

Equality Needs Analysis

2015-16

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I. Executive Summary

Executive Summary: Each year the council produces an Equality Needs Assessment that looks across all services and employment to identify how the council has improved in addressing Equality and Diversity.

The Equality Needs Analysis forms part of the council's statutory duty under the Equality Act (2010), which requires equal treatment on the grounds of ethnicity, age, gender, disability, marital status, sexual orientation, maternity, gender reassignment and religion/belief. These nine areas are described in the Equality Act as 'protected characteristics'. The Equality Needs Analysis aims to:

- Demonstrate improvements in the previous year and priorities for the year ahead;
- Outline key information held by the council relevant the Equality Duty;
- Link the analysis to the council's Equality Objectives, which were set in 2012 and a reported on annually in the Equality Needs Analysis;
- Summarise key trends.

The Equality Needs Analysis is carried out by services across the organisation using information they hold to conduct a self-assessment which is centrally collated. This provides a snapshot, including case studies, that show the effects of the Council's services on people who share a protected characteristic.

The overall picture for 2014 demonstrates progress in delivering the council's Equality objectives. Key highlights include:

- Continued progress in supporting people who share a protected characteristic in schools, especially in relation to attainment, and in promoting good community relations;
- Continued progress in addressing issues related to domestic violence, hate crime and adult safeguarding;
- Continued progress in addressing Equality in relation to changes in the Council's workforce.

The main focus for 2015 is to sustain progress, and ensure that the Council Plan delivery plans address the findings of the Equality Needs Analysis.

The Equality Needs Assessment supports the delivery of the council's overall Equality Strategy: Equality for All (2012-16), and reports on progress against the Council's Equality Objectives. Additionally, the Equality Needs Analysis forms part of a suite of documents that support the Council Plan and aims to report on progress under each strategic priority of the Council Plan.

2. Introduction and Methodology

Cumbria County Council produces an annual Equality Needs Analysis that sets out the organisation's achievements in advancing equality of opportunity, eliminating discrimination and fostering good community relations. The Equality Needs Analysis covers all services and the employment of staff.

In 2010 The Equality Act came into force and set out a number of requirements on public authorities. This includes the Public Sector Equality Duty and the requirement to publish information relating to demonstrate how the council has:

- Identified equality challenges across the organisation;
- Developed plans to mitigate any adverse impact;
- Set equality objectives based on relevant evidence;
- Demonstrated improving outcomes for individuals protected under the Equality Act.

The Equality Needs Analysis supports the delivery of Equality for All, the County Council's Equality Strategy for 2012-16. The strategy sets out how the Council plans to meet its duties under the Equality Act (2010), and in particular sets the Council's strategy in the light of:

- The social context for Equality in the UK and Cumbria;
- Key changes in policy and legislation and Equality implications;
- How Equality fits with the Council's Priorities;
- How Equality will be embedded within programmes of work.

A key part of the Council's legislative requirements includes the setting of four year Equality objectives. The aim of the Equality objectives is to set medium-long term priorities for addressing Equality as part of the delivery of the Council Plan. In 2012 the Council agreed the following objectives.

- Diffuse community tensions and promote tolerance and understanding;
- Continue progress in collection of diversity data in relation to workforce and services;
- Continue to roll out training programme introduced following the Equality Act (2010);
- Continue positive action scheme to increase numbers of women in the Fire Service;
- Improve support for victims of domestic violence;
- Improve disability access to Council premises;
- Increase personalisation of services to ensure that people have choice and control;

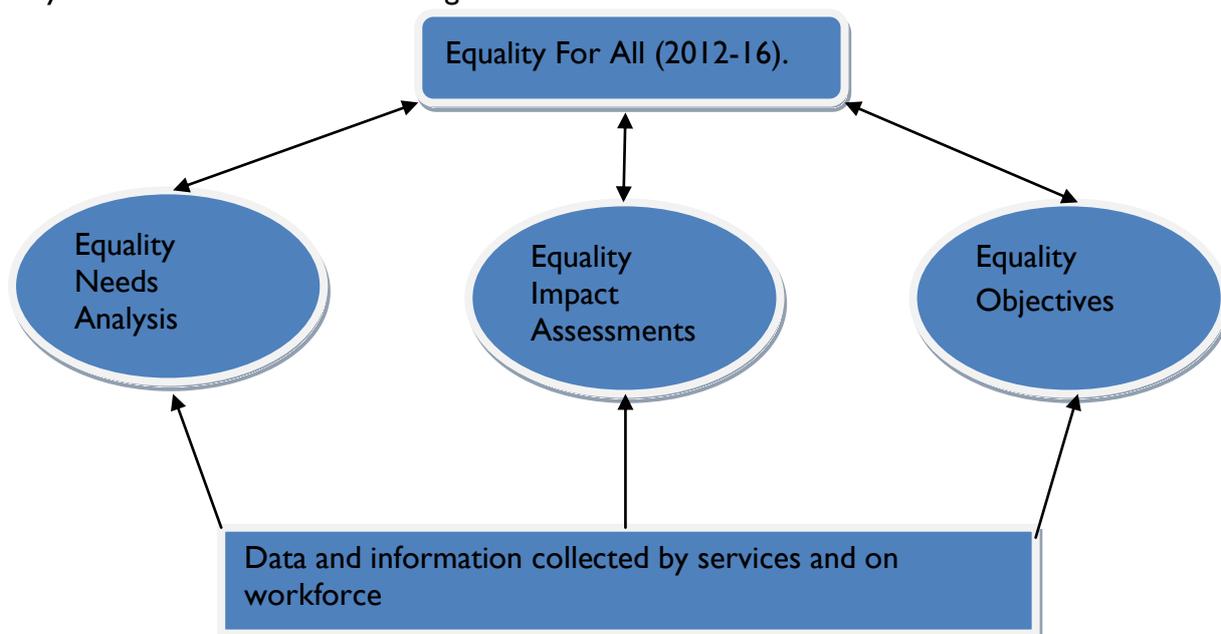
- Work with Gypsy Roma and Traveller families to improve access to education;
- Continue to monitor school racial incidents as part of anti-bullying activities;
- Ensure that migrants can access information about the Council in multi-lingual formats;
- Increase opportunities for young people to work for the Council;
- Include addressing homophobia in school anti-bullying work.

It is recognised that many of these objectives will be achieved gradually with improvement each year. As the report below demonstrates, in 2014 progress against the objectives has been made, and this forms a key part of the Equality story.

In 2014 the Council introduced a new Council Plan. The following priorities were considered to be relevant to the Equality Duty:

- To safeguard children and ensure Cumbria is a great place to be a child and grow up;
- To ensure communities live safely and shape services locally;
- To promote health and wellbeing and tackle poverty;
- To provide safe and well maintained roads and an improved transport network;
- To Promote sustainable economic growth and create jobs;
- To support older and vulnerable people to live independent and healthy lives.

The Equality Needs Analysis forms an integral part of the council's approach to implementing the Equality Act as summarised in the diagram below.



Equality for All: This is the council's overall Equality Strategy that runs from 2012-16. The strategy sets out how the council will manage Equality through decision making, and sets Equality Objectives that are managed through the Council's Directorates.

Equality Needs Analysis: This is a statutory annual document that presents the outcome of a self-assessment carried out by Directorates of their performance in meeting the requirements of Equality for All.

Equality Impact Assessments: These are equality assessments of key decisions, such as the Council Budget, or functions carried out by the Council. EIAs are published on the Council's website.

Equality Objectives: These tackle long term equality issues as identified when Equality for All was developed. These are reviewed by directorates annually and will be finally reviewed in 2016 along with Equality for All. Annual updates are incorporated into the Equality Needs Assessment.

Internal Data and Information: Council services collect a range of information that can be monitored by Protected Characteristic. These are used by Directorates in developing Equality Impact Assessments and when carrying out a self-assessment of the Equality Needs Analysis.

External Data and Information: The Cumbria Intelligence Observatory publishes Equality Briefings on the Census, and hosts the Cumbria Atlas, that enables members of the public to check data at Census ward level and includes information on disability, ethnicity, age and gender.

The table below sets out the information held by Directorates that was used for the self-assessments that went into the Equality Needs Analysis.

Directorate	Service	Protected Characteristics	Content
Resources	HR	<ul style="list-style-type: none"> Age Ethnicity Gender Sexual orientation Disability Religion/belief 	Staff profile, grades, part-time vs. full-time roles, absence. This is reviewed annually in line with the Council's commitment to monitor for Equal Pay.
Children's Services	Children's Social Care	<ul style="list-style-type: none"> Age Gender 	Child placements, and engagement with social care.
	Schools and Learning	<ul style="list-style-type: none"> Ethnicity Disability 	Termly census information on pupils, Key Stage attainment.
Health and Care	Adult Social Care	<ul style="list-style-type: none"> Age Ethnicity Gender Sexual orientation Disability Religion/belief 	All people who have a care package have their diversity details monitored and this is used to assess changes to services, planning and EIAs.
	Contracts managed by Public Health		
Environment and Community Services	Libraries	<ul style="list-style-type: none"> Age Ethnicity Gender Sexual orientation Disability Religion/belief 	Library membership data.

3. Summary of data

This section outlines key data and information relating to Cumbria and the County Council, and sets out the main trends and issues that cut across all services. The paragraphs below set out summary changes in the past year and key issues relating to population for managers to consider.

Migration: Overall trends suggests that the rate of overseas migration to Cumbria has slowed since 2009. However evidence from Children's Services shows an increase in demand for social care and schools and education relating to numbers of migrants who have settled and formed families. In 2011 the Council conducted a survey of over 800 migrants which provided a snapshot of issues relevant to service managers, this can be found on:

<http://www.cumbriaobservatory.org.uk/Population/equality.asp> The survey raised a number of issues relating to support for migrants in the workplace. A small project has been commissioned linking the organisation AWAZ to the local trade unions to pilot activity to use TU learning reps to work with Migrants.

Black and Minority Ethnic People: Although Cumbria has among the fewest numbers of people from Black and Minority Ethnic people in England, the rate of increase has been above the national average. The percentage has increased from 1.8% in 2001 to 3.5% in 2011. Looking at the Council's workforce the percentage of Black and Minority Ethnic people in November 2014 was 2.81% which is in line with previous years, and close to the BME population of Cumbria at 3.5%.

Disability: In the 2011 Census the total percentage of disabled people in the county was higher than the national average at 20.3% compared to 17.9%. The highest proportion of disabled people is in Barrow with 24.7% of the population, and the lowest is Eden at 18%. Working age disabled people in the Census range from 15% in Carlisle to 30.4% in Barrow. Addressing disability equality cuts across most Council services, and will be addressed in a number of the case studies below. Between 2012 and 2014 the percentage of staff declaring a disability has remained at around 1.5%.

Age 65+: In the 2011 Census the total percentage of people aged 65+ was higher than the national average at 20.6% compared to 16.4%. The highest proportion of people aged 65+ is in South Lakes 24.2% and the lowest is in Carlisle at 18.5%. As with disability most Council services will need to consider the implications of changes for people aged 65+, and in some cases for people aged 75+ and 85+. Figures looking at the profile of the Council's workforce since 2012, show a slightly slower decline in the proportion of people aged 55+ than for people aged 35-54.

Age younger people: In the 2011 Census the total percentage of people aged 0-15 in Cumbria was 16.7%. The main change from 2001 is the decline in numbers of people below 15 years old as a proportion of the population. In Barrow this trend has been fastest, and in Carlisle the slowest. The case study relating to apprentices shows the results of positive action in attracting younger people into the County Council workforce.

This information shows that both Cumbria's population and the Council's workforce is becoming more diverse, and reflects changing population trends across the UK.

4. Our Services: Achievements and Priorities

Council Plan Priority 1: To safeguard children, and to ensure that Cumbria is a great place to be a child and grow up

Focus Families: Focus Family is a programme that is about drawing together existing family support work and the Government programmes for Troubled Families. The programme gives an opportunity to join up the way services work with the most vulnerable families in Cumbria

(government estimates suggest there are 1050 such families). The priority areas of focus when working with families is to address the impact of worklessness, disability, missing education and antisocial behaviour. The case study below demonstrates the impact of the service in relation to disability.

Case Study

A woman with learning disabilities, who had one child with disabilities, was originally referred to the Children's Centre following an incident of domestic violence perpetrated by the child's biological father who no longer lives with the family.

The Focus Family team addressed issues around worklessness and family support, ensuring that bespoke support met the needs of the mother and the child.

The work is ongoing, though the family and the support team are pleased with the progress they are making.

Provision of interpreters and translators for Children's Social Care: The Council has a statutory responsibility around the provision for interpretation in relation to child safeguarding. Between April and September 2014 there were 153 interpreter assignments and 81 documents translated. The three main languages were Polish, Romanian and Czech. Examples include highly sensitive work involving interpreters who are trained to handle court hearings, and also cases where Children's Services require supervised meetings between parents/carers and a child.

English as an Additional Language: The numbers of EAL pupils in Cumbria has increased since 2004, and approximately 60 languages are known to be spoken by school pupils in Cumbria. The greatest concentrations of EAL pupils are in Carlisle and South Lakeland.

The Council has continued to provide support to children learning English as an Additional Language (EAL) to advance equal opportunity in relation to educational attainment. In 2014 this has included the following activities:

- Delivery of training for advanced EAL learners and developing speaking and listening for EAL children;
- Advice and training given to schools round the county who have had newly arrived children with EAL needs;
- Advice and support given to schools making a referral due to concerns about pupil progress and possible Special Educational Needs;
- Delivered Training on EAL and Literacy to all final year students at the University of Cumbria;
- Partnership work and EAL awareness-raising with Barnardos Children's Centres in Carlisle;
- Partnership work with Officers for Children Missing Education assessing pupil's levels of English prior to school admission;
- Partnership work with Early Years advisors to provide information and training to all Early Years Foundation Stage settings;
- Monitoring of attainment shows that advanced learners of English as an Additional language attained well at Key Stage 2 with some attaining Level 5.

Work with Gypsy Roma and Traveller families to improve access to education:

Children's Services has continued to support the Gypsy, Roma Traveller (GRT) community by addressing the equality issues in education, access to provision, attainment and outcomes.

- The attainment rates continue to show improvement in Key stage 2, there are good levels of progress within the cohort, and continued improvement within reading;
- Access to nursery and free 2 year old places has been developed and timely access to education provision is monitored is a priority;
- Exclusions are monitored and are below the national average.

Monitoring of the GRT attainment in Key Stage 4 has shown positive results in individual subjects. The outcomes for those who remain in school is good with 100% achieving A*-G GCSE grades and continuing into education, employment or training .

Monitoring school racial incidents and addressing homophobia in school anti-bullying

work: In 2014 there has been a focus on supporting schools to raise awareness of hate incidents and embedding best practice. From January 2015 the Council will be introducing a new integrated Prejudice Based Reporting System for schools. In the run up to this a number of activities have been undertaken including the following:

- Homophobia awareness incorporated into training delivered to School Governors as well to staff in Early Years setting and in two workshops for Key Stage 4 students, reaching 90 young people in each session;
- Bespoke training to staff on a number of schools, on Educating OUT Discrimination with a focus on race, sexual orientation and gender;
- Equalities training to Governors via the Local Learning Network in Spring 2014, covering 3 areas of the County, reaching 23 Governors with a lead on Equalities in own settings;
- Two sessions delivered in the Autumn Term 2014 to school leaders and governors on the Equality Act 2010, reaching 40 schools.

The following case study provides examples of promoting an awareness of challenging various forms of hate incidents within a school setting and working with other agencies across the Council and partners.

Case Studies

Children's Services worked with colleagues from Cumbria Fire and Rescue, Police and community groups such as AWAZ and OutReach Cumbria to run a CPD session that uses the Crown Prosecution Service's pack on Challenging Racist and Religious Hate Crime. 22 delegates attended representing 21 schools and one community group.

Children's Services also delivered 3 half day seminars to cover three locality areas: Copeland and Allerdale; Carlisle and Eden; Barrow, South Lakes. These sessions were delivered in partnership with OutReach Cumbria and engaged with 18 teachers, representing 9 secondary schools & academies and 5 primary schools. Six colleagues from INSPIRA also attended the sessions.

Children's Services also developed guidelines on Identity Based Prejudice related incidents, which is to be distributed to schools to coincide with the launch of a new Identity Based Prejudice reporting system in January 2015.

Council Plan Priority 2: To enable communities to live safely and shape services locally

Promoting tolerance and understanding: Taking Hate Crime: The County Council works in partnership with the Policy and Crime Commissioner to tackle Hate Crime, which includes a working group of the Safer Cumbria Partnership.

Hate Crimes since 2012 had declined, but have risen in the most recent months where there are records to date (June-August 2014).

The detection rate for Hate Crimes has increased by over 50% in 2014, which is a mark of increased confidence and more work is underway to explore engagement between the police, victims and victim support.

Improving support for victims of domestic violence

Since 2012 there has been a steady decline in the number of Domestic Violence cases that require a Multi-Agency Risk Assessment Conference. The trend suggests that there is a decline in cases of extreme domestic violence, however there are risk about cases not being picked up.

On the other hand the total number of cases reported to the police has risen, in line with national trends, and is considered to be a result of greater trust and confidence in reporting Domestic Violence.

The priorities for 2015 are to continue to raise awareness and increase the numbers of victims who feel confident to report.

Area Planning and Community Grants: One of the Council's priorities is to enable communities to shape services locally and find solutions for the future. Area planning helps the council deliver on this commitment, and provides a description of the Council's services and activities in each of the six Local Committee areas of Cumbria, along with priorities in the local area.

Community Grants are allocated by the six Local Committees to support grass roots community projects that meet the Council Plan and Area Plan requirements. To qualify all organisations have to submit an Equality Policy, and a number of projects with an explicit focus on supporting groups protected under the Equality Act. Priorities for 2015 are to develop a strategic approach to grant giving that considers the needs of people who share a protected characteristic.

Libraries: The primary function of the Library Service in Cumbria is to manage the County Library Service along with its buildings and stock in accordance with the Public Libraries Act 1964. In Cumbria there are currently: 46 libraries, 3 mobile libraries, 8 Library Links and 5 Book Drops.

In 2014 the Library has focused on using partnerships with cultural and third sector organisations to deliver focused activities that promote access and inclusion. These include the following case studies:

The Seven Stories Project in Carlisle and Eden libraries. This is a partnership project with Prism Arts, funded by a £340k grant from the Arts Council. The project involves artists working with people with Mental Health conditions, Learning Disabilities, people who have had strokes, older people and people with dementia to develop sculptures in the libraries that reflect the stories of people who participate and link to the libraries and their offer.

Bookstart is a project to deliver a free pack of books to all children aged 9 months. To ensure this is available to all, the Council issues adapted packs to cover a range of disabilities. The Book Touch pack is designed for children with visual impairment and has tactile surfaces, the Book Shine is aimed primarily at children with hearing impairments, and the Book Star is designed for people with impairments around motor skills. Next year the focus will be on promoting Book Star and Book Shine with Health Visitors and with the Early Help providers.

Cumbria Fire and Rescue Service: Key priorities for Equality in 2013 included: the introduction of the Home Accident Reduction Team (HART), continued monitoring of fire incidents to see if anyone protected by the Equality Act are at greater risk, and continued activity to promote good community relations.

The HART service provides home safety checks that cover not only direct fire risks and smoke alarms, but also will check stair-gates, electric leads, electric blankets, and carry out carbon monoxide tests and inspect equipment issued to vulnerable people through the Health and Care directorate. Focus has shifted towards providing six monthly checks on the most vulnerable homes, so that the service can monitor improvements to the home's safety, while offering a phone based service for the wider community. This has enabled a better use of resources, while enabling the most vulnerable to remain independent. During the past year the team has carried out approximately 18,000 home safety interventions.

Case study involving dementia: HART often visits people who are at risk of losing their home due to increased home safety risks. In this case an elderly woman who lived alone and had begun to develop dementia was at risk of leaving the cooker on unattended. Adult Social Care referred her to the Fire Service who carried out a visit, and worked with the woman, her son and the Social Care team to develop a number of safeguards including a locked cooker, and a programme in which she prepared the meal, and was supervised while cooking. This has enabled her to remain in her home and keep safe.

Council Plan Priority 3: To promote health and wellbeing, and tackle poverty

From April 2013 responsibility for local public health transferred from the NHS to the council. Public health is about preventing disease and helping people to live healthier and longer lives by providing the information and support they need to do this. Tackling inequalities is a core principle within public health and considerable effort is made to ensure that services are fully accessible and meeting needs as required.

The council is responsible for a range of local public health activities such as:

- Supporting NHS health checks for 40 to 74-year-olds;
- Assisting drug and alcohol treatment services;
- Providing public health support and advice to Cumbria's new Clinical Commissioning Group;
- Ensuring good sexual health services are in place;
- Developing ways to help reduce childhood obesity, including the national child measurement programme;

In 2015 a number of services will be recommissioned and Needs Analyses will be undertaken that will have a focus on different groups who share a protected characteristic, especially in relation to gender, sexual orientation and ethnicity.

Active Cumbria: Participation in sports and physical activities is critical in supporting people to live healthier lives. Over the past year Active Cumbria has delivered in partnership a wide range of sport and physical activities for people who share a protected characteristic.

Case studies in Equality and sports participation:

Dancing Recall: This is a project that uses dance to work with people who have dementia and volunteers and carers. The project ran 48 community sessions with 117 participants who have dementia supported by 55 carers and volunteers. A total of 9 residential care homes were also visited delivering a further 24 sessions. 24 local Dance Practitioners were trained up to deliver the programme through two workshops ensuring sustainability beyond the pilot period.

Celebrating the participation of girls and young disabled people in sports: In 2014 the Cumbria School Games was a great success in relation to Equality, with half the participants being girls and nearly one in five having a disability. Increased recognition of the contribution of girls and women, as well as disabled young people was reflected in the Cumbria Sports Awards in 2014, where 4 of the individual awards went to girls and women, and the award for People with a Disability went to a young disabled footballer from Barrow.

In 2015 a key area of focus will be identifying and engaging with people with protected characteristics to raise their participation rates within Active Cumbria's and our partners' sport and physical activity offers.

Cumbria Advice and Support Team (CAST): CAST is based in the Council's public health team and supports individuals in relation to supported housing, money advice, and access to emergency welfare support. A majority the people who access CAST are on low incomes, with a large proportion with disabilities, especially mental health related conditions. The service has supported people facing a wide range of crisis conditions, including supporting people to access food banks, and support around managing debt and the cost of energy. CAST services are reported to Local Committee every six months, and the most recent reports have seen a rise in disabled people using Money Advice services, and greater rates of referral from the DWP in relation to benefit sanctions and changes of a claimant's circumstances. This service will be reviewed in 2015 to maximise the joined up offer it can provide to vulnerable adults and low income households.

Council Plan Priority 4: To provide safe and well maintained roads and an improved transport network

Highways and Transportation: The Highways and Transport Service effects all residents, visitors and businesses in Cumbria. It is critical that the service is inclusive and takes appropriate measures to make the highways network accessible to all. To ensure this the service uses three separate Equality Impact Assessments to screen for potential influences when implementing policy, decisions or changes. These include:

- Design and provision of roads; footpaths; bridges; drainage; bus stops and rail stations.
- Management of highway and transport networks and supply of highway services such as routine maintenance; traffic regulation orders; winter maintenance; public rights of way maintenance.

- Understand the impacts on people using services such as road safety; walking; riding; cycling; route signing; home to school transport; sustainable travel;
- Acting as lead Flood Authority which means looking after surface water management matters countywide.

In addition detailed EIAs are written for specific schemes or changes.

Council Plan Priority 5: To promote sustainable economic growth, and create jobs

Economic Development: The Council is working with partners on the Cumbria Local Employment Partnership (LEP) to secure EU Structural and Investment funding. This creates an opportunity to fund a number of projects that could provide job opportunities for people who share a protected characteristic, especially where they have experienced barriers in access to the labour market.

The priority for 2015 will be to develop projects that include outcomes related to Equality, and begin the process of getting them off the ground.

Council Plan Priority 6: To support older and vulnerable people to live independent and healthy lives

Personalisation, choice and control: Cumbria County Council Health & Social Care Services have the responsibility for meeting the social care needs of adults 18 years and older in Cumbria and are committed to providing the best possible outcomes for individuals and their carers to enable them to:

- Be as independent as possible;
- Have choice and control over their life;
- Lead a healthier, safer, active and fulfilling life;
- Have the same opportunities as everyone else; and
- Play a full role in their community.

Health and Care Services commission a range of support to adults aged 18+ who may, for example, have a physical disability, learning disability, sensory impairment, mental health needs, vulnerable older adults or substance misuse problems as well as carers of individuals. We also support the transition of young people who may be transferring from Children's Services to Health & Social Care Services for Adults.

Health & Social Care Service practitioners (including social workers, rehabilitation officers for the visually impaired, social care workers and occupational therapists) have a statutory duty, as detailed in the NHS and Community Care Act, to safeguard adults at risk and assess the needs of individuals whose circumstances mean they may need support. The directorate is the lead when it comes to the protection of adults at risk and leads the Cumbria Adult Safeguarding Board. In addition the directorate is the lead for the provision of Mental Health Act assessments in order for the Council to meet its statutory duty.

As the Equality Duty touches on everything Adult Social Care does, the main areas of focus that have supported people who share a protected characteristic include:

- Extra care housing;
- Assistive technology;
- Reablement;
- Neighbourhood Care Independence Programme;
- Adult Safeguarding.

Case study involving Adult Safeguarding: In 2013 there were nearly 1,500 cases of abuse reported to the Cumbria Adults Safeguarding Board (CASB), but they were concerned about whether this was only a fraction of real cases. A campaign to target unreported cases took place over a five-week period to encourage victims and their friends, or family, to be aware of the signs of abuse and know how to report it. The campaign focused on financial abuse, physical abuse and neglect, emotional abuse, mate crime and sexual abuse. Hard-hitting posters and information leaflets were displayed in GP surgeries and other public buildings around the county to encourage people to report their concerns.

The priority for 2015 will be around meeting the requirements of the Care Act (2014) and supporting vulnerable adults, disabled people and their carers to access support, advice and information in line with the Care Act.

Council Plan Priority 7: To be a modern and efficient council

People Management: Overall 2014 has been a challenging year. The Council's reduction in workforce since 2012 has been monitored from an Equalities perspective to see if this highlights potential trends from future reductions.

The analysis shows that:

- The proportion of Black and Minority Ethnic, Disabled and Gay Lesbian and Bi-Sexual staff has remained constant.
- Women aged 35-50 are beginning to decline as a proportion of the total workforce.

To understand this People Management will looking into issues relating to work/life balance for people with caring responsibilities; managing several part-time roles; managing in households with more than earner working for the Council.

The Apprenticeship Programme: During 2014 the Council's apprenticeship programme has continued to succeed, with 80 people active on the programme and 37 people successful in securing a job or progressing to further and higher education.

The programme continues to play a major role in demonstrating how the Council is addressing Equality. A particular focus this year has been on Gender Equality, especially in relation to recruiting males and females into areas of work where they have been historically under-represented. Examples have included females working in Highways and the fire service, and males in social care and business administration roles.

Case study involving apprenticeships and Gender Equality: Jordan Coulthard – Jordan joined the County Council to complete an advanced apprenticeship in Electrical Engineering. She came to the County Council straight from school, and has excelled in her work with the team. As

a result, Jordan secured a post as an Electrician with the County Council and was nominated for Apprentice of the Year at the Excellence Awards 2014.

Samantha Findlay – Emergency Fire & Rescue apprentice was successful in gaining a contract as a Fire Fighter, which she started on 1 August 2014.

Capital Investment Programme: Carlisle Office: During 2014 the council commissioned a major building project in central Carlisle that will lead to a reduction in offices and relocation of all council activities. A key part of the benefits realisation for the project was that it would mean that all Council premises in Carlisle would be fully compliant with disability and access requirements. The aim is to have the building completed by December 2015 and to move staff in early 2016.

5. Conclusions and Supporting Information

The Equality Needs Analysis demonstrates that the Council is continuing to meet the Equality Duty. Over 2015-6 the Council will maintain progress by:

- Ensuring that the decisions made by the council continue to meet the Equality Duty;
- Ensuring that equality is integral to the delivery of Council Plan and the Council's Policy Framework;
- Continue to build on the success of the apprenticeship programme, the CAST programme and to develop a more area based approach to supporting groups of people who share a protected characteristic under the Equality;
- Have purpose build premises in Carlisle that fully meet disability and access requirements.

County Council Service Information

Equality for All

<http://www.intouch.ccc/eLibrary/Content/Internet/535/609/41025134225.doc>

Cumbria County Council's Equality Strategy for 2012-16

Published Equality Impact Assessments

<http://www.cumbria.gov.uk/equalities/equalityimpact/departmentaleia.asp>

Adult Social Care Equality Impact Assessments

<http://www.cumbria.gov.uk/adultsocialcare/equalities/eia.asp>

Children's Services Equality Impact Assessments

<http://www.intouch.ccc/equalities/equalityimpact/childrensserveia.asp>

Cumbria Intelligence Observatory

District Equality Profiles and Equality Briefing on 2011 Census

<http://www.cumbriaobservatory.org.uk/Population/equality.asp>

Information on Migration

<http://www.cumbriaobservatory.org.uk/Population/migration.asp>

Other Cumbria Equality sites

Cumbria Equality Resource Centre provides updates on groups and activities relating to ethnicity, faith, disability and sexual orientation.

<https://equalitycumbria.org/>