

## **Copeland Borough Council Equality Scheme and Objectives**

**EXECUTIVE MEMBER:** Cllr J Bowman

**LEAD OFFICER:** Penny Mell, Head of Policy & Transformation

**REPORT AUTHOR:** Alison Walton, Equalities Officer

### **WHAT BENEFITS WILL THESE PROPOSALS BRING TO COPELAND RESIDENTS**

Adoption of the Equality Scheme and objectives will demonstrate to the residents of Copeland that the Council is making progress in mainstreaming equality priorities identified by linking the equality objectives to the Council plan delivery.

### **WHY HAS THIS REPORT COME TO THE EXECUTIVE?**

**(E.g. Key Decision, Policy recommendation for Full Council, at request of Council, etc.)**

This report supports the adoption of the Equality Scheme and objectives for 2012/14.

### **RECOMMENDATION:**

It is recommended that the Executive adopts the Equality Scheme for 2012/14 and agrees the Equality objectives detailed within the Scheme.

## **1. INTRODUCTION**

- 1.1 This report supports the adoption of the Council's Equality Scheme which incorporates the Council's Equality Objectives in accordance with the Public Sector Equality Duty.
- 1.2 A consultation process for the Draft Equality Scheme has been conducted with partners, stakeholders and the public.
- 1.3 The Council's Equality Objectives have been formulated using the themes from the Local Government Equality Framework and are aligned to the Council's Corporate Plan. Under each Equality Objective there are a clear set of actions, which, when delivered will help to progress the Council's commitment to equality and diversity within Copeland. The intention behind the Scheme, the action plan and other developments in regard to equalities and diversity within the Council over the past year, is to ensure that equality and diversity policy and practice is embedded fully within the organisation.

## **2. PROGRESS AGAINST COUNCIL PLAN**

- 2.1 The Equality Objectives are linked to the goals set out within the Council Plan and the Equality Framework for Local Government. In order to progress the Council's work in accordance with the Public Sector Equality Duty, an action plan has been developed. This is set out within the Equality Scheme which is attached at Appendix A.
- 2.2 Responsible Officers have been identified for each action and these officers will routinely report progress in accordance with the Council's Performance Management Framework.
- 2.3 Delivery of the action plan will be monitored throughout the year. This will include regular reports to Corporate Leadership Team and the Executive. OSC will also receive bimonthly reports.

## **3. CONCLUSIONS**

- 3.1 Adoption of the Equality Scheme and Objective's will demonstrate the Council's commitment to comply with the Public Sector Equality Duty and the Equality Act 2010 by giving due regard to the need to:
  - Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
  - Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
  - Foster good relations between people who share a relevant protected characteristic and those who do not share it.
- 3.2 It will act as a common thread between the Council Plan and Copeland Partnership Plan and delivery of the Key Projects will further demonstrate how Copeland Borough Council is committed to embedding Equality across all areas of service delivery.

## **4. STATUTORY OFFICER COMMENTS**

- 4.1 The Monitoring Officer's comments are: None
- 4.2 The Section 151 Officer's comments are: The author of the report has provided assurance that the policies and plans are contained within the current council revenue funding and therefore no requests for additional funds arise from this report.

4.3 EIA Comments: Adoption of the Equality Scheme and Objectives will ensure compliance with the Public Sector Equality Duty.

4.4 Other consultee comments, if any: No comments received.

**5. HOW WILL THE PROPOSALS BE PROJECT MANAGED AND HOW ARE THE RISKS GOING TO BE MANAGED?**

5.1 Project progress and risk management will be monitored using Covalent, and will be routinely reported.

**6. WHAT MEASURABLE OUTCOMES OR OUTPUTS WILL ARISE FROM THIS REPORT?**

6.1 This report provides information about the Council's Equality Scheme and the outputs associated with its implementation.

**List of Appendices**

**Appendix A** – Copeland Borough Council Equality Scheme and Objectives.

# Equality Scheme & Objectives

## Copeland Borough Council



**2012-2014**  
**April 2012**  
**Post Consultation**

**If needed, this document can be made available in large print, audio tape/CD, e-document or in other languages. If you require a copy in a more accessible format, please telephone: 0845 054 8600**

**Email: [alison.walton@copeland.gov.uk](mailto:alison.walton@copeland.gov.uk)**

# Foreword

*By Councillor John Bowman, Lead Member for Equalities and  
Paul Walker, Chief Executive*

**This Equality Scheme sets out our aims to make Copeland a fairer place - based on the issues you have told us about.** We've listened to your comments and made sure this Scheme includes a clear set of priorities and an action plan to address these priorities over the coming year.

**We were proud to reach the 'Achieving' standard under the Equalities Framework for Local Government in 2011.** We have continued to make progress in this area and the development of our Single Equality Scheme, representing a co-ordinated approach to all the key equality strands and our continuing commitment to the Public Sector Equality Duty, is part of this.

**As a Council, we need to play a leading role in making our borough a place where everyone has equal life chances** – it is an essential part of delivering the Council Plan and our vision – 'Working to improve lives, communities and the prosperity of Copeland'

**We know that the success of this scheme depends on leadership from elected members and managers throughout the Council, and we will demand a high level of commitment.** We have an Equalities Group in place to drive progress through Council departments, and we will work with our partners in the West Cumbria Equality Partnership to look at issues across West Cumbria as a whole.

**Together, we can make Copeland a great place for everyone.**



**Councillor John Bowman**



**Paul Walker**

# Introduction

This is the Council's first Single Equality Scheme, which brings together, builds upon and replaces the Council's current Corporate Equality Scheme 2008 which incorporated disability, race and gender equality schemes. This Single Equality Scheme extends to include marriage and civil partnership, pregnancy and maternity and gender re-assignment equality as required by the Equality Act 2010.

In order to make sure we are continuing to provide services that are both relevant and needed, it is important that the Council periodically reviews its strategic policies and adapts them accordingly. In developing this Scheme, feedback from consultation with internal and external stakeholders and our work with partners and communities has been used to help identify issues in the promotion of equal opportunities, elimination of discrimination and the fostering good relations between people who share a protected characteristic and people who do not. This has included our work with West Cumbria Equality Partnership; Cumbria Equality Steering Group; Copeland Equality Steering Group; our Consortium Partners and others. We will continue this process because this document will be a living document and involve an on-going engagement process including community evaluation, monitoring and reporting.

This Single Equality Scheme builds on the commitments made in the Council's previous equality schemes and will enable us to:

- identify opportunities to positively promote equalities through our work and relationships with others;
- show how we intend to involve partners and communities in the design and delivery of policies and services;
- demonstrate how we will continue to assess our services to ensure that they meet the diverse needs of our community;
- show how we intend to monitor and assess the progress of equality commitments; and
- demonstrate what actions we are taking to meet the requirements of the Equality Framework for Local Government and wider Public Sector Equality Duties.

# About Copeland

Copeland district is located on the western edge of the county of Cumbria. The district is largely rural with the more densely populated areas being on the coastal fringe. This includes towns such as Whitehaven to the north and Millom to the south. The total population of Copeland is 69,000. The Equality Profile, detailing all available data from a variety of sources regarding Copeland and the 'protected characteristics' as set out within the equality legislation, are contained in Appendix A. The information in Appendix 1 shows, for example, that:

- There is a relatively even split between males and females within Copeland (ONS statistics)
- 17% of the population are aged between 0-15 years and about 18% are aged 65 and over (ONS statistics)
- 20.4% of residents in Copeland reported having a limiting long term illness compared to the county average of 20% (ONS statistics)
- 3.7% of Copeland's population are members of black, minority and ethnic (BME) groups compared with 4.9% in Cumbria (ONS statistics)
- 74% of survey respondents stated their sexual orientation as heterosexual (Quality of Life Survey statistics)
- The proportion of people following a religion other than Christianity is just below county levels at 0.5%, significantly below the national rate of 6% (ONS statistics)
- 38% of residents are on their first marriage and there have been 79 civil partnerships since their introduction in 2005 (ONS statistics)
- 745 live births in Copeland during 2010 (ONS statistics)



# Equality Scheme 2012-14

The Equality Framework for Local Government is the national standard that assesses a Council's progress on equality and diversity. It has been designed to ensure that race, gender, disability, age, sexuality and religious beliefs are considered at all levels of council policy and practice. We used this framework to ensure that we were prepared for the introduction of the Equality Act 2010 which came into force on October 1<sup>st</sup> 2010.

Within the Scheme there are five areas of performance. These are:

- Knowing your community
- Place shaping, leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care
- Modern and diverse workforce

We have referred to these within our Equality Scheme. Within the Scheme there are also three levels of achievement. These are: Developing; Achieving; and Excellent. Following an external peer assessment in November 2010, the Council was awarded the 'Achieving' level.

In addition to the Framework, the Council has to comply with the public sector equality duty, which is made up of a general equality duty which is supported by specific duties. The general equality duty requires councils, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

# Equality objectives 2012-14

The Council's Equality objectives have been formulated using the themes of the Local Government Equality Framework. We are committed to delivering against our Equality Objectives as part of delivering the Council Plan. The Council Plan has four goals centred around: People; Prosperity; Place and Performance. We have also referred to these within our Equality Scheme.

The following tables show the relationship between the Council Plan and the Equality Objectives with details of the Key Actions that will support delivery.

## Key

<b>Council Plan Goals</b>
<b>Equality Objectives following the LGEF</b>
<b>Key Actions to support delivery</b>

Theme	Goal/Objective	Timescales
<b>Place</b>	We will support Copeland becoming an attractive, safer place to be.	
<b>Knowing our communities</b>	We will ensure we have relevant and sufficient data and evidence to inform and monitor the impact of or decisions	
<b>Key Actions</b>	<ul style="list-style-type: none"> <li>Monitor our Locality Profiles</li> <li>Monitor delivery of the Sustainable Communities Strategy (Copeland Partnership Plan) and the Council Plan</li> <li>Conduct a Community needs analysis</li> </ul>	Quarterly   Half Yearly   Sept 2012

Theme	Goal/Objective	Timescales
People	We will support the development of strong, healthy and engaged communities.	
Community engagement and satisfaction	Develop approaches for involving all sections of communities in all key service developments.	
Responsive Services and Customer care	Access to Services- individually and with partners makes our information and services accessible to all our users. This will include the Website redesign.	
Key Actions	<ul style="list-style-type: none"> <li>• Further develop our Locality working model</li> <li>• Increase participation with Stakeholder groups</li> <li>• Renew and refresh our approach to customer care and training</li> <li>• Enhance and develop our Web Site</li> <li>• Pilot a rural office scheme</li> <li>• Enhance seamless service delivery through partnership working</li> </ul>	<p>May 2012</p> <p>On-going</p> <p>On-going</p> <p>Jan-Oct 2012</p> <p>June 2012</p> <p>On-going</p>

Theme	Goal/Objective	Timescales
Prosperity	We will build a sustainable, modern, low carbon economy that delivers economic security to the whole community.	
Place Shaping and Leadership	<p>Achieving progression - ensure equality practices are embedded in all council activities building on the “Achieving” level of the Equality Framework for Local Government.</p> <p>Procurement and commissioning of goods and services - monitor commitments to address equality within our contracts.</p> <p>Work in partnership to deliver and support a programme of regeneration projects and major cultural events throughout the borough</p>	
Key Actions	<ul style="list-style-type: none"> <li>• Implement a new Equality Scheme</li> <li>• Work with our stakeholders in decision making and programme planning</li> <li>• Review our approach to procurement and commissioning of services</li> </ul>	<p>Published April 2012</p> <p>On-going</p> <p>On-going</p>

Theme	Goal/Objective	Timescales
Performance	We will deliver excellent and value for money services.	
Modern & Diverse Workforce	Continue to monitor our workforce profile; continue to promote equality within our workforce.	
Key Actions	<ul style="list-style-type: none"> <li>Proactively monitor our workforce profile</li> <li>Conduct equality and diversity training</li> <li>Develop approach to EIA process</li> </ul>	Quarterly   On-going   June 2012

# Reporting & Responsibilities

To help embed equality within the Council and give it the profile it deserves, key colleagues and elected members have the following roles:

**Pat Graham – Director of Services - Equality Champion-** Responsible for ensuring the services delivered by and on behalf of the Council are responsive to changing customer needs.

**Cllr John Bowman – Equality Portfolio Holder –** Responsible for ensuring the Executive decisions are impact assessed and as a member of the Cumbria Equality Champions Group.

**Copeland Equality Group-** The Equalities Group will make sure officers with lead responsibility are taking effective steps to improve the outcomes they are responsible for. They will also report the Council's progress to the County Equality Steering Group every three months and to the West Cumbria Equality Partnership every six months.

**We also form an integral part of:**

**West Cumbria Equality and Diversity Partnership-** Monitor the Councils progress against its Action Plans.

**Cumbria Equality Steering Group:** – Officers from the County and District councils working together to eliminate discrimination and promote equality ensuring fair access to services across Cumbria. This is an opportunity to share best practice and run joint activities.

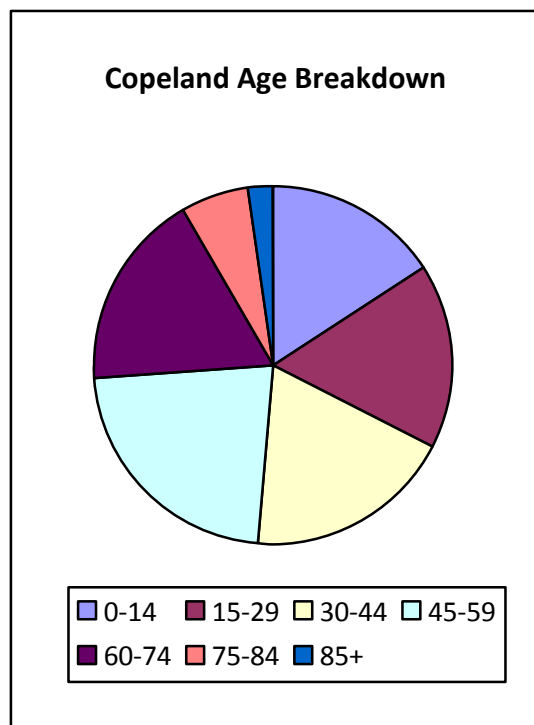
**Equality Members Champions Group:** - Members from County and district councils working together to eliminate discrimination and promote equality ensuring fair access to services across Cumbria.

## Appendix 1

### Copeland Equality Profile

#### Age

Figure One



Among residents in Copeland:

- **17%** are aged 0-15 years.
- **64%** are of working age (16-64).
- **18.9%** are aged 65 years and over.

This compares to England where:

- **18.7%** are aged 0-15 years
- **64.8%** are of working age (16-64)
- **16.5%** are aged 65 years and over

Like Cumbria, the proportion of residents aged over 65 in Copeland is above national levels. Within Copeland the population growth in this age range has been the second fastest in Cumbria, after Eden, increasing by **15.2%** since 2001. This compares to an increase of **13.2%** in Cumbria and **9.9%** nationally.

Source: Office for National Statistics (ONS) 2010 Mid Year Estimates.

The population aged 0-14 years in Copeland has declined by **13.1%** since 2001, the second fastest decline in the county after Barrow-in-Furness and significantly above the national decrease of **2.1%**.

#### Disability

There are many different ways to define and measure disability. Under the Equalities Act a person has a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. In the 2001 Census **20.4%** of residents in Copeland reported having a limiting long term illness compared to the county average of **20%** and the national average of **17.9%**.

The Annual Population Survey (April 2010-March 2011) examines the level of disability among the working age population and the impact of disability on employment. This information is summarised in the table below:

Table One

	<b>Copeland</b>	<b>Cumbria</b>	<b>England</b>
% aged 16-64 disabled	22.4%	20.2%	20.4%
Employment rate of people aged 16-64 disabled	26.3%	47.6%	49.5%
Employment rate of people aged 16-64 non disabled	66.3%	72.3%	70.4%

Source: Annual Population Survey April 2010-March 2011

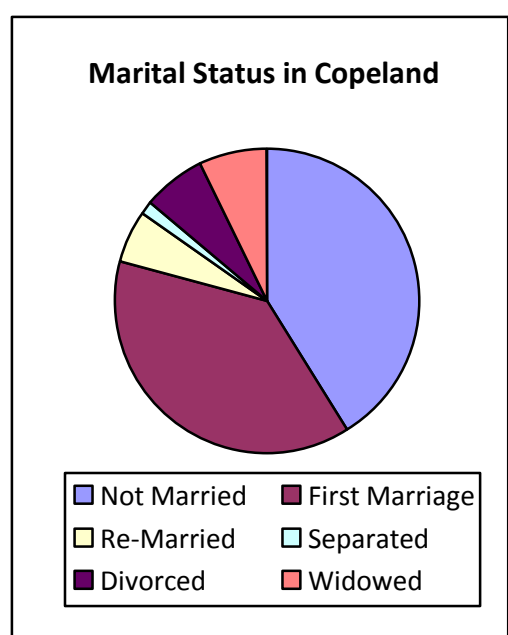
Copeland has the lowest proportion of disabled people in employment in Cumbria.

## Gender Reassignment

There are no official estimates of the transgender population at either a national or local level. To date no major Government or administrative surveys (e.g. the Census) have including a question where transgender people can choose to identify themselves. In a study funded by the Home Office, the Gender Identity Research and Education Society estimate that between 300,000 – 500,000 people in the UK experience some degree of gender variance.

## Marriage and Civil Partnership

Figure Two



Among the residents of Copeland:

- **41.1%** are not married (single)
- **38%** are on their first marriage
- **5.5%** have re-married
- **1.4%** are separated (but legally still married)
- **6.8%** are divorced
- **7.2%** are widowed

There have been **79** civil partnerships in Copeland District since they were introduced in 2005.

Source: ONS, Census 2001



Pregnancy and Maternity

There were **745** live births in Copeland during 2010. If current fertility trends continue the average woman in Copeland can expect to have **2** children, the same as the fertility rate for Cumbria and England (ONS, Vital Statistics).

Race

Figure Three

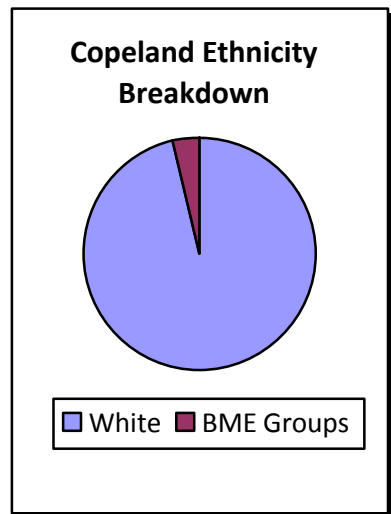
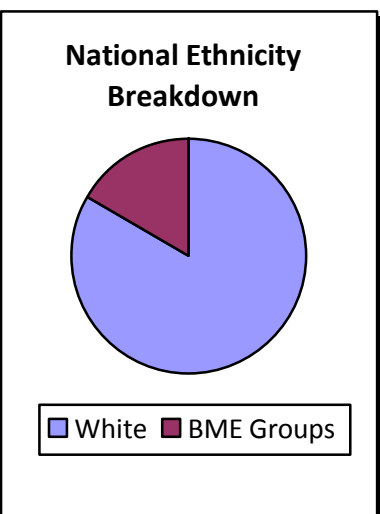


Figure Four



**3.7%** of Copeland’s population are members of black, minority or ethnic (BME) groups compared to **4.9%** in Cumbria and **16.7%** nationally.

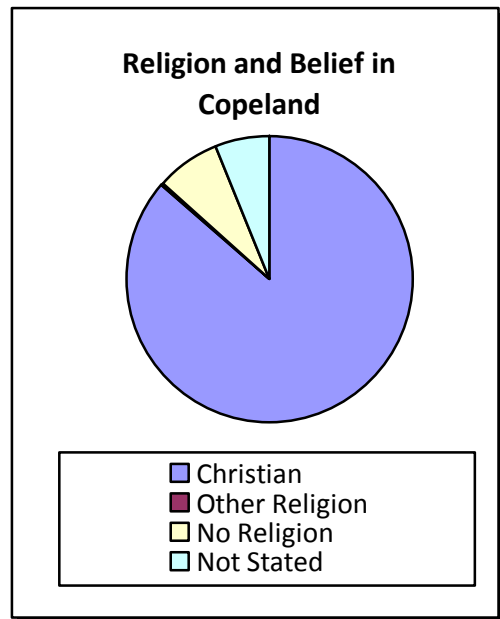
Copeland has the lowest percentage of residents from BME groups in Cumbria.

Ethnic Group 2009

Source: ONS Population Estimates by

Religion or Belief

Figure Five



Among Copeland Residents:

- **86.3%** follow Christianity
- **0.5%** follow a religion other than Christianity
- **7%** have no religion
- **6.2%** religion is not stated

The proportion of people following a religion other than Christianity is just below county levels at **0.5%**. This is significantly below the national rate of **6%**.

Source: ONS Census, 2001

## Sex

The ONS Mid Year Population Estimates for 2010 record that:

- **49.8%** of residents in Copeland are female.
- **50.4%** of residents in Copeland are male.

## Sexual Orientation

Table Two

	<b>Heterosexual</b>	<b>Not Heterosexual</b>	<b>Not Specified / Prefer not to Say</b>
Copeland	74%	3%	23%
Cumbria	80%	3%	17%

Source: 2006 Quality of Life Survey.

All the above data was supplied by Cumbria County Council, Cumbria Observatory.

# Get in touch

If you have any questions please get in touch with us.

You can contact the Equality Officer by:



Calling: **01946 598358**



Emailing: [alison.walton@copeland.gov.uk](mailto:alison.walton@copeland.gov.uk)



Writing to: **The Equalities Officer  
Copeland Borough Council  
The Copeland Centre  
Catherine Street  
Whitehaven  
Cumbria  
CA27 7SJ**



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(call 999 in an emergency)



**To report domestic violence against women** – call freephone 0808 800 0340

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(call 999 in an emergency)



**To report domestic violence against men** – call freephone 0808 801 0327 or

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