

Single Equality Scheme

2010 to 2013

If you would like a translation of this document, a large text version or an audio version, please contact us on 01480 388388 and we will try to accommodate your needs.

Jeśli chcieliby Państwo otrzymać tłumaczenie tego dokumentu, wersję dużym drukiem lub wersję audio, prosimy skontaktować się z nami pod numerem 01480 388388, a my postaramy się uwzględnić Państwa potrzeby.

Se quiser uma tradução desse documento, por favor, contate o número 01480 388388 e tentaremos acomodar as suas necessidades.

Jeigu norite gauti šio dokumento išverstą kopiją arba atspausdintą stambiu šriftu, prašau kreiptis į mus telefonu 01480 388388 ir mes pasistengsime jums padėti.

We welcome and encourage any comments you may have about our Single Equality Scheme, this will help us to review and improve what we do.

Please contact us on the number above or email CRM_Policy@huntingdonshire.gov.uk

More equalities and diversity information is available on the District Council's web site:
www.huntingdonshire.gov.uk/Community+and+People/Equality

Foreword

Welcome to Huntingdonshire District Council's Single Equality Scheme

Huntingdonshire District Council is committed to equality of opportunity in our approach to service delivery, employment and policy-making. We are committed to identifying, understanding and eliminating anything that prevents access to services, information and employment.

This Scheme shows how the Council will translate its legal duties into objectives and actions. It takes account of current equalities legislation relating to race, disability, gender, religion, sexuality and age and the Equality Framework for Local Government.



A handwritten signature in black ink, appearing to read 'Ken Churchill', written on a light-colored rectangular background.

Councillor Ken James Churchill JP
Executive Councillor for Resources and Policy

CONTENTS

Foreword

Section 1	Introduction	9
Section 2	Diversity in Huntingdonshire	11
Section 3	Our Approach	12
Section 4	Our Objectives	13
Section 5	Monitoring and Evaluation	16

Appendices

Appendix A	Action Plan	17
Appendix B	About Huntingdonshire	22
Appendix C	Responsibility, Monitoring & Review	26
Appendix D	Links with other strategies and policies	28
Appendix E	Outline of the law relating to equality	30
Appendix F	Progress with Equality & Diversity over the last 3 years	31
Appendix G	Results from Equality Impact Assessments 2009/10	44
Appendix H	How we involved people in developing this scheme	46

Section 1

1.1 Introduction

Huntingdonshire District Council is committed to equality of opportunity in our approach to policy-making, service delivery and employment. We are committed to identifying, understanding and eliminating anything that prevents access to services, information and employment. The Council believes that no person should be treated unfairly and is committed to eliminate all forms of discrimination (unfair treatment). Our Single Equality Scheme sets out the Council's aims and objectives for equality, and accompanying action plan sets out how the Council's commitment will be translated into action along with clear targets and timetable.

Equality is a key target for the Council. Growing Success, our Corporate Plan, stresses our commitment to achieve equality, diversity and inclusion. In July 2009 the Council was awarded Level 3 of the Equality Standard for Local Government, which recognised that we have put in place systems that support continuing improvement in the development of equality. We are now an 'Achieving Council'.

Equality Act 2010

The Equality Act was passed by Parliament in April 2010 and the majority of the new legislation is expected to come in to force in 2011. It creates a new 'Single Equality Duty' on public bodies to tackle discrimination, promote equality of opportunity and encourage good community relations. The new duty covers race, disability, gender, age, sexual orientation, gender reassignment and religion or belief, replacing the three existing, separate duties with a single, more effective framework. This will

bring together the existing public sector equality duties of tackling discrimination and promoting equality for race, gender and disability so that the requirements do not vary between groups.

Why did we develop this scheme?

This Scheme has been prepared in response to the Equality Act 2010, which has two main purposes – to harmonise discrimination law, and to strengthen the law to support progress on equality. It combines our existing Corporate Equality Policy our Race Equality, Disability Equality and Gender Equality Schemes; and brings together our objectives across six equality strands of age, disability (which includes learning disability and mental health), gender, sexual orientation, religious belief and race.

There are many more elements to this new Act which will have an impact on communities and employers in Huntingdonshire, particular elements will impact Huntingdonshire District Council directly. A full analysis of the Act will be carried out to identify what actions are required, particularly the new Socio Economic Duty, which will consider how the Council can reduce inequalities relating to health, housing, employment, education, skills and income. Further information can be found in Appendix E.

Race, Disability & Gender Equality Schemes

We have recently reviewed our Disability, Gender and Race Equality Schemes. Consultation was carried out as part of these reviews – internally within the Council, with our partner organisations and with local residents. This shaped our priorities in the action plan. The Disability, Gender and Race Equality duties and respective actions have been included within this new Single Equality Scheme; along with the consideration of the needs of people in terms of different religious beliefs; people of all ages; lesbian, gay and bi-sexual people; transsexual people and those with gender identity issues when designing and delivering services.

How this Scheme is structured

This Scheme contains our objectives for delivering our vision for equality and diversity.

Section 2 provides a summary of diversity of the population in Huntingdonshire.

Section 3 describes our approach to equality and diversity, and how we will work to embed equality and diversity issues across our services.

Section 4 outlines our commitments for equality and diversity – our individual objectives and the actions we will take to achieve them.

Section 5 shows how we will continue to monitor and review our success in meeting our aims, and how this Scheme will be reviewed.

Appendices

Appendix A – details our Action Plan 2010 to 2013.

Appendix B – provides further details about Huntingdonshire in terms of population and different characteristics.

Appendix C – details the responsibility, monitoring and review of this Scheme.

Appendix D - outlines the links with other policies and strategies that have shaped the Single Equality Scheme.

Appendix E - describes the legislation that has shaped this Scheme.

Appendix F – details the progress made with equality and diversity over the last three years

Appendix G – sets out the results from Equality Impact Assessments 2009 and 2010.

Appendix H – details how we involved people in developing this Scheme.

Section 2

Huntingdonshire in Context

Huntingdonshire is a large district in North West Cambridgeshire, which covers an area of approximately 910 square kilometres (approximately 350 square miles). Huntingdonshire shares borders with Peterborough, Bedfordshire, Northamptonshire, and the Districts of Fenland, East Cambridgeshire and South Cambridgeshire. Around 165,200 people live in the district, with almost half of the population living in the four market towns of Huntingdon, Ramsey, St Ives and St Neots. A large proportion of Huntingdonshire is rural in character, with village settlements providing the main focus for community facilities outside the market towns. The 2001 Census showed that the district's population was 156,950 and this is estimated to have risen by more than 8,000 (around 5%) to mid-2008.

Cambridgeshire is one of the fastest growing areas of the country. This creates its own challenges of ensuring that new communities can integrate and develop effectively with existing residents. Recent years have seen an increase in people migrating into Cambridgeshire, both from within the UK and from abroad. The 2001 Census showed that 9 per cent of people living in the county were born outside the UK. Latest figures from the County Council's Research Group suggest that the figure was 11 per cent by 2006.

Overall we have a relatively low proportion of people from Black or Minority Ethnic background (BME) however estimates from the Mid-2007 Population on Ethnic Groups (experimental) suggests that White Other has increased to 4.9% from 3% (2001 Census) and Non White has increased to 6% from 2.85% (2001 Census).

Levels of deprivation or social exclusion are generally low. We know that generally:

- The local economy is strong
- Unemployment is low
- Educational attainment for pupils in Huntingdonshire is above the national average (based on pupils obtaining five or more GCSE's grades A*-C), although performance varies between schools
- Income of Huntingdonshire residents is above the national average however workplace earnings for jobs in the district are slightly below the national average
- Our houses are in a good condition
- There are relatively low levels of crime

More detailed information from the 2001 Census and other research about the population in the district in terms of age, disability, ethnicity, gender, religious belief and sexual identity can be found in Appendix B.

Section 3

Our approach

We define equality and diversity as:

Equality – a fair society in which everyone can participate and is given the opportunity to achieve. Equality is backed by legislation addressing discrimination.

Diversity – is about improving how people can work together by valuing people’s differences and similarities.

The Council is subject to legislation relating to equality; both as an employer and as a service provider. This legislation governs the way we work, our employment policies and procedures and the way in which we deliver services. The legislation that has shaped this Scheme is set out in Appendix E.

The Council’s Vision

Growing Success, the Council’s Corporate Plan, includes a long term vision based on what local people have told us is important for them now and in the future, which is:

“Huntingdonshire is a place where current and future generations have a good quality of life and can:

- make the most of opportunities that come from living in a growing and developing district
- enjoy the benefits of continued economic success
- access suitable homes, jobs, services, shops, culture and leisure opportunities
- realise their full potential
- maintain the special character of our market towns, villages and countryside
- live in an environment that is safe and protected

from the effects of climate change and where valuable natural resources are used wisely”.

The Council has identified a series of corporate aims, which, by working with partners, will support this vision. These are set out in Appendix D, along with details of links between the Single Equality Scheme and the Council’s other plans and strategies. We have divided the Single Equality Scheme objectives into five categories, these are:

- **Knowing your community and equality mapping**
- **Place shaping, leadership, partnership and organisational commitment**
- **Community engagement and satisfaction**
- **Responsive services and customer care**
- **A modern and diverse workforce**

These categories relate to the five performance areas within the Equality Framework for Local Government (a national tool for measuring progress) and reflect how we work internally, with our own workforce; and how we deliver our services to Huntingdonshire residents.

How we involved people in developing this scheme

We have asked a range of public and voluntary organisations, residents, and our employees for their views. We wanted to ensure that we involved individuals and organisations who were able to provide advice on the grounds of race, gender, disability, religion and belief, sexuality and age equality issues. A summary of these views are available in Appendix H.

Section 4

Our objectives

Knowing our community and equality mapping

Understanding who our residents are and what their needs may be is vital if we are to identify, understand and eliminate all barriers that prevent access to services, information and employment.

We will:

- Use national and local data and work with community or voluntary organisations to increase our understanding of local need
- Where appropriate, services will monitor and evaluate available evidence about their customers
- Identify and address unmet needs and gaps in services where appropriate and where financial resources allow
- Identify and seek to address the stigma and discrimination experienced by excluded groups

Working with communities

The Council has organised drop-in sessions for migrant workers and people new to Huntingdonshire. The aim of these sessions is to support people to settle in the area, help them to integrate and make information available on opportunities and services that are available to them.

The Council has also supported the setting up of St Neots International Society. The aim of this group is to promote the increasing diversity of the community in St Neots, to provide information for residents and opportunities to meet other people through local events. For further details please contact the Priory Centre 01480 388922

Place shaping, leadership, partnership and organisational commitment

Equality and diversity is central to everything that the Council does, we need to promote it, identify clear responsibilities and ensure we give thought to addressing issues across all 6 strands

We will:

- Work to achieve national standards through the Equality Framework for Local Government;
- Conduct an equality impact assessment each time the Council makes changes to an existing or develops a new policy, service or function and promote good practice throughout the Council;
- Use the Council's performance management framework to monitor performance against this Scheme and actions and targets that arise out of equality impact assessments; and
- Encourage our partners to adopt the same approach to equality via our Partnership Framework.

Working towards making Huntingdonshire District Council more of an 'employer of choice' for disabled people

As part of the Papworth Trusts' 'Try Something New' week, we organised for two of their service users to spend half a day shadowing our Director of Central Services in May 2010.

We have also organised work experience for Papworth Trust students on the Office Skills Programme to spend half a day with our Customer Services Team.

It is hoped that these are just the start of a longer term programme of activities which will enhance understanding within the council and provide opportunities for disabled people in Huntingdonshire to gain skills and get to know the Council better.

- Take consultation into account when carrying out equality impact assessments
- Continue to support Neighbourhood Management

Have Your Say Event

Working with the Papworth Trust, a disability charity, we organised two 'Market Stall' events, the aim of which was to give the council an opportunity to engage with disabled people, their family or carers to find out how people accessed our buildings, our services or information about our services. We were able to establish how effective our services are, and helped us identify areas that needed improvement.

Gypsy/Traveller consultation

The Council is now consulting on a "long list" of potential sites which have come forward through its Strategic Housing Land Availability Assessment. This involves a lot of consultation with local people and also with local Gypsies and Travellers. The new Coalition Government has indicated that it intends to end the targets for new pitches which were set out in the Regional Spatial Strategy, and that the number of pitches needed will be determined locally. The Council will use the results of the current consultation to inform the next stages of this project, which will also be informed by new guidance from the Government.

Community engagement and satisfaction

If we are to achieve our ambition to engage and involve our communities we must be open to change and improvement. We need to use different methods of communication and consultation to engage with different communities, individuals, employees and staff associations, in line with our Consultation & Engagement Strategy.

We will:

- Encourage equality and diversity to be considered as part of any consultation and engagement exercise to ensure that people can talk to us in different ways
- Use information from our Suggestions, Compliments and Complaints Policy
- Endeavour to engage with and support voluntary, community and charitable organisations and social enterprises where appropriate

Responsive services and customer care

Services cannot be provided on a one-size-fits-all basis: it may be necessary to target particular groups, or to deliver services in a different way that is more appropriate to those groups. We need to ensure that our communities have access to and information about our services, and ensure that accessibility of services is considered at planning, design and delivery stages.

We will:

- Ensure that information about services is published widely and in ways that will help local people to use them
- Use the information from listening, consulting and engaging with our communities to plan and deliver services
- Use equality impact assessments to ensure that Council policies do not discriminate directly or indirectly against any groups in our community
- Make welfare rights information readily available (information about obtaining benefits)

Benefits advice

The Council has cross checked addresses where Housing Benefit was not being claimed but information indicated that the occupiers might qualify and has been able to contact residents to let them know that they may be eligible for benefit. Two benefit take up campaigns have taken place so far and new benefit claims have resulted.

A Housing and Benefit Officer is available at the St Ives and St Neots Customer Service Centre every Monday

Supporting Citizens Advice Bureau

The Council has provided an additional £34,000 over two years to the Huntingdonshire Citizens' Advice Bureaux. This is in addition to the £172,000 per year we already provide. The purpose of this additional funding was to support residents with debt, housing and benefits advice during the economic downturn.

A modern and diverse workforce

A diverse workforce can help make sure that all sections of the community see real improvements in the standard of the service they receive. A Council that reflects its customers will be in touch with those customers and make us more likely to deliver the right services.

We will:

- Recognise and promote the benefits of a diverse workforce
- Achieve the aims of the HR Equality of Opportunity Policy
- Develop our employees and Councillors to recognise and prevent discrimination and help them promote equality and diversity in our communities

Equality Training

The Council now provides a variety of equality & diversity training. We offer:

- A half day general equality & diversity awareness session
- Equality E-Learning
- Equality case study session
- Disability awareness

We have also worked with One Leisure to get a specific equality & diversity module included in a leisure customer care training course. One Leisure has carried out an employee survey to establish levels of knowledge and understanding of equality and diversity issues. This will help to target training.

Section 5

Responsibility, monitoring and review of this Scheme

Resources and responsibilities

All Councillors, employees and others who work on behalf of the council have a duty or responsibility to implement the outcomes of this Scheme through the action plan. Particular responsibilities are allocated to:

- Councillors
- Chief Executive
- Directors
- Services
- Employees
- Head of People, Performance & Partnerships
- Procurement (buying goods and services)
- Corporate Equality Steering Group

Promotion of the Single Equality Scheme and action plan

- The full Scheme and a summary of it will be published
- Upon request a summary document will be made available in appropriate formats
- A copy of the Scheme and summary will be available for all staff
- External applicants for Council posts will be made aware of the Scheme and it will form part of their induction programme

Monitoring and review of Single Equality Scheme

This Scheme will be reviewed fully every three years. The action plan is a 'live' document and can be updated with new actions at any point; however a formal review will take place on an annual basis. These reviews will be carried out by the corporate equality steering group. New legislative requirements will be incorporated and best practice recommendations considered at appropriate times.

Appendix A

Action Plan 2010/2013

Action <i>*actions included as a result of consultation</i>	Responsibility	Target
Knowing your community and equality mapping		
Continue to research the needs of people with a disability in terms of access to services and information about our services through consultation, engagement with service users (and non users) and analysis of local, regional and national reports*	Policy	On-going
Explore the possibility of creating a profile of LGBT (Lesbian, Gay, Bisexual, Transgender) population and Religion, Belief and non-Belief in Huntingdonshire	Policy	April 2011
Continue to encourage corporate approach to monitoring and analysis of equality monitoring	Policy	2011
Analyse results of 2011 Census (available from 2013) and take appropriate action	Policy	2013/14
Explore the possibility of Cambridgeshire wide interpretation and translation contract	Policy	April 2011
Continue to monitor take up of information requested in other languages or formats	Policy	On-going
Continue equality impact assessment of new or amended policies/ strategies/ services. Update performance management and service plans accordingly	All Heads of Service, COMT & Policy	April 2011
Continue to engage in relevant partnerships to share good practice in addressing equality related issues across Cambridgeshire e.g. Cambridgeshire Equality & Diversity Officer Network, Huntingdonshire Diversity Forum	Policy	Report progress in 2011

Continued

Action <i>*actions included as a result of consultation</i>	Responsibility	Target
Positive activities to raise awareness in the district of equality & diversity issues (events, publicity etc)	Community Initiatives and Policy	April 2011
Place shaping, leadership and organisational commitment		
Consideration of becoming a Mindful Employer*	HR & Policy	April 2012
Assessment and publication of results of equality impact assessments	Policy	September 2010 & April 2011
Report on progress with race, disability, gender, sexual orientation, religious belief and age and actions within the Single Equality Scheme to Chief Officers, Overview & Scrutiny & Cabinet	Policy	September 2011
Publication of reviewed gender and disability and race equality schemes (as part of the Single Equality Scheme in 2010)	Policy	September 2010
Produce equality & diversity employee e-newsletters*	Policy	Four per year
Produce a case study/example template that can be completed by employees to help them understand how the service they provide contributes to equality & diversity and to help the Council to highlight its commitment*	Policy	April 2011
Work towards confirmation of Achieving Council status (Equality Framework for Local Government) via a Peer Assessment in 2012.	Policy	September 2012
Develop new actions within this Single Equality Scheme to meet the requirements of the new Equality Act 2010.	Policy	April 2011
Publish guidelines for employees and partner organisations regarding the impact of the Equality Act 2010. In addition to this, produce summary advice sheet for local employers on equality & diversity/employee related information*	Policy & Economic Development	April 2011
Community engagement and satisfaction		
Continue to engage with Black and Minority Ethnic (BME) and other hard to engage groups (including older people) *	Community Initiatives & Policy	April 2011
Continued		

Action <i>*actions included as a result of consultation</i>	Responsibility	Target
Support the development of community groups	Community Initiatives	April 2011
Continue to support the development of Huntingdonshire Faith Forum	Community Initiatives	April 2011
Research existing disability forums (including learning disability and mental ill health) within the area which can be approached for consultation & engagement on disability issues.	Policy	April 2011
Monitor outcomes from Disability Equality Scheme review and Have Your Say event outcomes	Policy	April 2011
Ensure evidence of change for the consultation and engagement with children and young people	Policy	April 2011
Support the development of a children and young people 'friendly service' award	Policy	April 2011
Continue with the Gypsy/Traveller consultation and engagement work to identify pitches locally	Planning	
Responsive services and customer care		
Consider better signage and facilities within Council buildings with public access*	Headquarters Accommodation Group Customer Services Leisure Services	2012
Establish public access PC's at St Ives and St Neots	Customer Services Team	2011
Produce a simple easy to read guide to Council services	Policy	September 2010
Publicity to improve access by getting wheelie bins off pavements*	Operations Division	April 2011
Seek to negotiate Section 106 funding so that clarity over role of district Council with regards to rural and accessible transport and conditions of pavements *	Policy	April 2011
Ensure Huntingdon Shop Mobility is closely linked with Huntingdon town centre redevelopment.*	Planning & Community Initiatives	2012
Continued		

Action <i>*actions included as a result of consultation</i>	Responsibility	Target
Continue to support Papworth Trust work experience and shadowing placements*	Policy & Customer Services Team	April 2011
Continue to support St Neots International Community Group	Community Initiatives Funding stops in December 2010	December 2010
Promote and distribute the Moving Stories DVD	Community Initiatives Funding stops in December 2010	December 2010
Support the Junior PCSO scheme with diversity awareness sessions	Community Initiatives Funding stops in December 2010	December 2010
Support the development of the ESOL action plan for Huntingdonshire and be part of the delivery group	Community Initiatives (dependant on retaining present level of Government Grant)	April 2011
Support anti social behaviour case workers with diversity advice and support	Community Initiatives Funding stops in December 2010	December 2010
Analysis of hate crime figures to determine if any actions are required	Community Initiatives & Policy	April 2011
A modern and diverse workforce		
Explore how the Council can support transsexual and transgender employees	HR & Policy	2011
Work with the county and other districts to explore feasibility of joint approach to LGBT employee network and LGBT countywide survey.	Policy	April 2011
Analyse Equal Pay audit for equality issues. Set equality objectives where required	HR	April 2011
Explore how best to include sexual orientation, religion and belief in HR employment monitoring	HR	2011
Continued		

Action <i>*actions included as a result of consultation</i>	Responsibility	Target
Continue to collect and analyse previous year's employment (equality monitoring) data to produce monitoring and analysis of workforce profiles by equality categories. Set equality objectives where required	HR	
Continue to build capacity amongst Council employees and Members through awareness training, information sharing sessions or newsletters. Identify employees who could receive specific disability awareness training.	HR and Policy	Annual review
Analyse equality training database to identify % of staff received training and create target % for next 3 years	HR & Policy	April 2011
Promote all of the work life balance options	HR	2011
Improve disability disclosure amongst employees and Members. Consider 'hidden disabilities' training for managers or basic mental health awareness training for employees*	HR & Policy	2011
Work with the Richmond Fellowship to ensure that support for employees is available	Customer Services	2011
Carry out a Local Labour Market Assessment	HR & Policy	2012
Analysis of One Leisure employee survey on awareness of equality & diversity. Use findings to tailor equality & diversity training for One Leisure employees.	One Leisure	2011

Appendix B

Huntingdonshire in context

Gender

The gender split in the district is similar to the national average – Huntingdonshire's figures are 49.9% male and 50.1% female, and nationally they are 49.2% male and 50.8% female¹, showing slightly more males and slightly less females in Huntingdonshire than nationally.

Female full-time workers living in the district (regardless of where they work) earn 28% less gross weekly median pay than male full-time workers living here² (£421.10 for females, £584.60 for males). This is greater than the national pay gap between female and male full-time gross weekly median pay, which is just under 20%.

The gender pay gap for those working full-time in the district (regardless of where they live) is lower at 21% less gross weekly median pay for females than males but is still above the 20% national pay gap. The difference between the residential and workplace pay gaps is related to the higher proportion of males than females who commute out of the district to work (38.7% of male residents compared to 30.9% of female residents).

A slightly higher proportion of all Disability Living Allowance claimants in Huntingdonshire in November 2009 were male (51%)³. More than two-thirds (68%) of Income Support claimants in November 2009 were female⁴.

According to the 2001 Census, 8.8% of Huntingdonshire residents were providing unpaid care compared to 9.2% of the Cambridgeshire population, 9.7% regionally and 9.9% nationally. Females were slightly more likely to provide this

unpaid care than males (9.9% compared to 7.8%). However nearly four times as many women in the district received Carers Allowance as men (79.4% of claimants were female)⁵ in November 2009.

Ethnicity

The 2001 Census showed that 93.1% of the local population were born in the UK, compared to 92.3% of all Cambridgeshire residents, a regional figure of 92.9% and 90.4% nationally. Ethnic diversity is also low in Huntingdonshire, with 97.2% of people from White ethnic groups compared to 90.9% nationally.

The 2001 Census recorded nearly 4,500 Black and Minority Ethnic (BME) residents, accounting for 2.8% of the population. This was lower than the Cambridgeshire level of 4.1%, the regional level of 4.7% and the national average of 9.1%.

Experimental statistics from the Office for National Statistics have estimated that the BME population more than doubled to 10,000 by mid-2007, increasing the proportion of BME residents to nearly 6% and reducing the proportion of White residents from 97.2% to 94%⁶.

The Census showed that the profile of Huntingdonshire's BME population was much younger than the overall total population - 40.8% of the BME population in the district were aged 0-19 years compared to 25.8% of the White population. Just 3.8% of the BME population are aged over 65 compared to 13.2% of White residents.

The Cambridgeshire sub-region Traveller Needs

¹ Mid-2008 Population Estimates, Office for National Statistics (ONS). Crown Copyright 2009 www.statistics.gov.uk/statbase/Product.asp?vlnk=15106

² ASHE (Annual Survey of Hours and Earnings, 2009), ONS www.statistics.gov.uk/StatBase/Product.asp?vlnk=15313

³ Disability Living Allowance Claimants at November 2009 www.nomisweb.co.uk

⁴ Income Support Claimants at November 2009 www.nomisweb.co.uk

⁵ Carers Allowance Claimants at November 2009 www.nomisweb.co.uk

⁶ Population Estimates by Ethnic Groups (experimental), © ONS, Crown Copyright 2008 www.statistics.gov.uk/StatBase/Product.asp?vlnk=14238

Assessment (2005-10) stated that based on ODPM counts and school roll data, there were around 192 Gypsy/Travellers in Huntingdonshire. This equates to around 0.1% of the 2005 district population, the lowest figure in Cambridgeshire and Peterborough. In Huntingdonshire, much of the traveller population is not settled with 88% of households in caravans rather than housing.

While Huntingdonshire does not face the same demands as an ethnically diverse inner city area, there are challenges to be met; engaging with BME communities is one, as few representative groups have been established in the area. The Diversity Forum (Huntingdonshire) was set up to share knowledge and resources on Huntingdonshire's BME population. This is a multi-agency group comprising representatives from Huntingdonshire District Council, Luminus Housing Group (the largest RSL in the area), the Cambridgeshire Constabulary, Cambridgeshire County Council, Cambridgeshire Primary Care Trust, Cambridgeshire Fire and Rescue Service, and Jobcentre Plus.

Migrant workers

In Autumn 2004, the East of England Development Agency (EEDA) commissioned one of the most comprehensive and detailed reports to date on the contribution migrant workers make to the regional economy. The report estimates that in the last five years, between 50,000 and 80,000 migrant workers had arrived in the East of England region, and that using the lower figure, migrant workers contribute somewhere in the region of £360 million per annum. In addition, the report found several companies in the region could not survive without the skills provided by migrant workers, yet many have inadequate access to basic support such as information on rights, childcare, finance and services.

Migrant workers may face language barriers and other barriers, for example exclusion from local social and sporting events, hostility from the local community, and poor housing. As a predominately rural area, the East of England region experienced a significant influx of incomers from the European Union accession states, and although there is no

concentrated Polish community in the District, there has been an increase in the numbers of Polish people living and working here. Many of the local Polish community for this part of the sub-region are based in the nearby city of Peterborough, which has a thriving Polish community.

The number of National Insurance Number (NINO) registrations to non-UK nationals increased from around 500 per year in 2002/3 and 2003/4 up to 1,350 by 2006/7. The total number of NINO increased significantly when ten additional countries joined the European Union (EU) on 1st May 2004. Nationals of Cyprus and Malta were granted full rights to work throughout the EU and nationals of the other eight countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia – known as the 'Accession 8' or 'A8') were given regulated access to the UK labour market.

The latest monitoring report on the impact of international migration from Cambridgeshire County Council's Research Group stated that they considered it likely that there was no significant change in Cambridgeshire's total migrant population in 2008.

Age

In the district, 18.3% of residents are estimated to be of pensionable age (males 65+, females 60+), which is lower than the county average of 18.7%⁷.

17% of those receiving Income Support in November 2009 were aged over 50⁸, and 45% of all Incapacity Benefit and Severe Disablement Allowance claimants were aged over 50⁹.

Significant population growth is projected nationally between 2008 and 2033¹⁰ with an increase of 18% forecast. The greatest growth is expected in the 65+ age group, where a 65% increase is projected. The projections also forecast population growth for Huntingdonshire of around 27,700 (+17%) over this time period (2008-2033), including an increase of 26,000 in the 65+ age group (+104%). The projections

⁷ Mid-2008 Population Estimates, Office for National Statistics (ONS). Crown Copyright 2009 www.statistics.gov.uk/statbase/Product.asp?vlnk=15106

⁸ Income Support Claimants at November 2009 www.nomisweb.co.uk

⁹ Incapacity Benefit / Severe Disablement Allowance at November 2009 www.nomisweb.co.uk

¹⁰ 2008-based Subnational Population Projections, ONS. Crown Copyright 2010 www.statistics.gov.uk/statbase/Product.asp?vlnk=997

also show reduced numbers of people in younger age groups, which would mean a much older population profile by 2021 with a corresponding shift in service needs for the local population.

Disability

No single figure exists to record the total number of disabled people living in the district Council area; however, there are a range of indicators from various sources that suggest there are a significant number of residents with disabilities living in Huntingdonshire:

- 5,610 people were claiming Disability Living Allowance (DLA) in November 2009 (3.4% of all people in the district); this is below the national average of 5%¹¹
 - 3,380 people were claiming Incapacity Benefit (IB) and Severe Disablement Allowance (SDA) - 2.6% of all residents aged 16 or over in the district; this is below the national average of 4.3%¹²
 - The 2001 Census results showed 13.5% (21,263) of all people in the district stated that they had a limiting long-term illness
 - 6.3% of people in the district (9,820 people) reported that their general health had been 'not good' over the twelve months before the 2001 Census
 - 2.9% (3,269) of people aged 16-74 in the district were recorded as being economically inactive due to permanent sickness or disability (2001 Census)
 - Evidence suggests that one in four of us will experience mental ill health during our lifetime
- October 2008-September 2009 figures from the Annual Population Survey¹³ estimate that 15,500 (14.9%) of the working age population of the district are disabled. Of these more than half (8,000) were estimated to be defined as both DDA and work-limiting disabled, with 4,900 defined as DDA-only disabled and 2,700 defined as work-limited only disabled.

Religion or belief

The 2001 Census showed that 74.5% of Huntingdonshire residents stated their religion

as Christian. This level is higher than the national average of 71.7% and the countywide average of 71.3%.

The next largest religious group in the district was Muslims, with nearly 1,000 people (0.6% of the district's population). Buddhism and Hinduism each represented 0.2% of Huntingdonshire's population (respectively around 300 and 270 residents), with Sikhism and Judaism at 0.1% each (respectively around 185 and 200 residents). 0.3% of the population (455 residents) listed another religion.

In addition, 7.5% (nearly 12,000 people) did not state their religion and a further 16.5% of residents (nearly 26,000 people) stated they had no religion.

Sexual orientation

Only limited survey evidence on the circumstances of lesbian, gay and bisexual people is available nationally, and there is no data on sexual orientation within the local population. The position is unlikely to change: following consultation, the ONS has concluded that it will not include sexual orientation in the 2011 UK Census¹⁴.

However, Stonewall estimate that between 5 to 7% of the population is gay, lesbian or bisexual. Another indicator that could be used is the Council's register for social housing – around 1% of applicants said they were lesbian, gay, or bisexual (LGBT).

Deprivation and Health Inequalities

The Indices of Deprivation¹⁵, published by the Department for Communities and Local Government, measure 'deprivation' across all of England. The data has been issued for areas known as 'Lower Output Areas' (LOAs), which are smaller than wards and therefore can show deprivation at a more local level.

¹¹ Disability Living Allowance Claimants at November 2009 www.nomisweb.co.uk

¹² Incapacity Benefit / Severe Disablement Allowance at November 2009 www.nomisweb.co.uk

¹³ Annual Population Survey, ONS, from NOMIS

¹⁴ ONS 2006, "Sexual orientation and the 2011 Census"

¹⁵ Department of Communities and Local Government, Indices of Deprivation 2007

As with many rural districts, Huntingdonshire suffers from concentrations of social problems. Data from the latest (2007) Indices of Deprivation shows that although the district is not ranked as highly deprived overall, some areas within the district do show relatively high levels of deprivation.

There are six different rankings of local authorities, none of which is favoured over another. These show Huntingdonshire ranks between 187th and 311th most deprived of all 355 authorities, which means there is a relatively low level of deprivation for the district as a whole.

Wards in which the five most deprived areas in Huntingdonshire are located are St Neots Eaton Socon, Huntingdon East and Huntingdon North. Three of the four LOAs in Huntingdon North are in this group, which strongly suggests that the entire ward has a high level of deprivation.

The health of Huntingdonshire's population is a significant issue. Life expectancy at birth in Huntingdonshire is quite high. Men are expected to live to 79.1 years old (more than a year longer than the national average of 77.9) and women can expect to live nearly four years longer than this at 83 years (one year longer than the national average of 82)¹⁶.

On average there are 42 accidental deaths a year in Huntingdonshire (based on figure for 2006-2008). The rates of all accidental deaths and accidental deaths in people aged 15-24 and accidental deaths in people aged 85 and over are all statistically significantly higher than the average rate for England.

The rate of alcohol-related hospital admissions per 100,000 population in the district (1,626) is above the regional (1,303) and national (1,583) average. The level increased by 53% in Huntingdonshire between 2002/3 to 2008/9¹⁷.

Latest teenage conception rates for females aged 15-17 are higher in the district than the county level (27 per 1,000 against 24.9 per 1,000 in 2006-08).

Economic activity, employment, and commuting

The five main industries of Huntingdonshire's workforce are: manufacturing; wholesale/retail and repair of motor vehicles; Real estate, renting and business activities; public administration and defence; and health and social work. On average, 16.8% of jobs in Huntingdonshire are managers and senior officials, accounting for over 11,500 jobs in the district. This is 1.5% higher than the national average.

Every ward in the district has a higher rate of economic activity amongst 16-74 year olds than the national average of 67%, with a district average of 75%. Only The Hemingfords has a lower level than the countywide average of 70%, which is mainly due to the high level of retired people in that ward.

The 2001 Census results show that 69,000 people work in Huntingdonshire and of those 77.2% lived in the district and 22.8% lived outside the district. Since the 1991 Census, there has been an increase in the number of people living outside the district and commuting into Huntingdonshire. The 2001 Census results also showed that 82,325 employed people lived in Huntingdonshire and of those 64.7% worked in the district and 35.3% commuted out of the district. When compared to the 1991 Census results, the level of out-commuting in the district has risen by 4%.

Employment opportunities are, of course, key to the wealth of the area. Major employers in the district include the Royal Air Force at Wyton and Brampton, Myer's Beds, Exel plc, the NHS and the County and District Councils. At March 2009, 6,980 local units employed 71,958 people in the district¹⁸.

At April 2010, the Jobseekers Allowance claimant rate for Huntingdonshire residents was 2.6% of the working age population¹⁹. This is lower than the regional average of 3.4% and the national average of 4.1%. The number of local residents claiming Jobseekers Allowance (2,728 at April 2010) is more than double the total claiming in April 2008 (1,197 claimants) but has fallen from its peak of 3,025 claimants in April 2009.

¹⁶ Life expectancy at birth (2006-2008), ONS www.statistics.gov.uk/StatBase/Product.asp?vlnk=8841

¹⁷ Local Alcohol Profiles for England, North West Public Health Observatory www.nwph.net/alcohol/lape/LAProfile.aspx?reg=g

¹⁸ Inter-Departmental Business Register (IDBR), ONS www.statistics.gov.uk/CCI/nugget.asp?ID=195

¹⁹ Jobseekers Allowance Claimants at April 2010 www.nomisweb.co.uk

Appendix C

Responsibility, Monitoring and Review of this Scheme

Resources and responsibilities

All Councillors, employees and others who work on behalf of the Council have a duty or responsibility to implement the outcomes of this Scheme through the action plan. Particular responsibilities are allocated to:

Councillors

Councillors will support this Scheme and work towards the promotion of equalities and social inclusion in all Council and community activities.

Chief Executive

The Chief Executive has overall responsibility for the implementation of the Scheme and action plan for the Council as a whole.

Directors

Directors have a duty to promote the Scheme and action plan throughout their directorates. They also have responsibility to ensure the implementation, review, monitoring and performance of departmental equality action plans and targets, self assessment and audit specific to services that fall within their directorate.

Services

Heads of service, activity managers and team leaders are responsible for implementing this Scheme and action plan in the day-to-day delivery of their service, including the collection of data. They will also be responsible for developing and

implementing departmental action plans that translate the Scheme into more detailed actions that link into the policies and services they deliver. They will also be responsible for self assessment and audit.

Employees

All employees have a responsibility to implement the Scheme and action plan and work towards the provision of services that meet the goals and objectives of the Scheme and action plan. Appropriate training will be provided to help employees achieve this.

Head of People, Performance and Partnerships

The Head of People, Performance & Partnerships will ensure that the Scheme is reviewed every 3 years and the action plan is reviewed regularly, and will evaluate and verify performance data that has been provided.

Procurement (buying goods and services)

As part of the development of the Equality Framework for Local Government the Council will ensure that our Procurement Strategy makes clear that contractors and others conform to the Council's expected standards.

Corporate Equality Steering Group

The cross-departmental equality steering group will co-ordinate the following actions to support the achievement of this Scheme:

- promote a corporate perspective on equality issues including the implementation of new equalities legislation
- overseeing the progress of work against this action plan
- collecting information from each directorate on the progress being made
- produce regular reports to Chief Officers, Overview and Scrutiny Panel and Cabinet in relation to progress being made in relation to the action plan

Review of Single Equality Scheme

This Scheme will be reviewed fully every three years. The action plan is a 'live' document and can be updated with new actions at any point; however a formal review will take place on an annual basis. These reviews will be carried out by the corporate equality steering group. New legislative requirements will be incorporated and best practice recommendations considered at appropriate times.

Promotion of the Single Equality Scheme and action plan

- The full Scheme and a summary of it will be published and made available to all staff
- Upon request a summary document will be made available in appropriate formats
- External applicants for Council posts will be made aware of the Scheme and it will form part of their induction programme

Appendix D

Links to other council policies and strategies

Huntingdonshire Sustainable Community Strategy

The Sustainable Community Strategy has been developed through partnership with the County Council, NHS Cambridgeshire, Cambridgeshire Police, Town and Parish Councils, local businesses, the voluntary sector and Huntingdonshire Regional College. The Strategy is based on what people who live and work in the district have told us what is important to them, both now and in the future. The Strategy sets out a shared long term vision for the next 20 years.

Strategic themes include Growth and Infrastructure, Health and Well Being, Environment, Children and Young People, Inclusive, Safe and Cohesive Communities and Economic Prosperity and Skills. Equality and Diversity impacts on all of these strategic themes.

Further information can be found on our website www.huntingdonshire.gov.uk

Corporate Plan – Growing Success

The Council's corporate plan, Growing Success, sets out how we will achieve our part of the Sustainable Community Strategy, it is based on detailed research and what our communities have told us. This plan identifies the aims the Council will be working towards and how we

plan to deliver them to meet the needs of people in Huntingdonshire.

One of the Council's aims is to Learn and Develop, within this there is a specific objective relating to equalities, this is: To strengthen our commitment and capacity to achieve equality, diversity and inclusion. We will do this by:

- Maintaining a Single Equality Scheme which considers age, disability, gender, race, religious belief and sexual orientation along with the needs of disadvantaged groups at all levels of services and in our policies and practices
- Ensuring that our employment practices provide equality of opportunity and do not discriminate against any individual
- Undertaking equality impact assessments for all services, policies and practices
- Maintaining policies, procedures and practices which meet best practice in achieving equality, diversity and inclusion

Another Council aim is to Improve our Systems and Practices, this contains a number of objectives relating to understanding customer needs, and these are:

- To make it as easy as possible for customers to access our services and get appropriate information
- To provide high quality customer service
- To be good at communicating with and listening to people and organisations and be clear about what we can do and aspire to achieve

Further information can be found on our website www.huntingdonshire.gov.uk

Equality of Opportunity Policy

It is the policy of the Council as an Equal Opportunities Employer to ensure that no employee or job applicant receives less favourable treatment on any grounds of age, gender, disability, ethnic origin, religion and sexual orientation. The Council is committed to positively eliminating direct, indirect or institutional discrimination in all employment practices; recruitment, training and policies and procedures.

Disability At Work Policy

This policy aims to:

- Provide managers and employees with guidance on a range of support and reasonable adjustments that the Council can provide disabled employees to ensure they are supported at work.
- Enable, so far as is reasonably possible, equity in access to the full range of recruitment, training and career development opportunities for all job applicants and staff.
- Ensure that there is no unfair discrimination or harassment on the grounds of disability and that access to employment and promotion in the Council is based on skills, qualifications and suitability for work.
- Identify ways to monitor diversity in the Council to ensure equity and fairness.
- Identify and adopt annual targets for improvements and report as required on proposals and progress in the equality progress report to Employment Panel

Dignity At Work Policy

This policy states that 'all employees have the right to work in an environment that is safe and to be protected from all forms of abuse, violence and harassment. The Council is committed to ensuring all employees are treated with dignity and respect'.

The purpose of this policy is to promote consistency of approach and to create a climate in which all types of bullying and harassment are regarded as unacceptable, discriminatory and in certain circumstances also unlawful.

Appendix E

Legislation

Equality Act 2010

The Equality Act has two main purposes – to harmonise discrimination law, and to strengthen the law to support progress on equality.

In summary, the Equality Act strengthens equality law by:

1. Introducing a new public sector duty to consider reducing socioeconomic inequalities;
2. Placing a new integrated Equality Duty on public bodies;
3. Using public procurement to improve equality;
4. Banning age discrimination outside the workplace;
5. Requiring gender pay and employment equality publishing;
6. Extending the scope to use positive action;
7. Strengthening the powers of employment tribunals;
8. Protecting carers from discrimination;
9. Clarifying the protection for breastfeeding mothers;
10. Banning discrimination in private members' clubs;
11. Strengthening protection from discrimination for disabled people; and
12. Protecting people from dual discrimination - direct discrimination because of a combination of two protected characteristics.

Further information about the Equality Act can be found at:
www.equalities.gov.uk/equality_bill.aspx

The Human Rights Act 1998

The Human Rights Act came into force in October 2000. The Act allows people to claim their rights under the European Convention on Human Rights (ECHR) in all UK courts and tribunals instead of going to the European Court in Strasbourg. The Act requires all public authorities in the UK to act in compliance with the Convention rights and has many implications for local government activity.

Convention on the Rights of the Child

The UK signed up to this convention in December 1991. It sets out 42 articles that define basic rights that all young people under the age of 18 years are entitled to. States that are party to the convention are obliged to develop and undertake all actions in light of the best interests of the child. Particular relevant articles to the work of a local authority are articles 9, 12, 15, 16, 19, 23 & 31.

Appendix F

Progress with Equality & Diversity over the last three years (2007 to 2010)

Actions Relating to Race	Progress
Making sure the public have access to our services	
Open Out reporting stations across the district have the ability to record Hate crime, including race related crime	The scheme has been replaced by Stop Hate UK which is a national charity that provides independent and confidential support to people affected by Hate Crime, including hate crime based on race, gender, disability, religion and belief, sexual orientation and age.
Training and developing our employees	
Evaluate equality training to date	This is completed annually
Development of training plan for employees e.g. for equality steering group, managers/general staff and Members	Member and Officer training are now combined. Equality training database created and used to target training. E-learning and specific disability awareness training now available
Establish departmental equality working groups	Not required as Equality Steering Group will fulfil this role
Development of guidance and training for assessment of policies for impact on race and other equality areas	Staff guidance for conducting Equality Impact Assessments (EIA's) produced. EIA training provided to 47 members of staff.
Publishing the results	
Report on progress with Race Equality Scheme (RES) and Corporate Equality Policy Action Plan targets to Chief Officers, Overview & Scrutiny & Cabinet	Complete. Available on the web site www.huntingdonshire.gov.uk

Continued

Actions Relating to Race	Progress
Publication of results of equality impact assessments	Completed annually. Available on the website
Publication of RES	Complete. Available on website.
Assessment, consultation and monitoring for likely impact in terms of race equality	
Examination and publication of previous years employment (equality monitoring) data	Complete. Available on the web site
Review of procurement strategy in relation to race	Procurement EIA complete, actions arising are on-going. Available on the web site
Equality Impact Assessment timetable established and complied with	Initial timetable completed in 2006. An annual plan to ensure the completion of EIA's is produced, so far over the 3 years, 90% of EIA's have been completed on time. Available on web site.
Review of systems and procedures in relation to ethnic monitoring	Most services are monitoring service users by equality, however there is still some inconsistency in approach. Further work required.
Review of complaints procedure in relation to race, gender & disability	EIA of customer feedback procedure complete, new procedure now in place. Available on the web site

Additional race equality actions achieved since 2006

- Corporate Equality Policy written and published
- Equality links placed in Growing Success
- Published Living & Working in Huntingdonshire, a booklet aimed at newcomers to the district, providing information on services available
- Faith booklets
- HR Equality of Opportunity Policy produced
- Performance management framework now includes targets and objectives for equality impact assessments; now further developed to include all outcomes from completed assessments and additional links to the Corporate Equality Policy action plan
- An equality action has now been placed in the Council's risk register (service developments and new/amended policies introduced without due consideration of their equality impact) and equality is included within the Council reports checklist (If new or amended policy/strategy, has an EIA been completed?).
- The introduction of a language leaflet in the customer service centres was introduced as a result of an increased demand for services in other languages. This is available in Polish, Portuguese & Lithuanian.
- Employees have access to both Cintra and Language Line interpretation and translation services
- Non English speaking visitors to the customer service centres have the opportunity to identify their preferred language spoken using translation posters in these offices

- Updated the Google translation service on web site to include greater number of languages.
- Environmental & Community Health Services introduced new services for Economic Migrants in 2008/9 because of need identified – web access to information
- Environmental Health Officers helped to train the organisers of the Huntingdonshire Community Group (a voluntary group established to support local ethnic populations, notably African, Latvian and Polish) on the functions covered by the Councils Private Sector Housing Enforcement staff and have also attended subsequent drop-in sessions.
- Produced a Black & Minority Ethnic Housing Strategy
- Two questions were included in the 2009 Employee Survey
 - o Do you think the Council is an equal opportunities employer? (94% said yes)
 - o Do you think that the Council treats residents, customers and employees in an equal manner, regardless of their gender, age, sexual orientation, religious beliefs, ethnic background or any disabilities they may have? (92% said yes)
- Produced corporate guidance on the translation of written material
- Achieved Level 3 of Equality Standard for Local Government
- Leisure has conducted an equality & diversity staff survey to establish current knowledge and awareness to determine training needs.
- Employee newsletter on equality and diversity activities in March and July 2010

The Council's Diversity Officer has:

- Organised information drop in sessions for new arrivals to promote services in the area for new communities in Huntingdon and Ramsey
- Organised Huntingdonshire Communities Festival
- Supported Unity in the Community event
- Supporting migrant workers in Ramsey to get involved in Ramsey Party in the Field event
- Supported the development of St Neots International Community group
- Organised a Diversity Awareness day at St

Peters School

- Created 'Moving Stories', a DVD for schools on information about migrants in the area
- Raised awareness of Stop Hate Crime UK
- Involved in the promotion of ESOL provision in the area

Work with Gypsy/Travellers

- On going consultation with Gypsy and Travellers in the area in preparation with the Gypsy/Traveller development plan document

Translation and interpretation used

- Translation of refuse & recycling information into alternative formats
- Use of a Polish interpreter on Oxmoor when publicising changes to refuse & recycling collection and to promote correct use of bins
- One Leisure have translated Impressions information into Polish
- Customer Services and Housing Services use interpreters throughout the year. The main languages requested are Polish and Portuguese, however interpreters for Russian, Lithuanian, Italian and Tamil have also been arranged.

Place Survey

Some further Place Survey work was carried out aimed at increasing the response rate from BME communities in Huntingdonshire. Three sets of results were compared; the results from this specific BME focus group, results from BME respondents from the main Place Survey and results the whole Place Survey have been analysed. It was difficult to make a comparison given the different sample sizes, however, it did, in some cases, demonstrate some differences and similarities in opinion. No action was proposed in light of these findings.

Actions relating to Gender	Progress
Making sure the public have access to our services	
Open Out reporting stations across the district have the ability to record Hate crime, including gender related crime	See comments relating to race
Assessing, consulting and monitoring for likely impact in terms of gender equality	
Equality Impact Assessment (EIA) timetable established and complied with	Initial timetable completed in 2006. An annual plan to ensure the completion of EIA's is produced, so far over the 3 years, 90% of EIA's have been completed on time.
Review of systems and procedures in relation to gender monitoring	Most services do now monitor service users by equality but there is still some inconsistency in approach, further work required.
Examination and publication of previous years employment (equality monitoring) data	Complete – most recent September 2009. Available on web site
<p>Further to analysis of employment monitoring data more research in terms of:</p> <ul style="list-style-type: none"> • Pay gap • Imported discrimination • Encouraging more females into high grades • Encouraging more males into position graded 8 – 13 	<ul style="list-style-type: none"> • A Low Pay and Equal Pay Audit completed Feb 2010, currently being considered by Employee Liaison Advisory Committee and Employment Panel for further analysis. • Imported discrimination has not been explored, no intention for this action to be taken further. • Encouraging different gender into high/low grades has been considered as part of the Equal and Low Pay audit and the annual HR equality monitoring. No actions arising from HR equality monitoring, actions may arise as a result of Equal/Low Pay Audit.
Review of complaints procedure in relation to race, gender & disability.	Complete. All HR policies are reviewed on a 3 year rolling programme and EIA's of all policies are carried out.
Review HR policies Ensure gender equality, equal pay and under-represented are considered as part of review of personnel policies	Complete. All Personnel policies are reviewed on a 3 year rolling programme and EIA's of all policies are carried out.
Continued	

Actions relating to Gender	Progress
Monitor key employment and workforce profiles by gender, age, ethnic origin, disability, sexual orientation, religion and belief	Completed in 2009. Will be carried out annually as part of HR Equality Monitoring; however sexual orientation, religion and belief are not currently monitored. Available on web site
Consult with employees Conduct consultation with Employee Liaison Advisory Group and employees on Gender Equality	Complete. Two actions from this consultation are included below.
Undertake further work to consider why employees do not feel confident reporting gender discrimination	Complete. The annual staff survey and analysis of grievance and disciplinary process have not revealed any specific gender issues.
Undertake further work to explore further the reasons why employees feel that they have been discriminated against, particularly in terms of gender.	Complete. The annual staff survey and analysis of grievance and disciplinary process have not revealed any specific gender issues.
Raise general awareness/monitor/evaluate different working patterns and work life balance options available to both male and female employees.	A project will be undertaken during the next 12 months which will pull together all of the work-life balance options available.
Information relating to flexible working to be considered as part of the review of the Flexible Working Policy	Complete. A project will be undertaken during the next 12 months which will pull together all of the work-life balance options available.
Analysis of training take up by gender using ResourceLink	Complete and will be carried out annually as part of HR Equality Monitoring. Available on web site
Any future employee surveys need to consider the difficulties in obtaining a representative sample from across the whole of the Council	Complete. Response rate was slightly higher for the 2009 survey. Proportion of responses matched gender make up of HDC employees.
Publishing the results	
Publication of Gender Equality Scheme (GES)	Completed in 2007, reviews take place annually
Assessment and publication of results of equality impact assessments	Complete. Annual update available on web site. www.huntingdonshire.gov.uk
Publication of Annual Report on web site	Completed annually
Continued	

Actions relating to Gender	Progress
Report on progress with Gender Equality Scheme and Corporate Equality Policy Action Plan targets to Chief Officers, Overview & Scrutiny & Cabinet	Completed annually. Available on web site Reports produced annually
Training and developing our employees	
Development of guidance and training for assessment of policies for impact on gender and other equality areas	Staff guidance on conducting EIA's produced. EIA training provided to 47 members of staff.
Establish departmental equality working groups	Not required, function will be
Develop Consultation & Engagement strategy to support GES	Complete
Development of training plan for employees (linked into equality standard training) e.g. for the equality steering group and managers/general staff and Members	Member and Officer training are now combined. Equality training database created and used to target training. E-learning, case studies and specific disability awareness training now

Domestic violence

The Huntingdonshire Domestic Violence Task Group is made up of a number of local agencies and organisations who aim to raise awareness of domestic violence and its effects on families and children, and improve services for those experiencing domestic abuse.

Households presenting as homeless to Huntingdonshire District Council as a result of domestic violence

2008/09	17
2007/08	9
2006/07	11
2005/06	21
2004/05	25

However the above only represents the number of households who have gone through the statutory homeless procedure, many more households have

been helped through other options designed to help people find alternatives to leaving their home e.g. legal advice, support for finding private rented accommodation through the rent deposit scheme, homeless prevention fund, and extra priority on waiting lists. The Council can arrange urgent management transfers for Housing Association tenants and also supported the establishment of the Sanctuary Scheme, which works across the county, by working with the police and fire service, a safe room can be created in the home. However anecdotal evidence suggests that many incidents of domestic violence go unreported; so figures could be higher. We can only report figures for those people who report the matter to the police or come to the Council for help with re-housing; many others could go to their registered social landlord for help.

**Domestic Violence Offence Rate 2008/09
rate per 1,000 population**

Cambridge District	12.8
East Cambridgeshire	7.6
Fenland District	16.8
Huntingdonshire	11.4
South Cambridgeshire	8.4
Cambridgeshire	11.3

- The Council is a member of the Huntingdonshire Domestic Violence Task Group
- There is a domestic violence advocacy service in the district, although the Council does not directly fund this service, money from the Cambridgeshire Local Area Agreement pays for 2 full time members of staff at the Independent Domestic Violence Advocacy Service
- The Council part funds the Domestic Abuse Partnership Manager
- There is a Domestic Violence Refuge in St Neots.
- 40% of domestic violence resources from the Domestic Abuse Unit (DAU) is targeted at domestic violence in Hunts;
- There are two Freedom Programmes (for female victims of domestic violence running via the DAU in Hunts;
- There is a Multi Agency Risk Assessment Conference (MARAC) (Central) for Hunts/ Fenland supporting high-risk victims of domestic violence once per month;
- There are targets around increasing numbers of professionals in Huntingdonshire trained in supporting victims of domestic violence;
- 20% of an Independent Sexual Violence Advocate (ISVA) supports clients of sexual violence in Hunts.

Additional Gender Equality actions achieved since 2007

- Corporate Equality Policy written and published
- Equality links placed in Growing Success
- HR Equality of Opportunity Policy produced
- Achieved Level 3 of Equality Standard for Local Government

- The performance management framework now includes targets and objectives for equality impact assessments; now further developed to include all outcomes from completed assessments and additional links to the Corporate Equality Policy action plan
- An equality action has now been placed in the Council’s risk register (service developments and new/amended policies introduced without due consideration of their equality impact) and equality is included within the Council reports checklist (If new or amended policy/strategy has an EIA been completed?).
- The Council has introduced family friendly policies e.g. flexible working, reduced hours, phased return, paternity and maternity leave, home working and offers child care vouchers. All women returning from maternity leave return to their previous post
- Two questions were included in the 2009 Employee Survey
- Do you think the Council is an equal opportunities employer? (94% said yes)
- Do you think that the Council treats residents, customers and employees in an equal manner, regardless of their gender, age, sexual orientation, religious beliefs, ethnic background or any disabilities they may have? (92% said yes)
- A Low Pay and Equal Pay Audit is currently being undertaken, findings will be reported to Employment Liaison Advisory Group and Employment Panel in September 2010. The audit will identify any gender pay gaps and will make appropriate recommendations to address these.
- All 4 senior officers are male; however, 23% of all Heads of Service are female and 32.5% of all Activity Managers are female.
- An employee newsletter on equality and diversity activities produced in March and July 2010
- The number of female Members has varied over recent years

**Number of female Members at HDC
(total of 52)**

2004/05	2006/07	2008/09	2009/10
9	10	8	7

Evening meetings have been introduced to try to encourage a greater variety of people into the role e.g. making it easier for people who work during the day to attend meetings.

- We have the following HR policies to prevent bullying and harassment, these include; Dignity at Work, Whistle blowing, Disciplinary and Grievance procedures, HR Equality of

Opportunity Policy, and First Contact (counselling facility)

- Leisure Centres offer mixed and female only activities upon demand.
- Leisure have conducted an equality & diversity staff survey to establish current knowledge and awareness to determine training needs

Actions relating to Disability

Action relating to Disability Equality Duty consultation in 2006	Progress - year 2 & 3 (2008/09)
More education and training for Council employees to raise awareness and attitude change to disabled people	Four disability awareness training sessions have taken place with Customer Services team during 2010. A need for further training in this area will be established.
A dedicated department for disability issues that is accessible and widely publicised as a centre for information and consultation	The Council is unable to support this however the Policy Team can partially support. It was agreed that rather than have a dedicated department for disability issues, capacity throughout the organisation to provide advice on disability issues should be developed through training of specific staff.
Improve physical access to Council buildings	<p>Achieved.</p> <p>DDA accessibility is only part of full compliance to the current DDA legislation. Most Council buildings have DDA compliant access but very few are fully DDA compliant</p> <p>Eastfield House, Centenary House and new Pathfinder House, Civic Suite are DDA compliant, which includes the new Huntingdon Customer Service Centre (CSC).</p> <p>The Customer Services Centres at Yaxley, Ramsey, St Neots and St Ives are DDA access compliant</p>
Improved transportation in rural areas with adjustments to access for disabled people on buses.	Progress made via Cambs Local Transport Plan and Huntingdonshire Accessibility action plan Some progress made, and action likely to be on going.

Continued

Dedicated parking, greater penalties for anti-social parking in disabled (accessible) bays and adjustments to roads and paving	Dedicated parking considered as part of Car Parking Strategy. Street rangers now able to enforce indiscriminate parking in blue badge bays, parking outside of bays etc EIA of car parking strategy completed.
A transparent complaints procedure, well trained staff with an understanding of the needs of disabled people.	New Customer Suggestions, Compliments and Complaints Policy
Better communication and flow of information on available funding and facilities for disabled people	Information & communication requirements of disabled people were considered as part of the review of the Customer Service Strategy
More dedicated leisure facilities with improved access and support available	Achieved • See EIA of Leisure Customer Care Policy (www.huntingdonshire.gov.uk) and bullet points below
Greater access to IT and Internet for dissemination of information	Achieved • Expanded number of online translation services • Improved spelling and use of Plain English • On line payments
Consider how to consult with learning disabled in future consultation	On going. Further work to identify which forums exist within the district

Additional Disability Equality actions achieved since 2007

Leisure and Sport & Active Lifestyles

- Huntingdon One Leisure has Inclusive Fitness Initiative (IFI) accreditation for its Fitness Studio. IFI is a programme supporting the fitness industry to become more inclusive, catering for the needs of disabled and non-disabled people, raising physical activity participation levels. Huntingdon One Leisure host an annual inclusion fitness week where they provide a range of leisure activities including free taster sessions. The model is built around developments in four key areas:
 - o Accessible Facilities
 - o Inclusive Fitness Equipment
 - o Staff Training
 - o Inclusive Marketing Strategies
 - o Gym buddy schemes

- The Community Sports & Recreation Project (Lifestyles Team) had a throughput of 796 disabled people at the half way point during 2008/09 (168 individual participants)
- Two festivals are held at the St Ives One Leisure (Outdoor and indoor) each year with between 50-80 disabled people attending with no access issues
- £30,000 has been spent on improving disabled changing provision at St Neots One Leisure
- A significant number of individuals have received access to disability awareness training through the Community Sports & Recreation Project as well as individuals accessing national governing body awards, first aid, child protection and IFI YMCA Disability gym instructors training – all to assist with the provision of sporting opportunities

for disabled people

- St Ives Rangers now has both an adult and disability football team thanks to the Community Sports & Recreation Project, Hunts FA and the club
- Both Huntingdon and St Neots One Leisure now run both adult and junior multi-sports clubs for disabled people as a result of the Community Sports and Recreation Project
- The Council has run holiday activities for disabled people over the past two years through the Community Sports & Recreation Project. Activities to achieve this include Health Walks, Exercise Referral Scheme, Cardiac Rehabilitation classes, Disability Sport, summer holiday activities, coach education, school sport and leisure organisation directory.
- The Leisure Development EIA identified that Health Walks had limited accessibility for those with mobility issues, efforts to reduce this problem were made and now walks are offered in each area which are suitable for wheelchair users.
- Greater inclusion has been achieved through disability events and clubs.

One Leisure St Neots

Swimming Pool Building

- New open plan reception
- Lower reception counter
- Hearing loop in reception area
- Automatic sliding doors for easier access in the swimming pool building
- Improved family changing area with improved accessibility for wheel chair users
- Lockers that can be used by wheelchair users
- Braille locker numbers
- Updated and improved disabled changing facility
- Updated and improved disabled shower and toilet facility

Centre Building

- New open plan reception
- Lower reception counter
- Hearing loop in reception area
- Improved disabled toilet facility
- Automatic sliding doors for easier access

- Lockers that can be used by wheelchair users
- Braille locker numbers
- Updated and improved shower and toilet facility for disabled people.

One Leisure St Ives - Outdoor

- Toilets for disabled people refurbished.
- Rear entry to synthetic pitch has a slow release closure fitted.
- Parking bays for disabled people in the car park.
- Wheelchair ramp from fire exit to car park built.

One Leisure St Ives

- Small lift for disabled people to gain access to the burgess hall, this wheelchair users access onto the stage.

One Leisure Huntingdon

- Active & Able club for adults.
- Lifestyles offer a class for disabled children.
- Groups of disabled people use the sports wall and dance mats.
- Regular work placement for disabled students.
- Lifestyles Team have trained some staff on adapting sports for disabled users.
- Some swim teachers are undertaking disability swimming workshops.
- New open plan reception.
- Lower reception counter.
- Hearing loop in reception area.
- Improved disabled toilet facility.
- Automatic sliding doors for easier access.
- Lockers that can be used by wheelchair users.
- Updated and improved shower and toilet facility for disabled people.

Huntingdon is an Inclusive Fitness Accredited site with trained staff and a gym buddy scheme and a facility which has been through an Inclusive Fitness audit

One Leisure Sawtry

- Special needs group use lunchtime swimming.

One Leisure Ramsey

- New manual pool hoist.
- Changing facility for disabled people.
- Special needs group use lunchtime swimming.

All One Leisure Centres

Minimum of two staff have acquired either SENCO & ENCO (Special Educational Needs Co-ordinator & Educational Needs Co-ordinator).

Customer Service Centres

- Charter Mark Customer Service Excellence accreditation for our Contact Centre and Community Information Centres
- Customer Service Strategy developed
- Community Information Centres have been successfully established in Yaxley and Ramsey working closely with many external partners.

The following facilities are offered at the customer service centres (not all Centres):

- Low counter provision in customer service centres - Huntingdon
- On line payment facility - all centres
- Toilets for disabled people in Huntingdon and Ramsey
- Hearing loop & type talk – Huntingdon
- Volume controls on headsets – in call centre
- Screens have been removed from all customer service centres to aid communication & privacy
- Staff training has been undertaken in signing to help support its deaf customers.
- E-mail service requests and queries are available at the call centre, which benefit all customers regardless of age, disability etc.
- Huntingdon and St Ives Customer Service Centres are fully accessible. The Call Centre at Speke House is also fully accessible.
- The Bailiff Contract was recently renewed; and specific equality and diversity issues were incorporated into the contract

Human Resources

- Achieved Positive about Disability status
- Flexible Working within the Council. Over 200

Officers are now able to work from home using a secure connection to the Council's network. This has increased the range of options the Council is able to offer as an employer, helping make the Council more attractive to employees who may require some flexibility in their working patterns.

- Introduced a HR Equality of Opportunity Policy
- Trials have also been conducted on mobile working, mobile information provision and flexible working for employees
- Annual equality monitoring showed that the number of staff disclosing that they had a disability was 26 employees, a total of 3.7%, broadly in line with national averages

Website

- The website has a screen-reader function enabling access to blind customers.
- The new version of the Website will have a simple colour scheme based on the content structure to improved navigation for customers who prefer to follow 'visual clues', rather than rely solely on text.
- The spelling and use of Plain English on the website has been improved through feedback to authors and automated checking. A 'reading age' assessment of pages, ensuring we do not overcomplicate content can now be provided.
- Online payments are now available, allowing customers to pay for services from their own homes 24*7.
- Public points of access to PCs with Internet access are available at Customer Service locations
- Planning Services have introduced "Public Access" which enables online web based access to planning applications and enables comment to be made without the need for a physical visit to our offices.

Operations division

- Providing opportunity via social services for work experience and volunteering for people returning to work after mental illness, similar work with probation service.
- CCTV services and Hunts Community Nursery provide work placements for Papworth Trust

clients

- New river boat just purchased suitable for wheelchair users. Bell boats suitable for disabled people in use.
- The Environment Agency are planning to put in some disabled fishing platforms in Godmanchester, to support this the Council will mark out some bays for disabled people in the closest car park.
- Choice Based Lettings was introduced with five access channels, customers can submit bids for homes by telephone, text, coupons, via the web or face to face, when Housing staff can bid on behalf of a client.
- 698 homes improved through Disabled Facilities Grant

Central services

- The Place Survey has been analysed by respondents with a disability to identify differences between these respondents and the overall results. Further detailed work to ensure these findings are taken into account when services are developed.
- The Council wanted to specifically find out about the needs of people with a disability to ensure that their opinions were adequately reflected in the Place Survey. Two focus Groups, one in Huntingdon and the other in St Neots were organised by an external facilitator (a disability equality trainer/specialist). The aim of the events was to find out how the services delivered by the Council and its partners could be improved for disabled people in Huntingdonshire. There were 21 attendees who were able to provide a perspective from a physical, sensory impairment or learning disability. This report will be circulated to relevant Huntingdonshire Strategic Partnership thematic groups.
- An equality & diversity training programme has been in place for 3 years, of which disability awareness is an integral part. 303 members of staff have attended equality related training since 2007. Mixed Officer/Member training is now in place. Four disability awareness training sessions have taken place during 2010. An Equality E-learning module has been introduced.
- Achieved level 3 of Equality Standard for Local Government
- Equality training for Cabinet and Overview & Scrutiny Members
- A question was included in the 2009 Employee Survey
- Do you think the Council is an equal opportunities employer? (94% said yes)
- Do you think that the Council treats residents, customers and employees in an equal manner, regardless of their gender, age, sexual orientation, religious beliefs, ethnic background or any disabilities they may have? (92% said yes)
- The Council decided to lift the restriction on the number of licences granted for hackney carriages and will require all new licences to be for wheelchair accessible vehicles only
- A footnote on Council correspondence states that information can be made available in alternative formats
- The Equality Impact Assessment (EIA) timetable has been established and 90% of EIA's have been completed on time since April 2007.
- A Shopmobility scheme, through consultation with disabled residents the service was established and priorities agreed, which now form part of a commissioning agreement with the Council. This led to a change in operating hours to suit customer needs. Outcome – in turn, leading to a 45% increase in number of customers using mobility services in Huntingdon Town from 07/8 to 08/9.
- Corporate Identity guidelines include guidance on producing accessible information (RNIB clear print guidelines).
- £300,000 invested in Parish Councils for the upgrade of village halls.

Disability related outcomes from EIA's completed 2007-2009

- Continue to research the needs of people with a disability
- Improve signage in Leisure Centres and Customer Service Centres, especially for people who require extra help
- Leisure Centres and Customer Service Centres to introduce staff training to enable staff to better support customers with a disability

- Revenues Service to review their caseloads and analyse in terms of the local population and equality data
- Revenues Service to target vulnerable customers to ensure that they are receiving all the benefits they are entitled to
- Planning are reviewing the font size of their documents
- Encouragement for the whole organisation to use Plain English
- Ensure that DDA issues are considered when industrial or commercial properties are upgraded
- Introduction of equality monitoring of service users and inclusion of equality monitoring on application forms
- Introduction of equality related questions in leisure surveys
- Across many services, the need for better consultation and engagement with different equality groups was identified
- Consider whether the development of specialist homes for people with a disability or those in need of supported housing are in line with identified need
- The Arts service to encourage local groups to publicise the accessibility of their venues

Actions relating to age

- Wise Owls (London based not for profit organisation) conducted an age audit of the number of Councils. The aim of the audit was to find out whether Councils throughout the country have an age diverse workforce.
 - o This audit examined the age groups of employers that work within the Council fitting into the categories under 25, 25 – 49 and 50. The audit suggested that under 25's face the worst ageism, however, Huntingdon was top of the league table for employing under 25's (25% of the workforce). Click on link for further details. www.wiseowls.co.uk/documents/161.pdf
- The Council has hosted an LPSA (Local Public Service Agreement) funded post to involve children and young people across the Huntingdonshire Strategic Partnership

Actions relating to Faith and Religion

- Supported the development of Huntingdonshire Faith Forum

Appendix G

Results from EIA's carried out during 2009/10

Name of policy or service area	Actions/issues arising out of assessment
HR	<p>Disciplinary Procedures</p> <ul style="list-style-type: none"> • Monitoring of the type of disciplinary action being taken • Include Disciplinary Policy in directory handbook to improve access for employees • Training or updates to managers on new Disciplinary Policy <p>Home working</p> <ul style="list-style-type: none"> • Continue to collect equality data relating to employees who home work <p>Recruitment Strategy</p> <ul style="list-style-type: none"> • Incorporate actions arising from Equality Act 2010 • Consider inclusion of religious belief and sexual orientation on equality monitoring section of application form • Cross-check all recruiting panels to ensure managers have been on equality & diversity training • Ensure each stage of the recruitment process is monitored e.g. application, short listing and successful applicants by equality group and include in annual HR Equality Monitoring report <p>People Strategy</p> <ul style="list-style-type: none"> • Record the turnover in specific areas against projected turnover • Equality statistics to be kept on internal promotions • Research, review and recommend for adoption an HR Strategy and action plan ensuring full recognition of current and proposed equalities legislation
Administration	<p>Electoral registration & elections</p> <ul style="list-style-type: none"> • Promote electoral registration process with schools to encourage future voters • Work around accessibility of voting stations and registration • Continue with equality training for canvassers and election staff <p>Local land charges</p> <ul style="list-style-type: none"> • Ensure members of the team have attended equality & diversity training • Continue to evaluate the service to ensure that it satisfies the needs and requirements of its customers <p>Printing Services</p> <ul style="list-style-type: none"> • Carry out satisfaction survey • Ensure members of the team have attended equality & diversity training

Continued

Name of policy or service area	Actions/issues arising out of assessment
<p>Law, Property & Governance</p>	<p>Legal services</p> <ul style="list-style-type: none"> • Ensure members of the team have attended equality & diversity training • Ensure statement about availability of information in other formats is included in documents sent out to the public <p>Asset Management Plan</p> <ul style="list-style-type: none"> • Consider the impact on local community of either investment in assets or the disposal of assets
<p>One Leisure</p>	<ul style="list-style-type: none"> • Undertake research of current crèche and junior activity use • Improve Emergency Evacuation Procedures (EAP) for customers who are mobility or visually impaired • Ensure leisure employees have an understanding and awareness of equality and diversity. • Monitor One Card equality data. • Ensure marketing activities consider ethnicity, gender, disability, age, religion / beliefs and sexual orientation.
<p>Operations Division</p>	<p>Car parks management</p> <ul style="list-style-type: none"> • Continue to monitor car parking appeals • Ensure members of the team have attended equality & diversity training • Ensure future car parking designs incorporate issues around accessibility <p>Street cleansing & grounds maintenance</p> <ul style="list-style-type: none"> • Ensure members of the team have attended equality & diversity training • Review how to involve manual employees in equality & diversity awareness training • Investigate level of equality & diversity awareness amongst contractors staff
<p>Information Management Department</p>	<p>IMD Operations</p> <ul style="list-style-type: none"> • Ensure members of the team have attended equality & diversity training
<p>Political management structures and support</p>	<ul style="list-style-type: none"> • Have regard to the multi-faith Calendar when setting the Council’s Schedule of Meetings and Member Development Programme • Offer equalities training to all Councillors • Raise public awareness of the opportunities local people have to become councillors. • Investigate ways of giving local people more say in local decision making

Appendix H

We asked a range of voluntary and organisations, residents, employees and other organisations for their views.

What you said	What we did (where appropriate)
The Council needs a better understanding of faith groups in the district	We will continue to support the Huntingdonshire Faith Forum and consider further work to create a profile of religion and belief in Huntingdonshire
The Council needs to improve how we consult with older people	We will continue to engage with hard to reach groups, including those representing older people
The Council needs to use different ways to consult and engage with different groups	We will continue to engage with BME (Black & Minority Ethnic) and other hard to reach groups. We need to be prepared to go and talk to community groups rather than focus on using surveys
The Council should continue to make improvements to increase equality for disabled people	We will continue to research the needs of people with a disability in terms of access to services and information about our services.
Some of the terminology used in the draft Scheme is quite complicated	We have tried to make the Scheme simpler and easier to read and it will be available in alternative formats
The Council needs to ensure that we include learning difficulties and mental health when doing any work around disability	We have made this clear in the Scheme
The Council needs to address the stigma and discrimination experienced by excluded groups	<p>This is now in our list of objectives and we have included the following actions:</p> <ul style="list-style-type: none"> • Consideration of becoming a Mindful Employer • Continue with our Equality & Diversity training programme for employees and Councillors • Work with the Richmond Fellowship to ensure support for employees is available • Improve disability disclosure amongst employees and Councillors • Consider hidden disability and basic mental health

Continued

The Council should make sure that all council buildings are as accessible as possible	We will continue to improve signage and facilities within council buildings with public access
The Council needs to make clear what its role is with regards to public transport	We will provide some guidance on the role of the council with regards to rural transport, accessibility issues and conditions of pavements
The Council needs to make sure that residents try not to block pavements with their wheelie bins	We will run a publicity campaign to highlight the problem
The Huntingdon Shop Mobility scheme is vital for many wheel chair users	We will ensure that the Huntingdon Shop Mobility scheme is closely linked with the Huntingdon town centre redevelopment
A shorter version would be useful	A summary of the Scheme will be available
A better understanding of what Equality and Diversity means in practice	We will continue to produce equality and diversity newsletters and produce case studies or examples to help employees understand how their work contributes towards making our services more accessible
Better understanding of the Equality Act 2010	Guidance for employees and partner organisations will be produced regarding the impact of the Equality Act

People we consulted

HuntsMind
 The Papworth Trust
 Huntingdonshire Community Group
 Huntingdonshire Faiths Forum
 Age UK
 Cambridgeshire Equality & Diversity Network
 Huntingdonshire Diversity Forum
 Environment Agency
 Equality consultant
 ESOL students
 Huntingdonshire District Council employees

Methods of consultation

On line survey (HDC website and internal intranet)
 Paper based survey
 Via telephone and email
 Attending employee meetings
 Attending workshops and community group meetings

