



**HARTLEPOOL**  
**BOROUGH COUNCIL**

# 2021/22

# Equality Report



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## Background

As a Council, we are committed to challenging discrimination and promoting equality of opportunity in all aspects of our work. Our approach to Equality Diversity and Inclusion outlines our commitment as an employer, as a service provider, and as a community leader. We aim to focus on people who access our services by looking at their whole identity and recognising and valuing that each individual resident, visitor, partner, service provider, service user and employee is unique. The Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs.

We are clear that EDI should influence how we act as an employer; how we develop, evaluate and review our policies; how we design, deliver and evaluate services, and how we commission and procure from others. Equality Impact Assessments form an integral part of our decision making process and reports to Council and all Council Committees must demonstrate how EDI has been considered in the proposals being brought forward so that Elected Members can make informed decisions. Procurement and commissioning activities also require consideration of EDI as a matter of routine.

As a Council we take all complaints seriously and they are responded to following the Council's agreed Corporate Complaints, Comments and Compliments Procedure. The outcome of complaint investigations and lessons learned from complaints are actioned and monitored. Any complaints relating to equality characteristics are considered by senior managers.

We are also keen to understand the views of our local community and to involve them in shaping our services through our consultation and engagement activities. We recognise that some people may have difficulties accessing traditional consultations and we endeavour to be as open and inclusive as possible. Where individuals face barriers to being involved we are keen to work with them to identify alternative methods for engagement or provide additional support to enable them to be involved e.g. sign language interpreters or easy read formats of documents.

The information collected through consultation helps to inform the Council when it is thinking about things like changing services, checking on how well services are performing and deciding what should be the Council's priorities in the future. People can access consultations through the Council's Your Say, Our Future site.

## Hartlepool Population Fact File

Data from the 2021 Census, Office of National Statistics (ONS)

**Total Population = 92,334**

Population aged 16+ = 74,681

Households = 40,930

Persons per square kilometre = 986

### **Sex:**

Percentage of the population who are male = 48.4%

Percentage of the population who are female = 51.6%

### **Age:**

14 and under = 17.9%

15 – 24 = 11.1%

25 – 34 = 12.3%

35 – 44 = 11.4%

45 – 54 = 13.0%

55 – 64 = 14.5%

65 – 74 = 11.2%

75 and over = 8.6%

**Ethnicity:**

Asian, Asian British or Asian Welsh = 1.7%

Black, Black British, Black Welsh, Caribbean or African = 0.5%

Mixed or Multiple ethnic groups = 0.7%

White = 96.5%

Other ethnic group = 0.6%

**Country of Birth:**

England = 94.7%

Scotland = 0.9%

Poland = 0.6%

Germany = 0.3%

Other Middle East = 0.3%

Wales = 0.3%

India = 0.2%

Northern Ireland = 0.2%

Other EU Countries = 0.2%

South Africa = 0.2%

**Religion:**

Christian = 52.5%

Buddhist = 0.2%

Hindu = 0.2%

Jewish = 0.0%

Muslim = 1.3%

Sikh = 0.2%

Other religion = 0.3%

No religion = 40.1%

Not stated = 5.2%

**Disability:**

Long-term health problem of disability where day-to-day activities are limited a lot = 11.3%

Long-term health problem of disability where day-to-day activities are limited a little = 11.5%

Day-to-day activities not limited = 77.1%

**Gender:**

Gender identity the same as sex registered at birth = 94.5%

Gender identity different from sex registered at birth = 0.4%

Not answered = 5.1%

**Sexual Orientation:**

Straight or Heterosexual = 91.1%

Lesbian, Gay, Bisexual or Other Sexual Orientation = 2.8%

Not answered = 6.1%

## Update on the Council's Equality Objectives 2021/22 – 2023/24

Since our first equality objectives were published in April 2012 we have based them on the strategic objectives set out in our Council Plan. By doing this we demonstrate that EDI is a core part of what we do as an organisation and not an add on activity. The Council's vision is set out in our Council Plan 2021/22-2023/24 and our equality objectives are:

Hartlepool will be a place...

...where people are enabled to live healthy, independent and prosperous lives;

...where those who are vulnerable will be safe and protected from harm;

...of resilient and resourceful communities with opportunities for all;

...that is sustainable, clean, safe and green;

...that has an inclusive and growing economy;

...with a Council that is ambitious, fit for purpose and reflects the diversity of its community.



## Progress made in 2021/22

Hartlepool will be a place where people are enabled to live healthy, independent and prosperous lives.

- Holiday Activities and Food Programme delivered by over 30 local providers has supported over 3,000 children during the summer, Christmas and Easter holidays. Future funding for the programme has now been agreed until 2025.
- 100% of children's homes operated by the Council are rated good or outstanding by Ofsted for overall experiences and progress of children and young people.
- New accessible, all-age cycling track completed at Summerhill following a £250k investment from Sport England.
- New carers directed to Hartlepool Carers for a good conversation, a light touch assessment and access to community led support.
- Covid-19 related advice, guidance and financial support to care homes and providers of home care.
- Digital Inclusion Team established to support the most vulnerable and isolated in our communities to access key services and opportunities.
- £490k of Tees Valley Mental Health Resilience funding and Public Health England funding has supported 20 small local projects aimed at improving mental health and wellbeing.
- Ageing Well Funding secured to assist older people to improve their physical, mental and emotional well-being.
- National funding secured for the development of 4 new changing places facilities, which will significantly improve accessibility for people with disabilities.



Hartlepool will be a place where those who are vulnerable will be safe and protected from harm.

- Multi Agency Child Exploitation Hub established to prevent and reduce risk to those children and young people at risk of exploitation and harm outside of their families
- The Community Support Team is piloting a new way of delivering care and support services to vulnerable children in the Victoria Ward.
- Campaign to promote the Shared Lives model as an alternative to residential care for adults with learning disabilities, mental health problems or other needs that make it harder for them to live on their own.
- Domestic Abuse Local Partnership Board strengthened to include representation of those with lived experience of domestic abuse and organisations representing groups with protected characteristics. Needs Assessment and Strategy prepared and approved for implementation.
- £200k of Community Pot allocated to Voluntary and Community Sector organisations delivering projects around financial advice and support, digital inclusion, supported housing and counselling as well as the Community Led Inclusion Partnership (CLIP).
- During 2021/22 Hartlepool Borough Council has supported 430 individuals or households homeless or at risk of homeless.
- 97.8% of adult social care providers in the Borough are rated as 'Good' or 'Outstanding' by the Care Quality Commission (CQC).

Hartlepool will be a place of resilient and resourceful communities with opportunities for all.

- Significant improvement in the number of care leavers who are in higher education.
- In total 99% of Year 11 students and 95% of Year 12 students received an 'offer of learning' for the following year of their studies otherwise known as the September Guarantee. Both are above the regional and national average.
- Since 2016, Hartlepool Borough Council has supported the safe arrival and resettlement of 57 families of whom 52 remain in the town, indicating that they are settled in their local communities.
- The Hartlepool Education Hub supporting asylum seeking and refugee families is a Home Office area of 'Good Practice'.
- Since March 2022, Hartlepool Borough Council has assisted 150 Ukrainian nationals which includes 46 children fleeing war to find hosts, accommodation and support in Hartlepool.
- Hartlepool Borough Council Youth Services provides a range of open access, targeted and specialist youth provision for young people aged 13-19, this includes targeted groups to with a focus on social justice, participation - including an elected Member of Youth Parliament, emotional wellbeing, LGBTQ+ and Special Educational Needs.
- Hartlepool Borough Council achieved 98% take up of the two year old nursery entitlement which is the highest in the north east region and second highest nationally.
- 6,000 young people have completed Tees Valley Pathways and Routeways via the Council led Youth Employment Initiative
- First contact point for adult social care is now located within the Central Community Hub along with the Occupational Therapy demonstration suite and a weekly programme of events is developing to meet local needs.
- A new community based approach to support people with mental health needs is being piloted at Central Hub as part of the NHS community transformation programme.
- Centre for Independent Living (CIL) and Waverley Terrace Allotment have been reassessed and have retained their National Autism Society (NAS) Accreditation.

Hartlepool will be a place that is sustainable, clean, safe and green.

No update.

Hartlepool will be a place that has an inclusive and growing economy.

- Youth Voice Group established to get young people involved in regeneration plans.

Hartlepool will be a place with a Council that is ambitious, fit for purpose and reflects the diversity of its community.

- Disability Confident Committed status maintained.
- Audit & Governance Committee investigation into the accessibility of Council Services for those with disabilities or long-term conditions underway.

**For further information about this report  
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