

2022/23

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 (EDI) 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 Mid-Year Population Estimates, England and Wales, June 2022
produced by the Office for National Statistics (ONS)

Total Population = 93,861

Population aged 16+ = 76,081

Households = 40,930

Sex:

Percentage of the total population who are male = 48.6%

Percentage of the total population who are female = 51.4%

Percentage of population aged 16+ who are male = 47.9%

Percentage of population aged 16+ who are female = 52.1%

Age:

Total population broken down by age bracket (percentage)	Male only population broken down by age bracket (percentage)	Female only population broken down by age bracket (percentage)
15 and under = 18.9%	15 and under = 20.1%	15 and under = 17.9%
16 – 24 = 10.1%	16 – 24 = 10.4%	16 – 24 = 9.8%
25 – 34 = 12.3%	25 – 34 = 12.1%	25 – 34 = 12.5%
35 – 44 = 11.8%	35 – 44 = 11.5%	35 – 44 = 12.0%
45 – 54 = 12.3%	45 – 54 = 12.3%	45 – 54 = 12.3%
55 – 64 = 14.6%	55 – 64 = 14.7%	55 – 64 = 14.6%
65 – 74 = 11.0%	65 – 74 = 11.1%	65 – 74 = 10.9%
75 - 84 = 6.5%	75 - 84 = 6.0%	75 - 84 = 6.9%
85 and over = 2.5%	85 and over = 1.9%	85 and over = 3.1%

Data from the Census 2021, produced by the Office for National Statistics (ONS)

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%

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 answered = 5.1%

Disability:

Long-term health problem of disability where day-to-day activities are limited a lot = 11.4%

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%

Gay or Lesbian = 1.5%

Bisexual = 1.1%

Other Sexual Orientation = 0.2%

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 2022/23

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

- Holiday Activity and Food Programme – 42 providers, 743 sessions delivered with over 17,225 attendances from children across the Easter, Summer and Christmas holiday programmes.
- The new cycle track at Summerhill was officially opened in October 2022 and has been well used by schools and cycling groups as well as individuals. It has been designed to provide accessible, traffic-free community cycling facilities and opportunities for people of all ages and cycling abilities. The “free-form” tarmac track is fenced and floodlit and built on gently sloping terrain incorporating varying elevations and degrees of cornering difficulty. The track provides access to cycling opportunities to the public including access to inclusive bikes.
- The Council was awarded funding to create additional changing places toilets that are accessible by people with complex physical disabilities. Following consultation with people who use services (supported by the Community Led Inclusion Partnership) plans are being developed to provide facilities at a number of locations including Seaton Carew and the Central Hub.
- A new care home for older people with nursing and residential care needs opened in July 2022. Merlin Manor will support up to 94 residents creating increased capacity and choice in the Borough.
- Ageing Well Funding has been secured to assist older people to improve their physical, mental and emotional well-being.
- The Hartlepool joint Sensory Support Plan was launched ensuring that people will benefit from a more co-ordinated and efficient response in the event of needing assistance in relation to sensory loss or impairment.

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

- Hartlepool Local Area Partnership arrangements for children and young people with Special Educational Needs and/or disabilities (SEND) received the highest graded judgement from Ofsted and CQC.
- Adult Social Care Practice Month was completed in October 2022 with 12 auditors reviewing 65 case files, completing 17 direct observations and receiving feedback from 19 people. Early analysis of the feedback shows that practice is proportionate, person centred and strengths based with staff focused on prevention and independence and taking user and carer views into account.
- Multi Agency Child Exploitation Hub - The contextual safeguarding hub continues to be effective in responding to the needs of children at risk of harm from exploitation. A recent audit highlighted best practice in the team and strengths of the new arrangements. Officers are currently working with the Department for Education to pilot an alternative process to the child protection conference when children are at risk of harm outside the home.
- The Council has worked with the Department for Education to identify a location and premises for a temporary school whilst the Free School is built in order to ensure that we can meet the needs of Social, Emotional and Mental Health (SEMH) children within Hartlepool.
- The Council undertook a range of activities during National Safeguarding Adults Week in 2022 including safeguarding awareness sessions with members of the deaf community and supporting the Trading Standards team to raise awareness of scams and doorstep crime.

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

- £200k secured from the Libraries Improvement Fund for improvements to the Seaton Carew Library.
- £88k of Esmee Fairbairn Collections Fund secured to deliver the 'Stories of the Sea' project working with underrepresented groups in the community.
- 191 young people from Hartlepool supported through the Tees Valley Pathways and Routeways Youth Employment Initiative (YEI) programme.
- £1.27m of Youth Investment Fund secured to refurbish the Rossmere Youth Centre.
- £1.6m of funding was secured from Tees Valley Combined Authority for the Council's Jobs & Skills Service to manage a Tees Valley wide Multiply programme over the next two years. The community based programme targets the most economically inactive people in Hartlepool to improve their numeracy skills.
- The Council implemented the Hartlepool Warm Hub scheme with 18 venues registered across the borough, including Council buildings, churches, and a range of voluntary and community groups. Supporting residents during the cost of living crisis with those accessing the scheme including key priority groups such as the elderly.

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

- Works to re-establish the second platform at Hartlepool Railway Station began and this scheme will provide lift access between the two platforms ensuring accessibility for disabled users.
- Phase 1 of the Waterfront Connectivity project started which will improve access between Seaton and the Marina.

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

- Preparations for the visit of the Tall Ships Races in July 2023 included a focus on providing opportunities for local young people and ensuring that the event is accessible by engaging with Hartlepool Community Led Inclusion Partnership for advice on the design of the site.

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

- New Equality, Diversity and Inclusion Policy adopted by the Council.
- Staff Equality Network launched.
- Equality, Diversity and Inclusion training delivered by Orangebox.
- Disability Confident Leader status achieved.
- Audit & Governance Committee investigation into the accessibility of Council Services for those with disabilities or long-term conditions.
- Employees now have access to an Employee Benefits platform called Vivup and as part of this contract, employees have access to an independent Employee Assistance Programme with a 24/7 helpline, accessible 365 days per year. This also gives employees access to telephone Counselling support.
- The Council was assessed by the Trade Union Council (TUC) North East Better Health at Work Award in December 2022 and was successful in retaining its Maintaining Excellence and Ambassador status, which is the highest quality standard available. The assessment recognised that the Council has in place a strong strategic framework for the health and wellbeing of its employees which is led by the Managing Director. The Health Advocate Network is fully active and the Council have an agreed Health and Wellbeing Programme for 2023 which includes a strong focus on campaigns that support our equality, diversity and inclusion agenda.
- The Council agreed a new Menopause Policy which aims to ensure that employees know and understand the help and support available to them if they are experiencing symptoms which they feel may be linked to the perimenopause or menopause.
- Consultation and engagement activity during 2022/23 included:
 - Young people in Victoria Ward – Your Thoughts
 - Contraception After You've had a Baby: Tell Us Your Experiences
 - Children's Centres Annual Survey
 - Early Years Strategy

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**HARTLEPOOL
BOROUGH COUNCIL**