

Public Sector Equality Duty

EQUALITY PROGRESS REPORT 2022

(April 2021 – March 2022)

Everyone Different Everyone Matters: Meeting the Equality Duty

2022 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 2021 – March 2022.

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.

The 2021 Census of Population and Housing in England and Wales took place on 21 March 2021, however, statistics from the 2021 Census are still being released in stages over the year. To provide a full overview of the local population this report includes newly published data from the Census 2021 and older available data from the Census 2011.

a. Population Size

In June 2022, the Office for National Statistics (ONS) published Census 2021 population numbers for local authorities in England and Wales. 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 2022 the Schools Census indicated that there were 36,636 pupils (19,723 primary and 16,913 secondary school pupils) on roll at 86 primary (of which 2 are special schools) and 16 secondary schools. Compared to January 2021 we have seen a decrease of 356 in primary school pupils and an increase of 260 in secondary school pupils resulting in a decrease of 96 in the overall school population.

c. Disability

In December 2020 24.0% (30,700) of Calderdale residents aged 16 to 64 had a core or work-limiting disability as defined by the Equality Act 2010. This compares with 21.3% 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> (November 2020):

- 6,012 (4.6%) of Calderdale's residents aged 16 to 64 received Employment Support Allowance and its predecessor Incapacity Benefit. This is a benefit that is available to working age people with severe ill-health and/or disability which is gradually being replaced by Universal Credit (so numbers are falling).
- 8,326 (6.4%) Calderdale residents aged 16 to 64 were in receipt of Disability Living Allowance and its successor Personal Independence Payment (non-means tested benefits). This benefit aims to help people up to the age of 65 with some of the mobility and care costs of long-term illness and disability.
- 3,956 (9.8%) 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.

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 (2021/2022)

In 2021/22 16.1% 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 17.4% 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, 23.6% of looked after children are on SEN support, compared to 28.3% in All English metropolitan boroughs. 29.1% of looked after children in Calderdale have a statement of SEN or EHCP, compared to 26.5% in All English metropolitan boroughs.

In Calderdale there are approximately 20,000 carers - about 10% of the population (Calderdale All Age Disability Strategy 2017-18).

d. 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.

e. Marriage and Civil Partnerships

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 267 civil partnership ceremonies in Calderdale of which 36 took place over the period April 2021 – March 2022.

218 same sex marriage ceremonies have also taken place since 13th March 2014, when legislation came into effect, with 42 same sex ceremonies (out of a total 794) taking place during April 2021 – March 2022.

Civil Partnerships were open to opposite sex couples from 31st December 2019. 54 opposite sex civil partnerships have taken place since then, with 31 taking place between April 2021 – March 2022.

A higher number of ceremonies than usual took place in Calderdale between April 2021 and March 2022, due to the backlog of ceremonies that were cancelled during the Covid pandemic.

f. 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).

g. Race

The white population fell slightly from 93% in 2001 to 89.7% in 2011. Individuals of mixed heritage increased from 0.8% to 1.3%, individuals of Asian/British Asian heritage increased from 5.8% to 8.3%, individuals of Black/Black British heritage from 0.1% to 0.4% and those of other ethnic backgrounds from 0.2% to 0.3%.

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, in contrast to most of the 1990s, when Calderdale lost population to the rest of the country.

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.

Since 2014 Calderdale has resettled 78 Refugees from Syria as part of its commitment to support the national Vulnerable Persons Resettlement and Vulnerable Children's Resettlement Schemes.

From Census 2011 statistics obtained from Migration Yorkshire:

- Around 15 200 people resident in Calderdale on Census day 2011 were born outside the UK.
- Just over 780 people resident in Calderdale arrived during 2010 and 2011; this equates to 5% of the non-UK born population and is much lower than the average for the Yorkshire and Humber region of 9%
- Most non-UK born residents in Calderdale arrived as children or up to the age of 45. 20-24 years was the most common age range on arrival and was selected by a fifth [21%] of current non-UK born residents as their age on arrival
- 9100 residents arrived over ten years ago, or 60% of non-UK born Calderdale residents – higher than the regional average of 47%
- There are more residents in Calderdale who were born in a third country [outside the EU] than were born in the EU [10 800 compared to 4200 respectively], but this difference is not quite as great as the regional average.
- Like most areas Asia is dominant among ten world regions of birth followed by the EU but the EU is the most common passport type; this may reflect the fact that many Asian-born residents have British citizenship. Ireland is also a significant passport type, accounting for 0.5% [just over 1000] of all passport-holders in Calderdale.
- Pakistan is the most common country of birth for non-UK born residents, far higher than the next countries, Poland and Ireland.
- 'Asian' is the predominant minority ethnic group – as it was in 2001

- The biggest growth in minority ethnic groups since the 2001 census depends on whether you look at absolute numbers or the proportion of the population:
 - 'Asian' rose by the greatest number [4666 individuals: from 10942 in 2001 to 15608 in 2011, but grew by less than half from 5.7% of the population to 7.7%].
 - 'Chinese & Other' saw the biggest proportional increase [a three-fold increase from 0.3% to 0.9%, but only 1254 more individuals, from 481 to 1735 people].
- In 94% of households, all adults have English as a main language – just above the regional average of 93%. Only in 2% of households does nobody have English as a main language.

From statistics obtained from Migration Yorkshire (2022)

- The non-British population has declined and in 2020 comprised 4% of the Calderdale community (6% in 2018), this is compared to an average of 7% (6% 2018) for the Yorkshire and Humber region.
- Births to non-UK born mothers in Calderdale were 16% in 2019, this is compared to an average of 22% for the Yorkshire and Humber region.
- Those who were not born in the UK formed 8% of Calderdale's population in 2020 (10% 2018), compared to an average of 10% (9% 2018) for the Yorkshire and Humber region. Broken down for Calderdale 44% are from the EU and 38% from South Asia.
- 5647 pupils at school in Calderdale in 2020 had a first language that is not English. This was equivalent to 15% of primary pupils and 16% of secondary pupils, this is compared to an average of 18% primary and 14% secondary for the Yorkshire and Humber Region.
- In 2020, 3 in every 1,000 new GP registrations in Calderdale were made by people who previously lived abroad, compared with an average of 9 per 1,000 across Yorkshire and Humber
- Net international migration to Calderdale was 484 in 2020; an increase of twenty-one on the previous year.
- The overall number of new migrant workers arriving in Calderdale in 2020 fell from 705 the previous year to 351.
- The number of new migrant workers from EU accession countries fell from 235 in 2018 to 62 in 2020.
- Workers from non-accession countries fell from 495 in 2019 to 289 in 2020.
- In relation to work, Pakistan was the top country of origin in 2020 with 79 arrivals, followed by India with 41, and Iran with 27 arrivals. In the previous year India had been ranked first with 180, followed by Pakistan with 109 and Romania with 43.
- Published Home Office figures show that at the end of December 2021, 365 asylum seekers were housed and supported in Calderdale through the Home Office dispersal system while awaiting a decision on their claim. (339 people were accommodated and five people receiving subsistence-only support).
- There were no unaccompanied asylum-seeking children being looked after by the local authority at the end of March 2021.

h. Religion or Belief

The 2011 Census saw an increase in the following faiths: Buddhist, Hindu, Muslim and Sikh, the largest increase was for Muslims which rose by 2% in 2001 to 7.3% in 2011. Similar to the national picture, Muslims continue to form the

second largest practising faith in Calderdale. Although Christians remain the largest faith at 56.3%, this number has declined; in 2001 this figure was 69.6%. The percentage of people identifying as Jewish has remained the same for the period 2001 to 2011. Individuals declaring no religion increased significantly from 16.4% to 28.1%.

i 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.

j. 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:

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, Brighouse, 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.

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 2022 (including special schools) shows that the Calderdale school population is becoming more diverse:

- 75.7% of primary and 73.7% of secondary school pupils (76.0% and 74.6% in Jan 2021) were from a White background while 23.7% of primary and 25.8% in secondary school were from a minority ethnic background (23.3% and 24.8% in Jan 2021).
- English was an additional language for 13.0% of pupils at secondary school level and 15.9% primary school (15.5 % and 15.9% in Jan 2021).
- 12.2% of secondary school pupils and 12.7% of primary school pupils have special educational needs (12.6% and 12.3% in Jan 2021).
- The figure for pupils eligible for school meals increased for both primary and secondary pupils and where higher in primary school 25.3% than secondary 21.7% (23.4% and 19.7% in 2021).

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 2021 to 31st March 2022 inclusive, there were a total of 53 referrals to the ASB and Vulnerability Panel. 37 cases were received for committing ASB and 16 vulnerable cases were received, three of which were classed as highly vulnerable.

In this timeline the ASB Team assessed 5,144 calls to service, a drop of nearly 28% from the previous year. This is because once people started returning to work after the easing of Covid19 restrictions, the problems they were encountering whilst working from home were no longer noticed or prevalent

c. Compliments and complaints

During 1st April 2021 to 31st March 2022 the Council's Complaints feedback system logged the following ethnicity of complainants:

ETHNICITY	Total
Other White	2
White British	19
Pakistani	4
Indian	2
White & Black Caribbean	1

Figures were a little lower this year with 28 formal complaints in comparison to 39 received during the period April 2020 – March 2021.

The Council is currently implementing a new complaints system and looking at ways of capturing information from across all formats of complaining rather than specifically via the Council's website. From this year's figures the majority were from a white background, with Pakistani following second.

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 the Black, Asian and Minority Ethnic (BAME), Disability and Lesbian, Gay, Bisexual and Transgender (LGBT) 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.

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.

Since early 2020, the impact of the Covid-19 pandemic has meant significant changes to the way functionalities and services have been delivered, however throughout the pandemic tackling inequality has remained a clear priority for the Council.

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;
1st Floor, Princess Building, HALIFAX, HX1 1TS. Tel: 01422 392467/392866.

Appendix A.1

Progress against Calderdale Council's Corporate Equality Objectives (April 2021 to March 2022)

(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 to design out</p>	<p>The Calderdale Family Journey: Supporting children to get the best start</p> <p>Helping children to start well forms a prominent part of the Health and Wellbeing Strategy for Calderdale. Parents and carers in Calderdale now have an extra resource to help give their children the best possible start in life; the Calderdale Family Journey is a new web resource that has been created for professionals to use with parents and carers to explain the key steps and the ways they can support their child to be ready for reception at school aged four years. The resource developed by Calderdale Council, together with partners from Locala, Calderdale and Huddersfield NHS Foundation Trust, children's centres, schools and childcare providers, with input from local parents and carers sets out 12 key milestones with associated advice. The resource (online link below) follows the family journey from pre-pregnancy right through to the child starting school. Each section contains guidance about the local services available as well as the ways in which parents can help their child develop, at each stage of their early life.</p> <p>https://www.calderdale.gov.uk/v2/residents/health-and-social-care/children-and-family-care/family-journey</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>

Objective	Progress
<p>inaccessibility in our built environment.</p>	<p>Supporting library users - using accessible digital media The closure of library buildings during lockdown and the restrictions in the aftermath meant that the library service had to find new ways of connecting with its public. The Local Studies Team took to YouTube to share its knowledge and passion for Calderdale and its history. They have continued adding videos covering all manner of subjects from Halifax Now and Then to local confectionary manufactures Dobson's of Elland and Mackintosh in Halifax. 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 introduced a podcast 'History Aloud' which has attracted a lot of listeners and also received excellent reviews</p> <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> <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>Healthy holiday scheme for local schoolchildren For some families who are struggling financially, the long summer holidays can be an anxious time, trying to manage the family food budget and keep children healthy and entertained. During the 2001 school summer holidays a variety of activities and healthy meals were made available to Calderdale's most disadvantaged</p>

Objective	Progress
	<p>children and young people thanks to a £926,000 Healthy Holidays Programme funding boost from the Department for Education.</p> <p>Calderdale community organisations, schools and childcare providers were invited to apply for a share of the Healthy Holidays grant to offer fun and creative activity programmes over the summer holidays, in partnership with Calderdale Council. The programme targeted primary and secondary school pupils who were eligible for free school meals and was delivered from 9 August to 3 September 2021. The programme added to the activity parcels and healthy recipes which the Council provided to lower-income families during the Easter holidays, building on the Calderdale-wide Never Hungry Again campaign to end child hunger for good.</p> <p>Modern facility supports adults with disabilities A new, modern respite care and short breaks centre for people with learning disabilities has opened in Elland. The former Westgarth children's home has undergone major refurbishment works providing much improved accommodation for people accessing the service and for staff providing support. The Council's short-breaks service provides safe and comfortable accommodation for adults with learning disabilities, giving them and their carers a welcome break. The new Westgarth facility has been planned with its users' needs fully in mind with fully accessible accommodation and bathroom facilities, finished to a high standard. The entire building has been refurbished and remodelled and provides a kitchen, laundry, lounge and dining area, plus office space for staff. A previous extension built in the 1970s has been removed and replaced with a modern single storey building, providing en-suite bedrooms on one level, to better support those with additional physical needs. The building also includes a number of self-contained living units to support people to maintain their independence and further develop the skills they need to lead full and active lives. Additional work has been carried out on the home's private garden, including landscaping and the installation of seating areas for residents to enjoy. There's also a vegetable patch area to allow users to assist with gardening tasks. The facility is well placed, close to transport links and existing community facilities to further support people staying at the service.</p> <p>State-of-the-art for pupils at Luddenden Pupils at Wood Bank Special School in Luddenden have been enjoying the benefits of three additional, state-of-the-art, classrooms following the opening of a new extension facility. Calderdale Council has invested £1million as part of its capital programme, to refurbish and remodel the former Luddenden Youth Centre –</p>

Objective	Progress
	<p>creating additional special educational needs and disability (SEND) provision at Wood Bank Special School. The site has been transformed into a state-of-the-art, learning environment, providing improved and fit-for-purpose facilities for 21st Century teaching. The needs of Wood Bank's students and teachers have been fully considered throughout the project and new facilities include accessible doorways, ramps, low level smart boards, mobility bays for charging wheelchairs, a lift to the upper level, sensitive lighting, hoists in the classrooms and hygiene room and an accessible link path to the main school. Despite complications with the project delivery due to COVID restrictions and difficulties of working throughout bad weather, the new facility was completed on schedule</p> <p>Calderdale offers warm welcome for those who are breastfeeding Open to all local venues, Welcome to Breastfeed Calderdale sets out a series of simple standards that businesses and venues should adopt so that mothers have a comfortable welcoming space in which to feed their child. The scheme is funded by Calderdale Council as part of the Public Health Early Years' Service, and has been jointly developed by Locala Health and Wellbeing and the Council in partnership with the Infant Feeding Advisory Forum to support the UNICEF Baby Friendly Initiative (BFI) Gold Assessment standards.</p> <p>Locations that sign up are included on the scheme's webpages so mothers can look for places where they are welcome to breastfeed across Calderdale. They also display the Welcome to Breastfeed Calderdale logo on their premises to show they are taking part. Wildgoose Café in Ripponden was one of the first venues to sign up to the scheme, others signing up to the scheme include:</p> <ul style="list-style-type: none"> • Cafes • Restaurants • Children's Centres • Calderdale libraries <p>Bereavement Services Bereavement Services has continued 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>

Objective	Progress
	<p>Staff continue to go the extra mile to make sure these funerals take place in a professional sympathetic manner whilst bearing in mind sensible Covid related precautions to always keep themselves and attendees safe. An annual Christmas memorial was held in person in 2021, as opposed to a virtual service which was held in 2020, this allowed people to come together to remember their loved ones in their own way and place a message on the memory tree. Thanks 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 2022 to remember loved ones lost to Covid – a candle lighting event was held by a specially dedicated tree in 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 throughout the Covid pandemic, 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> <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>Equipment store helps people live independently The Calderdale Community Equipment Loan Store is a partnership between Calderdale Council and the NHS in Calderdale. This service is available to provide a wide range of equipment to help people live more independently in their own home.</p>

Objective	Progress
	<p>The community equipment ordering system implemented in 2019 has been invaluable in supporting the loan store in managing increased demand for community equipment during the Covid Pandemic. It has helped to facilitate discharge from hospital and for people to remain independent in their homes. The loan store maintained delivery timescales during the pressures of the pandemic with the new system effectively supporting referral management, delivery scheduling and warehouse stock management.</p> <p>In March 2022 Calderdale's equipment loan store moved to a new location. The move to the new site has provided the loan store with improved facilities, further improving the quality of service. In addition, the loan store has also recently replaced its delivery fleet with new cleaner, greener hybrid vehicles, contributing to reducing carbon emissions within the community.</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,</p>	<p>Age Friendly Calderdale In October 2021, Cabinet approved the objective to become a World Health Organisation Age Friendly Community, for Calderdale to become a member of the UK Network for Age Friendly Communities and to sign up to the Healthy Ageing Consensus Statement produced by Public Health England and the Centre for Ageing Better:</p>

Objective	Progress
<p>healthy and resilient communities</p> <p><u>Why we feel this is a priority</u></p> <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 aim to make it easier for people to continue living independently in their own homes; to take part in the activities they value; and to remain an active part of their communities for as long as possible. The intention to help improve health and wellbeing, reduce health inequalities and the likelihood of poverty.</p> <p>To mark the 31st International Day of Older Persons and raise awareness of the opportunities and challenges of ageing, Calderdale Council employees and community groups were asked to start a conversation about ageing and publicise their activities on the day through photographs, videos and social media using the hastags #IDOP2021 and #AgefriendlyCdale</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 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>Calderdale Safe Place Scheme</p> <p>The Cohesion and Equality Team has continued to raise awareness of the Safe Place Scheme (responding to the limitations of the impact of Covid-19) and on opening up of venues provided briefings to individuals that have learning disabilities and those that can 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</p>

Objective	Progress
	<p>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>Covid Street Engagement During the Covid-19 pandemic staff from Halifax Central Initiative (HCI) carried out various street engagement activities to respond to the high rates of Covid in its wards. Face coverings, hand sanitiser and information were passed on to residents as well information regarding vaccines venues and Government guidelines around Covid. This proved to be a success as rates in targeted areas declined.</p> <p>Places of Worship Group Since the beginning of the Covid19 pandemic the Cohesion & Equality Team met with faith representatives from Calderdale Council of Mosques, Halifax Minster and the Archdeacons Office on a regular basis to support places of worship with guidance and opening of mosques and churches in line with government guidance as it developed.</p> <p>Faith community organisations and faith leaders were encouraged to work with the Council and health partners to respond to a wide range of public health issues, encourage take up of the Covid-19 vaccine and promote safety messages. Places of worship hosted vaccine centre and pop-up clinics including the Hopwood Lane Mosque in Halifax, and joint statements and programmes of encouragement were realised:</p> <p>People aged 50 and over, health and social care workers, and people in 'at risk' groups were invited to drop-in to get their first vaccination without the need to book an appointment at Hopwood Lane Mosque on 4 April 2021, 180 attended and received their first COVID-19 vaccination during the day.</p>

Objective	Progress
	<p>Dr Nadeem Akhtar, Clinical Director of Halifax Central Primary Care Network, which organised and ran the session, said:</p> <p><i>“This has been our most successful pop-up vaccination session so far and has really highlighted the benefit of using religious and community buildings to deliver the COVID-19 vaccination. I’d like to congratulate everyone involved, and I’d like to thank the committee at the Jamia Masjid Ahl-e-Hadith for allowing us this opportunity to host this clinic.</i></p> <p><i>“Today we’ve been able to vaccinate people who are aged 50 and over and a number of individuals working in high-risk professions who come into contact with members of the public on a daily basis. The more we vaccinate those who are out in our communities working with vulnerable people, the safer we make things for everyone.”</i></p> <p>Debs Harkins, Director of Public Health at Calderdale Council said:</p> <p><i>“It’s fantastic that so many people in the vaccine priority groups took up the opportunity to have their first jab at Hopwood Lane Mosque, including those most at risk due to their age, health conditions or job. Bringing vaccine clinics to the heart of our communities is a great step forward and testament to Calderdale’s partnership approach to tackling COVID-19. “The more people who get vaccinated, the more chance we have of beating the virus and getting more of our freedoms back. We know that living and working conditions locally mean that Calderdale often has higher COVID-19 rates than most other parts of the country, so it’s all the more important to take up the offer of the vaccine when invited. The approved vaccines are safe, effective and don’t contain meat derivatives or porcine products.</i></p> <p>The Homelessness Prevention Team at No 42 Market Street, Halifax The doors of number 42 opened in August 2021 to give our most vulnerable customers much needed face to face support as well as the telephone support and assessments being provided during the pandemic. The team shared an average caseload of 250 enquiries per week and worked hard to support all these clients. There have been many positive outcomes despite the challenges the customers and the team have faced over the year:</p>

Objective	Progress
	<p>The service supported a lady who presented extremely vulnerable following continual harassment from a malicious neighbour who had intimidated and threatened her, her family and other residents daily. The victimisation was so extreme and went on for so long that the case was eventually heard in court. The impact led the lady to suffer a mental breakdown to the extent that she was afraid to leave her home and had to stay with a friend as she no longer felt safe to remain there. A council officer was able to build a rapport and support her completing an application for housing and assist with accessing benefits which resulted in the lady successfully moving into a property close to her son and other family members.</p> <p>The team successfully supported an elderly couple who had no access to the internet or email to make an application for the EU resettlement Scheme. The EU resettlement scheme allows eligible people and families to protect their residence in the UK and become UK citizens. The team offered help and guidance throughout the whole process, completing applications, keeping in regular contact, providing emotional support and regular updates from the EU Resolution Centre. After several weeks the couple were invited to 42 to be presented with their documented proof of settled residency in the UK.</p> <p>Preventing Homelessness and Reducing Rough Sleeping</p> <p>The Calderdale Homelessness and Rough Sleeping Strategy 2021-2024 was approved in June 2021 with the strategic vision that over the next three years to end rough sleeping in Calderdale and continue to develop effective homelessness prevention and relief services. The strategic action plan supporting the strategy has been built upon the following three themes:</p> <ul style="list-style-type: none"> • Prevention of homelessness • Improving and expanding our interventions when people become homeless • Enhanced support to help people move on and recover from homelessness and rebuild their lives <p>A number of the services outlined in the strategy and action plan are funded by government grants that are awarded on an annual basis and some of which are subject to a competitive bidding process. 2021 funding has included a £404,846 Homelessness Prevention Grant which includes £16,438 to help those who have been forced into homelessness because of domestic abuse. The Council has used this funding to provide 25 self-contained flats and long-term homes to help prevent homelessness and reduce the numbers of rough sleepers in the borough.</p>

Objective	Progress
	<p>The Strategy and action plan also reflect the findings from the Burnt Bridges report. This report is a thematic review into the circumstances of the deaths of five men over a four-month period during the winter of 2018/19. The men all lived a street-based lifestyle in Halifax and three died in the same week. One of the key priorities in the strategy includes an action to: “Implement the recommendations of the Burnt Bridges Report”. Work has already begun to deliver this priority, including the opening of a new service - Craven Mount. This service builds on our work during the COVID-19 pandemic and provides accommodation and support for people with complex and multiple needs and who have street-based lives.</p> <p>Staying Well Staying Well works with individuals and communities to help people feel less lonely and isolated. Projects supported by the service during 2021-2022 have included:</p> <ul style="list-style-type: none"> The Befriending Service The Staying Well Telephone Befriending Service was set up during the first lockdown and has had a huge impact on how Staying Well supports people who are living with isolation and loneliness. The service which was sustained throughout 2021-22 included growing volunteers as well as offering a package of community training and awareness sessions to increase knowledge of health issues such as anxiety, stammering and dementia and developing skills around active listening. <p>In 2021 a total of 338 people were referred to the service. The service now has 102 volunteers on its books and 171 clients registered with the service with 109 matched to volunteers and the remaining supported by Staying Well staff.</p> <p>One user stated: <i>Staying Well has had a positive impact on me especially during lockdown, as I was shielding and found this a very lonely and frightening time. I always look forward to my befriender ringing me and I feel like she is always there to listen to me whatever mood I'm in. Sometimes you just need somebody talk to other than your family. I would recommend staying well to anyone.</i></p>

Objective	Progress
	<ul style="list-style-type: none"> • Community events – Head, Shoulders, Knees and Toes Staying Well has now resumed the delivery of community health education events. There have been 4 events run with partners and community groups to bring messages about health and wellbeing to community groups. These have focused on mental health, men’s health, getting active and getting social. • Community Funding North Halifax Partnership has used their Staying Well teams to deliver a range of micro commissioning budgets. This has supported some community groups with COVID recovery and has included food poverty support, social groups and wellness activities. Funded groups have been supported to address sustainability plans and barriers to community involvement. <p>Neighbourhood Teams 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. • Vibrant and impactful local stakeholder partnerships focused on tackling Covid challenges in locally appropriate ways. • Working with community groups to support them to deliver activities in new and safe ways.
3. Economic inequalities are addressed in partnership with other organisations	<p>Change Internship Programme 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</p>

Objective	Progress
<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 narrowing economic inequalities which have a huge impact on life chances and opportunities</p>	<p>employability training which is structured and includes clarity on the Councils 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 placement within their chosen department (suited to their skills), the intern becomes a paid Intern and Council Employee and gains access to further training, personal development and internal vacancy opportunities.</p> <p>20 people put themselves forward for the programme just before the lockdown in 2020 but due to the lockdown the programme did not take place, however, Interns on the previous programme continued to be supported by phone as well as regular e-mail contact. Two of the 2nd years intake have now moved into permanent employment and one is in the process of setting up her own business. Of the 20, eight are now on their paid Internship within CMBC, two have started their 4 Week placement and three gained employment external to the Council.</p> <p>Case Study (A) A was referred to the CHANGE Internship programme. During her 10 week training she shared that she was very keen to get into Catering. The catering course at Calderdale College was discussed and she was supported with her application resulting in her successfully gaining a place on the course. She was able to also continue with the training and gained a placement within a café as this was a requirement for her catering course. In 2021 she discussed she wanted to set up her own business, she will be based in the Halifax town centre and planning to open in the Summer.</p> <p>ISCAL 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, Works Better, 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>

Objective	Progress
	<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 work on time, building confidence in communication, support with CV building, interview preparation, application forms and job searches etc.</p> <p>ISCAL was significantly affected by the impact of COVID with the factory doors closing on 18th March 2020, all shop floor workers furloughed and volunteers put on hold. However during the pandemic the team were able to give some thought to how they could be more creative in what is offered and to think about new products. Despite COVID partners and networks have remained loyal.</p> <p>ISCAL has now secured work with a local business in Mytholmroyd who couldn't keep up with the demand of a product they required for a process - as it was a labour-intensive process ISCAL saw this as an opportunity to be able to provide new skills to the employees and volunteers. ISCAL managed to re-open in July 2021, previously staff had been working in bubbles up until April 4th following national and local government guidelines. When the pandemic hit, the hospitality industry and airline industry were severely affected which in turn meant businesses no longer had requirements for the coasters ISCAL manufactured, however, since the lift of all COVID restrictions a slight growth in orders has been seen, at the moment mainly from the airline industry.</p> <p>ISCAL Open Days are to be hosted throughout the year to allow those seeking employment to understand the benefits of volunteering at ISCAL and the support and guidance they will receive which will help them to gain employment, support includes on the job training, CV writing, filling in application forms, interview practice, reviews and signposting to other agencies where required.</p> <p>Inspire Inspire, is a pre-employment programme that aims to help participants remove barriers to work and move forward towards employment. The delivery partners include Halifax Opportunities Trust, Newground, Disability Support Calderdale (DSC) and Noah's Ark. DSC and Noah's Ark are specialist partners on the programme offering specialist sessions and training to participants.</p>

Objective	Progress
	<p>Additionally, the programme aims to help local businesses understand the value and opportunities of employing people who have multiple barriers and to allow the business to develop a workforce which better reflects its local communities. The scheme (ending in Dec 2022) is delivered across Calderdale and Wakefield with the programme in each area being managed by the relevant Local Authority.</p> <p>Calderdale is supporting individuals furthest from the jobs market into employability training, volunteering and eventually into sustainable employment. Along with Calderdale Council; Newground and HOTs are delivering in-depth support and the Council is connecting local employers who wish to offer work experience, placements and work options. Staff are currently working with 509 customers with referrals increasing and participants becoming fully registered on the programme on a daily basis.</p> <p>Key activities for the Inspire programme are as follows:</p> <ul style="list-style-type: none"> • Helping clients with any initial barriers prior to moving towards employment • Understanding and supporting with any barriers the client may have that is preventing them from accessing work – housing, financial. • Understand their goals, and ensuring they have a marketable and compelling CV. • Helping to access work experience or volunteering opportunities • Supporting 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 • Partners hosting group and individual sessions to help participants with any barriers such as disability support, budgeting, counselling to enable them to move forward into job search. • In work support. <p>The programme has currently registered 535 participants, 435 of these clients classed as Unemployed, 100 as Inactive. 122 of these participants have entered employment with 32 still in employment after 6 months.</p> <p>Employment Hub 2 The Employment Hub 2 in Calderdale provides a unique and tailored service to people aged 16 plus who are looking for employment, apprenticeships or training opportunities. It also aims to work with local businesses</p>

Objective	Progress
	<p>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 is an extension of the European Social Fund (ESF) funded Employment Hub which concluded in December 2021. Employment Hub 2, which will run until March 2023, is funded by the West Yorkshire Combined Authority through their Gainshare Fund and has been invested in employment and skills as a response to the impact Covid 19 has had on the economy.</p> <p>Employment Hub 2 Calderdale has a highly skilled team of guidance workers who work with the customers to ensure they have the support they need to achieve their career aspirations. Key activities for the Employment Hub are 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 • 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. • Hosting live and virtual events to help young people understand what options are available to them. <p>Targets for EH 2 are to engage with 466 customers, converting 373 into positive outcomes which are into work, into training or improving labour market status.</p>
<p>4. The heritage and diversity of Calderdale is celebrated and good relations are fostered between people of different backgrounds</p>	<p>Sign Language Service - bringing communities together through engagement and activities</p> <p>The Sign Language service continues to support deaf people with their specific needs when requested by them, bringing communities together in shared activities. Although Covid has restricted such contact the service has continued to connect with people and support the mental wellness of some deaf clients building strong links with organisations such as CAB, Disability Partnership, internal Council services and Primary Care services. Should a deaf person feel low in their mood the team offers 1:1 support for them to 'chat' in BSL.</p>

Objective	Progress
<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>Stammering Awareness Sessions</p> <p>A number of Stammering Awareness sessions were delivered to colleagues at the Council and North Halifax Partnership between April 2021 to March 22. The sessions were a short informal 45 minute presentation to raise awareness on what stammering is, equip people with the transferable behavioural and listening skills to effectively enhance communication and learn factual information on the prevalence and support of stammering in the UK. A collaboration video with the Chief Executive created a short publicity video raising the awareness of stammering on International Stammering Awareness Day 2021</p> <p>Calderdale Council joins anti-racism movement</p> <p>Calderdale Council was one of nearly 500 organisations to join the Root Out Racism movement launched by West Yorkshire and Harrogate Health and Care Partnership (WY&H HCP) and the West Yorkshire Violence Reduction Unit (VRU) in 2021.</p> <p>Kindness and togetherness are just some of the things that make Calderdale special. Since launching the Vision2024 for Calderdale, the Council has stepped up its work to tackle inequality. The Vision aims to realise the potential to make the borough's five key qualities (enterprising, talented, kind, resilient and distinctive) mean something for all communities, regardless of who they are. To emphasise its commitment to equality, diversity, inclusion and the regional anti-racism movement, the Council announced on Friday 20 August 2021 that it would launch a new mentoring scheme for its staff, to share the perspectives and challenges of diverse individuals and to hear from often unheard voices.</p> <p>Anne Lister, Shibden Hall and Bankfield Museum</p> <p>Shibden Hall is now very well known as the home of Anne Lister who is the main character of the BBC series Gentleman Jack. The second series filming went ahead during lockdown and beyond and is aired on Sunday evenings. In early April Anne Lister's birthday was celebrated with a week of activities across Calderdale involving many organisations and businesses. Over 500 American visitors came over for this providing a welcome boost to the local economy. It was also particularly well attended by members of the LGBTQ community. A virtual tour of Shibden Hall is now available online via the council website that allows everyone to access the whole of the public areas of the Hall providing access to those who not otherwise be able to</p>

Objective	Progress
	<p>get around the building. This was made possible thanks to a grant from the Arts Council during lockdown. There are also online versions of many other exhibitions past and present.</p> <p>Bankfield Museum ran a number of exhibitions in conjunctions with Shibden Hall including “Shibden 600” looking at more than six hundred years of history of the Hall. “Costume in Anne Lister’s Time” looks at the changing fashion running up to the 1830s that Anne lived through and experienced. Included are many items from the museums collection as well as items loaned from around the country.</p> <p>Womens International Day – 9th March 2022 Halifax Central Initiative held an extremely successful International Women’s Day Suffragette walk and talk supported by a local historian. The event was attended by women from across Calderdale, feedback received was really positive.</p> <p>Community Iftari In April 2021 Halifax Central Initiative hosted an on-line Community Iftari event, this gave staff, partners and members of the community a chance to learn more about Ramadan and how they can better support colleagues and members of the Muslim community during the annual observance of Ramadan.</p> <p>Interfaith Week 14 – 21 November 2021 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>Calderdale Interfaith activities held during the week included:</p> <ul style="list-style-type: none"> • The Remembrance Day Service - A wreath was laid by a representative of the Calderdale Interfaith and a statement was read followed by prayers delivered by faith representatives. The programme included poetry, readings and dance with contributions from the Minster Choir and the Annapurna Dance Company. ▪ A meeting for Clergy and Imams which took place at Markazi Jamia Masjid, Rhodes Street, Halifax

Objective	Progress
	<ul style="list-style-type: none"> ▪ An Inter Faith Dialogue 'Faith Action on the Climate Crisis' which took place with the aim of providing an opportunity for delegates to share knowledge, actions and encouragement and network. People of all faiths and beliefs attended this event. The event was held at the Blackley Centre and was facilitated by the Centre Director for Inter Faith Relations. ▪ Calderdale Interfaith Annual Event which took place at The Halifax Academy. The evening comprised of agencies sharing the work they have been involved with supporting local communities during the Covid19 pandemic. Contributors included Halifax Academy pupils, Halifax Community Fridge, Halifax Opportunities Trust, Hospital Chaplaincy Service, Community Foundation for Calderdale and others. People were asked to share photos of those who have passed away in the previous 18 month with the aim of creating a Memorial Wall /Collage at the Halifax Academy for the Annual Celebration ▪ Calderdale Women's Interfaith arranged for a visit to the Jewish synagogue and Hindu temple in Bradford. <p>Holocaust Memorial Day: January 2021 The theme for 2021: Be the light in darkness was hosted virtually by Calderdale Interfaith, The Holocaust Survivors Friendship Association and Calderdale College. The commemoration was opened by the Mayor Of Calderdale Councillor Dot Foster followed by Trude Silman sharing her testimony as a survivor of the Holocaust . A speech by Hilary Barber Vice Chair for Calderdale Interfaith followed the chant of the 'El Male Rachamim' by Rudi Leavor who sadly passed away this year. The commemoration closed with a peace prayer delivered by faith representatives.</p> <p>Flying the flag for IDAHO Day In May 2021 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>

Objective	Progress
	<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 2021 to March 2022, 14 ceremonies were held and 117 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 within the Council's workforce when compared to the working age population of Calderdale, including disabled people and minority ethnic communities.</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. Some key areas of focus are also identified below:</p> <p>Recruitment training 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 recruitment training includes content on unconscious bias and ways to recognise and challenge bias when identified. The mandatory equality and diversity sessions now includes additional sections on workforce profile compared to local communities, addressing under representation 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 across the organisation to become part of the diverse 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>Plain English in Role Profiles The Council's recruitment and resourcing team continues to advocate for the use of plain English when writing role profiles and offers recruiting managers support if needed to develop role profiles.</p>

Objective	Progress
	<p>BAME underrepresentation in senior posts Addressing the under representation of Black, Asian, Minority Ethnic (BAME) employees in the top 5% of earners remains a key objective for the Council. Recruitment and Resourcing work collaboratively with the Council's BAME Staff Network and Workforce Development on recruitment actions. A key action is for example, providing appropriate development opportunities for aspiring managers at the Council.</p> <p>Disability Confident Employer Status The Council continues to support staff with disabilities and staff who require support with managing the impact of a long-term condition. Support is delivered through partnership working between HR, occupational health, line managers and the member(s) of staff themselves. Engaging with its Disability Staff Network the Council continues to review how it is meeting its Disability Confident commitment and explores ways it can go above and beyond in embedding its themes and core actions.</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 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 The Mindful Employer scheme was originally launched in October 2004 by Workways, a vocational rehabilitation service offered by the Devon Partnership NHS Trust. The aim of the initiative is to provide employers with easier access to information and support for employees with mental health conditions. Throughout the pandemic, the Council continued to raise awareness of mental health conditions and promote resources and support available to staff.</p> <p>Stonewall Diversity Champions Calderdale Council continues to be a member of the Stonewall Diversity Champions initiative a programme run by Stonewall (a leading lesbian, gay, bisexual and transgender (LGBT) rights charity in the United</p>

Objective	Progress
	<p>Kingdom) to provide a good practice forum for employers committed to sexual orientation diversity and inclusion. Through this membership the Council has been able to access resources to support staff and raise awareness of LGBT issues.</p> <p>Inclusive Employers Standardisation Calderdale Council is a member of Inclusive Employers and along with a small group of Inclusive Employers member organisations agreed to participate in a pilot of the National Inclusion Standard early in 2018 and through this was awarded a pioneer organisation status. Participating organisations demonstrate their work in six areas of inclusion and diversity to achieve one of three tiered status levels - bronze, silver or gold status. The standardisation reviews equality, diversity and inclusive practice right across the organisation and gives the Council a firm foundation to focus and extend the work around diversity and inclusion.</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 Diversity Jobsite, targeting underrepresented groups.</p> <p>Career development The Council's Workforce Development Team has reviewed how it provides career development for employees throughout the employee lifecycle and continues to work collaboratively with Calderdale College to provide a range of apprenticeships for staff. Apprenticeships offer new and existing employee's opportunities to gain accredited learning at different levels through work-based learning.</p>
6. Equality is promoted in partnerships, procurement and when commissioning our services.	<p>Halifax Leisure Centre Development From the initial stakeholder and public engagement meetings and consultations, 'disability' representation from various partners and third sector groups contributed to discussions regarding accessibility and equality requirements for the leisure centre. In December 2021, an accessibility consultation review and report for the Stage 4 designs of the New Halifax Leisure Centre was completed by an Independent Consultant (Disability).</p>

Objective	Progress
<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>The recommendations relating to the building and landscaping will be addressed by the Professional Design Team and the Sports Service management team will address the areas which relate to the operation of the site once open.</p> <p>Programme Re-location</p> <p>During Covid-19 restrictions, the structural deterioration of Halifax Swimming Pool resulted in the permanent closure of the leisure facility. This and the closure of North Bridge Leisure Centre in March 2022 in preparation for the new Halifax Leisure Centre development commencing had an impact on the delivery of disability sport programmes coordinated by both Sports Services and voluntary sports specific clubs. To ensure session continuation, facility visits were carried out with voluntary sector partners and arrangements for the re-location of 'water based' and 'indoor sport' programmes were identified. Parents and carers of children and young people attending the sessions were contacted to ensure that the new venues and timings of the sessions were appropriate for their child/children. Programmes previously based at Halifax Pool and North Bridge have all been re-located within other sports facilities.</p> <p>SEND Swimming Lessons</p> <p>In addition to the weekly SEND swimming lessons at Brighouse Pool, programmed swimming lessons for children transferred to Sowerby Bridge Pool & Fitness Centre following the closure of Halifax Pool with plans in place to run children's lessons at Todmorden Sports Centre resulting in provision across all sites. To ensure full inclusion and progression of all participants, the Alpha Step Awards has been introduced across all SEND swimming lessons in addition to the Calderdale mainstream and ASA (Amateur Swimming Association) programmes.</p> <p>The Alpha Step Awards is designed to build confidence in those who may need additional support during their swimming lessons, particularly relevant for SEND children and young people. The 3 levels of the Alpha Step Awards reward the development in the early stages of basic water skills and confidence gained through these Awards which enables a smooth transition to Learn to Swim Stage 1 Award of the Swim England Learn to Swim Framework.</p> <p>SEND Healthy Holidays Provision</p> <p>In addition to the regular disability sports programmes, the disability sports development team delivered a</p>

Objective	Progress
	<p>three day specialist programme in the Christmas school holidays based at Highbury Primary School. The specialist sessions provided a varied programme of disability specific and adapted mainstream sport and leisure activities inclusive for all children and young people along with a 'healthy food goody bag' for each participant.</p> <p>Registration of Accessible Facilities 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. Brighthouse, 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>International Mixed Ability Sports (MAS) Mixed Ability Rackettball Programme Calderdale Disability Sports recognises that there will always be a need for generic disability sports sessions and programmes. Following participation in such sessions, young people gain an interest in sports specific coaching practices within sports club settings. Joint working with IMAS has continued to establish regular and sustainable activities, grow club membership and opportunities for social interaction.</p> <p>The partnership with IMAS has supported mainstream clubs to establish 'mixed ability' teams within their club operating programme. 'Mixed Ability' teams are not disability teams, players are not classified by physical or intellectual barriers. It is a mainstream sport which can be adapted through the inclusion of individuals within the same team who have no additional needs. Calderdale currently has three mixed ability squads, Halifax Magpies, Rugby Union Team, Halifax Squash & Racketball and Athletics. In June 2022, Halifax Magpies will compete in the Mixed Ability Rugby World Cup, taking place in Ireland</p> <p>Parent Support Parent Liaison Officer PACE The Calderdale Parent Liaison Officer (PLO) service is delivered by PACE and has been established since 2017 jointly funded by Calderdale Council and the Ministry of Justice (via the West Yorkshire Combined Authority), with the Calderdale CCG also contributing in 2022/23. The independent PLO, co-located in Calderdale's Child Exploitation Hub, supports parents and carers to build and maintain mutually respectful</p>

Objective		Progress
		<p>relationships between statutory agencies and families in order to maximise the ability of all parties to safeguard a child / young person who is at risk of, or being, sexually and criminally exploited and increase resilience with the whole family. The service includes direct support, community work, training talks/and awareness raising as well as gathering information to support prosecutions and bring perpetrators to justice.</p> <p>The new contract includes an element of support for historical cases and where agreed related support for parents identified. This service has continued to operate in 2022/23, with discussion being led by the West Yorkshire Combined Authority to develop a West Yorkshire wide Service. The provision is an important part of the approach to safeguard vulnerable children and young people in Calderdale.</p>