoting sexual orientation equality.</p> <p>British Citizenship Ceremony Citizenship ceremonies were introduced nationally in January 2004 as a way of welcoming people to a local community and the country as a whole. A ceremony is usually held every month in Calderdale, presided over by the Superintendent Registrar with speeches from one of the Deputy Lieutenants for West Yorkshire. After the ceremony there is a photo opportunity. From April 2022 to March 2023, 11 ceremonies were held and 128 new citizens were welcomed in to the local community.</p>
<p>5. The Councils workforce is committed to equality and is reflective of the diverse communities it serves</p> <p><u>Why we feel this is a priority</u> A number of groups are under-represented</p>	<p>The HR Employment Report (Appendix B) provides a detailed breakdown of the staff profile and provides details of how the Council is meeting objective 5. Organisational Development in conjunction with Human Resources, Recruitment and Resourcing, the internal staff networks develop an action plan which aims to identify clear objectives and interventions to address any disparities.</p> <p>Some key areas of focus from the HR Employment Report are identified below:</p> <p>Recruitment Learning and Development It is recognised that bias can impact individual chances during the recruitment process and efforts are made to mitigate bias at every stage of the recruitment cycle. The Council's recruitment training includes content on unconscious bias and ways to recognise and challenge bias when identified. The mandatory equality and</p>

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<p>within the Council's workforce when compared to the working age population of Calderdale, including disabled people and minority ethnic communities.</p>	<p>diversity sessions now include additional sections on workforce profile compared to local communities, addressing underrepresentation and the role we all play in achieving the Council's priorities.</p> <p>Diverse Recruitment Panels A more diverse interview panel brings differing opinions and leads to more equity in the hiring process, it may also lead to a better experience for the candidate. There is now increased diversity on the Council's recruitment panels, this has been achieved through a continuous offer to recruit and train colleagues from diverse backgrounds across the organisation to become part of the recruitment panel pool. Alongside this Information given to recruiting managers includes guidance on achieving improved diversity and impartiality on panels, with checks being built into the process.</p> <p>Inclusive Language Inclusive language is language that doesn't exclude particular people or groups. It is when the words used, and the way we use them, cause no harm. For those in marginalised groups, language inclusivity indicates that this is a safe space to be yourself. That inclusion matters here. This conveys, amongst other things:</p> <ul style="list-style-type: none"> • That every voice matters • That we are open to discussing different needs • That different opinions are valued <p>Calderdale Council encourages the use of inclusive language in its policies and procedures but also in work environments. The Council's Recruitment and Resourcing team continues to advocate for the use of inclusive language when creating advertisements, role profiles and assessment or interview resources. Recruiting managers are offered support creating role profiles using plain English and encourage candidates to make contact to discuss the role being advertised.</p> <p>Advertising Council vacancies The Council has made some positive changes to the way vacancies are advertised in order to attract a wider range of applicants from diverse backgrounds. The Council is listed as a 'Disability Confident' employer with the Job centre and provides information to recruiting managers on the disability jobs site to actively encourage applicants with a disability. This website posts job adverts on their partner's websites like LGBT Media and</p>

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	<p>Diversity Jobsite, targeting underrepresented groups. Opportunities are also shared with partners and community contacts to reach those diverse communities.</p> <p>Sensitive monitoring Collecting diversity data benefits both Calderdale Council and its employees. By declaring protected characteristics, the council has a more accurate picture of diversity across the workforce, and this may help in the following ways:</p> <ul style="list-style-type: none"> • Enables the Council to compare its workforce to the communities of Calderdale • Identify any under representation and take action to address • Diversity data when combined with employee voice helps to identify any disparities in employee experience which accelerates positive change in a range of ways for example: policy change & learning and development opportunities. <p>Disability Confident Employer Status Calderdale Council is a Disability Confident Employer this means we fulfil certain criteria under two themes: 'Getting the right people for our business' and 'Keeping and developing our people'. Examples in practice include inclusive recruitment, offering interviews to candidates with a disability provide they meet the essential criteria. Calderdale Council's Equality Statement references the Reasonable Adjustment Guidance. In addition, we have an Occupational Health Team who strive to ensure our employees needs are met. We ensure our managers are appropriately supported and have access to current information around Access to Work and Reasonable Adjustments.</p> <p>The Staff Disability Forum meets every 6 weeks and opens the discussion around disability, challenges, and support. The Forum liaises with external Disability groups to share good practice and consider ways to ensure inclusion.</p> <p>Contact Officers: Dignity and Respect at Work A Contact Officer Network meets once a quarter to facilitate mutual support and the sharing of experience. The network and meetings are coordinated by the group with an elected Chair and a named contact from HR Advisory. The aim of the role of Contact Officer is to facilitate informal resolution in cases of staff harassment</p>

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	<p>and bullying in line with the Council's Dignity at Work Policy and Procedure. The role is voluntary with Contact Officers are provided with training which covers the law in relation to harassment, the Council's policy and the skills required for their role.</p> <p>Mindful Employer Charter Status As an employer we recognise that, in the UK, people experiencing mental ill health continue to report stigma and discrimination. We are committed to creating a supportive and open culture, where colleagues are, able to talk about mental health, feel safe in disclosing any mental health conditions, confident they will be properly supported and offered reasonable adjustments when required. Through signing up to the Mindful Employer Charter we have made an ongoing commitment to be positive about mental health. Examples of our commitment include:</p> <ul style="list-style-type: none"> • Training and development offer provided by our Health and Safety and Public Health teams in subjects • Mindfulness • Sleep and stress management • Mental health awareness and resources • Active Calderdale • Occupational health team • Annual Wellbeing event • Regular health and wellbeing workshops • Encouragement to 'Take 10' for exercise and fresh air <p>Stonewall Diversity Champions Stonewall stand up for lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people everywhere. Their campaigns drive positive change in public attitudes and public policy. There is significant work to be done to ensure our LGBTQIA+ workforce and communities are included; Stonewall provides valuable insight through the perspective of LGBTQ+ and provides services to support inclusion.</p> <p>The Diversity Champion programme provides a bank of resources, access to training and seminars, competitive rates at PROUD employers and opportunities for our LGBT colleagues to provide case study and</p>

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	<p>positive role model examples to contribute to Stonewall resources, Stonewall Diversity Champion membership sends out a clear message to our workforce and to prospective employees that the Council is exploring ways to advance inclusion by involving and including the unique perspective of LGBTQIA+ – whether through our own staff LGBTQ+ network, Stonewall or local LGBTQ+ communities.</p> <p>Inclusive Employer Standardisation Inclusive employers support employers to create workplaces that are representative of their communities, where colleagues feel valued and can contribute their skills and ideas fully so their organisation can prosper. the Council completes the Inclusive Employers standard every three years. The standard is an evidence-based workplace accreditation tool for inclusion and diversity. The process involves answering 35 questions that cover all the protected characteristics and wider inclusion and diversity themes. We use the responses to measure inclusion and diversity within our organisation and assess where we are on our inclusion and diversity journey. In 2020 the Council achieved bronze award</p> <p>Career support The Council's Organisational Development Team has reviewed how it provides career development for employees throughout the employee lifecycle and continues to work collaboratively with Calderdale College and other providers to provide a range of apprenticeships for staff. Apprenticeships offer new and existing employee's opportunities to gain accredited learning at various levels through work-based learning. Organisational Development Team have created a skills analysis tool which aims to identify accurately the learning and development needs of employees across the organisation. Appropriate support through a blended approach to learning and development is the provided to support career development</p> <p>Care leaver Friendly Employer Charter Calderdale Council has signed up to the Care Leaver Friendly Employer Charter, to help create opportunities for young people leaving care. The Council is committed to supporting young people leaving care and does all it can to ensure they have the opportunities to enable them to reach their potential.</p> <p>The Care Leaver Friendly Employer Charter is a nationally recognised agreement which has been developed by the Care Leaver Covenant in collaboration with recruitment specialists Penna. The charter sets out nine</p>

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	<p>principles for employers to adopt and outlines key activities to work towards in recruitment, tracking and development, ensuring that care leavers are identified and supported.</p> <p>By signing up to the charter, Calderdale Council has made official its status as a Care Leaver Friendly Employer and approved a set of criteria to work towards, to support care leavers to thrive in the workplace. this includes a guaranteed interview for Calderdale Council apprenticeships or jobs, for care leavers who meet the minimum criteria for the post.</p> <p>Learning and Development</p> <p>The Organisational Team publishes an annual 'People Development Programme' which aims to provide a range of blended learning and development opportunities. This includes virtual, in person and e learning options and the promotion of coaching, mentoring and shadowing. Organisational Development are developing a range of accessible mandatory training for employees. In 2022 the Council commissioned 'My Skill Boosters' which provide video-based training for inclusion, leadership, teamwork and well-being. Calderdale council employees can gain instant access to all Skill Boosters online courses, short films, lived experience videos and learner notes.</p> <p>Equality training is mandatory at the Council and this is provided as a virtual, in person, e learning or accessible version. Equalities training helps us understand what equality law means, and includes:</p> <ul style="list-style-type: none"> • The law covering protected characteristics and what behaviour is and is not acceptable. • The risk of ignoring or seeming to approve inappropriate behaviour and personal liability. • How discrimination can affect the way the council functions and the impact of stereotypes, bias, inappropriate language in day-to-day operations can have on people in different ways. • Dignity at work & Equality Policy. <p>In addition to mandatory Equality training a range of workshops are offered by providers with lived experience – for example the Brain Charity for Neurodiversity, REMARK! for Deaf Awareness and Gendered Intelligence for Trans Awareness. The Council provides Disability Awareness Training which has been developed in conjunction with the internal Staff Disability Forum. Migration Training is provided to the workforce by Migration Yorkshire on an annual basis.</p>

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	<p>Calderdale Council Learning Hub The contract with our current e-learning provider ended on the 31st of March 2023. A procurement exercise took place in September 2022 to award a new contract. Within the new contract, we have been able to secure a learning management system and eLearning provision called Calderdale Council Learning Hub. This is provided by Learning Nexus and Totara Learn. The new system will be easier for colleagues and managers to oversee and manage mandatory learning including equality and diversity training. It will allow us to offer targeted and specific e-learning programmes and courses to colleagues and offers much more in the way of functionality and reporting.</p> <p>Cultural Competence Organisational Development supports service areas to build cultural competence in the Council's workforce. Collaborative work with local and regional local authorities and NHS partnerships has led to involvement in the development and delivery of a cultural competence learning and development framework. Organisational Development has created a self-assessment tool designed to explore individual cultural competence. Its purpose is to help employees consider their skills, knowledge, and self-awareness in interactions with others. Its goal is to assist employees to recognise where development is needed to become more effective in working and living in a diverse environment. A full range of learning and development opportunities is offered alongside the self-assessment.</p> <p>Internal Staff Led Networks Internal staff networks provide a safe space for employees to have real, honest conversations on work life experiences highlighting both areas for success and improvement. Through a network, employees are empowered to challenge and influence policy, forging real change and bringing about positive outcomes. Council networks are aligned to the vision and values of the council and contribute to the advancement of the Council's Corporate Equality Objectives.</p> <p>Employees lead and facilitate a Staff Disability Forum, Race Equality staff network, LGBTQIA+ staff network and Women's network. The Chairs of each network meet regularly as a joint group to collaborate on shared work areas and challenges. The introduction of joint network meetings proposed for later in 2023 will enable colleagues to explore diversity characteristics and impacts through an intersectional lens.</p>

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<p>6. Equality is promoted in partnerships, procurement and when commissioning our services.</p> <p><u>Why we feel this is a priority</u></p> <p>The Council can promote and enforce its equality objectives by ensuring that its suppliers, contractors and their agents provide goods, supplies and services in a manner that does not discriminate. It can also help to influence and improve digital, housing and transport access and choices.</p>	<p>Disability and Mainstream Sport Programmes</p> <p>We know that sport and physical activity improves physical fitness. Additionally, sport and physical activity has been linked to improvements in self-confidence, social awareness and self-esteem and can also contribute to the empowerment of disabled people. With this in mind, Sports Services offer a wide range of disability specific and adapted mainstream sport and leisure programmes for children, young people and adults.</p> <p>Sports Services programmes continue to evolve with the programme of activities being responsive to the progression and development and demand for new activities. Working closely with local voluntary sports clubs and National Governing Bodies of Sport, further sports specific and inclusive sport and leisure opportunities continue to be established supporting the integration of SEND children, young people and adults. Sessions take place in Sports Centres and Pools across Calderdale and within other Community settings.</p> <p>Tackling Inequalities Accreditation</p> <p>In March 2023, Calderdale Sports Services commenced an application process through the Tackling Inequalities in Leisure Standard which replaces the existing Inclusive Fitness Initiative. Co-written between Activity Alliance and Ques it aims to support leisure operators to provide more inclusive and accessible physical activity opportunities for people from different Inequality groups, whilst providing a review of the accessibility of the facility design and operational procedures for different user groups</p> <p>Calderdale College – Community Partnership</p> <p>A new partnership between Calderdale Council and Calderdale College has brought a range of new wellbeing and fitness activities for all to enjoy, in the heart of the borough. The new health and wellbeing hub at the College's Inspire Centre on Francis Street, Halifax, now hosts a variety of fitness classes for all abilities, and the Council's Better Living Service also delivers a range of wellbeing support for staff and residents.</p> <p>The College provides the venue for five days of fitness every week, from Zumba and dance to yoga and movement stretch meditation, all hosted by the Council's sports service. The classes are included in the Council's sports membership or available on a pay-as-you-go basis.</p>

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	<p>Local business events support good mental health and wellbeing Calderdale Council hosted four 'State of Mind' workshops across the borough to provide business owners and their staff with mental health advice. The workshops were developed in response to feedback from local businesses and were organised by the Council's Place Development team working with Public Health colleagues.</p> <p>The sessions, ran by State of the Mind Sport, were held in Hebden Bridge, Sowerby Bridge, Rastrick and Crow Nest, near Brighouse. Initially the charity focused on providing mental health awareness in sport, however they extended in other areas, delivering mental health awareness workshops to over 130,000 people.</p> <p>The workshops focused on:</p> <ul style="list-style-type: none"> • Exploring the signs and symptoms of what stress, anxiety and depression can look and feel like. • Discussing issues regarding suicide prevention. • Looking at how alcohol and drug misuse is a poor coping mechanism. • Sharing information to improve mental fitness and wellbeing. • Emphasising the importance of being part of a team and 'looking out for your mate' and how this translates from sport into other sectors <p>Annual Disability Sports Summer Programme With a view to accommodating an increase in applications from SEND children and young people with high support requirements in the 4-week programme running during the summer holidays, a new needs assessment format has been introduced. Designated staff from the Disability Sports Development Team carry out 'face to face' assessments within schools with involvement from teaching and support staff and also home visits enabling parents and carers to be fully involved in the process leading up to participation in the programme.</p> <p>School Curriculum PE & Sport Programme Inclusive participation for SEND children in curriculum PE & Sport sessions has been enhanced by coaches</p>

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	<p>from Sports Services delivering disability specific and adapted mainstream activities in line with the Disability Sport 'out of school' programme within School PE sessions.</p> <p>Mixed Ability Rugby World Cup 2022 Partnership development with IMAS (International Mixed Ability Sports) has continued to establish regular and sustainable activities, along with participation in regional, national and international events. In June 2022, Halifax Magpies mixed ability rugby team, along with teams from 14 different countries took part in the Mixed Ability Rugby World Cup in Cork, Ireland.</p> <p>Duke of Edinburgh Volunteers Volunteering experience within the Disability Sport Programme is enabling young people to develop new skills including the knowledge required to adapt and modify delivery techniques for children with varying abilities. Mentored by qualified Sports Coaches, the volunteers acquire the confidence to plan and deliver sessions appropriate for the ability and skill level of the participants.</p> <p>Hearing Impaired – Wellbeing Group Working with staff from the Calderdale's Specialist Inclusion Team, a Wellbeing Group for children and young people with a hearing impairment ran during November & December 2022.</p> <p>Following the delivery of sport and leisure sessions inclusive for all participants, feedback from the Specialist Inclusion Team highlighted the success of the programme.</p> <p><i>' I just wanted to say a huge thank you for working with our Wellbeing Group. Keith was absolutely amazing and had a different 'assault course' each week for the children. He listened to their needs and wishes and adapted it each week. The children have loved having physical activities each week and the discipline and team camaraderie that it brought'</i></p> <p>Age friendly Calderdale Older people make an enormous contribution to our borough. Calderdale Council has worked as part of the Health and Wellbeing Board to develop Calderdale as an Age-Friendly borough. Engagement with older people has taken place using appreciative inquiry approaches to understand the Calderdale people want to</p>

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	<p>age in. This engagement has led to the development of a Calderdale Ageing Well Plan with the following themes:</p> <ol style="list-style-type: none"> 1. Accessibility - to places, buildings, services, and assets including digital accessibility and inclusion 2. Things to do – community assets, culture and the arts 3. Safety and belonging – enable older people and communities to feel safer and to have a deep sense of belonging 4. Getting about – reliable and well-connected public transport, cycling and walking 5. Age Friendly Housing – meet the needs of older people with options for the future of age friendly homes and options 6. Stereotyping - challenge ageist and negative, culture and practice 7. Involvement and engagement - ensure that older people and communities are fully engaged and involved.