

Calderdale MBC

Wards Affected All

Cabinet 14th November 2022



Report of Director of Public Services

Everyone Different Everyone Matters: Meeting the Equality Duty Report 2022

1. Purpose of Report

- 1.1 Under the Equality Act 2010 and the Public Sector Equality Duty, public authorities were required to develop and publish equality objectives by 6 April 2012 and then at least every four years. Calderdale Council's revised equality objectives were approved and published on the Council's website in 2021.
- 1.2 Following the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 organisations listed under the Equality Act are now also required to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The obligations apply if employers have 250 or more employees on the snapshot date of 31 March of a given year.
- 1.3 To comply with the 'Equality duty' we report on our equality progress (Appendix A) on at least an annual basis. This report outlines progress against the six corporate equality objectives, gender pay gap data and ethnic pay gap data are also presented alongside the analysis of the workforce.

2. Need for a decision

- 2.1 When Cabinet agreed the adoption of its equality objectives 2021-25, it requested that a report outlining progress against the objectives should be brought to Cabinet on an annual basis.
- 2.2 Following the adoption of the equality objectives 2021-25 the Equality and Diversity Policy Statement, which sets out the Council's commitment to equality and diversity, has been updated and now requires Cabinet endorsement.

3. Recommendation

Cabinet to:

- 3.1 Note the reports presented to them in accordance with the statutory requirement under the Equality Act 2010 and subsequent regulations.
- 3.2 Endorse the Council's updated Equality and Diversity Policy Statement.
- 3.3 Agree to receive a further updated report in 2023 and annually thereafter.

4. Background and/or details

- 4.1 The Equality Act 2010 aims to tackle discrimination and inequality, and to ensure that all people are treated fairly and equitably. It specifically prevents discrimination on the grounds of age, disability, sex, gender reassignment, pregnancy and maternity, marriage or civil partnership, race, religion or belief and sexual orientation.
- 4.2 The Public Sector Equality Duty within the Act requires public bodies, such as Calderdale Council, to give due regard to the need to eliminate discrimination, advance equality of opportunity and foster good community relations.
- 4.3 The Act sets specific duties for public bodies to:
- Publish information to demonstrate compliance with the Public Sector Equality Duty at least annually, starting by 31 January 2012.
 - Prepare and publish one or more equality objectives at least every four years, starting by 6 April 2012.
- 4.4 The Act states that the information published must include information relating to people who share a relevant protected characteristic who are:
- Its employees (for authorities with more than 150 staff)
 - People affected by its policies and practices (for example, service users).
- 4.5 Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 any organisation that has 250 or more employees must now publish and report specific figures about their gender pay gap. The figure must be calculated using a specific reference/snapshot date:
- 31 March for public sector organisations
 - 5 April for businesses and charities.
- 4.6 Under the 2017 regulations employers must:
- publish their gender pay gap data and a written statement on their public-facing website within a year of the snapshot date
 - report their data to government online - using the gender pay gap reporting service.
- 4.7 The gender pay gap shows the differences in the average pay between men and women unlike equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value (it is unlawful to pay people unequally because they are a man or a woman).
- 4.8 To meet our responsibilities as an employer, workforce analysis has been carried out annually to look at progress on workplace equality and to help the Council to identify and address any areas of underrepresentation or disparity. The HR Workforce (Appendix B) and Gender Pay Gap (Appendix C) reports are published as separate documents and both accompany the Calderdale Council's annual

equality progress report alongside the Council's Equality and Diversity Policy Statement (Appendix D).

- 4.9 Annex 1 attached to the end of this report provides an executive summary and highlights some areas of equality improvement covering the period April 2021 to March 2022.

5. Options considered

- 5.1 No alternative options have been considered as the Council has a statutory duty to publish its gender pay data and its progress against its 'Equality duty' and equality objectives to comply with the Public Sector Equality Duty.

6. Financial implications

- 6.1 Actions to make further progress on the Council's equality objectives and workforce action plan(s) will be contained within existing budgets

7. Legal Implications

- 7.1 The Council has a statutory duty to comply with the Equality Act 2010 and subsequent regulations.

8. Consultation

- 8.1 None applicable.

9. Environment, Health and Economic Implications

- 9.1 National research/evidence indicates that some protected groups are at higher risk of developing health problems and lower wellbeing as a consequence of issues such as deprivation, inequalities and social exclusion. As indicated within this report, Calderdale Council's progress on equality has and will hopefully continue to have a positive impact on people's health and overall wellbeing.

10. Equality and Diversity

- 10.1 The very nature of the proposals within this report is to help advance equality. Actions to achieve the objectives include carrying out Equality Impact Assessments on policy and service developments and procurement exercises. The Impact Assessment tool also includes a requirement to consider the staffing implications of proposed courses of action.

11. Summary and Recommendations

- 11.1 Calderdale Council is committed to delivering fair and accessible services to achieve the best outcomes for the people it serves. Reducing inequality continues to be one of three priorities in the Council's ambition to be the Best Borough in the North.
- 11.2 The Public Sector Equality Duty gives the Council the opportunity to build upon the work it has done already to demonstrate its commitment to the principle of

equality of opportunity and the provision of public services that meet the needs of all local people.

11.3 The Covid-19 pandemic has brought huge challenges to the borough and to the Council, but also valuable lessons as to how we can better deliver services to the people of Calderdale. Despite these challenges and continued remote working we have made good progress in 2021/2022, and established some new approaches that are now core to the way that the Council works moving forward.

11.4 Against the backdrop of the continued impact of Covid-19, reduced budgets, demographic shifts, changing public expectations, demands for personalisation and choice, changing patterns of working we will continue to identify ways to ensure fair access and equitable outcomes, celebrating diversity and strengthening community cohesion within Calderdale as it does so.

For further information on this report, contact:

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The documents used in the preparation of this report are:

1. EHRC Equality Act 2010 guidance
2. EHRC Public Sector Equality Duty guidance
3. Cabinet Report 8 November 2021 – Calderdale Council's Equality Objectives 2021-2025

Annex 1

Executive Summary

This is an executive summary of Calderdale Council's Everyone Different Everyone Matters: Meeting the Equality Duty April 2021 – March 2022. It provides a brief snapshot of the report outlining the key messages.

Some of the main findings:

Compliance with the Public Sector Equality Duty

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 equitable 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.

Appendix A highlights some of the actions that have been taken to improve the lives of people in Calderdale, it also demonstrates how we have worked effectively with partners to achieve this.

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

Changing Places Toilets

A 2020 survey asking for people's thoughts on how Ogden Water could be improved, showed that 93.8% of 809 respondents said they would support the development of a Changing Places toilet and 36.2% of people said that if a Changing Places toilet was available then they would visit Ogden more often.

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.

In 2021 Calderdale Council applied for and was successfully awarded funding for three Changing Places toilets, including Ogden Water as part of the Changing Places programme, a partnership between the Department for Levelling Up, Housing and Communities (DLUHC) and Muscular Dystrophy UK.

There are already Changing Places facilities in Halifax town centre and in Brighouse, and the funding enables further facilities to be located in Sowerby Bridge Fire & Water and Todmorden College.

Disability and Mainstream Sport Programmes

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.

The sport 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, further sports specific and inclusive sport and leisure opportunities continue to be established supporting the integration of SEND children and young people. Sessions take place in Sports Centres and Pools across Calderdale and within other Community settings

With Covid related restrictions in 2020 and early 2021 limiting the amount and type of sport and leisure provision for disabled children, young people and adults, the primary aim of the 2021-2024 disability sport programme was the offer of sessions appropriate for all ages and abilities. Acting on ongoing consultation from parents, carers, and partner organisations, the scope to expand provision to meet the demand for 'take up' and participant progression was agreed and included in the financial breakdown summary. As a result, additional provision and support was provided within the first quarter (April-June 2021) in the following programmes and continued throughout the financial year:

- Indoor climbing
- Athletics @ Halifax Harriers
- Football @ Greetland FC
- Adapted Cycling @ Spring Hall

Sign Language Service

The Sign Language service helps reduce the communication difficulties that deaf people, face in their 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.

Addressing the lack of suitable and accessible accommodation for the ageing population

Calderdale's population projections show growth in single person households and family households. Through consultation with stakeholders, we know that the housing market in Calderdale is being driven by young families and couples. There are problems of local affordability and a lack of family accommodation with gardens. The CMBC Specialist Housing Evidence Base by Arc4 (2018) identified a shortage of accommodation for older people, both specialist housing and move-on accommodation for older households that wish to downsize. The survey showed most people wished to remain in their own homes with adaptation but there was significant interest in sheltered accommodation and extra care housing both to rent and to buy. There is a particular need for more accessible affordable bungalows with a level access (Source: Calderdale Housing Strategy 2021).

The Council has an active programme of adaptations to existing housing to meet the needs of individuals using Disabled Facility Grants if needed. The Local Plan Publication Draft includes a policy requiring new homes to be built to M4(2) (adaptable homes) standard. They are more suited to those with limited mobility and can more easily

accommodate adaptations such as stair and bath lifts. Homes built to this standard provide good quality housing for all households with features such as wider corridors and doorways making life easier. The Council will continue to increase the number of specialist homes for older and disabled people to meet the growing need as the population gets older and in turn to release family sized home. This will in part be met by development of Extra Care schemes either on Council assembled land or supported by the Council and through encouraging the right type of supported and retirement accommodation on private sites. Extra care schemes are now designed to meet the diverse needs of older people; Railway Bridge View, Brighthouse, includes apartments to meet the needs of people with dementia, ensuring that they are safe and attractive environments to help maintain independence and community participation.

The facilities at Railway Bridge View include multiple communal / activity areas and two elevated garden areas, together with a salon, café bar, restaurant, assisted bathing suite and a guest room.

As well as increasing the housing and care options available to older people in the borough, including those living with dementia, the housing scheme will support their partners and carers, helping them to maintain their independence in circumstances that otherwise might leave them little choice but to go into residential care. The scheme is the only dementia focused extra care scheme in the borough and one of few in the North.

As an employer we are committed to being fair and inclusive. We have gathered a wide range of employment information and the main findings are:

- As of 31 March 2022, the workforce profile of Calderdale Council consisted of 2627 employees of whom 857 (32.6%) were male and 1770 (67.4%) were female.
- The percentage of part time posts has reduced from 42% in 2020/21 to 39% in 2021/22. 31% of female employees, 8.2% of male employees and 35% of disabled employees work part time hours. The data shows a higher percentages of female and disabled employees hold part time posts, the lower availability of part time posts may therefore impact disproportionately on women and disabled people.
- Since 2015, as a consequence of budgetary pressures and smarter ways of working we have downsized our workforce which has resulted in the decrease of both sexes, over the last year this equates to a loss of 35 men and 32 women. The impact being greater for men than women when compared with the overall profile of the workforce.
- The majority of our employees are White British, female, Christian, do not have a disability and are aged between 45 to 54 years.
- Disabled employees have increased from 132 in 2021 to 139 with 5.29% declaring a disability (4.9% in 2021). A higher percentage of external disabled applicants (7.67%) were shortlisted and successful in appointment in comparison to internal applicants (6.25%), however the success rate of internal candidates was greater with six of the eight internal applicants successfully appointed.

- The percentage of employees who are Black, Asian and Minority Ethnic (BAME) has increased slightly from 9.8% to 10.3%, an increase of six employees since 2021. The proportion of Asian employees, who form the largest BAME employee group increased by five employees overall from 178 employees to 183.
- 25 employees hold an apprenticeship at Calderdale Council, less than five of whom have declared a disability. There has been an increase in the proportion of apprentices from ethnic minority groups rising from zero in 2020/21 to five (20%) in 2021/22.
- The declaration rates for disability and ethnicity have remained fairly static at 98.13% and 97.11% respectively, however the declaration rates for sexual orientation and religion have grown since 2021, increasing from 81.81% to 84.01% for sexual orientation and 81.55% to 83.71% for religion.
- The average FTE salary for female employees is £31,405.32 and £30,463.90 for male employees. Gay men earn the highest average salary at £32,744.55. The ethnicity with the highest average FTE salary of £31,148.71 is Black (male).
- 152 employees make up the top 5% of earners group. The average salary of the top 5% earners is £56,333.16 pa. The majority of top earners, 139 employees are from a White background, this is a decrease of one from 2021. Ten (6.59%) employees are from a BAME background, this is an increase of one BAME employee from 2021 (5.93% in 2021). Four disabled employees (2.63%) are within the top earner group, which is a decrease of one employee from 2021.
- The mean hourly rate for male staff is £15.06 which is slightly higher than the mean hourly rate £14.80 for female staff. Expressed as a percentage of the male rate, the Mean Gender Pay Gap for 2022 is 1.7% (£0.26) compared to 1.5% (£0.22) in 2021, indicating a widening of the gender gap between men (who are higher earners in this case) and women.
- The median gender pay gap represents the middle hourly rate of pay and the percentage difference between males and females. The Median Gender Pay Gap for 2022 is -2.0% which is higher than the 2021 figure of -4.1%. Although the negative figure indicates that females are paid more than males on average the gap is closing between the two sexes.
- Using the gender pay reporting methodology, the mean ethnicity pay gap at Calderdale is 1.6% (fall from 2.1% in 2021) and the median ethnicity pay gap is -6.1% (increase from -9.4% in 2021). The trajectory for both is positive with the gap decreasing between BAME and non BAME employees. This is also the case for the median bonus ethnicity pay gap which decreased from -9.4% to -6.1% and the mean bonus ethnicity pay gap which decreased from -9.4% to -3.6%.